

**REPORT TO: POLICY AND RESOURCES COMMITTEE – 26 JUNE 2023**

**REPORT ON: FAIRNESS AND LOCAL CHILD POVERTY ACTION PLAN REPORT – ANNUAL REPORT FOR 2022/2023**

**REPORT BY: CHIEF EXECUTIVE**

**REPORT NO: 162-2023**

**1. PURPOSE OF REPORT**

1.1 This annual report presents the combined Fairness and Local Child Poverty Action Report showing progress during 2022/2023. It also highlights key actions to be taken in 2023/24.

**2. RECOMMENDATIONS**

2.1 It is recommended that Committee approves:

a) the Dundee Fairness and Local Child Poverty Action Plan Annual Report for 2022/23 which is attached as Appendix 1

b) the actions as set out for the next phase of the Action Plan from 2023/24 onwards.

**3. FINANCIAL IMPLICATIONS**

3.1 The work set out within the action plan may generate reports and further actions that could have direct financial implications for the Council. As and when required, such reports will be considered by the appropriate Committee(s). Additional external funding will also be sought as required.

3.2 Funding of £50,000 was allocated for fairness activities in the 2023/24 budget, with the Local Fairness Initiatives and the Fairness Leadership Panel support being prioritised.

**4. BACKGROUND**

4.1 Dundee City Council and the Dundee Partnership adopted the revised Fairness Action Plan for Dundee in November 2016 (Article IV of the Minute of the Policy & Resources Committee on 14 November 2016 refers). This report describes progress with the Plan and reflects the recommendations of the final Dundee Fairness Commission which were launched in May 2021.

4.2 The Child Poverty (Scotland) Act 2017 introduced a series of statutory income targets to measure reduction in child poverty in Scotland by 2030, together with interim targets to be met in the year beginning 1 April 2023:

The Statutory Income Targets to be achieved by 2030 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

The Interim Targets to be achieved in 2023/24 are:

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

The only indicator which is currently available at a local level is the most recent child poverty estimates by End Child Poverty which were just published in June 2023 and are based on data for the period 2021/22. They estimate that the percentage of children living in relative poverty in Dundee is 27.1% compared to a national rate of 24.5% across Scotland. This appears to be a significant increase for Dundee from 22.5% in 2020/21, however, End Child Poverty have advised that caution should be taken when interpreting year on year change and when using data for financial years ending 2021 and 2022. Officers will interrogate these figures further to consider any implications for future planning and target setting.

- 4.3 The Act also places a duty on local authorities and health boards to jointly report annually on activity they are taking, and will take, to reduce child poverty. The Local Child Poverty Action Plan Reports are required to be produced '*as soon as reasonably practicable after the end of each reporting year*'.
- 4.4 This report satisfies the requirements for the LCPAR but is wider due to the partnership working and planning associated with the Dundee Fairness Strategy. It has previously been agreed that the Fairness and Local Child Poverty Action Plan Report would continue to be combined and then adopted by the whole Dundee Partnership on behalf of the city. Community Planning partners have collaborated accordingly, and the fifth combined report is presented in Appendix 1 for approval.
- 4.5 As requested by the Scottish Government, this combined report sets out a full statistical analysis of poverty and deprivation in the city and a full progress report on the commitments made in the second action plan for three years agreed in 2022.
- 4.6 While Dundee has disproportionately high levels of deprivation, nevertheless it is still setting itself the ambitious goal of striving to match the Scottish Government's overall national target of reducing child poverty to less than 10% of children living in relative poverty. The estimated number of children in poverty after housing costs in 2021/22 was 27.1%, demonstrating the scale of change that will be required.
- 4.7 Achieving this will require effective long-term action to respond to the ongoing challenges associated with low incomes and insecure employment, substance use and mental health issues and the poverty-related attainment gap. The continuing cost of living crisis will make these challenges even greater.
- 4.8 Dundee City Council was the first Local Authority in Scotland to declare a Cost-of-Living Crisis in June 2022, which was caused by the spiralling prices of essentials such as food and energy. A rapid response group was established by the Dundee Partnership to deliver a co-ordinated response to the unfolding crisis. A series of "Cost of Living summits" were convened between September 2022 and January 2023 focused on collective action that would help our communities.
- 4.9 Dundee City Council allocated additional funds of £93,000 to the Scottish Welfare Fund and Fuel Well fund to contribute towards tackling the rising costs of everyday essentials. Additional £100,000 was distributed between the pillars, and this was match funded with £100,000 from the Northwood Trust and a further £10,000 allocated to promote communications. Each ward in the city received Community Regeneration Forum monies to allow rapid responses to emerging Open Doors needs within all wards. Northwood Trust worked alongside and supported a number of other charities on activities that contributed towards tackling the cost-of-living crisis. Dundee Volunteer and Voluntary Action pledged a further £420,000 funding across the Third Sector through their Communities Mental Health & Wellbeing fund, which has broad criteria for what can be supported.
- 4.10 Feedback on the 2021/22 annual report was received from the Improvement Service and, for the first time, from the Dundee Fairness Leadership Panel. Their recommendations have been incorporated. An easy read version of the report will be co-produced by officers and members of the Panel soon after it is published.

## **5. POLICY IMPLICATIONS**

- 5.1 This report has been subject to an Integrated Impact Assessment to identify impacts on Equality & Diversity, Fairness & Poverty, Environment and Corporate Risk. An impact, positive or negative, on one or more of these issues was identified. An appropriate senior manager has checked and agreed with this assessment. A copy of the Integrated Impact Assessment showing the impacts and accompanying benefits of / mitigating factors for them is included as an Appendix to this report.
- 5.2 The progress presented in this report and all actions in the Fairness Plan for Dundee will make an impact on reducing the levels of poverty experienced by people in Dundee.

## **6. CONSULTATIONS**

- 6.1 The Council Leadership Team, community planning partners and members of the Fairness Leadership Panel have been consulted in the preparation of this report.

## **7. BACKGROUND PAPERS**

- 7.1 None

GREGORY COLGAN  
CHIEF EXECUTIVE

DATE: 14 JUNE 2023

ANDREA CALDER  
HEAD OF CHIEF EXECUTIVE'S SERVICES

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2022/23

Dundee

**Fairness Action Plan**  
**Child Poverty Report**



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# Dundee Fairness and Local Child Poverty Action Plan Report – 2022/2023

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# 1. Introduction

Welcome to Dundee's fifth Fairness and Local Child Poverty Action Report (LCPAR). This report reflects the work undertaken by the Dundee Partnership aimed at addressing poverty and its wider societal impacts on our communities, including health inequalities, stigma, and social exclusion.

This report provides an update on progress and developments for the whole of 2022/2023 and gives a comprehensive picture of the expansive ways that Dundee is attempting to reduce child and household poverty. These increased efforts are being made in the face of a growing challenge of the cost-of-living crisis exacerbating all aspects of poverty in our disadvantaged communities. We continue to listen to communities who are experiencing the worst of the impact, including developing Local Fairness Initiatives in two of the most affected neighbourhoods.

We continue to form closer relationships with 'experts from experience' and this report contains the early results of the increasingly helpful collaboration with members of the Dundee Fairness Leadership Panel. Further progress is being achieved in the targeted Local Fairness Initiatives, with particular emphasis given to the Scottish Government sponsored Child Poverty Pathfinder currently underway in the Linlathen neighbourhood.

After setting out the national and local strategic context, this annual report will describe significant strategic developments in our work before summarising notable progress in action taken over the last year.

The report then focuses on the work done theme by theme, presenting an analysis of poverty and deprivation in Dundee, setting out measures of progress against the comprehensive action plan and offering case studies that demonstrate the modest but meaningful impact we are having on the causes and consequences of poverty in Dundee. Collectively, these give many examples of the way that more is being achieved across all the Dundee Fairness outcomes.

## 2. National targets and duties

The Child Poverty (Scotland) Act 2017 was introduced to reinforce the drive for Scotland to be the best place in the world to grow up, and to live up to the Fairer Scotland vision, in which eradicating child poverty is central. It is a key driver for change, as child poverty can undermine health, wellbeing, and educational attainment.

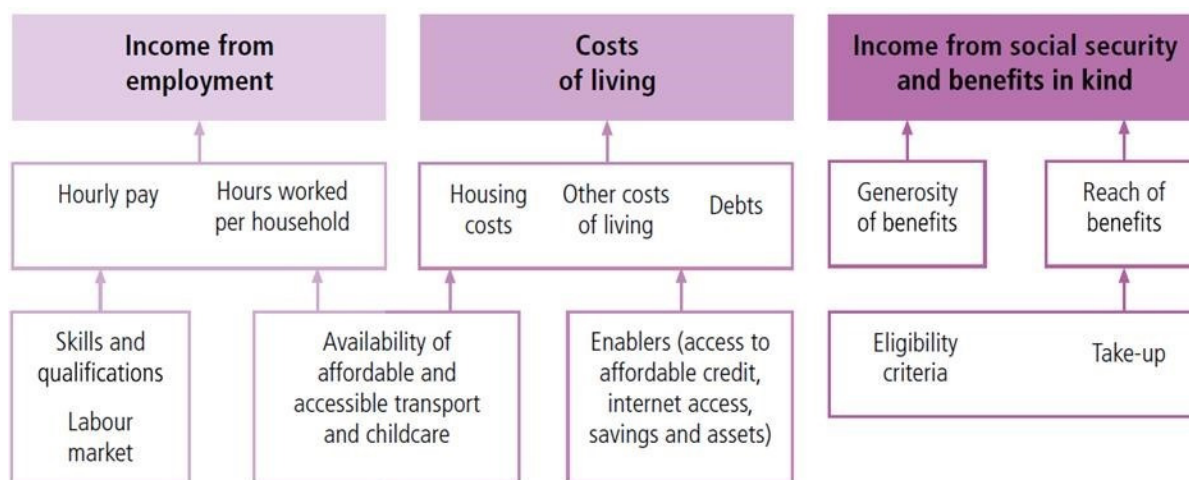
The Act sets out four ambitious headline targets for 2030, which are shown below. Bracketed figures are the 2016/17 levels and interim 2023 targets respectively;

- 1) Less than 10% of children are in relative poverty (23% / 18%)
- 2) Less than 5% of children are in absolute poverty (20% / 14%)
- 3) Less than 5% of children are in combined low income and material deprivation (11% / 8%)
- 4) Less than 5% of children are in persistent poverty (10% / 8%)

All four measures are well known and understood by key partners engaged in tackling poverty in Scotland and they provide continuity from the UK-wide Child Poverty Act 2010. Despite the disproportionately high levels of poverty in the city, Dundee is setting itself the ambitious goal of matching the Scottish Government targets.

The Act requires Local Authorities and Health Boards to make a joint annual report on activities undertaken at a local level to contribute to meeting the child poverty targets shown above. Emphasis was placed on income maximisation activity and reaching those with protected characteristics.

We support the Scottish Government's aspiration to make Scotland the best place for children to grow up, and tackling poverty will contribute a large part of achieving this. The national context sets out goals for Scotland in terms of three key areas which have been proven to impact on reducing child poverty, shown in the diagram below.



### Linking to the “Best Start, Bright Futures” Tackling Child Poverty Delivery Plan 2022-2026

The Dundee Partnership has always taken a broad approach to reducing Child Poverty and improving outcomes for individuals and families in the city. The actions undertaken by the Partnership as well as our performance indicators, which directly relate to meeting the child poverty targets, contribute towards the Scottish Government’s drivers of poverty reduction, as defined in the three parts of Scotland’s offer to families ([Best Start, Bright Futures: tackling child poverty delivery plan 2022 to 2026 \(www.gov.scot\)](http://www.gov.scot)):

- **Part A focuses on providing the opportunities and support needed to enter, sustain, and progress in work**
- **Part B focuses on maximising the support available for families to lead dignified lives and meet their basic needs**
- **Part C focuses on supporting the next generation to thrive**

“Best Start, Bright Futures” outlines eight strands of support for priority families and the table below illustrates how our Fairness Action Plan framework relates to these themes:

| Best Start, Bright Future Themes | Dundee Fairness Outcomes Framework Themes                  |
|----------------------------------|--|
| Employability and Skills         | Work and Wages   |
| Connectivity and Childcare       | Social Inclusion and Stigma & Work and Wages               |
| Economic Opportunities           | Work and Wages   |
| Person-centred Support           | Social Inclusion and Stigma & Health Inequalities          |
| Social Security                  | Benefits and Advice  |
| Income Maximisation              | Benefits and Advice  |
| Housing                          | Housing and Communities                                    |
| Next Generation                  | Social Inclusion and Stigma & Attainment and Child Poverty |

## 3. The Dundee Fairness approach and significant strategic developments

The usual reporting cycle was delayed for the 2021/2022 Local Child Poverty Annual Report for Dundee until November 2022. The delay was necessary to allow a refreshed set of priorities for the city to be fully reflected in the report. The Dundee Partnership agreed its new City Plan for Dundee for 2022-2032

in September 2022. One of the three top priorities agreed was to *Reduce child poverty and inequalities in incomes, education, and health*.

The Dundee Partnership has always taken a broad approach to reducing Child Poverty and improving outcomes for individuals and families in the city. The 25 performance indicators and more than 60 actions set out in this plan will have a positive impact on individuals experiencing socio-economic disadvantage. However, there are clear links between many of our performance indicators from across the Fairness Framework and how they directly relate to achieving the ambitious targets of reducing child poverty in the longer-term. Our Outcomes Framework, indicators of progress and actions contained within our Fairness Action Plan demonstrate how we aim to achieve the ambitious objective of tackling child poverty.

As in the previous four years of reporting, the LCPAR for Dundee will be combined with the fuller Fairness Action Plan Annual Report as part of the response to the causes and consequences of child poverty and all aspects of the Partnership’s Fairness Outcomes Framework. Within the report, we will outline additional examples of the efforts taken forward during the cost-of-living crisis that have not already been covered in the 2021/22 report (published in November 2022).

Dundee continues to work on a collaborative basis with partners to tackle poverty and its socio-economic impacts on our communities. The city’s key priority of *“Reducing child poverty and inequalities in incomes, education and health”* underpins the commitment shown by teams across the public, third and private sectors.

### a) Dundee Fairness and Child Poverty Outcome Framework

Dundee is setting itself the ambitious goal of matching the Scottish Government’s overall national target of reducing child poverty to less than 10% of children living in relative poverty by 2030 from a current rate of 27.1%. Our efforts are directed by the outcomes framework below that has been revised to reflect the broad range of factors that will need to be countered to reduce child and household poverty in Dundee, compounded by COVID-19 and the cost-of-living crisis.

| <b>Dundee Fairness and Child Poverty Outcomes 2022-2025</b>                            |   |  |   |
|--|---|--|---|
| <b>Overarching Outcome - Our city will experience less household and child poverty</b> |   |  |   |
| <b>Work and Wages</b>  | Increase wage levels and Scottish Living Wage Accreditation | Increase learning, skills, and employment opportunities for people in poverty                          | Reduce persistent and rising levels of unemployment and underemployment |
| <b>Benefits and Advice</b>   | Maximise income from social security and benefits in kind   | Reduce household costs, debt, and fuel poverty   |   |
| <b>Attainment and Child Poverty</b>  | Reduce the poverty-related attainment gap                   | Reduce the number of children living in poverty  | Improve engagement of priority families with support services           |
| <b>Social Inclusion and Stigma</b>   | Increase social and digital inclusion                       | Reduce stigma and discrimination of people living in poverty and people with protected characteristics | Improve resilience, aspirations, and purpose for people in poverty      |
| <b>Health Inequalities</b>   | Reduce health gaps caused by social inequality              | Improve physical and mental health and wellbeing for people in poverty                                 | Reduce causes and consequences of substance misuse                      |

|                                |   |  |   |
|--------------------------------|---|--|---|
| <b>Housing and Communities</b> | Build social capital, connectedness, and trust in disadvantaged communities | Promote safe and supportive environments at home, at work and in the community | Ensure access to basic human necessities including food, heat, medicine, and hygiene products |
|--------------------------------|---|--|---|

## b) Responding through the Dundee Partnership

Dundee will continue to tackle poverty and inequality on a collaborative basis. Partnership working has long been a strength in Dundee, across the public, third and private sectors, as well as with our neighbours across the region, allowing for significant contribution to national priorities. The Dundee Partnership has considered a wide range of information from the City Profile assessment, what our communities have told us is important to them, local and national priorities, the United Nations Sustainable Development Goals and the National Performance Framework, as well as the Best Value Audit in 2020, before focusing on what the biggest strategic priorities need to be for the next ten years.

A new City Plan for 2022–2032, which provides a clearer focus on priorities, was approved by Policy and Resources Committee on 26 September 2022. The overarching strategic priorities provide the framework for the development of action plans that reflect both the needs of our population and the aspirations of our communities, with the overall aim of reducing deprivation and inequalities in our city. The city’s top priorities for the next five years are as follows:



## c) Cost of Living Crisis response

Dundee City Council was the first Local Authority in Scotland to declare a Cost-of-Living Crisis in June 2022, which was caused by the spiralling prices of essentials such as food and energy.

A rapid response group was established by the Dundee Partnership to deliver a co-ordinated response to the unfolding crisis. A series of “Cost of Living summits” were convened between September 2022 and January 2023 focused on collective action that would help our communities.

The Cost-of-Living summits established 5 pillars of targeted response as detailed below:





Dundee City Council allocated additional funds of £93,000 to the Scottish Welfare Fund and Fuel Well fund to contribute towards tackling the rising costs of everyday essentials. An additional £100,000 was offered to be distributed between the pillars, and this was match funded with £100,000 from the Northwood Trust and a further £10,000 allocated to promote communications. Every ward in the city received Community Regeneration Forum monies to allow rapid response to emerging Open Doors needs within each locality.

Northwood Trust worked alongside and supported a number of other charities on activities that contributed towards tackling the cost-of-living crisis.

Dundee Volunteer and Voluntary Action pledged a further £420,000 funding across the Third Sector through their Communities Mental Health & Wellbeing fund, which has broad criteria for what can be supported.

### Dundee's Open Doors Programme

Dundee City Council's Community Empowerment Team co-ordinated local responses in each of Dundee's electoral wards, bringing together a range of partners locally in cost-of-living subgroups to map provision and carry out a needs analysis of each area, to ensure gaps were minimised and resources were not duplicated.

Over £50,000 of Community Regeneration Funding was made available to over fifty different venues and groups across the city to provide Open Doors provision with around 2,000 local people attending each week.

Open Doors was focused on providing free or low-cost activities in local communities, ensuring they were accessible and open to all, and that hot drinks and meals were available where possible. To limit any stigma that could be associated with the initiative and make sure people felt welcomed and appreciated when they came along to one of the facilities, the approach was informed by the dignity principles developed by the Open Doors Steering Group in consultation with Dundee Fighting for Fairness.

The research into the Open Doors programme identified 69 providers delivering 101 activities across the city. Some of this provision was on offer on multiple days of the week. 47 of the activities were listed on the website prior to the Open Doors initiative receiving funding.

An evaluation of the Open Doors programme was carried out during March-April 2023. 122 people responded to our participant survey. Overwhelmingly people mentioned the benefits of meeting people and making friends. The importance of being made to feel welcome and the atmosphere was also mentioned by many. Respondents were asked what help they felt was needed around the cost-of-living crisis. 21% of respondents asked for help with fuel costs, money / vouchers, and access to food larders. Dignified and sustainable responses to poverty, such as the cash-first approach to be piloted in communities, are both desired and required. Access to various forms of advice (money, benefits, and other sources of support) was mentioned by 17% of respondents.

#### **d) Dundee's Fairness Leadership Panel**

The Fairness Leadership Panel is now firmly established as a driving force in the Partnership's efforts to reduce poverty for children, families, and communities. The Panel is a full and effective collaboration between people with lived experience of the impact of low incomes and representatives of influential bodies and groups in the city.

The perspective of 'experts by experience' on the Fairness Leadership Panel is provided by members of Dundee Fighting for Fairness (DFFF). This is a charitable group made up of community members who participated in the Dundee Fairness Commissions. They are supported by Faith in Community Dundee which has detailed expertise in this area and an ongoing relationship with the former community commissioners. The funding required to support and develop DFFF during 2022/23 continues to be provided jointly by the Joseph Rowntree Foundation and Dundee City Council.

Over the last year, the Panel has contributed to planning associated with the costs of food and fuel, access to benefit and debt advice required in the face of the cost-of-living crisis, and the reshaping of local employability services to support people towards jobs with incomes that will help them to escape poverty. They also played a part in strategic and operational discussions regarding the design and delivery of key services including Fuel Well and other advice support. They were also represented at the Dundee Partnership's emergency summits convened by the Leader of Dundee City Council in his capacity as the Chair of the Dundee Partnership.

The Panel's work in 2022 culminated in a well-supported annual conference where a range of partners and community representatives participated in a series of workshops looking at the experience of groups most affected by the cost-of-living crisis (parents and children; older people, people with disabilities; and carers) and the work already underway to address serious challenges (community food; fuel and advice; warm spaces; and stigma).

Most recently the Panel has provided valuable feedback on last year's Fairness and Child Poverty report (see g) below). Improvements have been agreed and a reader-friendly summary of this report will be co-produced by officers and members of the Panel soon after its publication.

The Panel's continuing work and the progress it achieves will be fully reflected in each Local Child Poverty Annual Report.

#### **e) Local Fairness Initiative**

The Local Fairness Initiative work is a council-led, multi-agency approach to tackling poverty and inequalities in two specific areas of Dundee. The two neighbourhoods, Linlathen and Stobswell West, were chosen due to challenges that are faced by the communities who live there. The main objective of the initiative is to lift people out of poverty in both areas by improving financial resilience, as well as addressing a variety of other societal outcomes associated with poverty, such as poor health and wellbeing, or the negative impact of renting in the private property sector.

The initiative brings together teams from various council services, representatives from the voluntary sector, grass-roots local community led organisations, and local community members. This multi-dimensional approach ensures that there is representation and commitment from all levels which is informed and steered by real voices reflecting lived experience of inequalities.

The Local Fairness Initiative has been set out as a priority action in the new City Plan for Dundee. There is also a strong link with the Local Community Planning Partnerships' plans which are taking forward

these as priorities, as expressed by local people. These areas of focus are aligned with actions to tackle the cost-of-living crisis across communities in Linlathen and Stobswell West:

- Establishing a local working group to improve financial wellbeing for those living in Stobswell West.
- Developing multi-agency targeted actions to address low income in Linlathen.

Local steering groups have been established in both areas. Regular planning meetings are held for partners to be involved in discussions and be supported to undertake relevant activities and changes in practice that match with the locally desired outcomes and the strategic aims of the initiative.

Dundee City Council fairness funding of approximately £50,000 was secured for three local projects which has allowed them to start delivering activities as an integral part of the Local Fairness Initiative. Activities include community engagement, delivery of a drop-in advice service in Linlathen, setting up an 'advice shop' in Stobswell West and introducing a Financial Inclusion Support Officer at Morgan Academy.

Support with funding applications is provided to local partners on an ongoing basis to allow development and enhancement of local provision. The Brooksbank Advice Centre was successful in their bid to the Investing in Communities fund and was awarded over £330,000 for their "Lifting Linlathen" project. Lifting Linlathen will intensify the efforts of the Fairness Initiative by offering every household a benefit check, access to benefits and debt advice, and delivery of a range of community engagement programmes and events to reduce social isolation and improve the wellbeing of residents.

Innovative community engagement activities were carried out in Linlathen and Stobswell West, as part of 'Narrative Inquiry' social research. This research set out to engage with residents and hear their views on what is like living in their area and what actions could be taken to tackle inequalities that are being felt by those who live there.

The Local Fairness Initiative is closely linked with the Child Poverty Pathfinder (see Theme C below) There is representation from the Pathfinder team on the LFI local steering group to ensure co-ordination and to develop links with existing community-based supports.

## **f) Connections to Equalities – Mainstreaming Equalities in Dundee**

The Public Sector Equality Duty, stemming from the Equality Act 2010, and the Fairer Scotland Duty 2018, together ensure that public bodies pay due regard to the need to eliminate discrimination, advance equality and foster good relations across the nine protected characteristics, and how they can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions.

These statutory responsibilities align closely with Dundee's ambitions to reduce poverty. It is widely acknowledged that those from groups with protected characteristics are more likely to suffer from higher levels of poverty and face greater inequality challenges. As a response, the Council has embedded Equalities Mainstreaming Activities as part of its tackling poverty and fairness work. An Equality Mainstreaming Report 2021 and a set of Equality Outcomes 2021-2025 were developed to reflect the lived experience of people in Dundee from protected groups and the evolving national policy landscape.

A specific new Equality Outcome (#7) and associated actions were created to '*Reduce the additional social inequalities experienced by people in poverty and in protected groups.*' Other actions and outcomes have been included that address child poverty; stigma; communities experiencing multiple deprivation; and income & benefit maximisation.

In April 2023, Dundee City Council approved and published its Mainstreaming Equalities Progress Report, which sets out progress made towards meeting the Equality Outcomes for Dundee City Council (including Outcome #7) and the Children and Families Service (Education Authority), as well as our latest employee data report to meet the reporting requirements for the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

## **g) Improving our Fairness and Child Poverty Annual Report**

### **Feedback from the Improvement Service**

Overall, the Improvement Service assessed the 2021-22 annual report as strong with a lot of useful detail on both Dundee City Council and NHS work. Reference to national and local priorities was good with in-depth statistics presented clearly. Lived experience of local people was strongly represented, covering a range of work taking place such as the Local Fairness Initiatives, Fuel Well, and the focus on the Scottish Government's Priority Groups.

The key drivers of child poverty were fully covered, with just one or two areas needing a little more on them. Many areas (e.g., housing, the Dundee Community Food Network, and fuel poverty) were given detailed coverage including how they linked with other areas of work. Advice work around the 'cash first' approach and tackling the cost-of-living crisis was thorough and included links to work on Cost of the School Day, childcare, and employability. The case studies included were useful in bringing the work to life and the review of actions showed that the work can adapt to changing circumstances.

Partnership working came across as very strong between the City Council, Health, and other partners. The Fairness Leadership Panel and Local Fairness Initiative both exemplify this and include those with lived experience at the heart of driving policy. Alongside this, links to the strategic local City Plan and Mainstreaming Equalities Action Plan were clearly shown. The approach to assessment of the impact of work was also good.

Improvements to be considered:

- Comparison of local data with national or comparable Local Authority data to provide context / emphasis
- Include more in relation to disabilities, families with children under one, and larger families. Overall, drilling down into all of the priority groups more where this is possible
- More consideration of Transport as this could potentially have more said about it
- Community Wealth Building (including procurement) was included but could be more strongly represented in the future
- Better joining up of the link between what is being done, what this resulted in, and how this informs what we are going to do next
- Strengthen the information on employability with consideration of childcare e.g., uptake of free childcare provision, and the proportion of parents getting their preferred childcare provision

We are grateful for the annual dialogue and recommendations from the Improvement Services. We aim to have addressed these in this report where possible and will consider further improvements in forthcoming years.

### **Feedback from the Dundee Fairness Leadership Panel**

Members of the Dundee Fairness Leadership Panel were invited to comment on the 2021/22 Fairness and Child Poverty Report and Action Plan. The Fairness Leadership Panel offers a meaningful level of scrutiny to ensure that organisations in the Dundee Partnership are taking their responsibility to tackle poverty seriously and are following through on the actions to which they have committed.

A group of Fairness Leadership Panel members reviewed the report and action plan in detail and were encouraged by all the strategic developments that happened during 2021/22, especially given the pandemic and the early stages of the cost-of-living crisis. The group was also pleased with the actions set out for 2022/23 and want to play a role in making sure that these will have the most positive impact on the city.

To this end, the Panel has made the following observations and recommendations:

#### ***Observations and Recommendations***

While the overall report focusses on positives and successes, it would be good to see where some of the challenges have been and how the city plans to address them and turn them around.

There is a real need and opportunity to include the voice of experience in a meaningful way in shaping actions across the plan.

The report includes many short summaries of larger pieces of work. There should be links to the reports that lie behind the actions so that people can see the full picture and decide whether partners are doing what they said. To help with this, an easy read version of the report is needed so that members of the public can become fully aware of progress and the proposals for coming years.

Another way of achieving this would be the creation of a webpage that captures all the reports, papers, and information about poverty in Dundee and how the Fairness work will deal with it.

The city is making genuine attempts to deal with food poverty and supporting local projects to make food available to local people who are struggling to make ends meet. However, the report does clearly state that the existence of food insecurity and the need for foodbanks is unacceptable, and that the Partnership will do everything in its power to ensure that there is no place for hunger in Dundee.

There is an outstanding commitment to address stigma and create positive messages about how Dundee can support people in need in a way that reinforces the respect and dignity that all our citizens deserve. Much more work and progress is needed in this area and great care should be taken to make the language in the Fairness and Child Poverty report itself more sensitive and inclusive.

The Panel had a range of questions and comments across the full scope of the action plan and asked for a full response to these.

### ***Future Steps***


Following a detailed discussion between panel members and officers, the following actions have been agreed:

- While it is acknowledged that the time available to produce the Fairness and Child Poverty Report between the end of the financial year and the deadline before the end of June is limited, officers will brief Panel members on the emerging headlines during the preparation of the report
- Once the full Fairness and Child Poverty report for 2022/23 has been published, officers and members of the panel will work together to produce an easy read summary for wider use
- A new page will be created on the Dundee Partnership and Dundee City Council websites to highlight Fairness work and information. It will include links to the fullest range of documents and reports and links to important external websites including the Poverty Alliance, the Child Poverty Action Group, Joseph Rowntree Foundation, and others
- Members of the Panel will identify a small number of its top priorities from the full action plan and officers will facilitate detailed discussions and regular progress reporting on these with the lead teams and organisations
- The Panel and officers will collaborate on new approaches to communicating the work of the Panel, and efforts to implement the Fairness Action Plan. This will include new ways to engage with the public on the levels of poverty in the city and effective messages on how everyone can contribute to the change that is so urgently needed



## h) Summary of Key Highlights in 2022/2023

### Summary of Key Highlights

**£1,042,150** 


paid to 10,814 households experiencing fuel poverty through the Fuel Well Programme and through Fuel Support Payments to pensioners.

(Source: Dundee City Council, Corporate Services, 2022/23 figure)

**£1,809,050** 


awarded to families in need through the Scottish Welfare Fund.

(Source: Dundee City Council, Corporate Services, 2022/23 figure)

**7,545** 

people on average received food assistance each week of 2022/23.

(Source: Dundee Community Food Network)

**£884,571** 

holiday support payments made by the Benefit Delivery Team supporting on average 5,500 children per holiday period.

(Source: Dundee City Council Corporate Services 2022/23 figure)

**78%**

of eligible young people have active free bus travel cards.



(Source: NEC Card Management System figure as at March 2023)

**87.5%**

of the population eligible for free travel (those under 22 and 60+) have a National Entitlement Card (NEC)

**2,649,519**  
under 22 free bus journeys



**844,569**

period products supplied by 2022/23.

(Source: Dundee City Council, Chief Executive's Services)

**122** 

accredited Living Wage Employers based in Dundee City.

(Source: Dundee City Council, Chief Executive's Services, Figures as at April 2023).

**35,356** 

workers employed by Dundee City Living Wage accredited employers.

(Source: Dundee City Council, Chief Executive's Services, Figures as at April 2023).

**1,802** 

workers received an uplift to Living Wage.

(Source: Dundee City Council, Chief Executive's Services, figures as at April 2023).

**568** 

Warm home discounts taken up in 2022/23.

(Source: Dundee City Council Corporate Services)

**2,302** 

secondary school pupils registered for free school meals.

(Dundee City Council, Children and Families Service, Seemis 2023)

**5,987** 

school clothing grants - primary school children receive £120 and secondary age children receive £150 per academic year.

(Source: Dundee City Council, Corporate Services 2022/23)

**£10,056,681\*** 

generated from income maximisation support.

(Source: Dundee City Council, Corporate Services \*provisional figure for 2022/23)

**£2.65m** 

additional income/benefits raised through Macmillan Welfare Rights Cancer Support.

(Source: Dundee City Council, Corporate Services, Figure for 2022/23)

**£3.7m** 

of Discretionary Housing Payments/Local Authority Hardship Fund Payments awarded to tenants.

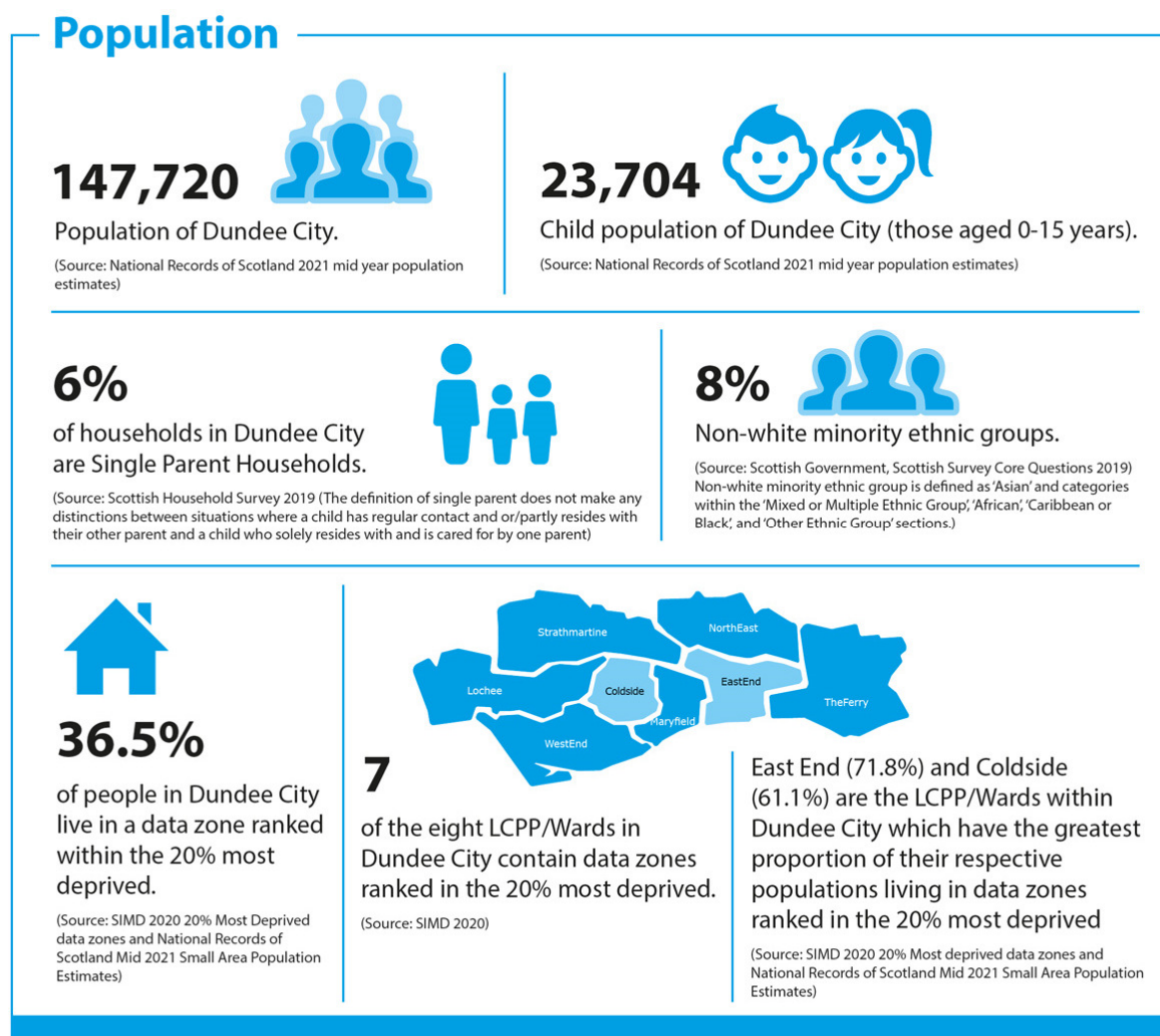
(Source: Dundee City Council, Corporate Services figure for 2022/23)

## 4. Understanding Poverty and Inequalities in Dundee – The Challenge

### a) Measuring Inequality in Dundee

The long-term trends of poverty levels in Dundee remain stubbornly consistent over time and the ongoing social, health and economic impact of the pandemic will exacerbate these. As the prices of everyday essentials continue to increase in the face of the cost-of-living crisis, it is important that we continue to monitor all available evidence as this will enable us to identify the highest priority groups and local issues as well as monitoring progress towards our child poverty targets.

The following summary gives a representation of the extent and range of poverty challenges which families and communities in Dundee face. A full and detailed [Poverty Profile](#) for Dundee can be found at the Dundee City Council website



### b) Scottish Index of Multiple Deprivation 2020 / Child Poverty 2021/22

The 2020 Scottish Index of Multiple Deprivation (SIMD) confirmed the high levels of poverty, social and material deprivation that exist across the city and the concentration of this in our community regeneration areas. A [full briefing on SIMD 2020 results for the city](#) is available on the Dundee City Council website, it confirms that 70 out of 188 total data zones in Dundee are in the 20% most deprived in Scotland and around 37% of Dundee's population live within these areas. Community profiles showing the SIMD 2020 data at Local Community Planning Partnership area level and for smaller communities within these areas are available [here](#).

In relation to child poverty, using the latest National Records of Scotland Mid-Year 2021 Small Area Population Estimates (published at 2011 data zone level) and the location of the data zones ranked within the 20% Most Deprived in the 2020 Scottish Index of Multiple Deprivation it is estimated that 10,171 children (aged 0-15 years) live within the 20% most deprived data zones in Dundee City. This accounts for 42.9% of children in Dundee City overall.

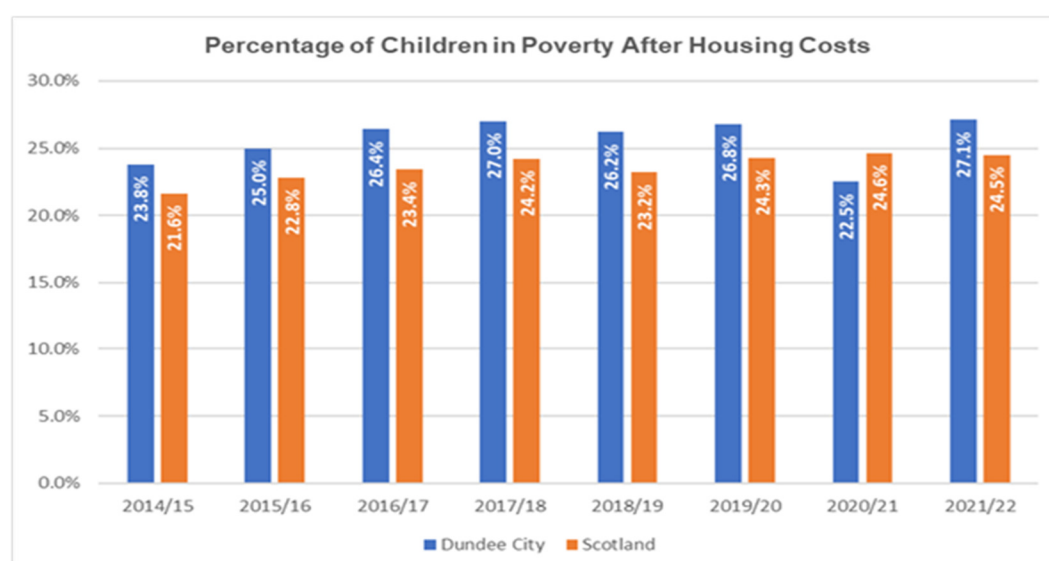
Using the 2021 Mid-Year Population Estimates and the location of data zones ranked within the 20% most deprived in the 2020 SIMD, the following table shows for each LCPP / Ward the total population aged 0-15 years, the number and percentage of children living in data zones ranked in the 5% most deprived and the number and percentage of children living in data zones ranked within the 20% most deprived. Please note those living in the 5% most deprived data zones are also counted within those living in the 20% most deprived data zones.

| LCPP/Ward     | Estimated Children Aged 0-15 | Children Aged 0-15 living in data zones ranked within 5% Most Deprived | %           | Children Aged 0-15 living in data zones ranked within 20% Most Deprived | %           |
|---------------|------------------------------|--|-------------|---|-------------|
| Coldside      | 2,278                        | 487  | 21.4        | 1,463   | 64.2        |
| East End      | 3,070                        | 987  | 32.1        | 2,460   | 80.1        |
| Lochee        | 3,806                        | 627  | 16.5        | 1,908   | 50.1        |
| Maryfield     | 2,156                        | 120  | 5.6         | 819   | 38.0        |
| North East    | 3,524                        | 662  | 18.8        | 1,375   | 39.0        |
| Strathmartine | 3,802                        | 419  | 11.0        | 1,831   | 48.2        |
| The Ferry     | 2,919                        | 0  | 0.0         | 0   | 0.0         |
| West End      | 2,149                        | 47   | 2.2         | 315   | 14.7        |
| <b>Total</b>  | <b>23,704</b>                | <b>3,349</b>   | <b>14.1</b> | <b>10,171</b>   | <b>42.9</b> |

Source: Scottish Government SIMD 2020 – Location of data zones ranked in the 20% Most Deprived and National Records of Scotland 2021 Mid-Year Small Area (2011 Data Zone Based) Population Estimates

2021/22 child poverty estimates by End Child Poverty were published in June 2023. These estimate the percentage of children in poverty **after housing costs** and show that 27.1% of children in Dundee City are living in poverty after housing costs in comparison to 24.5% across Scotland. The chart below outlines figures from 2014/15 to 2021/22 and shows an increase of 3.3% in Dundee City and 2.9% in Scotland.

**Figure 1: End Child Poverty – Percentage of Children in Poverty After Housing Costs**



Source: End Child Poverty- Child Poverty in your area 2014/15-2021/22 (Published June 2023)

Due to sampling issues related to the covid-19 pandemic, caution is required when interpreting data. It is recommended that users look at long-term trends rather than year-on-year changes



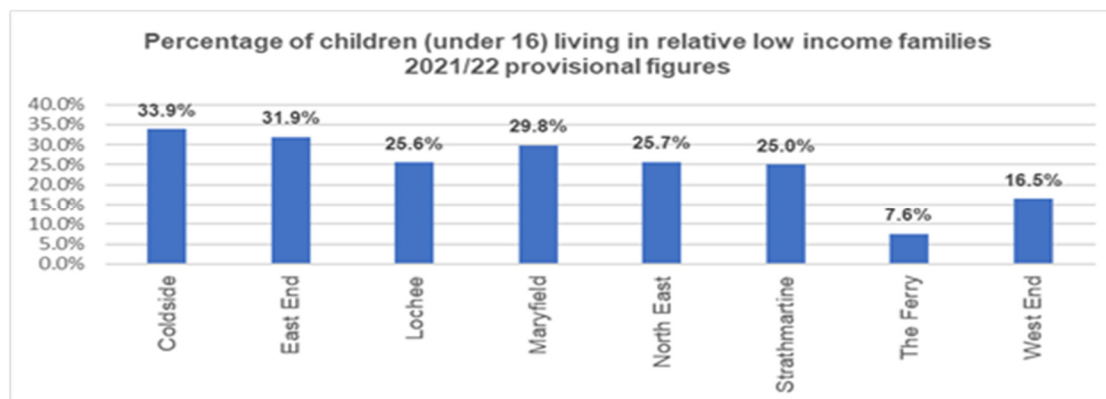
### c) Percentage of children (aged under 16) living in relative low-income families

The Department for Work and Pensions (DWP) publish statistics on the percentage of children (aged under 16) living in relative low-income families **before housing costs**. A family with a relative low income is a family in low income before housing costs in the reference year. A family must have claimed child benefit and at least one other household benefit (universal credit, tax credit or housing benefit) at any point in the year to be classed as low income within these statistics.

Due to the coronavirus pandemic, DWP had to make changes to the way in which these figures were collated. As a result of these methodology changes, comparisons across countries or years are not advised for financial years ending 2021 or 2022. Consequently, the chart below only shows statistics for the wards in Dundee City for the period 2021/22. More detailed information on the methodology used to capture the data and the caveats associated with the data can be found [here](#).

The chart below shows provisional figures on the percentage of children aged under 16 living in relative low-income families in 2021/22. This varies across the LCPP/Wards in Dundee City with the highest percentages reported in Coldsides (33.9%), East End (31.9%) and Maryfield (29.8%).

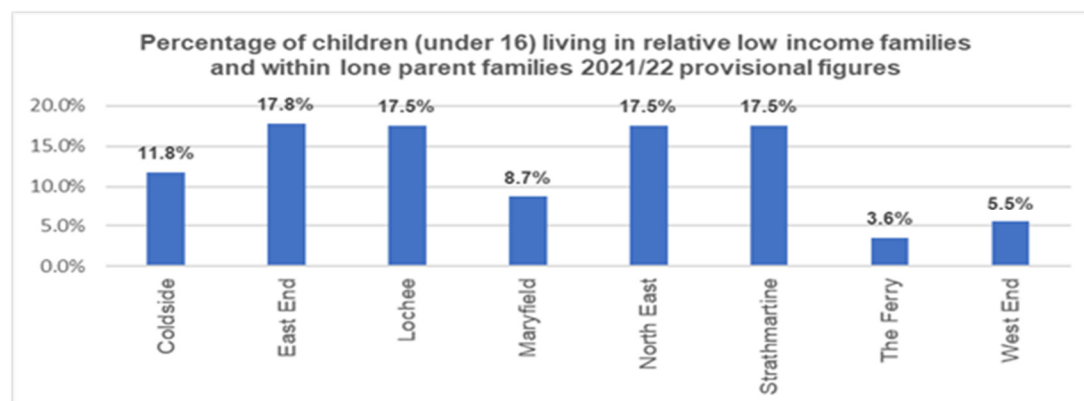
**Figure 2: DWP – Percentage of Children (aged under 16) living in relative low-income families 2021/22\* (provisional figures)**



Source: DWP Children in low income families: Local area statistics, Financial Years Ending 2014 to 2022.

Looking further at children in relative low-income families (before housing costs) provisional figures for 2021/22 estimated that in Dundee City 49.6% of children aged (under 16) living in relative low-income families were within lone parent families. The following chart shows the percentage of children (aged under 16) living in relative low-income families who are within lone parent families broken down by LCPP / Ward.

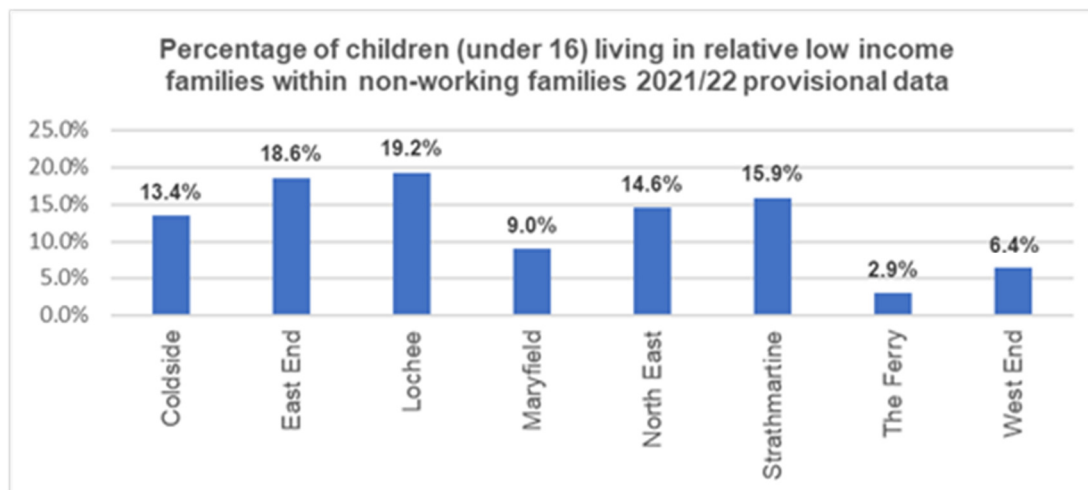
**Figure 3: DWP – Percentage of Children (aged under 16) living in relative low-income families and within lone parent families 2021/22 (provisional figures)**



Source: DWP Stat Xplore: Children in low-income families data set -family type lone parent families – 2021/22 provisional figures

It was also estimated that in Dundee City 37.7% of children aged (under 16) living in relative low-income families (before housing costs) were within non-working families. The following chart shows this data broken down by LCPP / Ward.

**Figure 4: Percentage of children (aged under 16) living in relative low-income families – within non-working families 2021/22 provisional data**



Source: DWP Stat Xplore: Children in low-income families data set -family type lone parent families – 2021/22 provisional figures

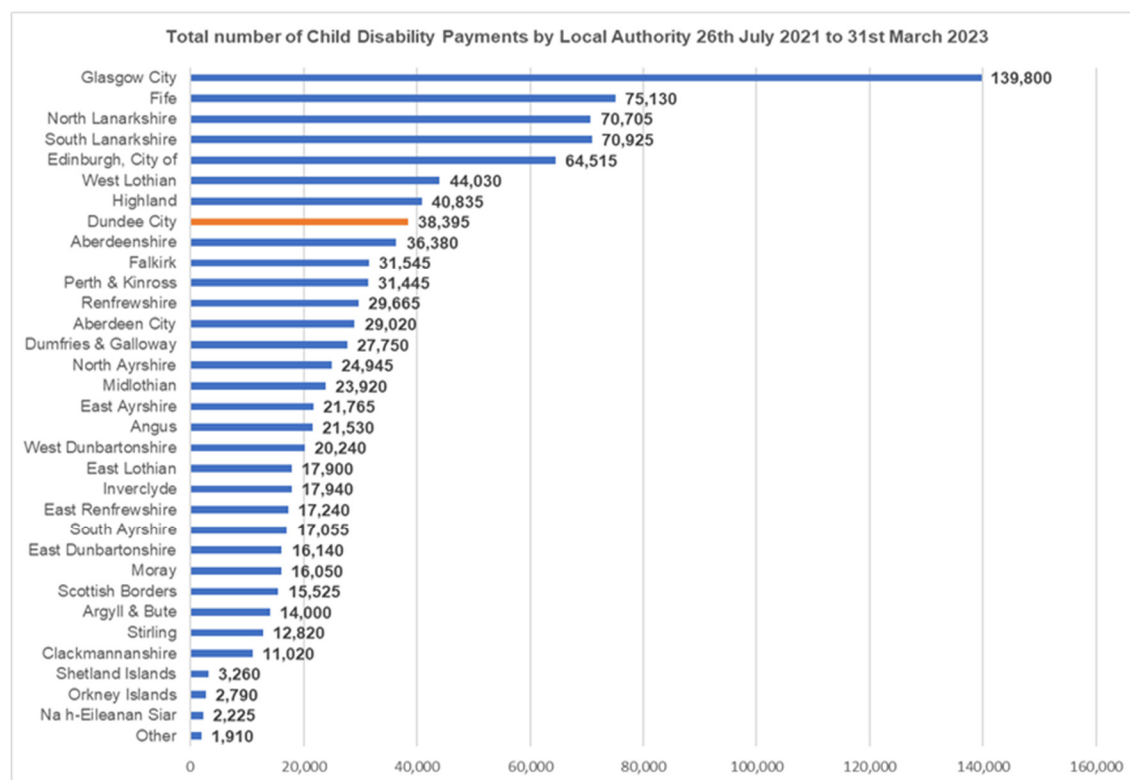
#### **d) Child Disability Payment**

Child Disability Payment is a Scottish Benefit that replaces Disability Living Allowance for children under 16. If awarded, Social Security Scotland will pay the benefit until the child turns 18. The benefit is designed to provide financial assistance to children and young people who have extra needs because of illness or disability. Dundee City Council’s Advice Services team have overseen the integration of the process which gathers supporting information requests for the child’s claim from named council professionals.

Between 26<sup>th</sup> July 2021 and 31<sup>st</sup> March 2023, the total number of Child Disability Payments in Dundee City stood at 38,395. The total value of these payments stood at £7,546,010.

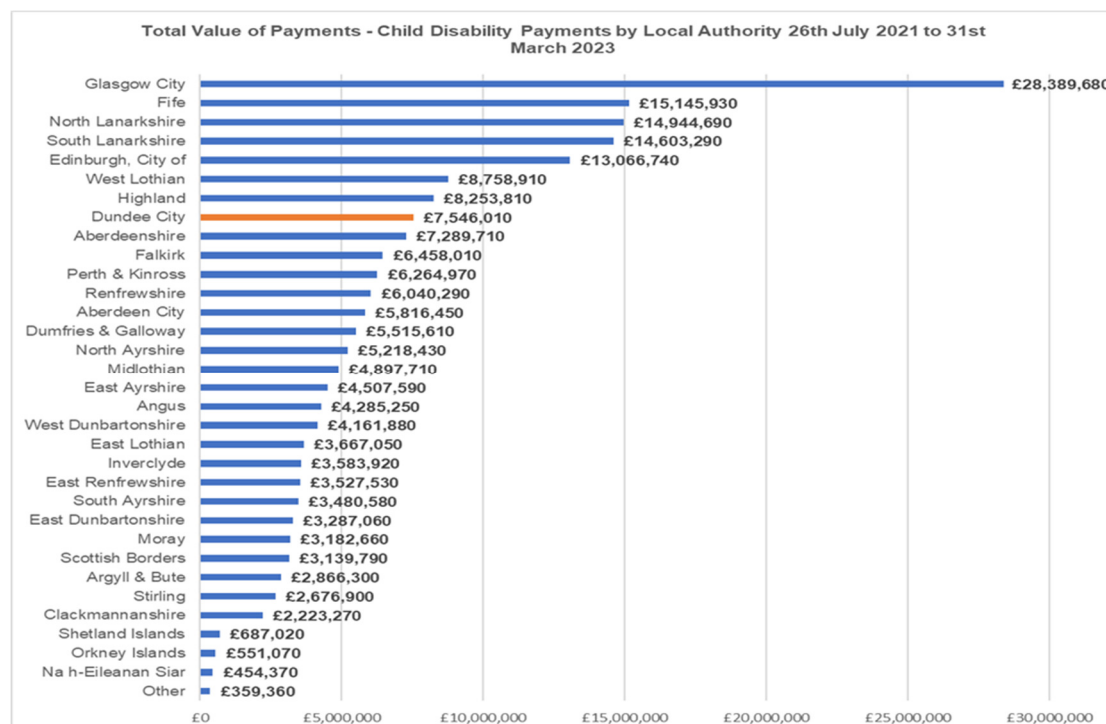
At a Scottish level, the total value of Child Disability payments issued up to 31<sup>st</sup> March 2023 was £204.9 million. The total number of payments made in this period was over one million. The following charts show the number and value of payments broken down by local authority area.

**Figure 5: Social Security Scotland – Total number of Child Disability Payments by Local Authority – 26<sup>th</sup> July 2021 to 31<sup>st</sup> March 2023**



Source: Social Security Scotland – Child Disability Payment: High level statistics to 31<sup>st</sup> March 2023

**Figure 6: Social Security Scotland – Total Value of Payments of Child Disability Payments by Local Authority – 26<sup>th</sup> July 2021 to 31<sup>st</sup> March 2023**



Source: Social Security Scotland – Child Disability Payment: High level statistics to 31 March 2023

From the 26 July 2021 new applications were taken for Child Disability Payment for Children under 16 that live in the pilot areas of Dundee City, Na h-Eileanan Siar and Perth and Kinross. On 22 November 2021, the payment launched nationwide Other includes payments where postcodes did not match LA data. Payments are issued once applications are processed and a decision is made to authorise the application. Payments are only presented that have been issued by 31 March 2023.

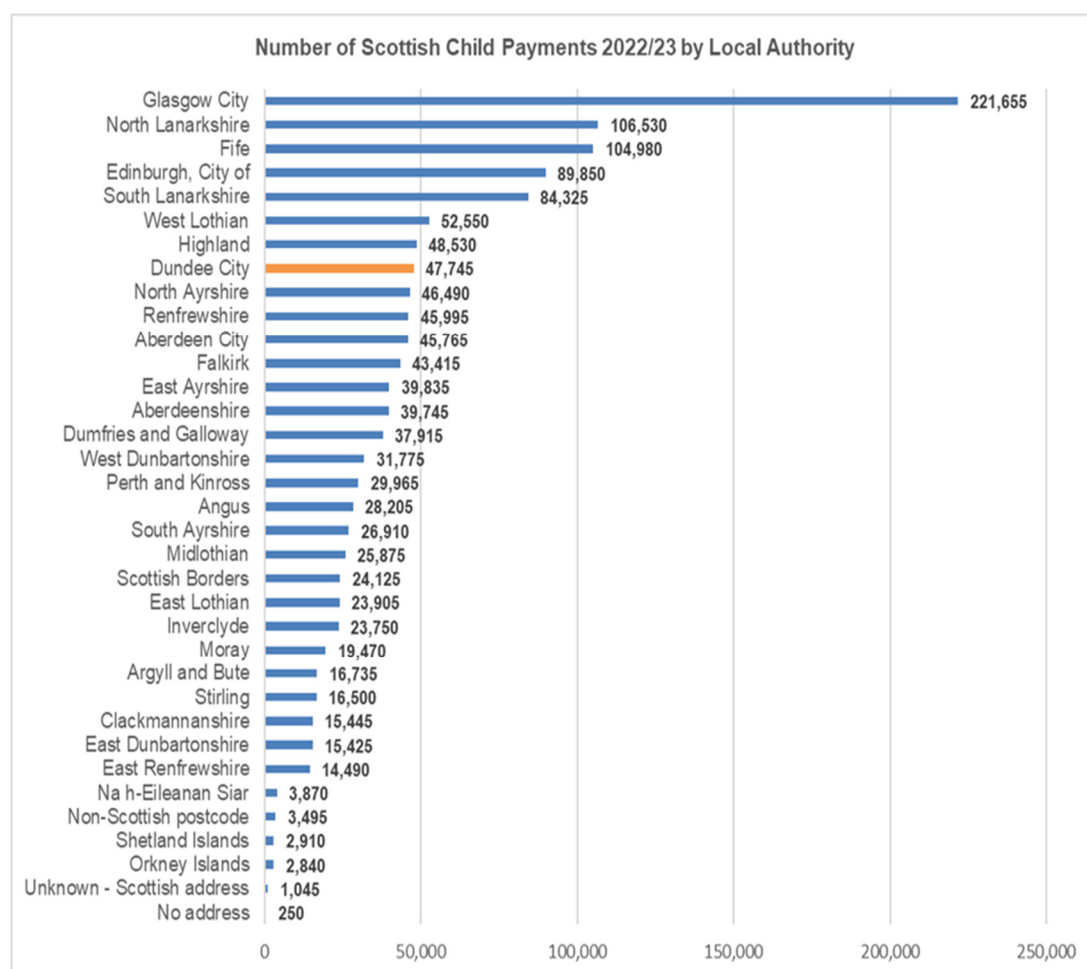
## e) Scottish Child Payment

Scottish Child Payment was initially introduced for low-income families with children aged under six. The payment was extended to eligible low-income families with children under 16 on 14<sup>th</sup> November 2022. It is intended to provide regular, additional financial support for families already in receipt of qualifying benefits to assist with the costs of caring for a child.

Recent figures published by Social Security Scotland reported that in Dundee City, the number of Scottish Child Payments made in 2022/23 stood at 47,745. The value of these payments equated to £6,487,025.

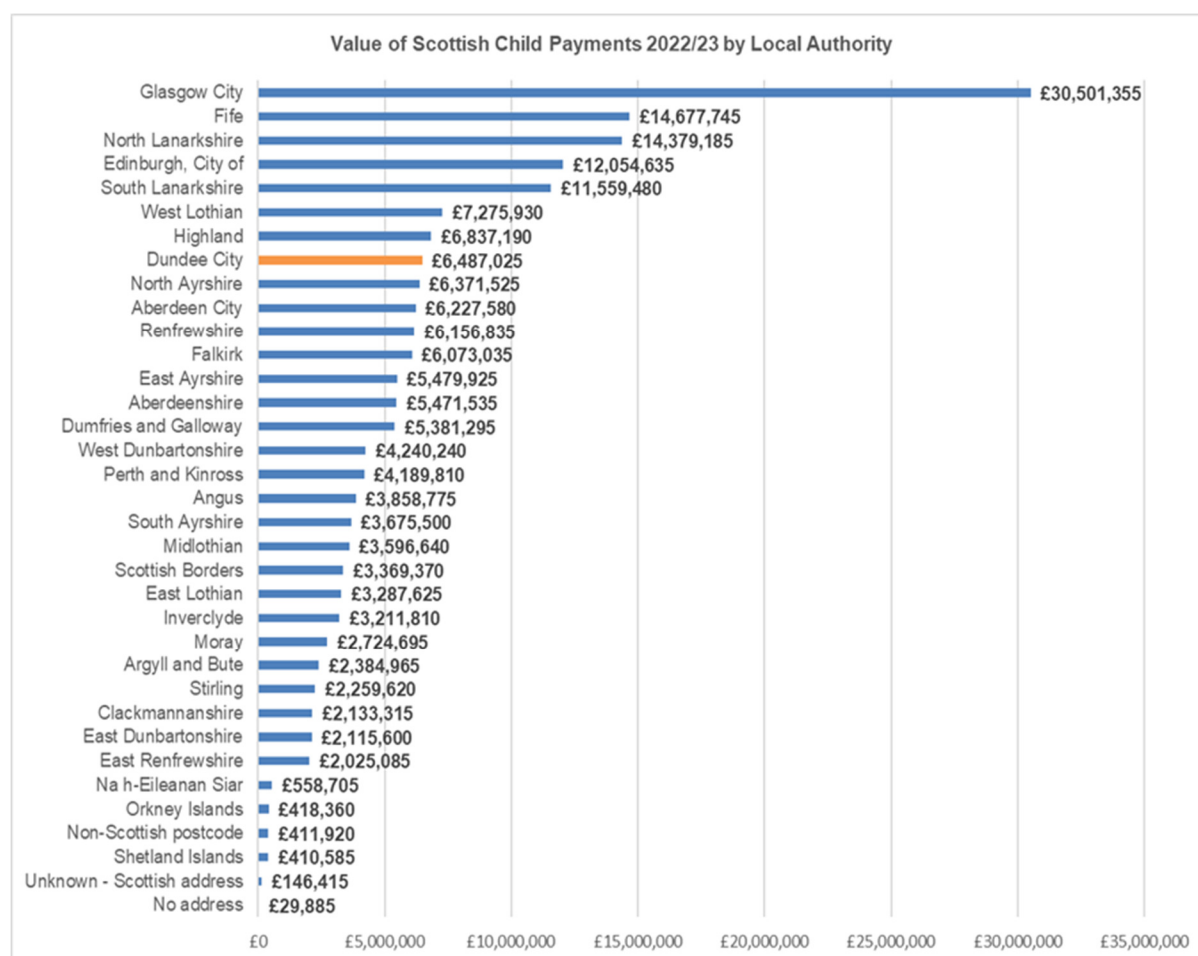
At a Scottish level, 1,382,320 payments were made during 2022/23 with the payments equating to almost £190 million. The following charts show the number of payments and the value of payments broken down by local authority area.

**Figure 7: Social Security Scotland - Number of Scottish Child Payments 2022/23 by Local Authority**



Source: Scottish Security Scotland – Scottish Child Payment: High level statistics to 31<sup>st</sup> March 2023  
 Figures are rounded for disclosure control

Figure 8: Social Security Scotland – Value of Scottish Child Payments 2022/23 by Local Authority



Source: Scottish Security Scotland – Scottish Child Payment: High level statistics to 31<sup>st</sup> March 2023-  
Figures are rounded for disclosure control

## f) Households in receipt of Universal Credit

The number of households receiving Universal Credit provides an insight into priority families in relative poverty. The table below shows the number and proportion of households in Dundee City receiving Universal Credit. Almost 21% of households in Dundee are receipt of Universal Credit, of which 39.7% are households with children and 30.1% are lone parent households.

| Universal Credit Households                                     | Households | %    |
|---|------------|------|
| Total Occupied Households - Dundee                              | 72103      |      |
| All Universal Credit Households (UCH)                           | 15026      | 20.8 |
| UCH with children*  | 5970       | 39.7 |
| UCH claiming Child Element*                                     | 5727       | 38.1 |
| UCH Lone Parent*  | 4517       | 30.1 |
| UCH with 3 or more children*                                    | 1070       | 7.1  |
| UCH with child aged 1 and under*                                | 1011       | 6.7  |
| UCH with Children - claiming Child Disability Entitlement*      | 727        | 4.8  |
| UCH with Children - claiming Limited Capacity for Work Element* | 820        | 5.5  |

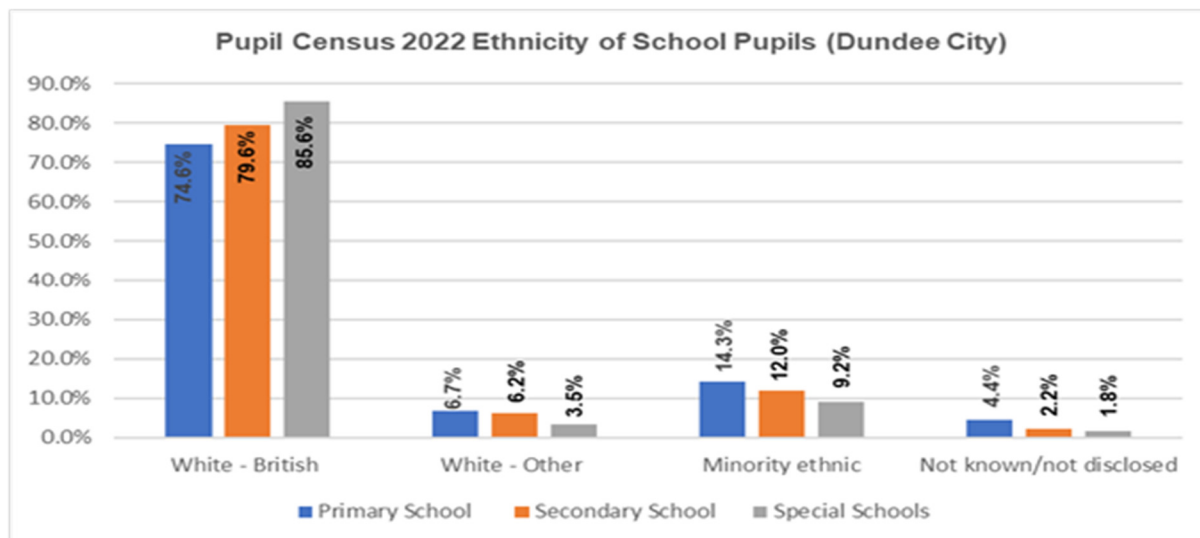
Source: DWP/NRS Claimants as at February 2023

\* UCH Percentage figures base is all Universal Credit Households

## g) Ethnicity in Schools 2022

The Scottish Government's Pupil Census 2022 reported that the majority of pupils in Dundee's Primary (74.6%), Secondary (79.6%) and Special Schools (85.6%) stated their ethnicity as White British. A breakdown of the ethnicity of school pupils broken down by school type is shown below.

**Figure 9: Scottish Government Pupil Census 2022 – Ethnicity of Pupils broken down by school type**



Source: Scottish Government Pupils Census 2022

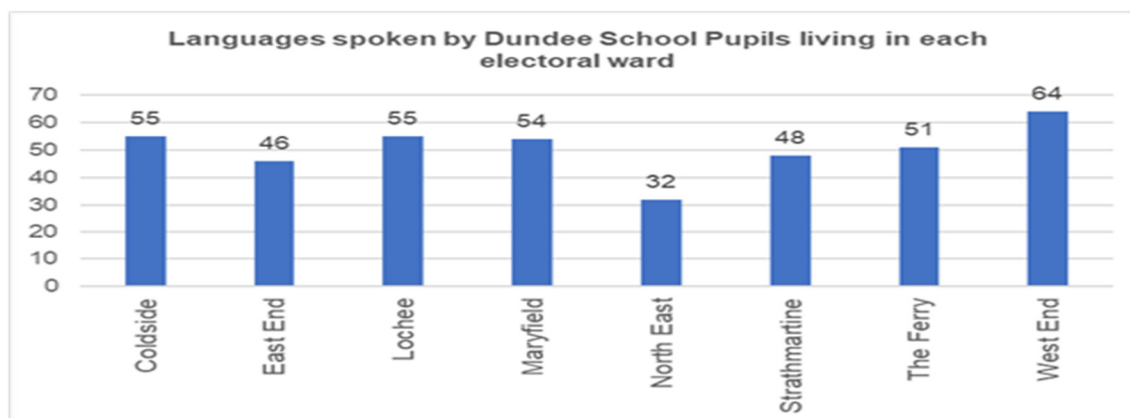
White British includes White Scottish and White Other British

White Other includes White Other, White Gypsy/Traveller, White Irish, and White Polish

Minority ethnic includes all other known categories.

In Dundee schools a total of 103 different languages are spoken by pupils. The chart shows that West End is the ward which had the greatest number of languages spoken by pupils living in the area (64) whereas North East was the ward where the lowest number of languages were spoken by pupils (46) living in the area. The 10 most common languages spoken by primary and secondary school pupils across Dundee are English, Polish, Urdu, Punjabi, Arabic, Scots, Russian, Bengali, Yoruba, and Ukrainian.

**Figure 10: Languages spoken by Dundee School Pupils living in each electoral ward**



Source: Dundee City Council, Children and Families Service – Figures as of June 2022

10% of pupils in Dundee's primary school require support with English as an additional language (EAL). Dundee City Council's Accessibility and Inclusion Service meet each family when their child is enrolled in school. The services of an interpreter are used at this meeting. This ensures that parents can ask questions and become familiar with the Scottish education system before their child starts school. Detailed background information regarding the child's educational, cultural, linguistic and life experiences is gathered to provide the school with an individual account of each child's needs.

## 5. Dundee Fairness Action Plan performance and our progress in 2022/23

The following sections record the progress towards implementation of the commitments made in the Fairness Action Plan for 2022-2025, firstly for the plan as a whole and then in detail for each theme in the Fairness Action Plan. Some new actions have also been identified and added to the plan. Updates on how these new actions are progressing will be reported on in next year's report.

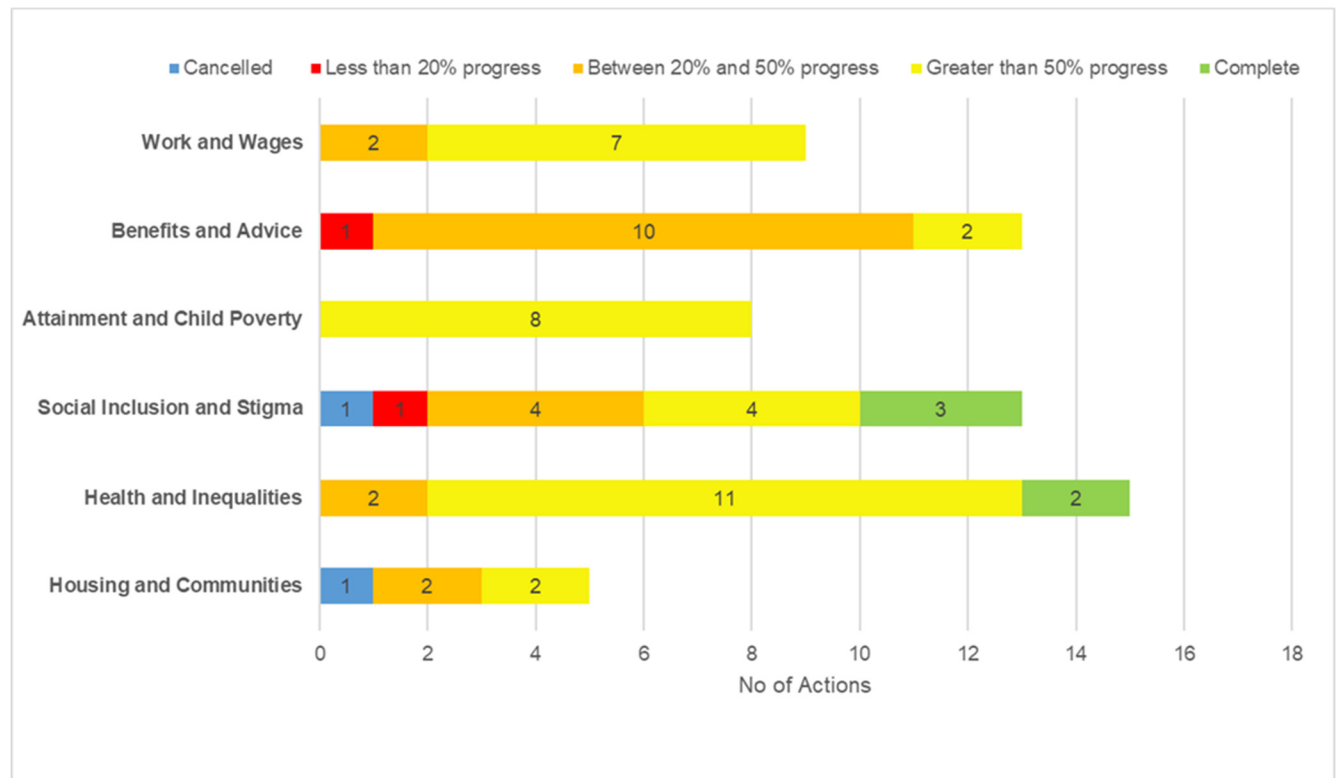
Each section contains graphic representation of inequalities data relating to our Fairness theme, progress of activities undertaken by the Dundee Partnership in 2022/23, relevant performance indicators, past trends where available, and targets. Case studies for each theme demonstrate the impacts of our actions on communities.

Care has been taken to set both realistic and ambitious targets for the performance indicators in the plan by taking account of the trend in the previous year and setting an improvement trend going forward to that degree of change. The latest figure along with the previous two years data is shown, then the targets for years 1 and 3. The tables also compare the latest figure to the year 1 target and show a long-term trend comparing the latest figure to the average of the previous two years data. Due to reporting schedules the previous two years data does not always fall neatly into the same reporting periods for each indicator so to keep the tables to a similar format the previous year's data is shown as -1 and -2. Where the trend is improving an upwards arrow is shown, where it is not improving a downwards arrow is shown, and a dash indicates a maintaining trend.

In relation to the actions in the plan, tables are displayed underneath each theme displaying the progress achieved against each action. Case studies are also included that show how we are putting fairness into practice.

### Overall Progress – Progress of all actions contained in the plan for period 2022-25

Figure 11: Progress of all actions contained in the Fairness Action Plan 2022-2025



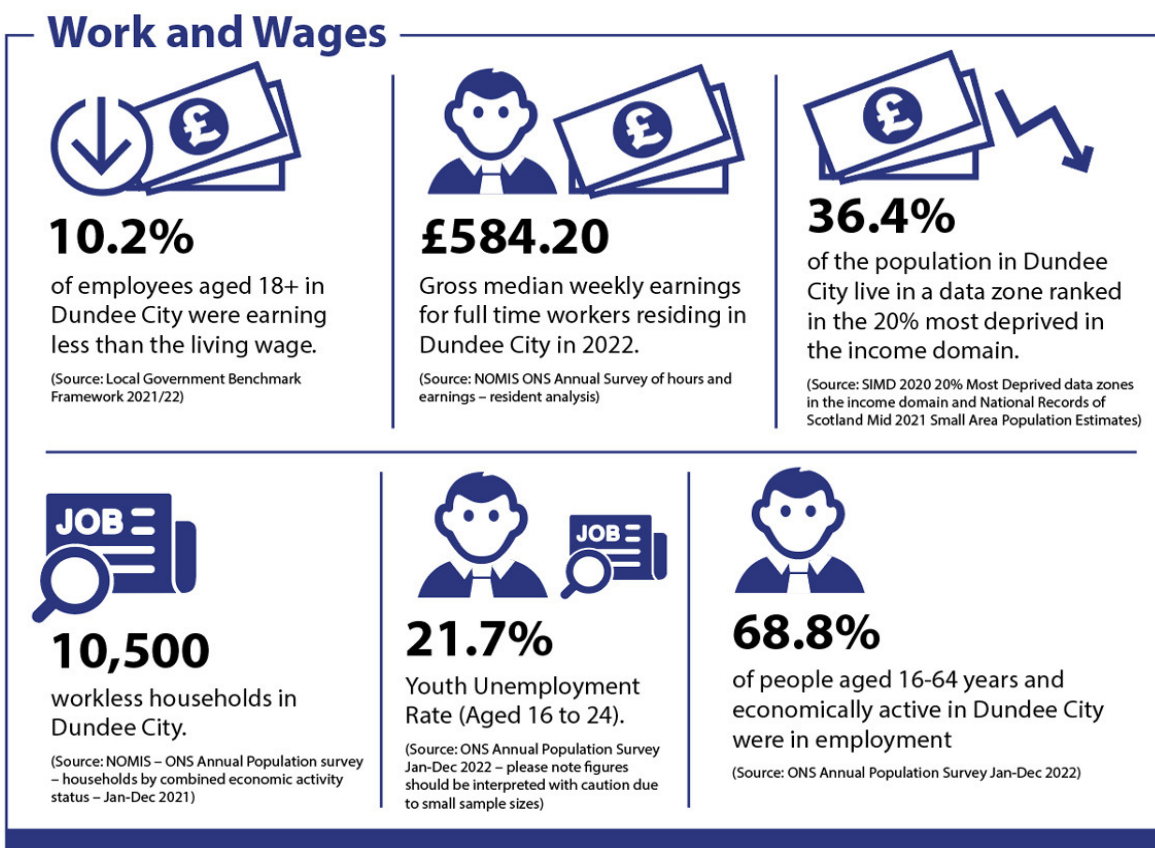


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## Theme A: Work and Wages

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### Understanding Inequalities



### Delivering Fairness for Dundee – Progress During 2022-2023

#### 1) Reshaping employability service in Dundee

##### All in Dundee

*All in Dundee* aims to support anyone in Dundee with a disability, or mental / physical health barrier, to find employment and thrive in work. All in Dundee provides four services in Dundee:

- **Employability Pathway** – supporting unemployed people
- **Parental Employment Support** – supporting unemployed or underemployed parents
- **Young Persons Employment Support** – Young People aged 16 to 24
- **Individual Placement Support (IPS)** - a clinical support model delivered by ENABLE Works in partnership with NHS Tayside, designed to support individuals with severe and enduring mental health issues, to move forward into sustainable employment and a more independent life.

##### Discover Work Partnership

The Discover Work Partnership is Dundee's Local Employability Partnership. It is a multi-agency approach to employability formed by members including Skills Development Scotland, Dundee and Angus College, Department for Work and Pensions, Dundee City Council, Dundee Third Sector Interface, Developing the Young Workforce, Health and Social Care Partnership, NHS Tayside, and Fair Start Scotland. Enable WORKS lead the consortium of third sector partners. The Discover Work



Service represents all resources of employability support delivered in Dundee including those funded and delivered by members of the Discover Work Partnership.

The Partnership has taken an evidence-based approach to targeting their services at customers experiencing structural inequalities and personal circumstances that increased their likelihood of being left behind in the labour market. The Scottish Government's No One Left Behind programme aims to support those facing structural inequalities in the labour market. The Discover Work Partnership published its Strategy for 2022-2027 aiming to maximise the opportunities provided by the Discover Work Service. The Strategy is informed and directed by No One Left Behind policy for change in Employability, and identified the following improvement areas for Dundee:

- Increase employment of people with disabilities by at least 900 people
- Increase the participation rate of Young People Aged 16-19 by at least 126 every year
- reduce workless households by at least 700 and reduce the number of children within workless households by at least 225

There are more than 11,000 people out of work in the city who are actively seeking or want to work. Hidden talent can be found in those currently unemployed and inactive, and there is a recognition that partners need to increase responses to the prevalence of challenging barriers such as physical and mental health conditions, including those with disabilities, under the terms of the Equality Act 2010.

The aim of the Discover Work Partnership is to address local need, promote inclusion, and ensure that those furthest from the labour market are proactively targeted and supported into sustainable employment through the Employability Pathway. Since the Employability Pathway began, there has been significant improvement in the proportion of customers entering a positive destination and the sustainment of employment for 12 months+

With the agreement from the Scottish Government, funding was carried forward which provided an opportunity to make available £1.55m for Round 2 of the Challenge Fund with the main purpose of the fund being to deliver additional / enhanced services to primarily young people in the Employability Pathway and wider Discover Work Service. The Challenge Fund (Round 2) will allow the delivery of additional / enhanced services in four priority wards, with high levels of income inequality and disadvantage (Coldside, Lochee, North East, and East End) to support the following priority customer groups:

- Those identified as being most at risk of leaving school and not participating in employment, education, or training
- Those aged 16-19 who are Not Participating (particularly those Unemployed & Not Seeking) or Unconfirmed
- Young People aged 16-24 requiring intensive and tailored support to address barriers caused by additional support needs, experience of care, caring responsibilities, disabilities, mental health conditions and convictions or an offending history
- Young People aged 16-24 who are long-term unemployed / inactive and most at risk of not re-entering or sustaining a positive destination.
- Those requiring specialist / bespoke support to access work (e.g., neurodivergent customers; those with severe and enduring mental health conditions) including advice, guidance, and support for employers (e.g., flexible recruitment practices to improve workforce diversity)

The principles of the employability pathway are being reviewed with feedback and support from members of Dundee Fighting for Fairness (DFFF). Those with lived experience of inequalities are best placed to inform ongoing and future development of employability services to ensure they meet the needs of vulnerable groups facing multiple barriers. The Discover Work Partnership are in the process of consulting DFFF on the design and development of community engagement tools which will be used to inform a redesign of the Discover Work Service, as committed to in the employability strategy, with implementation from 2024/25.

## **2) Parental Employment Support Fund (PES)**

The PES Service specifically targets parents belonging to the six 'priority groups': lone parents, families with a disabled member, young mothers, families with multiple children, families with a child under one, and minority ethnic families.

The Service has supported 200 parents since implementation in 2021, with 50% of them being employed. A proportion of these parents were reengaged from previously having been supported into employment. ENABLE and partners are still to reach out to school childcare / nursery providers – this is planned for later this year. As part of the PES offer the service can support with Transition Payments for childcare costs for parents transitioning to employment, or between jobs. ENABLE and partners have and will continue to reengage those previously supported into employment. The consortium is currently working with NHS Healthcare Assistants to identify parents who may need help in getting back into work after having children.

The PES Service provides outreach service in two local communities - Lochee Community Hub, and the Brooksbank Centre supporting the Linlathen Works Programme. An Employer Engagement targeted approach for each individual client has been successful and allowed the adaptation of specific work styles / practices / patterns to support the parents' personal circumstances. A targeted approach continues for clients on an individual basis through employer engagement such as, Embark, Tayside Contracts and Dundee & Angus College. ENABLE have also been working closely with colleagues at the V&A Dundee recently to identify and engage with working parents.

In July 2022 ENABLE Works implemented the Young Person Consortium, as part of their All in Dundee wider offer to citizens, and this has been a more active source of PES referrals where parents have been referred from those young people receiving support.

Additional Child Poverty funding has been provided by Scottish Government for 2023/2024 to enhance the Employability Pathway for parents (PES service), with a focus on the six priority family groups. Discover Work will aim to enhance the employability support currently provided by All in Dundee for parents.

### **3) Employment Support Service**

The purpose of the Employment Support Service (ESS) is to create employment opportunities for people with disabilities and health conditions as well as people who face significant barriers to assist them find, secure, and sustain suitable and appropriate employment. The team provides a one-to-one, person-centred service and enables individuals with disabilities to access a wide variety of services to help them progress towards employment.

The ESS operates the following key activities to deliver a service that tackles the unmet employment needs of people with disabilities:

- Job Club based support for people with disabilities and significant barriers, supporting individuals with their job search, applications, or interview techniques
- Work Experience Placements, job tasters or work trials to enable clients to develop their skills, test alternative employment options, assess their own capabilities
- The Supported Employment Team providing on-going assistance and support to job seekers and employees resident in Dundee who require additional support and assistance to settle into and sustain employment
- Consultancy and Advisory Service to local employers, voluntary organisations, and people with health problems and/or disabilities regarding good employment practice

The Employment Support Service's primary target group is unemployed people with disabilities and health problems who reside in the Dundee area. People with all types of disabilities are supported including physical disabilities, mental health issues, sensory impairments, acquired brain injuries, autism spectrum disorder, learning difficulties and learning disabilities. No diagnosis is required, and people can either be referred or can self-refer into the service.

### **4) Expansion of Living Wage campaign in Dundee**

Dundee remains committed to growing the family of Living Wage employers in the city. Dundee Living Wage Action Group is a campaign group that drives forward the Living Wage movement in Dundee. The group is behind the first place-based Living Wage Action Plan and the campaign to make Dundee the first Living Wage City in Scotland. The focus of the Action Group during 2022-2025 is raising awareness of the importance of paying the real Living Wage and prioritising sectors which are characterised by low pay and uncertain hours, including social care, hospitality, and tourism.

During Living Wage Week (November 2022) the Action Group held a very successful stencil campaign - a visual and impactful method of promoting Living Wage across the city with messages painted on pavements outside of Living Wage businesses. In January 2023, the group held an event ‘Building resilience in hospitality and tourism’, hosted jointly with Living Wage Scotland and Dundee & Angus Chamber of Commerce. The event explored opportunities to develop resilience through fair work practice and was attended by over 50 guests from the sector.

Currently, there are 122 accredited Living Wage Employers in Dundee, collectively employing 35,356 workers. The accreditations resulted in 1,802 workers being uplifted to the Living Wage rate by the end of April 2023. Some of Dundee’s accredited anchor organisations include: The V&A Dundee, Dundee and Angus Chamber of Commerce, Social Security Scotland, Dundee City Council, Michelin Scotland Innovation Parc, Dundee University Students’ Association, and more recently NHS Tayside and the Dundee United Community Trust. Most of the anchor employers in the city also offer flexible and family-friendly employment.

## 5) Provision of Flexible Childcare

32 Local Authority Nurseries provide 1,140 hours of Early Learning and Childcare to 3–5-year-old children and eligible 2-year-old children. There are also 40 Funded Providers contracted by Dundee City Council to deliver 1,140 hours of Early Learning and Childcare to 3-5-year-old children. Some funded providers are contracted to provide funded places for eligible 2-year-old children.

All local authority nurseries and funded providers offer flexibility for parents and carers. A full range of delivery models are available to families to choose from including term time provision (38 weeks) with the opportunity to purchase additional hours and/or full year provision (49 weeks).

The National Records of Scotland estimated total population of two-year olds for Dundee is 1,391. Of these children, it is estimated that 26% (367 children) may be eligible for a funded 2-year-old place. In 2022/23 there were 282 two-year old children accessing funded early learning and childcare, equating to 77% of eligible 2-year-olds. This is an increase on 2021/2022, where 71% of 2-year-olds were accessing funded childcare.

Dundee’s Children and Families Service have carried out a survey of parents and carers to assess whether their needs for local childcare provision are being met in terms of locality, accessibility, flexibility, and support for children with additional support needs. An additional survey of childcare providers is being carried out to enable mapping of provision across Dundee. The results of both surveys will be analysed during 2023/24 and will be reported on in future Fairness Action Plan.

## Measuring Our Progress

### 1) Performance Indicators

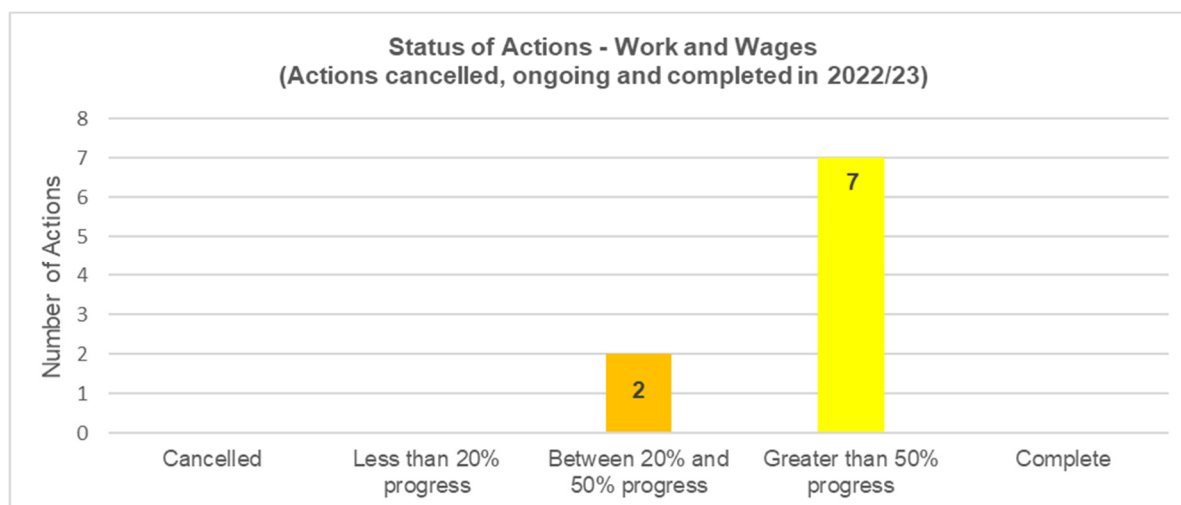
| Indicator   | -2 Year                        | -1 Year                      | Latest Figure                  | Target Year 1 | Progress against Year 1 Target | Target Year 3 | Long Term Trend* |
|---|--------------------------------|------------------------------|--------------------------------|---------------|--------------------------------|---------------|------------------|
| % of employees in Dundee earning less than the real living wage<br>Source: LGBF Data sourced from ONS Annual Survey of Hours and Earnings | 13.5%<br><i>(2019/20 data)</i> | 12%<br><i>(2020/21 data)</i> | 10.2%<br><i>(2021/22 data)</i> | 11.4%         | Ahead of Target                | 10.3%         | ↑                |

| Indicator   | -2 Year  | -1 Year  | Latest Figure                                    | Target Year 1 | Progress against Year 1 Target | Target Year 3 | Long Term Trend* |
|---|--|--|--|---------------|--------------------------------|---------------|------------------|
| Gross weekly pay for full time employees living in the area<br>Source: ONS Annual Survey of Hours and Earnings Residents Analysis     | £575.40<br><i>(2020/21 data – calendar 2020)</i> | £575.00<br><i>(2021/22 data – calendar 2021)</i> | £584.20<br><i>(2022/23 data – calendar 2022)</i> | £603.75       | Behind Target                  | £665.63       | ↑                |
| Number of workless households in Dundee<br>Source : ONS Annual Population Survey  | 13,500<br><i>(2020/21 data calendar 2019)</i>    | 9,500<br><i>(2021/22 data calendar 2020)</i>     | 10,500<br><i>(2022/23 data calendar- 2021)</i>   | 9,025         | Behind Target                  | 8,145         | ↑                |
| % of young people 16 to 24 who are unemployed<br>Source : ONS Annual Population Survey  | 16.8%<br><i>(2020/21 data- calendar 2020)</i>    | 21.8%<br><i>(2021/22 data- calendar 2021)</i>    | 21.7%<br><i>(2022/23 data – calendar 2022)</i>   | 20.7%         | Behind Target                  | 18.7%         | ↓                |
| The total number of opportunities provided to young people (e.g., modern apprenticeships, trainees)<br>Source: DCC Corporate Services | 281<br><i>(2020/21 data)</i>                     | 280<br><i>(2021/22 data)</i>                     | 117<br><i>(2022/23 data)</i>                     | 286           | Behind Target                  | 297           | ↓                |

\*Long Term Trend is the latest figure compared to the average of the previous two years data

## 2) Status of actions cancelled, ongoing and completed during 2022/23

Figure 12: Progress of all actions contained in the Work and Wages Theme



The progress of actions that are currently ongoing are shown in the table below:

| Actions in the Plan – Work and Wages   | Lead Service/ Agency           | Due Date    | Progress % |
|--|--------------------------------|-------------|------------|
| Ensure that services are informed by individuals with lived experience, through the collation of Feedback and information, and provision of research findings and reports. | DCC City Development           | 31-Mar-2025 | 30%        |
| Work with employability service providers and employers to improve knowledge of deaf culture, available support, and best practice   | DCC Chief Executive's Services | 31-Mar-2024 | 40%        |

| <b>Actions in the Plan – Work and Wages</b>  | <b>Lead Service/ Agency</b>       | <b>Due Date</b> | <b>Progress %</b> |
|--|-----------------------------------|-----------------|-------------------|
| Engage parents belonging to the PES target groups by reengaging those previously supported into employment by existing services; promoting the PES service via out of school childcare providers and nursery providers; and, working with a range of employers, including CPP members, to identify employees who may benefit from advice, guidance and support from the PES service. | DCC City Development              | 31-Mar-2025     | 75%               |
| Work in partnership with employers to create / identify opportunities for existing employees to progress in their workplace with assistance from the PES Service.  | DCC City Development              | 31-Mar-2025     | 75%               |
| Implement the PES Service across all partner organisations while promoting the full range of offers available including a person centred 'Upskill Fund' of up to £900 per person   | DCC City Development              | 31-Mar-2025     | 75%               |
| Through the implementation of the Stepping Up service across all Secondary Schools in Dundee, ENABLE Works will work in partnership with schools, to support young people to transition from school, and support their families, where appropriate, through the PES service to increase household labour market positions.   | DCC City Development              | 31-Mar-2025     | 75%               |
| Improve the range of training and qualifications available as part of the "other activity" element of the unpaid work requirement of a Community Payback Order   | DCC Children and Families Service | 31-Mar-2025     | 75%               |
| Increase positive destinations for Care experienced young people and those with Additional Support Needs through the Young Persons Guarantee   | DCC Corporate Services            | 31-Mar-2025     | 75%               |
| Develop opportunities for care experienced young people to improve their skills for work   | DCC Corporate Services            | 31-Mar-2025     | 80%               |
| Maximise the use of Parental Employment Support Fund to reach new parents belonging to "priority groups" in the next 12 months   | DCC City Development              | 31-Mar-2025     | NEW ACTION        |
| Support the delivery of Local Fairness Initiatives to reduce households which are workless and / or with children living in poverty  | DCC City Development              | 31-Mar-2025     | NEW ACTION        |
| Re-design the Discover Work Service, as committed to in the employability strategy, in partnership with members of Dundee Fighting For Fairness to ensure services can better support people with lived experience to find sustainable and meaningful employment   | DCC City Development              | 31-Mar-2025     | NEW ACTION        |
| As part of the intended redesign of the Discover Work Service, review and monitor ward data on employment and income deprivation to ensure Discover Work is further targeting the most disadvantaged areas from 2024/2025  | DCC City Development              | 31-Mar-2025     | NEW ACTION        |

### **3) Delivering Fairness – Case Study**

#### **Transition Dundee & The Wardrobe Adult Employability Support**

Transition Dundee are a social enterprise with a focus on environment and sustainability. Transition has two projects – Community Fridge and The Wardrobe. The Wardrobe sell good quality second-hand adults clothing and accessories as well as new and used books. There is a Free Section where each customer can take up to 3 free items per visit. The Wardrobe also hold workshops around repairing and upcycling clothing, giving our community the confidence and abilities to mend and prolong the life of their clothes.

Dundee Adult Employability Team works in partnership with Transition Dundee to provide employment opportunities at The Wardrobe to people who are unemployed.

### ***Nadiia's story***

*"I got to Dundee quite by accident, all Ukrainians are distributed to cities through a hub located in the city of Edinburgh. My English is not very good, and I didn't have any experience here so for a very long time I couldn't find any job. I was very upset. And finally, I was lucky the most wonderful organization in Dundee «Transition Dundee» hired me. I am very happy to be here! They are wonderful people and a wonderful experience for me!!! I am very grateful to them and to everyone who helped me find a job!!!*

*There are two children in our family and of course this job and the money I earn helps us feel more secure and confident! Feel safe! The money also helps me help my parents, who are now in Ukraine on the occupied territory and have little access to money to live. These wonderful people help me not only in my work, but also improve my knowledge of English every day!!!! Every day I learn something new about Scotland and the Scots!!! Here I learned a lot about climate change and the benefits of second-hand clothing! How it helps the environment! It's very interesting and enjoyable! Everyone is very friendly and accommodating, working here makes me feel very welcome in Scotland! This helps me cope with the depression that has haunted me since the beginning of the war. When I return to Ukraine, I will definitely tell everyone about such excellent projects as in the Transition Dundee! I hope their number will grow!!!!"*

With additional funding to The Wardrobe, Nadiia has been able to secure her employment for a further 3 years. Nadiia and her family have been moved from temporary refuge at a local hotel to a permanent Dundee City Council tenancy.



## Theme B: Benefits and Advice



### Understanding Inequalities

#### Benefits and Advice

**30.1%\***



of households receiving universal credit in Dundee City were lone parents.

(Source: DWP/NRS, Claimants as at February 2023 \*UCH percentage figure base is all universal credit households)

**49.6%**



of children in low income households (before housing cost) are within lone parent families.

(Source: DWP Stat Xplore – Children in low income families: 2021/22 – please note figures are provisional – caution should be taken when interpreting these figures as data collection methodology was affected by the coronavirus pandemic)

**65%**



take up rate of pupils eligible for free school meals.

(Source: Children & Families Service –2022/23 data relates to pupils stages P6-S6)

**5,797 (24.5%)**



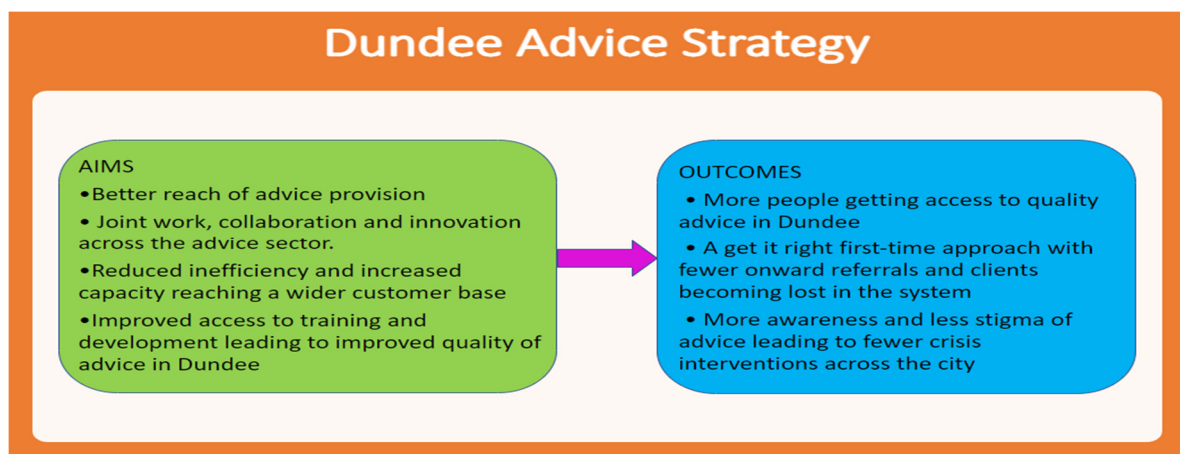
of children aged under 16 years are living in relative low income families (before housing costs).

(Source: DWP – Children in low income families local area statistics UK financial year ending 2022 figures are provision caution should be taken when interpreting this figure as the data collection was affected by the coronavirus pandemic)

### Delivering Fairness for Dundee – Progress During 2022-2023

#### 1) Dundee Advice Strategy

The new Dundee Advice Strategy is now in place and all advice partners have agreed a business plan to support the delivery of advice services for people in Dundee. A business plan is in place to support the strategy and it covers food insecurity, community-based advice and targeting priority groups who are particularly vulnerable. The diagram below shows the aims and outcomes of this strategy.



## **2) Council Advice Services and Benefit Delivery Team**

The advice services in Dundee continue to see demand for services to support customers in need.

### **Crisis Support:**

The Scottish Welfare Fund has had increasing demand over recent years, and this has continued following the pandemic and current cost of living crisis. As at the end of 2022/23 the service had considered 11,894 Crisis grant applications and 6,702 Community Care Grant applications. An additional £93,000 was allocated to supplement the SWF budget to ensure adequate support for citizens in crisis.

### **Tackling Fuel Poverty:**

Fuel Well Dundee 3 was launched in August 2022. A total of £1.06m from the Scottish Government's Local Authority Covid Economic Recovery Funding was committed to support households in Dundee struggling with rising energy costs. The team worked tirelessly with partners to ensure this funding was received by those in most need. The team also continues to support households throughout the city with Welfare Benefit / Money Debt & Energy advice alongside partners as an effective means to tackle poverty and inequalities within communities.

A total of over 11,000 households received assistance from the scheme. Data gathered shows that proportion of applicants who were cut off from supply, or in danger of being cut off, rose from 1.8% in 2021/22 to 6.4% this financial year. Dundee Energy Efficiency Advice Project are prioritising this group of clients for additional support and advice, including any future fuel grants or government support schemes.

Fuel Well data has been gathered and is being analysed in partnership with the Council's Information and Research Team and Public Health Scotland. It is envisaged that the data will:

- Enable better communication with customers about government schemes of assistance such as Warm Homes Discount, to ensure no-one misses these payments
- Help identify customers who are missing essential entitlements such as Scottish Child Payment
- Allow additional support to be offered to customers who have specific needs
- Be used to compare with rent arrears data to identify and support customers on the brink of legal action of eviction

### **Supporting Ethnic Minority groups to access income maximisation and advice:**

In 2022/23 the focus of the Council Advice Services in relation to ethnic minority groups has been on providing support to refugees fleeing war in Ukraine. It involves work to help people establish in the city, secure housing, and navigate the complex UK benefits system.

Since July 2022 Dundee City Council Advice Services have helped all Ukrainian citizens in the city residing in hotel accommodation to claim their full benefit entitlement. This includes claiming Universal Credit, pension credit, child benefit, housing benefit, council tax reduction, Scottish child payment, adult disability payment, child disability payment, free school meals, school clothing grants, best start foods, best start grants and concessionary bus passes. The service works closely with other partners to make sure the transition from the hotels to the community is as smooth as it can be.

Council Advice Services also provide immigration advice and assistance to individuals who have no recourse to public funds, and those who are seeking to settle in the UK or have settled under the EUSS. A dedicated adviser based within the Welfare Rights team works with individual clients and their families to help with Home Office forms, and support with accessing benefits, where entitlement has been identified.

### **Payments generated for Dundee residents on low incomes:**

The Benefit Delivery Team are responsible for the billing and collection of Council Tax, the team also deal with assessing entitlement to Housing Benefit, Council Tax Reduction, Discretionary Housing Payment, Local Authority Tenant Hardship fund and Educational Benefits such as free school meals, and holiday support payments. In addition to the business-as-usual work, the Benefit Delivery team administered the Scottish Government's £150 Cost of Living support to over 56,000 households throughout the city. Further financial support of more than £674,000 has been paid directly into the bank



accounts of families in receipt of free school meals due to low income to provide financial support out with term time.

Together, the Council Advice Services and Benefit Delivery Team ensured that Dundee residents could access vital financial support. The following payments were secured in 2022/23.

|             |   |
|-------------|---|
| £1,042,150  | 10,814 households experiencing fuel poverty through the Fuel Well Programme and through Fuel Support Payments to pensioners   |
| £1,809,050  | awarded to families in need through the Scottish Welfare Fund   |
| £884,571    | holiday support payments made by the Benefit Delivery Team supporting on average 5,550 children per holiday period in 2022/23 |
| 568         | warm home discounts taken up in 2022/23   |
| £10,056,681 | *generated from income maximisation support (provisional figure for 2022/23)  |
| £2.65m      | additional income/benefits raised through Macmillan Welfare Rights Cancer Support   |
| £3.7m       | Discretionary Housing Payments/Local Authority Hardship Fund payments awarded to tenants                                      |

### Activity being taken forward for 2023/24 for Council Advice Services:

Advice agencies are working together to identify the priorities for the next financial year. Work is ongoing on tackling fuel poverty in partnership with SCARF and Dundee Citizens Advice Bureau.

Council Advice Services are engaging with the council's Corporate Debt team to address the negative impacts of repaying public debt on households and to better support clients who have council tax debt or rent arrears. The two council teams will be working with Aberlour Children's Charity and experts by experience from Dundee Fighting for Fairness to identify the most effective means of supporting these vulnerable households. A variety of models of debt recovery will be analysed with the aim of developing a road map of public debt recovery, leading to a reduction of negative impacts of public debt particularly on priority families.

A pensioner benefits uptake campaign is being developed to encourage older people to access income maximisation advice and support with applying for a variety of payments. Council Advice Services, Customer Services and the Corporate Revenues teams will work together to identify customers entitled to Pension Credit, as well as those not currently in receipt of Council Tax Reduction. A case study will be used to encourage pensioners to engage with the campaign and seek advice.

It is anticipated that around 95 asylum seekers will be dispersed into Dundee in 2023/24. Advice Services will assist with income maximisation and access to humanitarian support from social work services.

### 3) Cash First Approach in Dundee

Dundee Community Food Network, in partnership with local advice agencies, is making progress on the rolling out of the 'cash first' approach, by embedding access to advice within local communities. Dundee City Council's Connect Welfare Reform team have a representative linked with the network and mapping out of advice services in the city, whether held face to face or remotely, is ongoing. The advice services provision will be added to the new online search facility. Connect Team advisers have now been co-located in some of the community food projects and work is ongoing to establish a remote access to advice within more projects using 'Near Me' facility. Dundee City Council's Housing Options Team are also now based within three local food projects to provide drop in advice to residents facing housing difficulties, are facing homelessness, or are at risk of homelessness.

#### 4) Free Travel

Latest figures from Dundee City Council show that 22,075 National Entitlement Cards (NEC) with free bus travel for under 22s were issued up to the end of March 2023, around 78% of those who are entitled.

In total 2,649,519 free bus journeys were made by Dundee’s under-22 cardholders between the end of January 2022 and March 2023.

#### 5) NHS Tayside Advice Centre

The Advice Centre re-opened its doors in Ninewells Hospital in December following a period of closure due to Covid-19. The Advice Centre, managed by NHS Tayside’s Directorate of Public Health, is a free service that assists with issues such as benefit entitlements, debt, food insecurity, home energy bills and other cost of living pressures. The Advice Centre is open to staff, visitors and patients across Tayside and can accept requests for advice, information, and referrals either in person, by phone or e-mail.

The Advice Centre is averaging around six (appropriate) contacts daily. Advice Centre staff can refer clients into partner advice services such as Home Energy Scotland, Welfare Rights, or a local Citizens Advice Bureau. Social Security Scotland advisors are now co-located within the Advice Centre and offer clients support to apply for any of the benefits that the agency administers, including Adult Disability Payment, Best Start grants, Scottish Child Payment, and the Child Winter Heating Assistance. Scarf has an advisor available at the Advice Centre each week to provide clients the opportunity to discuss their energy bills, fuel debt and find out what assistance may be available to help reduce home energy costs.

Public Health staff are offering a rolling programme of training to ward staff which includes raising the issue of money worries with patients, making a referral to the Advice Centre, and sharing good practice. This training is to support the nursing documentation that includes questions on money worries and employment which has been embedded across all inpatient services. Referrals are made to the Advice Centre for staff to triage to services across Tayside.

Feedback from an Advice Centre Client: *“I found the help I received at the Advice Centre excellent. I made an initial enquiry as I needed advice about the transfer over of a child disability payment and noticed that Social Security Scotland was there. Initially the claim was with DWP but there seemed to be an issue with it being processed which meant that almost a year on from applying, I still was not receiving anything. A couple of visits to the Advice Centre, speaking to its staff and Social Security Scotland’s staff meant that I got the information I needed to resolve the matter which has taken some stress away and means a new application is being processed. Staff were really helpful and approachable, and I hope that others are aware that they are there to help.”*

### Measuring Our Progress

#### 1) Performance Indicators

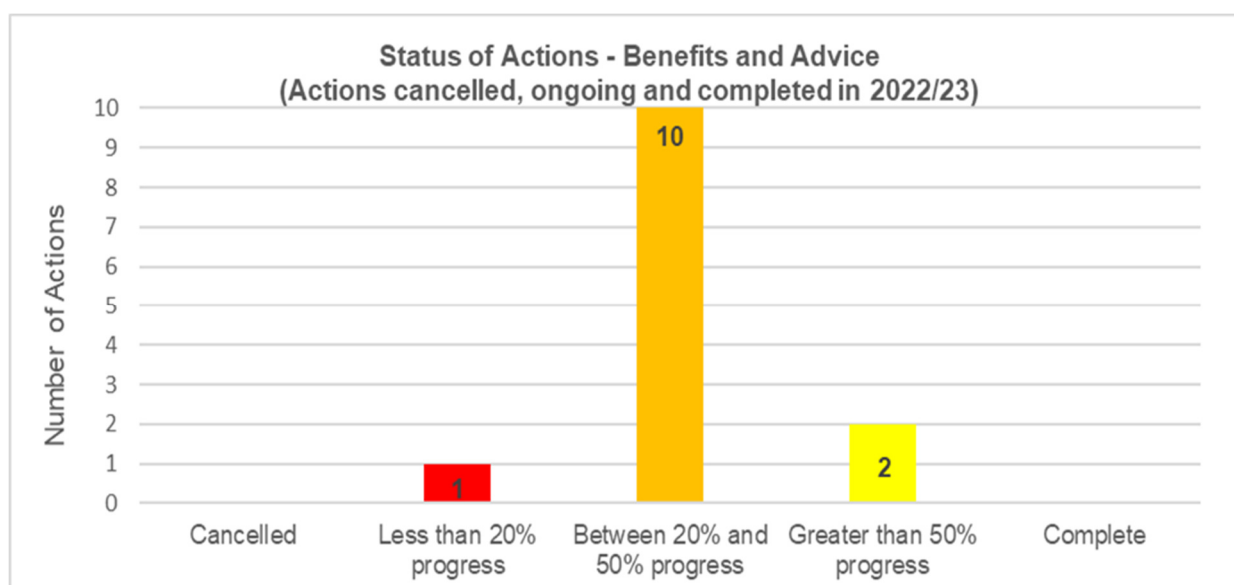
| Indicator   | -2 Year                        | -1 Year                        | Latest Figure                              | Target Year 1 | Annual Performance Against Year 1 Target | Target Year 3 | Long Term Trend* |
|---|--------------------------------|--------------------------------|--|---------------|--|---------------|------------------|
| Children aged under 16 years and living in relative low-income families (before housing costs)<br>Source: DWP Children in low-income families | 21.7%<br><i>(2019/20 data)</i> | 17.8%<br><i>(2020/21 data)</i> | 24.5%<br><i>(2021/22 provisional data)</i> | 16.7%         | Behind Target                            | 15.1%         | ↓                |

| Indicator   | -2 Year                 | -1 Year                 | Latest Figure                       | Target Year 1 | Annual Performance Against Year 1 Target | Target Year 3 | Long Term Trend* |
|---|-------------------------|-------------------------|-------------------------------------|---------------|--|---------------|------------------|
| % of Children who are in low-income households (before housing costs) and within lone parent families<br>Source: DWP Stat Xplore – Children in low-income families data set | 43.9%<br>(2019/20 data) | 44.0%<br>(2020/21 data) | 49.6%<br>(2021/22 provisional data) | 41.8%         | Behind Target                            | 37.7%         | ↓                |
| The % take up of free school meals<br>Data is P6-S6<br>Source: DCC Children and Families Service  | N/A<br>(2020/21 data)   | 62%<br>(2021/22 data)   | 65%<br>(2022/23 data)               | 65%           | On Target                                | 71%           | ↑                |

\*Long Term Trend is the latest figure compared to the average of the previous two years data

## 2) Status of actions cancelled, ongoing and completed during 2022/23

Figure 13: Progress of actions contained in the Benefits and Advice Theme



The progress of actions that are currently ongoing are shown in the table below:

| Actions in the Plan – Benefits and Advice  | Lead Service / Agency             | Due Date    | Progress % |
|--|-----------------------------------|-------------|------------|
| Target efforts to increase uptake of pensioner benefits  | DCC Corporate Services            | 31-Mar-2025 | 10%        |
| Set up a support hub within Morgan Academy where services can do outreach to support families e.g., money advice, employability, etc. This would include a trial of welfare rights supports also | DCC Children and Families Service | 31-Mar-2025 | 20%        |
| Agree a detailed business plan with all advice agencies to allow the new Advice Strategy to be implemented across all partners   | DCC Corporate Services            | 31-Mar-2025 | 25%        |

| <b>Actions in the Plan – Benefits and Advice</b>  | <b>Lead Service / Agency</b>                               | <b>Due Date</b> | <b>Progress %</b> |
|---|--|-----------------|-------------------|
| Adopt gender-sensitive approach to service planning, regarding effects of welfare reforms on those impacted by substance use and women  | DCC Corporate Services                                     | 31-Mar-2025     | 25%               |
| Prioritise current year interventions aiming to tackle fuel poverty   | DCC Corporate Services                                     | 31-Mar-2025     | 25%               |
| Utilise Fuel Well data to target those most in need of support  | DCC Corporate Services                                     | 31-Mar-2025     | 25%               |
| Work with partners to devise a fuel poverty strategy for the city   | DCC Corporate Services / Neighbourhood Services            | 31-Mar-2025     | 25%               |
| Focus on take up of Free School Meals, free transport and free after-school activities as means of reducing the cost of living and adopt city-wide communication approach about these cost reducing initiatives | DCC Children and Families Service                          | 31-Mar-2025     | 33%               |
| Deliver training to Support Workers in partnership with Welfare Rights to provide advice within their teams   | DCC Children and Families Service                          | 31-Mar-2025     | 40%               |
| Implement learning from “What matters to you”   | DCC Children and Families Service / Neighbourhood Services | 31-Mar-2025     | 50%               |
| Expand outreach of advice provision in the community through co-location within health service, schools, and grass-roots partner organisations  | DCC Corporate Services                                     | 31-Mar-2025     | 50%               |
| Work in partnership with the Scottish Prison Service and Department of Work and Pensions to ensure prisoners have access to their appropriate benefits on release   | DCC Children and Families Service                          | 31-Mar-2025     | 70%               |
| Promote uptake of Council Tax reduction to Care Leavers and other eligible young people to ensure their eligibility for Council Tax reduction is in place   | DCC Children and Families Service                          | 31-Mar-2025     | 90%               |

### **3) Delivering Fairness – Case Studies**

#### **Support for single parents in Dundee – One Parent Families Scotland**

One Parent Families Scotland (OPFS) was established in 1944 and is the leading charity working with single parent families in Scotland.

Our Dundee branch of family support services has been providing specialist support across the city for over 35 years. Our support is firmly based within the local community and holistic, dealing with immediate issues affecting single parents as well as supporting them to build capacity and resilience to better manage their situations in the long term. Support is tailored and includes:

- Early Intervention and Prevention Family Support
- Groupwork and one to one support
- Employability service

- Events for single parents and their families, and the local community
- Mental health and Wellbeing Service
- Single Parent tailored advice and information
- Signposting to appropriate support services
- Support into training, education, and employment programmes.

What do Dundee parents tell us about the cost-of-living crisis?

*I felt positive when covid restrictions were lifted, as I struggled emotionally. However, the cost-of-living crisis has increased my stress levels and I feel anxious all the time, worrying about how I can feed, heat, and clothe my children.” - Single parent working part time.*

*“This affects me - every month I find it hard to put gas and electric in and with the colder weather it’s a lot harder.” - single parent on universal credit*

*“Everything is rising, I am struggling and getting myself into debt. I need to give up work as I can’t afford fuel to get there, and I don’t know how I am going to manage with further rises” - Single working parent*

### **Katie’s story**

Katie is 32, she has 2 children aged 8 and 3. She became a single parent following the breakdown of her relationship due to domestic violence. Katie moved into her 3 bedroomed private rented property to ensure the children remained at their schools and local childcare.

Katie previously managed her money well but is now struggling to make ends meet due to the cost-of-living crisis, which is impacting on her mental health. She reached out to One Parent Families for support.

OPFS secured a food parcel and provided details of local food larders. Katie received a financial health check and assistance to make claims for Universal Credit and other payments to maximise her income. She was also supported to speak to her energy provider regarding help with managing her increasing energy costs. In addition, Katie received information on low-cost activities for the children and was supported to contact her son’s GP for a prescription for food for due to his allergies. This was a great relief to Katie as she had been worried about ensuring her child’s dietary needs were met.

Katie was also offered support from our employability service from the PESF as she expressed a wish to seek promotion. Other support offered to Katie by OPFS included a wellbeing box, and signposting to services to help her address the experience of domestic violence.

As a result of the support received from OPFS, Katie’s monthly income was increased by £658.31. In addition, Katie has improved mental health due to less stress and having strategies to manage her anxiety, she is better able to address issues and engage with other agencies after having positive experiences of doing so, and she is engaged in the OPFS parent participation – ensuring her voice is heard. She also contributes to the service delivery and design and is engaged with employability supports to look at skills and progression in her employment.

### **Aberlour Tayside Financial Inclusion Project**

Aberlour Children’s Charity has been awarded £400,00 for their Tayside Family Financial Wellbeing project, which aims to facilitate the systems-change needed to promote new and different approaches to financially assisting vulnerable families. This pilot project aims to undertake a ‘test-of-change’ in partnership with Tayside Councils (Angus, Perth & Kinross, Dundee) and families to test:

“If extreme poverty and financial hardship is alleviated for families, does wellbeing significantly improve and the number of children at risk of entering the care system reduce?”

The test considers if material / financial help for families with complex needs is a valid form of support which enhances the wellbeing impact of Aberlour’s practical whole-family support approaches and looks to consider debts and in particular public debt.

Through funding available Aberlour can help support families to become debt free – allowing access to housing lists without impediment from arrears and fresh start, support families to access services locally and facilitate initial meetings and referral process. Health improvements are supported as the worry associated with debt, arrears, and associated feelings toward this are relieved.

In Dundee, Aberlour have been working alongside the Council Advice Services to identify these debts for families who are receiving whole-family support service, and in some instances clear these.

In the first year of the project (December 2021 - December 2022) 22 families have been referred to welfare rights and advice agencies and 14 families have received assistance from the Debt Relief fund. The support has impacted directly on 51 people in those families, clearing a total of £38,300 in debts, averaging £2,739 per application.

The data has also shown that 87% of the debts the families we were working with were owed to public sector bodies, such as advanced benefit payments, benefit overpayment, and rent & council tax arrears.

74% of the families reported feeling that they are more in control of their income and spending, and 100% of families felt more in control of regular bill paying. Those who took part have also disclosed that they are more confident about seeking income maximisation, 87% reporting they are confident about accessing support.

The evaluation from recipients shows that with income maximisation and appropriate budgeting and debt advice families feel more confident about future contact with their creditors. 87% reported that they would reach out if they were facing challenges in the future and 75% felt confident, they can remain free of problematic debt.

“

## Theme C: Attainment and Child Poverty

”

### Understanding Inequalities

#### Attainment and Child Poverty

**27.1%**



of children in Dundee City are in poverty after housing costs.

(Source: End Child Poverty 2021/22 data published June 2023)

**435**



children looked after in Dundee City this represents 2% of the 0-17 years population.

(Source: Scottish Government Child Social Work Statistics 2021/22 – Figure as at 31st July 2022)

**10,171**

children (aged 0-15 years) live in 20% most deprived data zones, this accounts for 42.9% of the children in that age group in Dundee City overall.

(Source: SIMD 2020 20% Most deprived data zones and National Records of Scotland mid 2021 Small Area Population Estimates)



The majority of Children (0-15 years) who live in East End (80.1%) Colside (64.2%) and Lochee (50.1%) live in a data zone ranked in the 20% most deprived.

(Source: SIMD 2020 20% Most Deprived data zones and National Records of Scotland mid 2021 Small Area Population Estimates)

**637**

average tariff score for school leavers living in SIMD Quintile 1\* areas.

(Source: Local Government Benchmarking Framework 2021/22)

\* Quintile 1 is those living in most deprived SIMD Areas and Quintile 5 is those living in least deprived SIMD Areas.



**1,209**

average tariff score for school leavers living in SIMD Quintile 5\* areas.

**4.3%**

difference in school attendance between children living in SIMD Quintile 1 areas and the average for those living in SIMD Quintile 2-5 areas.

(Source: DCC Children & Families Service 2022/23)



### Delivering Fairness for Dundee – Progress During 2022-2023

#### 1) Scottish Government's Dundee Child Poverty Pathfinder

The Dundee Child Poverty Pathfinder is a collaborative partnership between Department for Work and Pensions, the Scottish Government, Dundee City Council, and other partners working together with a cohort of identified families living in Linlathen who require support to move towards and sustain employment. The overarching aim of the Pathfinder is helping families move out of poverty, with a holistic person-centred approach being the key ideology of this partnership. There is representation from the Pathfinder team on the LFI local steering group to ensure coordination and to develop links with existing community-based supports.

In total 90 workless households were identified (with over 140 children residing within these families). Door knocking and leaflet delivery were the main methods of engagement with the families, with 74

families having responded initially. Health issues and caring responsibilities were identified as major barriers to work.

In response to these concerns, a multi-agency drop-in service held at Brooksbank Centre called 'Linlathen Works' was developed from November 2022. Linlathen Works is an employability initiative delivering joined up, locally based, employability and financial inclusion services. Residents can access support from the Pathfinder Family Support Key Worker and be referred or signposted to other services including the Dundee Energy Efficiency Advice team, Social Security Scotland, and/or Brooksbank Money Advice team.

Consultations around barriers to employment led to development of an Out of School Care facility based at Rowantree Primary School, supported by Scottish Government funding of over £200,000 to pilot this new School-Aged Childcare approach. The facility opened in January 2023 and will provide free out of school care places for 50 children for one year. The fully subsidised childcare provision, targeted at low-income families, is a pilot project and a test of change which will inform further development of the Scottish Government's affordable out of school childcare, leading to a reduction in poverty rates for families. Rowantree Primary has received further £508,000 for 2023/24 as an 'early adopter community' as part of the Scottish Government's Building a System of School Age Childcare programme. This provides school age childcare before and after school as well as during holidays, where families on the lowest incomes will pay nothing.

Connecting Scotland is supporting the Pathfinder to develop digital inclusion pathways for residents in Linlathen. A workshop was held to explore a potential service model, taking account of clients' needs that could be met by being online, how need for digital inclusion could be identified and assessed, how appropriate support could be delivered (e.g., devices, connectivity, training), what follow-up support looks like, how being digitally included would mesh with the other support being offered by the pathfinder. The initial discussion allowed to identify challenges and map directions of travel. This work will be taken forward by Connecting Scotland into 2023/24.

Further work will be undertaken by the Pathfinder team to explore the health barriers to participation in Linlathen and explore how the NHS and other services can respond on a locality basis.

Since the launch of the "Linlathen Works" drop-in, there have been 460 visits to the drop-in in the first 24 weeks it has been running. Most of the queries related to cost-of-living concerns, with the second most frequent query related to employment and upskilling. The Pathfinder has so far delivered the results as outlined below:

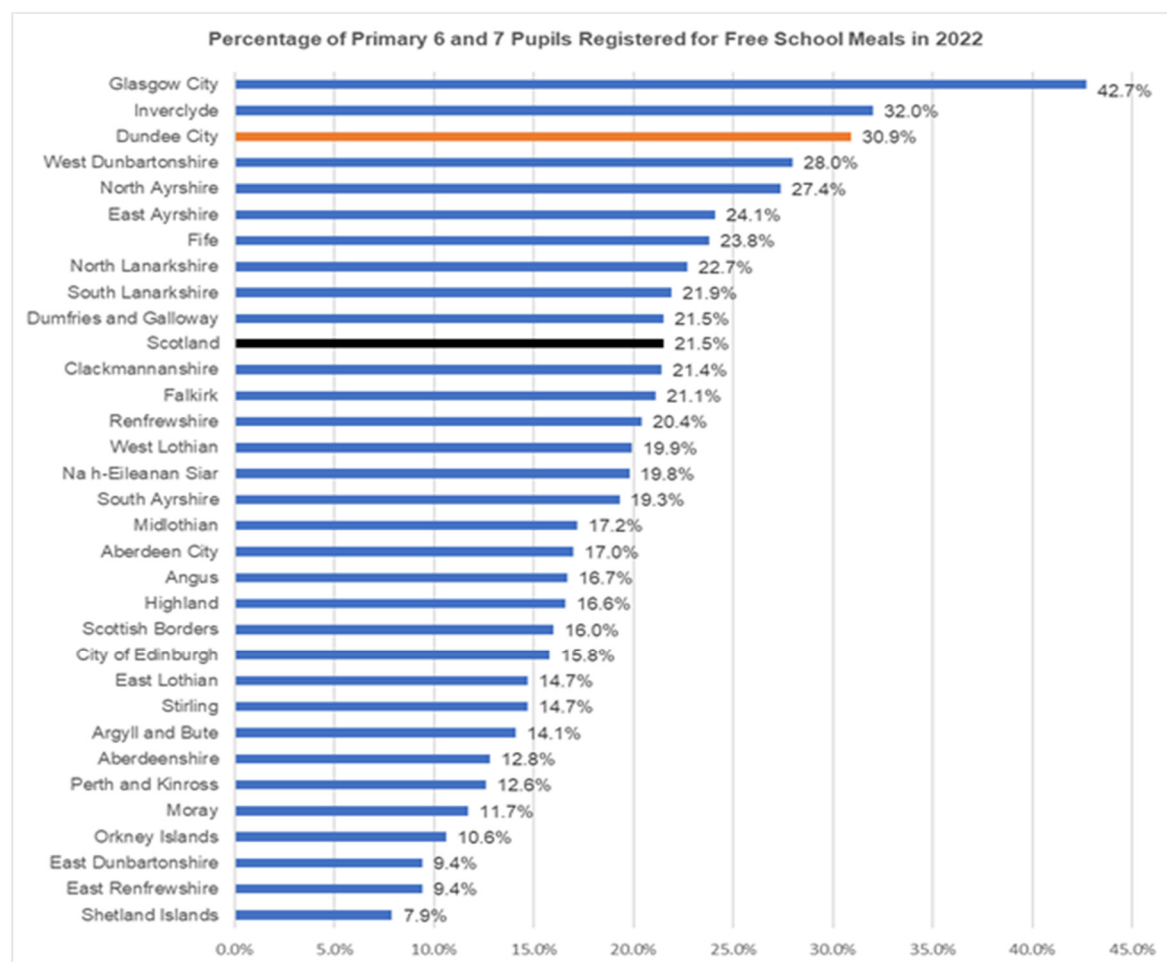
- Fuel - all clients referred for Fuel Well/Energy Support and 84 families supported to apply for the Home Heating Fund
- Financial Inclusion - 79 have had Better Off Calculations and 42 referred onto Welfare Rights
- Employability - 51 Parental Employability Support, 14 adult employability, 12 youth employability, 4 Enable (health) & 1 Action to Industry
- 13 now confirmed as working plus one person looking to start their own business
- 7 supported with college applications
- 4 working with a Keep Well nurse

## **2) Free School Meals and School Clothing Grants**

All Primary 1 to 5 pupils in Scotland are entitled to free school meals. Figures from the Scottish Government's Healthy Living Survey 2022 reported that 30.9% of Primary 6 and 7 pupils in Dundee City were registered for free school meals. This was higher than the Scottish proportion which stood at 21.5% and was the third highest proportion behind Glasgow City (42.7%) and Inverclyde (32.0%)



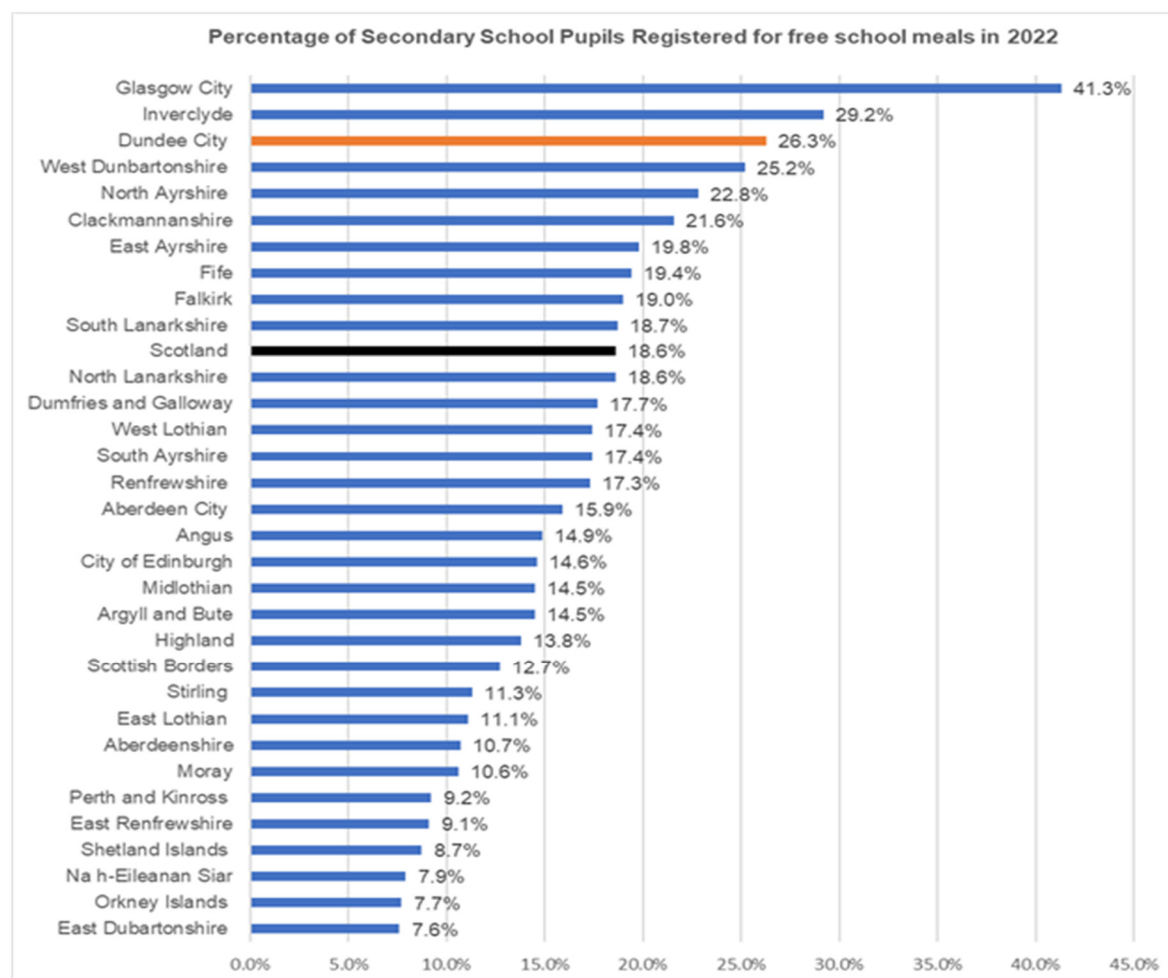
**Figure 14: Percentage of Primary 6 and 7 Pupils registered for Free School Meals in 2022 for Local Authorities and Scotland Overall**



Source: Scottish Government Healthy Living Survey 2022 (Figures exclude Jordanhill)

In relation to secondary school pupils, the 2022 Healthy Living Survey reported that 26.3% of Secondary School pupils in Dundee City were registered for Free School meals. This was higher than the Scottish proportion which stood at 18.6% and the third highest proportion behind Glasgow City (41.3%) and Inverclyde (29.2%).

**Figure 15: Percentage of Secondary School Pupils registered for free school meals in 2022 for Local Authorities and Scotland Overall**



Source: Scottish Government Healthy Living Survey 2022 (Figures exclude Jordanhill)

### School Clothing Grants

The current value of a Clothing Grant is £120 per primary school child and £150 per secondary school child. Most families will get an automatic award, which means they will not need to fill in a new application form each year if they received an award in 2021/22 and are in receipt of Housing Benefit or Council Tax Reduction. In 2022/23 entitlement to School Clothing grants was noted for:

- Primary schools – 3,607 pupils
- Secondary schools – 2,258 pupils
- Special schools (Kingspark & Offsite Education) - 122 pupils

### 3) Cost of the School Day

Dundee’s commitment to reducing the attainment gap associated with poverty was amplified when in January 2023 the Council’s Children and Families Committee ([REPORT TO: \(dundeecity.gov.uk\)](https://www.dundee.gov.uk/reports-and-publications)) agreed that Cost of the School Day actions, including the poverty-proofing of school activities, should now be embedded, as appropriate, within School Improvement Plans.

Schools have worked hard to evidence action on the four statements of intent and now Cost of the School Day and poverty-proofing school activities are exemplified in School Improvement Plans. The Pupil Equity Fund continues to support this at individual school level. Examples from schools across the city include breakfast and fruit snacks being readily available, subsidised trips including P7 residentials, cheaper uniform suppliers, provision of PE kit, non-stigmatising approaches to fundraising, improved promotion of financial entitlements and much more.

The Children and Families Service, working in partnership with Active Schools as part of the Cost of the School Day, made a further commitment to children and their families to reduce barriers to participation in wider opportunities by removing any costs associated with school sport or physical activity clubs (at the point of participation), which take place before school, at lunch times or after school. Any new sport or physical activity clubs being introduced before school, at lunchtime or after school should not incur any charge going forward.

The Morgan Academy Cluster, working in partnership with Social Security Scotland, have started a weekly drop-in for parents and carers to ensure they are receiving the benefits they are entitled to. This initiative began at the end of November 2022 and has seen many families securing financial gains of up to £200/month from the new Child Payment scheme.

Dundee schools continue to work with Dundee Bairns to support families. Schools have accessed, amongst other things, funding from the 'Cosy Bairns' initiative, food vouchers, and funding for Family Tea Clubs.

Cost of the School Day and poverty awareness is now included in the annual Children & Families Service Equalities Briefing which is delivered by Headteachers to all school staff at the start of session. The section specific to Cost of the School Day highlights the extent of child poverty in Dundee and reminding all staff of the importance of reducing the costs associated to school for families. In addition, to uphold the council's commitment to mainstreaming equalities across the organisation, staff receive an annual Equalities Briefing. All school staff are also encouraged to complete an eLearning module developed for Dundee by colleagues at the Child Poverty Action Group.

#### **4) Summer 2022 Holiday Provision**

Dundee secured £293,671 funding from Scottish Government in 2022 to deliver a targeted programme of accessible activities, childcare and food for primary school children from low-income families during the 2022 school summer holidays.

The funding supported 3,866 children and young people. (This is an approximate number and there may be some multiple counting). Due to the approach taken by the multi-agency Holiday Programme Strategic Co-ordinating Group in allocating the funding, as many children possible within the target groups listed below were reached:

- Children from low-income households
- Children from those priority family groups identified in the Tackling Child Poverty Delivery Plan

Over 50 city organisations received funding as part of the initiative. Assistance was targeted and focused to where it was most needed, with transport costs and food also considered as part of the approach. Activities delivered included:

- Basketball, rugby, football, multi-sports, swimming, activities from the Ancrum Outdoor Centre, and visits to Camperdown Wildlife Centre
- Camps: Out of School Care Holiday Camps, Youth Work transition P7/S1 Camps, Community centre activities, STEM club, Gardening and trips including Broughty Ferry Beach and other local attractions

#### **Additional Support Needs / Disabilities**

Continuing from last summer, the city has been supporting inclusion for children with ASN / disabilities. This was provision from Kingspark, working alongside PAMIS, The Yard, Barnardo's, Aberlour, Dundee United Community Trust, Shaper Caper Dance Company, and Active Schools / Leisure and Culture Dundee.

A number of Primary and Secondary schools, in partnership with Third Sector organisations, also continued working to provide activities and support during summer holidays.

## Food

We directly funded Dundee Bairns who provide food to organisations who work with children and families over the school holidays. Their mission is to ensure that no child goes hungry over the school holidays and to provide nutritious food. This funding was also used to support our partner organisations who delivered programmes over the summer.

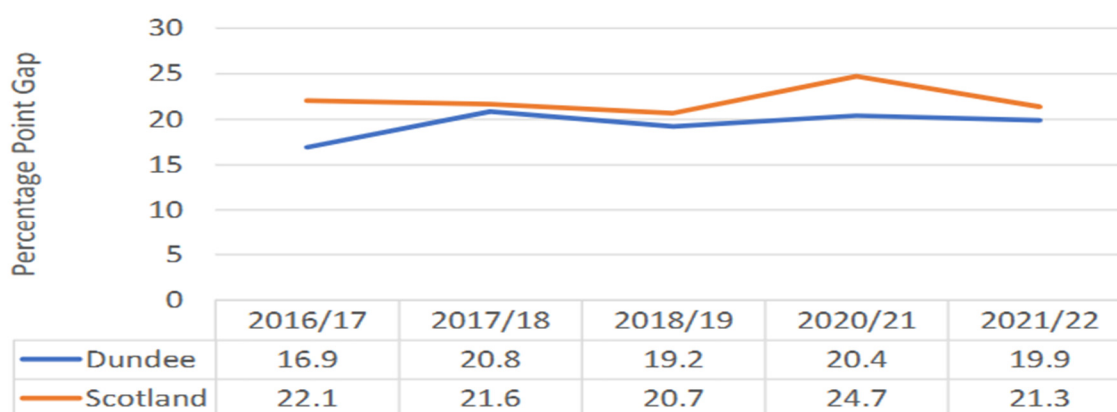
### 5) Scottish Attainment Challenge

The Scottish Attainment Challenge was launched in February 2015 with the strategic aim of “closing the poverty-related attainment gap between children and young people from the least and most disadvantaged communities”. Dundee City Council receives a share of the Strategic Equity Fund on an annual basis. An additional £500,000 was allocated to the Children and Families Service in 2022/23 to help tackle the attainment gap by providing targeted support in our schools and communities, including the following additional interventions and projects:

- Speech, language, and communication programme of activity in partnership with Speech and Language Therapy
- Enhanced P7 / S1 transition for targeted groups of young people across all secondary schools
- Coaching for a targeted group of parents to enhance parental voice and engagement
- Leadership coaching for teachers to build leadership and capacity
- Leading Learners project to provide targeted support for senior phase pupils
- Further develop the Planet Youth project to enhance pupil voice, engagement, and wellbeing

Despite overall improvements seen in literacy achievement since 2016/17, the gap in achievement between pupils from the most and least deprived quintiles has remained steady at around 20 percentage points. The poverty-related attainment gap within Dundee is currently smaller than the national average.

**Figure 16: Percentage point gap between P1, P4 and P7 pupils combined from SIMD Quintiles 1 and 5 achieving their expected level in literacy.**

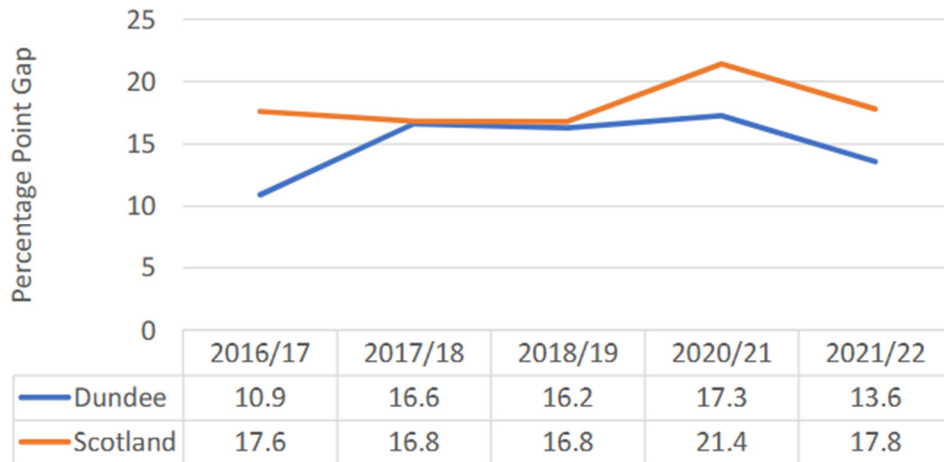


Source: DCC Children and Families Service March 2023

Dundee primary school pupils living in SIMD Quintile 1 (most deprived) have seen an improvement in numeracy attainment since 2016/17. In 2020/21 and 2021/22 Dundee had a higher proportion of primary pupils from SIMD Quintile 1 achieving their expected level in numeracy than Scotland’s average.

The gap in primary school numeracy attainment between SIMD Quintiles 1 and 5 remained steady in Dundee at around 16-17 percentage points from 2017/18 to 2020/21. Whilst the gap has closed to 13.6 percentage points in 2021/22, some of this closure is attributed to a slight decline in SIMD 5 performance. The gap is still wider than seen in 2016/17 but remains smaller than the gap seen overall in Scotland.

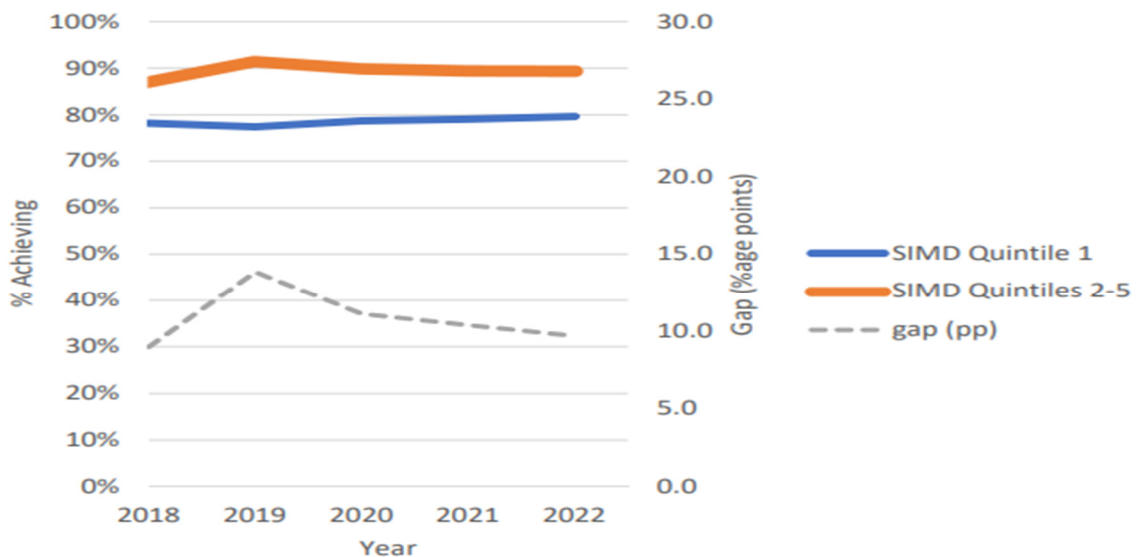
**Figure 17: Percentage point gap between P1, P4 and P7 pupils combined from SIMD Quintiles 1 and 5 achieving their expected level in numeracy.**



Source: DCC, Children and Families Service March 2023

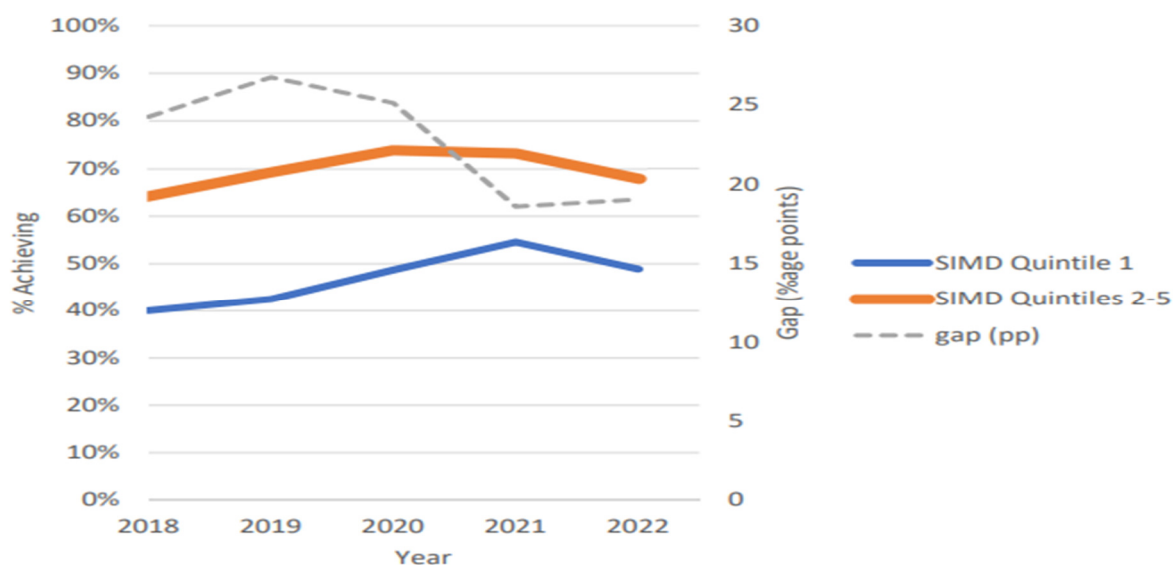
Dundee is committed to reducing the gaps in attainment that exist between our most and least disadvantaged children and young people. Over the past five years the gap at SCQF Level 4 between pupils living in the most deprived areas and the rest of Dundee has been decreasing. In 2017 the gap in Literacy and Numeracy attainment at SCQF level 4 between pupils living in the most and least deprived areas was 14 percentage points. By 2021 this gap had reduced to 10 percentage points. The same gap at SCQF level 5 has reduced from 27 percentage points in 2019 to 19 percentage points in 2021. The gap between quintiles 1 and 2-5 was narrowing until 2021 but opened slightly in 2022. These trends are illustrated by the figures below:

**Figure 18: Percentage of Dundee school leavers attaining literacy and numeracy at SCQF Level 4 or better by deprivation group**



Source: DCC, Children and Families Service, May 2023

**Figure 19: Percentage of Dundee school leavers attaining literacy and numeracy at SCQF Level 5 or better by deprivation group.**



Source: DCC, Children and Families Service, May 2023

## 6) Our Promise

This Promise outlines the Dundee Partnership intention to ensure that Care Experienced Children and Young People have the very best support, life chances and opportunities possible so they can lead loving, settled, and fulfilled lives well into adulthood.

There are strong evidence that social and economic inequalities increase the stressors in families and make parenting more difficult. Our Promise therefore recognises the impact poverty has on families and complements actions set out in our City Plan, and the Fairness and Child Poverty Action Plan, including “Implement the recommendations of The Promise to deliver the Scottish Government’s commitment to care for Scotland’s most vulnerable children and give them the best possible childhood” by 2032.

The partnership continues to coordinate a range of activities to both prevent children and young people entering care and ensure that, if they do, they receive high quality support which helps them to thrive. Under the 5 foundations of The Promise, developments include:

- Voice - remodelling Champions Boards specific to each of the 8 secondary schools and implementing Mind of My Own (MOMO), a digital app to help children and young people express views about support in their own time
- Family - establishing a new Kinship Team to provide additional support to extended family members, co-locating Substance Use Nurses to provide targeted support and extending a domestic abuse test of change
- Care - implementing the findings of an external Association of Fostering, Kinship and Adoption (AFKA) review of foster care, enhancing the capacity of Young People’s Houses, and building a new house
- People - implementing Trauma Informed Practice training for all staff, risk assessment training for teams working with teenagers and reviewing multi-agency approaches towards teenagers at risk of harm
- Scaffolding - scaling the Addressing Neglect Enhancing Wellbeing initiative; maintaining the Fast Online Referral Tracking system; and extending a Permanence and Care Excellence initiative to older young people

Overall, the number of care experienced children and young people have reduced, placements are more stable, attendance levels for children and young people in foster care are higher than for the mainstream population and attainment levels are improving.

Going forward, key priorities include the deployment of Whole Family Wellbeing Funding and implementing the findings of a review of approaches towards older young people at risk of harm.

## 7) Whole Family Wellbeing Fund

The Scottish Government's 2021/22 Programme for Government committed to investing £500 million of Whole Family Wellbeing Funding (WFWF) over the lifetime of the Parliament to support the development of holistic whole family support services.

One of the key priorities for the Children and Families Service include the deployment of Whole Family Wellbeing Funding with a particular focus on improving preventative support to families with 0–5-year-olds and adolescents; extending kinship support further; and implementing the findings of a review of approaches towards older young people at risk of harm. The Whole Family Wellbeing Fund's development in Dundee will be overseen by Dundee Volunteer and Voluntary Action and the fund's steering group. DVVA are our external partner with the expertise and capacity to engage with all stakeholders and support them to develop and propose innovative ideas which address our shared priorities in ways which can be scaled and sustained.

It is intended that by June 2023, the process will have encouraged the emergence of credible, deliverable, scalable and sustainable initiatives to be implemented, monitored, and evaluated over the subsequent three years. Whilst our initial outline of emerging priorities relating to early years, family-based support and care leavers is not exhaustive, we would expect a focus on these three themes with services provided in accordance with the ten principles of flexible family support. Given the duration of funding until March 2026, we would also expect a strong emphasis on sustainability in the context of existing funding streams, the total shared asset and best value principles. We want to shift the balance of spend away from statutory and often high-cost interventions towards preventative support.

## Measuring Our Progress

### 1) Performance Indicators

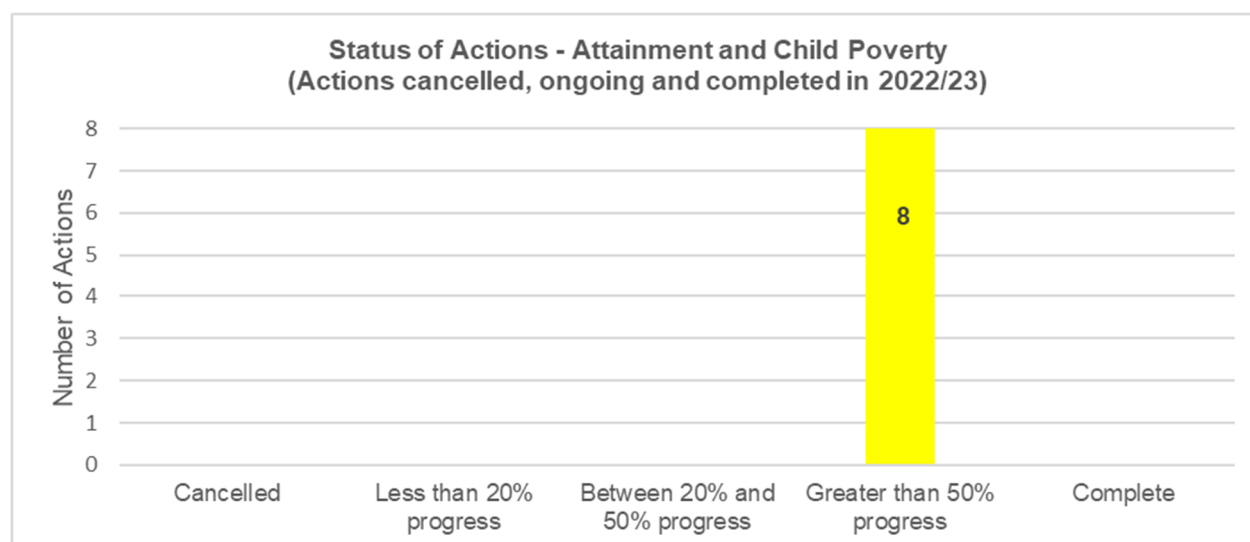
| Indicator  | -2 Year                 | -1 Year                  | Latest Figure                                   | Target Year 1 | Annual Performance Against 1 Year Target | Target Year 3 | Long Term Trend* |
|--|-------------------------|--------------------------|---|---------------|--|---------------|------------------|
| Children living in poverty reduced by half in 2030<br>Source: End Child Poverty  | 26.8%<br>(2019/20 data) | 22.5%<br>(2020/21 data)  | 27.1%<br>(2021/22 data)                         | 21.4%         | Behind Target                            | 19.3%         | ↓                |
| Children who live within the 20% most deprived data zones<br>Source: SIMD  | 43.8%<br>(SIMD 2016)    | 43.8%<br>(SIMD 2020)     | 42.9%<br>(SIMD 2020 and NRS 2021 MYE Estimates) | 41.6%         | Behind Target                            | 37.6%         | ↑                |
| % Gap in Attainment – Average scores between school leavers living in SIMD 1 areas and SIMD 5 areas<br>Source: DCC Children and Families Service | 53%<br>(2019/20 data)   | 50%<br>(2020/21 data)    | 47%<br>(2021/22 data)                           | 47%           | On Target                                | 43%           | ↑                |
| % point gap in literacy in P1-7 between pupils living in SIMD 1 areas and living in SIMD 5 areas<br>Source: DCC Children and Families Service    | N/A<br>(2019/20 data)   | 20.37%<br>(2020/21 data) | 19.9%<br>(2021/22 data)                         | 11.4%         | Behind Target                            | 10.3%         | ↑                |

| Indicator   | -2 Year                       | -1 Year                         | Latest Figure                   | Target Year 1 | Annual Performance Against 1 Year Target | Target Year 3 | Long Term Trend* |
|---|-------------------------------|---------------------------------|---------------------------------|---------------|--|---------------|------------------|
| % point gap in numeracy in P1-7 between pupils living in SIMD 1 areas and living in SIMD 5 areas<br><br>Source: DCC Children and Families Service       | N/A<br><i>(2019/20 data)</i>  | 17.25%<br><i>(2020/21 data)</i> | 13.58%<br><i>(2021/22 data)</i> | 16%           | Ahead of Target                          | 14.4%         | ↑                |
| % point difference attendance gap between children living in SIMD 1 areas and the average for SIMD 2-5<br><br>Source: DCC Children and Families Service | 3.4%<br><i>(2021/21 data)</i> | 3.6%<br><i>(2021/22 data)</i>   | 4.3%<br><i>(2022/23 data)</i>   | 3.4%          | Behind Target                            | 3.1%          | ↓                |

\*Long Term Trend is the latest figure compared to the average of the previous two years data

## 2) Status of actions cancelled ongoing and completed during 2022/2023

Figure 20: Progress of actions contained in the Attainment and Child Poverty Theme



The progress of actions that are currently ongoing are shown in the table below:

| Actions in the Plan – Attainment and Child Poverty                          | Lead Service / Agency             | Due Date    | Progress % |
|---|-----------------------------------|-------------|------------|
| Implement 365 community-based schools/campus model of education and support | DCC Children and Families Service | 01-Apr-2026 | 55%        |
| Accelerate closure of the poverty attainment gap                            | DCC Children and Families Service | 31-Mar-2025 | 60%        |
| Improve pupil attendance within primary and secondary sector                | DCC Children and Families Service | 31-Mar-2025 | 61%        |



| <b>Actions in the Plan – Attainment and Child Poverty</b>  | <b>Lead Service / Agency</b>      | <b>Due Date</b> | <b>Progress %</b> |
|--|-----------------------------------|-----------------|-------------------|
| Implement CELCIS Programme addressing neglect and enhancing wellbeing  | DCC Children and Families Service | 31-Mar-2026     | 70%               |
| Reduce levels of exclusion across primary and secondary sector   | DCC Children and Families Service | 31-Mar-2025     | 70%               |
| Implement Our Promise to Care Experienced Children, Young People and Care Leavers                                      | DCC Children and Families Service | 31-Mar-2025     | 75%               |
| Refresh Cost of a School Day commitment for all schools  | DCC Children and Families Service | 31-Mar-2025     | 75%               |
| Increase uptake of Continuing Care by care experienced Young People  | DCC Children and Families Service | 31-Mar-2025     | 80%               |
| Ensure all school staff complete the Cost of a School Day e-learning module  | DCC Children and Families Service | 30-June-2024    | NEW ACTION        |
| Review the impact of Cost of a School Day actions by gathering views from pupils, parents / carers, and practitioners. | DCC Children and Families Service | 30-June-2024    | NEW ACTION        |

### **3) Delivering Fairness – Case Study**

#### **Dundee Bairns Tea Clubs**

Dundee Bairns, a local children’s charity, has been providing crucial support to children and their families during term time through their Tea Clubs. These clubs are run in partnership with schools based within communities particularly affected by poverty or other forms of inequalities. Tea Clubs are targeted at children who require support to maintain attendance at school.

Dundee Bairns Tea Clubs are run weekly, 4 times per week across 15 different schools during the autumn and winter months (October to March). Two course, hot evening meals are provided in partnership with Tayside Contracts and community projects delivering to targeted children and families.

*“We have served up to 200 meals per day from our providers and have utilised the generous services of over 30 volunteers to do so. It has been a huge logistical project, but by all accounts, very successful. We have supported whole families, children who need homework support, children who have anxieties and difficulties in coming to school, sports clubs, arts and crafts groups, community open doors spaces and literacy groups.”*

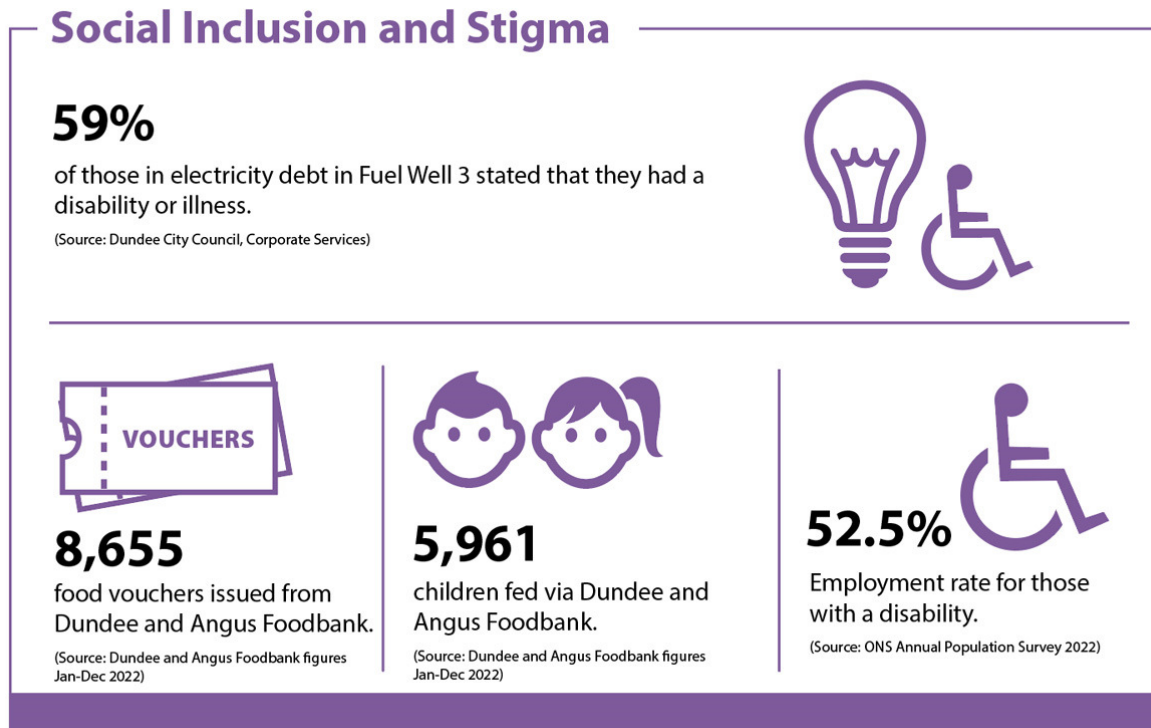
Dundee Bairns deliver their Tea Clubs in partnership with other projects who provide activities for children. Kids who participate can benefit from free books from the National Literacy Trust or take part in football-based wellbeing activities in partnership with GoFitba. GoFitba’s 12-week project offers these children a platform for fun, physical activity and takes them on a weekly interactive educational journey to discover how they can stay active and lead a healthier lifestyle through diet and nutrition.

“

## Theme D: Social Inclusion and Stigma

”

### Understanding Inequalities



### Delivering Fairness for Dundee – Progress During 2022-2023

#### 1) Youth Voice Related Work

Listening to young people's voices is at the heart of addressing Health and Wellbeing issues for children and young people of Dundee. There is a range of initiatives which aim to empower young people to have their voices heard and to influence positive change in relating to improving health-related outcomes:

- **Oor Fierce Girls** - Youth led work (women 16 - 18 years) promoting healthy relationships and preventing peer sexual abuse and sexual harassment.
- **MENding Mindsets** - Youth led work (men 16 - 18 years) relating to what it is like to grow up in Dundee for young men. Focusses on what positive masculinity is and mental health in young men.
- **Wellbeing Ambassadors** - Youth led work (S1 - S3 mixed group) develop a wellbeing ambassador role for secondary schools. Inc. role descriptor, training pack, resources, whole school activity suggestions.
- **Planet Youth** - whole system substance use prevention model of change. Whole community approach to identify risk factors and build protective factors based on a holistic Health and Wellbeing survey of S3 and S4 pupils in local schools. Currently a Scottish pilot, Dundee is one of five areas in Scotland who are part of this work. The work in Dundee is currently based in the Strathmartine area involving Baldragon Academy and St Paul's RC Academy.

## **2) Provision of gendered services in Dundee**

### **Bella Centre**

The women-only Community Custody Unit opened in 2022. It consists of three 'shared houses' and can host up to 16 individuals. The unit provides safe and secure accommodation which is trauma informed. Women are supported to live independently within the unit.

### **Dundee Women's Aid**

Council Advice Services have tightened their links with the Dundee Women's Aid to provide person-centred, trauma sensitive advice on income maximisation and access to crisis payments. A Scottish Welfare Fund adviser is co-located at the women's refuge to assist clients affected by domestic violence in accessing vital support. The adviser delivers training to support staff on making the applications on the council's website.

### **Women only temporary housing unit**

A temporary housing unit providing housing for people facing homelessness has been converted into women's only service. The unit has 11 self-contained flats and provides additional housing for women facing challenging circumstances.

## **3) Supporting Dundee Carers**

It is estimated that there are over 27,000 carers of all ages in Dundee, this is an increase of over 6,000 since the onset of the pandemic. Carers UK figures identify that across the country 78% of carers were reporting a greater responsibility than prior to March 2020. It is estimated that there may be 29,000 young carers in Scotland and that young carers make up 4% of the under 16 population. This could indicate that there are more than 1,000 young carers in Dundee. The number of named young carers (Under 18) identified as actively caring in Dundee in 2021 was over 650.

### **Young Carers Voice**

The Young Carer Voice are a group of young carers (aged between 14-18 years old) from across the city, supported by Dundee Carers Centre, who have been the driving force of change, working with key decision makers and ensuring young carers voices are heard and acted upon. Young Carers Voice have identified that while Dundee has made significant progress in identifying our young carers the wider community still does not understand the diversity and variety of caring roles young carers undertake and their different experiences. The group was supported by Young Carer Ambassadors and the Young Carer Subgroup in developing and delivering school Roadshows and the Showcase Event in the Overgate to celebrate Young Carers Action Day in March of this year. 2,758 young people were reached through the roadshows and the launch event at the Overgate was attended by 140 people.

The Carers Centre are making the Roadshow materials available as a bookable resource for schools and youth groups to deliver their own awareness raising sessions and training on this will be provided in June alongside the launch of the new secondary school and youth group young carer resource packs and peer education resource packs.

### **Winter Fund**

In January 2022, the Scottish Government announced funding for carer centres to support carers, and Dundee Carers Centre used this funding to set up a Winter Support Fund where carers could apply for financial assistance of up to £300. This fund was continued into 2023 and was resourced by Dundee Health and Social Care Partnership.

In 2022, we received 218 applications, and approved 203 awards to carers totalling over £53,000.

In 2023, we received 519 applications, and approved 496 awards to carers totalling over £139,000.

#### 4) Support for refugees in Dundee

Dundee is a vibrant multicultural city with a long history of welcoming newcomers. In Dundee, refugee resettlement is delivered as a partnership between Dundee City Council, the Scottish Refugee Council, NHS Tayside, Dundee Health and Social Care Partnership, Dundee Third Sector Interface (TSI), Police Scotland, Department Work and Pensions, and Scottish Fire & Rescue Service.

The last twelve months have been the most challenging for the humanitarian partnership because of the conflict in Ukraine. We currently have over 200 refugees from Ukraine living independently or with host families. 173 refugees from Ukraine are living in hotels and almost 100 people who arrived from Syria, Iraq and Ethiopia are still being supported. All other resettled refugees are living independent lives in the city.

Current numbers for Ukrainians living in Dundee with the Homes for Ukraine scheme are:

- Ukrainian citizens living in the community in a mixture of homes for Ukraine hosts, private rented and social housing include 178 adults and 82 children under the age of 19
- Ukrainian citizens currently placed in hotels in the city include 83 adults and 47 children under the age of 19

#### Employment support from the Adult Employability Service

The Get Ready for Work programme was developed in partnership with the Adult Learning ESOL team but is now delivered by specialist BME staff situated within the Adult Employability Service.

In 2022, the Employability Team delivered the Get Ready for Work Programme to 60 Ukrainians and, prior to the Ukrainian crisis, to all other refugee groups resettled in the city. They have identified a need to re-engage these groups and plan to deliver the Get Ready for Work programme in Arabic in 2023.

Currently the team are actively working with over 70 Ukrainian clients and have a waiting list of around 50. The team have supported 16 Ukrainian citizens into employment up to March 2023.

### Measuring Our Progress

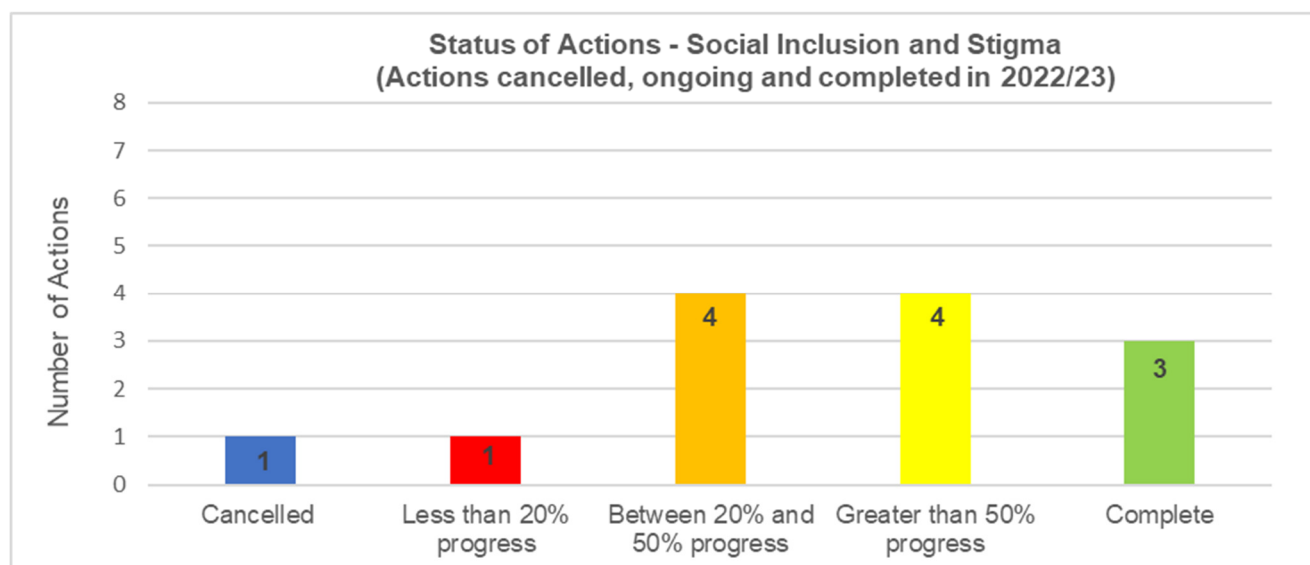
#### 1) Performance Indicators

| Indicator  | -2 Year  | -1 Year  | Latest Figure                                  | Target Year 1 | Annual Performance Against Year 1 Target | Target Year 3 | Long Term Trend* |
|--|--|--|--|---------------|--|---------------|------------------|
| Number of Food vouchers issued from Dundee and Angus Foodbank<br><br>Source: Dundee and Angus Foodbank | 5,672<br><i>(2020/21 - calendar year 2020)</i> | 6,979<br><i>(2021/22 - calendar year 2021)</i> | 8,655<br><i>(2022/23 calendar year 2022)</i>   | 6,630         | Behind Target                            | 5,984         | ↓                |
| Children fed via the Dundee and Angus foodbank vouchers<br><br>Source: Dundee and Angus Foodbank       | 4,560<br><i>(2020/21 - Calendar year 2020)</i> | 5,212<br><i>(2021/22 - Calendar year 2021)</i> | 5,961<br><i>(2022/23 - Calendar year 2022)</i> | 4,951         | Behind Target                            | 4,469         | ↓                |
| Employment rate for those with a disability<br><br>Source: ONS Annual Population Survey                | 43.7%<br><i>(2020/21 - Calendar year 2020)</i> | 46.3%<br><i>(2021/22 - Calendar year 2021)</i> | 52.5%<br><i>(2022/23 calendar year 2022)</i>   | 48.6%         | Ahead of Target                          | 53.6%         | ↑                |

\*Long Term Trend is the latest figure compared to the average of the previous two years data

## 2) Status of actions cancelled, ongoing and completed during 2022/23

Figure 21: Progress of actions contained in the Social Inclusion and Stigma Theme



The following actions have been completed during the period 2022/23:

- Review and co-ordinate local activity to tackle loneliness and social exclusion (Action completed March 2023)
- Develop youth activities via CLD youth workers teams (Action completed March 2023)
- Improve uptake of Free School Meals by surveying young people to establish why they opt in/out of free school meals (Action completed May 2023)

The following action has been cancelled:

“Map services for young people and families in each area to confirm availability and/or identify gaps.” Due to work associated with the cost of living this action has been cancelled as services have had to prioritise other work such as the mapping of ‘cozy spaces’ provision under the Open Doors programme. This action may be revisited in the future.

The following action has been re-worded:

“Improve offering from Active Schools programme” has been re-worded to “Improve offering from Active Schools programme targeting children and young people from families on low incomes.” This change was made to make the action more specific and relevant to the work targeting priority families.

**The progress of actions that are currently ongoing are shown in the table below:**

| Actions in the Plan – Social Inclusion and Stigma  | Lead Service/ Agency                              | Due Date    | Progress % |
|--|---|-------------|------------|
| Implement actions for positive destinations for young carers who are particularly vulnerable   | DCC Children and Families Service                 | 31-Mar-2025 | 10%        |
| Develop activities and learning from Summer of Play  | DCC Children and Families Service                 | 31-Mar-2025 | 25%        |
| Expand delivery of Dignity and the Right to Food awareness sessions for service providers who work with clients facing food insecurity | DCC Corporate Services/Chief Executive’s Services | 31-Mar-2025 | 25%        |

| <b>Actions in the Plan – Social Inclusion and Stigma</b>   | <b>Lead Service/ Agency</b>                           | <b>Due Date</b> | <b>Progress %</b> |
|--|---|-----------------|-------------------|
| Expand the awareness of “Responding to poverty and health inequalities in Dundee” training delivered by Community Health team in partnership with DCC Community Planning team  | DCC Neighbourhood Services/Chief Executive’s Services | 31-Mar-2025     | 30%               |
| Improve offering from Active Schools programme targeting children and young people from families on low incomes  | Leisure & Culture Dundee                              | 31-Mar-2025     | 33%               |
| Identify measures to ensure anyone street begging is supported   | DCC Chief Executive’s Services                        | 31-Mar-2025     | 51%               |
| Reduce the barriers to education, employability, and volunteering for those with convictions by increasing referrals to Dundee employability, education support services and volunteering agencies from community justice partners | DCC Children and Families Service                     | 31-Mar-2025     | 60%               |
| Design and deliver training events responding to the stated learning needs of kinship carers   | DCC Children and Families Service                     | 31-Mar-2025     | 63%               |
| Undertake research to understand the stigma and challenges experienced by people struggling against in-work poverty  | DCC Chief Executive’s Services                        | 31-Mar-2025     | 80%               |
| Increase opportunities for positive destinations for young people with Additional Support Needs, including complex needs, through transition planning and skills enhancement   | DCC Children and Families Service                     | 30-Jun-2025     | NEW ACTION        |

### **3) Delivering Fairness – Case Study**

#### **Claypotts Castle PS Summer Camp July 2022**

In the summer of 2022, Claypotts Castle PS developed a very successful camp in partnership with Leisure & Culture Dundee and Dundee Bairns, supported by Barnardo's. The camp was free of charge and offered children both breakfast and lunch. This was made possible due to a successful bid to the Scottish Government's Summer of Play fund. The camp hosted over 70 children per day over two weeks and believe this was the highest attended free provision in the city. Building on the success of this project, our school committed to offering a camp of the same standard during future school holidays.

Consideration is always given to families whom we are aware will find this extended break from routine very difficult. The importance of taking time to build trusting and authentic relationships is paramount in being able to extend the offer to families who may be, for a variety of reasons, less likely to take up these offers. Offering the camp as a universal offer to the whole school community (whilst simultaneously supporting and encouraging specific children to attend) proved very successful in creating a diverse and inclusive group of children.

In the past when groups have been more specifically targeted (reaching out to children with care experience, or those from low income or single parent families) the natural result of this is a niche group of children who consciously, or not, may feel that they have been singled out to attend. Conversely, offering a whole school camp allows for those children still to attend, but to do so in a non-stigmatizing, inclusive manner where there is no reason to doubt their attendance, nor draw attention to it. Feedback from families was very positive with parents and carers being thankful for opportunities for their children to socialise with peers in a fun, caring environment in what can be a very long, stressful, and costly six-week break from school.

Children told us:

*"I enjoyed the food - breakfast was the BEST and playing with my friends."*

*"I got the chance to help the adults serve the food and I loved that as I want to be a chef when I'm older."*

*"I learned a brand-new dance and got to show my mum when she came to the show. I was really proud as I wasn't good dancer before."*

Parents and carers told us:

*"I am so grateful the staff have given up their time to put on the holiday camp. My son struggles coming back to school after the long summer holiday, and this has definitely helped keep up the connection with staff and his school friends. It has boosted his confidence, and this has been great to see. Thank you!"*

*"The holidays are really long when you're a single mum and having this for two weeks has been amazing. [Name] has loved it and has been talking about how great the dancing is. I'm really glad the school is doing this and hope it happens every time the kids are off."*

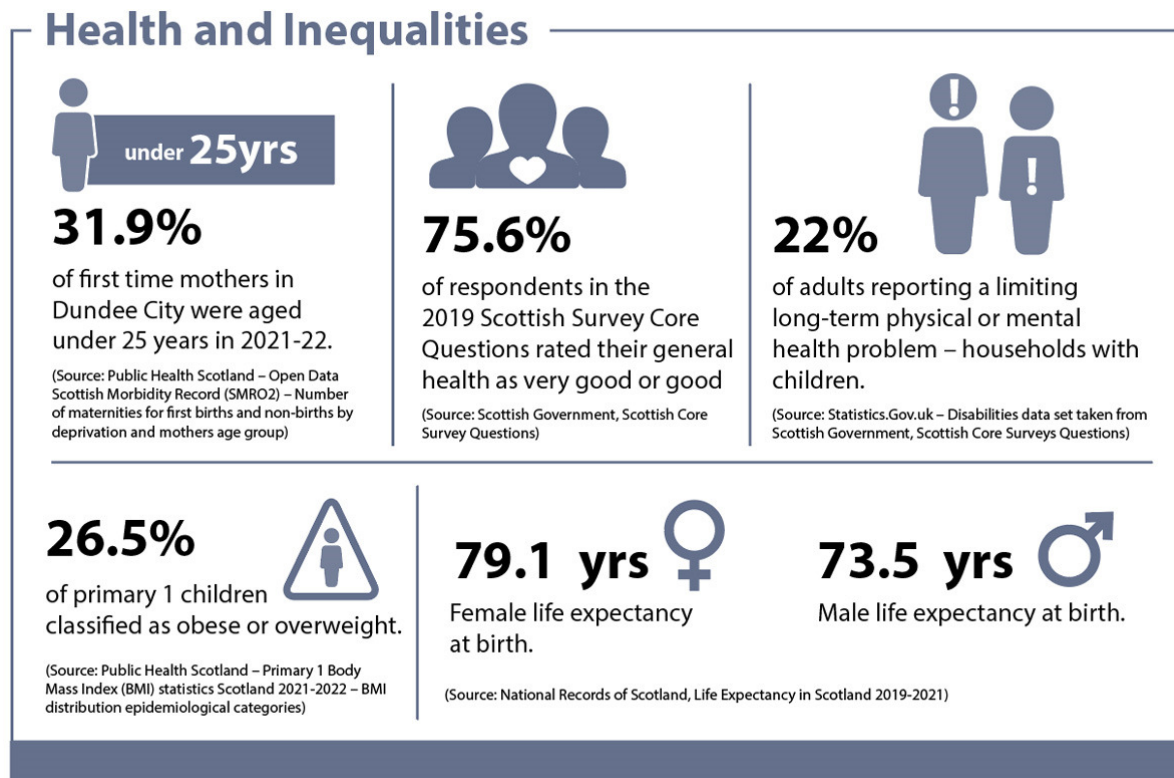
Building on the success of our summer camp in July, and with the commitment to establish deeper and sustained community links, we invited the staff and children of St Pius X PS to join us for our October holiday camp. This proved a great success, with the co-facilitation of the camp between both schools and attendance of around 80-90 children from across Douglas area.



## Theme E: Health Inequalities



### Understanding Inequalities



### Delivering Fairness for Dundee – Progress During 2022-2023

#### 1) Suicide Prevention Work

In August 2022, the National Records of Scotland published its statistics for probable deaths by suicide in 2021. Figures for Dundee showed 25 suspected suicides in 2021, a decrease of 9 (26%) from 2020. This compares with figures for Scotland which showed a decrease of 6% in suspected suicides across Scotland to 753. This was the first reduction in deaths by suicide in Dundee for 5 years.

Work is ongoing to embed a variety of training and awareness raising options within the trauma informed learning framework for Dundee. During September and October 2021, a supported Suicide Safety Plan Training for Trainers, and Suicide Intervention & Prevention Programme (SIPP) were cascaded across both Dundee and Tayside. During early Spring / Summer of 2022 a series of Applied Suicide Intervention Skills Training workshops were delivered at the Improvement Academy, Ninewells Hospital and to staff in Dundee Children's Houses. In 2022 over 100 individuals also completed Living Works training courses either commissioned or delivered by the Dundee Partnership.

Within Children and Families, The Tayside Regional Improvement Collaborative have developed the Emotional Mental Health and Wellbeing Strategy and Toolkit, alongside targeted Children's Mental Health, and Wellbeing funded initiatives. They are also identifying a pilot school cluster to serve as a test of change in relation to:



- Recognising and responding to young people at risk of suicide
- Improved referral pathways for suicide
- Suicide Safe response in terms of new Child Protection national guidance
- Safety Planning

## **2) NHS Tayside work to reduce inequalities and improve financial wellbeing**

### **NHS Tayside, Community Benefit Gateway**

In line with NHS Tayside's commitment to Anchors and Community Wealth Building, a vast amount of work is actively underway to support with the reduction of local health inequalities and the improvement of community health and wellbeing outcomes for people through the development and promotion of NHS Community Benefit Gateway (CBG) to local networks and communities.

A key aim of the CBG is to mitigate health inequalities. Aligned with NHST priorities including Child Health and Wellbeing, Financial Wellbeing and Improving Mental Health and Wellbeing, the CBG will positively impact on the health and wellbeing of people and communities across Tayside. The CBG contributes to Fairer Scotland, Equalities Act and Child Poverty duties, and enables stronger responses to these.

The NHS Tayside Community Benefit Gateway Network which consists of colleagues from NHST Public Health and Procurement, and representation from all three TSI's in Tayside, have met regularly over the last few months to discuss and coordinate a planned approach across Tayside to raise awareness of the portal to networks, third sector organisations / community groups and to share nationally developed guidance and instructions for use. The network has also developed several marketing and communication resources that has supported the promotion of the CBG portal thus far. The recent work undertaken by the NHST CBG network has seen a rise in sign-ups to the portal nationally with 64 (22.5% increase from Q3 of 2022/23) new registrations in the system from third sector organisations.

There has also been a rise in the number of open needs on the CBG portal, taking the total to 48 as of the end of March 2023. NHS Tayside has the second highest number of live / open needs per Health Board. Ongoing work through NHST procurement processes, has encouraged local suppliers to register and use the portal to bid against identified local needs. In Q4 of 2022/23 there were 60 new sign-ups (82% increase from Q3 of 2022/2023) from suppliers taking supplier sign ups in the system to a total of 244.

### **NHS Tayside Anchors work – Community Wealth Building Approach**

NHS Tayside is the largest Anchor Institution in the local region of Tayside, and it plays a key role in improving not only the health of its population but in also supporting the region's social and economic development. NHS Tayside has actively engaged in initial workshops with Public Health Scotland and the testing of a tool which provided a review of all current progress in reducing health inequalities. The findings from the tool are supporting the development of work plans. These actions will enable NHS Tayside to meet its Anchor objectives in line with the triple bottom line (People, Profit and Planet), through its role as a significant employer, mass procurer of goods and services, an owner and occupier of extensive areas of estate in the region, a promoter of environmental sustainability and as a major partner organisation with other Anchors such as Local Authorities, other public sector agencies, Third sector and voluntary organisations.

The tool has provided the team with a baseline understanding of current practice and will support prioritisation of where further actions are required to ensure delivery of the five main objectives in the national work plan. These actions will support opportunities to maximise the Boards spend locally, recruit and retain a workforce representative of the Tayside wide population, maximise community benefit of the estate footprint locally, fulfil its role in reducing health inequalities and to monitor the Board and partners contributions to community wealth building.

Examples of current completed actions and work in progress include:

*As an employer:*

- Full implementation and accreditation of the “Real Living Wage”
- Being a Disability Confident Employer providing links with employability programmes and guaranteed interviews.
- Work to increase visibility in different sectors of population through promotion of jobs at careers fairs and schools etc.
- Partnership working with colleges and encouraging uptake of foundational apprenticeships through a current pilot in six schools within Tayside.
- Continuing support of healthy working lives initiatives and staff wellbeing programmes alongside promotion and ongoing enhancement of flexible working policies.

*As a mass procurer of goods and services:*

- Full implementation and accreditation of the “Real Living Wage” for all contracts
- Increasing % of total spend with local suppliers (currently 35% is local to Tayside)
- Meet the buyers' events, procurement surgeries and providing coaching on Social Value
- Development and promotion of NHS Community Benefits Gateway to local community groups
- Ensure apprentice numbers on contracts are advocated and adhered to
- Work to understand where the current gaps in recruitment are and utilise the opportunities to include a requirement in construction contracts to encourage employment for long term unemployed
- Utilising links with Local Employability Partnerships and the meet the supplier events

*As a promoter of environmental sustainability and owner and occupier of extensive areas of estate in the region:*

- Review current commissioned Net Zero route maps and ensure actions are prioritised and progressed
- Continue to undertake waste management audits and support establishment of a waste work stream to achieve waste reduction and recycling targets
- Work in partnership to reduce travel and transport emissions. Currently over 53% of NHS Tayside fleet is Electric and further actions are being rolled out to increase this % further
- Continue with and increase the current discretionary leases for a charity walled garden that support Mental Health in Perth & Kinross and a community garden on Ninewells Acute Hospital in Dundee
- Currently supporting the roll out of wildflower gardens on NHS estates as part of Eden Project

NHS Tayside’s position as an Anchor institute will encourage other organisations to use their assets and influence to make lasting contributions to improving sustainability and health inequalities.

### **Tayside Regional Improvement Collaborative (TRIC), Priority Group 1, Subgroup: Support for Families – Welfare and Poverty**

This sub-group brings together key representatives across Universal Health Services, Education, Welfare and Energy Advice Services. The focus for this financial year was to continue to maintain referrals from universal health services. Health & Welfare Referrals During April 2022 - March 2023. Referrals were made by Universal Health Services (Maternity, Health Visiting and Family Nurse Partnership) to welfare rights teams across Tayside.

Advice services have experienced an increase in people accessing their services. There is a higher number of families who were referred but with no financial gains able to be identified, which could be interpreted as over the past few years, a number of these families have already had income maximisation. A further breakdown of the data will be available later in the year once the full report has been published.

Due to a re-writing of the local Tayside Regional Improvement Collaborative strategy and re-alignment of priorities, the subgroup will continue into 2023/24 under a different name and new Terms of Reference and actions will be agreed for the group.

## **Education and training**

The Dundee Community Health Team have been reviewing training on Poverty Sensitive Practice training and Health Inequalities which was previously offered across Dundee pre-Covid. The revised training will utilise NHS Tayside's Public Health staff to offer train-the-trainer courses that will help increase the capacity and reach of training and ongoing support to participants (trainers). The training that is being developed will be ready for a pilot session in Autumn 2023.

The Directorate of Public Health continues to provide and arrange placements to 2nd and 3rd year medical students from the University of Dundee taking the Global Citizenship elective. The placements are over a 4-week period and have been supported by organisations such as Citizens Advice Bureau Dundee/Perth and Home Energy Scotland. The aims of these placements are to provide students with a non-medical placement which focuses on the underlying causes of health inequalities. The placements have given the students a better understanding of some of the socio-economic issues people are experiencing within communities.

Midwifery training to encourage referrals and improve poverty sensitive practice was restarted in February 2023. A new resource for midwifery staff has been developed that provides links to sources of support through a QR code or link that allows signposting to other sources of support such as parenting support, employment advice and access to free period products.

Public health staff contributed to a self-learning resource that has been embedded in a first-year module called 'Fundamentals of Health and Care' that sits within the Social Science materials on the impact of social inequalities on health. Topics included access to benefit and debt advice, home energy support and the impact of poverty.

## **Early years and young people's team – youth theatre**

The Early Years and Young People Team at NHS Tayside worked with the three local education departments and Dundee and Angus College Acting and Performance Team to produce a play aimed at secondary school pupils. The play was designed to reflect issues that young people face including substance misuse, mental health and emotional wellbeing, sexual health, body image, peer pressure and poverty. Many of the themes covered in the play relate to the experiences that a child growing up in poverty may experience such as isolation, bullying, unhealthy lifestyles, and low self-esteem. A Question-And-Answer session, which followed the play, helped young people to feel more confident seeking help if they need it through local services and know that they have a right to be listened to and not be judged.

## **NHS Tayside Cost of Living Staff Task Group**

A newly formed Cost of Living staff Task Group was set up by NHS Tayside in June 2022. Members from various staff groups are represented including nursing and midwifery, communications, corporate equalities, occupational health, and public health. The group is co-chaired by a representative from both the Workforce Directorate and Staff-Side (trade union). The group reports to the Wellbeing Group that reports to the board on staff health, safety, and wellbeing. The Cost-of-Living Staff group has developed new resources for staff such as a Cost-of Living Support directory and they have arranged and promoted awareness sessions delivered by various agencies for staff to attend such as Money Helper awareness session, Save Energy at Home, and Focus on Finances sessions. The group continues to meet on a bi-monthly basis.

## **NHS Tayside Actions for 2023/24**

The following actions listed below will be taken forward for 2023/24 financial year:

- Promotion of the Warmth Matters App and website and use the feedback of users to ensure that the app and website are useful and user-friendly
- A newly appointed dedicated, Child Health Commissioner to NHS Tayside has a key role in the creation of policy, processes and practice which will contribute to all children and young people's

services across NHS Tayside. The Child Health Commissioner will contribute to the strategic approach of tackling child poverty and health inequalities

- Build on relations with the Child and Adolescent Mental Health Services (CAMHS) to find more opportunities to raise awareness of benefits available to parents and carers of young people attending CAHMS. Opportunities will be through attendance of the 'What Matters to You' open day by staff, families, and carers and through delivery of training to staff who have a role with working to support families and carers with children who are inpatients and outpatients. Training will include poverty sensitive practice and referring to services for financial inclusion and cost-of living support
- Develop pathways and standard operating procedures for Advice Centre staff to be able to use the Fuel Bank Foundation. Health Visiting staff will be able to refer clients in a fuel crisis which will also support work around the safe preparation of formula feed for babies as part of the food insecurity for families
- Continue to work with employability, procurement and estates staff and partners to develop NHS Tayside as an Anchor Institute with the aim of using its strategic influence to tackle poverty and health inequalities
- Develop a staff survey to identify issues that NHS Tayside employees are experiencing from the cost-of-living crisis. This will help inform future actions and activities taken by the Cost-of-Living Staff Task Group. The Group may also use findings to make recommendations around mitigation and support that the organisation can introduce or promote to help its employees
- Increase the number of health and educational income maximisation referrals to welfare / energy advice services across Tayside
- Contribute to the development of Cash First approaches across Tayside through networking, co-delivery of training, sharing of knowledge of services and good practice
- Expand the activity at the Advice Centre through increasing referrals made to it via improved communications with staff and training; scoping the feasibility of the Advice Centre utilising 'near me' / attend anywhere to improve access to money maximisation and employability services in the community and establishing the Advice Centre as a safe space to support those experiencing domestic abuse. Creating a short life working group to expand the Advice Centre role will require input from IT staff, site managers, Spiritual Care, community police and third sector organisations such as Women's Aid, Victim Support, and trauma informed care expertise
- Public Health staff to develop early 'Health in All Policies' work that aims to strengthen the impact assessment around health inequalities and poverty. This work has been started within the housing sector in one of the local authority areas of Tayside.

## Measuring Our Progress

### 1) Performance Indicators

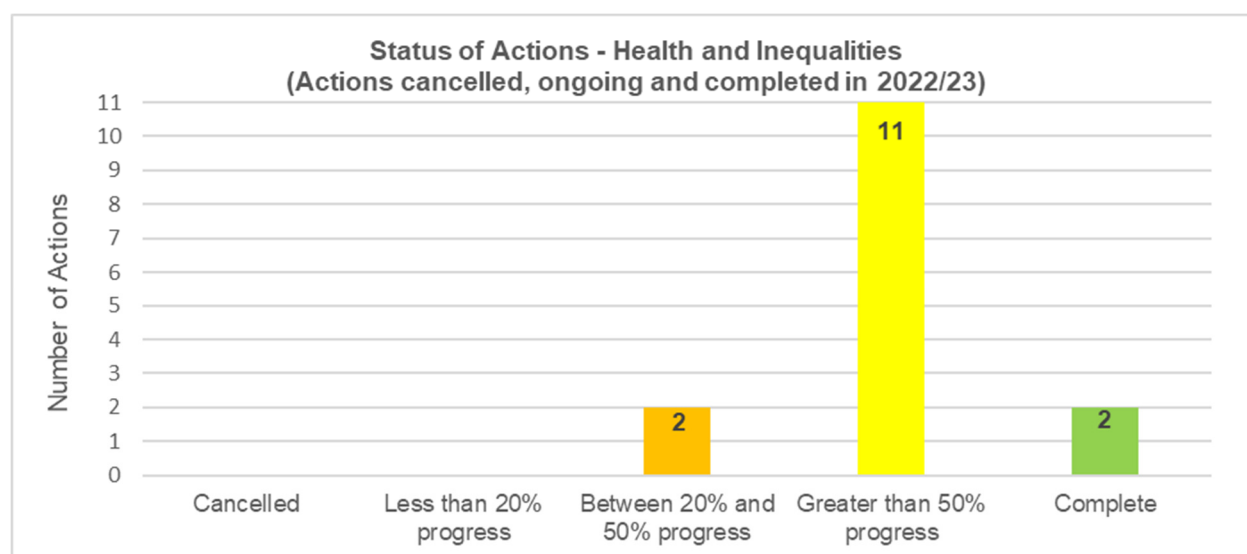
| Indicator   | -2 Year                            | -1 Year                            | Latest Figure                      | Target Year 1 | Annual Performance Against Year 1 Target | Target Year 3 | Long Term Trend* |
|---|------------------------------------|------------------------------------|------------------------------------|---------------|--|---------------|------------------|
| Life Expectancy at birth (Males)<br>Source: National Records of Scotland: Life Expectancy in Scotland Publication   | 73.9<br><i>(2017-19 estimates)</i> | 73.8<br><i>(2018-20 estimates)</i> | 73.5<br><i>(2019-21 estimates)</i> | Increase      | Behind Target                            | Increase      | ↓                |
| Life Expectancy at birth (Females)<br>Source: National Records of Scotland: Life Expectancy in Scotland Publication | 79.5<br><i>(2017-19 estimates)</i> | 79.4<br><i>(2018-20 estimates)</i> | 79.1<br><i>(2019-21 estimates)</i> | Increase      | Behind Target                            | Increase      | ↓                |

| Indicator   | -2 Year                 | -1 Year                 | Latest Figure           | Target Year 1 | Annual Performance Against Year 1 Target | Target Year 3 | Long Term Trend* |
|---|-------------------------|-------------------------|-------------------------|---------------|--|---------------|------------------|
| % of primary 1 children classified as obese or overweight<br>Source: Public Health Scotland Primary 1 BMI Publication | 24.7%<br>(2018/19 data) | 24.7%<br>(2018/19 data) | 26.6%<br>(2021/22 data) | 23.5%         | Behind Target                            | 21.2%         | ↓                |

\*Long Term Trend is the latest figure compared to the average of the previous two years data

## 2) Status of actions cancelled, ongoing and completed during 2022/23

Figure 22: Progress of actions in the Health and Inequalities Theme



The following actions have been completed during the period 2022/23:

- Develop and deliver the replacement strategic framework and delivery plan for drug and alcohol recovery services (action completed February 2023)
- Re-start the face-to-face drop-in service for care experienced young people to allow support, guidance, and discussion to improve overall wellbeing (action completed May 2023)

The progress of actions that are currently ongoing are shown in the table below:

| Actions in the Plan – Health and Inequalities   | Lead Service / Agency                   | Due Date    | Progress % |
|---|---|-------------|------------|
| Deliver training on FORT to schools that will lead to increase referrals                      | DCC Children and Families Service       | 31-Mar-2025 | 30%        |
| Reduce teenage pregnancy and implement a Pregnancy and Parenthood in Young People Strategy    | NHS Tayside                             | 31-Mar-2026 | 30%        |
| Target and support groups of young people at risk from early initiation into alcohol/drug use | Dundee Health & Social Care Partnership | 31-Mar-2026 | 60%        |

| <b>Actions in the Plan – Health and Inequalities</b>  | <b>Lead Service / Agency</b>            | <b>Due Date</b> | <b>Progress %</b> |
|---|---|-----------------|-------------------|
| Re-model mental health and wellbeing community services by developing early intervention services and crisis care models, including services delivered from GP Practice and ‘peer navigation’ services within acute hospital and accident and emergency setting | Dundee Health & Social Care Partnership | 31-Mar-2025     | 70%               |
| Increase delivery of mental health awareness training   | Dundee Health & Social Care Partnership | 31-Mar-2026     | 70%               |
| Deliver a range of Mental Health Awareness Training including Mentally Healthy Workplace, Resilience and Wellbeing and Scottish Mental Health First Aid   | NHS Tayside                             | 31-Mar-2025     | 75%               |
| Develop Counselling service for young people in secondary schools   | DCC Children and Families Service       | 31-Mar-2024     | 75%               |
| Expand and scale up the Making Recovery Real Network approach in localities   | Dundee Health & Social Care Partnership | 31-Mar-2026     | 80%               |
| Improve access to mutual-aid and peer-support recovery groups to help people avoid relapse into harmful substance use   | Dundee Health & Social Care Partnership | 31-Mar-2026     | 85%               |
| Increase Crisis and Suicide prevention training to front-line staff and communities   | Dundee Health & Social Care Partnership | 31-Mar-2026     | 90%               |
| Develop a targeted plan for young carers to access health checks in partnership with the Corner to improve health outcomes and wellbeing  | DCC Children and Families Service       | 31-Mar-2025     | 90%               |
| Improve harm reduction service and responses to non-fatal overdoses   | Dundee Health & Social Care Partnership | 31-Mar-2026     | 90%               |
| Extend the AIM (Anxiety in Motion) programme within all secondary schools to support attainment of targeted S1/S2 young people with mental health and wellbeing needs   | DCC Children and Families Service       | 31-Mar-2025     | 90%               |

### **3) Delivering Fairness - Case Studies**

#### **NHS Warmth Matters App**

The Warmth Matters app is still under development with a launch date planned for end of May. The app features questionnaires themed as ‘Fuel Help,’ ‘Debt,’ ‘Benefits & Cost of Living’ and ‘Health.’ By completing the questionnaires, users will be directed to information and directed to appropriate support. The website to support the Warmth Matters app is also in development which will act as the landing page for the app and include a blog to allow for news and up-to-date information to be communicated.

A user panel to give initial feedback is being created through NHS Tayside's Patient Involvement Team and Tayside Regional Improvement Collaborative PG1 subgroup. Between NHS Tayside and Home Energy Scotland ongoing maintenance has been agreed for another two years, allowing time to gather and learn from feedback and to promote the app across front line staff. App analytics will be able to capture the number of new users and the 'pages' that are most viewed within the app.

### **NHS Tayside Food Insecurity Support for Families with Infants**

UNICEF has published 'Supporting families with infants under 12-months facing food insecurity' guidance for local authorities and health boards. This has led to some scoping work being carried out by Public Health staff with midwives, health visitors and Family Nurse Practitioners to understand the need to access first formula feed from food banks or community food providers e.g., larders or social supermarkets. Initial findings have shown that there have been very few requests made for first formula feed for infants across Tayside but there has been a surge in people using foodbanks over the year. The Trussell Trust reported a 24% increase in the number of food parcels for children in Scotland being provided, compared to the previous year.

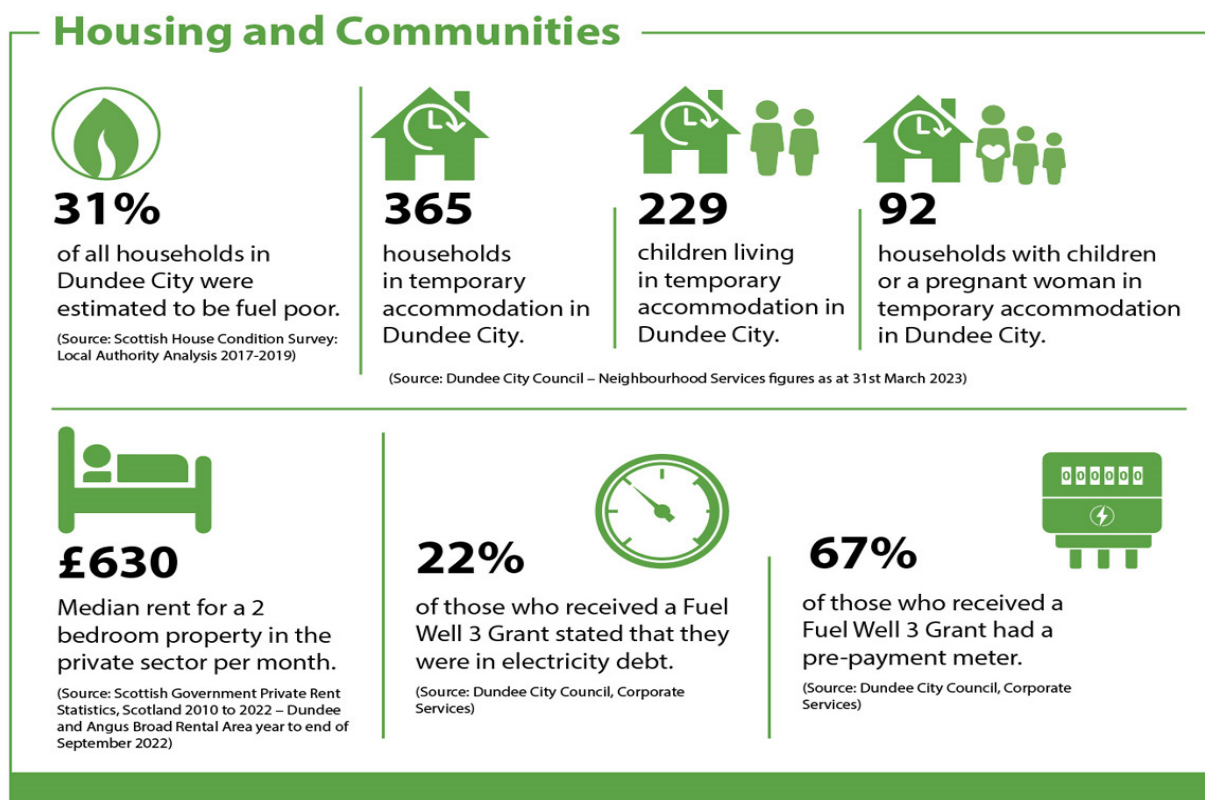
A short life working group has been established to develop a pathway that will address food insecurity, money crisis and immediate fuel insecurity for families with infants under 1 year old. A key feature of the pathway will be that services will know how to refer into each other including, for example, food banks being able to refer clients back to health visiting teams for support. NHS Tayside's Infant Nutrition Coordinator is leading in the development of a resource to supplement the pathway that will inform food providers such as food banks around the legislation around marketing of baby formula, safe storage, and preparation of formula feed and how to be breast-feeding positive.

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## Theme F: Housing and Communities

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### Understanding Inequalities



### Delivering Fairness for Dundee – Progress During 2022-2023

#### 1) Dundee Community Food Network

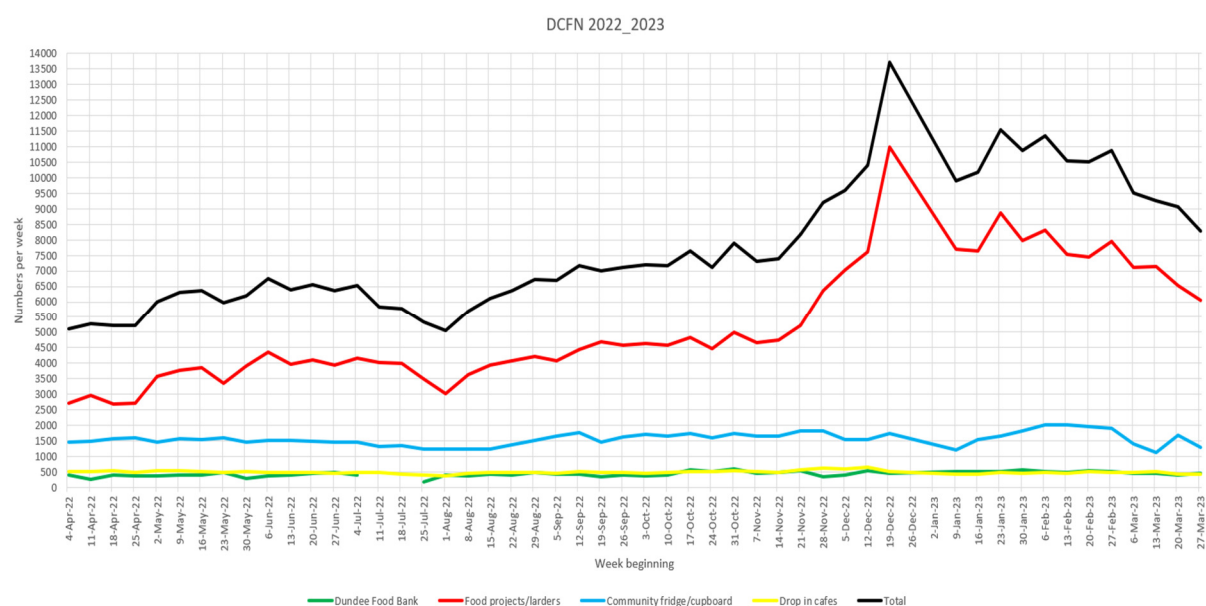
Dundee Community Food Network is a partnership between 30+ local food projects (larders, community cafes, community fridges / cupboards and two Dundee foodbanks), Dundee City Council and two third sector organisations, Faith in Community Dundee, and Alexander Community Development. All member projects are asked that they uphold Nourish Scotland Dignity Principles or be working towards them. Faith in Community Dundee co-ordinate the network which plays a crucial role in building partnerships with relevant individuals and services.

In 2022/2023 Dundee City Council allocated £500,000 from the Covid Recovery Fund to ensure that those experiencing food insecurity were able to access vital support across the whole of Dundee. The funding was utilised to purchase large quantities of food weekly and to provide logistical support from Alexander Community Development with food deliveries to local larders.

During 2022/2023 there was a steady increase in numbers of people seeking food assistance throughout the year. Local food projects supported collectively 392,000 residents, which is almost double the number accessing food support in 2021/2022 (201,500). The demand peaked around December-January and has declined since then. The scale of need was heavily amplified by the cost-of-living crisis. We continue to monitor the data from the food network and gather evidence of whether changes to policies (such as expansion of the Scottish Child Payment) are impacting on levels of need.



**Figure 23: Dundee Community Food Network Provision 2022-2023**



Given the unprecedented level of need for support with basic essentials such as food, Dundee City Council allocated further £500,000 towards the food network for 2023/24. A consultation was carried out with the food projects regarding the budget allocation, and the following was agreed:

- £400,000 allocated to weekly bulk food orders
- £35,000 allocated to Fresh Food Grants
- £65,000 allocated to Alexander Community Development for logistics support e.g., pick-ups and deliveries of bulk food supplies and surplus food

## 2) What Matters to You

What Matters to You (WM2U) is a new community-based approach which Dundee City Council, NHS Tayside, Police Scotland, and Third Sector partners have been developing with the Hunter Foundation and BBC Children in Need.

WM2U is intended to be a community-based approach which aims to support families to build their own capacity and agency whilst also enabling partners to listen and respond more flexibly to the needs of families.

It does this by facilitating mutual learning events, co-production, and shared action, with both the leaders of key services and families provided with opportunities to communicate openly, reflect on how they currently approach concerns and develop more effective ways of providing support.

As such, WM2U also works within the context of all existing and planned supports, to ensure that any changes introduced are coherent and complimentary. It is a process of active engagement which promotes re-design and alignment, as opposed to a specific programme or intervention.

WM2U is being piloted in both the Lochee and Strathmartine electoral wards. Partnerships have been established in each of the wards and those partners are currently in the process of identifying families who are willing and able to be a key part in leading various initiatives in both wards.

A series of family friendly events will be held in both Lochee and Strathmartine with partners and families. The purpose of these will be to build strong and trusting relationships amongst the WM2U partnership in both Lochee and Strathmartine. Once these have been completed work will be undertaken to identify issues and work together with families to bring about positive change.

### 3) Homelessness Prevention

Pressures that people are facing that contribute to homelessness are primarily the cost of living, a shortage of social housing, and the current additional humanitarian response.

In Dundee in 2022/2023 there were 1,430 applications for accommodation due to homelessness. 75% of these applications were assessed as homeless or at threat of homelessness within a two-month period. There were 1,347 placements in temporary accommodation, including the Lily Walker Centre, supported accommodation, and Dundee City Council network flats. At the end of 2022/23 there were 365 households in temporary accommodation including, 229 children.

There are national and local initiatives aimed at providing help and assistance to those who are homeless or facing homelessness:

- Positive Steps – provide support to people with a range of issues including convictions and substance use to reduce homelessness and future substance use
- Housing First – intensive support of up to seven hours per week to tenants who need support to maintain their tenancy
- A team at Ninewells works with long-term patients to enable measures for people to keep their homes, including arranging home exchange where change is needed

### Measuring Our Progress

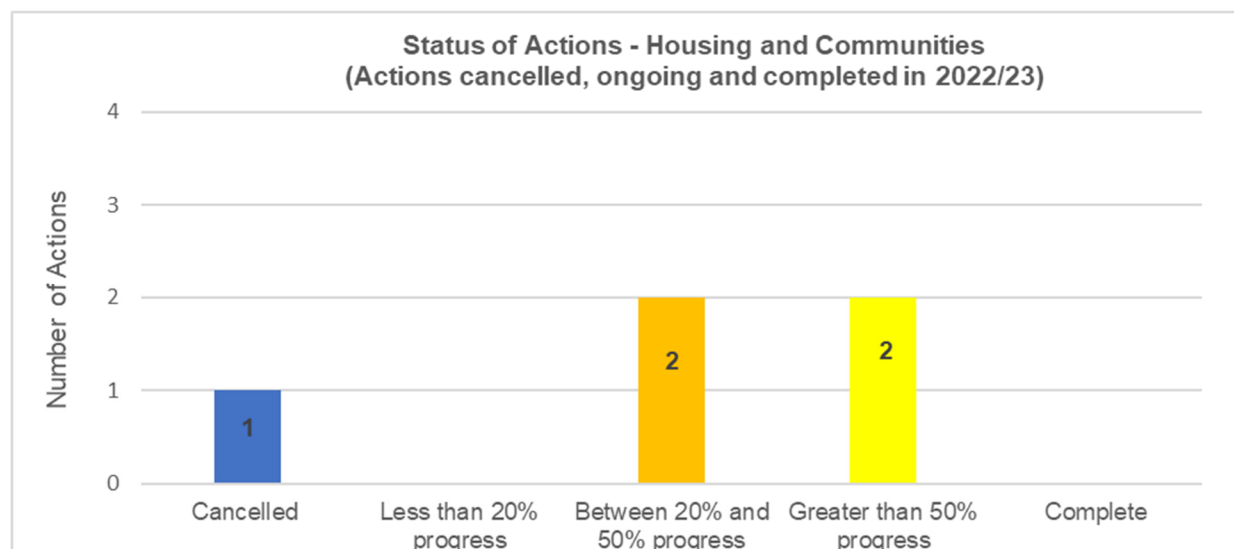
#### 1) Performance Indicators

| Indicator   | -2 Year                 | -1 Year                 | Latest Figure           | Target Year 1 | Annual Performance Against Year 1 Target | Target Year 3 | Long Term Trend* |
|---|-------------------------|-------------------------|-------------------------|---------------|--|---------------|------------------|
| Number of applications assessed as homeless or threatened with homelessness<br>Source: DCC Neighbourhood Services | 1,114<br>(2020/21 data) | 1,010<br>(2021/22 data) | 1,100<br>(2022/23 data) | 980           | Behind Target                            | 922           | ↓                |
| Number of children living in temporary accommodation<br>Source: DCC Neighbourhood Services                        | 235<br>(2020/21 data)   | 215<br>(2021/22 data)   | 229<br>(2022/23 data)   | 209           | Behind Target                            | 196           | ↓                |
| Households with children or pregnant woman in temporary accommodation<br>Source: DCC Neighbourhood Services       | 105<br>(2020/21 data)   | 90<br>(2021/22 data)    | 92<br>(2022/23 data)    | 87            | Behind Target                            | 82            | ↑                |
| Number of Council and Registered Social Landlord housing completions<br>Source: DCC Neighbourhood Services        | 27<br>(2020/21 data)    | 100<br>(2021/22 data)   | 101<br>(2022/23 data)   | 200           | Behind Target                            | 200           | ↑                |
| Percentage of council dwellings that are energy efficient (EESH)<br>Source: DCC Neighbourhood Services            | 87.1%<br>(2020/21 data) | 87.2%<br>(2021/22 data) | 90.7%<br>(2022/23 data) | 90%           | Ahead of Target                          | 100%          | ↑                |

\*Long Term Trend is the latest figure compared to the average of the previous two years data

## 2) Status of actions cancelled, ongoing and completed during 2022/23

Figure 24: Progress of actions in the Housing and Communities Theme



The following action has been cancelled:

“Develop district heating schemes in non-domestic sectors with a view to expanding into households when and where appropriate” has been superseded by the action “Develop low and zero emission heat networks (district heating and communal heating systems) in areas deemed suitable.” This change was made so that the action could reflect the work being undertaken in this area.

The progress of actions that are currently ongoing are shown in the table below:

| Actions in the Plan – Housing and Communities  | Lead Service / Agency      | Due Date    | Progress % |
|--|----------------------------|-------------|------------|
| Develop low and zero emission heat networks (district heating and communal heating systems) in areas deemed suitable         | DCC City Development       | 31-Mar-2025 | 25%        |
| Support to enable private tenants to making Repairing Standard referral to the First Tier Tribunal and Third-Party Referrals | DCC Neighbourhood Services | 31-Mar-2025 | 50%        |
| Homelessness and Complex Needs – Implement a Lead Professional Model   | DCC Neighbourhood Services | 31-Mar-2024 | 60%        |
| Increase the number of accredited private sector landlords by 5%   | DCC Neighbourhood Services | 31-Mar-2025 | 76%        |

## 3) Delivering Fairness - Case Studies

### National Literacy Trust - Read Dundee

National Literacy Trust is an independent literacy charity with 17 regional literacy hubs in the UK, with just one currently in Scotland, here in Dundee. A literacy hub is a network of partners drawn from local authority, business, community and third sector organisations. At its heart, it aims to tackle inequality and poverty, through education. The Dundee hub is known as Read Dundee and was officially launched in November.

In Dundee, we have identified the following areas to focus our work in communities for the first three years: Kirkton, Ardler, Hilltown, Douglas and the two areas at the centre of the Local Fairness Initiative, Stobswell West and Linlathen.

National Literacy Trust's funded me in Dundee include:

**Chase Rewarding Futures School Libraries' Programme** - A bespoke school libraries' programme, so far delivered to twenty-four primary schools in Dundee, worth £160,000. Three of the schools have received brand new libraries worth around £10,000 each. All schools received bespoke teacher training, furniture packs, e-readers and an e-library, 400+ new books from Penguin Random House, Yoto audio player, author visits, National Literacy Trust membership, parental engagement enhancements such as story sacks, a multilingual library, video to promote library, and library wagon. Read Dundee are working with a further six Dundee Primary Schools in 2023/24 session, taking the total on the Chase Libraries' Programme to thirty schools.

**Little Big Book Club** - A school and community programme which delivers six, weekly sessions to a P4 child and their parent.

**Words that Count** - A financial literacy programme due to roll out to all Dundee secondary schools and offsite education provision in Autumn 2023 – this is specifically targeted at excluded children or those in danger of exclusion.

**Carers' Family Read, Chat, Play** - From the Dundee Carers' participatory budget. This will enable us to deliver two eight-week long programmes (one in Linlathen, one in Stobswell West) in Autumn 2023. These programmes will work with carers and their families to introduce / support enhanced literacy behaviours. The programme will include tailored resource packs for each family, weekly online sessions and weekly face-to-face get togethers. Each programme has capacity for up to fifteen families.

**Dens Road Family Reading Project** - Eight-week long pupil and parent / carer programme delivered in school by a teacher and School and Family Development Worker, with books and resources provided by National Literacy Trust.

National Literacy Trust also provides vital literacy support within communities, including:

- Delivering monthly rhyme-time and story-telling sessions in local libraries in family groups and toddler groups
- Book gifting
- Supplying books and comics for community bookshelf
- Support for holiday provision in partnership with local libraries,
- Volunteer capacity building through NLT volunteer leads
- Rhyme time session and literacy awareness / messaging

### **Dundee Child Poverty Pathfinder – Community Outreach & Engagement**

In the summer of 2022, Dundee's Child Poverty Pathfinder took a place-based approach, focusing in on Linlathen. This area of Dundee was picked due to the large number of families living there and its high rates of inequalities and poverty.

To introduce ourselves to the community and to better understand the needs of families, the Pathfinder team attended the two Linlathen Summer Fun Days in Rowantree Primary School. This involved staff from Dundee City Council, Department for Work & Pensions, and Social Security Scotland. We commissioned a 'Floating Artist' to support this community engagement in a more interactive way and to provide us with a graphic record of what families felt was important to them.

To entice the families over to the pathfinder stall we also distributed free fancy dress costumes to the children and provided arts and crafts activities. The Pathfinder stall was very busy at both events with

lots of discussion with families about what they were looking for support with and what we could potentially help them with.

This initial consultation piece was then used as the basis for the development of the Linlathen Door Knocking and Outreach programme and the newly developed Tuesday Drop In. 'Linlathen Works' which has seen more than £225,000 worth of gains for local families between November 2022 and mid-April 2023.

# Integrated Impact Assessment

Committee Report Number: 162-2023

Document Title: Dundee Fairness and Child Poverty Action Plan Report 2022/2023

Document Type: Other

Description:

This document is Dundee City Council's Local Child Poverty Action Report for year 2022/2023. The report presents initiatives aimed at reducing inequalities and child poverty in Dundee, including new commitments overseen by Fairness Leadership Panel. The report also provides an update on the progress on the action plan set out in last year's Fairness and Child Poverty Action Plan Report

Intended Outcome:

The report content informs readers of progress made during 2022/2023 and the action plan is accepted as the planned activity for 2023/2024

Period Covered: 01/04/2022 to 31/03/2023

Monitoring:

Actions and Performance Indicators are regularly updated on the Council's performance management system. The Fairness Leadership Panel, Dundee Fighting For Fairness, Dundee Partnership Management Group and the Council's Leadership Team will also scrutinise ongoing activity for progress.

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# Equality, Diversity and Human Rights

## Impacts & Implications

Age: Positive

Child poverty is a key focus of this report, with a wide range of actions with positive aims covered. In addition, this also acts as our wider Fairness report and so there will be positive impacts shown on all age groups in relation to tackling poverty and inequality.

Disability: Positive

Actions set out in this report contribute to reducing poverty and increasing social inclusion, both areas in which those with disabilities are more likely to need support e.g. ensuring all benefits are claimed, accessing employment, and having social activities to participate in.

Gender Reassignment: No Impact

Marriage & Civil Partnership: No Impact

Pregenancy & Maternity: Positive

Action is in place to ensure that all benefits, including those specific to Scotland, are claimed by pregnant women. The NHS Tayside established a working group to develop a pathway that will address food insecurity, money crisis and fuel insecurity for families with infants under 1.

Race / Ethnicity: Positive

There is evidence that certain ethnic groups are more likely to experience poverty deprivation. Reducing poverty & increasing social inclusion for these groups are amongst the key aims of the Child Poverty and Fairness Action Plan e.g. increasing employment opportunities, reducing barriers to involvement, ensuring all relevant benefits are claimed, etc. This is demonstrated by the Employability Case Study and the work of the Council Advice Services where focus has been on supporting Ukrainian refugees.

Religion or Belief: Positive

There is evidence that certain religious groups experience higher levels of poverty than the average, and it is intended that actions in the Child Poverty and Fairness Action Plan will help to alleviate these differences.

Sex: Positive

Priority families are amongst the targets of anti-poverty activity, and these include lone parents who are predominantly female. Employability activity also targets groups with lower employment participation rates such as lone parents and women more generally.

Sexual Orientation: Positive

The Child Poverty & Fairness Action Plan aims to reduce poverty, raise awareness of / tackle stigma, and improve outcomes for all people with protected characteristics.

Are any Human Rights not covered by the Equalities questions above impacted by this report?

No

## Fairness & Poverty

### Geographic Impacts & Implications

|                |          |
|----------------|----------|
| Strathmartine: | Positive |
| Lochee:        | Positive |
| Coldside:      | Positive |
| Maryfield:     | Positive |
| North East:    | Positive |
| East End:      | Positive |
| The Ferry:     | Positive |

West End:

Positive

Positive Implications: All areas of Dundee experience some levels of deprivation, from widespread areas in the Community Regeneration Areas (CRA) to pockets within non CRA areas. Action on tackling poverty takes places across the the city to improve outcomes for residents all as well as more targeted approaches in our most deprived areas. Examples of place-based targeted action include the Local Fairness Initiatives focusing on Linlathen and Stobswell West (in conjunction with the Child Poverty Pathfinder in Linlathen - a partnership between Dundee City Council and the DWP, Social Security Scotland and the Scottish Government) and What Matters 2 U in Strathmartine area.

## Household Group Impacts and Implications

Looked After Children & Care Leavers: Positive

The Fairness Action Plan includes actions aimed at improving results and positive destinations for Care Experienced Children and Young People living in Dundee. The actions are informed and motivated by the commitment made to young people in Our Promise and include steps towards increasing uptake of Continuing Care by Young People with lived experience of care.

Carers: Positive

Actions are being taken with regard to carers access to substance use services, support for kinship carers. Support is also offered for young carers through the work of the Dundee Carers Centre and Children and Families Service.

Lone Parent Families: Positive

Many lone parents rely on social security benefits to supplement their incomes, as demonstrated in one of the case studies in the report. Actions contained in the report will positively impact on lone parents, particularly women, through the ongoing development of activities supported by the Parental Employment Support Fund. The Fund will help to maximise lone parents' incomes through helping them find and sustain employment opportunities. The new co-ordinated advice strategy will maximise incomes of families. One aspect of the Local Fairness Initiative now in place in Linlathen is an affordable Out of School Care facility at Rowantree Primary School. Early Learning & Childcare expansion activity is being linked with Parental Employability Support Fund.

Single Female Households with Children: Positive

see above

Greater number of children and/or young children: Positive

The report highlights local action which will alleviate costs for families and improve access to low cost or free activities, thus removing financial barriers to participation. Activities delivered by Active Schools, the Out of School facility at Rowantree and tackling the costs of education for parents through the Cost of a School Day campaign will have a positive impact on children, young people and their families.

Pensioners - single / couple: Positive

Pensioners are one of the groups most at risk of social and digital exclusion. The report and action plan present actions being undertaken to ensure that pensioners are able to access energy advice, digital support, and coordination of local activities that tackle loneliness and social exclusion - such as the Open Doors Program.

Unskilled workers or unemployed: Positive

Actions such as Working in partnership with employers to create / identify opportunities for existing employees to progress in their workplace with assistance from the Parental Employment Support Service will have a positive impact on unemployed parents and will provide opportunities to gain skills and increase chances of meaningful employment.

Serious & enduring mental health problems: Positive

Examples of efforts undertaken jointly by the NHS, Dundee Community Health Team and Dundee Health and Social Care Partnership have positive impact on those experiencing mental health problems: Sources of Support, expansion of mental Health awareness training to service providers, crisis and suicide prevention training to front line staff, as well as the development of a Community Wellbeing Centre (due to open later in 2023) in the city are all aimed at improving outcomes for those experiencing mental health difficulties.

Homeless: Positive

Homelessness prevention measures are being undertaken, including provision of intensive support through Housing First, liaison with the Scottish Prison Service to help inmates maintain their tenancies where feasible, and work at Ninewells Hospital with long term patients at risk of losing their tenancies.

Drug and/or alcohol problems: Positive

The report highlights work being undertaken to improve outcomes for those who are affected by substance use, including tackling stigma through expansion of Health Inequalities and Poverty workshops, working with young people to identify risk factors and prevention methods via Planet Youth activity.

Offenders & Ex-offenders: Positive



# Household Group Impacts and Implications

Positive impact will be achieved for offenders and ex-offenders, through actions in the Fairness plan, such as improving the range of training and qualifications available as part of the "other activity" element of the unpaid work requirement of a Community Payback Order, and reducing the barriers to education, employability and volunteering for those with convictions by increasing referrals to Dundee employability, education support services and volunteering agencies from community justice partners.

## Socio Economic Disadvantage Impacts & Implications

Employment Status: Positive

A wide range of actions are being set out in the Fairness Plan, aiming to improve access to employment opportunities, e.g. the Parental Employment Support Fund (which is larger than in 2021-22), and developing opportunities for care experienced young people. The actions will create positive destinations for individuals and remove some of the barriers to employment resulting from socio-economic disadvantage.

Education & Skills: Positive

Significant efforts are being undertaken by the Children and Families Service to improve pupil attendance. Data shows that attainment is lower in more deprived areas, and so targeted support such as steps being undertaken by Morgan Academy, and non-attendance work by schools will ensure that pupils are supported to achieve better results. Social inclusion work also aims to increase the education and employability of those with convictions.

Income: Positive

The Scottish Government has set targets to be met by Local Authorities, that show a reduction in the number of children living in relative, absolute, or persistent poverty. This report outlines many of the ways in which services across Dundee are working hard to increase people's income, whether this is through employment or claiming benefits being missed out on. Increasing income is also the major focus behind our Local Fairness Initiatives in two of the cities most deprived areas. Equalities work also includes outcomes based on raising incomes and benefit maximisation.

The 2021/22 child poverty estimates by End Child Poverty published in June 2023 show that 27.1% of children in Dundee City are living in poverty after housing costs in comparison to 24.5% across Scotland. More work is still needed to reduce the percentage of children in lone parent families living in poverty as these make up 43.3% of children living in relative low-income families. Local campaign to increase the payment of Real Living Wage in Dundee is our local response to the rise in in-work poverty. There has been an increase in number of Living Wage accredited employers in the city in 2022/23 and this is having a direct positive impact on families' incomes. - In total, over 1800 people had their wage uplifted to the Real Living Wage rate.

Caring Responsibilities (including Childcare): Positive

Actions are being taken with regards to carers access to substance use support services, and support for kinship carers. Dundee Carers Centre have a range of ways to support carers, including young carers, including financial help from the Winter Support Fund. One aspect of the Local Fairness Initiative in Linlathen is the opening of a new, affordable Out of School Care facility at Rowantree Primary School. Early Learning and Childcare expansion activity is being linked with Parental Employability Support.

Affordability and accessibility of services: Positive

Many of the services reported on are in place to boost the incomes of those experiencing poverty and deprivation through benefits and/or employment income. Other services are provided at minimal or no cost to the participant, with accessibility of these aided by the availability of free travel for under 22s since early 2022. While the cost of living is going up, the overall intention of this report is to minimise the impact of this on the people of Dundee. Open Door Program illustrated a co-ordinated action across council services in partnership with the third sector and local community projects to improve access to free activities for residents and to warm and welcoming spaces within all localities of the city.

Fuel Poverty: Positive

The Fuel Well scheme and Dundee Energy Efficiency Advice Project both contribute to extensive savings on fuel for those reached with support. NHS Tayside have a short life working group to help families with infants to address fuel insecurity.

Cost of Living / Poverty Premium: Positive

Measures are being taken by the advice agencies in Dundee that will increase uptake of Warm Homes Discount and other energy grants and improvement schemes (e.g. via SCARF). These include the Fuel Well 3 programme which proactively worked with previous beneficiaries of Fuel Well 2. Overall, activities have a direct impact on reducing costs of living for most vulnerable families and individuals. Increases in the number of Living Wage accreditations in Dundee have also helped to alleviate in-work poverty with over 1,800 individuals receiving a wage uplift when their employer became accredited.

Connectivity / Internet Access: Positive

The report reflects activity taking place with regards to increasing digital inclusion for communities targeted by the Child Poverty Pathfinder.

Income / Benefit Advice / Income Maximisation Positive

The advice strategy for Dundee being implemented by four advice agencies across Dundee ensures that residents in all localities have the same access to, and the same quality of advice service regardless which agency they contact. Through programs such as Fuel Well the most vulnerable groups have been offered holistic support to maximise their income and access other support such as debt advice.

#### Employment Opportunities: Positive

Employment opportunities will be improved for all those seeking work, but in particular for priority families, young people and people with criminal convictions as a result of actions contained within the report. In Linlathen, the Local Fairness Initiative and Child Poverty Pathfinder complement each other in aiding local residents to be able to take up employment opportunities.

#### Education: Positive

Actions in the plan continue to address low levels of education attainment through measures such as counselling for school pupils, expansion of non-attendance work in schools, and reducing the cost of a school day to remove barriers to participation in school activities by those experiencing socio-economic disadvantage. Children and Families data indicates improving education attainment for pupils from most disadvantaged areas.

#### Health: Positive

The extensive fairness work ongoing in Dundee aims to reduce negative impacts of socio-economic disadvantage affecting most vulnerable residents. This will lead to an improved health and wellbeing of the poorest communities, in particular improving health via smoking cessation support, improving services for people in recovery or with substance use problems, and implementing actions to support the prevention of drug related deaths.

#### Life Expectancy: Positive

Life expectancy is lower for those living in more deprived areas, and so actions are being undertaken to deliver targeted support for those individuals who are most at risk of health inequalities and lower life expectancy. Actions such as supporting groups of young people at risk from early initiation into alcohol/drug use and improving access to mutual-aid and peer-support recovery groups to help people avoid relapse into harmful substance use will impact positively on the life expectancy of these vulnerable groups.

#### Mental Health: Positive

Efforts continue to be concentrated in the Linlathen area as part of the Local Fairness Initiative which aims to improve financial wellbeing of families, leading to overall improvement of mental health. Other activities presented in the report will have positive impact on people's mental health through improving access to advice, adopting person-centred approaches across a wide range of services and the targeted work of the Community Health Team. The Open Doors Program, in response to the cost of living crisis, enabled residents to access activities such as arts and crafts, group activities and free meals with the aim to reduce social isolation and improve mental wellbeing of those who engaged with the initiative.

#### Overweight / Obesity: Positive

The Active Schools programme and Youth activities via Community Learning and Development youth worker teams continues to grow. This enables children and young people to have more opportunities to engage in physical activity, reducing the risk of obesity amongst young people. The Child Health Weight Initiative promotes a whole systems approach to addressing poor health of some of our children in Dundee.

#### Child Health: Positive

The counselling service has been expanded to all secondary schools in 202/23. The service ensures that the needs of young people facing mental health and wellbeing challenges are being addressed.

#### Neighbourhood Satisfaction: Positive

Neighbourhood satisfaction is impacted in a positive way through a wide range of activities delivered by communities teams, including the Open Doors program and the Local Fairness Initiative.

#### Transport: Positive

The roll-out of free travel to under 22s has had a positive impact on young people's ability to use public transport and commute to school / further education or work / employment opportunities. 78% of eligible under 22 year olds have applied for their free bus travel. Overall 87.5% of all eligible residents (under 22's and over 60's) have signed up to the National Entitlement Card scheme.

## **Environment**

### **Climate Change Impacts**

Mitigating Greenhouse Gases: No Impact

Adapting to the effects of climate change: No Impact

### **Resource Use Impacts**

Energy efficiency & consumption: Positive

Fuel well scheme helped to identify customers at risk of disconnection and these customers will be prioritised in 2023/24 for fuel/energy advice work. Fuel Well data is being analysed to identify future approaches to fuel and energy efficiency advice.

Prevention, reduction, re-use, recovery or recycling of waste: No Impact

Sustainable Procurement: No Impact

## Transport Impacts

Accessible transport provision: No Impact

Sustainable modes of transport: No Impact

## Natural Environment Impacts

Air, land & water quality: No Impact

Biodiversity: No Impact

Open & green spaces: Positive

Activities continue to be developed that will make better use of open and green spaces e.g. a planned birds nest trail within the Linlathen area, and targeting of funding from the Dundee Partnership Community Regeneration Fund to green spaces by local Community Regeneration Forums.

## Built Environment Impacts

Built Heritage: No Impact

Housing: Positive

The Local Fairness Initiative is developing work to support residents in Stobswell West with private tenancies, and also promoting the addition of external wall insulation to over 100 fuel inefficient homes in Linlathen as a priority.

Is the proposal subject to a Strategic Environmental Assessment (SEA)?

No further action is required as it does not qualify as a Plan, Programme or Strategy as defined by the Environment Assessment (Scotland) Act 2005.

## Corporate Risk

### Corporate Risk Impacts

Political Reputational Risk: Positive

The Fairness Plan Reinforces the council and Dundee Partnerships commitment to equalities and fairness.

Economic/Financial Sustainability / Security & Equipment: Positive

The plan contains targeted actions to increase financial wellbeing and to reduce income inequality.

Social Impact / Safety of Staff & Clients: Positive

The Fairness Plan is a dedicated initiative to reduce social exclusion and associated inequalities.

Technological / Business or Service Interruption: No Impact

Environmental: No Impact

Legal / Statutory Obligations: Positive

Actions and Performance indicators set out in the plan ensure that it contributes to meeting Dundee City Council statutory "Equalities Duties and the Fairer Scotland Duty.

Organisational / Staffing & Competence: Positive

The Plan ensures that services and teams from across council departments work collaboratively. As a result of this collaborative working staff are more aware of poverty as an issue affecting Dundee citizens.

Corporate Risk Implications & Mitigation:

The risk implications associated with the subject matter of this report are "business as normal" risks and any increase to the level of risk to the Council is minimal. This is due either to the risk being inherently low or as a result of the risk being transferred in full or in part to another party on a fair and equitable basis. The subject matter is routine and has happened many times before without significant impact.