



## **INVERCLYDE ALLIANCE BOARD**

**MONDAY 2 OCTOBER 2023 – 1PM**

**A meeting of the Inverclyde Alliance Board will be held on Monday 2 October 2023 at 1pm within the Municipal Buildings, Greenock. Partners may attend the meeting in person or access the meeting by remote online access. Separate Webex invites have been issued for the meeting. In the event of connectivity issues, the join by phone number in the WebEx invitation can be used. Please note this meeting will be recorded.**

**Information relating to the recording of meetings can be found at the end of this notice.**

### **BUSINESS**

1. **Apologies for Absence**
2. **Minute of Previous Meeting** (copy attached)
3. **Matters Arising**
4. **Inverclyde Alliance Board Action Tracker** (copy attached)
5. **Presentation by Sarah Christie, Culture Service Manager, Economic & Social Regeneration, Inverclyde Council**
6. **Compassionate Inverclyde – Realising the Value of Kindness** (copy attached)  
Report by Professor Anne Hendry, Director IFIC Scotland
7. **Inverclyde Children’s Services Plan** (copy attached)  
Report by Corporate Director, Education, Communities & Organisational Development, Inverclyde Council
8. **Community Safety Partnership Delivery Plan 2023-24 and Violence Against Women and Girls Multi-Agency Partnership Delivery Plan** (copy to follow)  
Report by Corporate Director Education, Communities & Organisational Development, Inverclyde Council
9. **Inverclyde Partnership Hub Meetings** (copy attached)  
Report by Corporate Director Education, Communities & Organisational Development, Inverclyde Council
10. **Inverclyde Communities Mental Health & Wellbeing Fund for Adults – Year 2 Review** (copy attached)  
Report by Chief Executive, CVS Inverclyde
11. **Alliance Update Report** (copy attached)  
Report by Interim Head of Service (OD, Policy and Communications), Inverclyde Council

12. **Inverclyde Child Poverty Local Action Report 2023/24**  
Report by Corporate Director Education, Communities & Organisational Development, Inverclyde Council (copy attached)
13. **Financial Inclusion Partnership Conference 2023**  
Report by Chief Officer. Inverclyde HSCP (copy attached)
14. **Item for Noting – Inverclyde Task Force Update** (copy attached)

Date of Next Meeting – Monday 4 December 2023

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Enquiries to – **Lindsay Carrick** – 01475 712114

**INVERCLYDE ALLIANCE BOARD****MONDAY 19 JUNE 2023 – 1PM****RIVER CLYDE HOMES, CLYDE VIEW, 22 POTTERY STREET, GREENOCK**

Present: Councillors E Robertson (Chair), S McCabe, G Brooks and L Quinn (Inverclyde Council), Chief Superintendent L Waddell (Police Scotland), Ms L Bayston (Skills Development Scotland), Mr A Comrie (Strathclyde Partnership for Transport), Ms F Simpson, (Scottish Government), Ms K Wallace (NatureScot), Mr S Frew (Scottish Enterprise), Mr R Turnock (River Clyde Homes), Ms C Elliott (CVS Inverclyde) and Mr P Fagen (West College Scotland).

In attendance: Ms L Long, Ms R Binks, Mr S Jamieson, Ms M Rae, Mr T McEwan, Mr H Scott, Mr R Scullion, Mr G Barbour, Ms L Carrick and Ms D Sweeney (Inverclyde Council) and Ms K Rocks (Inverclyde HSCP).

Prior to the commencement of business Board Members and officers visited the Biomass Plant located within River Clyde Homes Prospecthill Court, Greenock. Officers from River Clyde Homes provided information on the Biomass plant and highlighting the importance of district heating systems.

**APOLOGIES FOR ABSENCE**

Apologies for absence were intimated on behalf of Ms S Kelly, Skills Development Scotland with Ms L Bayston substituting, Ms S Rae, West College Scotland with Mr P Fagen substituting, Mr R Cowan MP and Mr S McMillan MSP.

**MINUTE OF PREVIOUS MEETING**

The minute of the meeting of 13 March 2023 was submitted and approved.

**MATTERS ARISING**

It was noted that the next meeting of the Inverclyde Task Force is scheduled to take place on Monday 26 June 2023 and that it be remitted to officers to provide an update report to the next meeting of the Alliance Board.

**INVERCLYDE ALLIANCE BOARD ACTION TRACKER**

There was submitted an action tracker arising from previous decisions of the Alliance Board.

**Decided:**

- (1) that the actions on the tracker be noted; and
- (2) that the revised action tracker be submitted to the next meeting of the Board taking account of the comments made at the meeting.

**ACTIVE INVERCLYDE STRATEGY 2021-2024 ACTION PLAN**

There was submitted a report by the Corporate Director Education, Communities and Organisational Development, Inverclyde Council presenting the Active Inverclyde Strategy 2021-2024 Action Plan for approval.

**Decided:**

- (1) that the Active Inverclyde Strategy 2021-2024 Action Plan be approved;
- (2) that agreement be given to an annual review and reporting on Action Plan progress; and
- (3) that it be remitted to officers to submit an evaluation report to a future meeting highlighting the findings of the Active Inverclyde Sports Strategy survey to help understand

activity levels within Inverclyde and to identify potential areas for development in the future.

### **COMMUNITY SAFETY STRATEGY 2023-2026 & VIOLENCE AGAINST WOMEN AND GIRLS STRATEGY 2023-2026**

There was submitted a report by the Corporate Director Education, Communities and Organisational Development, Inverclyde Council (1) outlining a proposal to separate the Community Safety Strategy 2023-2026 and the Violence Against Women and Girls Strategy 2023-2026 documents, and (2) seeking approval for both strategy documents. The Board also heard a presentation by Ross Scullion, Team Leader Community Safety & Resilience, Inverclyde Council providing information on the strategic priorities of both strategies. Thereafter, Mr Scullion answered a number of questions from Members in relation to the presentation.

**Decided:**

- (1) that approval be given to the separation of the Community Safety Strategy 2023-2026 and the Violence Against Women and Girls Strategy 2023-2026 documents;
- (2) that the Community Safety Strategy 2023-2026 and the Violence Against Women and Girls Strategy 2023-2026 be approved; and
- (3) that it be remitted to officers to submit an evaluation report to a future meeting on the Community Safety Partnership Hub.

### **RESETTLEMENT AND WIDER DISPERSAL IN INVERCLYDE**

There was submitted a report by the Chief Officer, Inverclyde Health & Social Care Partnership providing an update on Resettlement and Wider Dispersal in Inverclyde. At the conclusion of discussion of this item of business, the Chief Officer acknowledged and congratulated Neil Cree, Adult Community Nursing Team Lead on his nomination for the Adult Nursing Award at the RCN Scotland Nurse of the Year awards in recognition of his work in setting up the Community Asylum Team.

**Decided:**

- (1) that the range of support provided by a range of partners in Inverclyde be noted; and
- (2) that the Board recognise Mr Cree's achievement in being nominated for the Adult Nursing Award at the RCN Scotland Nurse of the Year awards.

### **TREE PLANTING IN INVERCLYDE**

There was submitted a report by the Director Environment & Regeneration, Inverclyde Council (1) providing an update on the tree planting activities undertaken by the Council over the course of the last year, and (2) providing commentary in respect of potential future opportunities. Councillor Robertson advised the Board that written submissions had been submitted by Ronnie Cowan MP which were read out to the Board.

**Decided:**

- (1) that the activity associated with tree planting in the last year be noted;
- (2) that the written submissions received from Mr Cowan be noted;
- (3) that it be recognised that this agenda will be further developed through Inverclyde Councils Committee process; and
- (4) that it be remitted to officers to submit an implementation plan to a future meeting.

### **LOCAL OUTCOME IMPROVEMENT PLAN QUARTERLY PROGRESS REPORT FEBRUARY TO APRIL 2023**

There was submitted a report by the Chair of the LOIP Programme Board providing an update on the progress which has been made in implementing the Local Outcome Improvement Plan 2017-2022.

**Decided:** that the progress made in implementing the LOIP 2017-2022 be noted.

## PARTNERSHIP UPDATES

### Population

There was submitted a report by the Chair of the Population Partnership Group providing an update on the delivery and progress which has been made in implementing the Population priority of the Local Outcome Improvement Plan (LOIP) 2017-2022 and including a flash report.

**Decided:** that the progress made in implementing the Population priority of the LOIP 2017-2022 be noted.

### Economy

There was submitted a report by the Director Environment and Regeneration, Inverclyde Council, providing an update on the delivery and progress which has been made in implementing the Economy priority of the Local Outcome Improvement Plan (LOIP) 2017-2022 and including a flash report.

**Decided:** that the progress made in implementing the Economy priority of the LOIP 2017-2022 be noted.

### Inequalities

There was submitted a report by the Chief Officer, Inverclyde Health and Social Care Partnership, providing an update on the delivery and progress which has been made in the implementation of the Inequalities priority of the Local Outcome Improvement Plan (LOIP) 2017–2022 and including a flash report.

**Decided:**

- (1) that the progress made in implementing the Inequalities priority of the LOIP 2017-22 be noted; and
- (2) that the Board note and recognise the achievement of the Alcohol and Drug Partnership in gaining Medical Assisted Treatment standards.

### Environment

There was submitted a report by the Chair of the Environment Group providing an update on the delivery and progress which has been made in the implementation of the Environment priority of the Local Outcome Improvement Plan (LOIP) 2017-2022 and including a flash report.

**Decided:** that the progress made in implementing the Environment priority of the LOIP 2017-2022 be noted.

### Cultural and Heritage

There was submitted a report by the Corporate Director Education, Communities and Organisational Development, Inverclyde Council providing an update on the delivery and progress which has been made in the implementation of the Cultural and Heritage priority of the Local Outcome Improvement Plan (LOIP) 2017-2022 and including a flash report.

**Decided:** that the progress made in implementing the Cultural and Heritage priority of the LOIP 2017-2022 be noted.

At the conclusion of discussion on this item Councillor Robertson extended thanks to all officers involved in the work undertaken in the implementation of the Local Outcome Improvement Plan 2017-2022.

**PARTNER DISCUSSION ON NET ZERO COMMITMENTS AND AMBITIONS**

A discussion with the Alliance Board followed on Net Zero commitments and ambitions. The discussion focused on the plans of partner organisations in relation to what they are currently doing in Inverclyde to meet their Net Zero commitment and to promote biodiversity, plans for future implementation to meet their commitments, barriers and challenges and partnership opportunities. The discussion also included a presentation by Mr Richard Turnock, Chief Executive, River Clyde Homes providing information on the development of River Clyde Homes Energy Strategy. It was noted that each partner organisation will arrange to forward on notes of their commitments to allow officers from Inverclyde Council to compile a report for the next meeting.

**Date of Next Meeting**

It was noted that the next meeting of the Alliance Board will take place at 1pm on Monday 2 October within the offices of West College Scotland.



Inverclyde Alliance Board Action Tracker

Inverclyde Alliance

Date of Meeting	Action	Progress Update
3.10.22	<p><u>Inequalities Partnership Update</u> Update on requests made to Scottish Government will be included as part of consideration of ADP annual report when it is considered at a future Alliance meeting (Kate Rocks)</p>	ADP report to Alliance scheduled for December 2023.
5.12.22	<p><u>Clyde Conversations 5 Report</u> Update to be provided to a future meeting (Ruth Binks)</p>	Scheduled for a future meeting. Date of next Clyde Conversations event now February 2024.
5.12.22	<p><u>Presentation on Partnership Development (Morna Rae)</u> Progress the following over 2023:</p> <ul style="list-style-type: none"> <li>• Develop approach to Locality Planning</li> <li>• Thematic workshops to be arranged, and variety of Board meeting locations and visits to be arranged</li> </ul>	<p>Update included in paper on meeting agenda</p> <p>June meeting hosted by River Clyde Homes. Future meeting to be hosted by West College. February workshop on Partnership Plan. June workshop on Net Zero.</p>
13.03.23	<p><u>Inverclyde Communities Mental Health &amp; Wellbeing Fund</u> Evaluation report to be submitted to a future meeting</p>	On agenda
13.03.23	<p><u>Inverclyde Alliance Partnership Plan</u></p>	On agenda

Date of Meeting	Action	Progress Update
13.03.23	<p>Review of the delivery structures and development of actions and performance indicators</p> <p><u>Inverclyde Community Justice Partnership Update</u></p>	Scheduled for December 2023
19.06.23	<p>Report to a future meeting on the draft Inverclyde Community Justice Outcomes Improvement Plan, and Alliance Board to assist in the finalising of the Plan.</p> <p><u>Matters Arising</u></p> <p>It was noted that the next meeting of the Inverclyde Task Force is scheduled to take place on Monday 26 June 2023 and that it be remitted to officers to provide an update report to the next meeting of the Alliance Board.</p>	Minutes on agenda
19.06.23	<p><u>Active Inverclyde Strategy 2021-24 Action Plan</u></p> <p>Annual report on Action Plan to be shared with Alliance</p> <p>Evaluation report to be submitted to a future meeting highlighting the findings of the Active Inverclyde Sports Strategy survey to help understand activity levels within Inverclyde and to identify potential areas for development in the future</p> <p><u>Community Safety Strategy 2023-26 and Violence Women and Girls Strategy 2023-26</u></p> <p>Action plans to be share with Alliance</p> <p>Evaluation report on Community Safety Partnership Hub to be shared.</p>	<p>Scheduled for June 2024</p> <p>Scheduled for future meeting</p>
19.06.23	<p><u>Tree planting in Inverclyde</u></p> <p>Implementation plan to be shared at a future meeting</p> <p><u>Partner discussion on Net Zero commitments and ambitions</u></p>	<p>On agenda</p> <p>On agenda</p> <p>Scheduled for future meeting</p>



<b>Date of Meeting</b>	<b>Action</b>	<b>Progress Update</b>
	Notes from partners to be forwarded, compiled and issued.	Complete and note has been circulated.



# Realising the Value of Kindness



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*For all the people who are leading the movement, those who respond to call outs and shout outs, those who are benefiting from and those who are giving the gift of their time, energy, creativity and compassion*

## Foreword

This is our third report on Compassionate Inverclyde, a multi-award winning social movement established in 2017 as the first Compassionate Community in Scotland. Inverclyde has a population of around 80,000 living in a mixed urban / coastal area with high levels of poverty, disability and trauma. But these challenges don't define the people of Inverclyde as evidenced by the creativity and compassion of the local citizens and organisations. Our independent evaluation in 2018 described the remarkable outcomes achieved in the first phase of Compassionate Inverclyde. The three formative evaluation reports<sup>1</sup> describe the design principles, the many benefits for citizens, communities and organisations, and the contribution the programme makes to realising local and national Outcomes.

Our second report<sup>2</sup> described an Active Learning Programme that brought together 78 people from 39 communities or organisations across Scotland to walk alongside Compassionate Inverclyde. As the programme coincided with the COVID-19 pandemic, it was delivered virtually through monthly online sessions from May 2020 to March 2021. The programme materials and report helped to spread the learning from Inverclyde across Scotland at a time when many areas were looking to new community led initiatives to create greater resilience.

It is widely acknowledged that COVID-19 has had a devastating impact on our health, economy and society in Scotland, further exacerbating longstanding inequalities. As our public services strive to recover in the face of unprecedented economic and workforce challenges, investment in proactive care and prevention struggles to compete with the increasing demands for reactive care and support. The need to demonstrate impact from investment in prevention and community led solutions is more pressing than ever. Therefore, our third report describes the wide range of benefits for people, communities and for the health and care system and considers the social value realised over the five years Compassionate Inverclyde has been fully operational.

Estimated social value exceeds **£1,265,173**, excluding additional value realised from the High 5 programme and work with children and young people. This represents a **3:1 social return on investment** for people and communities through creating wellbeing, resilience and social capital in addition to the costs avoided for citizens and for statutory services. We trust that the impacts described in this report will inspire a continuing commitment to this remarkable social movement.

Actions and stories always speak louder than words and statistics.

To truly understand the essence of Compassionate Inverclyde we suggest you watch this overview [here](#) or the digital case study: [A Place of Kindness](#). Or visit Inverclyde and meet the amazing people who help their fellow citizens and communities thrive by living the values of Kindness, Helpfulness and Neighbourliness.

*Professor Anne Hendry*

*Director IFIC Scotland, [International Centre for Integrated Care](#)*

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<sup>1</sup> available at [ArdgowanHospice.org.uk](https://ardgowanhospice.org.uk)

<sup>2</sup> Compassionate Communities Active Learning Programme Cohort 1  
available at [https://integratedcarefoundation.org/ific\\_hub/ific-scotland-programmes](https://integratedcarefoundation.org/ific_hub/ific-scotland-programmes)

## 1. Background

In 2016, the Director of Care at Ardgowan Hospice, Inverclyde, began to explore local attitudes and behaviours around loneliness, isolation, death, dying and bereavement, inspired by Professor Allan Kellehear's work on Compassionate Communities<sup>3</sup>. At the initial public event, 150 people pledged to make Inverclyde a more Compassionate Community acknowledging that caring for one another at times of crisis and loss is everyone's responsibility. Through a series of community listening events over 200 people identified what they valued most about living in Inverclyde. The values of **Kindness, Helpfulness and Neighbourliness** became the brand of Compassionate Inverclyde, bringing a sense of common purpose and inspiring a wide range of actions to achieve four strategic objectives:

- To improve well being
- To promote compassionate citizenship
- To raise awareness and education about kindness
- To identify and help create compassionate organisations

A wide range of citizen led initiatives are clustered around three mutually reinforcing work streams.

- **Compassionate citizens**
- **Neighbourly support**
- **Improving wellbeing**



Volunteers, befrienders, companions, community cafes, faith groups, neighbourhoods, voluntary organisations and local businesses work alongside care providers, hospice, schools, college, police and prison service. The ethos is very person centred, focusing on what matters to local people, and strength based, recognising and nurturing the strengths and assets of individuals, families and neighbourhoods. Those involved find creative ways to make it easy for people of all ages and backgrounds to be involved and to contribute, ensuring they have a strong and equal voice. Compassionate Inverclyde was led by a programme board of local stakeholders and members, co-chaired by a local government Councillor and by the Health and Social Care Partnership Chief Officer. It has become a vibrant social movement of compassionate citizens who care for each other and work alongside local health and care services. From 2021, a cross sector collaboration of organisations across Inverclyde have been working together as **Inverclyde Cares**. This network of partners steers collective action on Bereavement, stigma and on recognition of Kindness, complementing the citizen led Compassionate Inverclyde work streams.

This report describes the status of each Compassionate Inverclyde initiative using data that has been collated by the programme lead and support officer. The wide range of initiatives are at varying stages of development and reach and also differ in how readily their associated benefits can be quantified. For example, **No One Dies Alone** is now well established with an abundance of positive feedback from families alongside compelling data for costs avoided by compassionate citizen companions releasing staff time to care for other patients. Similarly, **Back Home Boxes** can evidence significant tangible benefits from essential goods delivered on an almost industrial scale. Numerous thank you letters

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<sup>3</sup> Kellehear, A. (2005) *Compassionate Cities: Public Health and End of Life Care*. Routledge: London

highlight the positive impact on wellbeing at a time of transition from hospital to home alone. Some initiatives, such as the **Prescription Delivery service**, provided a valuable but time-limited response during lockdown and so don't have such enduring impact.

The report provides extracts from letters and short personal narratives to illustrate the outcomes, benefits and social value realised for those who benefit from the compassionate support. The impact on volunteers is captured in some **digital stories** - like **this one from Vari, Clare and Doris** <https://vimeo.com/257931254>

Our 2018 evaluation report describes in more detail the many individual, relational and community outcomes achieved by volunteers, patients, carers, families, citizens and staff. However the relationship between cause and effect is not linear and there are many interdependencies in what contributed to achieving these outcomes.

Figure 1 depicts the 11 national outcomes in Scotland's National Performance Framework<sup>4</sup>.

**Figure 1 Scotland's National Performance Framework**



The Compassionate Inverclyde Outcomes Tree (Fig 2) illustrates the various inputs, initiatives and related outcomes, noting their contribution to the nine national health and wellbeing outcomes and to the 11 national outcomes. It represents our Theory of Change.

<sup>4</sup> [www.nationalperformance.gov.scot](http://www.nationalperformance.gov.scot)

**Figure 2 Compassionate Inverclyde Outcomes Tree**

<b>We are a society that treats all our people with kindness, dignity and compassion, respects the rule of law, and operates in an open and transparent way</b>		
<b>11 National Outcomes</b>		
<ul style="list-style-type: none"> <li>❖ We grow up loved, safe and respected so that we realise our full potential</li> <li>❖ We live in communities that are inclusive, empowered, resilient and safe</li> <li>❖ We are creative and our vibrant and diverse cultures are expressed and enjoyed widely</li> <li>❖ We have a globally competitive, entrepreneurial, inclusive and sustainable economy</li> <li>❖ We are well educated, skilled and able to contribute to society</li> <li>❖ We value, enjoy, protect and enhance our environment</li> <li>❖ We have thriving and innovative businesses, with quality jobs and fair work for everyone</li> <li>❖ We are healthy and active</li> <li>❖ We respect, protect and fulfil human rights and live free from discrimination</li> <li>❖ We are open, connected and make a positive contribution internationally</li> <li>❖ We tackle poverty sharing opportunities, wealth and power more equally</li> </ul>		
<b>National Indicators</b>		
Perceptions of local area Places to interact Work related ill health Quality of public services Public services treat people with dignity and respect Scotland's reputation International networks	Loneliness Confidence Resilience Participation Social capital Influence over local decisions Trust in public organisations	Healthy life expectancy Premature mortality Mental wellbeing Healthy weight Health risk behaviours Physical activity Quality of care experience
<b>9 National Health and Wellbeing Outcomes</b>		
People are able to look after and improve their own health and wellbeing and live in good health for longer. People, are able to live independently and at home or in a homely setting in their community. People who use services have positive experiences of those services, and have their dignity respected. Health and social care services are centred on helping to maintain or improve quality of life Health and social care services contribute to reducing health inequalities. People who provide unpaid care are supported to look after their own health and wellbeing People using health and social care services are safe from harm. People who work in health and social care services feel engaged and are supported to continuously improve Resources are used effectively and efficiently in the provision of health and social care services.		
<b>Outcomes achieved with Compassionate Inverclyde</b>		
<b>Community Wellbeing</b> Community voice and identity Intrinsic community values are recognised, encouraged and celebrated Community capability awareness Community resilience Commitment to common good Intergenerational working and respect Increased community cohesion Community hope (and sense of possibility for next generation) Active youth participation in decision-making and action Renewed community pride Local workplaces begin to have compassionate illness, carers and bereavement policies in place	<b>Relational Wellbeing</b> Affirming, enduring friendships Mutual nurturance and affection Norms of mutual support, caring and affection Respect for diversity Reciprocity Heightened attentiveness to the situations of known and unknown others within the community Stronger, increased networks of support Resilient neighbourhood networks of people who care and help each other Collaborative norms Democratic participation in decision making processes	<b>Individual Wellbeing</b> Increased confidence Improved self-esteem / self-respect Sense of belonging Sense of meaning and purpose Making a contribution Sense of significance More able to think and talk about dying, death and bereavement Reduced fear of dying / death Feeling reassured that a dying person is being cared for Feeling less alone

### **Compassionate Inverclyde Initiatives**

No One Dies Alone companions  
Back Home Boxes and helpers  
Back Home visitors  
New Mums companions  
Work with Schools, Colleges, Faith groups, Prison  
Friendship hub  
High 5 Wellbeing programme  
Homeless Forum  
Absent Friends Festival  
Bereavement Charter  
Kindness Award

### **Collective Actions and Behaviours**

- Hold open space public conversations to understand local values and priorities
- Promote wellbeing and kindness in schools and colleges
- Identify individual and collective opportunities to be kind, helpful and neighbourly
- Facilitate local awareness-raising and training events
- Create opportunities for people to build and nurture connections and relationships
- Support volunteers to use their caring skills and other talents to help other people
- Value and enable the contribution of compassionate citizens, befrienders and companions
- Support local workplaces to develop compassionate policies
- Celebrate achievements and hold an annual programme of public events and celebrations
- Implement an accreditation scheme across Compassionate Inverclyde partners

### **Citizens and Community Partners involved**

Fundraisers; volunteers; compassionate companions;  
Befrienders; community cafes;  
schools and colleges;  
shops and businesses;  
churches and faith groups;  
healthcare staff; hospitals; social care providers; ambulance staff;  
community leisure; transport;  
community police; prison;  
Carer centre; Care homes

As the National Performance Framework is due to be refreshed in 2023, some outcomes may change. However there is likely to be a continuing focus on the First Minister's three missions<sup>5</sup>:

- ❖ Equality: Tackling poverty, protecting people from harm and improve the life chances of people across our country.
- ❖ Opportunity: A fair, green and growing economy by harnessing the skills and ingenuity of our people and seizing the economic and social opportunities from meeting our net zero targets.
- ❖ Community: Prioritising and delivering sustainable, person-centred public services with a focus on tackling inequalities.

**This report signposts the important contribution that Compassionate Inverclyde makes to achieving Scotland's National Outcomes and the missions of the new Cabinet.**

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<sup>5</sup> [Equality, opportunity, community. New leadership – A fresh start.](#)



## 2. Compassionate Citizens

The original aim of Compassionate Inverclyde was to begin to transform societal, institutional and individual attitudes about death and dying in a natural, locally relevant way and to reduce suffering associated with life-limiting illness, survivorship, dying, death and bereavement. The first initiative was the introduction of **No One Dies Alone (NODA)** companions to support people in the last hours of life, initially in hospital then gradually extending to care homes and at home.



The Comfort Care Bag carried by NODA Companions contains a CD player, a variety of genres of CDs, a NODA vigil journal that documents the present vigil for the oncoming Companion, a notebook to record thoughts/experiences, NODA cards and envelopes to leave a note for the patient or family, a Bible or rosary if applicable, insightful readings and poems, and evaluation forms that the Companion completes at the end of the vigil.

*I have been volunteering as a NODA companion for about four and a half years. I find it a huge privilege to sit with someone at the very end of life. For many different reasons, a person may find themselves in the position of being alone in those final hours of life, and we as NODA companions sit quietly at the bedside, reassuring them we are there and ensuring that their final moments will not be solitary. In some situations a patient may have a family who is exhausted and we step in to enable the family members to get some much needed rest. The families are always extremely grateful that we are there and all of them comment on what a special service NODA provides. There is assurance for them that their loved one will not die alone and we are there both for the patient and their family members.*

*NODA Companion*

NODA directly benefits the people who are supported at the end of their life, and families who may be living at some distance or juggling other caring responsibilities and are reassured that their loved one is being cared for.

*“My father sadly passed away last week after a long stay in IRH. During his last few days he and the family were supported by NODA volunteers. My brother and I would like to express our gratitude for the help and comfort we were all given during this time. The volunteer companions were understanding and supportive and totally non-judgemental about the amount of time the family were able to spend with my father, allowing us to also spend time at home looking after our mother”*

*I just wanted to thank you for your help in last few days of my mother in laws life, she passed away on Thursday and my father in law requires a high level of care. My family has been torn between both of them for weeks, it's been a real struggle. CI came and sat with my mother in law and we could then rest and care for my father in law during her last few days knowing someone was with her when we couldn't be. It made ALL of the difference in those last few days of her life, especially to my Mother in law who was frightened. I'm a nurse and we don't have this where I work, it's an amazing initiative and I thanks you from the bottom of my heart, I will make sure as many people know about you as I can thank you.*

The sense of comfort and reassurance has a positive impact on early stages of bereavement.

*My father-in-law was recently in Ward J North at IRH receiving end of life care. We met a couple of your lovely volunteers who came to sit with Dad. I'm sure there were other volunteers too. We were totally overwhelmed that a complete stranger would give up their precious time to sit with another stranger; such a selfless act, full of compassion. It was such a comfort to us that someone would always be with Dad when we couldn't be with him. Along with the rest of our family, we would like to say a huge Thank You. We had never heard of such a lovely service and our heartfelt thanks go out to all your volunteers.*

*Your NODA group recently sat with my Gran during the lead up to her passing. I met quite a few of the volunteers in the days running up as I popped in to see my Gran and all of them were absolutely amazing. You are all providing an amazing service at a time when it is very difficult for family to be available. I would like to sincerely thank you all for the work that you do and the comfort that you provide to the elderly and their families. Please pass on our thanks as a family to your group of 'Inverclyde Angels' for everything they have done for us.*

*My father was receiving end of life care at Inverclyde Hospital in July of this year. I was travelling 52 miles each time I visited, and, along with working full time, having 2 teenage children, a supporting and also exhausted husband, a disabled brother, and a dog I was struggling to cope. On one occasion after the third visit in 24 hours a nurse came up to me and said 'you look exhausted'. She told me at that time about the existence of the NODA. Programme and asked if I thought that this may be of help. With one of my biggest fears being that my father would die alone in hospital without me being there I immediately saw a benefit. 20 minutes later a lady appeared and introduced herself as from NODA. She explained how NODA worked to support people at end of life and then sat with me and dad and just let me talk.....& talk..... and talk. I left the ward that day knowing that my Dad was going to have someone with him when I could not be there and would not be alone. I was asked if there was anything special that she could do to comfort him. Simply being there for him, holding his hand, being his advocate by making the nursing staff aware when he was becoming unsettled, and talking to him was better than I ever thought imaginable. I could not believe that this service was voluntary. Your team are amazing and I am sorry that I could not meet each and every one of them to let them know what an incredible difference they made. I thought it was great that this team gave a handover when they changed shift – again I was reassured that there was continuity in care and support for dad. Dad died on 24th July with G by his side. I have no regrets about not being able to be there with him because I knew that G was. She also went over and above what I would have expected by waiting at the hospital until I arrived so that she could share his last moments. This is something that I will never forget and if there is any way that I can help to promote or support NODA moving forward please do not hesitate to let me know. I would like you to pass on my heartfelt thanks to the whole team – you are a team of shining lights and make an immeasurable difference.*

Staff also benefit from the NODA service. It can be a source of frustration and stress for staff trying to find time to sit with people who are dying when they have so many other calls on their time. With the current staffing and financial situation, it is not easy to secure additional capacity on a shift to allow a member of staff to sit alongside a patient who would otherwise be alone. Local health and care professionals value the NODA offer and find the system highly responsive and easy to access.

*“As a charge nurse, this was the first time we had called and required the service. I was able to get in contact easily and companions names were given to the ward quickly, When the companions arrived on the ward they were efficient and professional, I would highly recommend this” (ward manager)*

*“It helped as it was reassuring to have someone with the patient until their relative arrived. Also allowed nursing staff to tend to the other patients on the ward” (Nurse)*

*There’s this journal that the family can look through and they say “Oh right, did that happen that night with my mum.” It’s a great thing. (Nurse)*

**Palliative Care Companions** support people who are transitioning to a palliative stage of their illness.

*When I first met Ann I spent some time getting to know her and finding out what support she would benefit from. Ann decided she would like to go out for coffee as she felt isolated at home as her family did not live nearby. I felt privileged to have the opportunity to get to know Ann and offer her support during a very difficult period in her life. During my support, Ann told me she really enjoyed going out, and looked forward to our time together as this was something she enjoyed with friends (who had since passed away) before covid. Ann’s daughter also told me that her mum greatly enjoyed and benefited from our days out and she and her brothers felt very relieved that their mum was getting this support when they couldn’t be there. When Ann passed away her daughter came to see me to thank me for the support I had provided for her mum.*

**Back Home Visiting** offers face to face and telephone befriending support for people who are returning home from hospital and face loneliness or isolation. This Compassionate Inverclyde support has not scaled up as there are other befriending services available within Inverclyde.

*I visited a gentleman on only two occasions to sit with him, thereby allowing his wife to keep appointments. He was mobile with walking aids and chatty, with a keen sense of humour and a good recall of events in the past. He thoroughly enjoyed having a “new face” to talk to and chatted for about half an hour, before saying he was tired, and I helped him through to his bed. When his wife returned, she too was keen to sit and chat and I felt that she was quite lonely. After the second “booked” visit, I asked them to contact me if they needed my help again, but they had something else arranged. I enjoyed talking with both the gentleman and his wife and I felt that it brightened their day which gave me a feeling of satisfaction.*

**New Mum’s Companions** is a recent initiative to support young mums, particularly new Scots who have recently moved to the area and don’t have a family support network.

*Being a new mum companion has been really important to me. If that had been around when my kids were born I would have really benefited from having someone there to support me with breastfeeding. It’s a very rewarding feeling to visit a new mum who is having some struggles and being there to support her as she goes through it. You can see the impact being there has on the mum - even just sitting with her to listen and have a chat makes all the difference. There can be many hurdles to feeding, or just being a new mum, so being able to give back and be a small part of someone else’s journey is an amazing experience.*

Table 1 sets out the reach, support provided, benefits and estimated employer costs avoided from each initiative. The HSCP chief officer agreed the grade of statutory staff who would have been required to provide the support in the absence of Compassionate Inverclyde. Costs are based on 2022/23 published salary scales including employer on-costs, for the specific grade.

Initiative	Reach, type of support provided, estimated benefits and staff costs avoided			Staff hours avoided	£ Costs avoided	
<b>NODA Companions - Hospital</b>	<b>102 hospital patients and families supported</b>	3791 NODA companion hours	Patients and families feel cared for and supported to the end of their lives.  A good death for individuals  Positive early bereavement experience for families	Hospital staff time released and less stress	3791 hours of Band 3 healthcare assistant	<b>£67,772</b>
<b>NODA Companions – Care Home</b>	<b>9 Care Home residents and families supported</b>	276 NODA companion hours		Care home staff time released and less stress	276 hours of social care support worker	<b>£4,745</b>
<b>NODA Companions at home</b>	<b>3 people and families supported</b>	241 NODA companion hours at home		Community staff time released	241 hours of Band 3 healthcare assistant	<b>£4,308</b>
<b>Lockdown Prescription delivery</b>	<b>513 prescriptions collected and delivered to homes</b>	513 hours of practical volunteer support	People are able to continue their medicines safely and without delay	Family time released and travel costs avoided	513 hrs of Grade 3 support worker driver	<b>£8,820</b>
<b>Palliative Care companions</b>	<b>7 people and families supported</b>	36 companion hours at home	People feel cared about and supported to deal with uncertainty	Contributes to improvement in % of last 6 months spent at home	18 hours of band 3 healthcare assistant	<b>£322</b>
<b>Back Home Visitors</b>	<b>27 people returning home from hospital alone visited at home and / or had calls</b>	528 befriending hours provided at home plus phone calls	People returning home feel less isolated, more connected and confident	Improved transitions of care and reduced early avoidable readmissions	264 hours of social care support worker	<b>£4,539</b>
<b>New Mums Companions</b>	<b>11 new mums visited for average 2hr for 8 weeks</b>	Each 2 hr visit provides friendship, emotional support and helps connect the new mum to the neighbourhood	New mums feel less isolated; better supported and connected to their new community	Contributes to nurture and attachment  GP and Health Visitor consultation time and costs avoided	88 hours of Healthcare Assistant	<b>£1573</b>

**Total estimated costs avoided from compassionate citizens releasing staff time = £92,079**

This excludes the benefits from goods received and from less tangible wellbeing benefits experienced by the people and families who are supported and by the volunteers. These benefits are explored in the next section.

### 3. Neighbourly support

The **Back Home Boxes** Hub at Inverclyde Royal Hospital coordinates the supply and delivery of Back Home Boxes to all who return home from hospital alone. The boxes contain essential items such as tea, milk, bread and tinned food so recipients don't have to worry about shopping. The boxes also contain a get-well card made by local children and a hand-knitted blanket from members of the local community. People, businesses, organisations and groups across Inverclyde donate the contents of the boxes. So Back Home Boxes directly benefit recipients and their family members and also touch the lives of thousands of people of all ages across Inverclyde who knit the blankets, make cards and donate goods as a community act of kindness for the "a wee box of love".

**Stacey describes how the system works in this video:** <https://vimeo.com/287450782>

The Back Home Boxes are universally well received as these letters affirm. The contents facilitate timely discharges and reduce the need for a social care visit immediately after discharge.

*I am writing to thank you and your organisation for your kind gift of the box of 'goodies' which accompanied me home from hospital when I was discharged after a stay of almost three weeks. I am 93 years old and not as comfortable with computer keyboards as I used to be, so have asked my daughter to write to you on my behalf. The crocheted rug is beautifully warm and I popped it over my knees as soon as I sat down in my favourite chair. The little heart tag was beautifully made and lent a very personal touch to the gift. I especially loved the card from 'Anna, aged 5'. What a perfect connection across the space from 5 to 93! Thank you so much for your thoughtful present. It contributed to a happy 'Welcome Home'.*

*What a beautiful and thoughtful idea your Back Home Boxes are. I was admitted to Inverclyde hospital with chest pains and was finally discharged late on Monday afternoon. I had no idea how or when I was going to be able to do any shopping but I had a beautiful surprise just prior to my discharge. When I arrived home I opened my Back Home Box and was totally taken aback with the contents, there was everything I needed to see me through for a few days and I didn't have to worry about going out to get shopping, I was totally lost for words and when I finally reached the bottom of the box I discovered the envelope, I opened the envelope took out the contents and was immediately brought to tears when I saw the two decorated heart shapes and the Happy Easter/Get Well Soon card. I was feeling a wee bit sorry for myself but the box and the envelope contents really lifted my spirits - Thanks to You and everyone who contributed to my Back Home Box and long may you continue to provide such an excellent service.*

*I am a pensioner and live alone in a one bedroom flat in Largs. I attended an appointment at the Hot Clinic at IRH and was immediately admitted to ward 18. When well enough to be discharged I was handed a box and told it contained a few things which I might find useful. Words cannot convey my feelings when I got home and opened the box. As a number of my food items had spoiled while in hospital, the contents of the box allowed me to recover for a couple of days until I was strong enough to go shopping. However as I sorted through the contents I had to stop and have a little cry to myself as I looked at the beautiful hand crafted card which had obviously been done by a child. I would like to thank whole heartedly everyone who took the time and effort to make my past few days much easier for me. Thank you so much Compassionate Inverclyde.*

During lockdown Compassionate Inverclyde provided **Helping Hand Food Boxes** for people who were isolating at home and did not have local family support.

*Just a wee note to send my appreciation and thanks for the fantastic service you all provided for my mother, she was over the moon with what she received, I myself can't get over to see her at the moment due to my low immune system so really your service was a God send, my mother is a very independent lady and before this lockdown she would go down to Morrison's twice a week but as you know that's impossible at the moment, so once again we both thank you from the bottom of our hearts for the sterling work that all doing for the community and surrounding areas. God bless each and every one of you.*

The team also distributed toiletries, clean nightwear and other essential items for patients isolating in hospital and unable to have visitors. This was very much appreciated by patients, families and staff.

*This is a letter sending heartfelt thanks to let you all know how much I appreciate each and every one of you and the invaluable service you provide to our patients. I am an Occupational Therapist and was working in the Medicine for the Elderly wards when the Coronavirus restrictions started which meant patient's families were no longer able to visit. This resulted in elderly patients running out of toiletries and having to wear hospital gowns as their nightwear required laundered. A simple phone call was made to Alison then an SOS was sent out to the generous people of Inverclyde then patients were provided with nightdresses, pyjamas, toiletries, diluting juice, biscuits and chocolates, crocheted blankets and back home boxes. Some of our patients are overwhelmed with this generosity, I am always proud to tell them that all items are donated by the people of Inverclyde and we are very lucky to have this level of compassion within the local community.*

*I love visiting your office to tell you about our patients and the gratitude they have. There is always a willing volunteer available to offer help, no request is ever too much problem with volunteers frequently visiting local shops the same day to obtain requested items that are not available such as socks, dental floss and clothing items. For instance I had a gentleman with a learning disability who enjoyed colouring in so a request was made and then colouring in books and pencils were provided to him. The same man had a birthday during his hospital admission so Compassionate Inverclyde provided a gift bag with pyjamas, toffees, chocolate bars, a cup with lid, toiletries and a birthday card and this ensured that his day was extra special. It is very reassuring to know that you are just a phone call away and readily available to provide the personal things that truly benefit our patient's and this definitely contributes to making their hospital stay bearable. Thank you for everything you do you are all amazing.*

Compassionate Inverclyde **Jolly Boxes** are distributed every Christmas – a time when loneliness is often experienced more acutely. In 2019 Compassionate Inverclyde organised a Christmas Day dinner for 100 lonely people in collaboration with Greenock Morton football club and third sector partners.

Table 2 lists the range of gifts and essential items provided through donations and delivered by the Compassionate Inverclyde Back Home Boxes team. Costs are based on value at 2022.

Table 2

Initiative		2017-2019	2020	2021	2022	Total to date	Value of Goods
<b>Emergency supply of essential goods</b>	Toiletries items @£1	561	2220	3967	1770	8518	8518
	Comfort bags@£12	21	12	10	7	50	600
	Nightwear– Male @£12		478	205	53	736	8832
	Nightwear – female@£12		529	322	89	940	11280
	Blankets @£20		213	183	144	540	10800
	Twiddle muffs £15		19	74	39	132	1980
	Extras @£5		1570	1312	464	2946	<u>14730</u> <b>£56,740</b>
<b>Back Home Boxes</b>	Number distributed Value of content @£16	3070	637	362	398	4467	<b>£71,472</b>
<b>Helping Hand Boxes</b>	Number distributed Value of content @£30		390	113	-	503	<b>£15,090</b>
<b>Jolly Boxes</b>	Number distributed Value of content @£9		1540	362	362	2264	<b>£20,376</b>
<b>Christmas Dinner 2019</b>	Number attending Value of dinner + gift + Back Home Box = @£50 / person	100 5000				100	<b>£5,000</b>
<b>Easter gifts</b>	Eggs @50p			2856	662	3518	<b>£1,759</b>
<b>TOTAL</b>							<b>£170,706</b>

HSCP staff acknowledge the Back Home Boxes make a contribution to their strong national performance in reducing delays to discharge and preventing early readmissions to hospital. (Appendix 1). It is likely that they contribute to a reduction in stay awaiting social care support and in the need for an early post discharge social care visit for a proportion of those returning home alone.

- ❖ Assuming a reduction in stay of 1 day awaiting social care support for 20% of those returning home alone with a Back Home Box = 894 acute hospital bed days avoided. This equates to **£522,096 costs avoided** based on hospital bed day costs @£584 (Public Health Scotland Gross Costs Book 2019/20).
- ❖ Assuming a 50% reduction in demand for an early post discharge social care visit of 30 minutes equates to 1117 hours of Band 3 social care worker **avoided and £19,205 costs avoided.**

**These estimated system costs avoided add to the benefits listed in Table 1 and Table 2 increasing the total estimated benefits from inception to end of 2022 to £804,086.**

As NODA and Back Home Box activities had to pause due to lockdown restrictions the benefits realised to end of 2022 underestimate the anticipated benefits had these Compassionate Inverclyde supports continued at the pre-pandemic level.

## 4. Improving wellbeing

Although the initial focus of Compassionate Inverclyde was support for people at times of crisis and loss, local community conversations soon prompted actions to support people who were lonely, isolated, had poor mental health or felt excluded from their local community. Poverty and poor mental health affect people at all life stages.

A **bereavement café** has evolved into a community **friendship hub** at St John's Church, Greenock. Around 45 people meet every Tuesday offering networks of support for people who are lonely or isolated. Volunteers created a tree and placed a coloured leaf with one word on each branch to say what the hub meant to them and to those who attend. Words such as *friendly*, *kindness* and *happy* were used, alongside pictures of the volunteers and the events celebrated throughout the year.

*The branches are growing in different directions but are held together by the trunk which represent the hub and makes us all one family. Caring, sharing, laughter, fun and above all compassion are very important in our hub and we will always strive to achieve this.*

*The more I went [to the bereavement café], the more fruitful and the more help I was getting and even my psychiatrist said he's seen a big, big change in me for the better... I felt wanted and understood ... I feel I've got a purpose in my life now, I've got that extra get up and go and I feel motivated.*

Hear more from Charlie's experience in this short video <https://vimeo.com/260206689>

Compassionate Inverclyde devised a **High 5 wellbeing programme** based on evidence from the New Economics Foundation 2008 report on five ways to improve mental wellbeing.<sup>6</sup> The High 5 programme was adapted for primary pupils in a fun and creative way tailored to their age and learning style and to the mental, emotional, social and physical wellbeing experience and outcomes of Curriculum for Excellence. It has been delivered to almost 2000 pupils in 32 schools. Around 120 High School pupils have completed a version developed for adolescents and established links with the Homeless Centre. The High 5 programme has also been completed by 500 adults including carers, people affected by mental health issues and by staff and prisoners from Greenock Prison.



**Alison speaks of the powerful personal impact of participating in the High 5 programme and how it was a catalyst to turning her life around and becoming a volunteer** <https://vimeo.com/260146177>

A sample of the impact of the High 5 programme on wellbeing is described in Appendix 2. Wellbeing scores improved in 24/28 participants surveyed.

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<sup>6</sup> [Five Ways to Mental Wellbeing.](#)



There is a strong sense of reciprocity among the 106 Compassionate Inverclyde volunteers who help in various roles. They include four adults with Learning disability.

*It's helped me... I wasn't in a place to do paid work. I was very low and then a friend told me about this and said there would be something I could do. I contacted Alison and we met up... That's been since last May... But what it did for me is helped me feel I belong somewhere and it has helped me feel useful – it has helped my wellbeing a lot.*

NODA companions describe finding fulfilment and reward in their roles.

*"It was a real privilege to sit with someone at the end of life"      "I found it rewarding"*  
*"It was a very fulfilling experience"      "Gives me peace"*

Some volunteers like Jessie have supported more than one aspect of Compassionate Inverclyde.

*I became involved in Compassionate Inverclyde in 2018 when I answered an advertisement in Greenock Telegraph for Back home Visitors. As I had just retired from being a home support worker for 17 years I thought this would be a great opportunity to be still involved with the community as I had a lot of experience from working with the elderly and people less fortunate. I was pleased to be accepted for this role which entailed visiting people from the community in their own homes - people who were house bound or lonely or just home from hospital and had no family nearby. It was just to spend an hour or more a week with them or whatever suited both parties ...a nice cup of tea and chat always goes down a treat and also breaks the day for them. It's also ideal if possible to meet relatives of the person involved in their own homes to give them added security.*

*To be honest I hadn't heard of Compassionate Inverclyde until that time and feel very privileged to be accepted into this part of the community. I started visiting people in their homes and made regular visits which I enjoyed as did they. Unfortunately Covid kicked in and visits were no longer possible so I started to call people at their homes with their permission and kept in touch that way which was good for their wellbeing and mental health and also mine.*

*After Covid I went on to become involved in the Friendship hub in St John's hall on Jamaica Street where we provide refreshments, biscuits and light lunch to anyone who wants to come along for company and a chat and sometimes a bit of music. This is a great place to be where people can come together with all our volunteers for a chat and sometimes be involved in some of our activities. Being part of Compassionate Inverclyde means a lot to me as it's rewarding to know that I can bring some happiness to other people and also be able to spend valuable time with people who otherwise have no one to chat to. It also helps my physical health and wellbeing...when I retired I thought where do I go from here? Only to find that another door was just round the corner waiting for me to walk through...this has brought joy and meaning to my life after retirement and I'm so proud to be part of Compassionate Inverclyde.*

Volunteers formed a Singing Group in 2019. This meets monthly, consolidating their enduring friendships and providing another source of community wellbeing.

Table 3 lists the range of supports to enhance wellbeing and the many related benefits.

<b>Initiative</b>	<b>Reach, participation and support</b>		<b>Benefits identified</b>
<b>School Partnerships</b>	32 primary schools  5 High schools	1920 primary school pupils in 32 schools  120 High school pupils involved in the High 5 programme	Sense of achievement Giving / receiving kindness Improved wellbeing by understanding emotions Mutual respect Included in community initiatives and by peers
<b>Girl Guides, scouts + schools</b>	Writing cards for Back Home Boxes and seasonal gift boxes	10,000 hand- made cards produced and personal messages written	Giving / receiving kindness Included in community initiatives
<b>Friendship Hub</b>	50 sessions / year each lasting 2 hours since 2019	45 people attend each session	affirming and enduring friendships reduced loneliness networks of support
<b>Adult High5</b>	500 people completed the programme	Wellbeing scores increased in 24 / 28 sampled	improved wellbeing for around 430 people
<b>Singing Group</b>	Meets monthly since 2019	14 – 16 people participate each month	affirming and enduring friendships reduced loneliness networks of support
<b>Homeless Centre @ St Mary's</b>	6 young people are involved	60 homeless adults reached	Giving / receiving kindness respect for diversity Heightened attentiveness to the situations of others Reduced loneliness
<b>Community supporters</b>	e.g. 6500 blankets knitted by community	Anonymous donors for Back Home Box content, gifts and blankets	Sense of purpose and community cohesion participation reciprocity

These wellbeing activities and community connections create social value through increased community cohesion and many positive individual and relational outcomes achieved:

- affirming and enduring friendships
- nurturance and affection
- respect for diversity
- networks of support and collaboration
- democratic participation in decision making processes
- community voice and renewed community pride
- heightened attentiveness to the situations of others
- restored community values and neighbourliness
- community hope for the next generation and resilience
- active youth participation in decision-making and community action

Social Return on Investment (SROI) methodology aims to identify wider socio-economic outcomes and a broader estimation of social value<sup>7</sup>. Estimating social value is a complex science and a full SROI economic analysis is beyond the scope of this report. Our Outcomes Tree on page six illustrates Compassionate Inverclyde's theory of change or contribution story: the positive outcomes achieved and their contribution to health and wellbeing outcomes and wider national outcomes. It does not attempt to measure direct attribution. For a SROI analysis, informed assumptions are required to mitigate the consequences of deadweight (the proportion of the change in outcomes that would have been experienced over time without Compassionate Inverclyde), attribution (understanding the influence of other factors on the outcomes realised) and attrition (the expected drop off in influence of Compassionate Inverclyde on the outcomes over time).

SROI requires an agreed methodology to assign a monetary value to intangible benefits such as reduced loneliness and improved relationships. The Housing Associations' Charitable Trust (HACT) has a bank of monetary values (per annum) that have been assigned to specific personal, social, and community outcomes.<sup>8</sup> We selected HACT social value bank monetary values to illustrate an approach to estimating the additional social value for two outcomes commonly reported by people supported by Compassionate Inverclyde, following the methodology from a SROI evaluation of palliative care in Wales.<sup>9</sup> The two outcomes were:

- ❖ Feel belonging to a neighbourhood – full one-year value = £3,753
- ❖ Relief from depression/anxiety (adult), any age – full one-year value = £36,766

The following calculations are illustrative to highlight the additional social value from intangible benefits that increase the overall social return on investment from Compassionate Inverclyde.

For the 45 people who regularly attend the friendship hub, total estimated benefit could be as high as **£168,885** as the sense of belonging and connectedness outcome is likely to have high attribution, low deadweight and low attrition over the year. In contrast, the relief from anxiety / depression for 159 families supported on a time limited basis by NODA, Back Home visiting or New mum companions is likely to have lower attribution, as Compassionate Inverclyde is one of many concurrent interventions, and higher deadweight and attrition due to the resolution expected over time in the reactive nature of the anxiety. This means the full one-year value has to be filtered. This is not an exact science. Applying a 20% attribution and anticipating deadweight and drop off of Compassionate Inverclyde effects by 3 months, estimated social value from these 1:1 supports could still be as high as **£292,202**.

**Quantifiable benefits estimated at £804,086 + Intangible benefits estimated at £461,087**  
**Total estimated social value = £1,265,173.**

This excludes benefits realised by children and young people and by wider non-statutory partners.

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<sup>7</sup> Banke-Thomas AO, Madaj B, Charles A, van den Broek N. Social Return on Investment (SROI) methodology to account for value for money of public health interventions: a systematic review. BMC Public Health. 2015;15:582. doi:10.1186/s12889-015-1935-7.

<sup>8</sup> <https://hact.org.uk/tools-and-services/uk-social-value-bank/>

<sup>9</sup> Nicole Hughes Thesis in [https://research.bangor.ac.uk/portal/en/theses/social-return-on-investment-a-mixed-methods-approach-to-assessing-the-value-of-adult-hospice-services-in-north-wales\(57ac7d1a-96cd-489d-94dd-d07197e23e23\).html](https://research.bangor.ac.uk/portal/en/theses/social-return-on-investment-a-mixed-methods-approach-to-assessing-the-value-of-adult-hospice-services-in-north-wales(57ac7d1a-96cd-489d-94dd-d07197e23e23).html)

## 5. Collective Corporate Actions

Building on the success of Compassionate Inverclyde, Inverclyde Cares was established as a strategic network of local organisations from the third, public and private sectors underpinned by values of kindness, compassion and equality. Together they are seeking to create a compassionate Inverclyde where people look out for and support each other. The partner organisations champion the three citizen led Compassionate Inverclyde work streams and directly oversee collective work streams on:

- **Bereavement**
- **Inverclyde Kindness Awards**
- **COVID Memorial**
- **Challenging Stigma**

These four work streams carry the brand of Inverclyde Cares and its organisational partners.



### Bereavement



In April 2020 Scotland's first Bereavement Charter for Children and Adults<sup>10</sup> was launched. The Charter is designed to help us understand not only the importance of bereavement support, but what that support needs to look like. It contains 13 statements which describe what we can do to support individuals and communities who struggle with the death of someone they know or someone in their community. Whilst accepting that every death is unique and that the way we each come to terms with a death is individual, this Charter and Guidance remind us that it is the responsibility of everyone within Scotland to ensure that this is achieved.

To date more than 100 people in Inverclyde have participated in bereavement training and 11 Inverclyde based organisations have achieved their Bereavement Charter Mark. This work has been able to make use of Good Life Good Death Good Grief's resources to help managers, employers and colleagues create more bereavement friendly workplaces. A well supported bereavement experience will support staff to return to productive work at the right time with less psychological morbidity, in turn benefiting the employing organisation.

*"What I thought was really good about the process of gaining the Bereavement Charter and policy, and some of the issues behind it, was I realised how blind I had been to what was glaringly obvious: we should have better bereavement policies. It's kindness, but it also something that should be a right. So I'm really pleased that you helped us see something that we should've seen before.*

*Policies, and the workplace in general, can sometimes dehumanise people, almost by accident. So it's good to step back and look at policies."* Manager Inverclyde Carers Centre

<sup>10</sup> [https://www.goodlifedeathgrief.org.uk/content/bereavement\\_charter/](https://www.goodlifedeathgrief.org.uk/content/bereavement_charter/)

## No One Grieves Alone

In February 2022 Inverclyde Culture Collective hosted a series of creative research events at the Beacon Arts Centre, Greenock. The events brought together representatives from over 15 local Arts and Health & Social Care organisations to explore the past, present and future relationship of creative practice within health and social care contexts. The sessions explored the overarching question of: "How can the arts be a driver for improving health and wellbeing in Inverclyde?"

No One Grieves Alone and the associated artist residencies were formed through these conversations and subsequent research in partnership with Inverclyde Cares. This research explored the links and possibilities between placing creativity and arts within different health and social services and settings. Inverclyde Cares have been working with Inverclyde Culture Collective to see how the arts could be part of their recently developed work and charter around bereavement across different services across Inverclyde.

53 people participated in the first No One Grieves Alone event at The Beacon Art Centre in May 2023. The feedback on the various speakers and art workshop was very positive and all agreed this should be an annual event as part of the National Demystifying death week.

*"I really enjoyed the event, the balance between listening to professionals and organisations talking about their work versus having space to reflect more personally was effective. The speakers were all engaging and interesting. Thank you for an inclusive and enjoyable event!"*

## Tailz of Love

The loss of a pet is a deeply distressing and emotionally personal time, experienced differently by everyone. Whether you are an adult, an adolescent or a child the intensity of grief can be overwhelming. This is because the relationship a person has with their pet can be more profound than any other relationship. Those who have recently lost their companion are often shocked by the depth of their grief. Inverclyde Cares takes the death of a pet seriously and wants to connect people so they are not alone in their grief for the loss of a beloved pet. Five people attended the first session of an eight week Tailz of Love programme that will help them work through and express their feelings of grief in a safe space accompanied by compassionate facilitators.



## Pet Bereavement Wellbeing Programme

## Inverclyde Kindness Awards



Inverclyde's Kindness Awards were launched at the Beacon Arts Centre in November 2022.

*The Kindness Award will capture people's stories of being kind. If we can promote kindness as a way of being – through actions and words and attitudes – then we can transform Inverclyde into an amazing place.*

Councillor Colin Jackson, Inverclyde Council's health and social care convener, said:

*"I'm proud to support the launch of the Inverclyde Kindness Awards which will recognise individuals and organisations for acts of kindness in our community no matter how big or small. We know Inverclyde is a caring and compassionate place to live, work and visit and we see many examples on a daily basis but not everyone gets the recognition they deserve. These awards are a celebration of the wonderful, everyday acts of kindness that makes Inverclyde such a special place and well done to Alison and Willie for driving this on with support from the various partners."*

To date 165 people have received an individual kindness award and 11 organisations have received a Bronze award in recognition of their work to achieve a Bereavement charter mark. CVS Inverclyde has achieved a Silver award as they created a Kindness Charter for their organisation. Plans are underway to embed Kindness Awards in the five local High Schools.



Charlotte More, Halo hairstylists, Gourock was nominated for a Kindness Award by a client:



*I'd like to nominate my hairdresser for a kindness award. I think she exemplifies kindness in our community. Following a recent cancer diagnosis I am currently going through chemotherapy treatment. A significant side effect has been my hair loss. When I advised my hairdresser she was so caring. We were able to discuss my preparation for hair loss. My hairdresser sent me flowers at Christmas and then sent flowers for my mum. When my hair subsequently fell out I contacted her to ask if she would mind shaving the rest of my hair. She not only agreed but opened up her salon on her day off to do this. She has been so caring and understanding and doing everything she can to help at a really difficult time. I think Charlotte demonstrates what the kindness award is all about.*

## COVID Memorial: *Remembering together Inverclyde*

Over the course of six months RIG Arts undertook a consultation with local community groups, young people and Your Voice Long COVID support group to explore stories from the pandemic and ideas for a COVID memorial. The emerging idea is for a series of local memorials that are places for people to visit and reflect on the past together. The suggestion to use community gardens, outdoor green spaces or trails resonates with a sense of growth, hope and renewal. Each community green space could incorporate interactive artworks created by local community groups. Phase 2 will begin in June 2023 to take these ideas forward.

## Challenging Stigma

CVS Inverclyde has established a local network to build resilience, foster hope and improve support for people experiencing multiple inequalities. This work was inspired by the Hard-edges Scotland report<sup>11</sup> and has prompted a more holistic and cross sector approach to challenging stigma, including more careful use of language. In 2022 the Resilience Network hosted an online “Challenge Stigma” event to explore stigma in Inverclyde, its impact on different groups in the community, and what can address its harmful effects. The event brought together a wide range of partners from Inverclyde’s third and public sector, and members of the community, many of whom had lived experience of stigma. Three people shared their personal stories of experiencing stigma as a result of drug addiction and/or homelessness, and as a New Scot. These short films are available on CVS Inverclyde’s YouTube channel.<sup>12</sup>

*The kindness exhibited at the event can be recognised through sharing the words of the participants*



*“It takes a whole community to address stigma – it takes every person, assuring everyone has a voice.”  
Inverclyde Council’s CEO Louise Long*

You can read more about this work in the reflection by the Inverclyde Resilience Network.<sup>13</sup>

<sup>11</sup> [hard-edges-scotland](#) report

<sup>12</sup> <https://www.youtube.com/channel/UCw5bp7reDrBDQZUmgXhU-HA>

<sup>13</sup> [challenging-stigma](#)

## 6. Sharing the Learning

People from many different areas have visited Inverclyde to learn about Compassionate Inverclyde and the Programme lead has shared their learning widely at events across Scotland:

- NHS Scotland Event x 2 parallel sessions (June 2017)
- NHS Lanarkshire Senior NMAHP Forum (August, 2017)
- Volunteering Network event (Scottish Health Council) (September 2017)
- Podcast on Your Small Voice Radio (October 2017)
- Hearing Loss Scotland (November 2017)
- Ayrshire Hospice Learning event (November 2017)
- St Andrews Hospice Airdrie (February 2018)
- MacMillan Palliative Care Conference (March 2018)
- QNIS Conference (March 2018)
- SPPC Conference (April 2018)
- Pan Ayrshire Business planning workshop (August 2018)
- Glasgow City HSCP with Scottish care and Marie Curie (August 2018)
- Redesign with Glasgow University and Glasgow School of Art (September 2018)
- The international institute of graduate women (September 2018)
- NHS Grampian palliative care conference (November 2018) plenary speaker
- Palliative Medicine Training Day (Ayr) Feb 2023
- Royal College of Nursing (RCN) Symposium (Glasgow) Feb 2023
- Homelessness forum (online) March 2023
- Fireside Speaker, Queen's nurses Scotland (Balbirnie) March 2023
- Palliative Medicine Congress (Edinburgh) March 2023
- IFIC Scotland Compassionate Communities Webinar March 2023
- EICSP Online Zoom Forum April 2023

Some communities are developing their own local programme. For example, **Strathcarron Hospice** is working on an assets based community development programme with their local communities. **Glasgow City** is taking forward early development work on kindness. **East Dunbartonshire** is starting to develop a NODA programme and compassionate community. Some initiatives may not be branded as Compassionate Communities but the principles are the same – creating inclusive and connected communities that help people live their best lives. For example, **East Ayrshire Vibrant Communities**<sup>14</sup> is a well-established asset based approach that empowers people and communities, young and old, to live happy, healthy, connected and fulfilling lives in East Ayrshire. There are 30+ community led local action plans with many examples of participatory budgeting. Success has been achieved by continually reframing from deficits to assets, organising inclusive 'Full of Life' intergenerational events in localities and by a consistent community focused outcomes narrative. Citizens are positioned at the heart of planning fairer, cleaner greener, caring, kind, connected communities.

**The local approach needs to be Right for People, Right for the Place, Right for the Circumstances**

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<sup>14</sup> <https://www.east-ayrshire.gov.uk/CouncilAndGovernment/About-the-Council/East-Ayrshire-Council-Structure/Safer-Communities/HousingandCommunities/VibrantCommunities.aspx>



Dementia Friendly communities similarly describe a culture of kindness that supports people with dementia and their carers to be connected and live a good life. For example, in **Dementia Friendly Aberfeldy**, local people led changes to street and town lighting and signage, opportunities for intergenerational discussions and awareness education on dementia for staff from local businesses and services. The Birks Cinema Trust was proactive from the start and other areas / organisations are following by becoming dementia friendly too. The carer support group functions as a peer action learning set and the town has recently received funding from Age Scotland and secured permission from the council to establish a Dementia Meeting Centre in the Town Hall. Information on Dementia Friendly Communities can be found in Age Scotland's forum<sup>15</sup> or in this webinar [presentation](#)

Nine areas in Scotland are working on **Community Led Support (CLS)**<sup>16</sup> which has much in common with the principles of Compassionate Communities. CLS evaluation reports<sup>17</sup> <sup>18</sup> show people can access support quicker, are less likely to draw on formal services, and are able to remain independent at home for longer. For example, **Orkney HSCP** is taking CLS forward to help people to do more for themselves and to improve lives. There is much synergy between their GP practice Community Link practitioners, third sector wellbeing coordinators, and other community supports they have introduced through the empowering communities fund.

Compassionate Inverclyde linked with the Truacanta Project.<sup>19</sup> This two year project led by Good Life Good Death Good Grief supported several creative compassionate community initiatives.

- ❖ **Truacanta Perthshire** grew some [Selfie Wings](#), giving local people a place and space to reflect and share their experiences and created a remembrance trail using QR codes.
- ❖ **Ayrshire** have only recently started mapping activity to identify gaps and held a face to face engagement event to get input from the local community.
- ❖ **Say Something Dundee** organised online Conversation Cafes, as well as Information Sessions in partnership with a local solicitor. They have an active [Facebook page](#), and have hosted Facebook Live events. They are looking at the possibility of funding a development post.
- ❖ **Highland Truacanta** held regular Virtual Tea Breaks and Creative Conversations where they've looked at ways of **celebrating and remembering people who have died**, including using poetry and arts and crafts activities. One of the group has also trained as an EASE Online volunteer facilitator and is aiming to deliver a course to local people.
- ❖ **North Berwick Compassionate Community** invited local people to Online Armchair Chats with speakers, music and poetry. They also organised in-person events at their local [Fringe by the Sea](#). Two volunteers have trained as [EASE Online](#) Facilitators and delivered courses. They are working with St Columba's Hospice to build a local pool of [Compassionate Neighbours](#), and now have a paid member of staff to take this forward.

None of the Truacanta projects have achieved the scale and impact of Compassionate Inverclyde.

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<sup>15</sup> <https://www.ageuk.org.uk/scotland/what-we-do/dementia/about-dementia/#:~:text=About%20Dementia%20is%20Scotland's%20forum,practice%20that%20matters%20to%20them>

<sup>16</sup> <https://www.ndti.org.uk/projects/cls-in-scotland>

<sup>17</sup> <https://www.ndti.org.uk/research-and-evaluation/evaluation/community-led-support-evidence-learning>

<sup>18</sup> <https://www.ndti.org.uk/report-valuing-community-led-support>

<sup>19</sup> [The Truacanta Project](#)

Participants in our Active Learning Programme shared updates on progress in their communities, inspired by Compassionate Inverclyde. Two examples are summarised below.

### **Compassionate Lanarkshire (CLAN)**

CLAN is a partnership project between St Andrew's, Kilbryde and Strathcarron Hospices which aims to support vulnerable and isolated individuals and carers in Lanarkshire affected by a life-limiting illness. The project offers emotional, therapeutic and practical support to help individuals and families identify, value and build on their strengths to achieve the best possible quality of life.

The model is based on three roles:

- CLAN Co-ordinator & Community Link worker offer support to clients and carers at home.
- CLAN Befriender provides friendship, support and short-term respite.
- CLAN Complementary Therapists provide treatments such as reiki, reflexology/massage and aromatherapy, usually for a series of six sessions.

CLAN identify and build on strengths and existing support networks of people with a life-limiting illness to create a person-centred action plan concentrating on 'What Matters to Them'. They work with people and families within their own localities to empower them to make community connections.

#### **Who/ what infrastructure supports this and how is that funded and hosted?**

St Andrews Hospice lead the project management. The project is funded by the National Lottery Community Fund and match funded by South Lanarkshire Health & Social Care Partnership.

#### **The challenges we face and how we are overcoming them**

- Funding has been granted on a significantly reduced scale due to the available resources, resulting in reduced hours of working for Coordinator, Link worker & Complementary therapist.
- Recruitment of volunteer befrienders - recruitment drives and adverts in shops etc.
- Setting priorities and making best use of time available to offer quality to the service users around 'what matters to them'.

#### **What we notice is better and how this makes us feel**

- Responses of service users, that someone wants to listen to what is important to them and not only clinical issues.
- The joy when service users are able to achieve the goals they set, when they thought it was not possible.

#### **Words of advice and encouragement for others**

- ❖ There will always be mountains to climb along the way, but don't give up.
- ❖ For all the 'bad' days, the good will eventually out number them.
- ❖ Remember who you are doing this for, and the enjoyment of life it can bring back to a person who thought they were just waiting to die.

## A Listening Ear: Dumfries & Galloway

A Listening Ear (ALE) was founded in April 2020 as a short term response to Covid. Local people offered to telephone lonely and isolated members of our community using their own mobiles. The service grew very quickly, we started receiving referrals from the NHS and developed a Waiting List while recruiting more volunteers without any funds until local people started to donate to ALE which helped us to buy mobiles, laptop etc. Lots of hours have been donated from over 30 volunteers to get us to where we are today, plus the help from an amazing CIC called Sleeping Giants who guided and supported ALE in successfully gaining a small amount of funding to employ a Volunteer Coordinator p/time for a year and to take the founding Trustees through training and development in achieving Charitable registration with OSCR.

ALE has had further success in accessing funding to develop ALE region wide across Dumfries and Galloway, providing Telephone Befriending and more recently based on feedback from the people we support we have started to develop Friendship Cafes across the region. The service secured funds to purchase shopping vouchers to send to our Phone Friends before Xmas , a total of 24 people received such vouchers and we are about to distribute a further 50 shopping vouchers and warm blankets donated from another local project for people in the West of the region. The project is supported by 2 part time Volunteer Coordinators, 1 part time Admin Asst, 4 Trustees and 38 volunteers. Some of our Phone Friends are now trained Telephone Befrienders. We have retained 80% of the original volunteers since 2020.

One of the major factors in supporting the volunteers has been the fortnightly Zoom meetings we have delivered since 2020 and are still well attended to this day, flexible training methods either face to face or digitally, excellent communication with volunteers and stakeholders. Twice yearly we hold volunteer Thank You lunches where we can all come together and connect, monthly Volunteer Drop In Coffee and Chat sessions.

We achieved Third Sector Dumfries and Galloway's Volunteer Friendly Award in 2022 and were voted as Finalists in Dumfries and Galloway Life Awards in the Community Resilience category. We have a fantastic website [www.a-listening-ear.org](http://www.a-listening-ear.org) as our reputation grows we are receiving referrals from Macmillan Nurses for befriending. To date we continue to be unable to meet the increasing demand on our service as we always have people on our Waiting List although we try and phone them on a fortnightly basis just to reassure them we are trying our best.

Now that people are becoming more confident post Covid the demand for face to face befriending is increasing fast and in a realistic effort to make best use of capacity the Friendship Cafes seems the sensible way forward although we will work towards individual face to face service. The Telephone Befriending works really well as volunteers can volunteer from their own home and support someone many miles away, we also carried some research with our existing Phone Friends to ask them if they would prefer to use a digital device and 98% said No they preferred to use their landlines. One of our long standing volunteers supported her Phone Friend to move to using Zoom and they meet in this way – he is partially sighted.

**Who/ what infrastructure supports this and how is that funded and hosted?**

Registered Charity, 4 Founding Trustees, Volunteers (see above) staff (see above)  
 Funders: Awards for ALL, Social Isolation Fund.

**The challenges we face and how we are overcoming them**

Our biggest challenge is ongoing volunteer recruitment to cover a region-wide service of this nature. Other challenges include staff and volunteer capacity, funding, size and remoteness of Dumfries and Galloway, and volunteer fatigue.

See above re some actions we are taking to meet these challenges.

We have submitted a bid to Social Isolation Fund and are preparing a National Lottery Bid.

**What we notice is better and how this makes us feel**

Having staff has taken pressure off the Trustees and volunteers in trying to cope with the demand. Feedback from the people we support has been vital in making us feel better as well as being voted by our local community in the Dumfries and Galloway Life Awards. Having funding available to support volunteers and provide them with meaningful team building. Being successful in accessing funding has been a big boost as it reflects how others value what we are trying to do.

The website and completion of our Strategic Plan has meant we can see clearly where we are going and how we are going to get there.

**Words of advice and encouragement for others**

- ❖ **Don't give up.**
- ❖ **Accept help and advice.**
- ❖ **Have a plan based on good engagement.**
- ❖ **Stay focussed and take one step at a time.**

The Compassionate Inverclyde programme lead has been a prolific ambassador for Scotland, speaking at numerous UK and international learning events. This has placed Inverclyde firmly on the global map of Compassionate Communities and contributes to another one of our national outcomes –

***We are open, connected and make a positive contribution internationally***

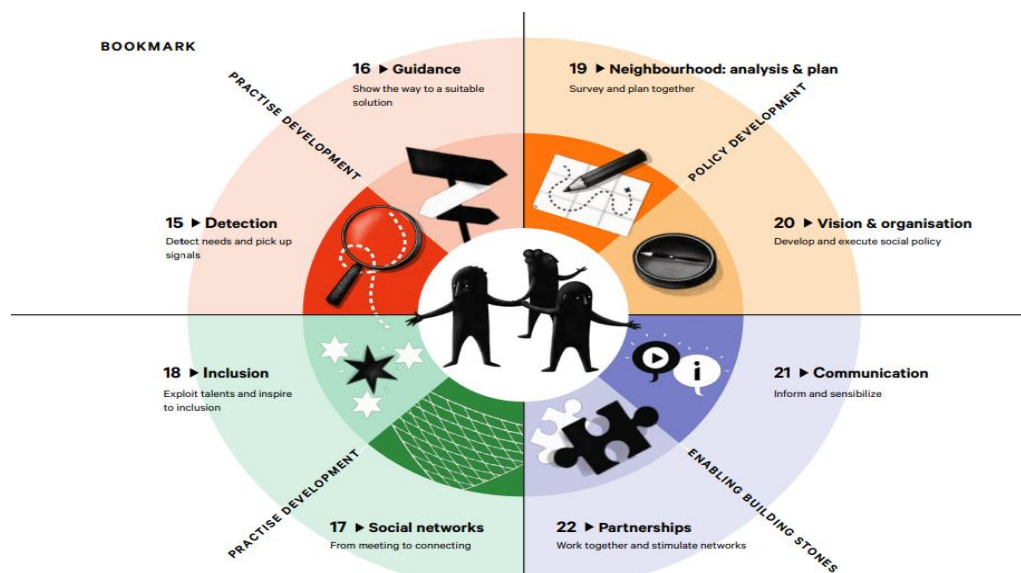
- [Compassionate Communities Symposium, Sydney, Australia \(Feb 2017\)](#)
- [Integrated Care Matters international webinar \(April, 2017\)](#)
- [International Conference on Integrated Care, Dublin \(May 2017\)](#)
- [Palliative Care Conference Dublin \(June 2017\)](#)
- [Compassionate Communities Conference, Frome, Somerset \(June 2017\)](#)
- [Strategy day, Princess Alice Hospice, Surrey \(September 2017\)](#)
- [International Integrated care event, Ayrshire \(Nov 2017\)](#)
- [St Joseph's Compassionate communities conference \(May 2018\)](#)
- [International Conference on Integrated Care, Utrecht \(May 2018\)](#)
- [International Association of Nurses in Palliative Care Conference \(June 2018\)](#)
- [International Conference on Integrated Care, San Sebastian \(March 2019\)](#)
- [RCN Congress Brighton May 2023](#)
- [Florence Nightingale Commemoration service, St Paul's Cathedral, London \(May 2023\)](#)
- [International Conference on Integrated Care, Antwerp \(May 2023\)](#)
- [Burdett Trust Event \(London\) \(September 2023\)](#)

Compassionate Inverclyde has been generous in coaching and mentoring leaders from other systems. For example, the municipality of **Tilburg, Netherlands** voted their visit to Inverclyde as the highlight of their study trip to Scotland and featured Inverclyde in their 2022 annual report.<sup>20</sup>

**N Ireland Compassionate Communities** community of practice<sup>21</sup> and **Compassionate Isle of Man** have drawn heavily on Inverclyde’s learning in their work on loneliness, wellbeing, end of life care and loss. **Dr Anna Sangren, Director of the Center for Collaborative Palliative Care, Linnaeus University** has connected to inform their developing work and research on Compassionate Communities in Sweden. Compassionate Seville and Compassionate Getxo in **Spain** have been learning partners from the early days as has the Groundswell project in **Australia** and compassionate communities supported by **Pallium Canada**. You can learn more about the international collaboration in this Integrated Care Matters webinar [Recording and Topic Resource](#)

Compassionate Inverclyde featured in a plenary session on caring neighbourhoods and compassionate communities<sup>22</sup> at the **International Conference on Integrated Care in Antwerp, May 2023**. Dr Kira Fortune WHO/EURO Regional Advisor, Healthy Cities, Health Promotion and Well-being reflected on the Geneva Charter for Well-being, a whole-of-government approach to work in partnership and implement strategies for well-being to achieve equitable health and social outcomes now and for future generations, without breaching ecological limits. Compassionate Inverclyde was highlighted as an international exemplar of this approach alongside the Caring Neighbourhoods programme in Flanders in which 133 very small projects are working towards the creation of caring neighbourhoods. The eight building blocks<sup>23</sup> of Caring Neighbourhoods (Fig 3) have much in common with the community development approach of Compassionate Inverclyde.

Figure 3 Flanders Caring Neighbourhoods Building Blocks



<sup>20</sup> [Publieksverslag 2022 \(cz-zorgkantoor.nl\)](https://www.zorgkantoor.nl/publications/publications/2022/01/01/publieksverslag-2022)

<sup>21</sup> <https://compassionatecommunitiesni.com/resources/>

<sup>22</sup> [plenary session 2 at ICIC23:](#)

<sup>23</sup> Less loopholes, less slipping through the net. <https://www.saamo.be/model/zorgzame-buurten/>

## Conclusions

This report on Compassionate Inverclyde describes the wide range of positive outcomes and value achieved for people, communities and for the health and care system. Estimated social value exceeds **£1,265,173** from inception to the end of 2022. As NODA and Back Home Box activities had to pause due to lockdown restrictions and we have not estimated value from the High 5 programme and work with children and young people, this almost certainly underestimates the anticipated benefits had Compassionate Inverclyde supports continued at the pre-pandemic level. Compassionate Inverclyde was fully operation for only five years in the period from inception to end of 2022. With revenue costs around £82,000 per year, it can be viewed as generating a **3:1 social return on investment** for people and communities through creating wellbeing, resilience and social capital in addition to the costs avoided for citizens and for statutory services.

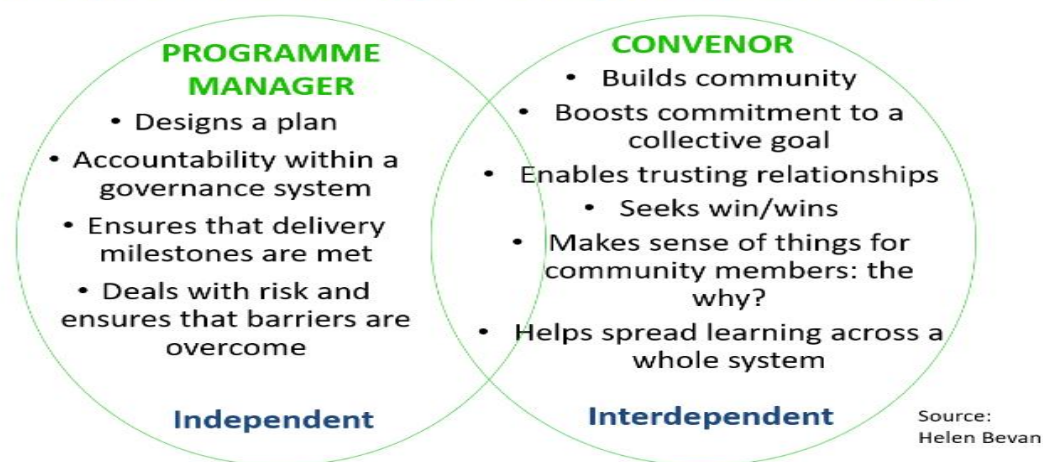
The Collective Impact framework<sup>24</sup> is widely used in social programmes that tackle complex problems with large numbers of stakeholders and where success requires collective actions and a considered balance between pre-determined and carefully governed actions, and grass root driven and emergent activities. The five principles of the Collective Impact framework are:

- ensuring that there is a common agenda shared by all partners
- agreeing the metrics through which success will be measured
- selecting mutually reinforcing activities that play to the different strengths of partner organisations
- continuous communication between partners
- a central ‘backbone organisation’ to co-ordinate activities and provide supporting infrastructure.

To date Compassionate Inverclyde’s programme lead and light touch administrative support have provided the required ‘backbone’ capacity to ensure the smooth running of a complex and dynamic work programme for Compassionate Inverclyde and, more recently, the collective corporate activities of Inverclyde Cares. The programme lead has functioned as a systems convenor rather than a traditional programme manager (fig 4).

Figure 4

### Programme manager vs. systems convenor



<sup>24</sup> Kania, John & Kramer, Mark. Collective Impact. Stanford Social Innovation Review. Winter 2011

Systems convening is needed for complex situations such as those associated with loss, loneliness, isolation and inequalities. In their book on Systems Convening<sup>25</sup>, Etienne and Beverly Wenger-Trayner describe how system conveners look at the social landscape in which they operate and open up spaces for new kinds of conversations between people across traditional boundaries and silos to unleash unrealised potential. They are both visionary and pragmatic and function as network weavers.<sup>26</sup> While largely self-organizing, networks need to be managed and nurtured but in collaborative, non-hierarchical ways.<sup>27</sup> They can be distinguished from other organisational structures by:

- Their ability to be innovative, creative and reliant on diversity
- The distribution of power and leadership across members
- Reciprocity and exchange as the defining relationship between members based on mutual interest around a common purpose
- Fluctuations in their member engagement and impact
- Their adaptability to survive and thrive
- The centrality of the knowledge function

Compassionate Inverclyde is often described as a social movement or network. Mendizabal and Hearn identify six functions that networks fulfil.<sup>28 29</sup> These are described in Table 4 below.

Function	Key Activities
Community building	Promoting and sustaining the values of the individuals or groups
Filtering	Organising and managing relevant information for members
Amplifying	Helping to take new, little known or little understood ideas and make them public, giving them weight, or making them understandable
Facilitating	Helping members to carry out their activities more efficiently and effectively
Investing/Providing	Offering a means to provide members with the resources they need to carry out their main activities
Convening	Bringing together different, distinct or groups of people with distinct strategies to support them

The Compassionate Inverclyde programme infrastructure has delivered these functions well to date. Indeed it is a shining example of Christie in action,<sup>30</sup> also embracing the principles of The Community Empowerment Act.<sup>31</sup> When communities feel empowered there is greater participation in local democracy, increased confidence and skills among local people, more people volunteering in their

<sup>25</sup> Systems Convening A crucial form of leadership for the 21st century. Available at <https://www.wenger-trayner.com/systems-convening/>

<sup>26</sup> <https://networkweaver.com/>

<sup>27</sup> Arganoff R., (2006), *Inside Collaborative Networks: Ten Lessons for Public Managers*, Public Administration Review, December 2006, Special Issue

<sup>28</sup> Mendizabal and Hearn (2011), Overseas Development Institute, Not Everything that Connects is a Network Available online <https://www.odi.org/sites/odi.org.uk/files/odi-assets/publications-opinion-files/6313.pdf>

<sup>29</sup> Malby, B and Mervyn, N (2012), Networks, A Briefing Paper for The Health Foundation, Centre for Innovation in Health Management, University of Leeds, Available online <http://www.cihm.leeds.ac.uk/wp-content/uploads/2014/05/Networks-A-briefing-paper-for-The-Health-Foundation.pdf>

<sup>30</sup> <https://www.gov.scot/publications/commission-future-delivery-public-services/>

<sup>31</sup> <https://www.gov.scot/policies/community-empowerment/>

communities, greater satisfaction with quality of life in the neighbourhood, and better outcomes. Understanding local needs and assets and harnessing the important contribution of place and communities is essential for creating health and wellbeing and addressing inequalities. Compassionate Inverclyde is a powerful vehicle for achieving these desired outcomes. But the programme now stands at a crossroads. Ardgowan Hospice fully funded the programme infrastructure until 2019 when an annual contribution of around £50,000 began to be made by Inverclyde HSCP. The charitable objects of the hospice focus on providing services to those with life-limiting illnesses and not the community in general, raising questions about the scope of the wide ranging community led initiatives aligned to the hospice. In April 2021, the management of Compassionate Inverclyde was moved to CVS Inverclyde but with no identified financial support. The secondment agreement for the programme lead is concluding imminently. This presents some hard choices for partner organisations.

There is some interest establishing an independent charitable organisation allied to Compassionate Inverclyde's broader objectives. That could allow Compassionate Inverclyde to pursue external funding opportunities in order to respond to the community's needs. This change would disrupt the Inverclyde Cares collaboration between local organisations from the third, public and private sectors. The collective work programme of corporate partners would need another source of funding and support. In any case, to achieve Scottish Charitable Incorporated Organisation (SCIO) and meet the requirements of the regulator, OSCR, will take approximately 6-9 months. It seems reasonable to maintain the programme infrastructure to the end of 2023 to allow for a just and effective transition. In planning for transition there is an urgent need to clarify which Compassionate Inverclyde and Inverclyde Cares work streams would be expected to be part of a citizen led charity and which should remain led by partner organisations within Inverclyde Cares or through an alternative community planning or HSCP forum. The response to that question will inform the charitable objects of the proposed SCIO and determine the leadership capacity required to support the charity and to sustain the momentum of the Inverclyde Cares work streams.

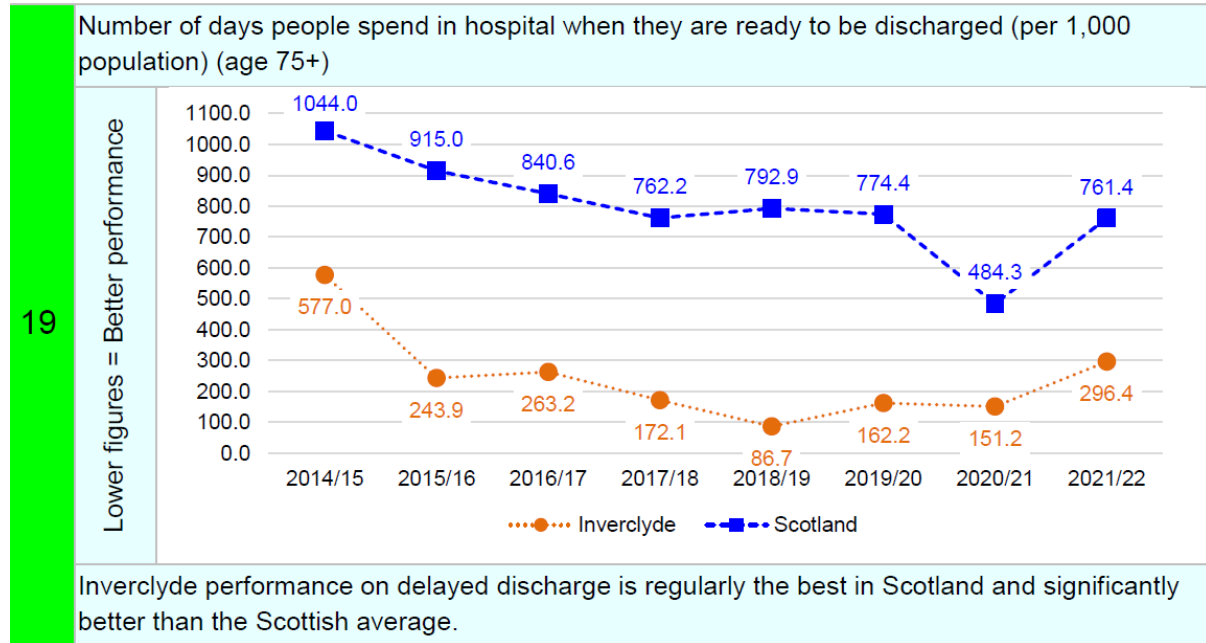
Without effective transition planning there is a reputational risk to the corporate partners in view of the strong brand that Compassionate Inverclyde has achieved locally, nationally and internationally. To date the generous knowledge sharing, mentoring and coaching support for other areas has not been recompensed. Perhaps Inverclyde partners could seek to income generate for this valued support and advisory role. The scheduled visit by the Chief Nurse for Scotland and the proposed visit by the Deputy First Minister present opportunities to explore formalising this wider remit and securing potential funding. Some creative thinking, trust and courage from local and national partners is required to ensure the programme continues to flourish and realise its potential for impact.



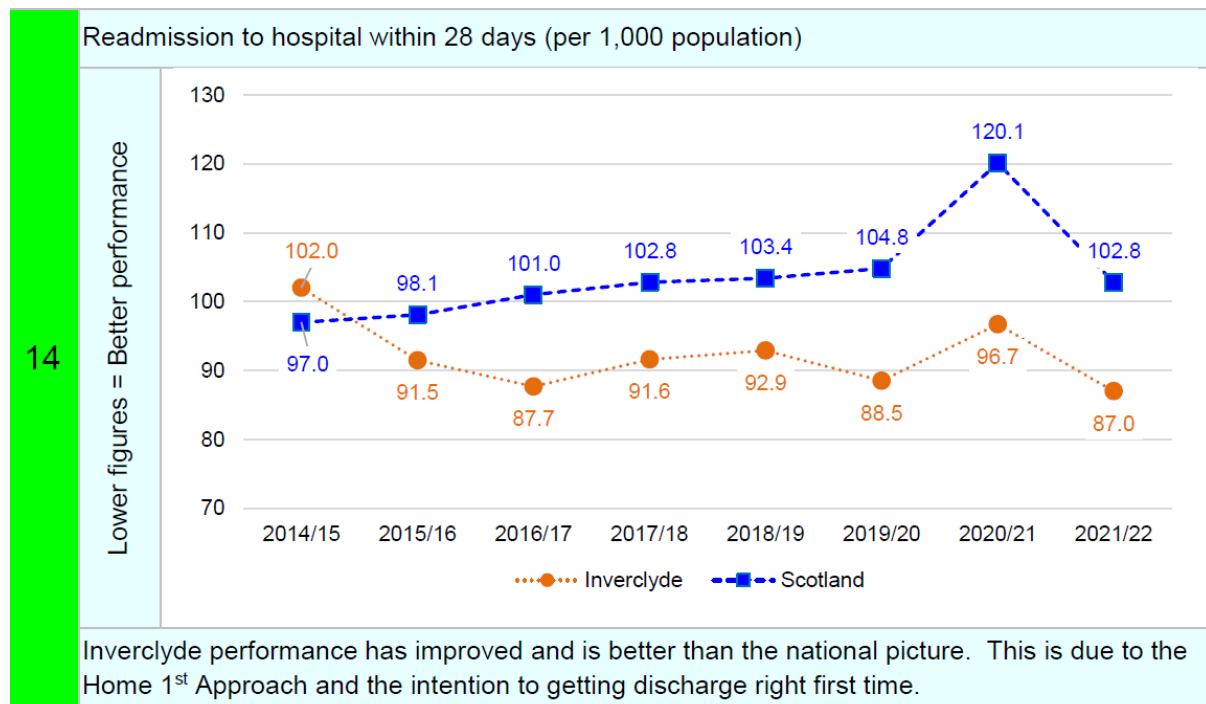


## Appendix 1

### Extracts from Inverclyde HSCP Performance Report 2021-2022



Source: PHS



## Appendix 2 High 5 Wellbeing Programme Survey

### 100% of 28 survey respondents said they would recommend this course to others

*"I would definitely recommend it as I have found it useful to reflect on how I behave, and how to have a more positive, calm and kinder outlook and actions. I have found myself speaking about these values to my immediate family and friends."*

*"Absolutely for the benefit you personally get in participating but also the onward wider benefit to society"*

*"It has benefits for all people; their needs for company, confidence, and wellbeing are all met at your own time and with understanding and compassion from the group members. I found this really beneficial"*

*"For someone looking for recovery, this course is an excellent place to start"*

*"Very interesting, helps you become more self aware and then allows you to check/change/motivate behaviour change for the better"*

### Participants identified a range of skills/knowledge they acquired

*"Coping Strategies, Reflection skills" "Feel more confident in talking to others"*

*"I hadn't been to the dentist for 5 years so breathing technique really helped, so will remember to breathe to release tension etc"*

*"Maybe more about listening and being in the now. Also about what we do to make a difference to our own and other's lives"*

*"Skills to settle or calm yourself, become more self aware, how you connect and respond to people in situations. Liked the setting of goals. Feel good when these achieved"*

*"Taking notice of things breathing and staying in the moment"*

*"To slow down and take a little time for myself, be it to contemplate or just relax"*

*"Ability to be genuinely grateful for what life I have"*

*"Learning how to notice more, being mindful of other people's feelings and thoughts"*

*"Breathing and calming skills, thinking about how bereavement affects people differently"*

*"Generally to be more alert"*

*"Importance of meditation to clear mind"*

*“Importance of relationships and communication”*

*“Observation of gratitude’s and visual notebook as constant reminder of noticing”*

*“Simple acts of kindness make a huge change to communities and my life”*

*“I found many things that I was not aware of, I have already. This course has helped me realise what I could do, I no longer stay in bed all day and love to do favours for others”*

### Wellbeing scores increased for 24/28 survey respondents





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<b>Report To:</b>	<b>Inverclyde Alliance Board</b>	<b>Date:</b>	<b>2 October 2023</b>
<b>Report By:</b>	<b>Ruth Binks Corporate Director Education, Communities and Organisational Development, Inverclyde Council</b>	<b>Report No:</b>	
<b>Contact Officer:</b>	<b>Ruth Binks</b>	<b>Contact No:</b>	<b>01475 712761</b>
<b>Subject:</b>	<b>Inverclyde Children's Services Plan 2023-2026</b>		

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## **1.0 PURPOSE**

- 1.1 The purpose of this report is to seek approval from the Alliance Board on the development of a new integrated Inverclyde Children's Services Plan 2023-26.

## **2.0 SUMMARY**

- 2.1 Under the Children and Young Person's Act 2014 Local Authorities and Health Boards are required to provide the Scottish Government with a three year Children Services Plan, setting out and demonstrating the actions planned, taken and delivered to improve outcomes for children and young people in their area. Children's Services Plans are about creating and maintaining a local environment which facilitates effective GIRFEC practice.

- 2.2 The new Inverclyde Children's Services Plan 2023/26 has been developed by the Inverclyde Children's Services Partnership and establishes four priority themes for the Partnership. These themes have been agreed based on a comprehensive Strategic Needs Assessment (SNA), along with other associated strategies, which helped to identify the needs of children, young people and their families in Inverclyde.

The four priority themes are summarised below:

- Outcome 1 Children, young people and families are listened to and their views are instrumental in designing and delivering services
- Outcome 2 Children and young people's health and wellbeing is promoted and improved
- Outcome 3 Children and Young people feel safe and loved and are supported to stay in their families
- Outcome 4 Children, young people, families and services work together to reduce inequalities

- 2.3 A Delivery Plan has been developed setting out the actions and performance measures associated with the delivery of the priority themes.

## **3.0 RECOMMENDATIONS**

- 3.1 It is recommended that the Alliance Board approve the 2023-26 Integrated Children's Service Plan.

**Ruth Binks**  
**Corporate Director of Education, Communities and Organisational Development, Inverclyde Council**

## 4.0 BACKGROUND

- 4.1 Under the Children and Young Person's Act 2014 Local Authorities and Health Boards are required to provide the Scottish Government with a three-year Children's Services Plan, setting out and demonstrating the actions planned, taken and delivered to improve outcomes for children and young people in their area. Children's Services Plans are about creating and maintaining a local environment which facilitates effective GIRFEC practice.
- 4.2 The guidance states that the children service plan must:
- Have a clear, ambitious compelling shared vision of what will be achieved by the end of the plan
  - Reflect relevant National Performance Framework Outcomes
  - Incorporate a robust evidence-based joint strategic needs assessment of the current population of the children and young people in its area
  - Include analysis of quantitative and qualitative evidence and data relating to both service performance and child wellbeing
  - Identify a manageable number of measurable priorities clearly linked to the joint needs assessment to ensure that the rationale behind the priorities is explicit
  - Set out a comprehensive strategy for supporting families through a broad range of preventative and early intervention approaches from universal services to targeted intensive support and describe the rationale for how and where the family support services are provided
  - Describe what services are going to be developed in the future and specifying which areas will see disinvestment in order to facilitate the shift of resources towards preventative and early intervention options
  - Set clear indicators for monitoring and evaluating the effectiveness of children's services in terms of their success in responding to and addressing children's wellbeing needs
  - Present all the information in an easily accessible format which is SMART (Specific, Measurable, Achievable, Relevant and Time-related)
  - Illustrate links to other statutory plans and reports
- 4.3 This Inverclyde Children's Services Plan 2023/26 builds on the work of the previous plan for the period 2020-23 and contributes to the delivery of the Alliance's vision of *'Success For All – Getting It Right for Every Child, Citizen and Community'*.
- 4.4 While overall responsibility for children's services planning sits with a local authority and its relevant health board, it is expected that the Plan will be developed in collaboration with other members of the Community Planning Partnership (CPP), as well as with children, young people and their families.
- 4.5 The Plan has been developed by the Inverclyde Children's Services Partnership which comprises of representatives from the main partner agencies, including Health and Social Care Partnership, Education and Community Services, Police Scotland, Voluntary Organisations, Scottish Children's Reporter Administration and Skills Development Scotland.
- 4.6 A Strategic Needs Assessment (SNA) has been developed which, along with other associated strategies, has provided the Partnership with a strong evidence base on which an informed judgement could be made on the current needs of children, young people, and their families, as well as achievements and areas for improvement.  
This has resulted in four priority themes being identified for the Partnership going forward:
- Outcome 1- Children, young people and families are listened to and their views are instrumental in designing and delivering services
  - Outcome 2 Children and young people's health and wellbeing is promoted and improved
  - Outcome 3 Children and Young people feel safe and loved and are supported to stay in their families
  - Outcome 4 Children, young people, families and services work together to reduce inequalities
- 4.7 The actions and performance measures associated with the delivery of the Priority Themes are set out in the Delivery Plan. The timescales and actions are being monitored by the lead officers, reporting into the strategic group.

4.8 The Strategic Needs Assessment is included in Appendix 1, and Performance Scorecard is included in Appendix 2.

4.9 In line with established reporting mechanisms, an annual report on the progress being made in the delivery of the Plan 2023-26 will be produced and presented to the Alliance Board prior to submission to the Scottish Government.

## **5.0 IMPLICATIONS**

5.1 Legal

5.1 The requirement to produce a Children's Services Plan is set out in Part 3 of the Children and Young People (Scotland) Act 2014.

5.2 Financial

None at present.

5.3 Human Resources

None at present.

5.4 Equality and Diversity

An EIA has been developed as part of the Children's Service Plan.

A Children's Rights and Wellbeing Assessment has been developed.

5.5 Repopulation

There are no direct implications for repopulation arising from this report.

5.6 Inequalities

The Inverclyde Children's Service's Plan 20203/26 has a strong focus on the reduction of inequalities for our children and young people.

## **6.0 CONSULTATIONS**

6.1 Ongoing consultation with stakeholders has informed the Service Plan.

## **7.0 LIST OF BACKGROUND PAPERS**

7.1 None



# Inverclyde Children's Services Plan

2023 - 2026

DRAFT AS AT 2/6/23



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# Part 1

## Introduction



# Introduction



**Inverclyde Children's Service Partnership presents our Integrated Children's Services Strategic Plan for 2023-26 which includes our improvement plan focussed around the four key outcomes we hope to realise for children, young people and families by working together.**

Our vision for children and their families within Inverclyde remains as we have set out previously:

**'A Nurturing Inverclyde will give our Children and Young People the Best Start in Life'**

Nurturing Inverclyde' was developed by our Community Planning Partnership (CPP) the Inverclyde Alliance in 2012. The national GIRFEC approach was adapted by the Inverclyde Alliance to inform our vision for Inverclyde. In 2023, this unwavering and consistent vision remains as important today as it was then.

This Children's Service Plan is very much a continuation of the previous Children's Services Plan (2020-23), building upon what has worked well and what can be improved further. Through the lifetime of this plan our key focus will continue to be progressing the delivery of more integrated

services wherever possible and working together to support children and their families in Inverclyde.

There has been collaboration and engagement with young people, agency staff and community and voluntary sector representatives to inform the plan direct the priorities

Delivery of this Plan will be overseen by the Children's Services Partnership. We plan to formally review progress on a yearly basis to ensure that we continue to respond to the changing needs of our children and families.

Our Children's Services Plan is one of a suite of Statutory Plans which support delivery of the Community Planning Partnership's Local Outcome Improvement Plan. There are many strategic plans for children, and we have worked to integrate the full range of statutory Plans into this Children's Services Plan.

Ruth Binks  
Corporate Director  
Education, Communities and Organisational Development



**Local  
Authority  
Plans**



- Attainment Challenge Plan for Inverclyde
- 
- Inverclyde Education Service Plan
- 
- Inverclyde Parental Involvement and Engagement Plan
- 
- Inverclyde Child Protection Committee Business Plan

**IJB Plans**



- Inverclyde HSCP Strategic Plan
- 
- Inverclyde Carers Strategy

**Shared  
Partnership  
Plans**



- Inverclyde Alliance Partnership Plan
- 
- Inverclyde Children's Services Plan
- 
- Inverclyde Child Poverty Action Plan
- 
- Community Learning and Development Strategic Plan
- 
- Inverclyde Alcohol and Drug Partnership Strategy
- 
- Inverclyde Community Justice Outcomes Improvement Plan
- 
- Active Inverclyde Strategy



# Part 2

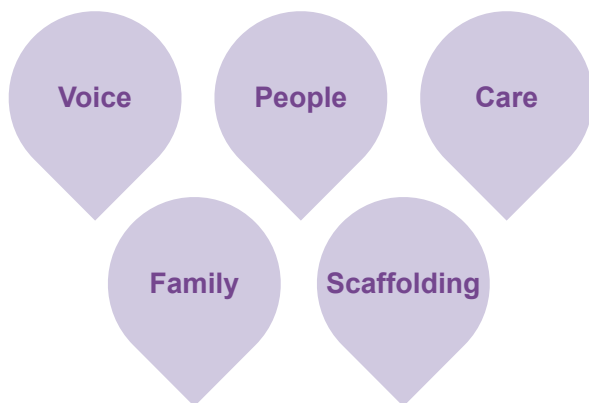
Plan on a page



# Plan on a page



## The 5 foundations of The Promise:



### What will we do:

- Our children, young people and families will help to shape their plans and their views will influence how we deliver services with them.
- Our care experienced children and young people will be fully involved in decisions and there will be nothing decided about them without them.
- We will ensure planning for children, young people and families is strengths-based and outcome-focussed and reflects the national refresh of GIRFEC
- We will work in truly trauma-informed ways with children, young people and families
- We will ensure children and young people have access to appropriate mental health supports
- We will ensure children, young people and families have opportunities to improve physical health and development
- We want to reduce rate of 27- 30-month developmental concerns being identified
- Provide evidence-based intensive home visiting programme to all young women.
- We want young people to have access to appropriate sexual health services and advice
- Support Young people's knowledge and awareness of alcohol and drugs
- We want our children and young people to be safe and remain in their own home and community
- Develop our multi-agency Whole Family Wellbeing model to provide targeted interventions that reduce risk of harm and build and strengthen family capacity.
- Young People feel safer and experience less harm within the wider community
- We want to reduce inequalities of educational outcomes linked to deprivation
- We will ensure that cost of living doesn't act as barrier for children, YP and families in Inverclyde
- We will have an ensure inclusive curriculum and methods of working to embrace cultural differences

### How we will measure success:

- Number of pupils who qualify for free school meals by school type
- Percentage of Attendance at school: Primary, Secondary, ASN
- Exclusions from School (Rate per 1,000 pupils)
- Percentage of looked after school leavers who enter a positive destination
- Participation Rate Inverclyde (%)
- Number of staff trained in trauma informed practice
- Percentage of referral to treatment time target met for Children & Young People in Inverclyde Children and Adolescent Mental Health services (CAMHS).
- Percentage of children with a healthy weight at P1
- Percentage of women breastfeeding in Inverclyde.
- Participation uptake in Active Schools
- Percentage of children vaccinated for MMR.
- Percentage with a developmental concern at 27–30-month review
- Rate of uptake and numbers of young mothers completing the FNP programme.
- Rate of teenage pregnancies per 1,000 women under 20 years old
- Percentage of reported alcohol and drug consumption in S2 children and young people
- Percentage of young people accessing provision reporting they feel safe will increase Percentage
- Poverty related attainment gap between SIMD 1 – 3 and SIMD 4-10.
- Percentage of Children living in relative poverty
- Uptake of Free school meal/School Clothing Grant at Primary School
- Number of racist incidents being reported in schools
- Number of referrals received by childrens social work that progress to a Child Protection Investigation
- Percentage of Child protection conferences held within 28 days of notification of concern
- Percentage of looked after children and young people who require to be cared away from home, who continue to reside in Inverclyde.



# Part 3

Inverclyde Children's  
Service Partnership and  
Governance of the Plan



## Inverclyde Children's Service Partnership and Governance of the Plan

The strategic partnership responsible for the delivery of this Children's Service Plan is comprised of representatives of the main partner agencies – Inverclyde Health and Social Care Partnership, Education and Community Services, Police Scotland, Voluntary Organisations, Scottish Children's Reporter Administration, Skills Development Scotland.

The Children's Services Partnership is governed by and accountable to the Community Planning Partnership (Inverclyde Alliance)

The partnership is responsible for:

- Ensuring that the requirements of the Children & Young People (Scotland) Act 2014 (CYP Act) are met throughout the Local Authority area of Inverclyde and that current legislation is adhered to
- Delivering on the Children's Services Plan and Improvement Plan
- Working together as a Community Planning Partnership to improve outcomes for children and young people within Inverclyde

The Inverclyde Children's Services Partnership meets formally on a quarterly basis with a number of subgroups and short life working groups meeting as required to progress various workstreams. The success of this plan will be monitored through delivery of the high level actions to meet the four outcomes which will ensure progress. This will help populate the Inverclyde Children's Services Partnership's Annual Report which is reported to the Inverclyde Alliance and the Scottish Government. The Performance Scorecard at Appendix 2 will be updated on a yearly basis in line with the Annual Report to show progress against the range of indicators.



# Part 4

Key learning to take into the  
2023-26 plan





## Key Learning to take into the 2023-26 Plan

### What Did We Learn From Our 2020-23 Plan

Our previous Children's Services Plan 2020-23 was focussed on four priority areas:

#### Priority Theme 1

To utilise our learning from the Addressing Neglect and Enhancing Wellbeing work stream to further embedded GIRFEC in Inverclyde to improve outcomes for children and their families by developing a strong professional base for identifying, understanding and responding to need at the earliest opportunity, with clear, agreed, high quality multi agency approaches throughout a child's experience.'

#### Priority Theme 2

Mental health is everyone's business and it affects all aspects of a child and young person's development. The promotion of a whole community approach to understanding mental health, wellbeing and the impact of trauma is essential.

#### Priority Theme 3

To reduce the inequalities of health and educational outcomes linked to deprivation.

#### Priority Theme 4

To further improve outcomes, including attainment, for care experienced children, young people and their families by developing a culture of ambition based on strong relationships that recognise the range of difficulties experienced by children and families and provide the scaffolding to protect safe, loving and respectful relationships.

The Annual Reports for the previous plan Children's Services Plan - Inverclyde Council show the progress we have made in delivering the plan against these four key priority areas. Whilst COVID-19 has continued to impact on services and service delivery, the Annual Reports identify key areas across all of the priorities where progress has been made. These include the establishment and ongoing work of

Quality Assurance Groups for GIRFEC, the progress of the Children and Young People's Community Mental Health (CYPCMH) agenda, the ongoing work in relation to the Scottish Attainment Challenge and the Child Poverty Action Group as well as the establishment of the I – Promise Team.

### Whole Family Wellbeing Fund (WFWF)

The Whole Family Wellbeing Fund (WFWF) has been utilised in Inverclyde to scale up our outreach service to delivery whole family support and design intensive services within Inverclyde for our children with complex needs to meet the aspirations of the Promise. The focus of our work is around:

- Children and families to receive the right support at the right time from the right service
- Increase and improve families' access to early help
- Reduce unnecessary Social Work involvement
- A reduction of the number of Interagency Referral Discussions (IRDs)



## Children's Rights

A major focus of our work in Inverclyde has been the advancement of our Children's Rights work with embedding our approach of 'Young people are the rights holders, and the adults are the duty bearers'. 100% of our schools are now signed up to the UNICEF award-The Rights Respecting School Award (RRSA). Throughout 2022/23 we also have our own Inverclyde Rights of the Child (IROC) Award, which is a self-evaluation toolkit that anyone, including partners, can get involved with to recognise how much of a role they also play within children's rights in Inverclyde and what they can do going forward to ensure that they maintain this good practice. This was designed in partnership with local schools and over 200 children and young people were involved, and it is also overseen by a Young Person's Assessor's Board who assess all the evidence and make the decision if the candidates have met set criteria. We aim to continue embedding Children's Rights into all we do.

## Working with our 3rd Sector

The Best Start in Life, hosted by CVS Inverclyde, is Inverclyde's children and young people's network which provides a space for third sector organisations and public sector partners who support children and families to come together to discuss relevant topics, local and national updates and best practice. Recognising the truth in the adage, "it takes a village to raise a child", this collaborative and holistic approach ensures that Inverclyde's children, young people and families have the support they need to have the best start in life. The network was relaunched in June of 2020 in response to the changing landscape brought on by the Covid-19 pandemic. The members of the network decided the direction it took, often choosing the topics and leading discussions. Much of this work mirrored the priorities in Inverclyde's Children's Services Plan, including mental health, inequalities and the challenges of attainment due to the impact of Covid-19.

In early 2022 an opportunity arose to increase the third sector's contribution to the planning and delivery of services in Inverclyde. Developed as a partnership between Children in Scotland and the

Scottish Government, the How Good is Our Third Sector's Participation in Children's Services Planning Self-Evaluation Tool contributes to an integrated approach to supporting children, young people and families. Inverclyde Children's Services Planning Group agreed to pilot the tool, with CVS Inverclyde leading the work. Engaging in this tool offered valuable and meaningful discussion, with notable outcomes including:

- The development of a resource from CVS Inverclyde's mapping exercise, which categorised third sector organisations by the 4 priorities in the local Children's Services Plan. The resource also provided links to either the organisation's website or their page on Inverclyde Life, the local service directory. The priority leads welcomed the resource, acknowledging that it would make a positive contribution to standard CSPP planning processes and as a companion to future applications of the How Good is Our framework.
- The topics for the Best Start in Life Network meetings have been aligned with the priorities of the Children's Services Plan, with regular updates on the plan's progress now built into the meeting structure. The aim of restructuring the format of the Network has been to increase both the third sector's understanding of the plan and their ability to contribute to its objectives.

Inverclyde's diverse third sector embraced these changes and look forward to demonstrating how its work contributes to the aims and priorities of the Children's Services Plan



## What Did Our Children, Young People and Families Tell Us

As a partnership we value and respect the lived experiences of the children, young people and families we work alongside and are eager to involve them much earlier in decision making processes through a participative approach, developing informed insights, ideas, recommendations and solutions for corporate priorities, policy and practice.

Inverclyde Council Education Services gather parental opinion and views in a number of different ways. These include parent meetings and discussion groups, participation in surveys and questionnaires such as the Parental Involvement and Engagement National Census of 2019 and of 2022, parental involvement working groups, Parent Council meetings and parental involvement in Education Scotland school inspections and authority school reviews.

In February 2022, a large scale national parental involvement and engagement census involving parents across all of our schools was carried out. The results of this survey are contained in the Parental Engagement Strategy (2022 - 2025) Parents & Families as Partners Parental Engagement Strategy - Inverclyde Council.

The outcome of this consultation highlighted the following areas for development:

- Although most of those who responded to our census are aware of the Parent Council within their child's school and shared that the majority are in touch with the wider parent forum each year, parents indicated differences in how often and how well informed they are on the work of the Parent Council.
- Delivery of activities that allow families to learn together has been impacted by the pandemic. The majority of parents who responded to our census indicated that they are not aware of opportunities for families to learn together and that they have not participated in this type of activity.
- Parents welcome general information about the school, information about what their child is learning and how their child is progressing, and information on how they can support learning at home. Most feel that contact regarding general information is enough, but the majority of those who responded shared that they would benefit from further engagement regarding what is being learned, what progress is being made and how they can further support the learning at home.
- The majority of parent council members who responded shared that they help to develop the school improvement plan. However, when all parents were asked if schools sought the views and opinions of parents to inform school policy and improvement, less than half felt that they did.

In terms of our engagement with Children and Young People, a vital part of our engagement is in sharing the learning and findings and keeping children, young people and families informed throughout their journey.

- Listening to children, young people and their families' experiences of the care system
- Carrying out digital surveys and face to face engagements with children, young people and their families to inform on a range of areas including Child Protection Processes, the Inverclyde HSCP Strategic Plan refresh and Inverclyde's Promise Plan.



**Children, Young People and Families have told us:**

**We want to see the changes not just people talking about them**

**We need to facilitate opportunities for families to come up with solutions. Let's empower our families.**

**Services are not working together – I must keep repeating myself, they are not communicating.**

**They use too many big words, it should be in layman's terms, for everyone to understand. I struggle to understand policies**

**It can feel shameful to ask for help, it really puts you off as you feel judged**

**Don't see my worker often enough, it be good if you had a better relationship with them and felt a bit more that they are interested. And stop changing your worker so you get to know them, and they know you**

**Trust, communication, loyalty and respect makes a good relationship**

Going forward we will ensure we listen and respond to our children, young people and families, who are our partners and ensure these are included in our preparation for this plan. We have included opportunities for participation, face to face engagements, completion of surveys and a range of ways to reach a diverse and the quieter voices. This information

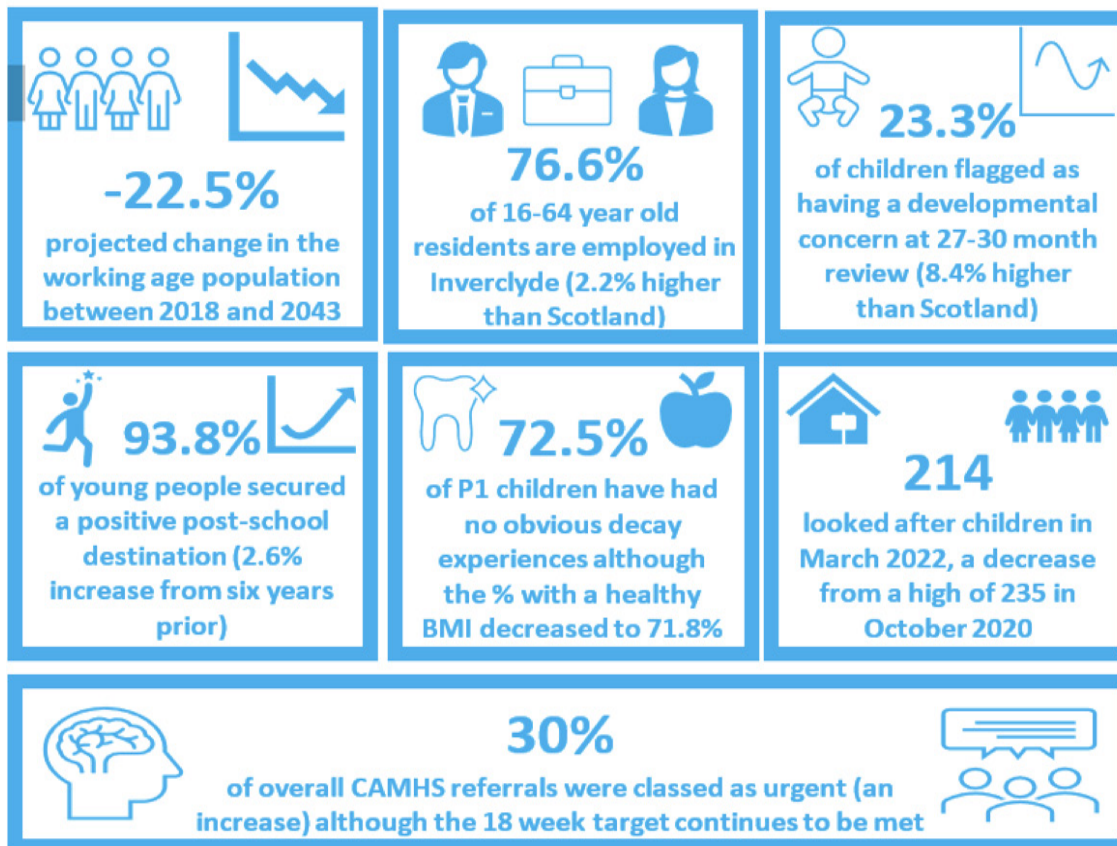
has helped us understand the needs of our families to date. Feedback will continue to be sought and will include the use of the digital platform, Mind of My Own and through our participation and engagement strategy.



### What Does Our Data Tell Us

Our Children's Strategic Needs Assessment (SNA) has been refreshed for 2023 and we have provided a range of updated data (Appendix 1). This document has been drafted to provide up to date evidence regarding the progress of Inverclyde's Children's Services' Partnership (CSP) mandate of improving outcomes of those living in Inverclyde. The SNA details the progress of children and young people across a wide range of domains including parental, environmental and demographic factors which impact on the health and wellbeing of the children and young people in Inverclyde.

The most recent population estimates for 2021 (published in July 2022) from The National Records for Scotland (NRS) estimate that the population size in Inverclyde has been decreasing for a decade and predict it will continue to do so in the next 20 years or so. The selective decreases are thought to be because of falling birth rates as opposed to outward migration. With future projections showing a decrease in both young and working age groups population size, this is a key area of concern.)



# Part 5

Developing our new Plan 2023-26





## Developing our new Plan 2023-26

All of those who work with children, young people and families in Getting it Right for Every Child, strive to ensure that every child or young person has the right to be safe, healthy, active, nurtured, achieving, respected and responsible.

For our 2023-26 Plan we have identified four key outcomes:

### Outcome 1

Children, young people and families are listened to and their views are instrumental in designing and delivering services

### Outcome 2

Children and young people's health and wellbeing is promoted and improved

### Outcome 3

Children and Young people feel safe and loved and are supported to stay in their families

### Outcome 4

Children, young people, families and services work together to reduce inequalities

In Inverclyde we are committed to keeping The Promise from the Independent Care Review and have threaded this through our Children's Services Plan to ensure our work is built on the 5 foundations of The Promise: Voice, Family, Care, People and Scaffolding:

### Voice

Children must be listened to and meaningfully and appropriately involved in decision-making about their care, with all those involved properly listening and responding to what children want and need. There must be a compassionate, caring, decision-making culture focussed on children and those they trust.

### Family

Where children are safe in their families and feel loved they must stay and families must be given support together to nurture that love and overcome the difficulties which get in the way.

### Care

Where living with their family is not possible, children must stay with their brothers and sisters where safe to do so and belong to a loving home, staying there for as long as needed.

### People

The children that Scotland care for must be actively supported to develop relationships with people in the workforce and wider community, who in turn must be supported to listen and be compassionate in their decision-making and care.

### Scaffolding

Children, families and the workforce must be supported by a system that is there when it is needed. The scaffolding of help, support and accountability must be ready and responsive when it is required.



Along with these key foundations there are a number of key drivers which are important to our delivery and service improvement which are embedded throughout the Plan:

### **Trauma**

Delivery of early and preventative trauma informed support across all services

### **Poverty**

Ensuring that our local services know and understand the impact of poverty and work to reduce the number of children growing up in poverty and the negative outcomes associated with that

### **Whole Family Support**

Supporting families) with a focus on what support works to keep families together and support wider families to care, ensuring that support feels coherent, holistic and relational

### **Children's Rights**

Embedding a rights-respecting approach into all services and ensuring that rights of the child, their own needs and their voice is at the centre of decisions about what is best for them

### **Participation**

Involve the care community and lived experience in our plans to #KeepthePromise by working with families to redesign the services available to them to make them work better for those that use them





# Part 6

## Outcomes Action Plan



# Outcomes Action Plan

## Outcome 1

**Children, young people and families are listened to and their views are instrumental in designing and delivering services.**

We have prioritised equal partnerships with our families in improving and designing services.

What is it we want to do	High level actions	Lead officer	How will we show progress
<p>Our children, young people and families will help to shape their plans and their views will influence how we deliver services with them.</p> <p>Our care experienced children and young people will be fully involved in decisions and there will be nothing decided about them without them.</p>	<ul style="list-style-type: none"> <li>• With children, young people and families, we will develop an engagement plan to ensure their views are (a) reflected in individual plans and (b) help shape our future delivery model</li> <li>• We will deliver training and engagement with multi-agency staff and managers to improve their effective communication with children, young people and families</li> <li>• Our strategic and delivery plans and policies will demonstrate how we are delivering on the UNCRC.</li> </ul>	<p>Virtual Head Teacher Inverclyde Council</p> <p>iPromise Lead; HSCP Children's Rights Officer</p>	<ul style="list-style-type: none"> <li>• Increase the number of children and young people reporting that they are listened to</li> <li>• Increase the number of children and young people using participation tools</li> <li>• Work with children, young people and families in the design of HSCP children's services and develop models of practice that keep children and young people with their families.</li> </ul>
<p>We will ensure planning for children, young people and families is strengths-based and outcome-focussed and reflects the national refresh of GIRFEC.</p>	<ul style="list-style-type: none"> <li>• We will develop and deliver a training programme for all children's services staff on GIRFEC</li> <li>• In partnership, we will develop quality assurance actions that evaluate our progress and share learning from individual plans.</li> <li>• We will audit plans for care experienced children and young people to ensure our services have positive impact to support positive, ambitious outcomes</li> </ul>	<p>Head of Children and Families and Criminal Justice Inverclyde HSCP</p>	<ul style="list-style-type: none"> <li>• We will measure the impact of children and young people's safety outcomes on their wellbeing</li> <li>• We will use an evidence-based, quality assurance framework for single and multi-agency plans to measure impact on positive outcomes for children and young people</li> </ul>
<p>We will work in truly trauma-informed ways with children, young people and families</p>	<ul style="list-style-type: none"> <li>• We will deliver multi-agency Trauma Informed Practice training and awareness across Inverclyde and embed measurable trauma informed approaches that reflect our diverse communities</li> </ul>	<p>Principal Educational Psychologist Inverclyde Council</p>	<ul style="list-style-type: none"> <li>• Increased number of staff trained in trauma informed practice</li> <li>• Evidence of engagement by New to Scotland families</li> <li>• Improved, strengths-based relationships and participation with children, young people and families that reflects their experiences and focuses on outcomes</li> </ul>



## Outcome 2

### Children and young people's health and wellbeing is promoted and improved

We have prioritised health and wellbeing. Our workforce will be trauma informed and will deliver services to our children and young people that reflect their uniqueness. Services will be timely, proportionate and deliver the right outcome.

What is it we want to do	High level actions	Lead officer	How will we show progress
We will ensure children and young people have access to appropriate mental health supports.	<ul style="list-style-type: none"> <li>• Continue to commission and deliver the Wellbeing Service for Children and YP</li> <li>• The National Trauma Training Programme will be rolled out across Inverclyde</li> <li>• Continue to deliver the Inverclyde Emotional Wellbeing Triage meetings (IEWTM)</li> <li>• Continue to ensure delivery of 18-week referral to treatment timescales for CAMHS</li> </ul>	<p>Principal Educational Psychologist Inverclyde Council</p> <p>Service Manager Children's Health Inverclyde HSCP</p>	<ul style="list-style-type: none"> <li>• We will monitor the number of children and young people accessing Wellbeing Service and reporting on improvements in relation to their wellbeing</li> <li>• We will monitor the number of staff trained in trauma informed practice. We will gather feedback from staff, children and young people. There will be evidence of the principles of trauma informed practice being embedded throughout the workforce.</li> <li>• We will monitor the number of multiagency IEWTM's held</li> <li>• We will maintain the percentage of referral to treatment time target met for Children &amp; Young People in Inverclyde Children and Adolescent Mental Health services (CAMHS).</li> </ul>
We will ensure children, young people and families have opportunities to improve physical health and development.	<ul style="list-style-type: none"> <li>• Continue to support breastfeeding</li> <li>• Continue to support high of immunisations across Inverclyde</li> <li>• Encourage participation in sports and activities</li> <li>• Improve uptake in the Young Peoples H&amp;W survey</li> <li>• Implement the thrive under 5 programmes across Inverclyde</li> </ul>	<p>Service Manager Children's Health Inverclyde HSCP</p>	<ul style="list-style-type: none"> <li>• We will increase the percentage of women breastfeeding in Inverclyde.</li> <li>• We will increase the percentage of children vaccinated for MMR.</li> <li>• We will increase the participation uptake in Active Schools</li> <li>• We will increase the percentage of children with a healthy weight at P1</li> </ul>



What is it we want to do	High level actions	Lead officer	How will we show progress
We want to reduce rate of 27- 30-month developmental concerns being identified.	<ul style="list-style-type: none"> <li>• Roll out of PALS- Play Assisted Language skills across health and education</li> <li>• Implement Psychology of Positive Parenting (POP) delivered to parents</li> </ul>	Service Manager Children's Health Inverclyde HSCP	<ul style="list-style-type: none"> <li>• We will decrease the percentage with a developmental concern at 27–30-month review</li> <li>• We will increase the number of PALS interventions undertaken</li> <li>• We will increase the number of POP interventions delivered</li> <li>• We will monitor attrition rate from the above programmes</li> </ul>
Provide evidence-based intensive home visiting programme to all young women.	<ul style="list-style-type: none"> <li>• We will continue to resource and sustain the concurrent model of Family Nurse Partnership programme delivery alongside delivery of the Revised Universal Pathway</li> <li>• We will explore the potential to deliver programme to all eligible young women &lt; 21 years old as per best start bright futures vision</li> </ul>	Service Manager Children's Health Inverclyde HSCP	<ul style="list-style-type: none"> <li>• We will increase the rate of uptake and rate of young mothers completing the programme</li> <li>• We will review our information currently collated including data analysis, client voice, feedback and key stakeholders' responses</li> </ul>
We want young people to have access to appropriate sexual health services and advice.	<ul style="list-style-type: none"> <li>• Deliver the Inverclyde Sexual health Local Implementation Group (SHLIG) Action Plan</li> </ul>	Service Manager Children's Health Inverclyde HSCP	<ul style="list-style-type: none"> <li>• We will reduce the rate of teenage pregnancies per 1,000 women under 20 years old</li> </ul>
Support Young people's knowledge and awareness of alcohol and drugs.	<ul style="list-style-type: none"> <li>• We will develop substance use programmes in schools that develop personal &amp; social skills and increase knowledge of substances and related issues</li> <li>• We will provide initiatives that tackle normative beliefs around prevalence of substance use</li> <li>• We will develop initiatives that involve families and communities to encourage development of healthy attitudes towards substances</li> <li>• We will provide targeted/indicated prevention work with Young People at risk of harm from substance misuse</li> </ul>	Service Manager – Community Learning and Development, Community Safety & Resilience and Sport Inverclyde Council	<ul style="list-style-type: none"> <li>• We will reduce local reported alcohol and drug consumption in children and young people in Secondary 2</li> <li>• We will codesign programmes with young people, schools, and families</li> <li>• We will monitor and review the number of young people receiving targeted prevention work</li> </ul>



### Outcome 3

#### Children and Young people feel safe and loved and are supported to stay in their families

We are committed to deliver on the Promise. We will support our children and young people to remain at home or in a safe, loving homely environment. We will listen to and learn from children, young people and their families. We will develop services that strengthen family resilience and reduce the risk of harm. We will support children and young people to be equal partners in their plans.

What is it we want to do	High level actions	Lead officer	How will we show progress
We want our children and young people to be safe and remain in their own home and community.	<ul style="list-style-type: none"> <li>• Work with key partners for more children and young people who are looked after away from home to remain in Inverclyde.</li> <li>• Work with key partners to review the service and provision offer around Lomond View Academy to ensure less young people need to be educated away from Inverclyde.</li> </ul>	Service Manager Children's Services Inverclyde HSCP	<ul style="list-style-type: none"> <li>• We will work with statutory, independent and voluntary sector partners to develop innovative early help and family support services that reduce the number of children and young people that require formal child protection processes.</li> <li>• Increased number of local Kinship Carers</li> <li>• Increased number of foster carers and supported carers through a revised media campaign.</li> <li>• We will improve our timescales from Interagency Referral Discussion (IRD) to investigation.</li> <li>• We will increase the number of children and young people who are referred to the Scottish Child Interview Team</li> <li>• Children and young people who are subject to a forensic interview are supported to disclose significant harm</li> <li>• We will see the number of young people being educated outside of Inverclyde reduce</li> </ul>
Develop our multi-agency Whole Family Wellbeing model to provide targeted interventions that reduce risk of harm and build and strengthen family capacity.	<ul style="list-style-type: none"> <li>• Deliver on the Whole Family Wellbeing Fund through service redesign by creating early intervention hub and additional intensive family support</li> </ul>	Principal Educational Psychologist Inverclyde Council  Head of Children and Families and Criminal Justice Inverclyde HSCP	<ul style="list-style-type: none"> <li>• Multi-agency, strengths-based early help with families</li> <li>• Reduction of children and young people requiring statutory social work services that are in receipt of family group decision-making</li> <li>• More families reporting that they have increased confidence in their parenting skills</li> </ul>



What is it we want to do	High level actions	Lead officer	How will we show progress
<p>Young People feel safer and experience less harm within the wider community.</p>	<ul style="list-style-type: none"> <li>• Deliver on the Whole Family Wellbeing Fund through service redesign by creating early intervention hub and additional intensive family support</li> </ul>	<p>Principal Educational Psychologist Inverclyde Council</p> <p>Head of Children and Families and Criminal Justice Inverclyde HSCP</p>	<ul style="list-style-type: none"> <li>• Multi-agency, strengths-based early help with families</li> <li>• Reduction of children and young people requiring statutory social work services that are in receipt of family group decision-making</li> <li>• More families reporting that they have increased confidence in their parenting skills</li> </ul>
<p>Young People feel safer and experience less harm within the wider community.</p>	<ul style="list-style-type: none"> <li>• Informed and influenced by the experiences of our young people, we will work together to co-design interventions and supports which improve young people's feelings of safety, inclusion, belonging and ambition in the local community.</li> <li>• We will continue to resource the delivery of community-based youth work opportunities, which meet the needs of young people, offering universal and targeted provision.</li> <li>• We will work in partnership with key partners to promote campaigns and deliver programmes to children and young people with a focus on safety.</li> </ul>	<p>Service Manager – Community Learning and Development, Community Safety &amp; Resilience and Sport Inverclyde Council</p>	<ul style="list-style-type: none"> <li>• Increase in number of young people (through the health and wellbeing survey) reporting positive engagement in local community activities.</li> <li>• Effective measures and quality assurance to evidence improved outcomes for young people.</li> <li>• Increase in contacts made by young people in schools to CLD staff about drug and alcohol issues</li> </ul>



## Outcome 4

### Children, young people, families and services work together to reduce inequalities

We have prioritised our activity to reduce the gap in attainment caused by poverty. In addition we will continue to keep the cost of the school day under review. Culturally we are seeing greater diversity in our population in the demographics of our children and as such further work needs to be developed to embrace cultural differences.

What is it we want to do	High level actions	Lead officer	How will we show progress
We want to reduce inequalities of educational outcomes linked to deprivation.	<ul style="list-style-type: none"> <li>• Deliver the Scottish Attainment Challenge Plan for Inverclyde</li> <li>• Deliver the Education Services Senior phase action plan</li> <li>• Deliver the Education Services Directorate Service plan</li> </ul>	Head of Education Inverclyde Council	<ul style="list-style-type: none"> <li>• We will reduce the poverty related attainment gap between SIMD 1 – 3 and SIMD 4-10.</li> <li>• We will improve positive destinations with a focus on pupils with ASN and those from SIMD 1 - 3</li> </ul>
We will ensure that cost of living doesn't act as barrier for children, YP and families in Inverclyde.	<ul style="list-style-type: none"> <li>• Continue to deliver the Child Poverty Plan for Inverclyde</li> </ul>	Director of Education, Communities and Organisational Development Inverclyde Council	<ul style="list-style-type: none"> <li>• We will reduce the % of Children living in relative poverty</li> <li>• We will increase uptake of Free school meal/School Clothing Grant at Primary School</li> <li>• Cost of the School Day initiatives and training has been implemented and reported across all schools.</li> </ul>
We will have an ensure inclusive curriculum and methods of working to embrace cultural differences.	<ul style="list-style-type: none"> <li>• Deliver resources and training as identified by the Inclusive Curriculum Group</li> </ul>	Head of Education Inverclyde Council	<ul style="list-style-type: none"> <li>• Reduce number of racist incidents being reported in schools</li> <li>• Increase staff confidence and knowledge relating to racial literacy</li> <li>• Increase diversity of the workforce</li> </ul>



# Part 7

Resources 2022/23





## Resources 2022/23

Financial Spend on Children, Young People and Families in Inverclyde 2022/23

Resources- Mainstream	£
Inverclyde Council Education and Communities	£98,905,000
Inverclyde HSCP Children and Families • Council • NHS	£20,459,811 £15,959,511 £ 4,500,300
Resources-External Funding (Non recurring)	
Whole Family Wellbeing Funding	£423,000
Care Experienced Young People Funding (The Promise)	£203,000
Attainment Challenge Funding	£2,775,000
Pupil Equity Funding	£3,268,000
Mental Health and Wellbeing Fund-Children and Young People	£192,000



# Part 8

## Appendices



## Appendix 1 - Strategic Needs Assessment 2023



## Appendix 2 - Outcomes Framework



**Inverclyde Childrens Strategic Needs Assessment**  
**Update**

## **Executive Summary**

NRS estimate that the population size in Inverclyde has been decreasing for a decade and predict it will continue to do so in the next 20 years or so. The selective decreases in past are thought to be because of falling birth rates as opposed to outward migration. With future projections showing a decrease in both young and working age groups population size, in addition to a continued decreasing birth rate, it's essential for those demographics to be offered opportunities to entice them to stay in Inverclyde. This may be opportunities when leaving school or beginning/continuing employment.

A higher proportion of the population in Inverclyde are economically active compared to Scotland. The unemployment rate is also slightly lower in Inverclyde compared to Scotland. Inverclyde also has a lower proportion of households 'out of work'. Despite this, Inverclyde has a higher proportion of 18–24-year-olds who are unemployed compared to Scotland, highlighting the need for further opportunities for that demographic.

School attendance in Inverclyde has decreased over the last ten years in both primary and secondary schools. Despite this, the percentage of looked after school leavers who enter a positive destination has increased (including participation) and was only 0.1% less than the national figure in 2020/21.

The proportion of young children with developmental concerns (at 27–30-month review) has decreased in the last five years, although the gap with the Scottish average remains. The health of children at Primary 1 age has seen a decrease in terms of BMI but not in terms of oral health. Inverclyde has also closed the gap with Scotland in terms of teenage pregnancies which have decreased in the past decade.

Child protection referrals have decreased since 2020, as have child protection investigations and the number of children on the register. The number of children in care has decreased in Inverclyde as well as then number of referrals made to the Scottish Children's Reporter Administration.

## **Introduction**

This document has been drafted to provide up to date evidence regarding the progress of Inverclyde’s Children’s Services’ Partnership (CSP) mandate of improving outcomes of those living in Inverclyde. The document will detail the progress of children and young people across a wide range of domains including parental, environmental and demographic factors which impact on the health and wellbeing of the children and young people in Inverclyde.

This Strategic Needs Assessment (SNA) update will aid service improvement, highlight where investment is required and focus activity of local agencies and partners to work together more effectively.

This report will be split in to six topics followed by a conclusion. The indicators included have been selected due to their effectiveness and availability to analyse potential service improvements most succinctly.

## **Population**

This section seeks to assess the structure of the population relevant to what affects outcomes of children and young people in Inverclyde.

National Records Scotland (NRS) population estimates for 2021 (published in July 2022) state the following:

- The total population of Inverclyde was estimated at 76,700 (mid-2021)
- There are 20,386 people aged 25 and under living in Inverclyde – this is approximately 26% of the total population.
- Children aged 0 to 15 comprise 16% of Inverclyde’s total population.

Figure 1 displays the latest published age group & gender composition in Inverclyde:

### **Estimated population by broad age group (mid 2021) - Inverclyde**

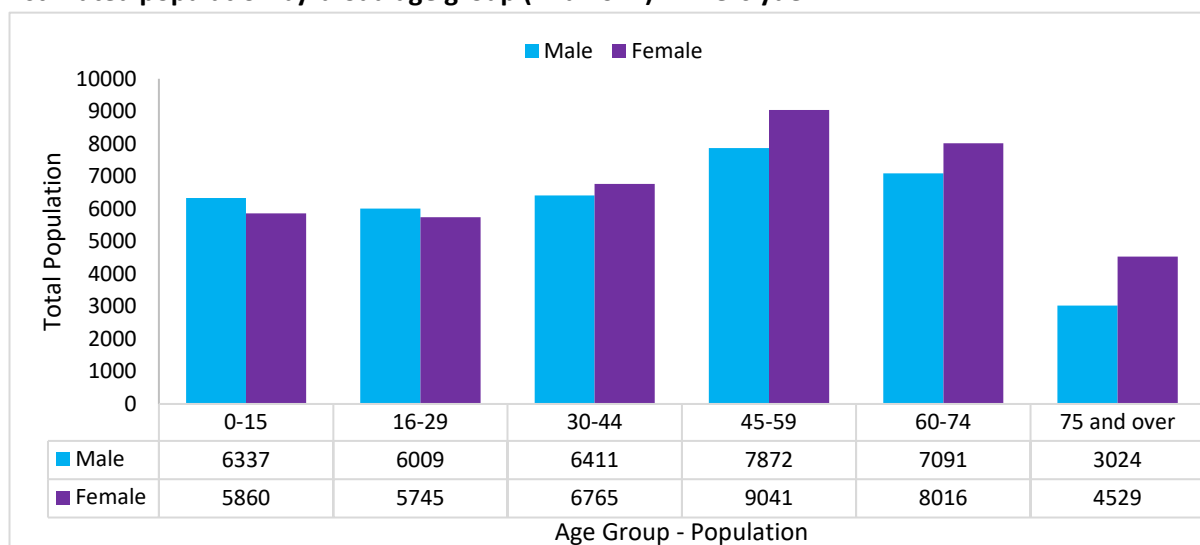


Figure 1: [Mid-Year Population Estimates | National Records of Scotland \(nrscotland.gov.uk\)](https://nrs.scot.nhs.uk/nrs/population-estimates)



Over the decade, 2011-2021 Inverclyde had the highest drop in population of all Scottish Council areas (-5.6%). Population decline in Inverclyde has been selective and has had a greater impact on young people, young families, and people of working age.

A review of the age profile shows that between 2011 and 2021 the number of young people fell sharply in Inverclyde. The number of young people aged 15 years and under fell by 10% over this 10-year period.

In recent years Inverclyde’s population decline has been driven by natural change, largely attributable to a falling birth rate, rather than out migration. In 2012/13 there were 777 births in Inverclyde compared to 570 in mid-2020 to mid-2021. Looking ahead, NRS population projections (2018 based) predict that the number of births will continue to fall up to 2029/30 as shown in Figure 2:

### Projected births (2018 based) - Inverclyde

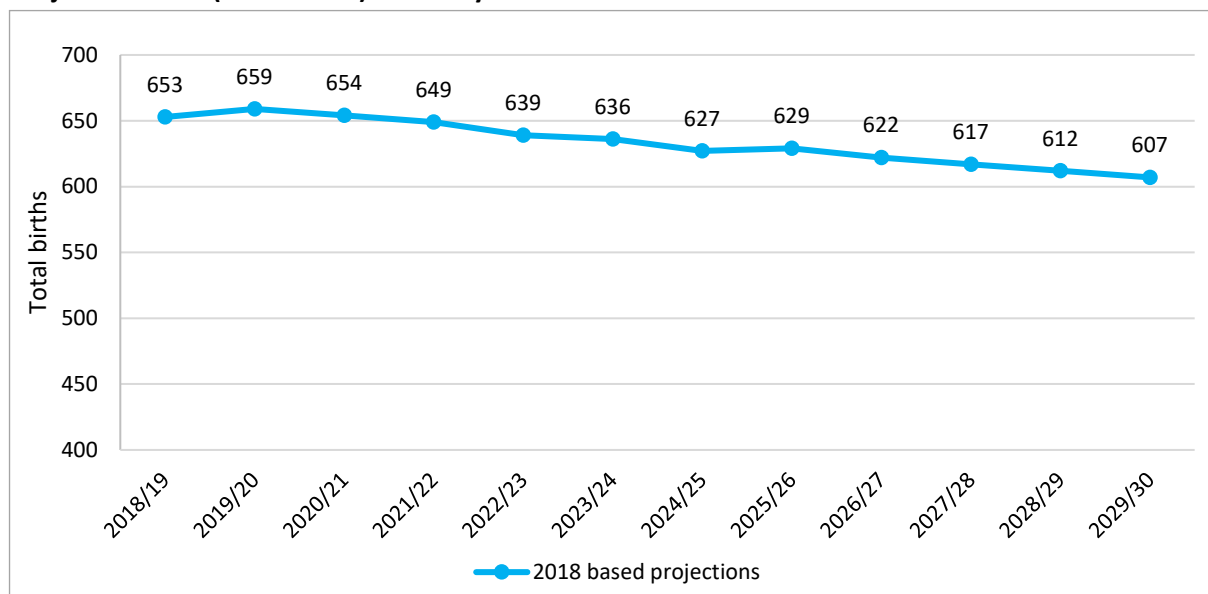


Figure 2: Total births projections (2018-based) – NRS Scotland

### Population Projections

The most recent published NRS data for population projections by council area are the mid-2018 estimates, meaning no update since the previous Child Strategic Needs Assessment (CSNA). Figure 3 shows how the population has been predicted to change in the next 20 years and how that compares to the rest of Scotland.

### Inverclyde % projected change in population by 2043 (2018 based) (all ages)

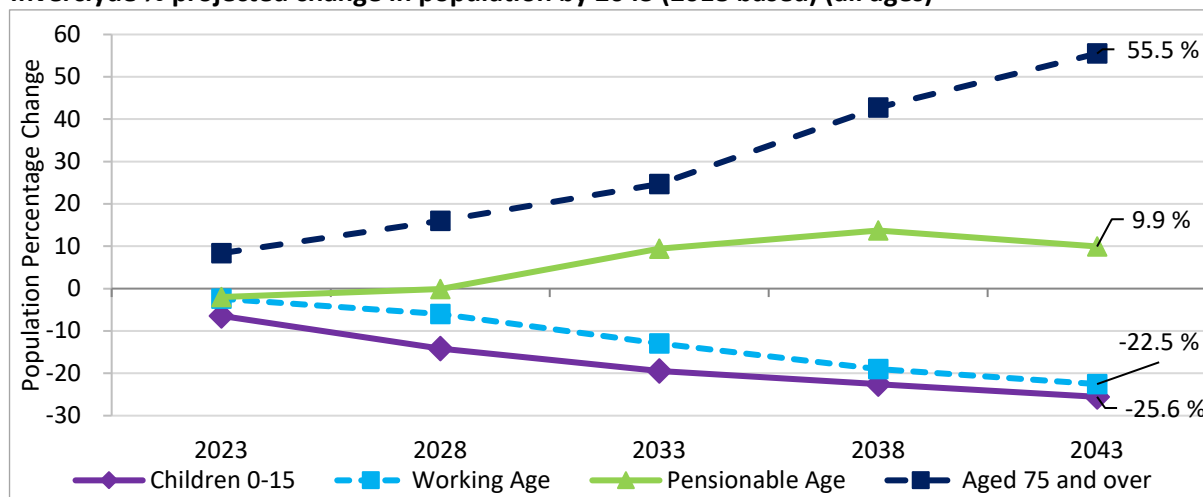


Figure 3: Predicted Population % Change – [NRS 2018-based population projections](#)

As stated in previous reports, the severity of population decline has resulted in this being identified as a strategic priority for the Inverclyde Alliance. Critical to the success of stemming and ultimately reversing population decline in the longer term will be encouraging young people to stay in the area once leaving school by offering a range of opportunities around key areas such as work, education and housing.

We hope to analyse the effect the COVID-19 pandemic has had on population projections which should be available at next update.

### Economic Activity

The economic state of Inverclyde deeply affects the outcomes of the children and young people living there. In order to accomplish the strategic priority of reducing inequalities, help must be given to those brought up in households where less opportunities are available.

### **Lone Parent Households**

Child health & wellbeing is also affected by household income and employment status. Children in lone parent families and non-working lone parent families are more likely to have lower mental wellbeing than those who are not in those categories.

According to the Annual Population Survey there were an estimated 2,600 lone parent households with dependent children in Inverclyde in 2019.

In August 2022, there were around 2,336 lone parent families with dependent children claiming UC or tax credits in Inverclyde. This is a decrease of 774 since August 2017 although this is likely due to changes of how UC and tax credits are offered.

In August 2022, there were around 1,525 lone parent households in Inverclyde receiving help with housing costs from UC or Housing Benefit. (Source: IC CTR Data). This included 442 lone parent households in Inverclyde claiming housing costs from housing benefits and 1,083 lone parent households claiming UC with a housing entitlement.

Reducing poverty for children in lone-parent families is possible and obviously desirable. Child poverty in lone-parent families has fallen in the past in Scotland, driven by action at a national and local level. Reducing child poverty for this priority group would make an important contribution to improving health and reducing health inequalities.

## Below Average Household Income

Using population estimates, we can calculate the number of children and young people living in areas of high deprivation. Based on the 2021 population estimates produced by NRS, 4,620 people aged 18 and under live in data zones that fall into SIMD decile 1 (10% most deprived in Scotland). This is 31.5% of Inverclyde’s total population aged 0-18.

Based on data collected by DWP and HMRC, the graph below shows the percentage of children in households below 60% median, before housing costs, by all local authorities in Scotland. The figures use mid-year population estimates to calculate percentage rates.

### Percentage of children in households below 60% median income, before housing costs 2019/20

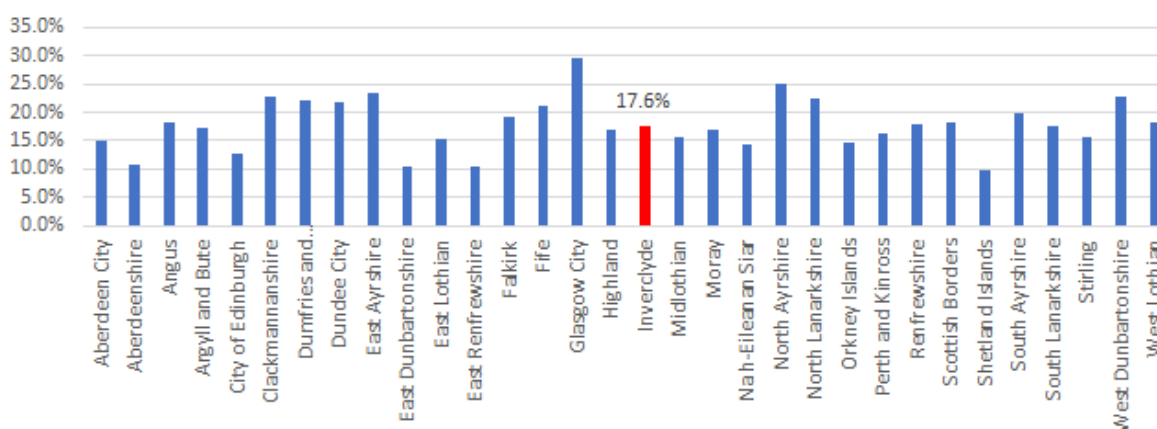


Figure 4: Children living in households earning below 60% median income – DWP & HMRS

Between October 2021 and September 2022 there were 37,700 economically active residents between the age of 16 – 64 living in Inverclyde, of those, 76.6% were in employment compared to Scotland’s figure of 74.4%. 1,300 (3.4%) residents between of 16 – 64 years were unemployed. Scotland’s figure was 3.5%. The number of people living in Inverclyde now claiming Universal Credit has increased. Figures from DWP showed that 9,144 (figure Oct 2022) people were claiming Universal Credit.

NOMIS Labour Market Profiles tell us that in the calendar year 2021, 15% of households in Inverclyde were out of work. Across Scotland, this percentage was 18.6% and 14% of Great Britain. In December 2022, 5.9% of 18- to 24-year-olds in Inverclyde claimed to be unemployed. This compares with 4.1% across Scotland and 4.7% across Great Britain.

Poverty is fundamentally about lack of money and Inverclyde’s Child Poverty Action Group has been working in partnership with Public Health Scotland to identify local data sets and to map out service provision for families living in poverty. Feedback from the Best Start in Life Network highlights that there is also ‘hidden’ poverty within more affluent areas of Inverclyde. This has resulted in a comprehensive analysis of the challenges around inequalities and poverty in Inverclyde. Addressing the stigma around poverty needs to be a priority and could be part of the work of Inverclyde Cares.

## Free school meals (FSM)

The prevalence of children eligible for and claiming free school meals provides an indication of how many children in Inverclyde schools come from low-income households. Criteria qualifying pupils for FSM’s include households receiving benefits such as Income Support, Job Seekers Allowance, Child Tax Credit, Working Tax Credit or Universal Credit.

Figure 5 shows the number of pupils in Inverclyde who were entitled to FSM's as of February 2023, including the proportion of total school roll.

### Number of pupils who qualify for free school meals by school type – Inverclyde, Feb 2023

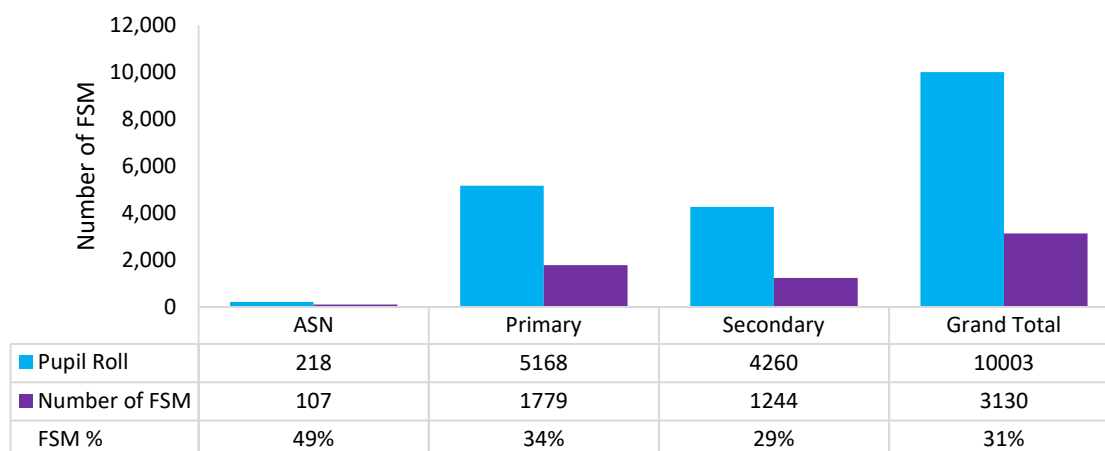


Figure 5: Pupils qualifying for FSM's Inverclyde – Inverclyde Education Services SEEMIS 2022

As shown in Figure 5, almost half of ASN pupils are entitled to free school meals. A slightly higher proportion of primary school pupils qualify for FSMs in comparison to secondary school pupils.

### Education

There are several different statistical outputs and analyses of data from education services that can be employed as indicators of the SHANARRI wellbeing measures that have been adopted across the whole Community Planning Partnership.

### Percentage of Attendance in Primary, Secondary & ASN Schools - Inverclyde

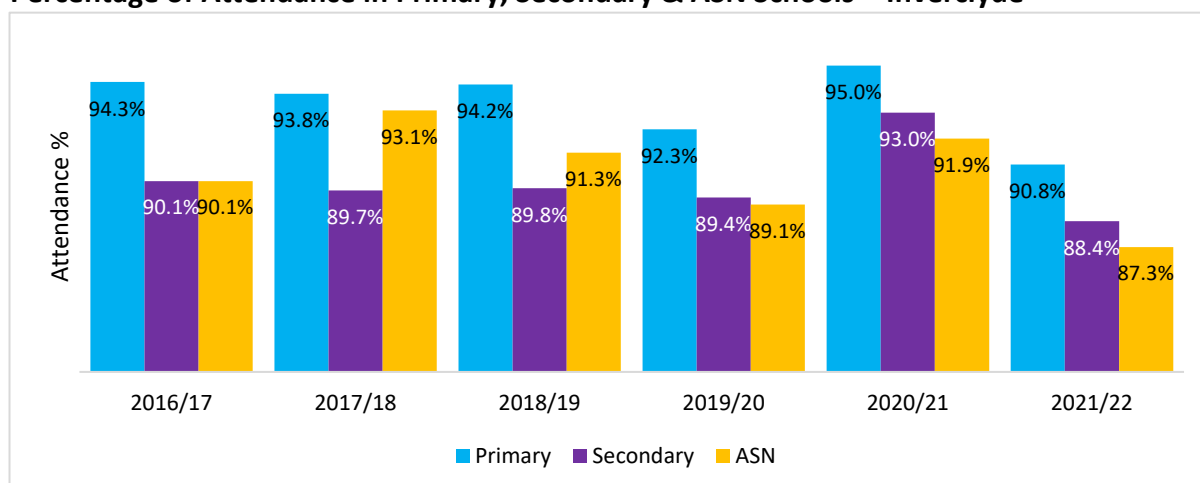


Figure 6: Inverclyde Education Services - SEEMIS 2022

Figure 6 tells us that the attendance rate in primary schools has dropped by 3% in the last 5-years. There has been little change in secondary school attendance although there has been a noticeable decrease in the most recent year. Additional support needs school attendance has fluctuated which may look drastic due to the smaller total pupil roll size.

When comparing to the most recently recorded national school attendance figures in 2020/21, Inverclyde's attendance was 2% higher (Scotland 92%, Inverclyde 94.1%). For Inverclyde, this is an improvement since 2018/19 where school attendance was below the national rate (Scotland 93%, Inverclyde 92.2%).

When comparing the deprivation level of pupils, it's expected that there will be a gap in attendance levels.

### School attendance deprivation gap split by primary & secondary school - Inverclyde

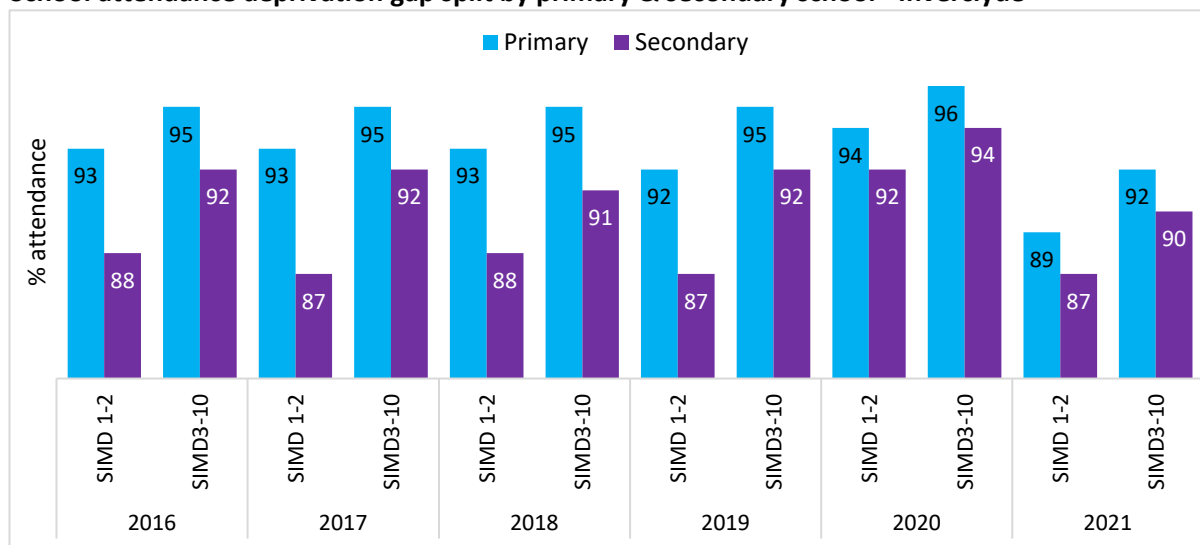


Figure 7: Deprivation Attendance Gap Inverclyde Education Services – SEEMIS

Figure 7 shows that there is approximately a 3% gap in the attendance levels between SIMD 1-2 (most deprived areas) and SIMD 3-10 (rest of the pupil roll). The gap is larger in secondary schools compared to primary schools but the two school types were equal in 2021.

### Exclusions

The number of exclusions from school in Inverclyde has somewhat fluctuated in the past 5-years. Figure 8 shows there was a 4-year decrease in the overall rate of exclusions before a sharp increase in 2012/22, mainly in secondary & ASN schools.

### Exclusions from School (Rate per 1,000 pupils) – Inverclyde & Scotland

Year	2017 -18	2018 -19	2019 -20	2020 -21	2021 - 22
ASN	12.1	95.51	36.08	15.00	37.38
Primary	5	3.11	0.37	1.13	1.31
Secondary	45.6	39.12	33.91	26.91	44.14
Local Authority	22.8	20.50	15.89	12.97	21.39
National		21.60		11.90	

Figure 8: Exclusions rate per 1,000 pupils in Inverclyde – Inverclyde Education Services (SEEMIS)

### Attainment & positive leavers destination

The following figure shows the attainment for pupils in Inverclyde. The measure for attainment used is average tariff scores which is built up of each students' individual qualifications on its SCQF level and credit points. The average tariff for an area is an average of the total points for each learner.

### School Attainment split by Deprivation (Average tariff scores) – Inverclyde 2021/22

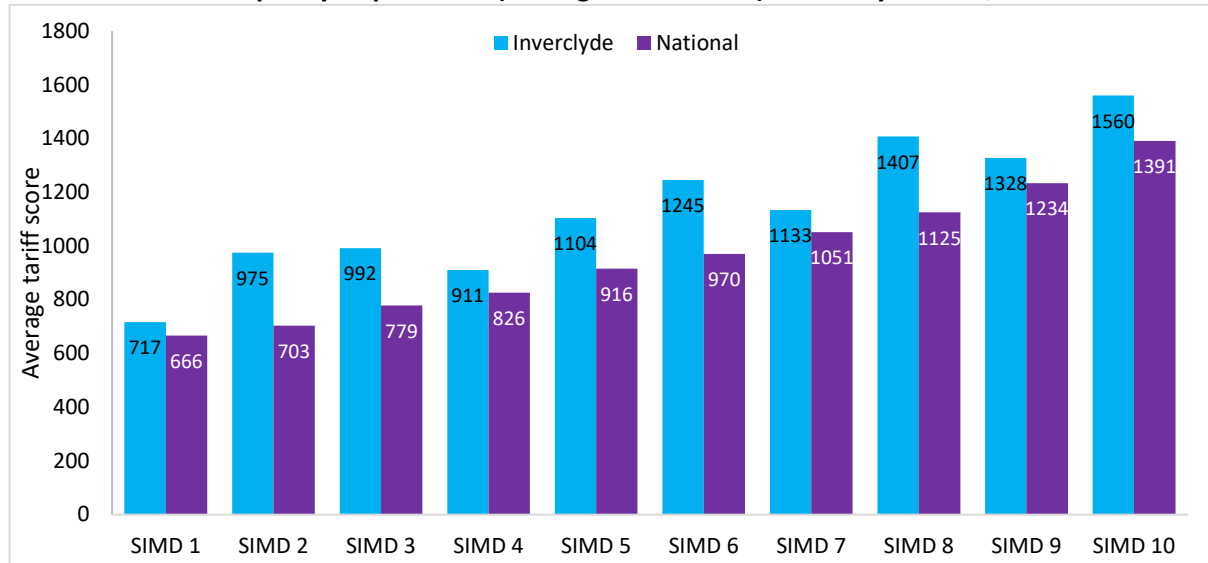


Figure 9: Attainment split by deprivation Inverclyde – Inverclyde Education Services (SEEMIS)

As shown in Figure 9, there is a linear correlation between deprivation and attainment, both in Inverclyde and Scotland. Relative to the population size in each decile, Inverclyde has a slightly higher rate of attainment across all deprivation levels compared to the national average, which wasn't the case in past years.

Figure 10 below shows that the percentage of looked after children in Inverclyde entering positive destinations when leaving schools has increased slightly in the last four years, as it has across Scotland.

### Percentage of looked after school leavers who enter a positive destination (Local Government Benchmarking Framework)

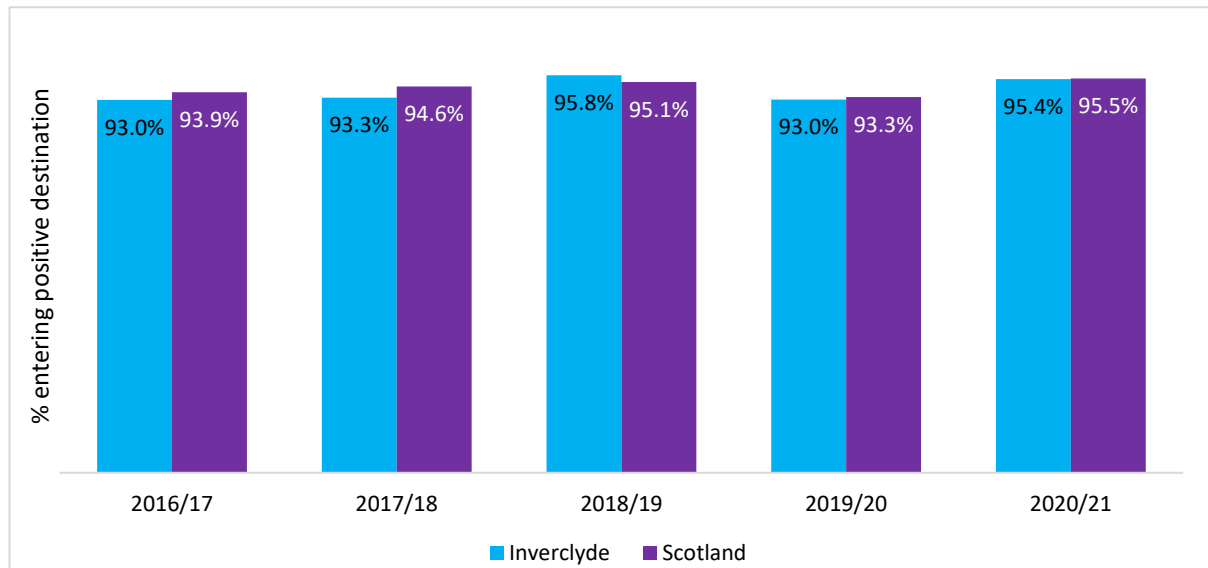


Figure 10: Improvement Service - [Explore the data | Benchmarking \(improvementservice.org.uk\)](https://www.improvementservice.org.uk/)

Participation rate is the proportion of young people who secured positive post-school destinations in employment, training, volunteering, or further/higher education. The change over time in participation rate is shown in Figure 11.

## Participation Rate Inverclyde (%)

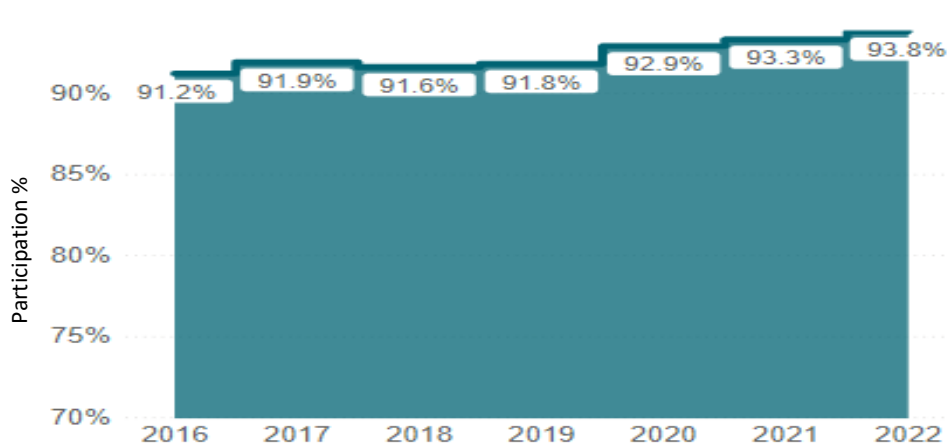


Figure 11: Participation Rate - [Annual Participation Measure | Skills Development Scotland](#)

There has been an increase in the proportion of school leavers ‘participating’ in one of the specified activities. In addition to this, data from The Improvement Service states that the rate of school exclusions in Inverclyde has decreased from 37 exclusions per 1,000 pupils in 2012/13 to 13.3 in 2020/21.

## Health & Wellbeing

### Children’s 27-30 month reviews

The Scottish Government target is 85% of children with no concerns on all 9 developmental outcomes. In 2016/17, there was a change to the domains assessed by health visitors at a child's 27-30 month review.

In 2020/21, 23.3% of children reviewed in Inverclyde had at least one developmental concern recorded at 27-30 month review. This is a slight decrease since 2015/16 where the figure reached a high of 27.7%. In comparison, only 14.9% of children reviewed at 27-30 months were recorded as having a developmental concern across Scotland.

Local Authority	Percentage with a developmental concern at 27-30 month review							
	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
Inverclyde	24.6%	27.5%	27.7%	26.2%	23.6%	24.2%	24.4%	23.3%
Scotland	19.2%	19.2%	18.4%	17.6%	15.4%	14.5%	14.3%	14.9%

Figure 12: [PHS - Early Child Development](#)

### Breastfeeding

Evidence shows that even modest increases in breastfeeding has the potential to dramatically improve outcomes for infants and children and bring about short and long term health, attainment and economic benefits.

105 babies in Inverclyde were exclusively breastfed when attending their 6-8 weeks review in 2021/22. This equates to 17% of the reviews with a valid feeding status, a 5% increase in the last 3 years for Inverclyde.

### Percentage of babies who have been exclusively breastfed (reported at 6-8 weeks)

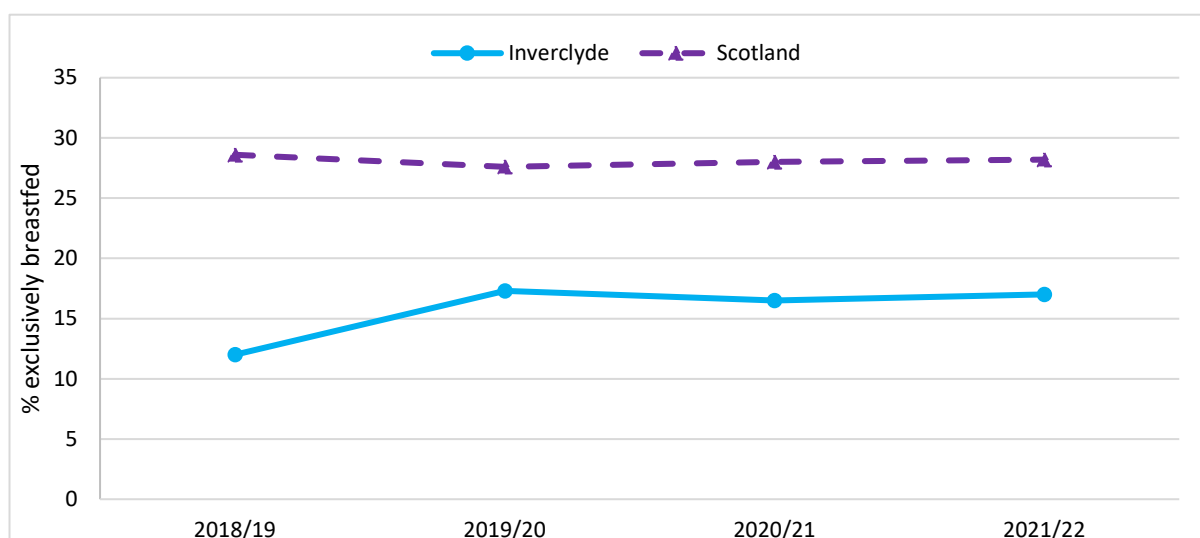


Figure 13: [Infant feeding statistics](#) – PHS

Number who have been exclusively breastfed at 6-8 week review				
Financial Year	2018/19	2019/20	2020/21	2021/22
Inverclyde	76	97	92	105
Scotland	13,077	12,411	12,023	12,268

Figure 14: [Infant feeding statistics](#) - PHS

### Child weight & height

Child weight and growth can be used as an indicator of the general nutritional and physical health of a child. Research suggests that if a child is short, under or over weight, for their age, then this may be an indication of an underlying health or social problem.

71.8% of P1 children in Inverclyde were classed as being a healthy weight in 2021/22 (epidemiological threshold for BMI). This is a decrease of 3% since 2018/19. Compared to the national average, Inverclyde has a lower proportion of P1 children at a healthy BMI (3% difference)

### Percentage of children with a healthy weight at P1

		18/19	19/20	20/21	21/22
All participating boards	Number of healthy weight	34,510	19,272	15,123	39,413
	% healthy weight	76.6%	76.3%	69.7%	74.7%
Inverclyde	Number of healthy weight	516	x	775	529
	% healthy weight	74.9%	x	65.4%	71.8%

Figure 15: [P1 BMI statistics](#) - PHS

In 2021, 28% of children in Scotland aged 2-15 were at risk of being obese/overweight (31% for boys, 25% for girls). This data is not currently available at local authority level. 64% of the total population in Inverclyde were overweight (including obese) in the period 2016-19.

### Dental Health

Every year children across Scotland take part in the National Dental Inspection Programme (NDIP) where samples of children in Primary 1 and Primary 7 have their teeth inspected to inform parents of the dental/oral health status of their children. Aggregated data is then provided to advise the Scottish



Government, NHS boards and other organisations concerned with children's health of the oral disease prevalence in their area.

72.5% of Primary 1 children in Inverclyde had no obvious decay experience in 2019/20. This is a higher proportion than the equivalent figure for Glasgow City, Renfrewshire and West Dunbartonshire. These figures have been taken from the NDIP results for HSCPs which require a minimum sample size of 250 children in each HSCP. The results for this study were weighted by population deprivation categories specific to each NHS Board.

### Percentage of P1 children with no obvious decay experiences – 2019/20 split by HSCP

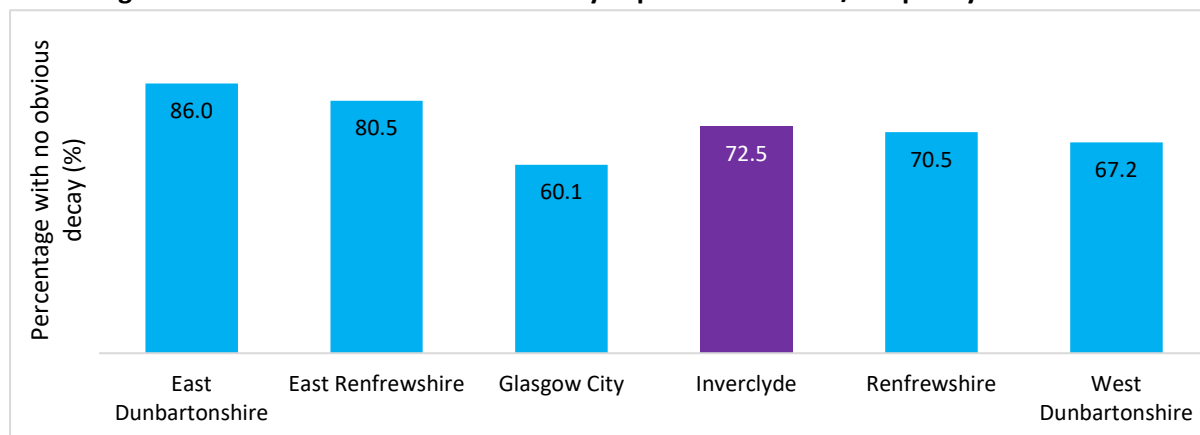


Figure 16: [National Dental Inspection Programme \(NDIP\) 2020 \(publichealthscotland.scot\)](https://publichealthscotland.scot)

### Teenage Pregnancy

From a local perspective, in 2004, Inverclyde had the third highest rate for teenage pregnancies of all the 31 local authorities in Scotland. By 2017, this had fallen to 20th out of 31. This data is no longer available on ISD website, however national data reflects that teenage pregnancy is at its lowest rate since recording began; Teenage Pregnancies a national statistics publication for Scotland 6 July 2021

In 2019 there were 26.9 teenage pregnancies per 1,000 women under 20 years old in Inverclyde. This is a decrease from 42.7 in 2010. In comparison, the Scotland rate of teenage pregnancies in 2019 was 27.7 and 51.3 in 2010.

### Rate of teenage pregnancies per 1,000 women under 20 years old

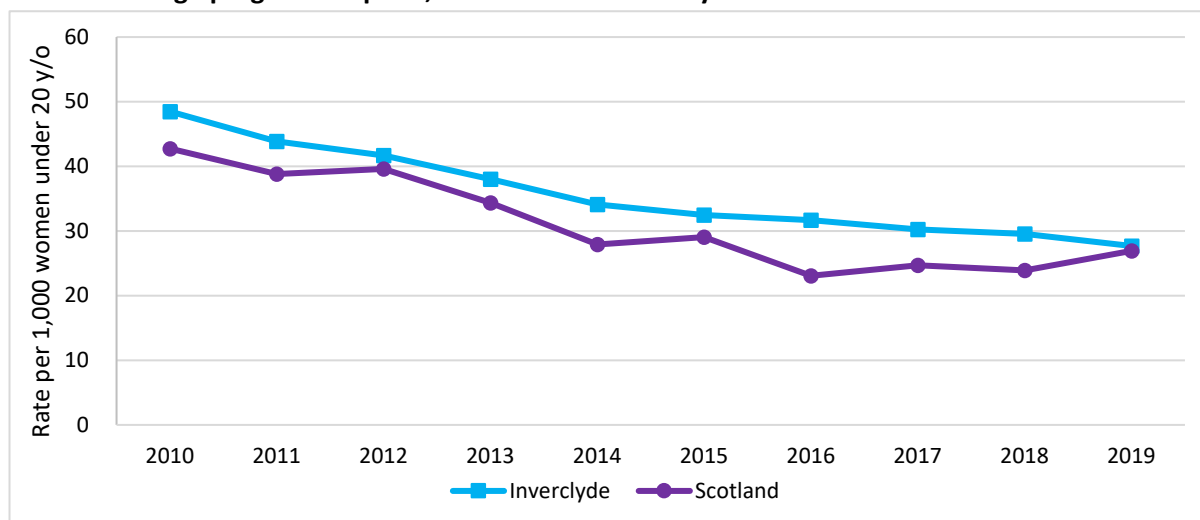


Figure 17: [Teenage pregnancies - Year of conception, ending 31 December 2019 - Public Health Scotland](https://publichealthscotland.scot)

## **Teenage Drinking & Drug Use**

The Scottish Schools Adolescent Lifestyle and Substance Use Survey (SALSUS) of smoking, drinking and drug use was conducted within Inverclyde secondary schools in 2018. The report presents key findings to aid comparative analyses and benchmarking from the 2013 SALSUS report and to the national average (difference from Scotland 2018). There were 1,513 13 and 15 year olds within year groups S2 and S4 eligible to take part in the survey, with 391 (26% of all eligible pupils) participating. As in previous SALSUS surveys, schools dedicated to children with additional support needs were excluded from the sample. Some of the results are shown below:

### *Alcohol Use*

- 32% of 13-year-olds reported they had an alcoholic drink (`a whole drink – not just a sip`) which is 4% less than the percentage for Scotland.
- 11% of 13-year-olds said they had drunk alcohol in the week prior to the survey (5% more than the Scottish average).
- 12% of 15-year-olds said they had drunk alcohol in the week prior to the survey (14% less than the Scottish average).

### *Drug Misuse*

- 94% of 13-year-olds had never tried drugs. 79% of 15-year-olds had never tried drugs. These rates equal the Scotland average.
- 29% of 13-year-olds reported they'd been offered drugs (6% higher than the Scottish average).
- 21% of 15-year-olds reported they'd be offered cannabis (6% higher than the Scottish average)

## **Vulnerable Children**

### **Child Protection**

Child protection means protecting a child from abuse or neglect. Where a child has been assessed as at risk of significant harm from abuse or neglect consideration will be given to the need for an inter-agency child protection plan. Where the need for such a plan is agreed by a Child Protection Case Conference their name will be recorded on the local child protection register.

Initial referrals around Child Protection are made to the Request for Assistance Team (RFA). The chart below shows the referrals received by the RFA team for the last 3 years. Request for Assistance Referrals for 2021/22 have reduced and remained, on average, lowest since September 2020.

Figure 18 details referrals received for the last 3 years:

### Referrals received by request for assistance team - Inverclyde

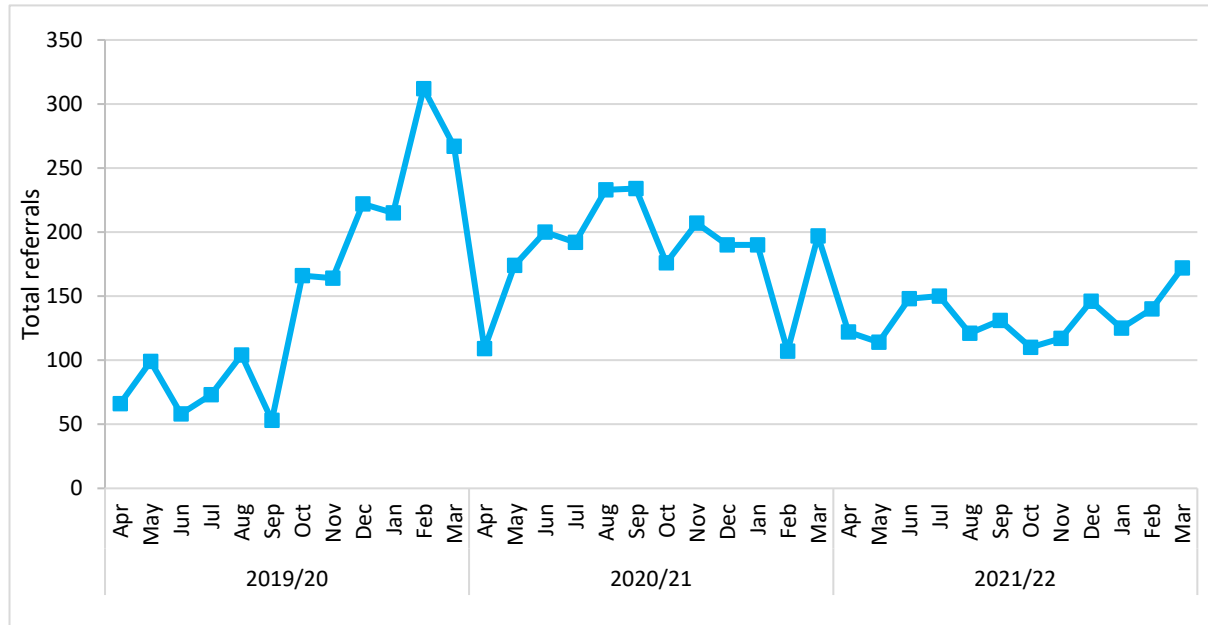


Figure 18: Child protection referrals – Swift

The number of initial referral discussions (IRD's) has fluctuated in the most recent 12 months with a high of 40 IRD's in February 2022 and a low of 9 in August 2021.

### IRD's (Initial Referral Discussions) - Inverclyde

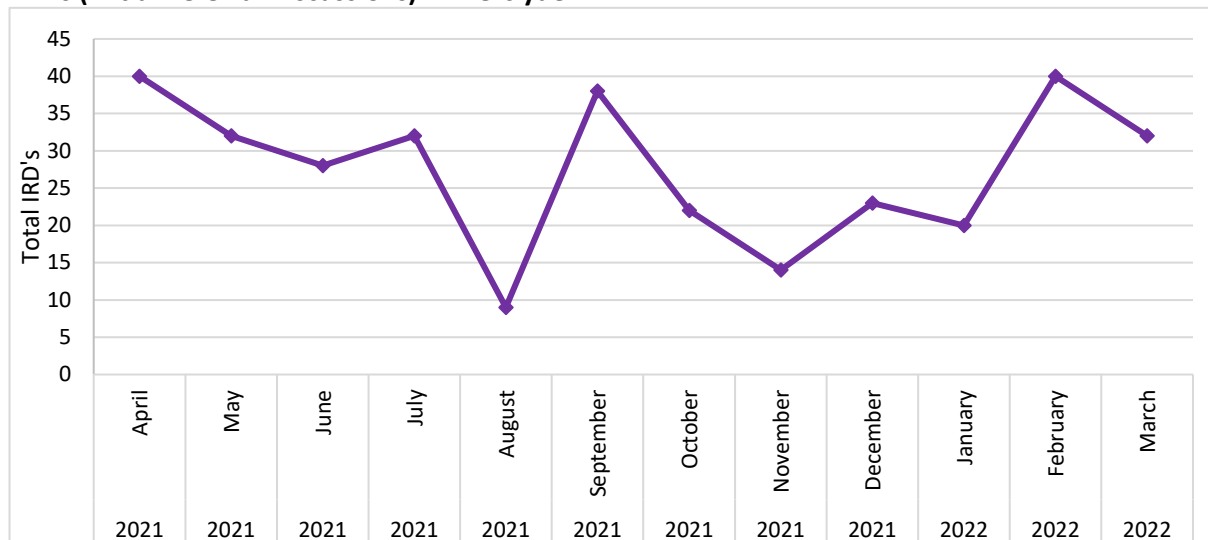


Figure 19: Initial Referral Discussions - Swift

Where appropriate, an investigation is undertaken; the number of child protection investigations undertaken are shown in the chart below. Note, the figures below are Child Protection Investigations started within the month labelled.

### CP Investigations - Inverclyde

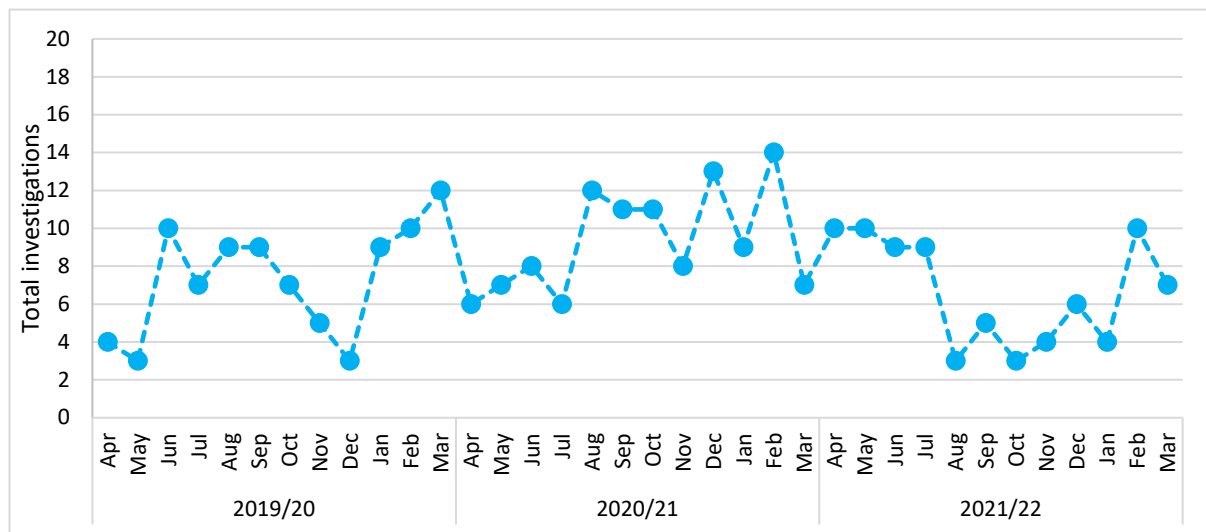


Figure 20: Child Protection Investigations - Swift

The number of noted IRDs remains broadly in line with previous years however the number of child protection investigations are on the whole lower. During the data gather for this report it has been identified that the data gathered not fully reflective of the picture throughout the year. The service has committed to a data improvement plan to be implemented throughout 2022/23 to ensure the data is more accurate and reliable going forward.

### Child Protection No of Referrals/Investigations – Inverclyde 2021/22

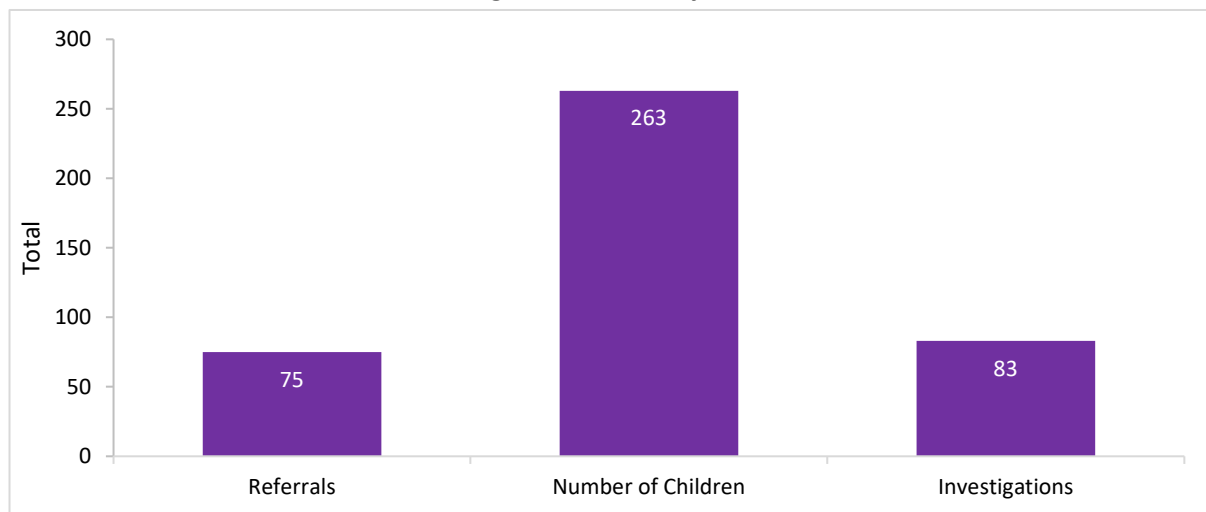


Figure 21: Child Protection Referrals/Investigations - Swift

The number of children and young people on the child protection register has reduced to levels typically seen prior to the COVID-19 pandemic – throughout the year 2021/22 numbers have been consistently back to an expected level. As noted in previous years at the beginning of national lockdown restrictions it is likely children and young people remained on the child protection register for longer periods of time and there may have been a more cautious approach taken due to the changes to working practices and lower availability of partner agencies. The pattern would suggest this trend is stable and number for the next year could remain at similar levels.

### Number on Child Protection Register (CPR) at 28<sup>th</sup> of each month - Inverclyde

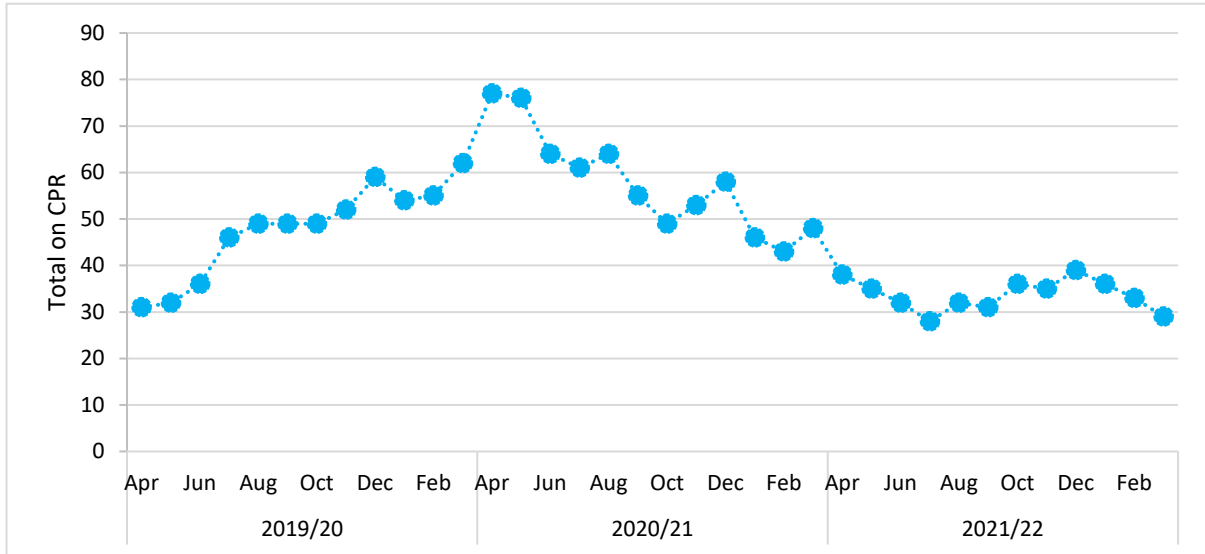


Figure 22: Number of children on CPR - Swift

### Areas of concern

After an investigation a child may be placed on the child protection register; there are various reasons for this and sometimes multiple reasons are identified. The chart below highlights the main reasons for a child being added to the register.

### Areas of concern: Newly placed on child protection register

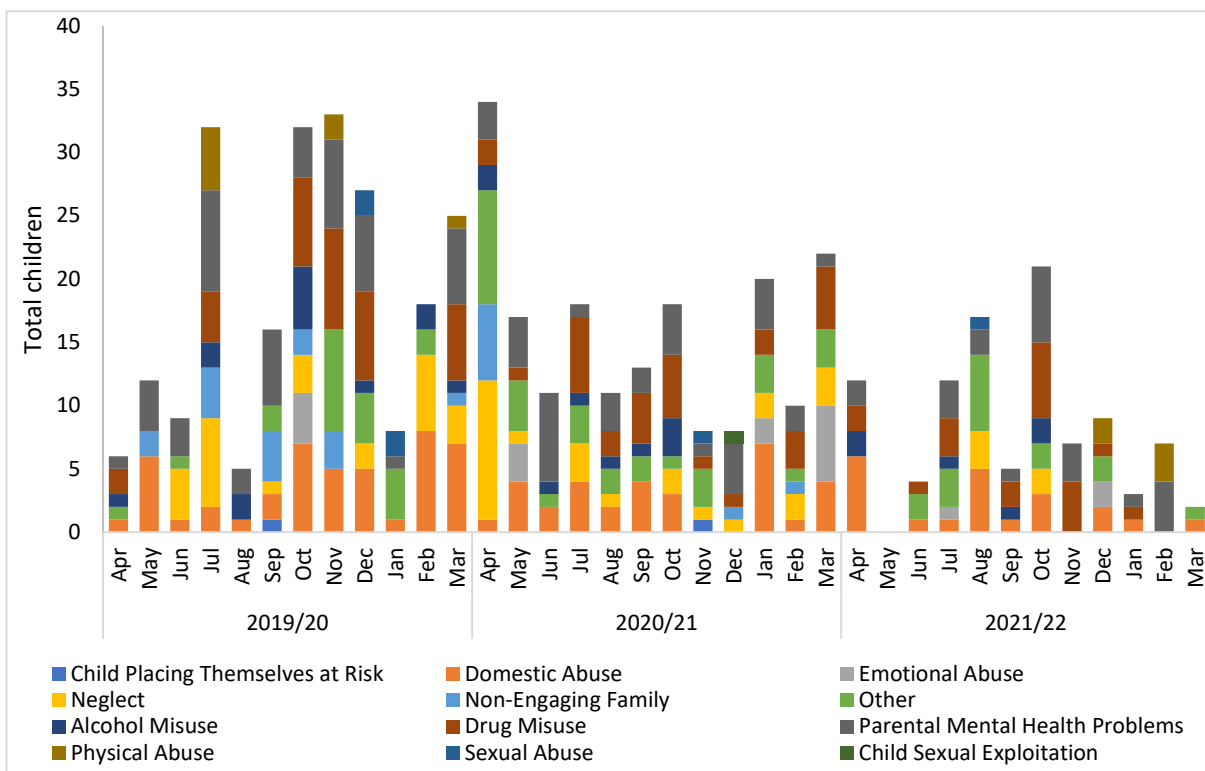


Figure 23: Children placed on CPR – Swift

## Looked After Children

The Children and Young People (Scotland) Act 2014 brought about extensive changes with specific focus on improving outcomes of the needs of our looked after population in conjunction with a strong emphasis on improved planning that provides security and stability from birth until adulthood. This includes children who are looked after at home subject of compulsory supervision orders, children in foster placements, residential placements, secure care, formal kinship placements and children affected by disability who are looked after.

The total number of looked after children has reduced with January 2022 (211) showing the lowest figures since July 2019.

### Total Number of looked after children - Inverclyde

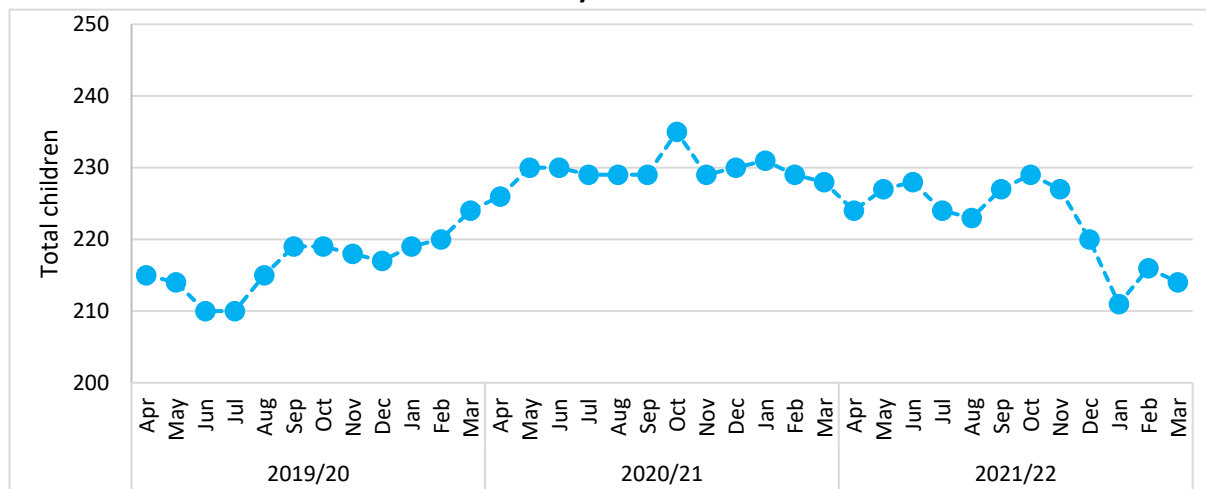


Figure 24: Looked after Children - Swift

### Looked after placements as at year end

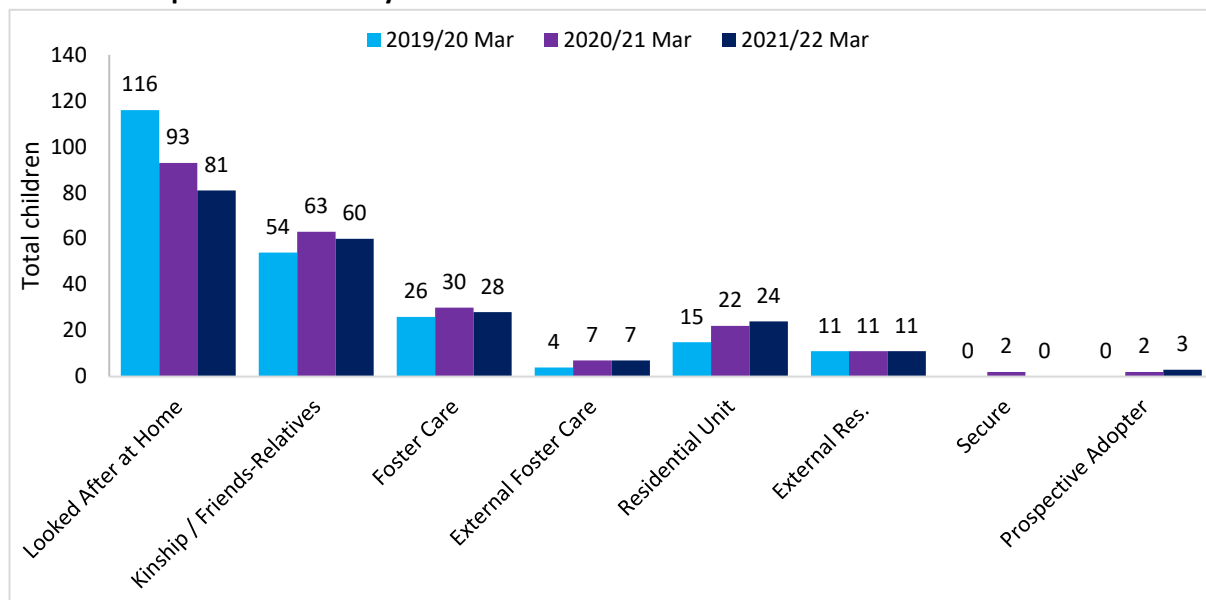


Figure 25: Looked after placements - Swift

Foster Care placements have remained stable throughout. The majority of placements were with local carers. This included young people who remained with carers beyond their 16<sup>th</sup> birthday in continuing care placements and externally commissioned placements being long term placements for young people subject to permanence orders. The graph below details foster care placements and types.

### Total children being looked after in foster care

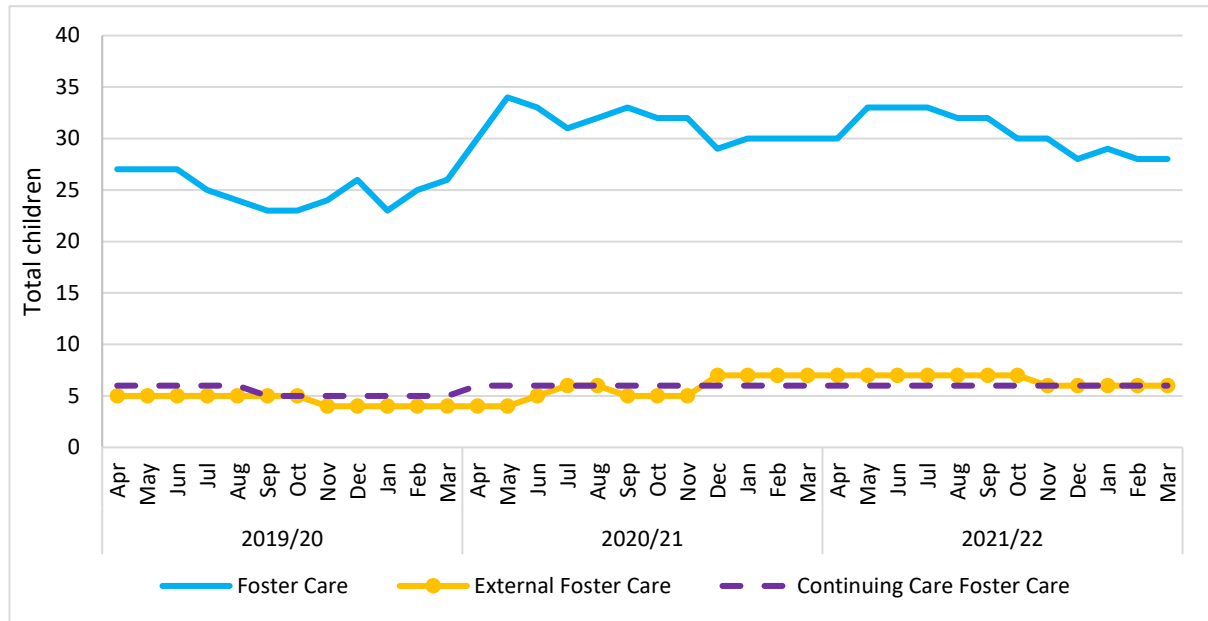


Figure 26: Children looked after in Foster Care - Swift

There has not been considerable change in the number of looked after in Residential Care over the last 3 years. As with foster care, there are a number of young people who have remained in their placement beyond their 16<sup>th</sup> birthday. The graph below details the total number of young people split by residential care type.

### Total children being looked after in residential care

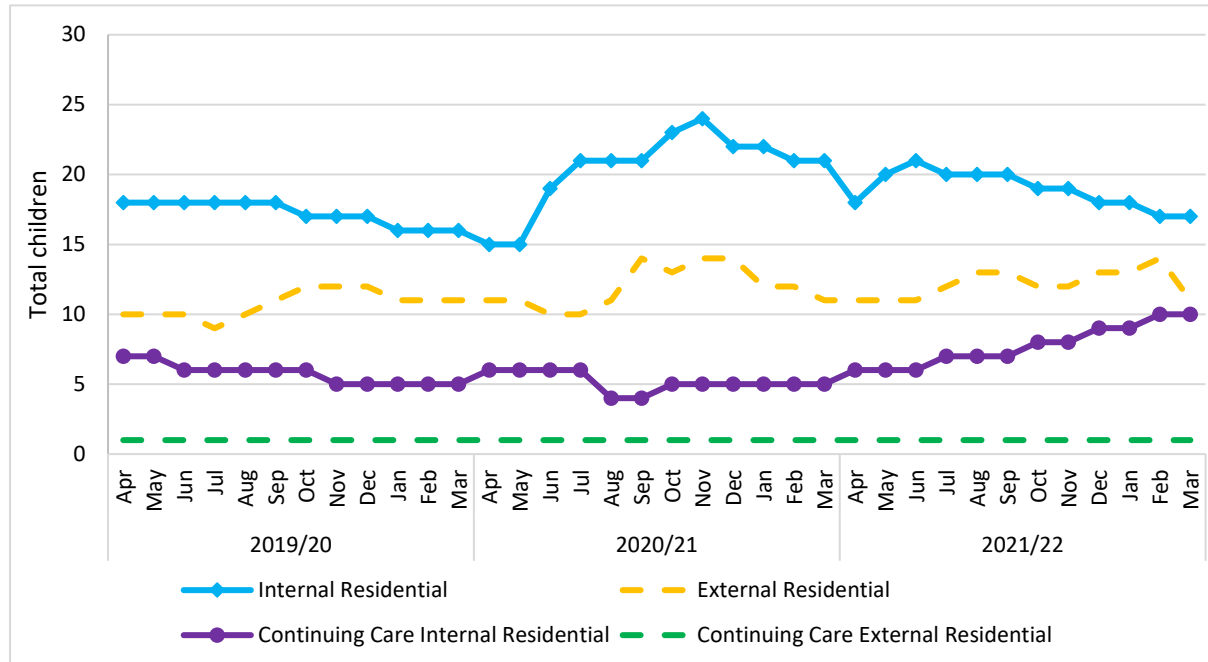


Figure 27: Children looked after in residential care - Swift

The graph below details Kinship Placement types with the highest number of young people being placed on a Section 11 (residence order).

### Kinship Placements – Inverclyde 2020/21

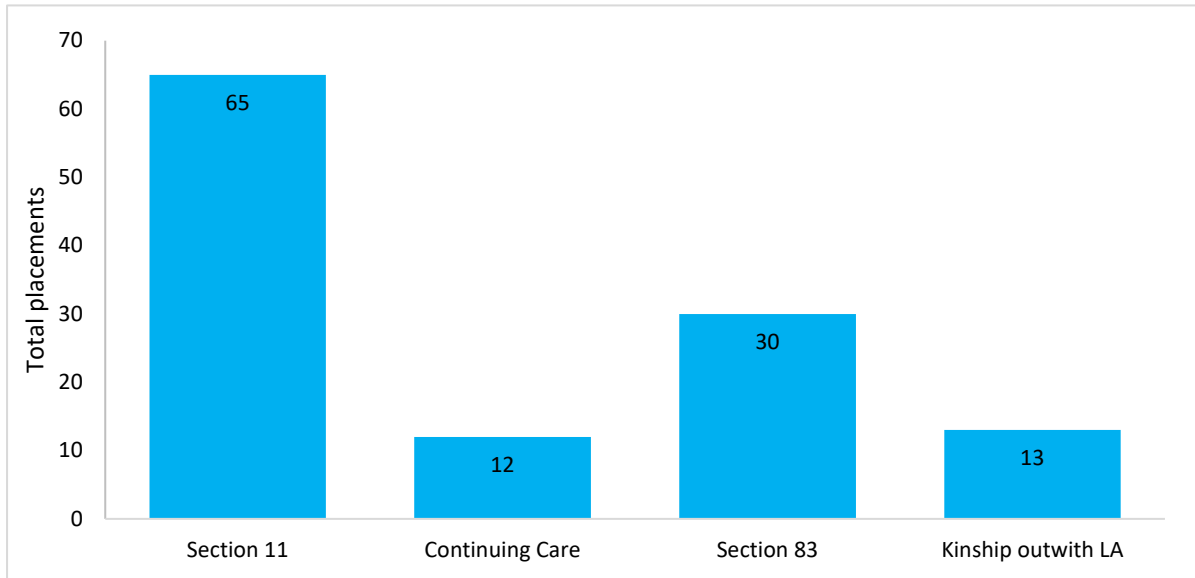


Figure 28: Kinship Placements - Swift

The number of Looked after at home figures have decreased recently, which reflect in the decrease of the total number of Looked After figures in the graph shown earlier.

### Number of children looked after at home – Inverclyde

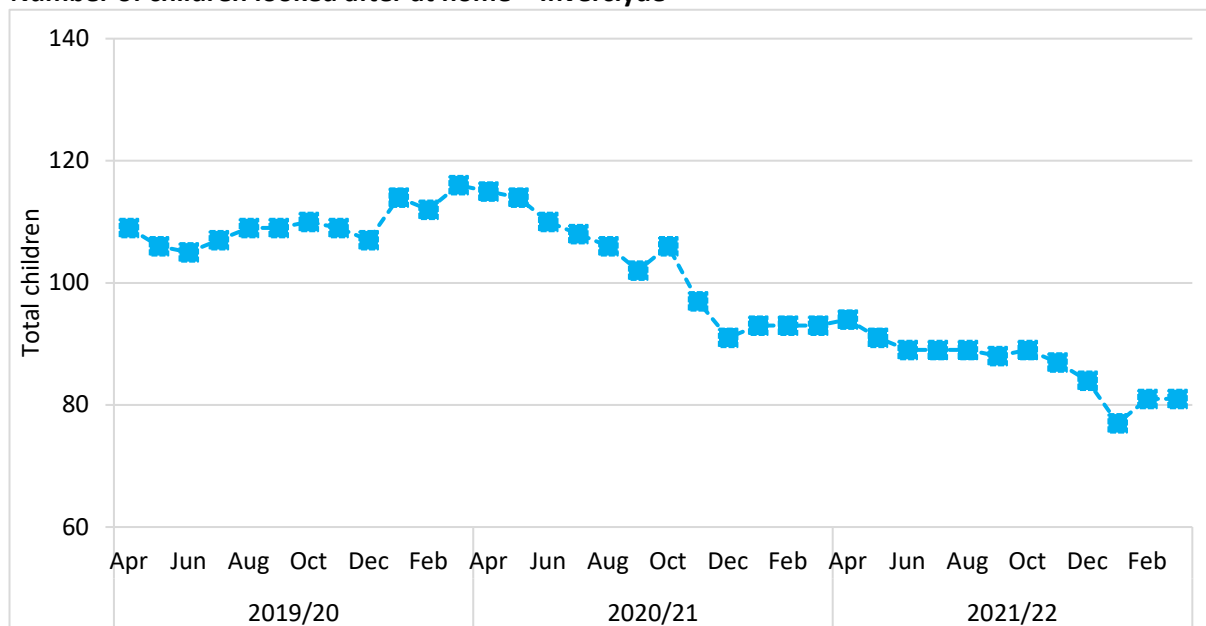


Figure 29: Children looked after at home – Swift

### Children’s safety in the community

In 2020 the Community Safety Partnership published its two-year strategic assessment ‘Making Inverclyde Safer Together’ which focuses on three priority outcomes around violence, crime and disorder, unintentional harm and building resilient communities. The strategic assessment contains a number of community safety themes with several focusing on the safety and wellbeing of children and young people in Inverclyde.

Figure 30 shows the number of children referred to the Children’s Reporter on Offence and Non-Offence Grounds split by year.



### Scottish Children’s Reporter Administration (SCRA) Referrals - Inverclyde

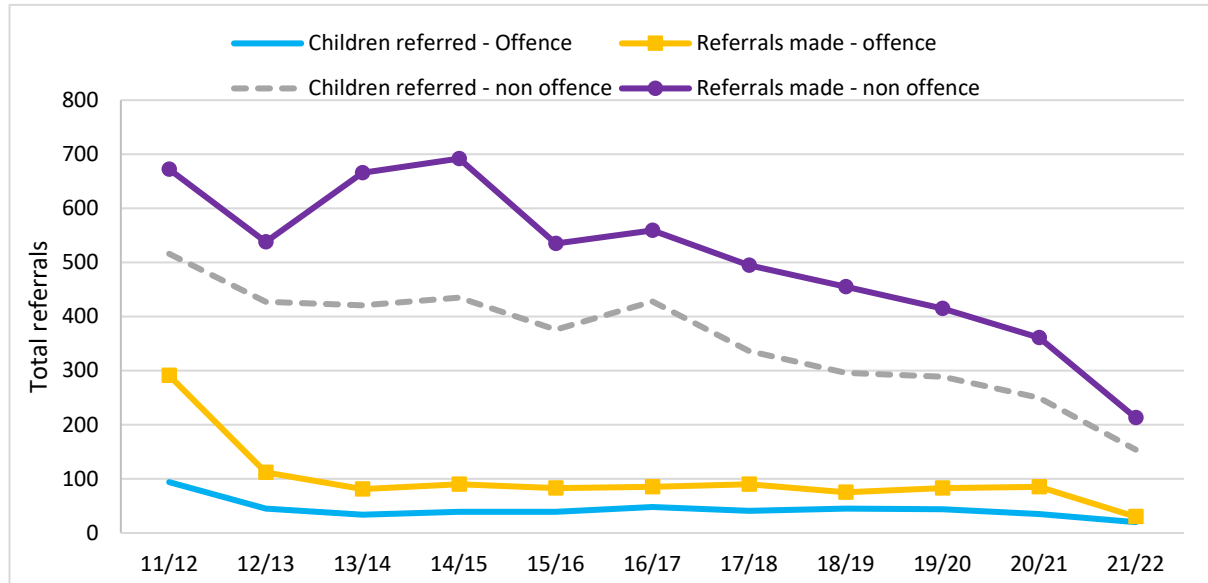


Figure 30: Referrals to SCRA - Swift

There has been an overall decrease in the number of referrals to SCRA in the last decade, with the largest decrease being seen in the non-offence referrals made. Despite this being the largest decrease, children are still most likely to be referred for non-offence grounds.

### Child & adolescent mental health services (CAMHS)

Over the past 3 years, Inverclyde has continued to meet the CAMHS waiting times target (referral to treatment within 18 weeks). Within this period, there has been a rise in the number of urgent cases in Inverclyde with 30% of overall referrals being classed urgent with children & young people presenting as a risk to themselves and in terms of their behaviours and mental-health presentations.

### CAMHS Longest wait in weeks from Referral to Treatment – Inverclyde & NHS GG&C

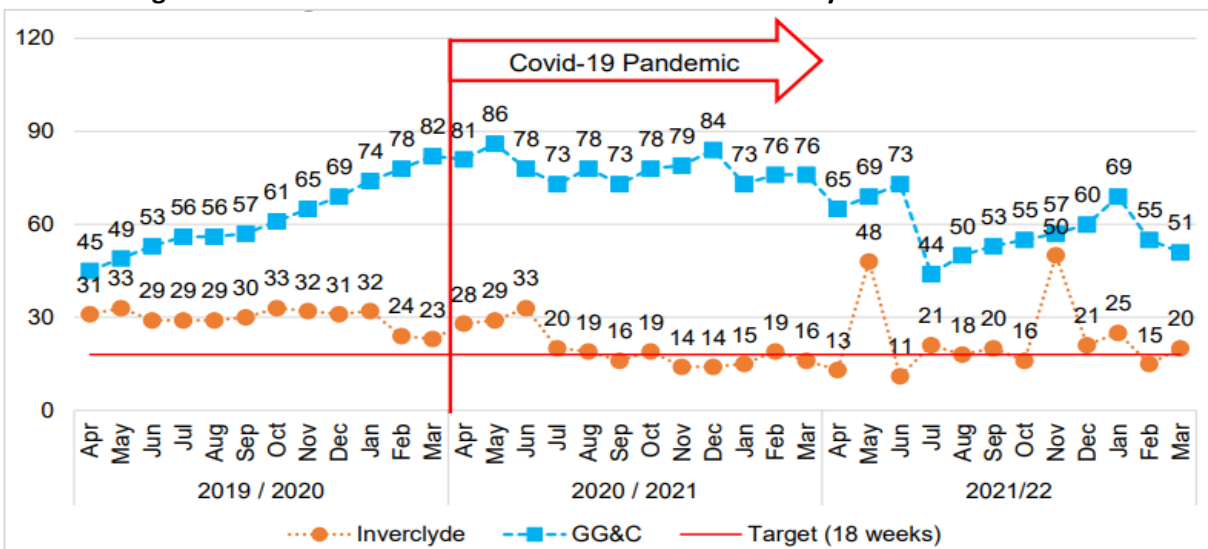


Figure 31: CAMHS Waiting Times – GG&C CIS (Central Information Centre)

Figure 31 shows that the longest wait for treatment (from referral) has consistently been lower in Inverclyde compared to NHS GG&C as a whole. With the longest wait being close to the national target of 18 weeks, it’s clear that the majority of patients have met the target.

In the quarter ending June 2021, there were 10.1 referrals to CAMHS services per 1,000 population under the age of 18 across NHS Greater Glasgow & Clyde (NHS GG&C). This is an increase from 4.1 per 1,000 population under age of 18 back in the quarter ending June 2020.

### CAMHS referral rate per quarter per 1,000 population under 18 years old – NHS GG&C

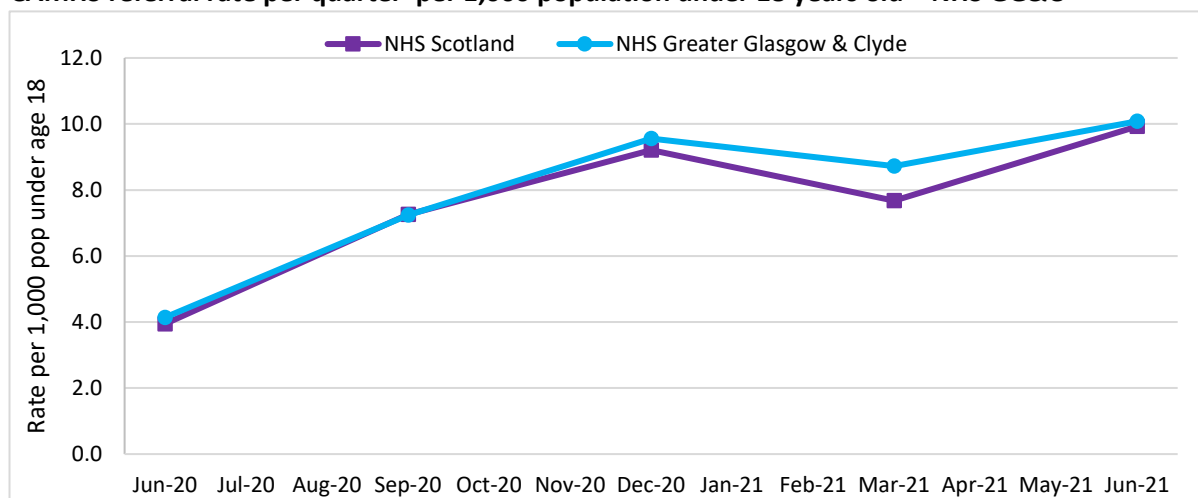


Figure 32: [CAMHS Waiting Times - PHS](#)

### Conclusion

The total population in Inverclyde is decreasing in size with the young population even more so than the total. With this said, it's essential that the younger generations currently living in Inverclyde are supported and encouraged to stay in the area to ensure the area has a healthy level of economically active residents.

In terms of early development, there is a decreasing birth rate in Inverclyde. There has also been a decrease in the rate of teenage pregnancies in Inverclyde with their rate now matching the national average. For those born in the past few years, there have been less development concerns (at 27–30-month review) compared to five years previous although there is still a gap to the Scottish average.

Child protection referrals and investigations have decreased slightly since highs in 2019/20 in addition to a decrease in total looked after children which was highest in 2020/21. Referrals to The Scottish Children's Reporter Administration (SCRA) have decreased in the past few years with non-offence referrals leading in reason for referral.

Evidence shows that Inverclyde is still slightly behind the rest of Scotland in terms of providing opportunities to young adults. Despite this, school leavers are more likely than they were in past to enter in a positive destination (employment, further education etc.). School attainment rates are at a level slightly above the national average relative to the deprivation level of the pupil.

MEASURE	SOURCE	SCOTLAND	21/22	22/23	23/24	24/25	25/26	Notes
Number of pupils who qualify for free school meals by school type								
Primary		300765	4127					
Secondary		55454	1254					
Special	<a href="#">urvey supplementary statistics -</a>	5902	185					
Percentage of Attendance at school								
Primary	<a href="https://www.gov.scot/publicatio">https://www.gov.scot/publicatio</a>	91.4*	90.8					* Schools open dates used. SEEMIS data used for 21/22 data
Secondary		83.2*	88.4					
Special		86.5*	87.3					
Exclusions from School (Rate per 1,000 pupils)	<a href="#">SEEMIS</a>	11.9 (20/21)	21.39					Only 2020/21 available. Cases of exclusion used for comparisons to Scotland
Percentage of looked after school leavers who enter a positive destination	<a href="#">Explore the data   Benchmarkin</a>	95.5 (20/21)	95.4 (20/21)					
Participation Rate Inverclyde (%)	<a href="#">Annual Participation Measure I</a>	92.4	93.8					
Number of staff and partner organisation trained in trauma informed practice	LOCAL		42	173				
Percentage of referral to treatment time target met for Children & Young People in Inverclyde Children and Adolescent Mental Health services (CAMHS).	LOCAL		99.15%	98.49%				
Percentage of children with a healthy weight at P1	<a href="#">Dashboard - Primary 1 Body Ma</a>	74.7	71.8					
Percentage of women breastfeeding in Inverclyde.	<a href="#">Dashboard - Infant feeding statu</a>	28.2	17					Used exclusively breastfeeding at first visit
<b>Participation uptake in Active Schools</b>	<b>Active Schools Online Monito</b>	31% (21/22)	48%	50%	-	-	-	
	<b>Primary</b>	-	88%	88%	-	-	-	
	<b>Secondary</b>	-	12%	12%	-	-	-	
	<b>ASN</b>	-	15%	16%	-	-	-	
Percentage of children vaccinated for MMR.	<a href="#">Childhood immunisation statisti</a>	94.8	97.6					
Percentage with a developmental concern at 27–30-month review	<a href="#">Dashboard 26 April 2022 - Early</a>	14.9 (20/21)	23.3 (20/21)					2020/21 only available
Rate of uptake of young mothers starting the FNP programme.	<a href="#">FNP End of Year Analysis of Mo</a>	79.5	91.3	87.5	-	-	-	
Percentage of young mothers completing the FNP programme.	<a href="#">FNP 10 Year Data Analysis.</a>	80% Completed (May22)	90.5% Expected to complete (May22)	90.5% Expected to complete (May22)	-	-	-	
Rate of teenage pregnancies per 1,000 women under 20 years old	<a href="#">Teenage pregnancies - Year of conception, ending 31 December 2019 - Teenage pregnancies - Publications - Public Health Scotland</a>	27.7 (2019)	26.9 (2019)					
Percentage of reported alcohol and drug consumption in S2 children and young people	<a href="#">Scottish Schools Adolescent Lifestyle and Substance Use Survey (SALSUS) - gov.scot (www.gov.scot)</a>		32% alcohol/ 6%drugs (2018)					
Percentage of young people accessing provision reporting they feel safe will increase			N/A					This is new measure and at the moment we have no baseline information available
Percentage Poverty related attainment gap between SIMD 1 – 3 and SIMD 4-10.	SEEMIS							Only have 21/22 which was sent locally. Don't have the available data to change the breakdowns in the Childs SNA. Also found report showing 17/18 attendance difference; SIMD 1 & 2 = 93.1% attendance, SIMD 3 to 10 = 94.5%
Percentage of Children living in relative poverty	<a href="#">Local child poverty dashboard - gov.scot (www.gov.scot)</a>							2019/20 latest I could find. 24% for Inverclyde
Uptake of Free school meal/School Clothing Grant at Primary School	SEEMIS			5168 (34%)				Data from Feb23 (total & % qualifying for FSM - Primary schools)
Number of racist incidents being reported in schools	Local	N/A	10	31				
Number of referrals received by childrens social work that progress to a Child Protection Investigation	Swift			63				
Percentage of Child protection conferences held within 28 days of notification of concern	Local			47				Changed from 21 days to 28 days
Percentage of looked after children and young people who require to be cared away from home, who continue to reside in Inverclyde.	Local		83%	75%				



Inverclyde Alliance

**AGENDA ITEM NO: 9**

**Report To: Inverclyde Alliance Board Date: 2 October 2023**

**Report By: Ruth Binks  
Corporate Director  
Education, Communities  
and Organisational  
Development, Inverclyde  
Council** **Report No:**

**Contact Officer: Tony McEwan  
Head of Culture,  
Communities and  
Educational Resources,  
Inverclyde Council** **Contact No: 01475 715459**

**Subject: Inverclyde Partnership Hub Meetings**

## **1.0 PURPOSE**

1.1 The purpose of this report is to update the Alliance Board on the impact of the Inverclyde Partnership Hub meetings.

## **2.0 SUMMARY**

2.1 At its meeting on 19 June 2023, the Inverclyde Alliance Board made a request to the Community Safety Partnership to provide an update on the Inverclyde Partnership Hub meetings.

2.2 Council Officers engaged with Police Scotland, who chair the meetings, to provide a background to the purpose of the meetings and also undertook a survey of stakeholders, which mainly comprised partners who attend the meetings.

2.3 The survey results indicate a largely positive response in relation to the meetings achieving the intended outcomes and were broadly supportive of the format, while also highlighting key benefits, challenges, and suggestions for improvements. Some examples of successful outcomes achieved are detailed in this report.

## **3.0 RECOMMENDATIONS**

3.1 It is recommended that the Alliance Board:

- notes the very good work undertaken by the Partnership Hub; and
- agrees that the Community Safety Partnership Strategic Group continues to support the work of the Partnership Hub and continues to monitor its impact.

**Ruth Binks  
Corporate Director Education, Communities and Organisational Development**

## **4.0 BACKGROUND**

4.1 The purpose of Partnership Hub is to facilitate the sharing of information between Police Scotland and external and third sector parties and discuss any resulting partnership activity or actions. It involves several meetings per week between all parties to help address and reduce anti-social behaviour activity within the local authority. The meetings also cover welfare/concern incidents if required in situations where concern reports have been raised (which are submitted to Social Work Dept via the Interim Vulnerable Persons Database known as iVPD).

4.2 Partnership Hubs are undertaken in both local authority areas within K Division which serves Inverclyde and Renfrewshire. This is a predominately virtual group which can occasionally involve face-to-face meeting for specific issues.

4.3 The main community safety areas are discussed at the partnership hub meetings are detailed below:

### **4.4 Antisocial behaviour**

In situations involving Anti-Social Behaviour where all partners have looked at welfare options or they are not deemed appropriate then it may be appropriate to escalate the issue and incidents by having the person visited by their Housing Officer from the relevant Registered Social Landlord or Housing Services Manager in an attempt to dissuade the person from a course of anti-social behaviour, this is usually done in conjunction with Inverclyde Council Anti-Social Behaviour Investigators and community warden service.

### **4.5 Youth offending / concern / antisocial behaviour**

In situations involving young people engaging in anti-social behaviour or low-level offending, the local authority anti-social investigation team can issue "Parent Alert Letters" to make sure that the parents of young people involved in anti-social behaviour are aware of the issues and can take steps to address any offending by their children. This can be escalated to an Acceptable Behaviour Contract issued by the local authority if the anti-social behaviour continues and thereafter can be escalated by the local authority seeking an anti-social behaviour order through the civil courts. In this case the local authority would likely submit a data protection request to Police Scotland for information held by Police Scotland which would assist the Local Authority in seeking an Anti-social behaviour order. This can apply to adults as well as young people under the age of 18.

Education Services can also be made aware of relevant community incidents through information sharing that takes place at the hub meetings.

### **4.6 Antisocial behaviour – Registered Social Landlords**

If the person involved is a tenant of a registered social landlord and the issue has a bearing on their tenancy agreement or locality in which they live, this can also be progressed by the Registered Social Landlord to begin anti-social behaviour order proceedings or to seek a decree for eviction or termination of a tenancy.

## **5.0 OWNERSHIP AND ATTENDANCE**

5.1 The Partnership Hub meetings are chaired and led by Police Scotland. The partnership hub in Greenock Police Office is staffed full time by a constable, supported by a sergeant (Local Authority Liaison Officer) and the Community Policing Inspector / Deputy Area Commander.

The hub (or staff listed above) can also link in directly as and when required with the Head of Service of the Local Authority to make sure they are aware of welfare concern issues of children involved in anti-social behaviour and offending; missing children; alcohol or drug misuse; bullying; school-related cyber bullying and instances of youth disorder which may or are likely to have an impact on the day to day operation of the school, or for which the school can have an impact on the protection and safeguarding of the welfare of the child.

Any such discussions or notification to the local authority is also be recorded on the iVPD system to comply with data sharing requirements.

5.2 The partner agencies who may attend partnership hub meetings include (although not all partners attend all meetings)

- Scottish Fire and Rescue Service;
- Homelessness Services Inverclyde Council;
- Registered Social Landlord Housing Manager and Housing Officers;
- Health and Social Care Partnership Nurses and Addiction Workers;
- Inverclyde Council Antisocial Behaviour Investigator;
- Team Lead for Community Wardens Service Inverclyde Council (Deputy if required);
- Officers from the British Transport Police;
- Trading Standards from Local Authority – also performs role as licensing enforcement;
- Inverclyde Council Community Safety and Resilience Team Leader;
- PSoS Officers; and
- HM Coastguard.

## 6.0 CONFIDENTIALITY AND PROPORTIONALITY

6.1 In discussing members of the public all agencies have agreed boundaries of confidentiality. The agencies within this meeting respect those boundaries and hold the meeting under the shared understanding that:

“Information discussed by participants at this meeting is strictly confidential and must not be disclosed to third parties who have not signed up to an Information Sharing Protocol (ISP), without the agreements of the partners of the meeting, it should focus on building safer communities and public protection concerns and a clear distinction should be made between fact and professional opinion. Participants agree that you will only record that information which you can action.”

All work undertaken at the meetings is informed by a commitment to human rights; respect for individuals and their information; equalities and effective practice issues in relation to age, disability, gender, marriage and civil partnership, pregnancy and maternity, race and religion or belief. All attendees understand that any unauthorised release or carelessness in the handling of this confidential information is considered a breach of the duty to maintain confidentiality and that action would be required to be undertaken by individual agencies.

6.2 In Inverclyde daily, the Local Authority Liaison Officer LALO and a community officer embedded within the Greenock Partnership Hub interrogates STORM (command and control system for logging of police incidents) for relevant occurrences for raising within the hub. The STORM incident is logged on a locally held Spreadsheet “Action log”. This is not sent out with Police Scotland. This provides a recorded log of what was disseminated verbally and by whom and for what purpose.

Incidents to be discussed are primarily anti-social behaviour related and can include:

- drugs;
- vandalism;
- noise complaints;
- neighbour complaints;
- concerns for person;
- disturbances;
- assisting members of the public;
- public nuisance;
- animals;
- fires; and
- external agency requests

- 6.3 If the LALO deems the information on a particular incident is sensitive this will not be shared at the meeting but discussed with the appropriate partners individually, if necessary and where this is proportionate, and justifiable. The Health and Social Care Partnership (HSCP) will be made aware of incidents at the end of the meeting in the absence of other partners to whom the information is not relevant and in which an iVPD has been submitted which in turn allows HSCP to act as early as possible to safeguard the wellbeing and interests of persons in need of help or further support.

If any partner requires further information after the meeting, they can complete a Data Protection Request i.e. to progress an Anti-Social Behaviour Order (ASBO).

The partnership hub officer, LALO and Deputy Local Area Commander can also update the chronology section of concern reports held on police Interim Vulnerable Persons Database (iVPD) which ensures that Public Protection Unit (PPU) is sighted on further discussions and work undertaken by partners.

## **7.0 PARTNER SURVEY**

- 7.1 To inform the evaluation of the hub meetings Council Officers conducted a survey of both partners who attend the meetings and other stakeholders who's work can be influenced by the information shared at the meetings. The survey was split into two sections with different questions for those who do not attend meetings.
- 7.2 In total 22 partners responded to the survey, comprising of 17 attenders of meetings and 5 other stakeholders.
- 7.3 For those regularly attending the meetings the perception of the effectiveness of the meetings in achieving intended goals rated at 4.7 out of 5. All these respondents felt that the meetings facilitated relevant information sharing and coordination of activity among different agencies effectively, and that frequency of these meetings was appropriate for addressing the needs and challenges faced by agencies.

3 of the 5 stakeholders who do not attend the hub felt that the partnership hub meetings assist their organisation/service to achieve intended goals, while the other two were unsure.

- 7.4 The survey reported the following benefits of the partnership hub:

- Increased partnership engagement;
- Partnership actions expedited;
- Greater understanding of local risks;
- Improved joint working and sharing of deployment plans;
- Sharing information and intelligence to achieve common goals;
- Regular updates to ongoing issues;
- Facilitates information sharing outside of meetings due to establishing familiar contacts;
- Building relationships and trust between agencies;
- Improved processes towards early intervention and support for safety of vulnerable people;
- Almost real time flow of information for emerging issues; and
- Real time solution development.

- 7.5 The survey however did report the following challenges:

- Occasional difficulties in progressing work streams that are discussed at hub but may be outside the scope of direct attendees;
- Nature of the meetings schedule means that there is no crossover between certain agencies such as HSCP or SFRS with housing associations;
- Not all issues discussed are relevant to all partners at the meeting, however focused nature of meetings means wasted time is minimised;

- Occasional conflicts with diary can impact attendance;
- Lack of understanding of work streams of teams that are not represented at the meetings can lead to unrealistic expectations; and
- Balancing adherence to data protection principles against statutory obligations to safeguard the wellbeing and welfare of our communities, within a multi-agency meeting.

7.6 Respondents have also provided suggestions for improvement which will now be considered by the Community Safety Partnership:

- lower level police incidents excluded, but appreciate priority may differ according to partner organisation.
- increase number of partner agencies attending i.e. HSCP, SFRS and RSL attending meetings together.
- more formal sharing of information outside of meeting as well as the verbal at meetings;
- ensure other stakeholders are invited to meetings when issue may be relevant to them e.g. HM Coastguard and water safety issues;
- review of membership to ensure right people are attending;
- ensure there is clarity on roles of organisations and services between partners to avoid unrealistic expectations;
- development of short-term groups to address emerging community issues from the hub meetings;
- better impact monitoring and evaluation of hub management information data and meetings; and
- Increasing the instances of in-person meetings.

7.7 The Community Safety Partnership Strategic Group recognises that there needs to be an improvement in the provision of quantitative impact data provided to the group on the effectiveness of the partnership hub which needs to reflect the resourcing of the meetings. It is however clear from the survey that partners are seeing benefits to this approach. Some positive outcomes from the partnership hub that were reported in the survey include:

- resolving drug dealing cases;
- identifying offenders sought by Police;
- improving services to vulnerable people at risk and reducing risk to neighbours;
- improved collaboration of RSLs and Police to address cases involving tenants with ongoing mental health issues;
- Travel Safe Team, British Transport Police (BTP), Community Wardens and Police Scotland working together to disrupt youth disorder throughout Inverclyde;
- collaborative efforts with partners led to successful resolution of several anti-social behaviour (ASB) cases. The Kelburn estate's demolition in Port Glasgow progressed smoothly with extra patrols from Police and Wardens addressing boiler thefts. In a separate incident, wardens helped catch a drug dealer through video evidence, resulting in arrests and the end of ASB and drug dealing. These partnerships and proactive measures effectively resolved these issues.
- successful evictions for serious anti-social behaviour (ASB), including drug dealing, with the help of Police Scotland and Inverclyde Council's ASIST Team. The collaboration has led to obtaining ASBOs for prolonged ASB cases. The agencies also work together to support affected individuals, promoting real-time reporting, ensuring confidentiality, and providing intelligence for effective surveillance that resulted in drug recovery. This strengthened court cases to remove these individuals from properties and mitigate the negative community impact of their actions;
- greater level of awareness of community incidents which are relevant for schools;
- key partners attending schools during winter months as to deter children from walking on frozen ponds;
- using information sharing from the partnership hub to target multiagency support for vulnerable young people within Inverclyde. An increase in young people involved with knives or weapons encouraged a delivery of the No Knives Better Lives programme across all high schools within Inverclyde;



- information shared during partnership meetings has resulted in arrests, seizures of drugs and money and the recovery of properties from tenants who have been responsible for anti-social behaviour;
- anti-social behaviour workshops being held with RSLs and Police Scotland;
- working together to address community concerns where significant violent crimes have been reported;
- the development of new working practices and relationships between Police Scotland, Community Safety and Resilience, and Education Services;  
Radiolink, work by local Police Scotland officers from the partnership hub led to the successful bidding of and funding for of Radiolink handsets across Greenock and Port Glasgow town centres;
- officers from the partnership hub worked on and brought into operation Exclusion Zones as bail conditions for offenders involved in acquisitive crime across Greenock and Port Glasgow town centres; and
- following on from a series of willful fire raisings, a number of young people were identified as being responsible. As a result of the relationships enhance through the hub, Police, Education and Scottish Fire and Rescue were able to work together to carry out fire safety inputs with the specific youths involved as part of the SFRS outreach program with a view from deterring them from future instances of such behaviour.

7.8 The Community Safety Partnership Strategic Group will continue to support the work of the partnership hub and work with partners to develop and improve the service.

## **8.0 IMPLICATIONS**

8.1 Legal

None

8.2 Finance

None

8.3 Human Resources

None

8.4 Equality and Diversity

None

8.5 Repopulation

None

8.6 Inequalities

None

## **9.0 CONSULTATIONS**

9.1 No additional consultation in addition to the one summarised in this report.

## **10.0 LIST OF BACKGROUND PAPERS**

10.1 No background papers



## Inverclyde Communities Mental Health and Wellbeing Fund for Adults Year 2 Review

### Introduction

CVS Inverclyde have continued to be the lead delivery partner for distributing the Communities Mental Health and Wellbeing Fund in Inverclyde on behalf of the Scottish Government. CVS Inverclyde distributed £242,385 of grants to projects running in 2022/23 (year 2). As in 2021/22 there were 2 rounds of funding with most of the funding being allocated in round one and round 2 focussed on smaller applications and grants of less than £10,000.

*Please note: Year 3 has been approved by the Scottish Government and the fund will open no later than 27<sup>th</sup> September.*

### Capacity Building Support

Capacity building for smaller less experienced organisations continued for applicants to the fund and this consisted of:

- Training sessions
- 1-1 advice on drafting funding applications
- Advice and support regarding organisational set up
- Project development support
- Application editing and enhancing support
- Support to identify other funding opportunities for organisations that were unsuccessful
- Connecting unsuccessful organisations with funded organisations

### Inverclyde Communities Mental Health and Wellbeing Fund Showcase Event

100 people registered to attend (registration closed at 100) the Showcase Event held at the Beacon Arts Centre on Thursday 16<sup>th</sup> March 2023, however, we think the attendance was nearer 120 people as several organisations did not register all attendees. The event consisted of opening presentations by key speakers including Julie Anderson (Head of Wellbeing & Prevention at the Mental Health Directorate, Scottish Government) Stuart McMillan MSP; and Kate Rocks, Chief officer of Inverclyde HSCP.

Welcome presentations were followed by a series of workshops, demonstrations and networking lunch and an exhibition area with 10 exhibitors. The aim of the event was to

showcase the types of projects funded, promote networking and cross referrals across projects, highlight innovation and celebrate the success of the fund in Inverclyde. The event was well received and has the potential to grow further.

## Application Overview

29 applications were received in 2022/23 and 20 applicants were awarded funding. The maximum grant awarded was £20,000 and the lowest was £1945. The average grant awarded was £12,199.

### Round 1

The table below shows the grants awarded in round 1 of the fund for 2022/23 with a breakdown showing which projects were new and which were continuation projects.

Applicant Organisation	New or Continuation Project	Grant Request New
Financial Fitness	New	£10,000.00
Ardgowan Hospice	New	£11,980.40
Brancton Community Centre	Continuation	£20,000.00
Families Outside	New	£9,989.00
Greenock Morton Community Trust	Continuation	£11,800.00
Home-Start Renfrewshire and Inverclyde	Continuation	£20,000.00
Kidron	New	£19,700.00
Lyle Gateway	New	£8,000.00
Man On	Continuation	£20,000.00
MindMosaic Counselling and Therapy	Continuation	£18,600.00
Moving On Inverclyde	New	£10,000.00
Parklea Branching Out	Continuation	£10,000
Safe Harbour	New	£20,000.00
Teen Challenge	New	£9,980.00
Your Voice	New	£15,682.00
<b>Total Grant Request</b>		<b>£215,731.40</b>

### Round 2

All the projects funded in round 2 were new projects and the maximum grant request allowed was £10,000. The projects funded in round are shown in the table below.

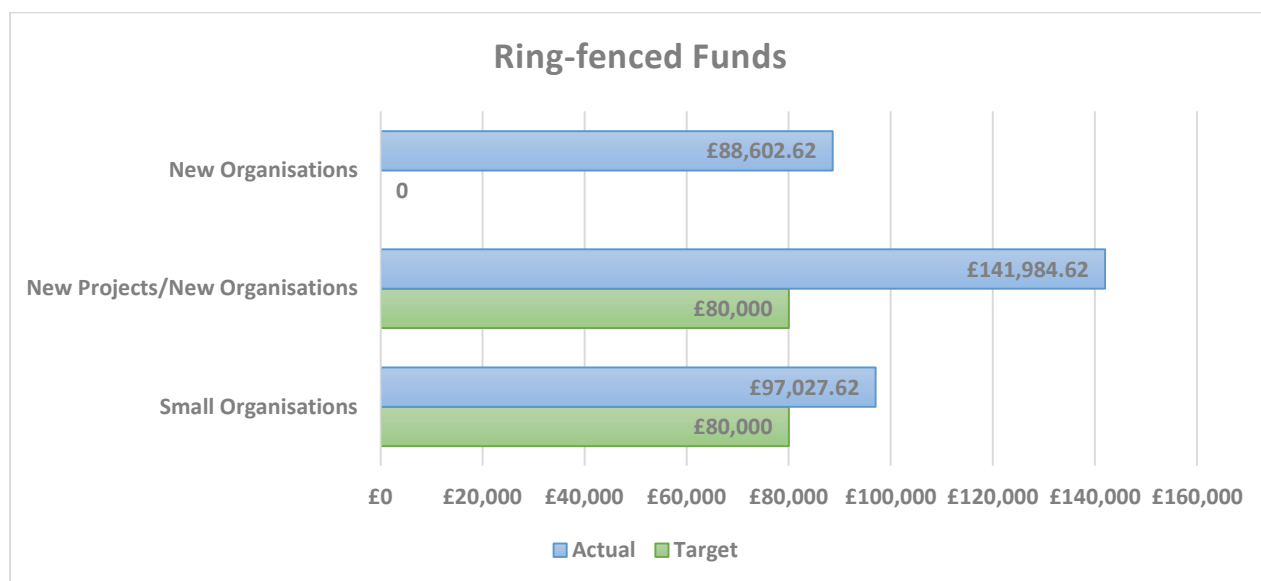
Applicant Organisation	New or Continuation Project	Grant Request New
Inverclyde Recovery Café	New	£3,878.00
Magic Torch Comics	New	£9,750.00
Stat Salus CIC	New	£1,994.62
Wellington Park Bowling Club	New	£3,725.00
Youth Connections	New	£7,305.60
<b>Total Grants Round 2</b>		<b>£26,653.22</b>

## Analysis of Projects Funded

The grants awarded have been analysed. This analysis provides a good overview of the types of projects being funded in Inverclyde and is also reported to the Scottish Government.

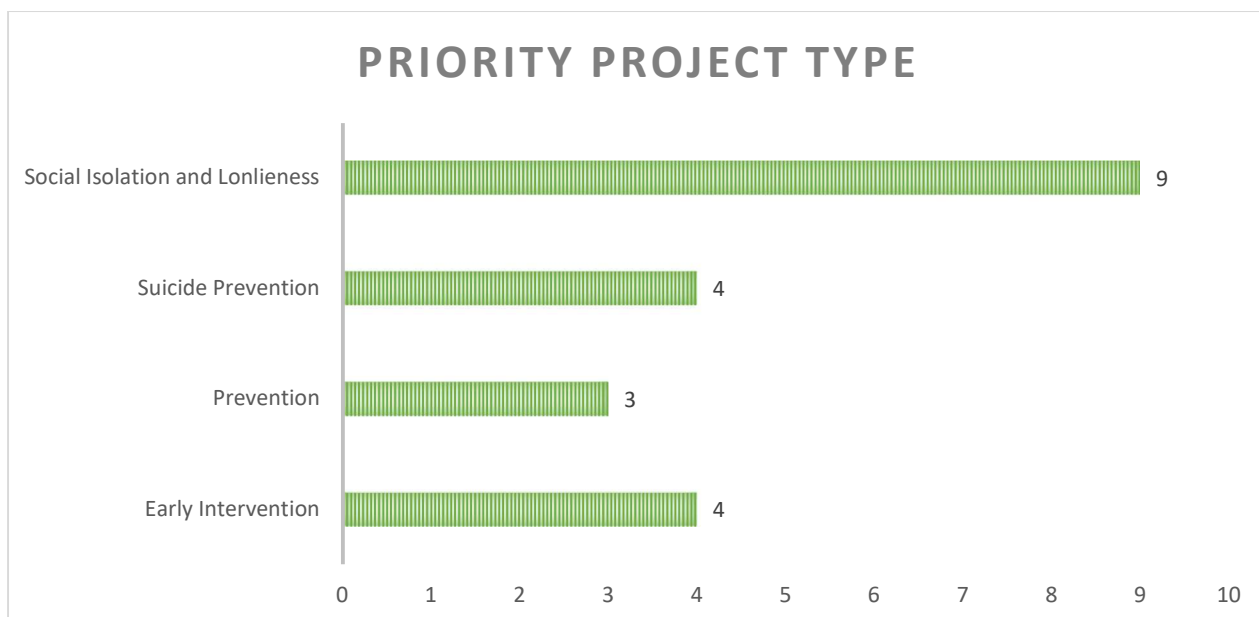
### Ringfenced Funds

It was agreed at the Strategic Partnership Group that funds would be ringfenced both for small organisations and new projects/new organisations. In 2022/23 grants were awarded to 9 new organisations as well as a variety of new projects by previous grant holders. All the targets set were surpassed in relation to the ring-fenced grant pots.



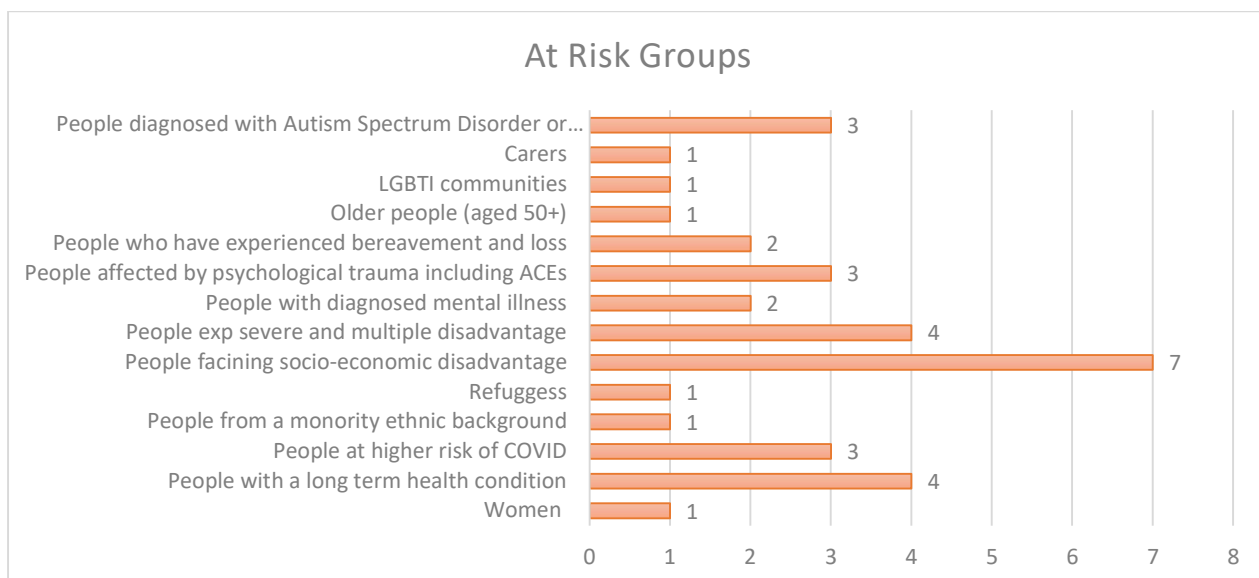
### Project Priority

Project applicants need to determine which priority they feel their project meets the best (in many cases projects meet more than one of the defined priorities). Social isolation and loneliness is by far the most frequently funded project priority in 2022/23.



### Targeted Projects

Applicants were asked if their project is targeted at and of the specific “at risk” groups. Some projects don’t target groups as they are more geographically focussed, and some projects target several groups (no more than 3 are recorded in this analysis). The results are shown in the table below.



### Examples of Projects Funded in 2022/23

Examples of the types of project funded in year 2 are provided below.

#### Safe Harbour Inverclyde

Safe harbour Inverclyde will deliver a new initiative “Safe Harbour Lighthouse” which has been shaped by input from their Clients’ Committee. The project will offer a range of learning workshops, ‘softer’ elements of the Safe Harbour programme, activity-based recovery opportunities, social and peer networking opportunities and a befriending service. The

project will also provide enhanced telephone and outreach support to clients while they wait to join the core programme.

The project will reduce isolation and loneliness by creating space and time for regular safe social interaction and improve understanding and connections through peer support. It will also improve emotional wellbeing and relationships by supporting beneficiaries to develop coping strategies and emotional resilience.

### Kidron Project

Kidron Project will expand their programme delivery by employing a Life Skills Development Worker (16 hrs pw), to deliver additional life skills and wellbeing related activities, incorporating Life Ready coaching, Money Course coaching and peer support activities. The Life Ready Course and Money Course will be delivered in several different locations across Inverclyde in partner venues. Peer Support groups will be cultivated by the worker after each round of courses and managed in different community locations. These groups provide sustained wellbeing benefits of social connection, physical activity, and signposting for life challenges beyond the life of the courses.

The project will improve mental wellbeing and life skills; allowing people to develop new skills in a safe and caring environment, equipping people with the tools they need to take control of their home life and relationships, identify steps they can take to improve their mental health and reduce social isolation and live stable and healthier lives.

### Ardgowan Hospice

MYlife is a new service being launched in Inverclyde to engage with people with a life-limiting illness, their families, and carers. MYlife will create a calendar of events, online and offline, around Inverclyde, and within at the Hospice. Funding requested will fund 1 day weekly for 40 weeks supporting the initial launch and provide a mixture of one-off sessions, activities, trips, short courses and on-going groups. Sessions will be available to adults in Inverclyde who are or have been impacted by a life limiting condition. This will not only include patients and their carers or families but those that have been impacted through bereavement. People will be able to self-refer to the MYlife programme as well as being referred from the wider hospice team and community health teams (local GP's, District Nurses, Hospital Specialists).

This new community-based service will be centred on helping maintain and improve quality of life by enhancing opportunities for social interaction, providing access to peer support, and providing a sense of purpose within a safe environment to express true feelings whilst introducing the hospice environment.



Inverclyde Alliance

**AGENDA ITEM NO: 11**

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<b>Report To:</b>	<b>Inverclyde Alliance Board</b>	<b>Date:</b>	<b>2 October 2023</b>
<b>Report By:</b>	<b>Morna Rae, Interim Head of Service (OD, Policy and Communications), Inverclyde Council</b>	<b>Report No:</b>	
<b>Contact Officer:</b>	<b>Morna Rae</b>	<b>Contact No:</b>	<b>07385434459</b>
<b>Subject:</b>	<b>Alliance Update Report</b>		

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## **1.0 PURPOSE**

- 1.1 The purpose of this report is to cover key aspects of the Alliance governance and reporting requirements, as well as presenting a proposal for engagement in a research project.

## **2.0 SUMMARY**

- 2.1 In light of the agreement of the new Partnership Plan the delivery structures for the Alliance have been reviewed. A new structure is proposed for the Board's agreement.
- 2.2 The University of Strathclyde Business School are undertaking a research project *Transforming Working Lives & Good Work in the West of Scotland* and they are inviting employers in Inverclyde to participate. The Alliance is asked to consider a partnership approach to this research.
- 2.3 A report is completed on an annual basis on the Alliance's performance. This is informed by the quarterly performance reports considered by the Board. The Board are asked to note that the latest annual report is being drafted and it is recommended that this is circulated by email for review out with the Board meeting.
- 2.4 The future development of Locality Planning in Inverclyde should align with the approach to community councils and requires to be supported by colleagues in Community Learning and Development. Both of these are under review and so the detailed proposals for Locality Planning are being developed alongside them and will be brought back to the Alliance for review. In the interim the current arrangements will continue.

## **3.0 RECOMMENDATIONS**

- 3.1 It is recommended that the Inverclyde Alliance Board:
- Considers the proposed delivery group structure, discusses membership of the groups, agrees to its establishment and the development of an updated Terms of Reference;
  - Agrees to participation in the research project as a partnership approach;
  - Notes the development of the Alliance annual report and agrees to input out with the meeting via email, and
  - Note the update in terms of Locality Planning.

**Morna Rae,  
Interim Head of Service (OD, Policy and Communications), Inverclyde Council**



## 4.0 BACKGROUND

### ALLIANCE DELIVERY STRUCTURES

- 4.1 In light of the agreement of a new Partnership Plan a review of the Alliance delivery groups has been undertaken. This included reflection on the successes and challenges of the previous delivery structure and research on the approaches used by other Community Planning Partnerships. The proposed groups are listed at Appendix 1.
- 4.2 The following have been taken into account:
- Statutory requirements for the existence of some partnership groups;
  - Ensuring that every outcome within the Partnership Plan is aligned to a delivery group; and
  - Balancing minimising the number of groups to reduce demands on Alliance partners whilst still having effective delivery mechanisms.
- 4.3 Following agreement of the proposed delivery structure by the Alliance a more detailed Terms of Reference will be created. This will include the following:
1. An overview of the purpose of Community Planning
  2. The statutory framework
  3. Principles underpinning Community Planning
  4. Expectations of Alliance partners
  5. Partnership Plan vision and outcomes
  6. For each group in the structure - the role, membership, meeting arrangements and frequency, chair, decision-making process, support arrangements and outcomes they are responsible for
  7. A structure diagram
  8. Performance management arrangements
  9. Review arrangements
- 4.4 Allied to this is the mapping of the Partnership Plan outcomes to existing action plans that groups are delivering, engagement with the existing group leads on the changes and supporting with the establishment of new groups.
- 4.5 It is recommended that the Alliance reviews the proposed structure and considers appropriate membership of each group.

### UNIVERSITY OF STRATHCLYDE RESEARCH PROJECT

- 4.6 The University of Strathclyde Business School are undertaking a research project *Transforming Working Lives & Good Work in the West of Scotland* and they are inviting employers in Inverclyde to participate.
- 4.7 The project runs over three years and our participation would involve Alliance representatives being available for interviews with researchers and employees participating in occasional surveys.
- 4.8 The offer to us for our participation is access to the data and research they compile. We will be able to add our own questions alongside the standard question set for the surveys. They are also keen to develop ongoing relationships in terms of secondments and placements.
- 4.9 Additional detail is available in Appendix 2. Alliance partners are invited to consider participation.

### ALLIANCE ANNUAL REPORT

- 4.10 Community Planning Partnerships are required to publicly report on their performance on a regular basis. Inverclyde Alliance's primary approach to fulfil this is via an annual report. It is proposed that we use a similar format to that of last year, and that the content is drawn from the quarterly performance

reports considered by the Alliance over the past year. This drafting is underway and partners will be consulted on its content out with the Alliance meeting, prior to its publication.

## **LOCALITY PLANNING**

- 4.11 The Alliance have previously set out ambitions to further develop Locality Planning in Inverclyde. In the interim our current arrangements with Communication and Engagement Groups continue and they had an important role in the consultation on the new Partnership Plan.
- 4.12 A related key mechanism for community involvement is community councils. A review of community councils in Inverclyde has been underway. At a meeting on 18 May 2023 the Council agreed a consultation on proposed new community council areas. It is important that any new approach to Locality Planning is clear on the links with community councils and that there is a consistent approach in terms of geographies where possible. The proposals for Locality Planning are therefore being developed alongside the community council review.
- 4.13 Effective Locality Planning requires the support of Community Learning and Development colleagues. A review of this service within the Council is also underway which includes consideration of structures and resources to develop Locality Planning. In order that a deliverable approach to Locality Planning is devised it is important for the outcome of this review to feed into the new proposals.
- 4.14 For the reasons outlined above the Locality Planning proposals are being further developed and will be brought back to the Alliance for further discussion.

## **5.0 IMPLICATIONS**

### **5.1 Legal**

There is a statutory requirement for Community Planning to take place within each local authority area with the statutory partners having duties to facilitate and resource Community Planning. Public performance reporting and Locality Planning arrangements are also requirements under the Community Empowerment legislation.

### **5.2 Finance**

The costs of resourcing this delivery structure relate to employee time across Alliance partners.

### **5.3 Human Resources**

There are no direct human resources implications arising from this report, other than the staff time involved in supporting these groups.

### **5.4 Equality and Diversity**

None

## **6.0 CONSULTATIONS**

- 6.1 Informal consultation was undertaken with Alliance partners on effective delivery and governance structures.

## **7.0 LIST OF BACKGROUND PAPERS**

- 7.1 None

## Appendix 1 Groups Overview

A summary of the proposed groups and the key Partnership Plan outcomes they will deliver on is below for review.

### **GROUP 1 ALLIANCE BOARD**

**Chair:** Cllr Roberston

**Purpose:**

- Act as the public meeting for Community Planning in Inverclyde,
- Scrutinise delivery of partnership action plans and associated activity aimed at delivering outcome improvement,
- Analyse performance linked to the Partnership Plan, supported by detailed performance monitoring,
- Ensure the CPP has the widest possible impact on and involvement of the public sector, private sector, third sector and communities,
- Promote and publicise the work of Inverclyde Alliance, and
- Oversee the work of thematic groups as outlined in the structure diagram.

### **GROUP 2 ALLIANCE EXECUTIVE**

**Chair:** Louise Long

**Purpose:**

- Lead and direct the implementation of the Partnership Plan,
- Support the ongoing development of the Partnership,
- Identify where cross working across priorities will achieve better results and avoid duplication,
- Scrutinise the progress made by thematic delivery groups,
- Ensure accountability across organisations involved in the delivery of the priorities,
- Prepare the annual performance report,
- Champion Inverclyde's Partnership Plan and publicise its achievements throughout the Alliance and the wider community of Inverclyde, and
- Support the delivery of effective Locality Planning in Inverclyde.

### **GROUP 3 ECONOMIC BOARD**

**Chair:** Business Leader TBC

**Thematic groups feeding in:** Local Employability Partnership, Senior Phase Action Partnership

**Related Partnership Plan Outcomes:**

- More people will be in sustained employment, with fair pay and conditions
- Poverty related gaps are addressed, so young people can have the skills for learning, life and work
- Businesses are supported and encouraged to reduce their carbon footprint and develop green jobs

### **GROUP 4 CHIEF OFFICERS GROUP**

**Chair:** Inverclyde Council

**Thematic groups feeding in:** Aspects of Community Safety Partnership, Public Protection, ADP, CPC, APC, MAPPA

**Related Partnership Plan Outcomes:**

- Vulnerable adults and children are protected and supported, ensuring they can live safely and independently

### **GROUP 5 CHILDRENS SERVICES PARTNERSHIP**

**Chair:** Inverclyde Council/HSCP

**Thematic groups feeding in:** Child Poverty Action Group, Attainment Challenge, The Promise

**Related Partnership Plan Outcomes:**

- Gaps in outcomes linked to poverty are reduced
- Poverty related gaps are addressed, so young people can have the skills for learning, life and work
- We recognise where people are affected by trauma, and respond in ways that prevent further harm and support recovery

**GROUP 6 COMMUNITY SAFETY PARTNERSHIP**

**Chair:** Police

**Thematic groups feeding in:** Community Justice Partnership, Violence against Women

**Related Partnership Plan Outcomes:**

- Vulnerable adults and children are protected and supported, ensuring they can live safely and independently
- We recognise where people are affected by trauma, and respond in ways that prevent further harm and support recovery
- Public protection and community safety are improved through targeting our resources to reduce the risk of offending and harm

**GROUP 7 COMMUNITY DEVELOPMENT STRATEGIC GROUP**

**Chair:** Third Sector partner TBC

**Thematic groups feeding in:** Active Living Strategy Group

**Related Partnership Plan Outcomes:**

- Communities can have their voices heard, and influence the places and services that affect them
- Gaps in outcomes linked to poverty are reduced
- Development of strong community-based services that respond to local need

**GROUP 8 *INEQUALITIES PARTNERSHIP* name TBC**

**Chair:** TBC

**Thematic groups feeding in:** Alcohol and Drugs Partnership, Active Living Strategy Group, Child Poverty Action Group, Senior Phase Action Partnership, Food Growing Strategy

**Related Partnership Plan Outcomes:**

- Gaps in outcomes linked to poverty are reduced
- Poverty related gaps are addressed, so young people can have the skills for learning, life and work
- People live longer and healthier lives
- Supportive systems are in place to prevent alcohol and drug misuse
- Increased use of active travel and sustainable transport options

**GROUP 9 PLACE PARTNERSHIP**

**Chair:** TBC

**Thematic groups feeding in:** Net Zero Group, Culture and Heritage Group

**Related Partnership Plan Outcomes:**

- Our natural capital is looked after, and we are effectively adapting and mitigating the effects of climate change
- Growth in our working age population by encouraging people to stay here, and attracting new people to settle here
- Development of strong community-based services that respond to local need
- Homes are energy efficient and fuel poverty is reduced
- Increased use of active travel and sustainable transport options
- Easy access to attractive and safe public spaces, and high-quality arts and cultural opportunities



## Invitation to Participate

### Transforming Working Lives & Good Work in the West of Scotland

We write to invite you to participate in a new research project exploring *Working Lives and Good Work in the West of Scotland*. The project - which runs for three years - is led by an independent research team based at [Strathclyde Business School](#). Project partners include the [Chartered Institute of Personnel and Development](#), [Acas](#), and [The Fair Work Convention](#).

Good work is recognised as fundamental to wellbeing, a motivated workforce, productive organisations, a strong economy, and fair societies. However, good work has various dimensions including pay and benefits, work-life balance, job design and employee voice. Our aim is to understand more about good work and working life in the west of Scotland. This will help us make recommendations to improve policymaking and to identify and share innovative examples of effective organisational practice. Some of the themes we wish to explore include:

**Labour market transitions and employability** Current labour market conditions and experiences, how these impact working lives, as well as barriers and opportunities for accessing good work.

**Working lives** How have working lives changed across a range of occupations, sectors, and types of organisations? How do people management practices and the employment relationship impact the quality of working life in terms of employment security, working conditions, location of work, and access to training and skills development.

**Effective employee voice** Employee voice is central to good work. For employers, employee voice is associated with greater trust, innovation and productivity. Workers who feel they have a say at work report feeling more satisfied, motivated and valued. This can lead to greater commitment to employers. How do employees share their views, ideas and experiences, including in new remote and hybrid working environments? What challenges are experienced? What innovative and effective practices are used?



University of  
**Strathclyde**  
Business  
School

## Engaging with employers

We are committed to ensuring the views of employers are heard and have begun conversations with several organisations in the region. However, we are keen to ensure our project is inclusive and engages with a wide range of employers from different sectors. Your views are therefore very important to us.

## Participation in the project

Participation is voluntary and can involve various levels of commitment. In the first instance, we would like to invite you (or another member of your team if you feel it would be more relevant) to take part in an initial meeting with a member of our team. This can be face to face or online at a convenient time. This would give us the opportunity to tell you more about the project and for us to answer any questions you might have. Please let us know of any requirements or information you might require prior to the meeting to help with your decision. The study has been approved according to University of Strathclyde ethical procedures, and we guarantee complete anonymity of participants and organisations involved in the study. No findings will be directly attributable to an individual or organisation.

In return we can offer:

- The opportunity to join a new network of employers, policymakers and researchers committed to improving working lives and good work
- Access to our independent research findings as they emerge, including a series of events/webinars, reports and briefings on improving working lives in the west of Scotland and beyond
- Insights into the challenges and experiences of other organisations across a range of sectors
- Examples of innovative and effective practice in private, public and third sector organisations in the region
- Further opportunities to engage with the University of Strathclyde, including internships, placements, secondments, graduate recruitment, further study and involvement in events

## Contact details

For more information on the project please contact:

Dr Stewart Johnstone (Project Lead) [stewart.johnstone@strath.ac.uk](mailto:stewart.johnstone@strath.ac.uk)

Dr Eva Jendro (Project Researcher) [eva.jendro@strath.ac.uk](mailto:eva.jendro@strath.ac.uk)

**THE QUEEN'S ANNIVERSARY  
PRIZES 2019 & 2021**  
For Higher and Further Education

**UNIVERSITY OF THE YEAR  
2012 & 2019**  
Times Higher Education

**SCOTTISH UNIVERSITY  
OF THE YEAR 2020**  
The Times & The Sunday Times



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<b>Report To:</b>	<b>Inverclyde Alliance Board</b>	<b>Date:</b>	<b>2 October 2023</b>
<b>Report By:</b>	<b>Ruth Binks Corporate Director Education, Communities &amp; Organisational Development, Inverclyde Council</b>	<b>Report No:</b>	
<b>Contact Officer:</b>	<b>Tony McEwan Head of Culture, Communities &amp; Educational Resources, Inverclyde Council</b>	<b>Contact No:</b>	
<b>Subject:</b>	<b>Inverclyde Child Poverty Local Action Report 2023/24</b>		

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## **1.0 PURPOSE**

- 1.1 The purpose of this report is to update and inform the Alliance Board on the implementation, achievements, and the progress of the Inverclyde Child Poverty Local Action Report and Action Plan for Year 5 2023/24.

## **2.0 SUMMARY**

- 2.1 Under the Child Poverty (Scotland) Act 2017 there is a requirement for all local authorities and relevant Health Boards across Scotland to reduce child poverty. The Act sets out four national statutory income-based targets to be achieved by 2030. The four targets are: -
- 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.
- 2.2 The Inverclyde Alliance Board agreed in 2022 that the annual Child Poverty Local Action Report would be a 3-year strategy 2022-2025 with annual updates to Scottish Government and Inverclyde Alliance in line with the Child Poverty (Scotland) Act 2017. This report provides the annual overview of our success in 2022/23 and proposed strategic action plans to be implemented for the period 2023/24.
- 2.3 The aim and drivers of the Inverclyde Child Poverty Local Action Report year 5 remains *“Working together, using all available evidence, to reduce inequalities and poverty and build a community where fewer families are living in relative or absolute poverty by 2025.”* We will achieve this aim by:
- Increasing income from employment by offering a range and choice of opportunities for priority parents to help them access and maintain employability and employability, learning and training.
  - Increasing income from benefits to ensure systematic whole family approach for families more likely to be living in poverty and facing financial insecurity
  - mitigating the cost of living by providing accessible and affordable childcare activities and food for children in priority families

- developing and our approach to communication and participation by working collaboratively with families with lived experience to ensure services respond effectively and meet their needs.

2.4 The Act requires that each local authority and relative NHS Health Board must jointly prepare annual Child Poverty Local Action Reports (CPLAR's).

### **3.0 RECOMMENDATIONS**

It is recommended that the Alliance Board:

- a) Approves the annual update, progress and plan set out in the Inverclyde Child Poverty Local Action Report Year 5 2023/24 in line with the Child Poverty (Scotland) Act 2017.
- b) Notes the key successes that have been implemented in Inverclyde to impact and mitigate child poverty in Inverclyde.

**Ruth Binks**

**Corporate Director, Education, Communities & Organisational Development**



## **4.0 BACKGROUND**

- 4.1 The Child Poverty (Scotland) Act 2017 requires all local authorities and relevant Health Boards across Scotland to produce an annual joint reduce child poverty local action report. The Act sets out four national statutory income-based targets to be achieved by 2030.
- 4.2 The Inverclyde Alliance Board agreed in 2022 that the annual Child Poverty Local Action Report (CPLAR) would be a 3-year strategy 2022-2025 with annual updates to Scottish Government and Inverclyde Alliance in line with the Child Poverty (Scotland) Act 2017. This report provides the annual overview of our success in 2022/23 and strategic action plans to be implemented for the period 2023/24.
- 4.3 The overall percentage of children living in relative poverty (after housing costs) is 24.4% however, this percentage varies by area from 5.5% to 31.4%. In 10 of our 17 intermediate zones the child poverty rate is over 20%. The highest number of children living in relative poverty is in Greenock East with 337 (26%) children. The highest percentage of children living in relative poverty is in Port Glasgow Upper East (31.4%) followed closely by Braeside, Branchton, Lower Larkfield and Ravenscraig (29.1%). Apart from three intermediate zones, all zones % of relative poverty have increased (Appendix 1 of the Local Child Poverty Action Report)

## **5.0 Success and Plans 2023/24**

- 5.1 The successes of the Child Poverty Local Action Group are fully outlined in the annual local action report and include building on and creating systems to mitigate child poverty. Inverclyde Child Poverty Local Action Report takes a systems and data approach to child poverty, building on the partnership work that was undertaken with Public Health Scotland. The partnership worked together on a deep data dive of local data sources and mapped out local services that contributed to a system around child poverty. This approach has further developed to become known as a whole systems approach to poverty.
- 5.2 The whole systems, person centred, approach to child poverty is the theory of change that has enabled Inverclyde to become a Scottish Government Early Adopter Community for Affordable Childcare in 2022. The Early Adopter Community for Affordable Childcare has been awarded to 4 local authority areas, to test ideas and share good practice around what works to support families most likely to be living in poverty with affordable out of school childcare. The Early Adopter Community is testing ideas around after school care, consistent breakfast club childcare and holiday childcare for primary age children in Port Glasgow. This service has been co-designed with parents and will continue to encourage parental participation in the shaping of the service to ensure it meets their needs and the needs of the children. Whilst this service is developing around the childcare element, the systems approach provides pathways for all parents to receive a welfare assessment to ensure that their household income is maximised, either through benefits or employment. Additionally, there is a pathway for all parents to discuss employability or employment opportunities, to encourage parents into employment when relevant. All children who access the affordable after school service are living on either a low income or living in priority family households. The afterschool service provides places for 35 children per day and the holiday service provided places for 40 children per day. This project will be part of a national monitoring and evaluation report from Scottish Government scheduled for 2024.
- 5.3 Inverclyde Council, Inverclyde HSCP and NHS Greater Glasgow and Clyde have continued to promote a cash first approach to support families living in poverty and requiring financial support. The Inverclyde Child Poverty Action Group worked in partnership with Independent Food Network during Challenging

Poverty Week in October 2022 to produce an online resource providing information and a self-assessment questionnaire on what financial support is available locally. The Inverclyde “worrying about money” leaflet is available using this link. <https://www.worryingaboutmoney.co.uk/inverclyde>

- 5.4 In 2022 Inverclyde HSCP increased the use and access of the Section 12 and Section 22 payments, enabling professional staff working with families facing financial hardship and insecurity to provide them with cash support. This cash first approach not only empowers people to make financial decisions that meet the needs of their families, but it is also upskills the workforce and has provided 357 claims and £58,000 in cash and vouchers.
- 5.5 In 2021 Inverclyde Council, as part of the Anti-Poverty initiatives procured an Early Intervention service from Home Start to support parents who had mental wellbeing challenges, low level anxiety, low mood and babies and children under 5 years. Throughout the past two years Inverclyde Home Start Project has supported more than 170 families, 36 parents have become trained volunteers within the service, 23 engaged parents received Stepwell Cooking training, 18 participated and engaged in support and financial advice training (CAP). 11 parents have moved into employment or started their employability journey and 8 BME have come together to receive support settling into Inverclyde. This person-centred service has developed to empower parents to learn from each other on issues around parenting their children, handling children’s behaviour and developmental milestones. Parents are also engaged in the future development of this service to ensure that it meets their needs and the needs of new users.
- 5.6 The Thrive Under Five project has been piloted in one early year’s establishment in Port Glasgow, to support children under the age of five to achieve a healthy weight by tackling the issue of food insecurity, this project provides families with the resources and knowledge to make healthier choices around food and money management. Therefore, parents are also asked to participate in a financial wellbeing assessment to ensure they are maximising their income from social security. Parents will be given the opportunity to open a local credit union account for both them and their child and they will be engaged to actively participate in future credit union savings.
- 5.7 Inverclyde continues to identify services and resources to improve the outcome for families living in poverty and from August 2023 Inverclyde will become the first local authority to provide free school meals to all primary school children. The universal service will support families who are facing financial and food insecurity by providing food that will reduce stigma and promote dignity across out communities.

## **6.0 IMPLICATIONS**

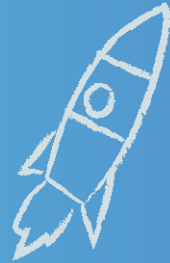
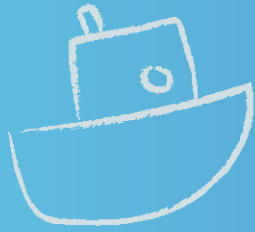
- 6.1 Legal: none  
Finance: none  
Human Resources: none  
Equality and Diversity:  
Alliance Partnership Plan:

## **7.0 CONSULTATIONS**

- 7.1 None

## **8.0 LIST OF BACKGROUND PAPERS**

- 8.1 Local Child Poverty Action Reports 2022/23



# Inverclyde Local Child Poverty Action Report

**Year 5**  
2022-25

Inverclyde  
council



**NHS**  
Greater Glasgow  
and Clyde



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- Introduction
- Our Understanding of Child Poverty
- Our Work in 2022-23
- Our Plans for 2023-24
- Appendix 1 - Data Framework

## Introduction

This is the fifth Child Poverty Local Action Report developed and implemented by Inverclyde Child Poverty Action Group (ICPAG) which is governed by Inverclyde Alliance Board. The multi-agency local collaborative has been working together to take a person centred, place based approach to implement actions and improvements for children and families facing the greatest inequalities and living in poverty in Inverclyde during 2022/23.

In 2022 ICPAG outlined a 3-year strategy to take forward a “place-based, person centred” approach to targeting child poverty with services that meet the needs of those with lived experience of poverty and deprivation. This strategy and action plan is based on a strong self-evaluation and reflective learning which was undertaken to create an Inverclyde public health needs assessment to help us to understand the local child poverty system and shape local child poverty priorities.

The outcome of the public needs assessment highlighted that services should work closer together to put children and families at the centre of their service delivery. The public needs assessment highlighted several of the challenges that families living in Inverclyde face including high levels of households in receipt of disability benefits, high cost of social rented accommodation, lack of childcare services or high cost of childcare services, and low-level wages compared to other local authorities.

The ICPAG agreed to use the four main drivers of poverty as the framework to deliver the 3-year strategic aim *“Working together, using all available evidence, to reduce inequalities and poverty and build a community where fewer families are living in relative or absolute poverty by 2025.”*

- Increasing income from employment by offering a range and choice of opportunities for priority families to help them access and maintain employability and employability, learning and training.
- Increasing income from benefits to ensure systematic whole family approach for families more likely to be living in poverty and facing financial insecurity.

- Mitigating the cost of living by providing accessible and affordable childcare activities and food for children in priority families.
- Developing our approach to communication and participation by working collaboratively with families with lived experience to ensure services respond effectively and meet their needs.

To improve outcomes for families facing inequalities Inverclyde successfully applied for Early Adopter Status to implement an Affordable Out of School Childcare service which is delivering a whole systems approach to supporting families living on a low income or poverty within the Port Glasgow locality. This approach is a collaboration with local advice services, benefits agencies, local authority, and community, to place the needs of the families at the centre of the service, supporting income maximisation, reducing the cost of living, designing the approach with families and encouraging pathways to employability opportunities. The most recent findings of this pilot are reported within this annual report.

The (ICPAG) believes that poverty is both a cause and a consequence of child rights violations and this report adopts a rights based, holistic approach to family service delivery to ensure children in Inverclyde have the right to live free from poverty. The ICPAG will continue to strive to engage with families, children, and young people to ensure that their views, feelings and wishes in all matters affecting them, are considered, and taken seriously in line with Article 12 of the UN Convention on the Rights of the Child.

The interventions proposed or implemented as part of the Inverclyde Child Poverty Local Action Report are in line with recent recommendations in the Poverty and Inequality Commission Cost of Living Briefing July 2023 to establish and build locality based one stop shops, create networks of sharing good practice to get the support needed to clients, and provision of wellbeing support, development and progression opportunities for staff and volunteers.

## Understanding of Child Poverty in Inverclyde

The Child Poverty (Scotland) Act 2017 sets targets relating to ending child poverty, which the Scottish Government committed to achieve by 2030 and sets out interim targets for April 2023.

The table below details the current levels for Inverclyde and Scotland, along with the targets. Trends are also supplied in the graphs.

Measure	Inverclyde 2021/22	Scotland 2021/22	Scotland Interim Targets 2023	Scotland Targets 2030
% of children live in relative poverty	24.4%	24.5%	18%	Less than 10%
% of children live in absolute poverty	16%(BHC)	17%(BHC)	14%	Less than 5%
% of children live in combined low income and material deprivation.	NA	9%	8%	Less than 5%
% of children live in persistent poverty (2016/20)	NA	9%	8%	Less than 5%

\*Please note that BHC refers to before housing costs, and AHC refers to after housing costs.

In Inverclyde the overall percentage of children living in relative poverty (after housing costs) is 24.4% however, this percentage varies by area from 5.5% to 31.4%. In 10 of our 17 intermediate zones the child poverty rate is over 20%. The highest number of children living in relative poverty is in Greenock East with 337 (26%) children. The highest percentage of children living in relative poverty is in Port Glasgow Upper East (31.4%) followed closely by Braeside, Branchton, Lower Larkfield and Ravenscraig (29.1%). With the exception of three intermediate zones, all zones % of relative poverty have increased (Appendix 1)

### Income from Employment

<b>Real Living wage employers in Inverclyde</b>	<b>-</b>	<b>25</b>	<b>Number of real living wage accredited employers: Living Wage Scotland 2023</b>
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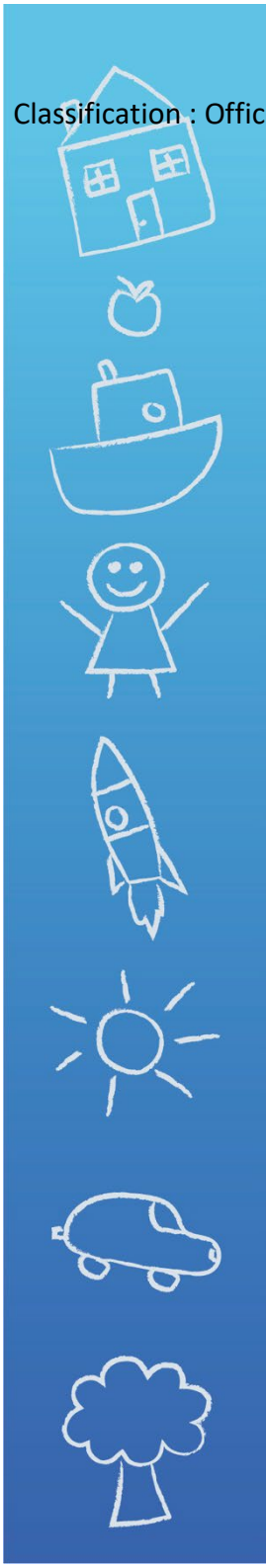
<b>Working age unemployment levels</b>	18.5%	16.9%	%age of economically inactive residents who want a job: Scotland Labour Market 2023(for 2021)
<b>Children and young people participation level</b>	91.8%	93.8%	%age of 16-19 year olds participating in learning, training or employment: SDS Annual participation Measure report 2022

People living in workless families are much more likely to be in poverty than people living in families where at least one person works. At 75.1% Inverclyde has a higher rate of employment than Scotland (73.2%). This is a significant change in comparison to the previous figures where Inverclyde had the second lowest employment rate compared to the other 31 local authorities, whereas Inverclyde are now sitting at 11th highest.

Overall, according to Scotland’s Labour Market People and Place, Inverclyde’s rate of employment has increased from 68.2% to 75.1% compared to the current Scottish employment rate of 73.2%. The rate of employment for women has significantly increased to 78.7% compared to Scotland at 71%.

People aged 16-64 may be classed as economically inactive rather than unemployed if they are not actively seeking work. This could indicate long-term sickness, disability, discouragement from the labour market or parents caring for their children. In Inverclyde, economic inactivity rates (16-64 years) are 21.5%, compared to Scotland (23.8%). Comparing the previous year’s figures, this is a 7% reduction for Inverclyde in comparison to Scotland’s 0.6% increase. When looking at the detail of inactivity rates, we can see that the women’s rate has reduced by 9.7%, whereas the men’s has reduced by 4.1%.

The latest data from Employment and Labour Market 2021 reports a local increase in the percentage of working household with children from 68.7% to 76.1% compared to a Scottish total 60%. The Commons Library on Child Poverty 2021/22 states that there is a decrease in Inverclyde in the % of children living in relative poverty in working households. This dropped from 64.4% to 59.2%. The ONS Annual Population survey 2021 states 7.8% of households in Inverclyde are single parents which is the same as previous years, however, across Scotland this has increased to 7.2%, therefore reducing the gap between Inverclyde and Scotland. The average median gross weekly wage for Inverclyde has increased from £570 to £640. Whilst still lower than Scotland the gap has reduced year on year from £52 to £6. However, the gap between the





percentage of people living in Inverclyde with no formal qualifications (9.6%) has shown a slight increase compared to the Scottish percentage (7.6%).

Inverclyde’s largest social housing associations rents are higher than the Scottish average, although the difference has reduced slightly since 2021. An average 3 apartment house in Inverclyde from a social landlord is £94.14 compared to the Scottish average cost of £84.18. In this respect, the relatively higher rents could impact some of the financial barriers associated with low household income.

### Income from Social Security and Benefits

Relative poverty after housing costs has slightly increased in 2021/22 in Inverclyde since 2015 and levels of absolute child poverty before housing costs increased. There is no local data available for combined low income and material deprivation or for persistent poverty.

The percentage of uptake of free school meals in Primary School for those living on a low income is used as an indicator of child poverty and families facing financial insecurity. Inverclyde’s uptake of free school meals has increased since 2018. NHS Greater Glasgow and Clyde Public Health Directorate is currently analysing this data across the NHS Board area.

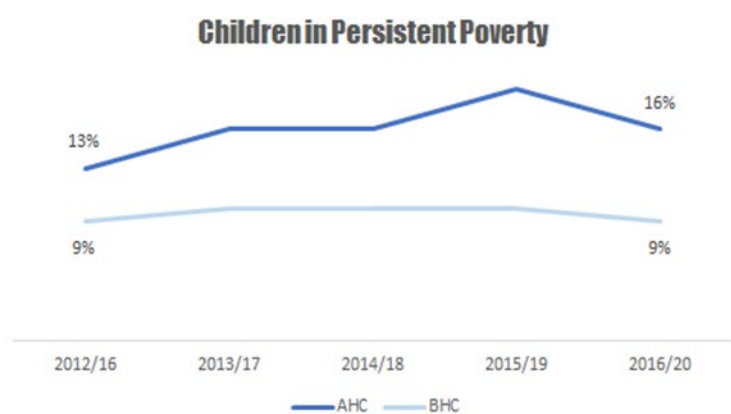
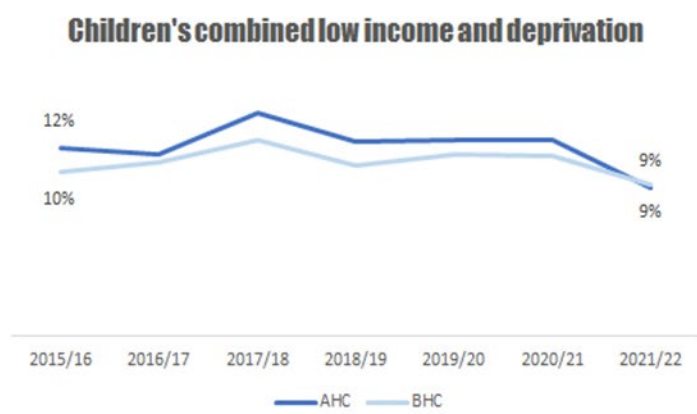
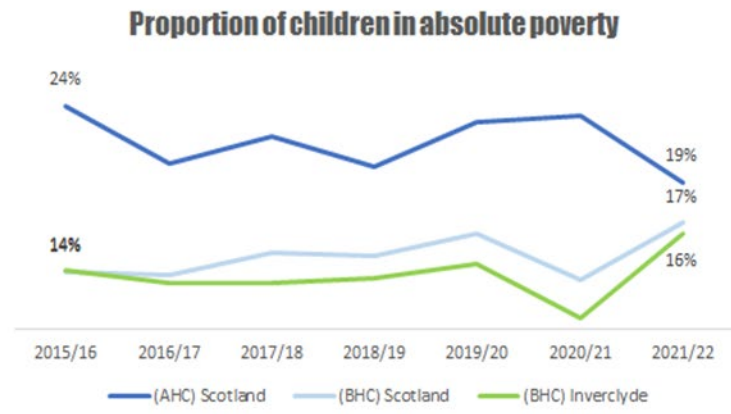
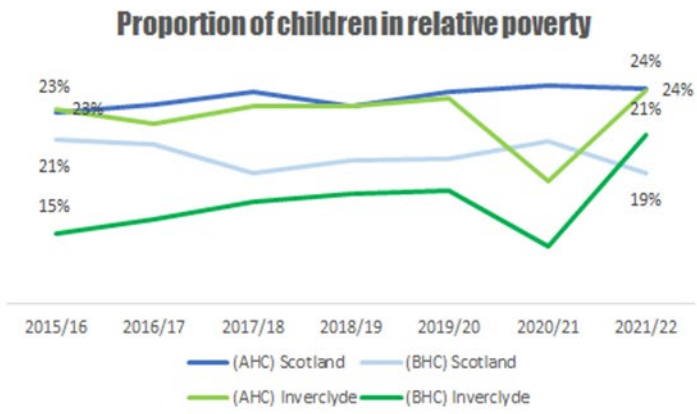
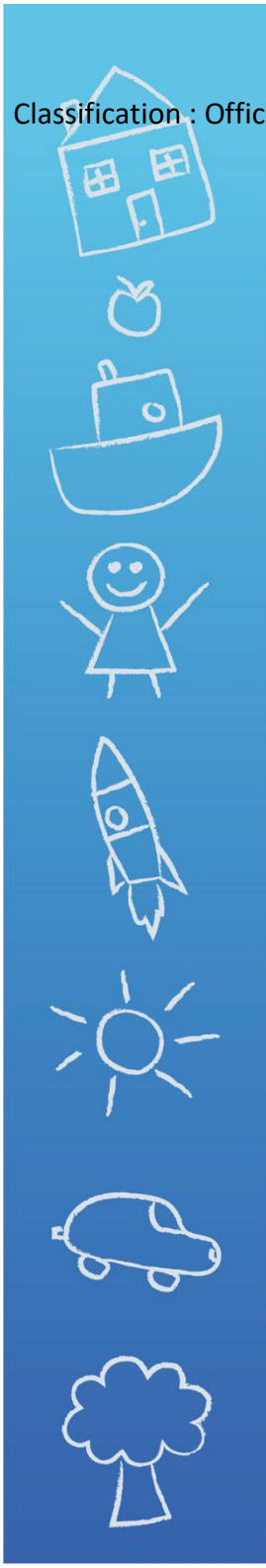
<b>Free school meal uptake at Primary School</b>	<b>55% (2018)</b>	<b>79.5%</b>	<b>%age uptake of free school meals at primary school (P1-P7): School Healthy Living Survey 2022</b>
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### Cost of Living

Using the Scottish Household Survey to provide an indication of the financial insecurities faced by families particularly analysing fuel poverty, however, the survey has not been conducted since 2018.

<b>Fuel poverty</b>	<b>28% (2018)</b>	<b>28%</b>	<b>Fuel Poverty(all households): Scottish Household Survey 2019</b>
<b>Uptake of funded early learning and childcare entitlement</b>	97% (2018)	98%	%age of 3 & 4 year olds registered for funded early learning and childcare Dec 2022 :Scottish Government Schools Statistics*







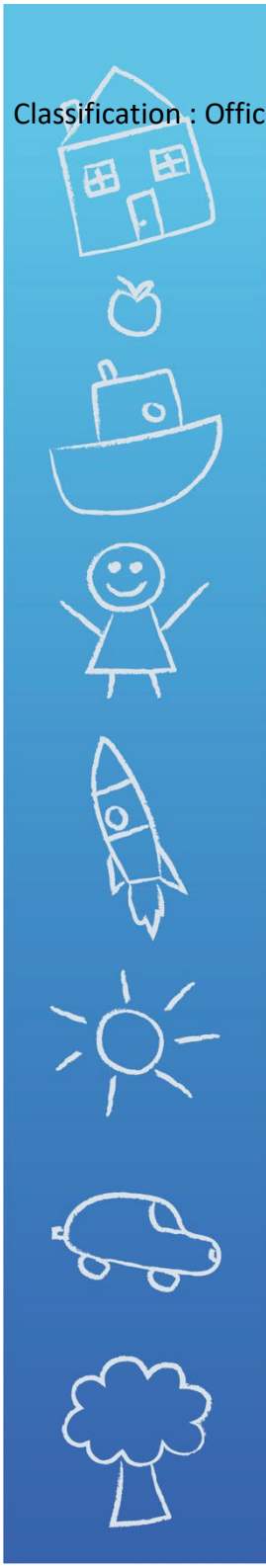
## Our Local Achievements and Case Studies 2022-23

The ICPAG agreed in 2020 that taking a whole systems approach to improving service provision for children living in poverty was the right approach to take, therefore a place-based person-centred system was proposed to align local services, interventions, and initiatives to mitigate child poverty by placing the child and family at the centre of delivery.

The whole systems approach was taken forward in late 2022, when Inverclyde was awarded Early Adopter Community Status to introduce a local affordable childcare service for families living in low income/poverty and identify with at least one of the child poverty priority groups. This whole systems approach places the children and family at the centre of the service provision with partner agencies working together to create a person-centred approach, ensuring income is maximised either through social security benefits or employment opportunities, children receiving the child care they require and helping to reduce the cost of living challenges. This whole systems approach to supporting families is being developed in other areas of Child Poverty service delivery in Inverclyde, including early years and substance use.

Throughout the Covid 19 pandemic Inverclyde Council believed that the most impactful way of supporting families living on a low income was to adopt a Cash First approach, ensuring people had money to buy what they needed. In 2022 Inverclyde HSCP increased the use and access of the Section 12 and Section 22 payments, enabling professional staff working with families facing financial hardship and insecurity to provide them with cash support. This cash first approach not only empowers people to make financial decisions that meet the needs of their families, but it is also upskills the workforce and has provided 357 claims and £58,000 in cash and vouchers.

Families living in poverty often have a many inequalities that they must overcome, to improve their life outcomes. Inverclyde that working with families at the centre of services which are timely and appropriate has the best outcome for the family. We have developed early intervention services with families who have children younger than 5 years with the Home Start Project and Thrive Under 5 projects. The Inverclyde Home Start Project has supported more than 170 families, 36 parents have become trained volunteers within the service, 23 engaged parents received Stepwell Cooking training, 18 participated and engaged in support and financial advice training (CAP). 11 parents have moved into employment or



started their employability journey and 8 BME have come together to receive support settling into Inverclyde. This person-centred service has developed to empower parents to learn from each other on issues around parenting their children, handling children's behaviour and developmental milestones. Parents are also engaged in the future development of this service to ensure that it meets their needs and the needs of new users.

The Thrive Under Five project has been piloted in one early year's establishment in Port Glasgow, to support children under the age of five to achieve a healthy weight by tackling the issue of food insecurity, this project provides families with the resources and knowledge to make healthier choices around food and money management. Therefore, parents are also asked to participate in a financial wellbeing assessment to ensure they are maximising their income from social security. Parents will be given the opportunity to open a local credit union account for both them and their child and they will be engaged to actively participate in future credit union savings.

Inverclyde Council has taken a targeted approach to ensure that the child poverty priority family groups requiring Scottish Welfare Support Fund and Discretionary Housing Benefit Payments can access these funds. In 2022/23 789 combined Scottish Welfare Grants were awarded to lone parent families, 523 awarded to families with a disability, 180 to families with 3 or more children, 80 to families who had a baby 1 year or younger, and 67 to families where the mother was younger than 25 years.

Inverclyde Council, Inverclyde HSCP and NHS Greater Glasgow and Clyde and partners have continued to promote a cash first approach to support families living in poverty and requiring financial support. The Inverclyde Child Poverty Action Group worked in partnership with Independent Food Network during Challenging Poverty Week in October 2022 to produce an online resource providing information and a self-assessment questionnaire on what financial support is available locally. The Inverclyde "worrying about money" leaflet is available at <https://www.worryingaboutmoney.co.uk/inverclyde>

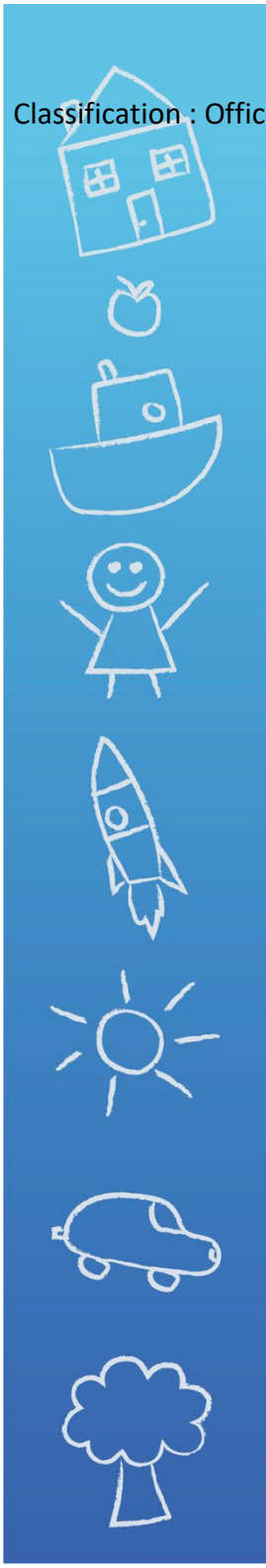
### Inverclyde Early Adopter Community – Affordable Childcare

The Early Adopter Community for Affordable Child Care will continue until March 2024, the systems and process that are implemented and tested as part of this learning will be reported to Scottish Government to help shape Affordable Childcare across Scotland. Scottish Government early adopter work is focusing on targeted communities to design “community level systems” of school age childcare to meet the identified school age childcare needs of children and families (aligning with other supports and interventions where this can maximise benefits).

Based on the Public Health Strategic Needs Assessment with Public Health Scotland in 2019 and the Inverclyde Alliance agreed to take a place-based and person-centred approach to mitigating child poverty using four key drivers of poverty. Local evidence from the strategic needs assessment highlighted that Inverclyde had limited childcare services in the area and the existing services were more expensive for families than similar services in other areas. During Covid 19 Inverclyde Council received Access to Childcare funding to provide support for families to enable them work continue to work both during the pandemic and then during the school holiday period. The learning from both workstreams is that lack of affordable childcare is one of the barriers to employment and employability and taking a whole systems approach with the service user is the most effective way to mitigate poverty.

Inverclyde is piloting a locality based phased approach to delivering after school child care (Inverclyde Council, Scottish Social Security Agency and Department of Work and Pensions), Regeneration and Planning, Education and Communities) within Port Glasgow, targeting families on low income or who are one of the child poverty priority families. According to the 2021/22 Commons Library there are 2469 children living in Port Glasgow, 682 of them are living in relative poverty. Of the children living in relative poverty 536 are living in households with no earned income, 233 are households that receive DLA and 598 are lone parent households.

Local parents, from Inverclyde have been engaged in designing the after school child care system, to ensure it was provided in the days that suited the parents, the location had to be central and accessible, they requested snacks and food for the children and asked for transport if the location was further than one mile. Parents also highlighted that affordability was a high priority. The challenge was the lack of local organisations who had capacity to provide the after-school service. After some local market research there was only one provide who had capacity to take forward the proposals. The after school



childcare service has been offering a free service to 19 families (25 children) since January 2023, from 2.50pm-6pm Monday-Thursday, with food and snacks provided. Transport is offered to children who are in schools further than one mile from the provision. All families are requested to participate in ongoing conversations and engagement regarding the design and delivery of the service, they are all offered a financial wellbeing assessment to calculate the impact of increased employment on their household income. All families are offered an opportunity to engage with the Parental Employability Support Fund officer, to assess their skills and knowledge and to identify local employment or employability or training opportunities available to them.

The six-month review of the service states that of the 19 families are currently engaged in the service 15 are lone parent families, 3 families have disabilities and, 3 families have more than 3 children. The Financial Advice Services have engaged with 30 parents to discuss their current income, identify any benefits they may be entitled, assess impact on income from wages increasing or decreasing if they returned to learning or training. The service records financial gain where it has been confirmed that the client has received it. So far £8,592 has been achieved. Most parents who access the service are in employment, many are training in nursing or care, therefore have not engaged with the parental employability support fund. However, 7 parents have asked for further information on employability opportunities.

In June 2023, parents were invited to attend a celebration event with their children to witness the activities their children were engaged and to have time to speak to the service provider and Inverclyde Council. Inverclyde Council took this opportunity to find out more about what the parents liked about the service, where they thought improvements could be made and what other childcare services, they need to enable them to remain in employment or training. Most parents who attended appreciated the after-school provision, not only did it help them to remain in employment or their training, which had an impact on the family income. They also advised that it made a difference in the family stress, of the reliance on other family members, friends, and neighbours, they said the children were enjoying the sessions and were building relationships with other children from other primary schools.

Parents engaged in the service design have recommended that affordable childcare is required during the school holiday period, and before school at breakfast time. Findings have also concluded that a large noisy childcare setting is not appropriate for all children, therefore childcare should include smaller establishments and childminders that are also affordable and accessible.

### CASE STUDY – EARLY INTERVENTION TO EMPLOYABILITY/VOLUNTEERING

Claire and her son Tim were referred to the Home-Start Renfrewshire and Inverclyde (HSRI) project during the Covid pandemic. They had minimum family support and Claire had become isolated, finding it difficult to socialise and manage her son who had previously attended an early year's place five mornings per week. Claire and Tim received weekly socially distanced visits with craft boxes and food parcels to provide support for food insecurity which was identified as the relationships were established.

Claire was invited to participate in the HSRI online groups and then once lockdown eased, she was invited to participate in the Family Hubs. Over time, with support from the HSRI team and the other parents, Claire's confidence and self-esteem increased, and she became an intrinsic member of the group. Claire started to take a lead role in the group welcoming, supporting, and modelling behaviour for other parents. This empowered Claire to take a volunteer role with the project as a parent helper, increasing her communication and organisation skills to get the area set up to welcome parents to the group. Tim is now in school, Claire wanted to continue her journey with HSRI.

“I wanted to pay back the support I had received and help someone else.”

Claire started the HSRI Volunteer Preparation Training Course. This is a 24-hour training course which takes place over an 8-week period. Claire's confidence and self-esteem has increased, her employability skills in organisation, communication and leadership have also improved and parents welcome the learning from another parent who has gone through the same challenges. Claire will be matched with a family once her training is complete and she will conduct the weekly family visit building relationship and peer support with the new family. Claire is also involved with the Volunteer Development Officer to encourage other parents to consider the same journey with Home-Start.



### CASE STUDY - Engaging Families into Entrepreneurism

The Boost Area Start Up grant was designed to give residents of Inverclyde's most deprived areas a positive 'boost' to get started in business at a time just post COVID 19 and during the early stages of the current 'cost of living crisis'.

Whilst the Council's existing Business Start up grant of up to £500 was available, it was quite prescriptive on how it could be spent and also required the new start business to match the grant and make the spend before getting paid the grant monies. This was seen to be a major barrier to starting up in business for many within the Target area. The Boost Area Start Up Grant was set as a straight payment of £1000 for clients residing in the specific Post Code areas identified as the most deprived who were setting up a new business. The Grant could be used towards any start up related costs including general running costs or just to keep 'the wolf from the door' in the early stages and did not require any additional cash input from the business, this allowed the business to get the best chance to generate income as can be seen by the comments from a couple of our clients.

One local parent who received the Business Start Up Grant advised,

*'what I would like to say is that the grant has essentially enabled me to truly begin the work to establish my business. Being a recent graduate and a single parent I simply did not have money to invest in materials necessary to produce the prints, I wasn't able to pay the membership fee at the darkrooms and cover the additional costs arising every time I book and use their facilities. Even the cost of travel to Glasgow and back was unaffordable for me. Same goes for the negative film to shoot on, and the subscription cost to use the professional post-production software, to be able to expand my business in digital form as well as production of the hard copy prints. The grant has enabled me to cover those costs, and being very reasonable and careful how I spend it, I believe it will cover my expenses through the period of time leading towards my first sales. I truly appreciate it and can confidently say, for a small business like mine, it has been life changing. Thank you.'*

Another parent advised.

*"The Grant was invaluable to us when starting out. A grant of £1000 is a lot of money for a startup business and can really help in getting things kickstarted, for us it paid for marketing i.e. flyers and business cards, which in turn led to business for us, we also had hefty outgoings for Insurances and Licenses which we couldn't afford to pay outright, so this grant helped with the first few months payments whilst we were building the business and sourcing work. We hope this grant is continued for start-*

*ups like ourselves as without it we would have really struggled to get off the ground financially. We are now doing well and can't thank you enough for the help, support, and guidance you gave us."*

#### CASE STUDY - Family Nurse Partnership Programme in Inverclyde - Early Intervention/Increased Income from Employment

Family Nurse Partnership (FNP) is a preventive licensed voluntary programme for first time mothers aged 19 years and under. It offers intensive and structured home visiting, delivered by specially trained nurses (Family Nurses), from early pregnancy until the child is two years old. It is an intensive, structured intervention for young first-time mothers and their children to maximise their potential. The programme aims to modify behavioural risk factors and enhance protective factors through regular home visits, using motivational interviewing techniques and strengths-based approach.

Lisa was 17 years old when she agreed to enrol in the FNP programme in early pregnancy. During pregnancy Lisa resided with one of her parents who she also had a caring role for. Lisa had a history of multiple adverse childhood experiences, trauma and had been subject to child protection procedures as a child. This resulted in Lisa experiencing anxiety and variable mental wellbeing. Lisa was dependent on income from social security, maternity and child benefits throughout pregnancy and infancy and moved to her own tenancy in early infancy. This presented a number of challenges for Lisa in relation to managing her tenancy, mental health and developing her maternal role and resulted in a period of support being required from social work. Through ongoing engagement with FNP, Lisa has worked on improving her mental wellbeing and has meaningfully engaged with mental health services. Lisa has been able to explore her mental wellbeing and has insight into her own needs. Lisa is approaching graduation from the FNP service as her child is reaching 2 years old and both mum and child are making excellent progress. Lisa is now in employment in the care sector, and this has been sustained for a number of months. Lisa has engaged in 44 visits with her Family Nurse to date.



## Our Plans 2023/24 for Year 5

The next phase of the Child Poverty Local Action Report the Child Poverty Action Group will continue to use data and evidence to plan local interventions to targeted families, living in our most deprived communities, facing the greatest inequalities. We will continue to implementing actions, improvements, and interventions within three drivers of child poverty, targeting families who are most likely to be living in poverty and supporting children to improve their outcomes and changing the systems that can help local children and families will remain our priority goal.

### 1) Key National Driver - Income from Employment -

Local Outcome (change idea); By the end of 2025 there will be increased provision/opportunities for targeted priority families currently living in relative poverty, to participate in employability, learning and training, increased employment and sustaining working life.

- Work with our local CVS Inverclyde to support local people to increase capacity and build more local social enterprise opportunities.
- Collaborate with local and national partners to increase learning and training around child minding in the area, building confidence service esteem and appropriate skills to encourage local people to start their own business in this sector.
- We will continue to collaborate locally to encourage and empower parents at the earliest stage of their employability journey to engage with the Parental Employability Support Fund.
- We will work with local employers to encourage accessible and flexible work to employ local parents.

### 2) National Key Driver - Cost of Living

Local Outcome (change idea); By 2025 there will be fewer barriers to employment, employability, training and learning for parents through the provision of affordable access to connectivity, childcare activities and food for children who would benefit from support.

- Inverclyde Council is committed to supporting families on a low income and from August 2023, all children from Primary 1 to Primary 7 will receive a free school meal. This universal approach will help reduce stigma and preserve dignity for children living in poverty and take a cash first approach to supporting parents living on a low income.
- Continue with the place-based person-centred approach to provide affordable childcare that is codesigned with the service user, to increase capacity, to introduce consistency with Breakfast Clubs, and to improve the holiday childcare that supports our most vulnerable children.
- We will work with our early adopter implementation group to break down challenges and improve communication in the systems and place children at the centre of the service delivery. We will work with internal services such as procurement and legal services to fairness and equity.
- We will provide training and learning for our wider community to support people into childcare and child minding as local entrepreneurs to improve the workforce gaps and we will improve training for existing staff across our partnership to ensure a quality service is delivered to children and families when they need it.

2b) Local Outcome (change idea); By the end 2025 more families with lived experience of poverty will be empowered and participating in local service design and implementation to ensure that the services meet their needs and respond effectively.

- Build on the legacy of the Warm Hands of Friendship project which empowered local community groups to support people within their localities with services that meet their needs, with support that was designed with them.
- Increase the opportunities to engage and learn from people who have lived experience of poverty and require an affordable after school service. Create a platform that will encourage parents at the earliest stage of their employability to identify what they need and when they need support to enable them to participate in learning, training, or employment.
- Focus community development services towards communities facing the greatest inequalities, targeting when appropriate the child poverty priority groups, and those families most likely to be living in poverty.

3) National Key Driver - Income from Social Security

Local Outcome (change idea); By the end of 2025 priority families living in poverty and facing financial insecurity, will receive a “whole family” service support to ensure “no wrong door” interventions in relation to benefit and financial advice.

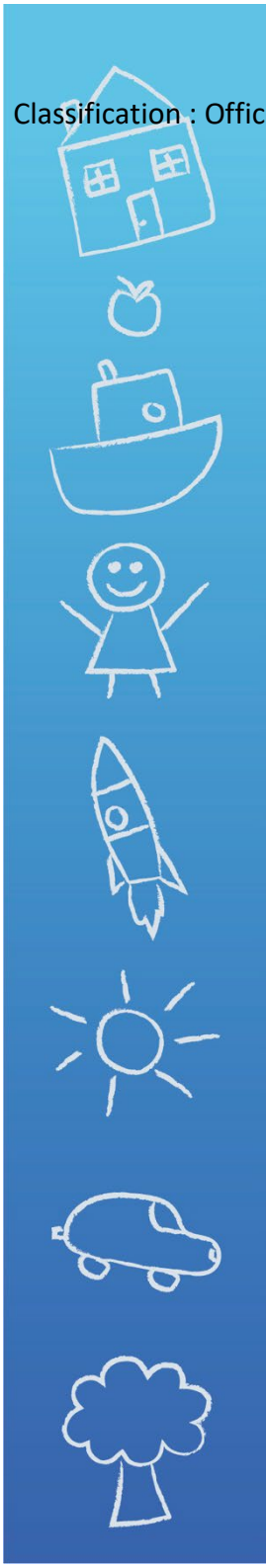
- Improve the systems and networks that exists around child poverty, not only by ensuring senior leadership buy in but also opening communications and sharing responsibility across the community planning partnership. Improve pathways to receive a Welfare Assessment for families living in low income. All parents who receive a place at the Early Adopter - Affordable Child Care service receive an assessment and discussion on the impact of changes in income will make on their households. We will continue to learn from this system to ensure that this option is offered to all families who need the support.
- We will continue to learn from the NHSGGC Thrive Under 5 (TU5) programmes in Rainbow Family Centre. This project is taking a whole systems approach to tackling child poverty. The programme aims to support children under the age of five to achieve a healthy weight by tackling the issue of food insecurity, by providing families with the resources and knowledge to make healthier choices around food and money management. This project also engages parents to participate in a financial wellbeing assessment to ensure they are maximising their income from social security. Planning for improvement will be to offer the parents the opportunity to open local credit union accounts and to open child accounts and actively encourage savings for the families engaged.
- We are developing our multi agency Whole Family wellbeing model to provide targeted interventions that will support early intervention and additional intensive supports. This will ensure the focus remains on families receiving the right support at the right time from the correct service.



### Appendix 1 Inverclyde Local Data

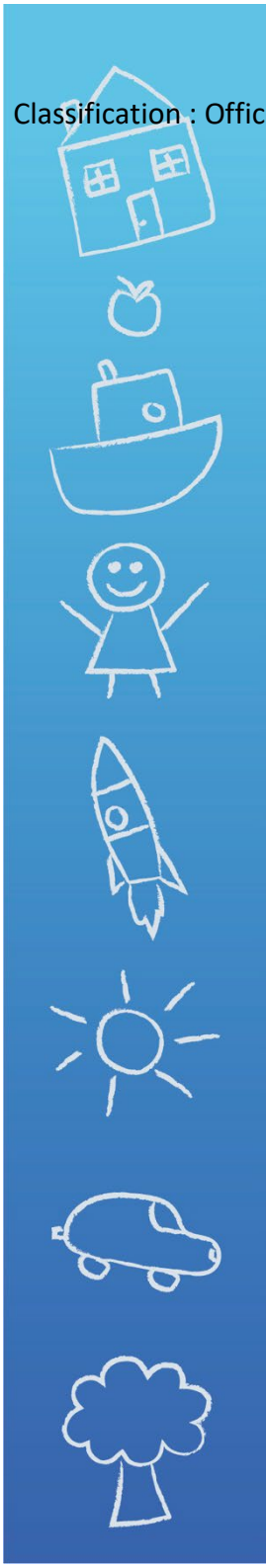
This section provides the details behind the data referred to in both the Child Poverty Local Action Report and the associated action plan.

In Inverclyde the overall percentage of children living in relative poverty (after housing costs) is 24.4% however, this percentage varies by area from 5.5% to 31.4%. In 10 of our 17 intermediate zones the child poverty rate is over 20%. The highest number of children living in relative poverty is in Greenock East with 337 (26%) children. The highest percentage of children living in relative poverty is in Port Glasgow Upper East (31.4%) followed closely by Braeside, Branchton, Lower Larkfield and Ravenscraig (29.1%).



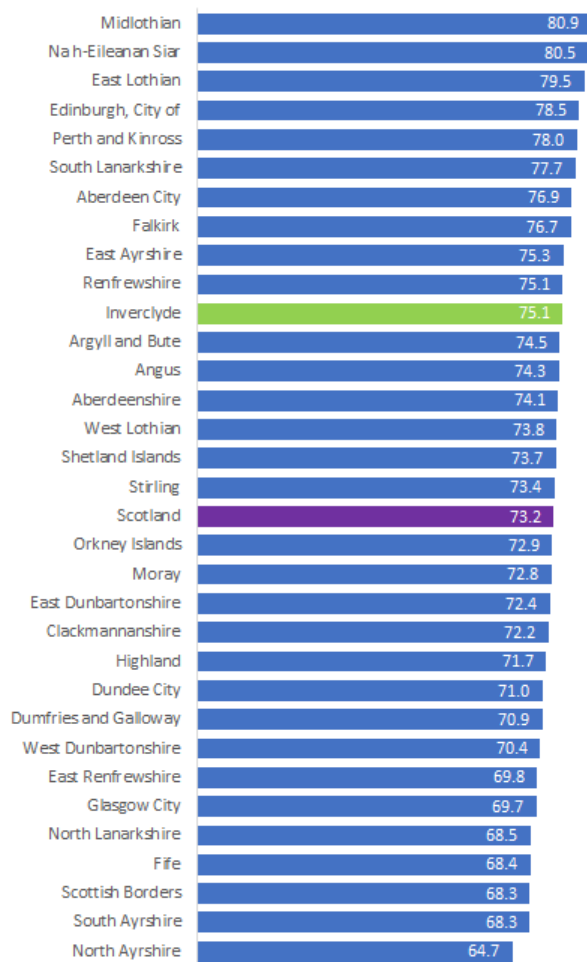
With the exception of three intermediate zones, all zones % of relative poverty have increased.

Intermediate Zone	No. of Children (19/20)	% of Children (19/20)	No. of Children (21/22)	% of Children (21/22)	% Change
Greenock East	313	23.7%	337	26.0%	2.3%
Braeside, Branchton, Lower Larkfield and Ravenscraig	307	23.1%	376	29.1%	6.0%
Port Glasgow Upper East	233	26.3%	272	31.4%	5.1%
Lower Bow and Larkfield, Fancy Farm, Mallard Bowl	193	22.2%	213	26.1%	4.0%
Port Glasgow Upper, West and Central	191	21.5%	209	24.1%	2.6%
Port Glasgow Mid, East and Central	185	24.0%	201	27.3%	3.4%
Greenock Town Centre and East Central	171	25.3%	191	28.3%	3.0%
Greenock Upper Central	140	26.4%	134	26.6%	0.3%
Greenock West and Central	120	15.2%	156	20.6%	5.3%
Bow Farm, Barrs Cottage, Cowdenknowes and Overton	114	21.3%	142	26.4%	5.1%
Inverkip and Wemyss Bay	97	9.3%	90	9.0%	-0.3%
Gourock Upper and West Central and Upper Larkfield	80	13.3%	71	12.3%	-1.0%
Gourock Central, Upper East and IRH	64	12.9%	88	19.7%	6.8%
Gourock East, Greenock West and Lyle Road	45	7.5%	35	5.5%	-2.0%
Kilmacolm, Quarriers, Greenock Upper East/Central	34	6.5%	34	6.9%	0.3%
Kilmacolm Central	20	5.1%	24	6.6%	1.5%
West Braeside, East Inverkip and West Gourock	17	4.9%	25	7.4%	2.6%

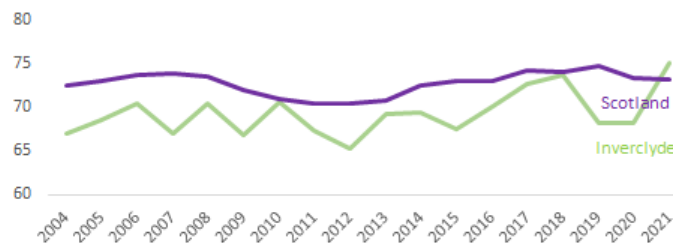




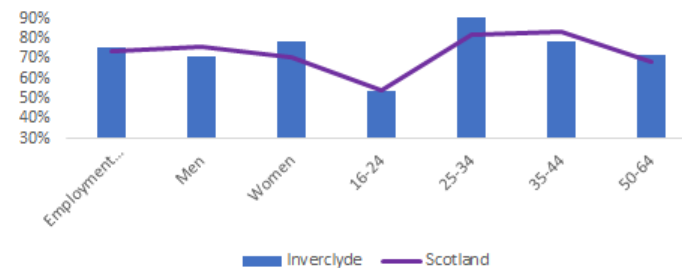
Inverclyde has the 11th highest employment rate in Scotland



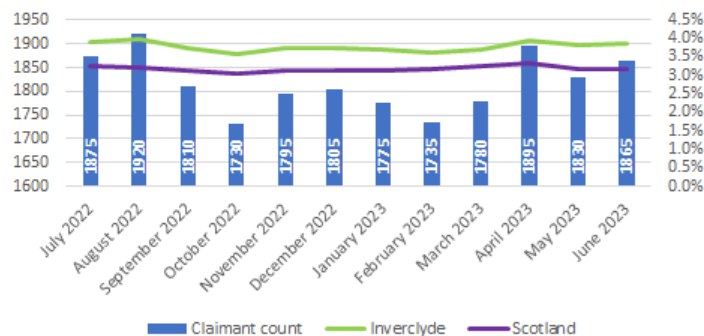
Inverclyde employment rate higher than Scotland for the first time since 2004



Inverclyde Employment By Category



The Claimant Count Rate in Inverclyde has remained consistent in line with Scotland

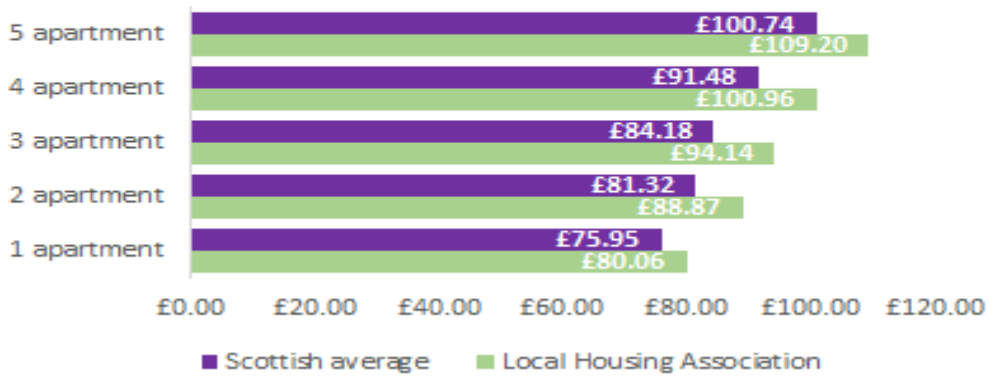


Source: Scotlands Labour Market people & places jan - dec 2023 tables

### Social Housing Costs






Inverclyde’s largest social housing associations rents are higher than the Scottish average, although the difference has reduced slightly since 2021. In this respect, the relatively higher rents could impact some of the problems associated with low household income.

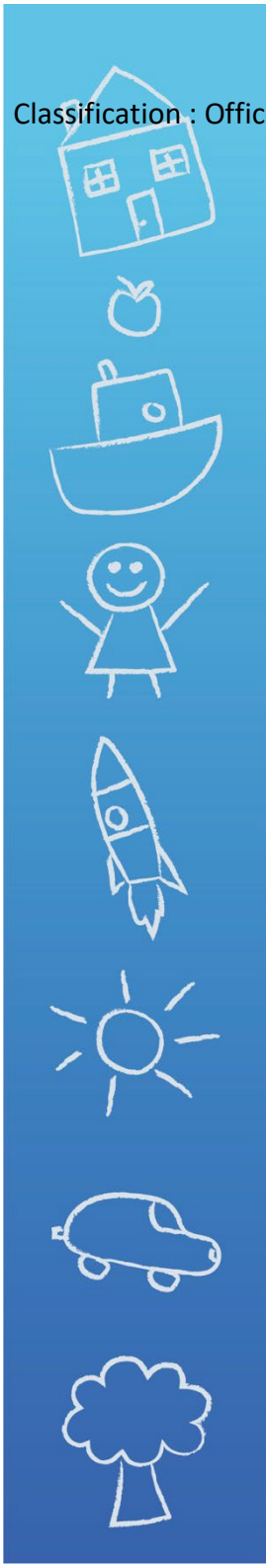
**The majority of social housing weekly rents are between 5.43 & 11.8% more in Inverclyde than the Scottish average**



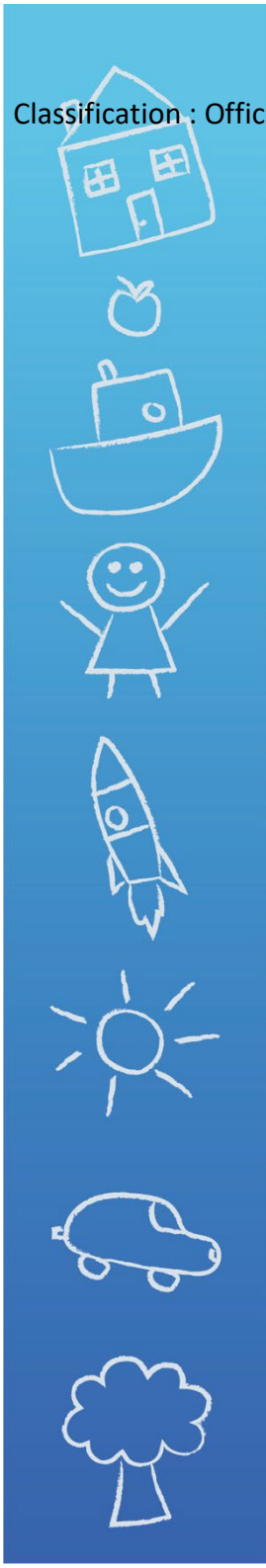
Source: Scottish Housing Register 2023

Key points from Common Advice Performance Management Reporting Framework(CAMPRF): 2021/22 Annual Report

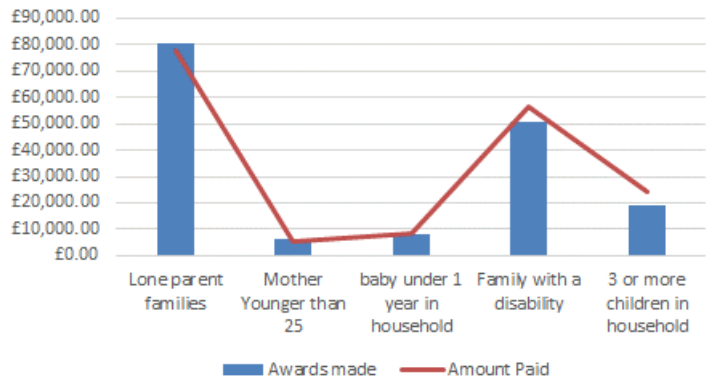
<p>The total amount of debt owed by money advice clients in Inverclyde increased by <b>14%</b> in 2021/22 from the previous year</p> 	<p>The proportion of money and welfare rights advice clients accessing services through self-referral has proportionally increased by <b>12 percentage points</b> in 2021/22 from the previous year</p> 
<p>The number of benefit entitlement checks carried out by local authority funded money and welfare rights advice services increased by <b>106%</b> between 2020/21 and 2021/22</p> 	<p>Verified financial gains secured by local authority funded money and welfare rights advice services in Inverclyde rose by <b>8%</b> in 2021/22 to <b>£5,206,014</b></p> 
<p>The proportion of clients aged 45-59 was <b>5<sup>1</sup> percentage points</b> higher in Inverclyde than for Scotland in 2021/22</p> 	<p>The proportion of debt owed by money advice clients in Inverclyde relating to Council Tax arrears increased by <b>12 percentage points</b> between 2020/21 and 2021/22</p> 



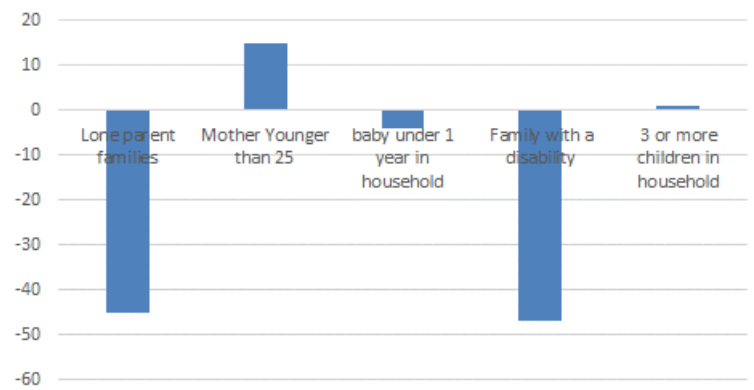
Measure	Inverclyde	Scotland	Positive/ Negative Comparison	Inverclyde (Previous)	Scotland (Previous)	Positive/ Negative Comparison (Previous)	Comments on change	Data Source
Unemployment rate	3.90%	3.20%	↓	4.6%	3.9%	↓	Negative change of 0.2%	Commons Library(Jun 2023)
Employment rate	75.1%	73.2%	↑	68.2%	73.4%	↓	Significant Increase in comparison to Scotland	Scotlands Labour Market People & Places (2021)
Employment rate - Men	70.9%	75.8%	↓	69.0%	75.8%	↓	Slight Increase in comparison to Scotland	Scotlands Labour Market People & Places (2021)
Employment rate - Women	78.7%	70.7%	↑	67.4%	71.1%	↓	Significant Increase in comparison to Scotland	Scotlands Labour Market People & Places (2021)
Employment rate - Age 16-24 (including those in full-time education)	52.2%	52.2%	↔	52.2%	52.2%	↔	No Update since last	ONS Annual population survey(2020 -2021)
Employment rate - Age 25-34	92.2%	81.8%	↑	86.0%	83.5%	↑	Significant Increase in comparison to Scotland	Scotlands Labour Market People & Places (2021)
Employment rate - Age 35-49	78.4%	83.0%	↓	72.2%	82.4%	↓	Significant Increase in comparison to Scotland	Scotlands Labour Market People & Places (2021)
Employment rate - Age 50-64	71.6%	68.1%	↑	61.8%	69.3%	↓	Significant Increase in comparison to Scotland	Scotlands Labour Market People & Places (2021)
Underemployment of 16+ population(%)	7.2%	8.1%	↑	7.2%	8.1%	↑	No Update since last	ONS Annual population survey(2020 -2021)
Employment in 'lower paid' occupations (% of all in employment)	25.2%	17.7%	↓	25.2%	17.7%	↓	No Update since last	(Nomis)ONS Annual population survey(2021)
Job density (2021)	0.61	0.81	↓	0.61	0.8	↓	No Change to Inverclyde	Nomis 2022
% Employess(18+) earning less than the living wage	20.3%	14.4%	↓	20.3%	14.4%	↓	No Update since last	Annual survey of Hours and Earnings 2021
% Economic Inactivity Rates	21.5%	23.8%	↑	28.5%	23.2%	↓	Significant decrease in comparison to Scotland	Scotlands Labour Market People & Places (2021)
% Economic Inactivity Reason -Long Term Sick	37.3%	29.6%	↓	38.2%	28.7%	↓	Reduction in difference	Scotlands Labour Market People & Places (2021)
% Economic Inactivity Willingness to work	16.9%	17.5%	↓	17.4%	23.1%	↓	Difference between LA & Scotland has reduced	Scotlands Labour Market People & Places (2021)
% Children in relative poverty households -Working	59.2%		↓	64.4%	-		Decrease	Commons Library - Child Poverty 2021/22
% Working households With Children	76.1%	60.9%	↑	68.7%	63.0%	↑	Local increase in comparison to Scotland	Employment And Labour Market (2021)
% single parent households	7.8%	7.2%	↓	7.8%	7.0%	↓	Gap has narrowed by 0.2%	(Nomis) ONS Annual population survey(2021)
£ Average Weekly Rent (Social Housing)	£93.7	£86.7	↓	£93.7	£85.1	↓	Gap has narrowed by £1.60	Housing Regulator -2021/22
Gross Weekly Pay - Median	£633.9	£640.0	↓	£570.0	£622.0	↓	Significant decrease in the gap	(Nomis) ASHE 2022
% Primary pupils registered for Free meals	79.5%	76.8%	↓	78.8%	64.9%	↓	Increase but gap reduced	Pupils Census 2022
% Fuel Poverty	28.0%	24.0%	↓	28.0%	24.0%	↓	No Update since last	SHCS 2017 -2020
% households managing well financially	58.0%	56.0%	↑	58.0%	56.0%	↑	No Update since last	SHS 2019
Annual participation (in education training or employment) measure for 16-19 year olds	93.8%	92.4%	↑	93.3%	92.2%	↑	Slight increase in the gap	Skills Development Scotland (Aug 2022)
% Positive Destinations - Initial Survey (2021/22)	94.0%	95.7%	↓	95.4%	95.5%	↓	1.6% decrease in comparison to Scotland	Statistics - Initial leaver Destinations 2021/22
% Positive Destinations - Follow up Survey (2021/22)	91.9%	93.5%	↓	90.2%	92.2%	↓	Slight increase in the gap to Scotland	Statistics - Initial leaver Destinations 2021/22
% 16 - 64 No qualifications	9.6%	7.6%	↓	9.3%	7.6%	↓	Slight increase in the gap to Scotland	Nomis ONS Annual population survey(2020 -2021)
% Alcohol Related Deaths 2017/21 (5 year avg, per 100k population)	31.7	20.8	↓	31.6	20.5	↓	Slight decrease in the gap to Scotland	National Records of Scotland
% Drug Related Deaths 2017/21 (5 year avg, per 100K population)	35.7	22.9	↓	36.7	21.2	↓	Local decrease and a reduction in the gap to Scotland	National Records of Scotland
Domestic abuse rates per 10,000 population	110	118	↑	113	119	↑	Local decrease and an increase in the gap to Scotland	Police Scotland 2021/2022
% Children on protection register per 1,000 per population 0-15	3.6	2.2	↓	2.1	2.3	↑	Significant Increase	Scot.Gov child protection statistics July 2020
% Children looked after by local authority	1.4%	1.2%	↓	1.6%	1.3%	↓	Slight decrease	Children Social Work Statistics



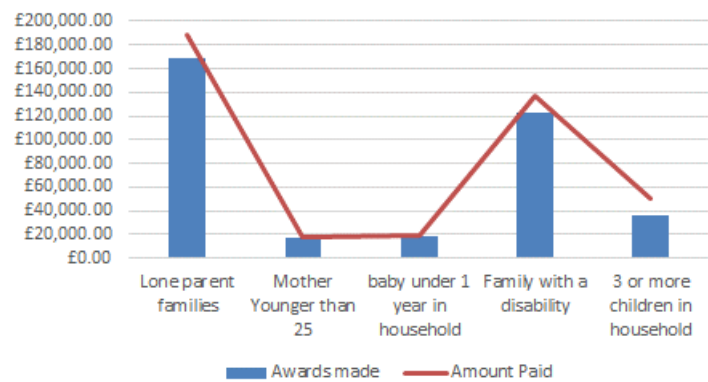
Crisis Grants 2022/23



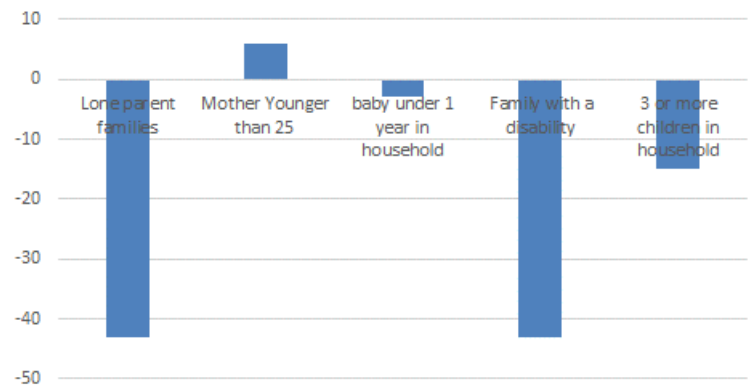
CG AWARDS +/- 2021/22 - 2022/23

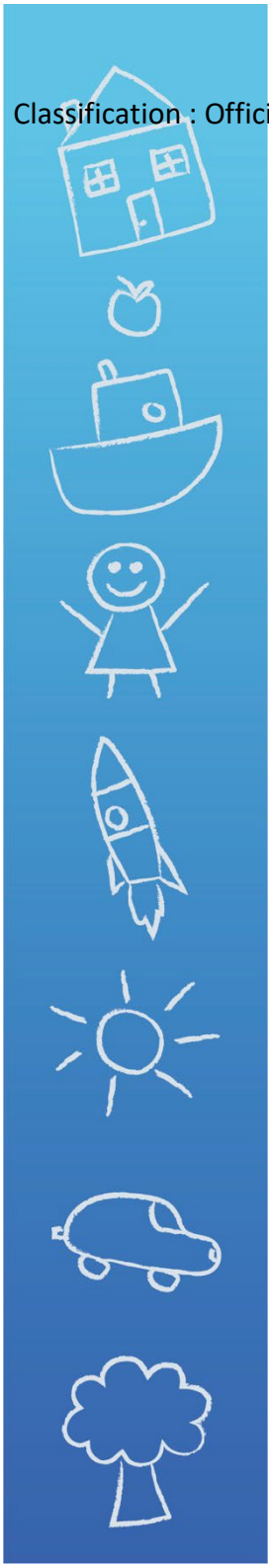


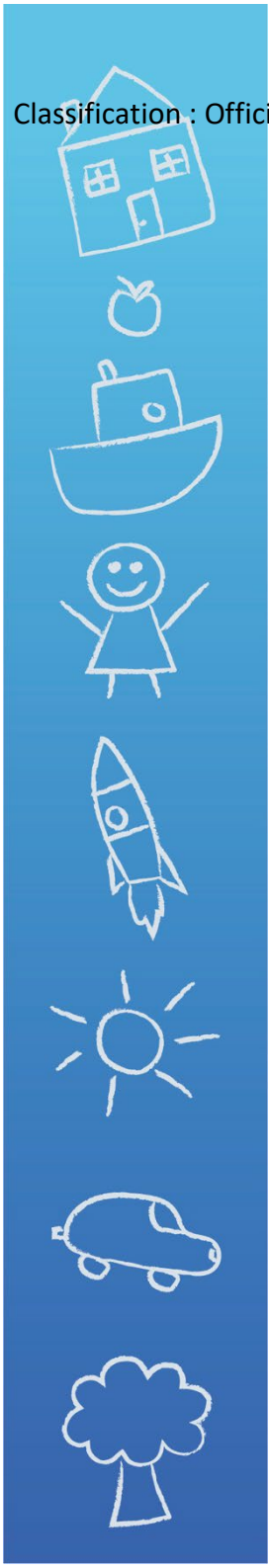
Community Care Grants 2022/23



CCG AWARDS +/- 2021/22 - 2022/23







## Child Poverty Local Action Plan 2022/23

1) Key National Driver - Income from Employment -		
Local Outcome (change idea); By the end of 2025 there will be increased provision/opportunities for targeted priority families currently living in relative poverty, to participate in employability, learning and training, increased employment and sustaining working life.		
What do we need to do to make it happen? Action for improvement	How will we know? Poverty will be mitigated as . . .	Annual Update 2022/23
<p><b>Create a sustainable support model providing employability opportunities targeting priority families, into employment which pays at least the living wage. (No one left behind)</b></p> <p><b>This will be aimed at providing employability opportunities to get priority families into employment learning and training</b></p> <p><b>Engage with targeted parents on low incomes and living in poverty, who have children under 5 years and encourage them to participate in empowering and wellbeing support programmes.</b></p>	<p>Priority Families living low income will be accessing local employment and employability opportunities.</p> <p>Families living with disabilities and long term unemployed will be offered employability and training opportunities that meet their needs.</p> <p>Fair Start Scotland has targeted priority families guaranteeing employment opportunities.</p> <p>Increased engagement with ongoing recruitment of modern apprentices aligned to the NHS GGC workforce plan and the LEP. This will include the expansion of Foundation apprenticeship opportunities in partnership with FE and Education partners.</p>	<p>Council Key Workers provide enhanced employability person-centred support for parents, targeting those from the 6 child poverty priority groups. Support included financial incentives of wage subsidies to encourage employers to hire parents and look at flexible hours/ways of working. Further analysis of the evidence will provide an improved understanding of demographics and which priority groups the families are living.</p>



<p>What do we need to do to make it happen? Action for improvement</p>	<p>How will we know? Poverty will be mitigated as . . .</p>	<p>Annual Update 2022/23</p>
	<p>Complete and evaluate NHS GGC and LEP Employability Programmes including Kickstart and Schedule employability programmes supporting guaranteed interviews.</p> <p>Career Pathways – Aligned to NHS GGC workforce plan and Fair Work commitments create visible career access, development and progression opportunities for both staff and community.</p>	<p>Kickstart was a UK Government scheme providing funding to employers to create new 6-month job placements for 16-24 year olds on Universal credit and at risk of long term unemployment. The Council took on 27 clients and augmented the Kickstart funding with Council funding to extend their placement to 1 year. The UK government programme ended in September 2022.</p> <p>Career Pathways aligned to NHS GGC workforce and fair work commitments will continue to be implemented and monitored in the next year.</p>
<p><b>Continue to build and develop local principles in line with Community Wealth Building incorporating NHS GGC approaches.</b></p>	<p>Organisations with a contract with Inverclyde Council and NHS Greater Glasgow &amp; Clyde are expected to pay employees the living wage in line with Community Wealth Building Ethos.</p> <p>NHS GGC will align the workforce activity to the pillars within CWB as an Anchor institution, create connections between HSCP and employability programmes in community to workforce opportunities.</p>	<p>The Council's procurement service has updated their Social Value policy. Social value is wider than community benefits, it affects the long-term wellbeing and resilience of individuals and society. It includes economic and environmental as well as sustainability and is prevalent as a priority in many of the commitments of the Scottish Government. Social Value clauses are requirements which deliver wider benefits in addition to the core purpose of a contract. These clauses can be used to build a range of economic, social or environmental outcomes into the delivery of council contracts, e.g. employability, skills and training, supply chain development, community engagement. The Regeneration and Procurement</p>

<p>What do we need to do to make it happen? Action for improvement</p>	<p>How will we know? Poverty will be mitigated as . . .</p>	<p>Annual Update 2022/23</p>
	<p>NHS GGC are committed to increasing % spend in local businesses and increasing community benefits.</p>	<p>services have worked with Supplier Development Programme to promote opportunities and enhance understanding of procurement to local businesses and held a 'meet the buyer' event where local SME's could speak to Council services and hear about upcoming opportunities.</p> <p>A monitoring report for this will continue in the forthcoming year.</p>
<p><b>Provide employability and job creation for young people from low income families.</b></p> <p><b>Provide a transitions support service and financial help for priority parents entering the labour market to reduce financial barriers to employment.</b></p>	<p>The local employability plan has delivered an end-to-end employment service for 16/17 year olds as well as youth engagement hubs for 16-24 year olds.</p> <p>Apprenticeship Programmes for 16-24 year olds targeting specifically including the Kickstart programme (NHSGGC and the LEP) are in place</p> <p>West College Scotland have delivered an Into Employment course which will cover basic employment skills and put young people in direct contact with employers from areas of interest to them. The 12 week programme will run September – December for winter leavers and January – June for summer leavers.</p>	<p>The Council supports young people into positive destinations through the Inverclyde Offer, a partnership with key organisations e.g. SDS, DWP, and through one to one Key Worker support. The Regeneration Service also delivered UK Government Community Renewal project: Steps 2 Progression which ended in 2022, where the Council support young people who were not in a positive destination to move towards a positive destination through the delivery of interventions such as the Youth Hub, a one-stop shop where young people (or their parents/carers) could seek advice from a range of partners to support them in their employability journey. CRF Steps 2 Progression ended in Dec 2022 but Inverclyde Council will be re-launching the Youth Hub in SDS Inverclyde and the Young Person's Guarantee sub-group is meeting regularly to implement the YPG for 16-19 year olds.</p>

<p>What do we need to do to make it happen? Action for improvement</p>	<p>How will we know? Poverty will be mitigated as . . .</p>	<p>Annual Update 2022/23</p>
	<p>Developing the Young Workforce (DYW) Coordinators have increased the opportunities for work experience placements and employer engagement.</p> <p>Young people are better supported with post school transition support into post school destinations through DYW key workers. This will cover areas such as completing application forms/CVs and interview preparation. DYW Coordinators will also provide follow up support once the young person has entered post school destinations to ensure that this destination is sustained.</p>	<p>The Council continues to have a yearly intake of modern apprentices and support businesses to take on apprentices through wage subsidy support.</p> <p>West College Scotland will provide further information and data in the forthcoming year.</p> <p>Inverclyde Council will be re-launching the Youth Hub in SDS Inverclyde, and the Young Person's Guarantee sub-group is meeting regularly to implement the YPG for 16-19 year olds.</p>
<p><b>Create local business support opportunities to encourage new businesses in the most deprived areas and for priority families and encourage local people to become self-employed and entrepreneurs.</b></p>	<p>Build a local start-up and business development support and opportunities in the two town centre areas for local people to encourage entrepreneurial and self-employment opportunities in the area. The project aims to create 30 new business start-up opportunities in the most deprived localities based on the SIMD 2020 data in the first year of the initiative.</p>	<p>The Business Development project supported 24 new business with the allocated grants in addition a further 3 local residents with new business ideas have been supported by the contractor.</p> <p>It is anticipated that local people will be encouraged and supported to become entrepreneurs in occupations and careers required to support childcare, including childminders. This will complement the affordable childcare service parents have advised are required to enable them to take on employment or employability opportunities. In addition, Council Business Grants have been revised to make them</p>

<p>What do we need to do to make it happen? Action for improvement</p>	<p>How will we know? Poverty will be mitigated as . . .</p>	<p>Annual Update 2022/23</p>
		<p>more accessible and reduce barriers to access e.g. some 100% grants and upfront payments.</p>
<p><b>Develop and improve vocational training and skills in the growth sector to help targeted priority groups into employment including apprenticeships.</b></p>	<p>Build on the local volunteering strategy to engage priority groups into local opportunities including apprenticeships. The Education Service and West College Scotland through Skills Development Scotland better understand the local labour market demands for the area. This will allow the course offer to be tailored to ensure that young people have the best chance of securing employment post education.</p>	<p>The Regeneration Service has developed the Youth Volunteering Programme, funded through UK Gov Shared Prosperity, which is being delivered across 23/24 and 24/25. The project will deliver a volunteering programme that: develops young people’s skills and experiences; supports young people into volunteering opportunities; create volunteering mentoring service; train local volunteers; develop a youth champion programme; recognise volunteering efforts of young people by supporting them to access and gain National Saltire Awards.</p>

WORKING DOCUMENT

## 2. National Key Driver - Cost of Living

Local Outcome (change idea); By 2025 there will be fewer barriers to employment, employability, training and learning for parents through the provision of affordable access to connectivity, childcare activities and food for children who would benefit from support.

What do we need to do to make it happen? Action for improvement	How will we know? Poverty will be mitigated as . . .	Annual Report 2022/23
<p><b>Provide Flexible and Inclusive out of school services that are easy to access (Place/transport) for priority parents on low income and accessing employment, training and learning.</b></p>	<p>Summer 2022 we will provide a tiered services to accommodate the needs of children, a) universal playscheme, b) enhanced additional support c) play4all for severe physical additional support. Offer the service offered 8.30-5.30 Mon-Friday for 4 weeks to support families offering activities that meet the needs of the children who attend.</p> <p>Access to transport for families who live out with the 1-mile radius of the service.</p> <p>Employ Staff with experience to engage children in a range of activities that meet their needs including those with social, emotional ASD or additional support needs.</p>	<p>Inverclyde Council received £131,000 from Scottish Government in May 2022 to deliver a programme of Affordable Childcare over summer 2022. The aim of the programme was to deliver integrated, flexible and accessible services that meet the needs of children age 5-14 from low income families, removing barriers to access such as geographical location, income level, family support, access to transport and the additional support needs of children. Activities included food and wider family support where possible for households. 125 children across three localities received an enhanced playscheme service the priority families include; 72% were Lone Parent Families, 1% were Minority Ethnic Group (English is their second language), 25% of families had either a child or adult in the household with a disability, 17% of the families had three or more children living at home, 4% had households where the mother was under 25 years and 1% had a child under the age of 1 year living at home.</p> <p>In addition, all families, that engaged in the service, were in living in low-income households; 62% were in receipt of Universal Credit and had an income of less than £610 per month, 54% were in receipt of CTC and an annual income of £16, 480 or less, 4.6% were in receipt of Job Seekers Allowance and 1.8% were in receipt of State Pension Credit.</p>

<p>What do we need to do to make it happen? Action for improvement</p>	<p>How will we know? Poverty will be mitigated as . . .</p>	<p>Annual Report 2022/23</p>
	<p>DYW Coordinators will be employed on 52-week contracts to provide ongoing support over the summer holidays. This will mean that young people can be targeted with additional support to ensure that they take up offers made to them post school. Interventions can be put in place to ensure the positive destination is sustained.</p> <p>We will be reducing barriers to employment and education to improve skills for life for young people who are care experienced.</p>	<p>In recognition of the success of the holiday hubs Inverclyde Council became an early adopter community in January 2023 – to provide a place-based person centred affordable child care service to families living on low income and facing the greatest inequalities. The theory of change for the Early Adopter Community was to provide Affordable Childcare in a person centred, place based approach to supporting families living in poverty. A case study detailing the implementation of this project is outlined in the CPLAR Year 5 2023/24.</p> <p>Work was undertaken with Promise Lead and Virtual School Head Teacher with all secondary schools in relation to the importance of each school reducing education barriers in line with plan 21-24 of The Promise. A Moving on Strategy meeting which includes, education, West College Scotland, Inverclyde Offer and SDS has taken place. As part of I Promise board representatives also discussed and measured where we are at in terms of a right to education and Moving on in relation to Plan 21-24.</p>
<p><b>Collaborate with other services such as education, social work, health, financial advice, employability advice and signposting to appropriate services to meet the holistic needs of the family.</b></p>	<p>Children and Young People will have access to free nutritious free food and snack during the school holiday period to provide continued support to the food they receive during the school day.</p> <p>Health and Social Care Partnerships, will develop a pathway for emergency infant feeding support. Planning</p>	<p>Inverclyde Council is the first local authority to provide free school meal provision for every primary school child in Inverclyde from August 2023, reducing stigma and ensuring all children can access a free nutritious meal at least once per day.</p> <p>In 2023 the 40 children who attended the Early Adopter - Affordable Childcare were all provided with lunch and snacks during the holiday child care. In addition, 65 children who attended the Home School</p>

<p>What do we need to do to make it happen? Action for improvement</p>	<p>How will we know? Poverty will be mitigated as . . .</p>	<p>Annual Report 2022/23</p>
	<p>and implementation of the pathways should explore all opportunities for families to access formula milk.</p> <p>Ongoing awareness raising is essential with community organisations that support low-income families to ensure they are aware of the processes and how they can support.</p>	<p>Link transitions programmes also received access to food during the holiday period.</p> <p>In Summer 2022 more than 150 children and young people received meals as part of the holiday hub, transitions, or youth work provision.</p> <p>In 2022 Inverclyde HSCP increased the use and access of the Section 12 and Section 22 payments, enabling professional staff working with families facing financial hardship and insecurity to provide them with cash support. Section 22 relates directly to families and to date 357 claims and £58,000 in cash and vouchers.</p> <p>Health Visitors and Family Nurses have access to Section 22 Funds to access money to buy appropriate infant formula milk. If families ask for formula milk in the food Pantries or community projects, they are asked to contact their Health Visitor.</p> <p>The Family Nurse Partnership develops relationships and provide support from early pregnancy until the child's 2nd birthday, with the aim of improving pregnancy outcomes, improving child health and development, ensuring that children are 'ready to learn' and increasing positive destinations in relation to employment and education for young parents. This integrated system provides pathways not only with employability services, but also ensures access to childcare services and welfare rights to ensure financial security for the young family. The team working within the Family Nurse Partnership can now provide Section 22 direct payments, to women under the age of 19 years who are pregnant and destitute.</p>

<p>What do we need to do to make it happen? Action for improvement</p>	<p>How will we know? Poverty will be mitigated as . . .</p>	<p>Annual Report 2022/23</p>
	<p>NHS GGC baseline research with BME women, including women in persistent poverty, highlighted barriers to service access (including use of interpreting) and ways in which the experience could be improved. Develop the maternity pathway with maternity staff from community services to post-natal services to ensure equal access at all points of the pathway. Further specific research with women in poverty will be undertaken and bespoke resources for women and staff developed.</p>	<p>Inverclyde Council (IC) has secured £13,224,494.69 funding from the Scottish Government (SG) for Energy Efficient Scotland Area Based Scheme (ABS) (formally known as HEEPS) to provide energy efficiency measures for families living in households with poor housing standards.</p> <p>In Year 2 (2023/24) will focus on Service Provision targeted towards Women (and children) in Poverty and the impact of the cost of living. Using published research such as the Scottish Women’s Budget Group - Women’s Survey 2023; Experience of rising costs across Scotland to identify pathways and improved service experiences.</p>
<p><b>Improve levels of communication and participation which respectful and inclusive to ensure the service is meeting the needs of the user.</b></p>	<p>Engagement, communication, and participation with service users to ensure service is meeting the needs of families using appropriate nonjudgement language.</p>	<p>Inverclyde Council and partners in NHS GGC and the third sector have provided stigma workshop training to local employees. This is to raise awareness of the challenges faced by families living in poverty and to increase knowledge, understanding and compassion towards service users. Further evaluation research regarding the impact and the qualitative data is ongoing and will be updated throughout the forthcoming year.</p> <p>Inverclyde Council Community Development workers worked alongside the Affordable Child Care Project worker to engage 196</p>



What do we need to do to make it happen? Action for improvement	How will we know? Poverty will be mitigated as . . .	Annual Report 2022/23
		<p>parents living on low income and looking for childcare support to co design the affordable childcare service, living in the Port Glasgow area.</p> <p>An agreement was implemented between the Early Adopter Programme for Affordable Child Care to continue engagement with parents who access the service for their children. This ongoing engagement takes place via digital discussions, paper-based questionnaires, small focus groups and celebration events, this provides parents with opportunities to participate in the service delivery to ensure it meets their needs and the needs of their children. The parents engaged in the Early Adopter Programme receive a wellbeing assessment to ensure their household income is maximised and they are place on a pathway to engage with the Parental Employability Support Fund officer to identify opportunities around learning, training, and employment. The parents advised that they require not just affordable and accessible after school care, but to enable them to work they need breakfast child care and holiday child care. The additional services will be implemented as part of phase 2 of the Early Adopter Programme. The service and the systems supporting this will continue to be monitored and evaluated as part of the programme.</p> <p>In 2023/24 Continued commitment through the IPromise team to openly communicate the impact that poverty has on families to support all children to grow up loved and address stigma. –</p>



2b. Local Outcome (change idea); By the end 2025 more families with lived experience of poverty will be empowered and participating in local service design and implementation to ensure that the services meet their needs and respond effectively.

<p>What do we need to do to make it happen? Action for improvement</p>	<p>How will we know? Poverty will be mitigated as . . .</p>	<p>Action Report 2022/23</p>
<p><b>Develop and upskill the Inverclyde community learning and development partnership workforce to empower local people to ensure their voices are heard in democratic decision making</b></p>	<p>Staff from across all local organisations will have shared learning and collaborative goals to increase community empowerment</p>	<p>Inverclyde Community Learning and Development Partnership 3 Year Plan incorporates Community Empowerment and targeting service towards those facing the greatest inequalities.</p> <p>The Warm Hand of Friendship initiative empowered local community organisations to provide services that meet the needs of their residents. Funding supported 44 organisations. Most of the service provision targeted children, young people, and families to provide a warm space, connections, and food during the Winter period. Not only did this project provide news ways to engage with local people it also provided the opportunity for local organisations to understand the challenges faced by children and families and ensure that they voices were heard in the development of the Warm Hands provision.</p>
<p><b>Enhance lifelong learning opportunities and improve life chances for priority families though community learning and development approaches</b></p>	<p>There will be an increase in the number of parents within the targeted demographic groups engaging in lifelong learning across the CLD Partnership.</p>	<p>The Early Adopter Community to provide affordable childcare within one locality also provides a pathway opportunity through the Parental Employability Support Fund (PESF) worker to identify appropriate and timely support to parents on their employment, training, learning or employability journey. By the end of June 2023 six parents have been contacted to take up this opportunity to engage in this support and discussed employability opportunities. There will be continued research and engagement with parents in stage two of the Early Adopter Community to increase the number of parents who are at the earliest stages of their employability journey in the PESF.</p>

<p>What do we need to do to make it happen? Action for improvement</p>	<p>How will we know? Poverty will be mitigated as . . .</p>	<p>Action Report 2022/23</p>
<p><b>Build on existing groups of people with lived experience of poverty establish a virtual group of priority families participating in the design and delivery of services</b></p>	<p>People facing financial insecurity due to the increase in the cost of living will be meeting/discussing virtually how they can support each other, share ideas and redesign service support to help when they need it.</p> <p>Increase understanding of families experience and impact of poverty for families with a child with a disability around the 3 key drivers of poverty.</p>	<p>Inverclyde Council, Inverclyde CVS and Inverclyde HSCP worked with local groups and services worked to provide the Warm Hands of Friendship Service provision supporting communities with warm spaces, food, and friendship during the Winter 2023. 51 local grass root community groups received a total £140,000 between them to engage families on their needs and how this support will help during the winter period.</p> <p>CASE STUDY -Local community groups such as the Grieve Road Community started to provide food to local residents on a Thursday afternoon, this support has grown in the past 3 months, children access it on their way home from school, it has become a hub of local activity and support for families living in an area of high poverty and deprivation.</p> <p>Families living in poverty or identified as one of the priority groups have complex and busy lives and engaging virtually to discuss poverty has not been achieved. However, families attending a range of local service provision were vocal on their service needs, including childcare, employment opportunities, food and fuel support and travel. Services also noted the increased needs to reduce social isolation and anxiety.</p> <p>A multi agency implementation group has been established to focus on families living on low income or poverty, to engage with families and encourage continuous codesign and participation on services such as affordable childcare that meet their needs. Families who access the affordable childcare service, were advised that they were expected engage with service codesign and ensure the services met their needs and the need of their children. In addition to consultation and</p>

<p>What do we need to do to make it happen? Action for improvement</p>	<p>How will we know? Poverty will be mitigated as . . .</p>	<p>Action Report 2022/23</p>
	<p>Plans to convene a Steering Group, scope out and commission research into needs of families with children and a disability in NHSGGC are underway. This research will identify themes and make recommendations for progress.</p>	<p>engagement, parents were invited to participate in an end of term celebration to discuss what could improve about the service, what the service means to them and how the service makes them feel as a family. This information will continue to develop and improve the services for families on low income.</p> <p>Research and redesign of services to identify the best way to support families who have disabilities will continue in 2023/24.</p>
<p><b>Develop capacity of existing priority groups continue to engage and involve those with lived experience into local democratic decision making processes.</b></p>	<p>Existing Groups will have an increased number of people with experiences to share that will impact on democratic decision making including community asset transfers and participatory budgeting.</p>	<p>Year 2 2023/24 will continue to develop systems and pathways to encourage local communities to apply and take forward asset transfer and become more involved in participatory budgeting. This will be an ongoing action within the next two years of the CPLAR.</p>
<p><b>Continue to build trust and effective relationships with local people to build services and make financial decisions that meet their needs and needs of their community.</b></p>	<p>More people will trust and have positive relationships with service providers across the Inverclyde areas.</p>	<p>Inverclyde Council and Inverclyde HSCP continues to build trust with families who engage in local services including the Affordable Child Care, where parents have been involved in the co-design of the service. Parents who are engaged in the affordable childcare are asked to share personal and sensitive information with service providers to ensure that they receive the benefits they are entitled, to discuss the impact of additional hours in employment, the impact of starting learning or entering their employability journey has on their household income. A Public Panel Workshop will take place in September 2023 to engage parents from the Early Adopter Community to participate in shaping and designing the system around their support, finding out more about what the childcare has helped in their household and what else we can do to support the family. A Wellbeing worker will also be employed as part of this project to provide that person centred intensive support.</p>

What do we need to do to make it happen? Action for improvement	How will we know? Poverty will be mitigated as . . .	Action Report 2022/23
		<p>Inverclyde Council is building trust with local people in the review of the Community Councils, engaging parents to become involved in local democratic decision-making system.</p> <p>Families facing the greatest inequalities are the priority families receiving support from the Home School Link Teams in and across the 6 Mainstream Secondary Schools. Many of the young people who require additional support with transitions, parental advocacy and have low level anxiety are from families who are living in poverty and are identified as being in at least one of the priority groups. Reviewing this service support for the young people within the local schools will continue in 2023/24 to ensure the service meets their needs.</p>

WORKING

### 3. National Key Driver - Income from Social Security

<p>Local Outcome; By the end of 2025 priority families living in poverty and facing financial insecurity, will receive a “whole family” service support to ensure “no wrong door” interventions in relation to benefit and financial advice.</p>		
<p>Lead Strategy/Policy and Service – Inverclyde Financial Inclusion Partnership Strategy –Inverclyde Council/Inverclyde HSCP/NHS Greater Glasgow and Clyde.</p>		
<p>What do we need to do to make it happen? Action for improvement</p>	<p>How will we know? Poverty will be mitigated as . . .</p>	<p>Annual Report 2023/24</p>
<p><b>Create a Flexible and Inclusive Local Advice Services targeting priority families with complex challenges including financial insecurity.</b></p>	<p>Financial Advice Services identifying priority demographic groups and providing entitlement of benefits and budgeting advice that are accessible.</p> <p>Financial Advice Service affiliated to a school community to build relationships and provide a personal support service and reduce barriers.</p> <p>Building on the collaborative approach from the Humanitarian Assistance Line offer a holistic service (public and third sector) to address multiple needs.</p>	<p>The Advice Services are an integrated partner in the place-based person centred affordable childcare service offered in Inverclyde. All parents who engage in this early adopter community project receive a Wellbeing assessment to discuss their household finances and the impact of increasing their working hours or starting their employability journey. Since the project started in January the Financial Advice Services have engaged with 30 parents to discuss their current income, identify any benefits they may be entitled, assess impact on income from wages increasing or decreasing if they returned to learning or training. The service records financial gain where it has been confirmed that the client has received it. So far £8,592 has been achieved.</p> <p>Inverclyde Council Finance Services works in partnership with Scottish Government and local organisations to target emergency take up and support and benefits including Scottish Welfare Funds and Discretionary Housing Benefit to families who are identified as child poverty priority groups.</p>

What do we need to do to make it happen? Action for improvement	How will we know? Poverty will be mitigated as . . .	Annual Report 2023/24																
	<p>Review and develop local financial advice services and ensure the services are targeted to priority groups and families who need the service most, including vulnerable pregnant women, building on success of</p> <p>NHS GGC Special Needs in Pregnancy Money &amp; Debt with Advocacy service.</p> <p>Identify and develop processes around financial enquiry in maternity services and health visiting services learning from good practice and the quality improvement work taking place across the GGC health board area. The learning will be shared and rolled out across NHSGGC to ensure the issue is raised with</p>	<table border="1" data-bbox="1301 376 1839 767"> <thead> <tr> <th colspan="2" data-bbox="1301 376 1839 411">COMBINED SWF GRANTS</th> </tr> <tr> <th colspan="2" data-bbox="1301 411 1839 446">2022/23</th> </tr> <tr> <th data-bbox="1301 446 1626 481">Indicator</th> <th data-bbox="1626 446 1839 481">Awards made</th> </tr> </thead> <tbody> <tr> <td data-bbox="1301 481 1626 517">Lone parent families</td> <td data-bbox="1626 481 1839 517">789</td> </tr> <tr> <td data-bbox="1301 517 1626 552">Mother Younger than 25</td> <td data-bbox="1626 517 1839 552">67</td> </tr> <tr> <td data-bbox="1301 552 1626 587">baby under 1 year in household</td> <td data-bbox="1626 552 1839 587">80</td> </tr> <tr> <td data-bbox="1301 587 1626 622">Family with a disability</td> <td data-bbox="1626 587 1839 622">523</td> </tr> <tr> <td data-bbox="1301 622 1626 657">3 or more children in household</td> <td data-bbox="1626 622 1839 657">180</td> </tr> </tbody> </table> <p>Thrive under 5 project – The NHSGGC is funding Thrive Under 5 (TU5) programmes in Rainbow Family Centre, this project is taking a whole systems approach to tackling child poverty. The programme aims to support children under the age of five to achieve a healthy weight by tackling the issue of food insecurity, by providing families with the resources and knowledge to make healthier choices around food and money management. This project also engages parents to participate in a financial wellbeing</p>	COMBINED SWF GRANTS		2022/23		Indicator	Awards made	Lone parent families	789	Mother Younger than 25	67	baby under 1 year in household	80	Family with a disability	523	3 or more children in household	180
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<p>What do we need to do to make it happen? Action for improvement</p>	<p>How will we know? Poverty will be mitigated as . . .</p>	<p>Annual Report 2023/24</p>
	<p>every pregnant woman and an increase in referrals to Money Advice services is recorded.</p>	<p>assessment to ensure they are maximising their income from social security. Planning for improvement will be to offer the parents the opportunity to open local credit union accounts and to open child accounts and actively encourage savings for the families engaged.</p>
<p><b>Continue to build locality based data and knowledge of priority families and their needs to improve their wellbeing.</b></p>	<p>Provide wellbeing support programmes to families more likely to be facing poverty, poor mental health, disabilities and minority ethnic groups.</p>	<p>Inverclyde Council commissioned Home Start Inverclyde to provide early intervention wellbeing support to families living in poverty, who have mental health challenges and who have children younger than 5 years. This programme started in November 2001 and has supported more than 146 families, 36 people have become trained volunteers within the service, 23 families received Stepwell Cooking training, 18 families received support and financial advice training (CAP). 11 parents have moved into employment or started their employability journey and 8 BME have come together to receive support settling into Inverclyde. This service empowers parents to learn from each other on parenting their children and handling children’s behaviour and developmental milestones. The information gathered from the Home Start Inverclyde will continue to be built on to codesign other parental support programmes and family services.</p> <p>Cost of Living Award Inverclyde Council agreed as part of the 2022/23 Council budget additional support of £3.5m to low-income households by way of a grant payment to help tackle the increasing cost-of-living. A one-off payment of £350 was made to all households in receipt of Council Tax Reduction and most households exempt from paying Council Tax. The Council Tax exempt households were the same groups as those who</p>



<p>What do we need to do to make it happen? Action for improvement</p>	<p>How will we know? Poverty will be mitigated as . . .</p>	<p>Annual Report 2023/24</p>
	<p>Provide team around the child and GIRFEC support to families in school most likely to face financial insecurity and poverty or neglect.</p> <p>Using local data that is locality based identify people and communities entitled to benefits but not receiving them.</p>	<p>qualified for the Scottish Government Cost of Living Award in 2022/23 plus dwellings where all occupants were students. Payments totalling £3.452m were made by October 2022; 8,456 grants were paid to bank accounts and 1,407 to Council Tax accounts.</p> <p>Inverclyde Home School Link Workers provide support to families who have started to build up school meal debt. This is an early intervention support to offer information and advice for families to access benefits, food, or fuel support. The Home School Link workers also refer families who have financial difficulties to the appropriate member of staff within the school community. Often the Home School Link Worker becomes the advocate for the parents facing financial insecurity and for the child requiring support at key transitional points of their school career.</p> <p>Collating local data to evidence the impact and mitigation of child poverty will remain a priority for the Child Poverty Local Action Group, to ensure the children and families who are likely to face financial insecurity receive the help they need when they need it.</p> <p>2023/24 - Inverclyde Council will obtain information from the Inverclyde Common Housing Register to better inform future decision making in relation to housing led regeneration and development projects across the most deprived communities in Inverclyde.</p>
<p><b>Increase staff skills and knowledge across the community planning partnership to enable them to</b></p>	<p>Upskill and develop the workforce around offering a range of local family support and advice services, including development of Cost of the School Day.</p>	<p>Cost of the school day interventions take place in various forms across the Inverclyde schools community, these include free snacks, uniform banks, prom banks, reducing the number of donations requested from parents, providing equipment such as pencils and paper as part of the</p>

<p>What do we need to do to make it happen? Action for improvement</p>	<p>How will we know? Poverty will be mitigated as . . .</p>	<p>Annual Report 2023/24</p>
<p><b>offer targeted communication and promotion of services and benefits that is respectful and inclusive</b></p>	<p>Raise awareness of available support services that all employee, organisations and communities can easily access, within and across priority demographics.</p> <p>Develop and implement a pilot to support patients or staff with Universal Credit at QEUH. This will involve telephone access for direct support to a dedicated DWP staff member which aims to prevent sanctions.</p> <p>Recognise that many public sector and people working in health care living in Inverclyde will be at risk of poverty, offer targeted and appropriate support to employees, through debt advise and financial advice services.</p>	<p>class to reduce stigma. Further work will be considered around the work the school is delivering to mitigate poverty or reduce inequalities.</p> <p>Families requesting affordable childcare will be offered a variety of pathways and choice to support them out of poverty. This includes an initial discussion with the project officer to assess their current needs, a Financial Advice Worker then makes contact to discuss their financial situation and the Parental Employment Support Worker then meets with the parents to identify a range of local pathways to engage the parents into employability, or other local employment opportunities with the reassurance that their children are receiving care after school.</p> <p>Inverclyde Council Finance Service have delivered 6 training/awareness sessions between March 2021-November 2022 in partnership with local organisations to ensure that they can support families to apply for Scottish Welfare Fund and/or Discretionary Housing Benefit.</p> <p>There are two local Zero Waste Food Pantries in the area providing low cost fresh and frozen food to residents. The main supplier for the Food Pantries is the Glasgow Fare Share. Inverclyde Council purchases two annual Super Memberships which provides each pantry with 36 tonnes of food per year. The pantries subsidise this with surplus food from local supermarkets and use lottery grant funds to buy low stock items such as tinned goods. The pantries have more than 1700 community members. Further work is being undertaken to understand the number of families and their demographics of the members.</p>

<p>What do we need to do to make it happen? Action for improvement</p>	<p>How will we know? Poverty will be mitigated as . . .</p>	<p>Annual Report 2023/24</p>
	<p>Promote NHS GGC money advice information workshops and video content with NHS Credit Union, for staff. NHS GGC staff will also be supported through HES – home energy workshops for staff, payslip messages – debt advice messages quarterly, a Staff Money Worries campaign. Staff Mental Health and Wellbeing resource contains money advice information and will be distributed to all staff.</p> <p>Develop a new NHS GGC project “Staff Wellbeing Bus” that will visit smaller sites including HSCP sites in order to provide rest and recuperation support and holistic health and well-being information to staff.</p>	<p>The throughcare team provided continued financial assistance and resettlement support within new tenancies with 2 lone parent families or families when the mother is younger than 21 years.</p> <p>Over the next five years, the SHIP has earmarked Scottish Government grant funding of £31 million to deliver up to 288 new social rented housing units in Inverclyde as priority projects.</p> <p>Targeted and appropriate support to employees through debt and financial advice will continue to be developed throughout 2023/24 and will include support to staff working within Inverclyde HSCP and Inverclyde Council.</p>



Inverclyde Alliance

**AGENDA ITEM NO: 13**

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<b>Report To:</b>	<b>Inverclyde Alliance Board</b>	<b>Date:</b>	<b>2 October 2023</b>
<b>Report By:</b>	<b>Kate Rocks Chief Officer Inverclyde HSCP</b>	<b>Report No:</b>	
<b>Contact Officer:</b>	<b>Alan Best Interim Head of Health and Community Care Inverclyde HSCP</b>	<b>Contact No:</b>	<b>01475 715212</b>
<b>Subject:</b>	<b>Financial Inclusion Partnership Conference 2023</b>		

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## **1.0 PURPOSE**

1.1 The purpose of this report is to update the Alliance Board on plans for a Financial Inclusion Partnership Conference.

## **2.0 SUMMARY**

2.1 The Financial Inclusion Partnership (FIP) plan to hold a conference in October 2023 which would form part of the Inverclyde response to Challenge Poverty Week.

## **3.0 RECOMMENDATIONS**

3.1 It is recommended that the Alliance Board:

- a. Note the planned conference schedule and range of guest speakers/workshops.

**Kate Rocks  
Chief Officer  
Inverclyde Health & Social Care Partnership**

## **4.0 BACKGROUND**

4.1 The Financial Inclusion Partnership (FIP) is chaired by the HSCP and has over 20 organisations represented. The Inverclyde Financial Inclusion Partnership exists to combat poverty, maximise and stabilize household income, promote financial literacy, and build financial capacity and resilience among individuals, families and communities. In December 2022 a 2 year Financial Inclusion Strategy outlining nine objectives was agreed at the Inverclyde Alliance Board.

4.2 In support of developing the partnership and achieving the nine objectives, a Financial Inclusion Conference is planned for *Challenge Poverty Week* in October. The FIP would like the event to consider how we support local residents and how we can challenge established policy and practice in a constructive manner.

4.3 The programme has been developed by the FIP, and partners will be involved in running workshops, presenting and hosting stalls for partners and the public. Appendix 1 shows the draft conference outline.

## **5.0 IMPLICATIONS**

### **5.1 Legal**

There are no legal implications arising from this report.

### **5.2 Finance**

There are no financial implications arising from this report.

### **5.3 Humans Resources**

There are no human resources implications arising from this report.

### **5.4 Equality and Diversity: None**

### **5.5 Alliance Partnership Plan: None**

## **6.0 CONSULTATIONS**

6.1 NA for the purpose of this report

## **7.0 LIST OF BACKGROUND PAPERS**

7.1 Conference programme

## Appendix 1

### Draft conference schedule at 11 09 23

Morning session			
Housekeeping	Emma Cummings Service Manager Inverclyde HSCP		
Welcome	Kate Rocks Chief Officer Inverclyde HSCP		
Setting the Scene	Councillor McCabe Leader Inverclyde Council & Financial Inclusion Champion		
Keynote presentation	Dr Chioma Nwafor, Scottish Poverty & Inequality Research Unit, Glasgow Caledonian University <a href="https://www.gcu.ac.uk/researchonline/chioma-nwafor">Chioma Nwafor — ResearchOnline (gcu.ac.uk)</a>		
Questions & responses from the floor	Emma Cummings Service Manager Inverclyde HSCP		
Workshops 1 & 2 Universal Basic Income & Child Poverty	<table border="1"> <tr> <td>Chairs &amp; Facilitators: Emma Cummings HSCP Archie Dempster HSCP Jennifer Farnham Financial Fitness</td> <td>Derek Flood HSCP Lousie McVey IC Jennifer Horn IC Tracy Bunton IC</td> </tr> </table>	Chairs & Facilitators: Emma Cummings HSCP Archie Dempster HSCP Jennifer Farnham Financial Fitness	Derek Flood HSCP Lousie McVey IC Jennifer Horn IC Tracy Bunton IC
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Afternoon session			
Presentation- Illegal Money lending in Inverclyde	John Pollock, Scottish Illegal Money Lending Unit		
Workshops 3 & 4 'Let me tell you' Lessons from Lived Experience & Affordable Credit	Chairs & Facilitators: Service users Cath Tearne HSCP Karen Wallace Right Way Credit Union		
Feedback from workshops	Emma Cummings Service Manager Inverclyde HSCP		
Challenging for Change	Councillor Elizabeth Robertson, Convenor, Inverclyde Alliance Board		
Close	TBC		

**Minutes of the meeting of the  
Inverclyde Taskforce Group  
Monday 26 June 2023 at 10.30 am  
Boardroom 1 / Webex**

**PRESENT**

Councillor Stephen McCabe	Leader of Inverclyde Council (Chair)
Stuart McMillan	MSP
Ronnie Cowan	MP
Louise Long	Chief Executive – Inverclyde Council
Councillor Elizabeth Robertson	Inverclyde Council
Councillor Lynne Quinn	Inverclyde Council
George Barbour	Service Manager: Communications, Tourism and Health & Safety – Inverclyde Council
Ruth Binks	Corporate Director Education, Communities & Organisational Development – Inverclyde Council
Stuart Jamieson	Director – Environment & Regeneration – Inverclyde Council
Jennifer Horn	Regeneration Manager – Inverclyde Council
Lord Offord of Garvel	Parliamentary Under Secretary of State to the Scotland Office
Heather Allan	Executive Assistant to Lord Offord
Paul Zealey	Regional Skills Planning Lead – Skills Development Scotland
Lizzy Todd	President – Inverclyde Chamber of Commerce
David McCarrey	Area Commander – Scottish Fire and Rescue Service
Liz Connolly	Principal – West College Scotland
Vikki Halliday	Governance & Assurance Unit Head – Ferguson Marine at The Scottish Government
John Clements	Private Secretary to Richard Lochhead, Scottish Government
David Clarke	Rapid Response Unit Policy Officer, Scottish Government
Diane Buchanan	Civil Servant, Scottish Government
Rachel Phillips	Regional Economic Policy Unit, Scottish Government
Liz Cameron	Director and Chief Executive, Scottish Chambers of Commerce
Andrew Docherty	Glasgow City Region Lead – CLGU Scotland
Miriam Simpson	Head of City Deals & Levelling Up, Scotland Office
Richard Lochhead	Minister for Small Business, Innovation, Tourism and Trade
Eilidh Clements	Policy Advisor (Clyde Mission, Directorate for Economic Development, Scottish Government)
Patricia Dowd	Department for Work and Pensions
Neil Bibby	MSP
Lizzie Davies	Team Leader, City and Growth Deals Team, Scotland Office

**IN ATTENDANCE**

Lisa Mitchell	Chief Executive's Office
David Tydeman	CEO, Ferguson Marine

**APOLOGIES**

Laurence Rockey	Director – Scotland Office
Lauren Bruce	Scotland Office
Hisashi Kuboyama	Development Manager – Federation of Small Businesses
Sharon Kelly	Head of Operations (West Region) – Skills Development Scotland
Jamie Greene	MSP
Stephen White	Head – Community Wealth Building (Scottish Government)
Councillor Michael McCormick	Inverclyde Council
Councillor David Wilson	Inverclyde Council
Gavin McDonagh	Riverside Inverclyde

## 1. (a) Welcome, Apologies & Introductions

Councillor McCabe (Chair) welcomed everyone to the meeting and introductions were made.

## (b) Minutes / Actions from Previous Meeting – 27 March 2023

The minutes from the previous meeting on 27 March 2023 were approved and the following updates were noted:

- Investment Zones – Stuart Jamieson advised it is likely that an announcement will be made on 30 June 2023.
- Levelling Up – Miriam Simpson advised that Lord Offord had written to the Secretary of State for Levelling Up, Housing and Communities (Michael Gove) – the potential for the clipper event for Inverclyde was mentioned which will be followed up. Louise indicated that contact has been made with the events team at the Scottish Government.

## 2. Amazon Update

The following updates were noted:

- Report was sent to the Scottish Government last month which will now be made available to taskforce members – Paul Zealey will circulate after the meeting. Once the report has been shared it can be ascertained if there are any opportunities for further engagement. PZ
- 12% response rate to the survey.
- 50% in employment and 50% looking for employment. Barriers to employment include competition for jobs, location of jobs and age profile. Liz Cameron asked what work is taking place to alleviate barriers to employment. Stuart advised that he is happy to be part of conversations going forward.
- 323 individuals were contacted through PACE.
- Amazon has not provided funding for upskilling / reskilling to employees after their leaving date. Stuart advised he will liaise with the HR Director at Amazon for clarification. Liz Connolly indicated that she is happy to be part of any conversations going forward. SJ
- Legacy – Stuart advised a definitive list is awaited from Amazon which should be received by the end of July 2023.
- Building – Stuart advised that there are prospective tenants for the building. It was highlighted that the lease expires in February 2024.

## 3. Ferguson Update

David Tydeman gave a confidential presentation Ferguson Marine.

Councillor McCabe highlighted that Ferguson Marine is a crucial employer in Inverclyde. The Taskforce needs to use its influence to support the workforce and to ensure the survival of the shipyard.

## 4. Inverclyde Levelling Up Fund (LUF) Partnership

Stuart gave a presentation on the Port Glasgow Levelling Up Fund Partnership Pilot. The following was highlighted:

- Focus on Port Glasgow (Shore Street, King Street, Church Street and Princes Street).
- Transform Port Glasgow as a great place to live, work, learn, visit and enjoy, transform life opportunities for young people, transform sense of place and



transform job opportunities.

- Build on experience from English LUF partnerships.
- £20 million required to establish but further funding will be required.
- Project Catalysts – civic hub, town living, urban square and urban play. Opportunities for small businesses and affordable housing.
- Opportunity for Inverclyde to have the first Scottish LUF partnership.

Councillor McCabe indicated that support from various agencies and the Scottish and UK Governments is required for the LUF partnership bid.

Andrew advised that it is still early days for LUF partnerships – the Scottish Government will shape this in relation to planning and design.

Richard Lochhead indicated that he is hopeful that by the next Taskforce meeting there will be further developments in relation to investment zones and LUF partnerships. Richard advised he will make arrangements to visit Inverclyde in the coming weeks.

**RL**

## **5. AOB**

Stuart McMillan suggested organising Taste of Inverclyde events, particularly for the business sector, at the Greenock Ocean Terminal which was agreed.

**SM**

Ronnie Cowan indicated that the Port Glasgow Fire Station are keen to relocate (currently located beside Fergusons). Stuart advised that liaison is taking place with Police Scotland and Scottish Fire & Rescue in relation to possible sharing of premises / alternative premises.

Lord Offord advised of the positive visit to Inverclyde by Sarah Healey, Permanent Secretary of the Department for Levelling Up, Housing and Communities. She visited the LUF project and met with some members of the Inverclyde Taskforce.

## **6. Next Steps**

The next steps /actions were agreed as follows:

- Paul to circulate the Amazon report.
- Investment Zones – update.
- Ferguson Marine – a separate meeting is required with relevant individuals. A sub group will be established, and an update will be presented to the next Taskforce meeting.
- Follow up meetings to be arranged with the Scottish Government in relation to a LUF partnership with Inverclyde.
- Next meeting to take place in 12 weeks' time.

**PZ  
SJ**

**LL / SJ**