



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

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

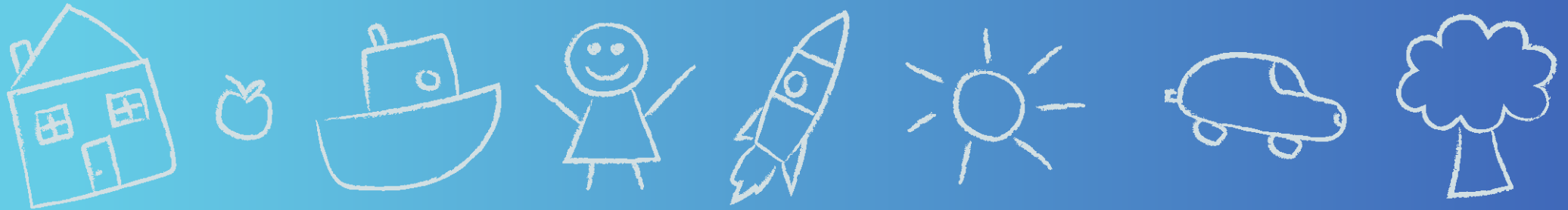
- 6.1 Legal: none
Finance: none
Human Resources: none
Equality and Diversity:
Alliance Partnership Plan:

7.0 CONSULTATIONS

- 7.1 None

8.0 LIST OF BACKGROUND PAPERS

- 8.1 Local Child Poverty Action Reports 2022/23



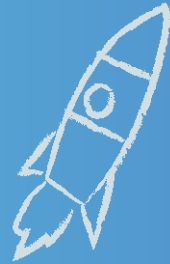
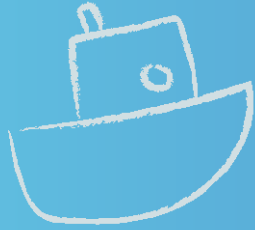
Inverclyde Local Child Poverty Action Report

Year 5
2022-25

Inverclyde
council



NHS
Greater Glasgow
and Clyde



Contents

- 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

Real Living wage employers in Inverclyde	-	25	Number of real living wage accredited employers: Living Wage Scotland 2023
---	----------	-----------	---

Working age unemployment levels	18.5%	16.9%	%age of economically inactive residents who want a job: Scotland Labour Market 2023(for 2021)
Children and young people participation level	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%).

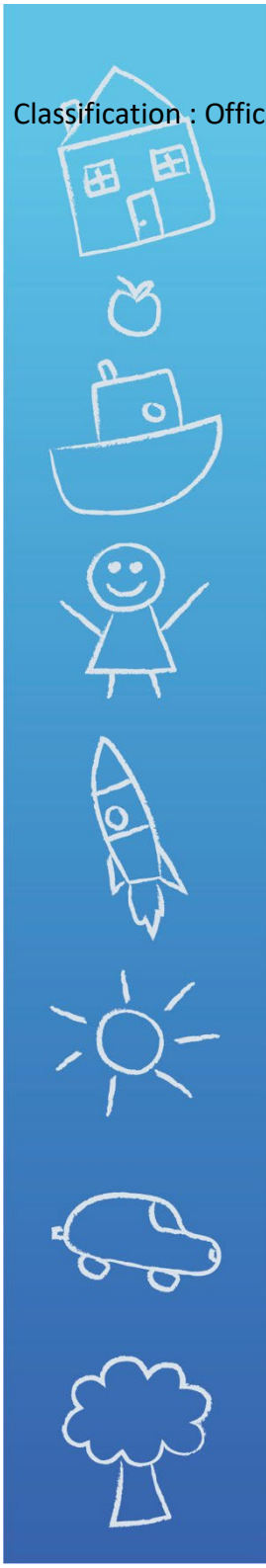
Inverclyde’s largest social housing associations rents are higher than the Scottish average, although the difference has reduced slightly since 2021. An average 3 apartment house in Inverclyde from a social landlord is £94.14 compared to the Scottish average cost of £84.18. In this respect, the relatively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

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

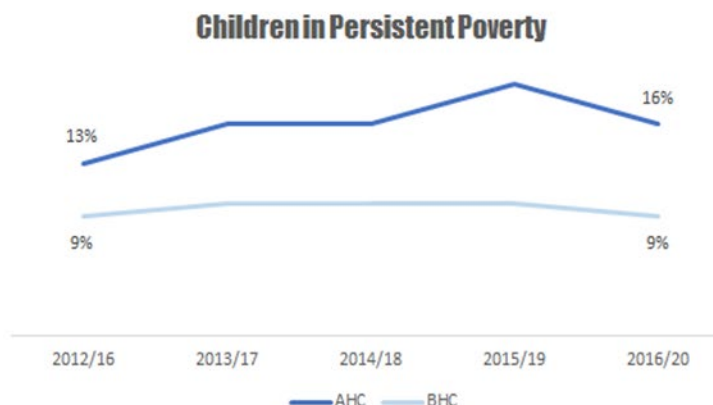
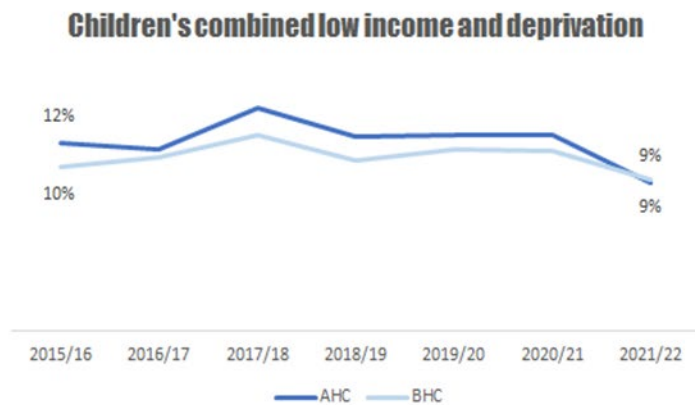
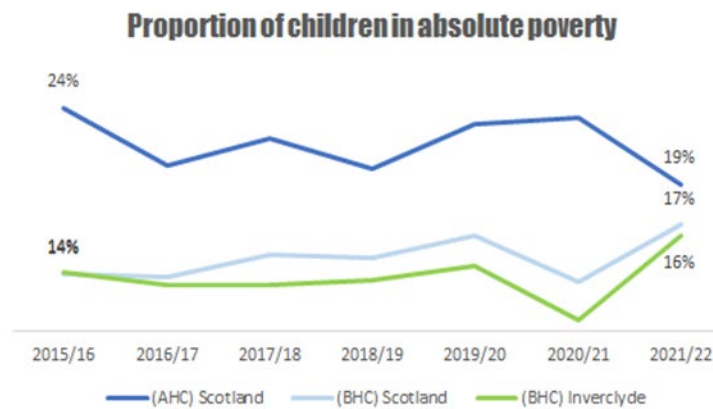
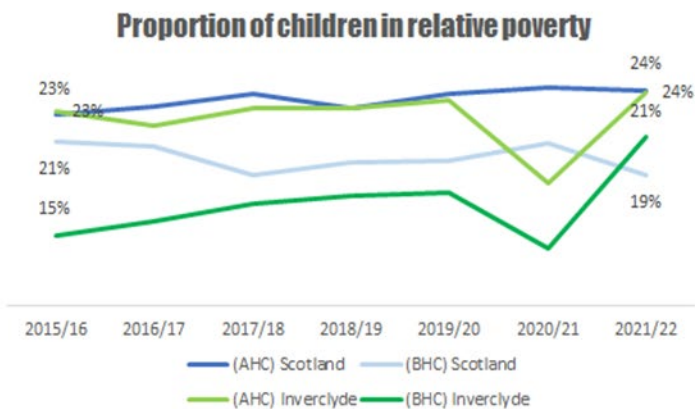
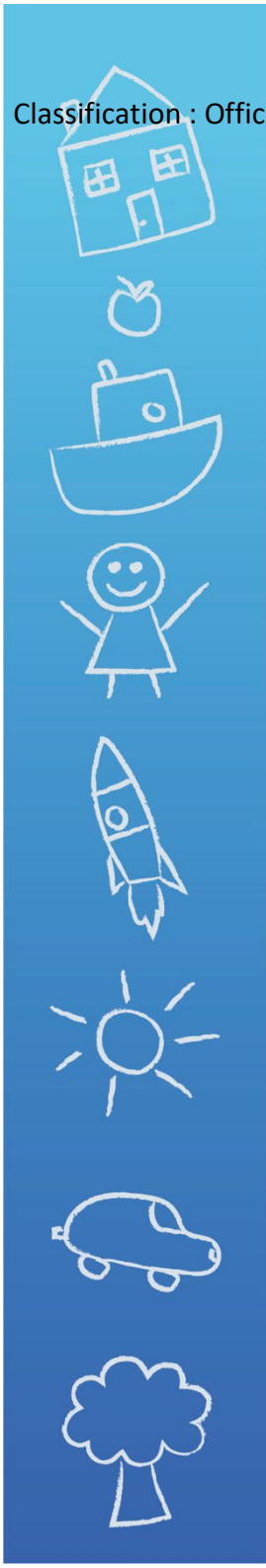


Cost of Living

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.

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







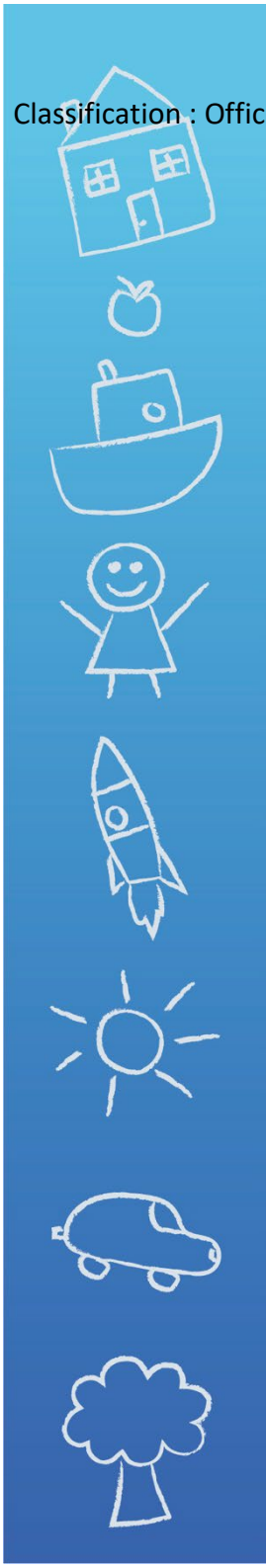
Our Local Achievements and Case Studies 2022-23

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>

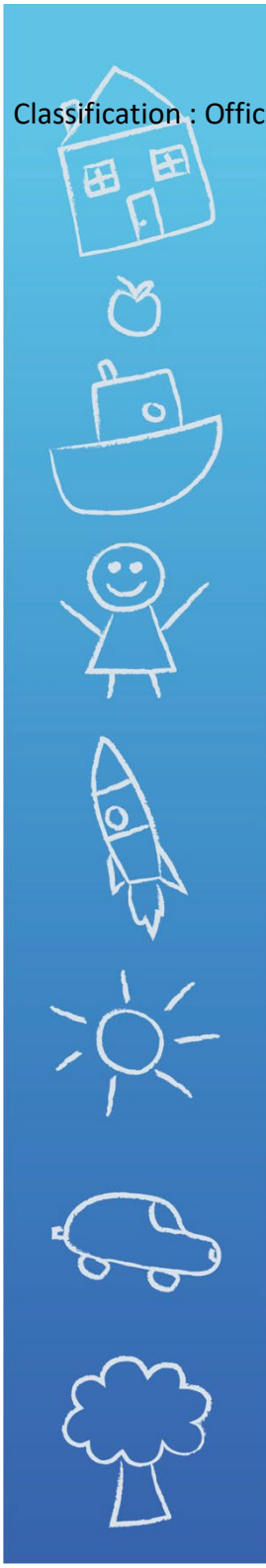
Inverclyde Early Adopter Community – Affordable Childcare

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 Councils 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.

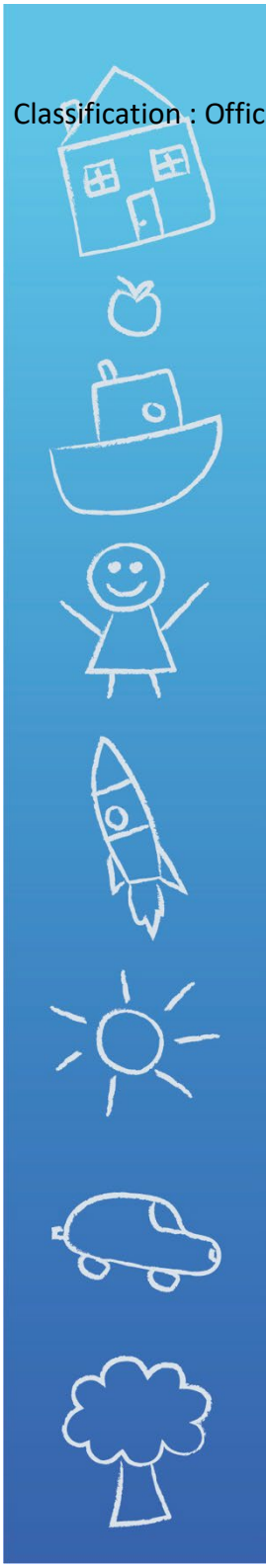
- Improve the systems and networks that exists around child poverty, not only by ensuring senior leadership buy in but also opening communications and sharing responsibility across the community planning partnership. Improve pathways to receive a Welfare Assessment for families living in low income. 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

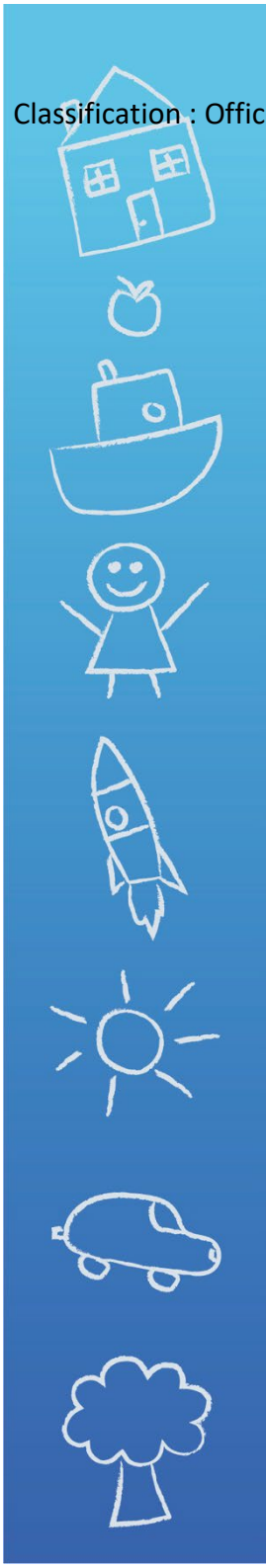
This section provides the details behind the data referred to in both the Child Poverty Local Action Report and the associated action plan.

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%).

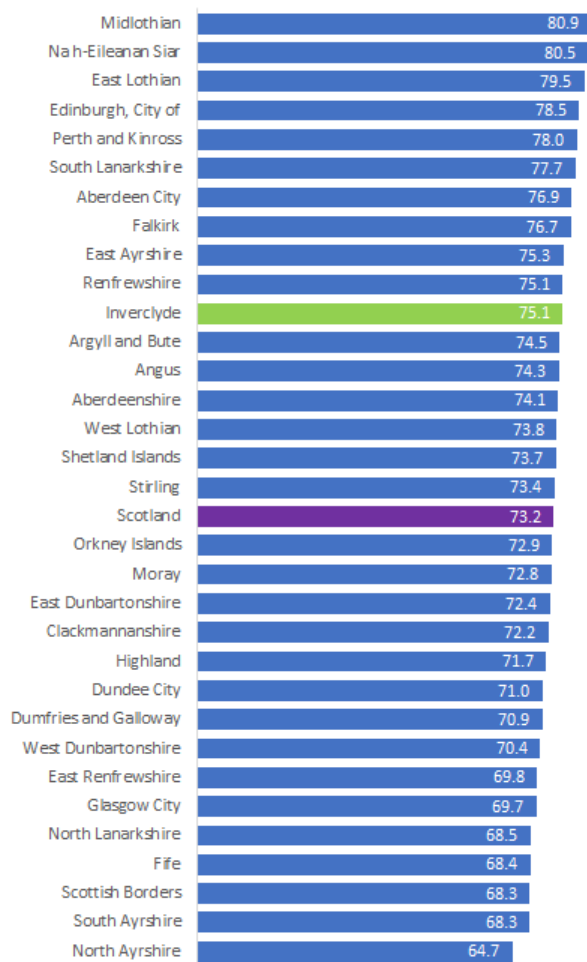


With the exception of three intermediate zones, all zones % of relative poverty have increased.

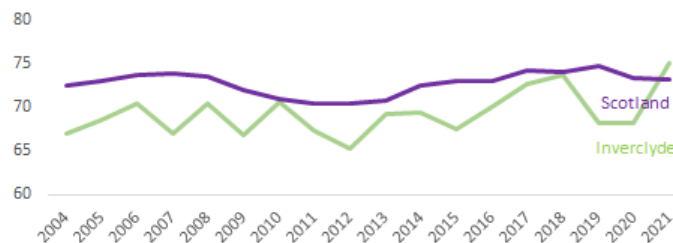
Intermediate Zone	No. of Children (19/20)	% of Children (19/20)	No. of Children (21/22)	% of Children (21/22)	% Change
Greenock East	313	23.7%	337	26.0%	2.3%
Braeside, Branchton, Lower Larkfield and Ravenscraig	307	23.1%	376	29.1%	6.0%
Port Glasgow Upper East	233	26.3%	272	31.4%	5.1%
Lower Bow and Larkfield, 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%



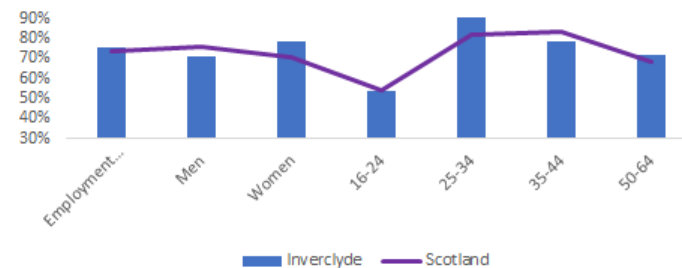
Inverclyde has the 11th highest employment rate in Scotland



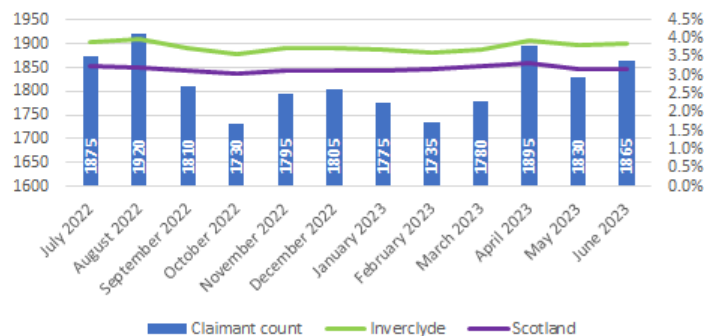
Inverclyde employment rate higher than Scotland for the first time since 2004



Inverclyde Employment By Category



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

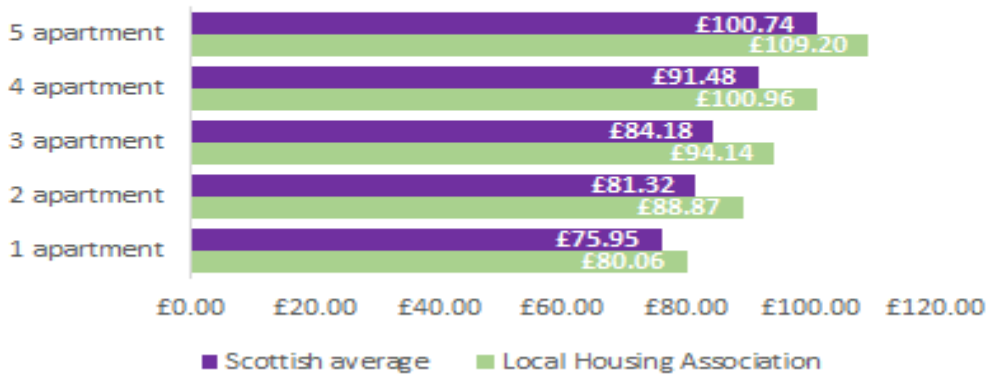


Source: Scotlands Labour Market people & places jan - dec 2023 tables

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.

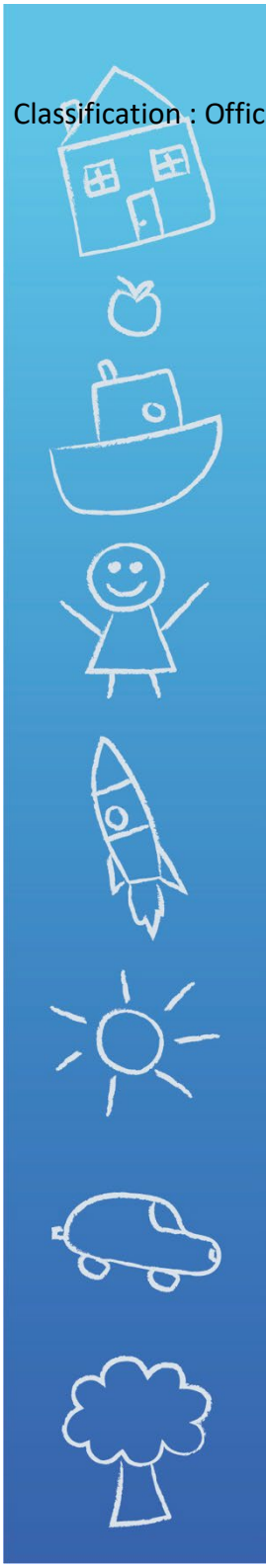
The majority of social housing weekly rents are between 5.43 & 11.8% more in Inverclyde than the Scottish average



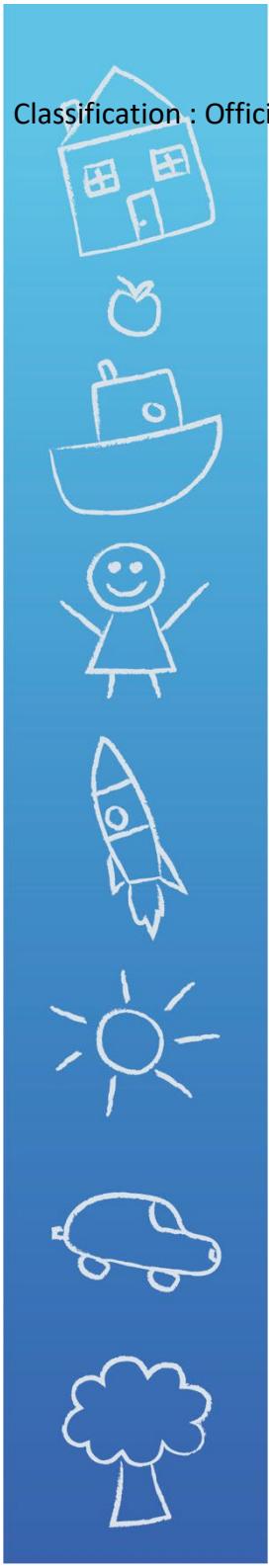
Source: Scottish Housing Register 2023

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

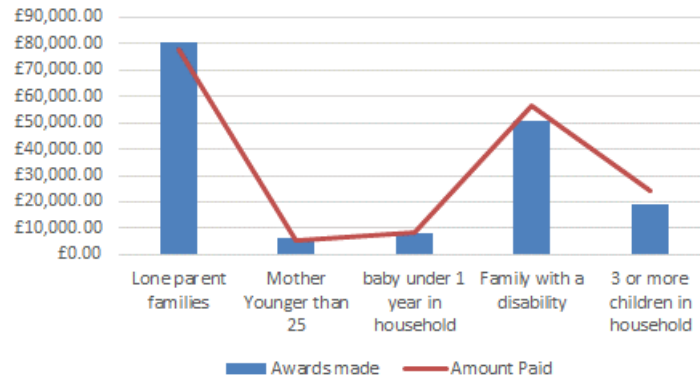
<p>The total amount of debt owed by money advice clients in Inverclyde increased by 14% in 2021/22 from the previous year</p> 	<p>The proportion of money and welfare rights advice clients accessing services through self-referral has proportionally increased by 12 percentage points in 2021/22 from the previous year</p> 
<p>The number of benefit entitlement checks carried out by local authority funded money and welfare rights advice services increased by 106% 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 8% in 2021/22 to £5,206,014</p> 
<p>The proportion of clients aged 45-59 was 5¹ percentage points 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 12 percentage points between 2020/21 and 2021/22</p> 



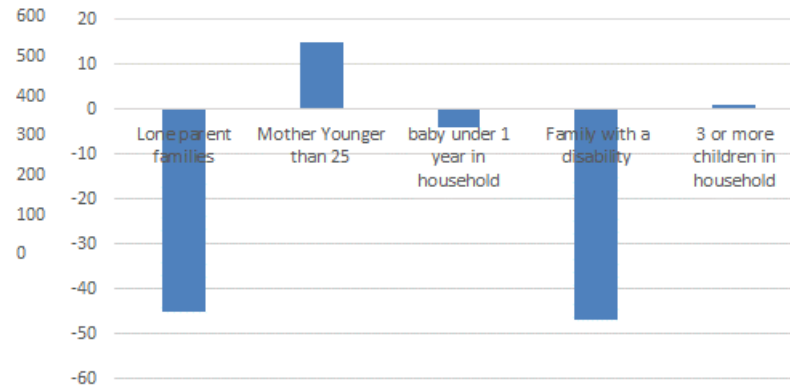
Measure	Inverclyde	Scotland	Positive/ Negative Comparison	Inverclyde (Previous)	Scotland (Previous)	Positive/ Negative Comparison (Previous)	Comments on change	Data Source
Unemployment rate	3.90%	3.20%	↓	4.6%	3.9%	↓	Negative change of 0.2%	Commons Library(Jun 2023)
Employment rate	75.1%	73.2%	↑	68.2%	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



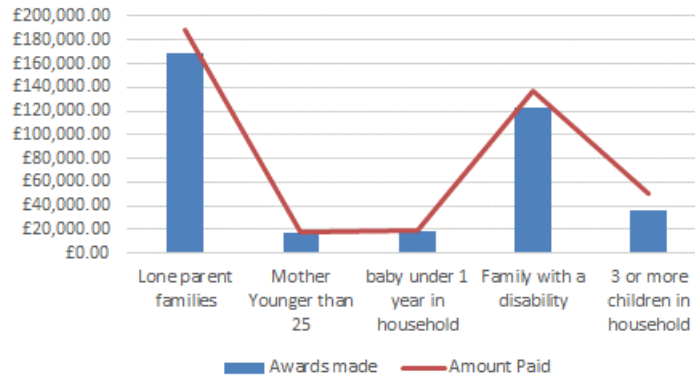
Crisis Grants 2022/23



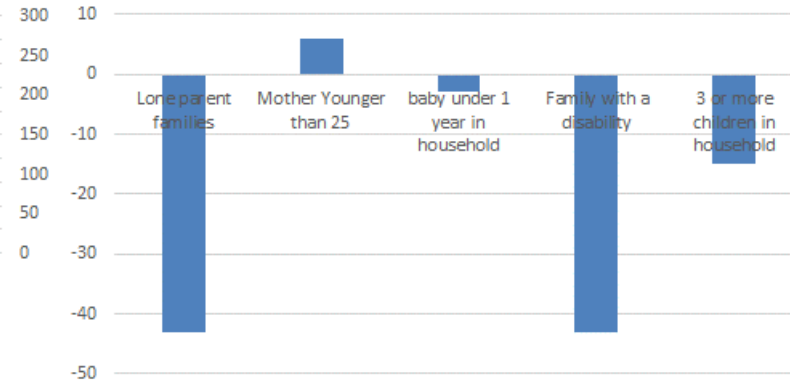
CG AWARDS +/- 2021/22 - 2022/23

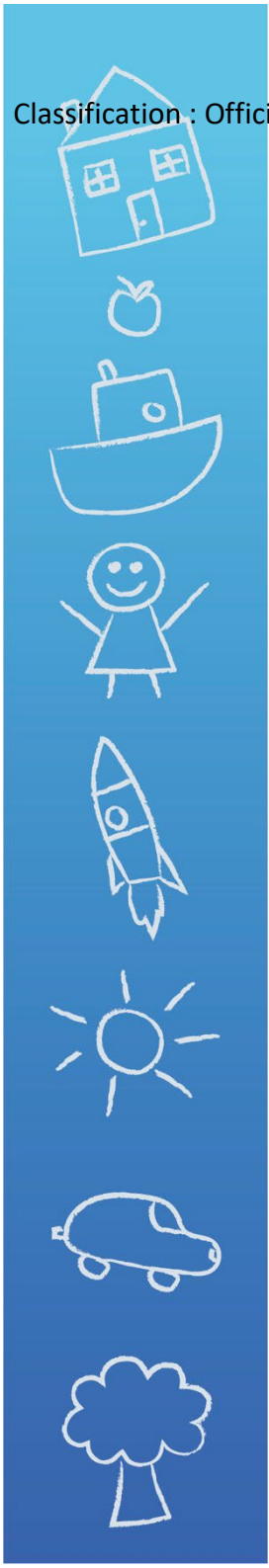


Community Care Grants 2022/23



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>Create a sustainable support model providing employability opportunities targeting priority families, into employment which pays at least the living wage. (No one left behind)</p> <p>This will be aimed at providing employability opportunities to get priority families into employment learning and training</p> <p>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.</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>Continue to build and develop local principles in line with Community Wealth Building incorporating NHS GGC approaches.</p>	<p>Organisations with a contract with Inverclyde Council and NHS Greater Glasgow & 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>Provide employability and job creation for young people from low income families.</p> <p>Provide a transitions support service and financial help for priority parents entering the labour market to reduce financial barriers to employment.</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>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.</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>Develop and improve vocational training and skills in the growth sector to help targeted priority groups into employment including apprenticeships.</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.

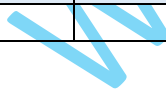
<p>What do we need to do to make it happen? Action for improvement</p>	<p>How will we know? Poverty will be mitigated as . . .</p>	<p>Annual Report 2022/23</p>
<p>Provide Flexible and Inclusive out of school services that are easy to access (Place/transport) for priority parents on low income and accessing employment, training and learning.</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>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.</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>Improve levels of communication and participation which respectful and inclusive to ensure the service is meeting the needs of the user.</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>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</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>Enhance lifelong learning opportunities and improve life chances for priority families though community learning and development approaches</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>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</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>Develop capacity of existing priority groups continue to engage and involve those with lived experience into local democratic decision making processes.</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>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.</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>Create a Flexible and Inclusive Local Advice Services targeting priority families with complex challenges including financial insecurity.</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 & 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 616">baby under 1 year in household</td> <td data-bbox="1626 552 1839 616">80</td> </tr> <tr> <td data-bbox="1301 616 1626 651">Family with a disability</td> <td data-bbox="1626 616 1839 651">523</td> </tr> <tr> <td data-bbox="1301 651 1626 767">3 or more children in household</td> <td data-bbox="1626 651 1839 767">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
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																	

<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>Continue to build locality based data and knowledge of priority families and their needs to improve their wellbeing.</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>Increase staff skills and knowledge across the community planning partnership to enable them to</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>offer targeted communication and promotion of services and benefits that is respectful and inclusive</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>

WORKING DOCUMENT

WORKING DOCUMENT