

REPORT TO: POLICY AND RESOURCES COMMITTEE – 21 NOVEMBER 2022

REPORT ON: DUNDEE FAIRNESS ACTION PLAN AND LOCAL CHILD POVERTY ACTION REPORT - ANNUAL REPORT 2021/2022

REPORT BY: CHIEF EXECUTIVE

REPORT NO: 263-2022

1. PURPOSE OF REPORT

1.1 This annual report presents the combined Fairness and Local Child Poverty Action Report showing progress during 2021/2022. It also highlights key action to be taken in 2022/23.

2. RECOMMENDATIONS

- 2.1 It is recommended that Committee approves:
- a) the Dundee Fairness Action Plan and Local Child Poverty Annual Report for 2021/22 which is attached as Appendix 1
 - b) the actions as set out for the next phase of the Action Plan from 2022-2023 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 was allocated for fairness activities, £100,000 in 2021/2022 and £50,000 in 2022/23, with the Local Fairness Initiatives and the Fairness Leadership Panel support being prioritised.

4. BACKGROUND

4.1 Dundee Fairness and Local Child Poverty Annual Report (LCPAR)

- 4.1.1 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 within the Plan and reflects the recommendations of the final Dundee Fairness Commission which were launched in May 2021.
- 4.1.2 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

- 4.1.3 The Act 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 reports are required to be produced '*as soon as reasonably practicable after the end of each reporting year*'.
- 4.1.4 It was decided that a delay in reporting until the end of the third quarter of 2022/23 would enable the report to be better informed in relation to the Scottish Government's recently published Child Poverty Delivery Plan, including translating the content into local ambitions. In addition, it would also enable us to consider a review of the Dundee City Plan (our Local Outcome Improvement Plan) and incorporate the views of elected members new to the role following the May Local Elections.
- 4.1.5 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 Plan and Local Child Poverty Action 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 fourth combined report is presented in Appendix 1 for approval.
- 4.1.6 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 ambitious action plan for three years first published in July 2019. As part of regular review, the action plan is being updated for 2022/23 onwards.
- 4.1.7 While Dundee has disproportionately high levels of deprivation, nevertheless it 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. The estimated number of children in poverty after housing costs in 2020/21 was 22.5%, demonstrating the scale of change that will be required. While this is substantially down from 27% in the preceding year, data collection may have been affected by the pandemic.
- 4.1.8 Achieving this will require effective action to respond to the longstanding challenges associated with low incomes and insecure employment, substance use and mental health issues and the poverty-related attainment gap. Inevitably, the health, social and economic impact of the COVID-19 pandemic, deepened by the emerging cost of living crisis, will make these challenges even greater.

4.2 **Dundee Fairness Leadership Panel**

- 4.2.1 As the successor to the series of Fairness Commissions, the Fairness Leadership Panel is now at the heart of driving 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.
- 4.2.2 Over the next year, the focus of the Panel will be on the local implications of the national child poverty drivers, with further work underway on the costs of food and fuel, access to benefits 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 that offer incomes that will help them to escape poverty. The Panel's work and the progress it achieves will be fully reflected in each Local Child Poverty Annual Report.

4.3 **Local Fairness Initiatives**

- 4.3.1 Linlathen and Stobswell West will be the focus of Local Fairness Initiatives with the overarching aim of improving financial wellbeing. A Project Board has been established with a wide range of stakeholders, including community representatives, to look closely at these areas and the challenges they face, and to arrive at solutions that local people think will make a difference. This will mean developing actions to increase income from employment and benefits, reduce the cost of living, and improve mental wellbeing.

- 4.3.2 Other actions will focus on challenges specific to each of the two areas such as crime, anti-social behaviour, and quality of housing, particularly private rented dwellings. Potential solutions will be tested out locally and evaluated to ensure they are effective, and it is vital that residents in the two communities feel involved in the process and that their voices are heard.
- 4.3.3 The desire to pilot new ambitious approaches to improving outcomes in Linlathen has led to the development of a child poverty pathfinder project that is combining the strategic and operational strengths of the Scottish Government, Social Security Scotland, Department for Work and Pensions and public and voluntary partners.
- 4.3.4 The pathfinder will work creatively with local people to create new, more effective ways to improve opportunities and outcomes associated with supporting families through key workers, flexible employment and childcare, and other wraparound support
- 4.3.5 The Community Empowerment Teams in the Maryfield and East End wards and Community Planning Team members have been engaging with locally active organisations and community members to take forward the two initiatives via local steering groups. The Community Empowerment Team has organised and led community engagement using creative tools, narrative enquiry and filming. The team has strengthened contact with existing groups and involved local residents who have not been active in their community before, helping them to identify priority issues in their localities.
- 4.3.6 The initiatives are focusing on tackling the drivers of child poverty by developing approaches that will reverse social inequalities and provide a model for targeted, non-stigmatising work in neighbourhoods.
- 4.3.7 Work is underway to develop a performance and evaluation framework for the Local Fairness Initiatives to demonstrate how short and medium term actions contribute to longer term outcomes, and which reflect the theory of change agreed by its partners.

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

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8 NOVEMBER 2022

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2021/22

Dundee

**Fairness Action Plan
Child Poverty Report**



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Dundee Fairness Action Plan and Local Child Poverty Action Report - Annual Report for 2021/22

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1. INTRODUCTION

This is the third Dundee Fairness and Local Child Poverty Action Report (LCPAR) produced since the start of the Covid-19 pandemic. The impact of the pandemic continues to have a profound economic and social impact on everyone in Dundee but especially those who are struggling against poverty.

Our 2020/21 report was published in June 2021. It incorporated much of the action taken to address Covid-19 and its consequences for the latter half of that financial year, following the previous report in November 2020. This report provides an update on progress and developments for the whole of 2021/22 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, with the pandemic causing ongoing growing inequalities and the cost-of-living crisis adding to this, 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 make use of the work of the final Dundee Fairness Commission whose report was published in May 2021. The recommendations made by the Commission are influencing both the revision of our Fairness and Child Poverty Action Plan and the activity of our new Fairness Leadership Panel.

This Panel brings community representatives with lived experience of poverty together with key leaders with influence on this agenda from our community planning partners. It will help to shape our future reports and will drive the work reflected in this report and future initiatives.

Linking to Best Start, Bright Futures

The Dundee Partnership has always taken a broad approach to reducing Child Poverty and improving outcomes for individuals and families in the city. Over 30 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.

The actions undertaken by Dundee City Council and its partners, as well as our performance indicators which directly relate to meeting the child poverty targets, can be categorised in line with the new Child Poverty Delivery Plan's drivers of poverty reduction, as outlined in parts A, B and C of Scotland's offer to families ([Best Start, Bright Futures: tackling child poverty delivery plan 2022 to 2026 - gov.scot \(www.gov.scot\)](#))

- **Part A focuses on providing the opportunities and support needed to enter, sustain and progress in work** – our Fairness Action Plan will improve opportunities for parents to engage in employment and remove or reduce barriers to entering and sustaining work. This will be achieved through further implementing Parental Employability Support, employability support for young people, improving volunteering and employment opportunities for young people and those with a conviction.
- **Part B focuses on maximising the support available for families to lead dignified lives and meet their basic needs** – a number of actions will ensure that holistic support is offered to families, leading to improved financial security and wellbeing of children living in priority families. We aim to achieve this through a wide range of activities, including adopting a 'cash-first' approach, expanding fuel grants available to families facing costs of living increases, adopting a city-wide advice strategy, promoting the uptake of welfare benefits including Free School Meals and new Social Security Scotland payments, and working collaboratively with schools to progress co-location of welfare advice.
- **Part C focuses on supporting the next generation to thrive** – our approach as set out in this plan will ensure that children and young people are supported to reach their full potential, regardless of their circumstances. The actions that will have a direct and positive impact on young people include implementing a city-wide approach towards supporting Care Experienced Young People, developing activities and learning from Summer of Play, developing Youth activities via CLD Youth Work teams, and improving pupil attendance and attainment through expansion of non-attendance work in schools.

Our actions fit within the 8 strands of support outlined in the "Best Start, Bright Futures" Child Poverty Delivery Plan:

1. Employability and Skills
2. Connectivity and Childcare

3. Economic Opportunities
4. Person-centred Support
5. Social Security
6. Income Maximisation
7. Housing
8. Next Generation

A table illustrating how the Performance Indicators and Actions contained within our Fairness Plan correspond to the above themes can be found in the Appendix.

2. NATIONAL TARGETS AND DUTIES

2.1 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%)

2.2 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.

2.3 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.

3. DEVELOPMENTS SINCE THE 2020/21 FAIRNESS AND CHILD POVERTY REPORT

3.1 General Overview of 2021/22 Reporting

- 3.1.1 As a result of the pandemic, it is anticipated that the usual cycle of data from surveys and other mechanisms will not match as closely with the realities faced, though the needs of those most disadvantaged will remain and indeed are likely to have been intensified by the impact of the pandemic. Taking this into account, engagement with people and communities is needed to provide the 'live feedback' required to drive action forward in a way that responds to current needs.
- 3.1.2 As in the previous three 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 crisis that have not already been covered in the 2020/21 report (published in June 2021).

3.2 Feedback from the Improvement Service on the 2020/21 Report

- 3.2.1 The Dundee Partnership received feedback from the Improvement Service in March 2022 on the 2020/2021 Dundee Fairness Action Plan and Child Poverty Annual Report.
- 3.2.2 The Improvement Service acknowledged that the report reflected the significance of partnership work and multi-disciplinary approaches ongoing in Dundee with a particularly high level of commitment to tackling child poverty and inequalities more broadly. This is demonstrated by the strategic governance arrangements and the commitment of £100,000 to implement the recommendations of the Fairness Commission.
- 3.2.3 The feedback received further recognises examples of innovative practice in Dundee, including:
- Establishment of a long-term, independent structure around lived experience - Dundee Fighting for Fairness - which has achieved charitable status and received £30,500 funding for development support from Joseph Rowantree Foundation
 - Preventative and dignified approach to reducing costs for parents through the Cost of the School Day initiative
 - Parental Employment Support Fund: Engaging the Third Sector, focusing on in-work poverty and progression, building links with partner organisations to ensure wraparound support and promoting the referral of new clients into the service
 - Developing an Advice Strategy to avoid duplication of service provision
 - Establishing clear links with equalities work and a recognition that promoting equality will necessarily involve removing barriers to income
- 3.2.4 The Improvement Service suggested that the 2021/22 Child Poverty Action Plan could be improved by:
- Including additional information on the provision of and access to childcare, including flexible childcare in the early years, uptake amongst eligible two-year olds, wraparound care or school holiday provision. This could include what is being done to reduce costs for low-income parents and remove obstacles to work as this has direct bearing on child poverty. Highlighting progress within the Local Fairness Initiatives could contribute to this
 - Setting out clear, evidence-based, strategic priorities around child poverty towards which it can establish progress
 - There is also a question of whether the specific needs of parents are being reflected in wider COVID Recovery and Renewal Plans. This might be in terms of economic recovery, job creation, skill development etc. and how opportunities suitable for parents and particularly those in the priority groups are supported. This might be reflected in the Year 4 report.
 - Emphasising links between the data being presented and priorities for action
 - Including any other priorities that the local Linlathen/Stobswell West data highlights, e.g., Lone parents experiencing poverty and parental worklessness and young parents
 - Having underlying measures or other ways of understanding what is working well and having an impact on families is also essential, whether that is statistical data, survey data, lived experience, etc.
 - Having clear links between the performance indicators from other areas of the report across the Fairness Framework and how they are relevant to meeting the ambitious child poverty targets. This

should give an understanding of how these elements are working together towards a shared objective.

3.2.5 We were delighted to receive the above suggestions on how we could further improve our Fairness Action Plan and Child Poverty Report. They have been addressed in the significant fairness developments and actions section of our report which have been enhanced with case studies demonstrating how we deliver on our fairness priorities in Dundee.

3.3 Poverty-related Impact of COVID -19 Pandemic

3.3.1 The Fairness / Local Child Poverty Action Report for 2019/20 presented helpful evidence regarding the impact of Covid-19 on the lives of those struggling against poverty in Dundee. The evidence from both the Glasgow Centre for Population Health and the Improvement Service remains relevant. This evidence, the findings of the Dundee Fairness Commission and further planned community engagement will continue to inform our recovery planning.

3.4 Mainstreaming Equalities, Public Sector Equality Duty, Outcomes and Linking to Poverty & Fairness

3.4.1 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. We take a human rights approach in tackling inequalities, having particular regard to the UN Convention on the Rights of the Child (UNCRC). This is being demonstrated by our wide approach to fairness, covering areas of educational attainment, access to suitable housing, dignified access to food, support and advice where needed.

3.4.2 These statutory responsibilities align closely with the 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 developed and adopted its [Equality Mainstreaming Report 2021](#) and a new set of [Equality Outcomes 2021-2025](#) to reflect the lived experience of people in Dundee from protected groups, the impact of Covid-19 and the evolving national policy landscape. A specific new Equality Outcome (#7) and associated actions have been created that aims 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 and benefit maximisation.

3.4.3 As part of the Council's Equality, Fairness & Poverty Mainstreaming activities, a review of the Integrated Impact Assessment (IIA) systems and processes has been carried out. This has resulted in the development of a new Pre-IIA Screening Tool, as well changes to the IIA tool itself and updated guidance with an enhanced focus on Equality, Fairness and Poverty. Rollout of the new tool and guidance commenced with training for officers and elected members and went live from August 2022.

3.4.4 By carrying out these activities and actions, we believe that this will enable the council and local partners to embed equality and diversity work within the overall vision for Dundee and develop an action plan to simultaneously improve outcomes, reduce inequality and increase diversity.

3.5 Responding through the Dundee Partnership

3.5.1 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:



3.6 Local Community Plans

- 3.6.1 Dundee has well established processes for locality planning to facilitate work between community planning partners and communities. There is a Local Community Planning Partnership (LCPP) in each of the eight wards of the city. These LCPPs are one of our key mechanisms for empowering communities as local people sit alongside service providers as equal partners taking collective action. The key focus of the new local community plans for 2022-2027 is reducing inequalities, which clearly links to the City Plan priorities.
- 3.6.2 The following summary shows a range of ways in which Dundee has effectively tackled important aspects of poverty and inequalities during 2021/22.

Summary of Key Highlights

£756,800 

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

(Source: Dundee City Council, Corporate Services, 2021/22 figure)

£2.1m 

awarded to families in need through the Scottish Welfare Fund.

(Source: Dundee City Council, Corporate Services, 2021/22 figure)

4,042 

people on average received food assistance each week of 2021/22.

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

£886,224 

holiday support payments made by the Benefit Delivery Team supporting on average 5,706 children per holiday period in 2021/22.

(Source: Dundee City Council, Corporate Services)

71% 

of eligible young people have active free bus travel cards.

(Source: NEC Card Management System figure as at November 2022)

182,919 

period products supplied between 2021/22.

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

109 

accredited Living Wage Employers based in Dundee City.

(Source: Dundee City Council, Chief Executive's Services, Figures as at Aug 2022).

20,134 

workers employed by Dundee City Living Wage accredited employers.

(Source: Dundee City Council, Chief Executive's Services, Figures as at Aug 2022).

1,632 

workers received an uplift to Living Wage.

(Source: Dundee City Council, Chief Executive's Services, Figures as at Aug 2022).

527 

Warm home discounts taken up in 2021/22.

(Source: Dundee City Council, Corporate Services, Figures for 2021/22)

2,034 

secondary school pupils registered for free school meals.

(Dundee City Council, Children and Families Service, Seemis 2022)

6,144 


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

(Source: Dundee City Council, Corporate Services)

£8.75m* 

generated from income maximisation support.

*provisional figure for 2021/22 (Source: Dundee City Council, Corporate Services)

£2.3m 

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

(Source: Dundee City Council, Corporate Services, Figure for 2021/22)

£3.2m 

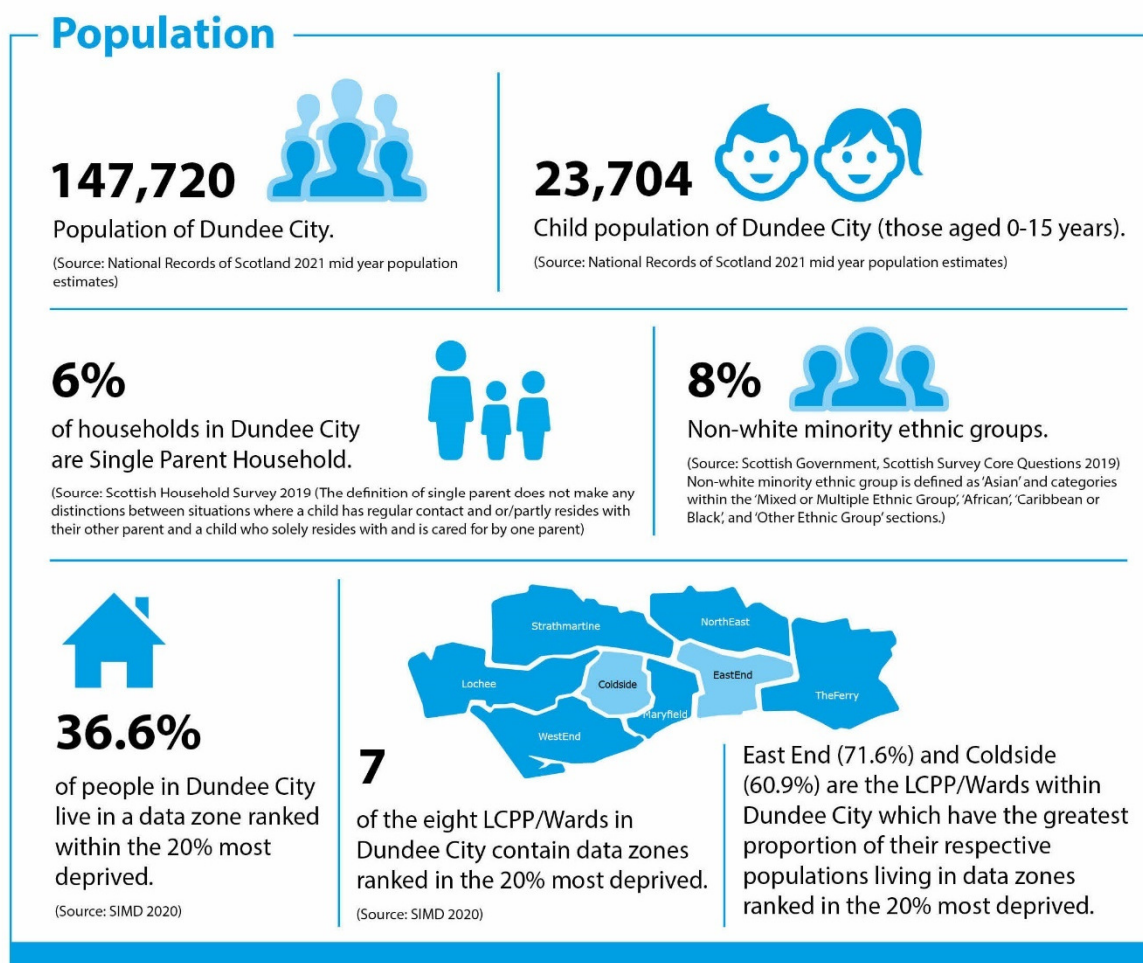
of Discretionary Housing Payments awarded to tenants.

(Source: Dundee City Council, Corporate Services 2022)

4. POVERTY AND DEPRIVATION IN DUNDEE

4.1 Measuring Inequality in Dundee

- 4.1.1 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 emerging 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.
- 4.1.2 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.



Attainment and Child Poverty

22.5%



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

(Source: End Child Poverty 2020/21 data published July 2022)

442



children looked after in Dundee City, this represents 1.7% of the 0-17 years population.

(Source: Scottish Government, Children's Social Work Statistics 2020/21)



10,506

children (aged 0-15 years) live within the 20% most deprived data zones, this accounts for 43.8% of children in that age group in Dundee City overall.

(Source: SIMD 2020)

The majority of children (0-15 years) who live in East End (79.7%), Coldsid (64.3%) and Lochee (54.9%) live in a data zone ranked in the 20% most deprived.



571

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

(Source: Local Government Benchmarking Framework)

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

1150

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

3.6%



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: SEEMIS)

Work and Wages



12%

of employees aged 18+ in Dundee City were earning less than the living wage.

(Source: ONS Annual Survey of Hours and Earnings 2020)



£575.0

Gross median weekly earnings for full time workers residing in Dundee City in 2021.

(Source: 2021 ONS Annual Survey of Hours and Earnings – Resident Analysis)



36.6%

of the population in Dundee City live in a data zone ranked in the 20% most deprived in the income domain.

(Source: SIMD 2020)



9,500

workless households in Dundee City.

(Source: ONS Annual Population Survey Jan – Dec 2020)



21.8%

Youth Unemployment Rate (Aged 16 to 24).

(Source: ONS Annual Population Survey Jan-Dec 2021 – please note figures should be interpreted with caution due to small sample sizes)



71.3%

of people aged 16-64 years and economically active in Dundee City were in employment during January – December 2021.

(Source: ONS Annual Population Survey Jan-Dec 2021)

Benefits and Advice

30%



of all respondents who participated in the 2019 Annual Citizens Survey stated that all or some of their income comes from welfare benefits.

(Source: DCC Annual Citizens Survey 2019)



43.3%



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

(Source: DWP Stat Xplore – Children in low income families: 2020/21 please note figures are provisional – caution should be taken when interpreting this figure as data collection was affected by the coronavirus pandemic)

62%



take up rate of pupils eligible for free school meals.

(Source: DCC Council Plan 2022-2027 (data is based on pupils in P6-56))

4,219 (17.6%)

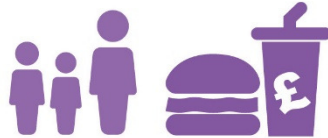


of children aged under 16 years are living in relative low income families (before housing costs).

(Source: DWP – Children in low income families local area statistics UK financial years ending 2015-2021 – figures for 2021 are provisional, caution should be taken when interpreting this figure as data collection was affected by the coronavirus pandemic)

Social Inclusion and Stigma

41.3%



of lone parents stated that they were currently experiencing or had experienced difficulties with the cost of food in the last year.

(Source: DCC Annual Citizens Survey 2019)



6979

food vouchers issued from food banks.

(Source: Dundee Foodbank figure as at 2021)



5212

children fed via the foodbank vouchers.

(Source: Dundee Foodbank figure as at 2021)



46.3%

Employment rate for those with a disability.

(Source: ONS Annual Population Survey 2021)

Health and Inequalities



27.8%

of first time mothers in Dundee City were aged under 25 years in 2020-21.

(Source: Public Health Scotland Open Data Scottish Morbidity Record (SMRO2) – Number of maternities for first births and non-births by deprivation and mothers age group)



77%

of respondents in the 2019 Annual Citizens survey rated their health as very good or fairly good.

(Source: DCC Annual Citizens Survey 2019)



22%

of adults reporting a limiting long-term physical or mental health problem – households with children.

(Source: Statistics.Gov.uk – Disabilities data set taken from Scottish Government, Scottish Core Surveys Questions)

24.7%

of primary 1 children classified as obese or overweight.



(Source: Child Health Systems Programme – Schools)

79.1 yrs

Female life expectancy at birth.



73.5 yrs

Male life expectancy at birth.

(Source: National Records of Scotland, Life Expectancy in Scotland 2019-2021)

Housing and Communities



31%

of all households in Dundee City were estimated to be fuel poor.

(Source: Scottish Government Homelessness in Scotland 2021-2022)



383

households in temporary accommodation in Dundee City.

(Source: Scottish Government Homelessness in Scotland 2021-22 figures as at 31st March 2022)



215

children living in temporary accommodation in Dundee City.



90

households with children or a pregnant women in temporary accommodation in Dundee City.



£588

Median rent for a 2 bedroom property in the private sector per month.

(Source: Scottish Government Private Rent Statistics 2010-2021, Dundee and Angus Broad Rental Area year to end of September 2021)

58%

of all respondents in the 2019 Annual Citizens survey stated that they had insurance for the contents of their house.

(Source: DCC Annual Citizens Survey 2019)



15%

of lone parents who participated in the 2019 Annual Citizens Survey stated that they have insurance for the contents of their house.

(Source: DCC Annual Citizens Survey 2019)



17%

of all respondents in the 2019 Annual Citizens Survey stated that they were currently experiencing or had experienced difficulties with the cost of domestic energy bills in the last year.

(Source: DCC Annual Citizens Survey 2019)



60%

of lone parents stated that they were currently experiencing or had experienced difficulties with the cost of domestic energy bills in the last year.

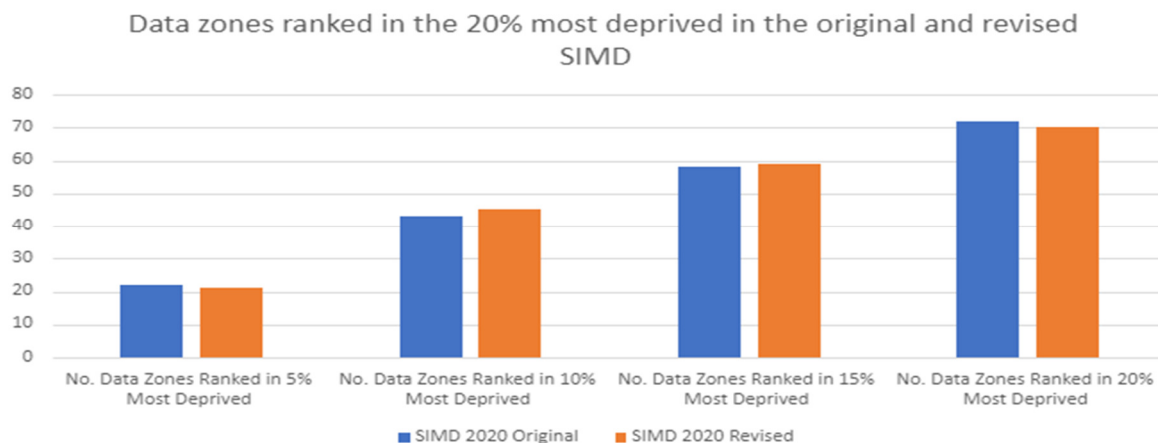
(Source: DCC Annual Citizens Survey 2019)



4.2 Scottish Index of Multiple Deprivation 2020 / Child Poverty 2020/21

4.2.1 The 2020 Scottish Index of Multiple Deprivation confirmed the high levels of poverty, social and material deprivation that exist across the city and are concentrated 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. 37% of Dundee's population live within these areas. Community profiles showing the data at Local Community Planning Partnership area level and for smaller communities within these areas are available [here](#).

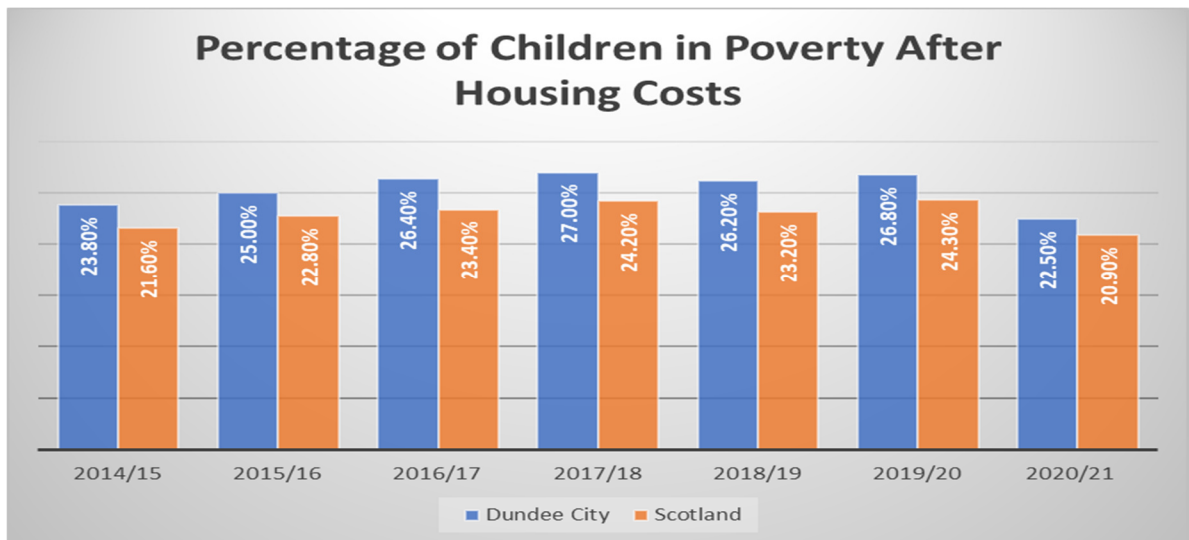
4.2.2 A diagram illustrating zones ranked in the 20% most deprived in the original and revised SIMD is shown below:



4.2.3 In relation to Child Poverty, the 2020 Scottish Index of Multiple Deprivation shows that 10,506 children (aged 0-15) live within the 20% most deprived data zones in Dundee City. This accounts for 43.8% of children in that age group in Dundee City overall.

4.2.4 2020/21 child poverty estimates by the Child Poverty Action Group were published in July 2022. These estimate the percentage of children in poverty **after housing costs** and show that 22.5% of children in Dundee City are living in poverty after housing costs in comparison to 20.9% across Scotland. The chart below outlines figures from 2015 to 2020 and shows an overall decrease of 1.3% in Dundee City and 0.7% in Scotland.

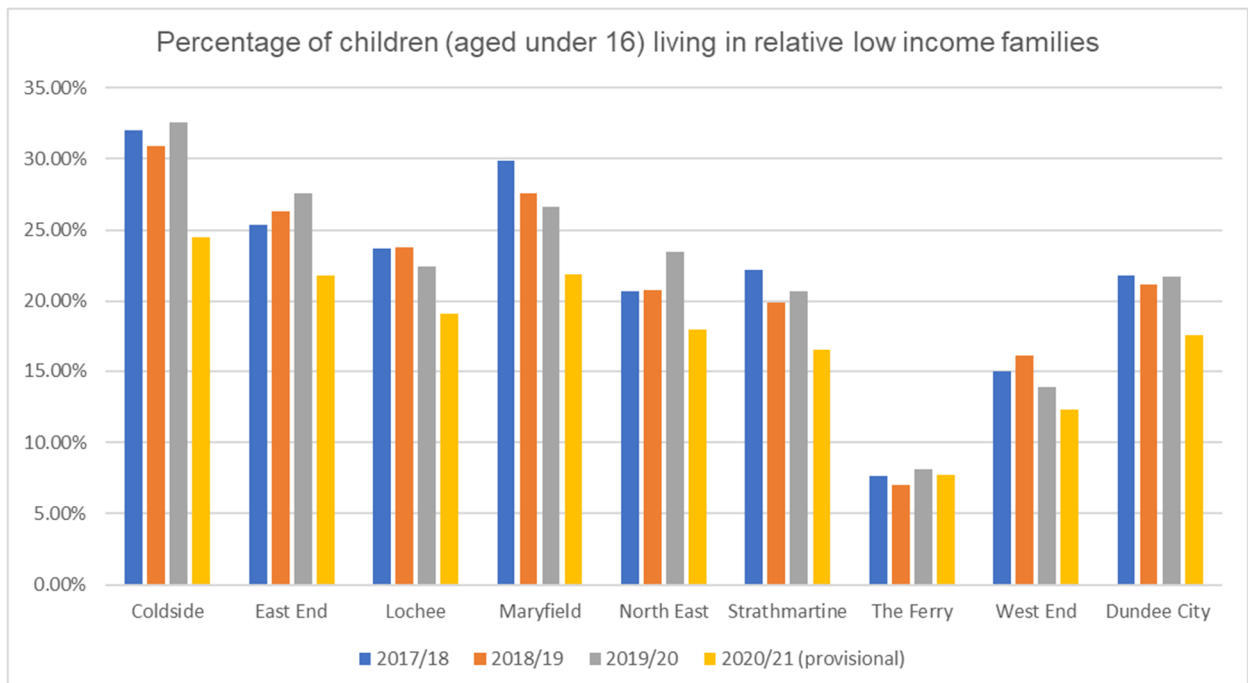
4.2.5 The figures in the chart below are produced by End Child Poverty, who state that the figures are based on the Department for Work and Pensions Children in low-income families: local area statistics which estimate the poverty rate **before** housing costs. A statistical model is then used to estimate child poverty after housing costs which draw on household survey data alongside local area statistics on private rent levels. The statistics are calibrated to regional three-year averages from Households Below Average Income (HBAI) for financial years 2018/19 to 2021. The HBAI figures for 2020/21 are less reliable than earlier years due to sampling issues related to the Covid-19 pandemic. This should be kept in mind when interpreting the statistics.



Source: End Child Poverty – Child Poverty in your area 2014/15 – 2020/21 (Published July 2022)

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

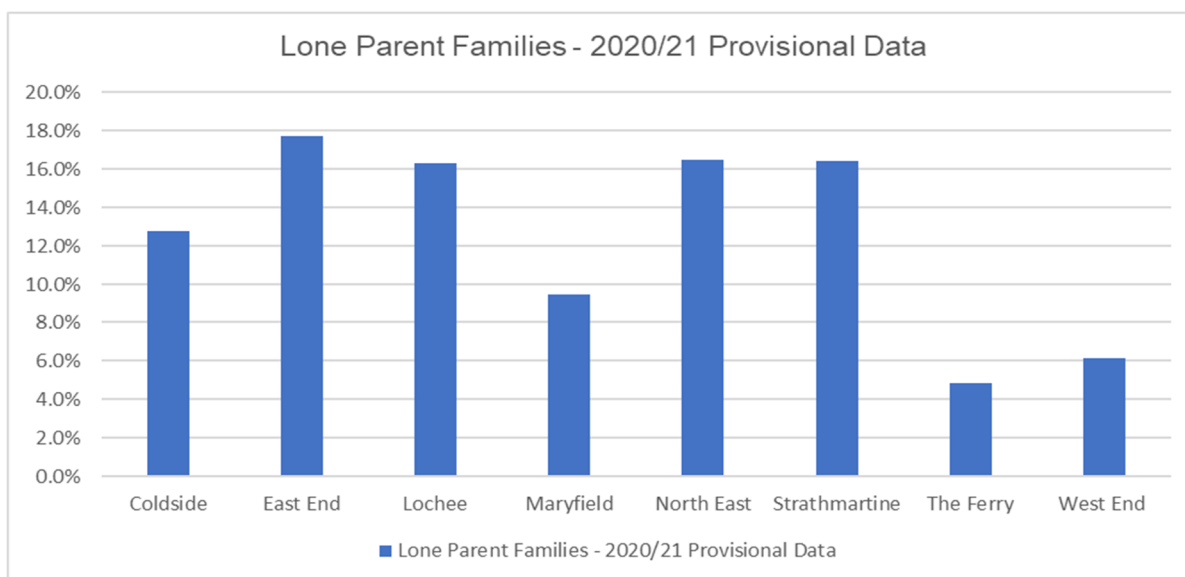
DWP publish statistics on the percentage of children (aged under 16) living in relative low-income families **before housing costs**. A family with a relative low income is a family in low income before housing costs in the reference year. A family must have claimed child benefit and at least one other household benefit (universal credit, tax credit or housing benefit) at any point in the year to be classed as low income within these statistics. The statistics are calibrated to regional three-year averages from Households Below Average Income (HBAI) figures. The HBAI figures for 2020/21 are less reliable than earlier years due to sampling issues related to the pandemic. This should be kept in mind when interpreting/drawing any conclusions from the data.



Source: DWP Children in low income families: Local Area statistics, Financial Years Ending 2015 to 2021
 Figures for the latest year are marked as provisional. These figures will be subject to revision in subsequent releases.
 Caution should be taken when comparing 2020/21 against previous years due to sampling issues related to the pandemic.

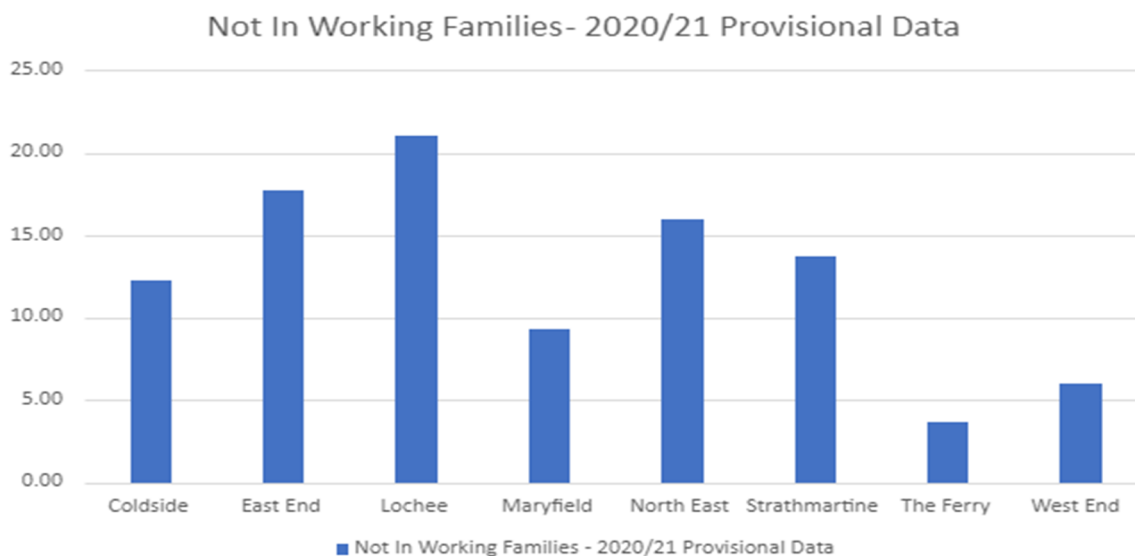
Looking further at children in relative low-income families (before housing costs) provisional figures for 2020/21 estimated that 1,827 children or 43.3% of children aged (under 16) living in relative low-

income families were within lone parent families. The following chart shows the electoral wards within which the 1,827 children live.



Source; DWP Stat Xplore – Children in low-income families – family type lone parent
 Figures for 2020/21 are provisional and are subject to revision in subsequent releases
 Caution should be taken when interpreting 2020/21 figures due to sampling issues related to the pandemic

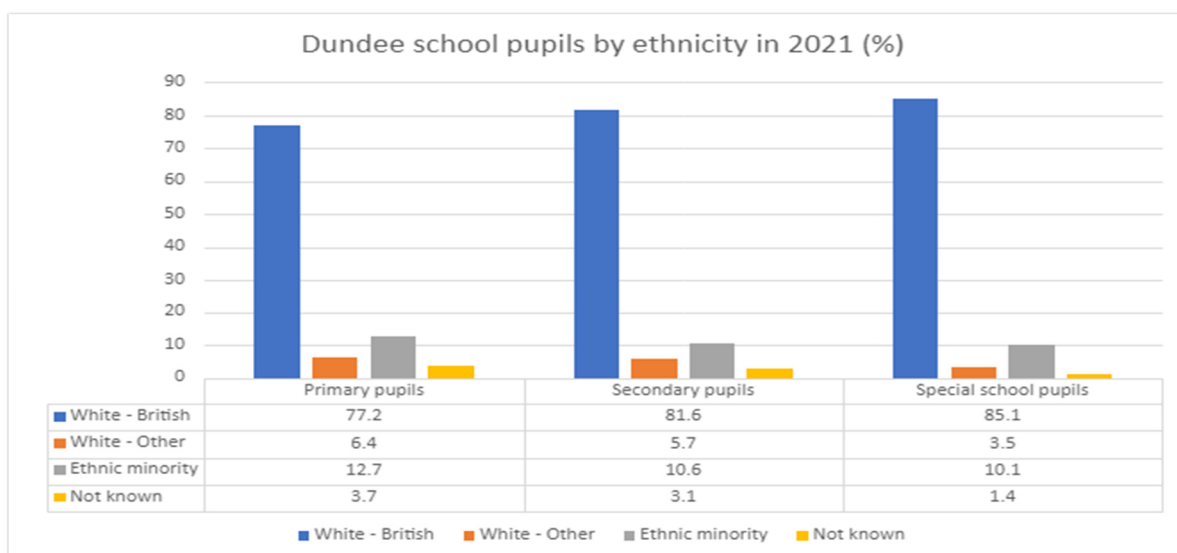
It was also estimated that 1,762 children or 41.8% of children aged (under 16) living in relative low-income families (before housing costs) were within non-working families. The following table shows the electoral wards within which the 1,762 children live.



Source; DWP Stat Xplore – Children in low-income families –work status
 Figures for 2020/21 are provisional and are subject to revision in subsequent releases
 Caution should be taken when interpreting 2020/21 figures due to sampling issues related to the pandemic

4.3 Ethnicity in schools

Each year the Scottish Government publish a Pupil Census, a set statistical information on school education, pupil characteristics, including ethnicity. The data presents ethnic background of pupils in primary, secondary and in special schools. The 2021 Pupil Census shows the following ethnic groups within Dundee schools:



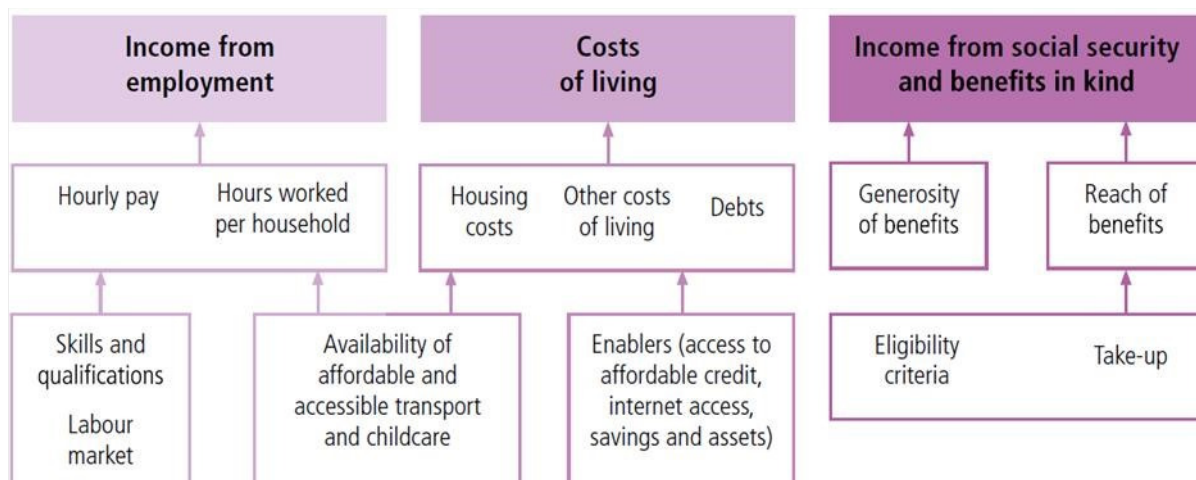
Source; Pupil Census 2021, www.gov.scot

5. DUNDEE FAIRNESS ACTION PLAN PERFORMANCE IN 2021/22

- 5.1 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 22.5%. Our efforts are directed by the outcomes framework 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 emerging cost of living crisis. Appendix 2 shows how our Action Plan relates to the Scottish Government's Bright Start, Bright Futures tackling child poverty plan.

Dundee Fairness and Child Poverty Outcomes 2020-22			
Overarching Outcome - Our city will experience less household and child poverty			
Attainment and Child Poverty	Reduce the poverty-related attainment gap	Reduce the number of children living in poverty	Improve engagement of priority families with support services
Work and Wages	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
Benefits and Advice	Maximise income from social security and benefits in kind,	Reduce household costs, debt and fuel poverty	
Social Inclusion and Stigma	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
Health Inequalities	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
Housing and Communities	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

- 5.2 We want Dundee City to be the best place for children to grow up in 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.



- 5.3 Our local actions will help to achieve this in a variety of ways and details on the performance achieved are included in section 7 – where we measure progress on key indicators and detail the actions, we have taken over the last 12 months
- 5.4 The Fairness and Child Poverty Plan is currently being reviewed in order to consider longer term issues emerging as a result the Covid-19 pandemic and the growing cost of living crisis. Local advice officers and partner agencies are particularly keen to support the new opportunities to support children, families and households to benefit from new measures such as the Scottish Child Payment, Child Winter Heating Allowance and options to support those who are destitute due to having No Recourse to Public Funds.
- 5.5 These efforts will be underpinned by Dundee City Council’s recent approval for Funding for Covid-19 Recovery Supports for 2022/2023. A report to the Council’s Policy and Resources Committee set out how recently announced Scottish Government allocations will continue key supports from 2020/21 and effectively respond to other emerging needs of people in Dundee during 2022/23.

Dundee City Council allocated its £2.32m share of the Local Authority Covid Economic Recovery Funding as follows:

- £1.06m to implement a third Fuel Well scheme that targets support at those in greatest need;
- £400k to provide funding to continue support for food provision across the city;
- £200k to invest in additional resources to support individuals in accessing money and energy advice;
- £500k to support a business recovery scheme;
- £160k contingency funding delegated to the Chief Executive to agree support initiatives for emerging food and fuel demands

5.6 Other Funding Streams Supporting Vulnerable Groups

Understanding and coordination of different funding streams will ensure that all available funding is best used to support the recovery of the City and ensure that any gaps are targeted as appropriate. In addition to the Covid-19 recovery funding highlighted above, a range of other funding announcements were made during March 2021 to support communities, schools, care experienced young people, and mental health services. These included;

- Summer of Play activities
- Social Renewal Advisory Board actions
- Connecting Scotland Programme
- Welfare Rights in GP Practices
- Community and Third Sector Recovery Programme
- The Tenant Hardship Loan Fund

- Pandemic Support Payments
- Tackling Child Poverty (including Free School Meals, Scottish Child Payment, Winter and Spring Hardship payments)
- Community Lenders funding

6. SIGNIFICANT FAIRNESS DEVELOPMENTS AND ACTION

6.1 In the ten years since the Dundee Partnership adopted its first Fairness Action Plan, it has highlighted several significant developments each year in its annual reports that offered the potential to underpin measures to reduce the poverty and deprivation seen in communities.

STRATEGIC FAIRNESS DEVELOPMENTS

6.2 New Advice Strategy for Dundee 2022-2023

6.2.1 Dundee continues to face significant challenges related to increasing levels of income inequality, poverty and social exclusion. As communities emerge from the pandemic, it is essential that mitigation services are in place to assist individuals to access the supports that they require.

6.2.2 Three separate organisations providing advice in Dundee - Council Advice Services (CAS), Brooksbank Centre & Services, and Citizen's Advice Bureau (CAB) - started to work together to formulate a draft strategy for Advice in Dundee covering the following areas of provision:

- Welfare Rights advice
- Money / Debt advice
- Energy advice

6.2.3 It was agreed that by working in a more collaborative manner, pooling resources where possible and reducing duplication of effort this would further widen access to advice in the face of continuing increased demand for advice services. A fourth advice agency in Dundee, the Dundee Law Centre (DLC) deliver legal advice and representation at benefit tribunals and assist people threatened with evictions and homelessness. DLC is an independent charity, not signed up to the Advice Strategy at the moment.

6.2.4 It is agreed there needs to be a more consistent, targeted approach to advice within the city in order to improve outcomes for an increasing number of customers. By way of example, Dundee CAS have seen a 12% increase in enquiries for advice between March and May 2022 compared with the previous three months. In relation to requests for fuel support the increases are even starker with Dundee CAB recording an 85% increase in requests for utilities support in April and May 2022 compared to a 62% average increase across Scottish CABs as a whole. The experience of Fuel Well Dundee (2020/2021) and Fuel Well Dundee 2 (2021/22) has also demonstrated the advantages of partnering with other local organisations offering energy efficiency advice.

6.2.5 SCARF (part of the Home Energy Scotland Network) has successfully worked with Council Advice Services and other partners throughout the period of operation of Dundee Money Action (2016-2020) as well as the two more recent Fuel Well schemes. As a result, they are currently signed up to the advice strategy partnership and will complement the energy advice currently offered by CAS, CAB and Brooksbank.

6.2.6 In relation to money advice, the Scottish Government Covid Recovery Funding of £200,000 is being used to enhance advice and support services within CAS, Brooksbank and CAB. Together with some additional support for the Scottish Welfare Fund, this funding is being used to extend Money Advice Worker capacity in all three organisations' Money Advice Teams who already work in partnership to meet demand across the city.

6.2.7 Although the Advice Strategy for Dundee has recently been reviewed, the underlying principles have not changed and regardless of the operational adjustments that may need to be made, the plan for an Advice Strategy continues to address the following areas of need:

- Tackling Poverty and Employment
- Access to affordable credit and financial products
- Health and Income Inequality

- Minority Ethnic Community Support
- Child Poverty Mitigation
- Building Stronger Communities
- Outreach in Dundee Communities
- Food Insecurity and a Cash First Approach
- Provision for substance use advice and support
- Long term Covid sufferers and mental health impacts of the pandemic
- Immigration advice following on from Brexit
- Linking with public health around areas such as maternity and smoking cessation

6.2.8 8% of Dundee's population are from non-white minority ethnic groups, slightly higher than the Scottish average figure of 4.7%.

Support for minority ethnic groups in one of the key strands of the new Advice Strategy for Dundee. Agencies under the advice strategy strive to ensure that they can offer access to services whether via dedicated resources or through a clear partnership referral arrangement. Advice agencies are ensuring that translation and interpretation services are utilised in order to maximise engagement with BME communities and are monitoring number of referrals for translation and interpretation services in order to continue to meet the demand. The expansion of outreach of advice services to local communities, including grass-roots organisations will help tackle inequalities experienced by the more at-risk groups.

Further investigation into how well the needs of Ethnic Minority Communities are being met will be reflected in future reports.

6.3 Dundee's Fairness Leadership Panel

6.3.1 As the successor to the series of Dundee Fairness Commissions, the Fairness Leadership Panel is now at the heart of driving 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.

6.3.2 The voice of lived 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 experience in this area and an ongoing relationship with the community commissioners. The Joseph Rowntree Foundation provided most of the financial support for DFFF during 2021/22, along some match funding from Dundee City Council.

6.3.3 During its first year, the Panel has developed relationships and principles and held a first series of discussions associated with its agreed priorities. Over the next year, its focus will be on the local implications of the national child poverty drivers, with further work underway on 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.

6.3.4 Community members of the Panel are already playing a part in strategic and operational discussions regarding the design and delivery of key services including Fuel Well and other advice support. They will also be represented in the Dundee Partnership's emergency summit convened by the Leader of Dundee City Council in his capacity as the Chair of the Dundee Partnership.

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

6.4 Local Fairness Initiatives

6.4.1 Two neighbourhoods of Dundee have been identified as having particular challenges related to poverty and other forms of disadvantage; Linlathen and Stobswell West. Circumstances that affect people's income and quality of life in these areas include poor housing and cost of living, debt, welfare benefits, education and lack of employment opportunities, childcare, health behaviours and mental wellbeing, and caring responsibilities.

6.4.2 Linlathen and Stobswell West are the focus of Local Fairness Initiatives with the overarching aim of improving financial wellbeing. A Project Board has been established with a wide range of stakeholders,

including community representatives, to look closely at these areas and the challenges they face, and arrive at solutions that local people think will make a difference.

6.4.3 This will mean developing actions to increase income from employment and benefits, reduce the cost of living, and improve mental wellbeing. Other actions will focus on challenges specific to each of the two areas such as crime, anti-social behaviour, and quality of housing, particularly private rented dwellings. Potential solutions will be tested out locally and evaluated to ensure they are effective, and it is vital that residents in the two communities feel involved in the process and their voices heard.

6.4.4 The Project Board has committed to undertaking the following actions:

- Talk to local people about what matters to them
- Develop understanding of what it's like to live in poverty
- Support services to do things differently, work in partnership, and target resources
- Embed effective changes into local plans
- Share the learning

6.4.5 The Local Fairness Initiatives will act as a catalyst for change, providing strong leadership and support for services and communities to become involved in the design, development, and implementation of a range of supporting activities. These include:

- Community research and creative methods of engaging with residents including storytelling and filmmaking, and training local people and staff to carry this out
- Tests of change and targeted interventions such as one-stop shops, childcare, and financial inclusion initiatives in schools
- Logic modelling, which maps existing service and community contributions to improving financial wellbeing and helps to identify gaps
- Reviewing plans to assess whether these reflect Dundee's specific inequalities and developing measures that show that the work we are doing is making a difference

6.4.6 The initiatives have been gathering information and planning since late 2021 and work will take place over a three-year period with the following milestones:

2021/22

- Establish the Project Board and local working groups to steer implementation and ensure continuous dialogue between the Board, services, and community representatives
- Develop community profiles that tell us about the circumstances of people living in the area

2022/23

- Complement community profiles with information gathered from talking to residents and community research
- Submit funding applications to help move work forward
- Undertake asset mapping/ logic modelling
- Design and deliver tests of change
- Deepen dialogue and partnership working with communities
- Continue to identify funding for interventions.

2023/24

- Continue to progress interventions and tests of change
- Monitor and evaluate progress
- Report to all stakeholders
- Embed positive and effective developments into local plans

HEALTH INEQUALITIES SIGNIFICANT DEVELOPMENTS

6.5 Alcohol and Drug Partnership

6.5.1 The original report of the Dundee Drugs Commission (the Commission) was published in August 2019 and included 16 recommendations for reducing drug deaths and responding to the impact of drug use in the city. In response, an action plan was developed on behalf of the Dundee Partnership which has been implemented and monitored by the Alcohol and Drugs Partnership (ADP).

- 6.5.2 In February 2021, the Dundee Partnership invited the Commission to conduct a two-year review of progress against the recommendations made in their original report. The Commission was also asked to consider the impact of COVID-19, present new findings, including additional recommendations where required.
- 6.5.3 As part of its commitment to continuous improvement and to support the work the Commission, the ADP led a self-assessment review which presented evidence on the areas where progress had been achieved since the original Commission report and the remaining gaps. The self-assessment process included speaking with people affected by drug use, family members / carers, service providers and the workforce about the impact of drug related deaths, changes to pathways of care and support, personalisation of service provision and the development of a culture of collaborative working.
- 6.5.4 The self-assessment included recognition of considerable progress that had been made in key areas to reduce harm associated with drug use, including drug deaths, over the last two years including:
- Development and evaluation of a multi-agency, rapid response to non-fatal overdose
 - Enhanced capacity to delivery assertive outreach services through collaboration with third sector services, Dundee Drug and Alcohol Recovery Service (DDARS) and the Safe Zone Bus
 - Establishing the Navigator Programme based in Ninewells' Accident and Emergency Department
 - Strengthening the approach to reviewing drug related deaths and non-fatal overdoses
 - Extending the availability and reach of naloxone across statutory services (including the Police carrying naloxone kits), third sector partners and non-drug treatment services. A peer naloxone training and supply project has also been established through collaboration between the Scottish Drugs Forum and Hillcrest Futures
 - Increased staffing within the DDARS service, including Non-Medical Prescribing nurses
 - Progressing the implementation of national Medication Assisted Treatment (MAT) standards, with key developments in relation to Shared Care, harm reduction interventions, Community Pharmacies, multi-agency residential rehabilitation pathway and independent advocacy
 - Agreeing of a clear Tayside wide pathway for the transition of substance use supports for people leaving prison and returning to the community
 - Development of an Alcohol and Drug Prevention Framework, alongside participation in the Planet Youth pilot
 - Strengthening support for vulnerable families and vulnerable women
 - Establishing a peer support programme and extending the number of Recovery Groups partnering with national organisations to ensure meaningful involvement of people with lived and living experience
 - Establishing a multi-agency Commissioning Sub-group of the Alcohol and Drugs Partnership, chaired by the Dundee Health and Social Care Partnership Chief Finance Officer
- 6.5.5 Overall, the ADP assessed that reasonable progress had been made in implementation of 12 of the Commission's 16 original recommendations, with partial progress having been made in the remaining four.
- 6.5.6 Since the publication of the original Commission report in 2019 Scotland has seen a further 5% increase in drug-related deaths (1,339 deaths recorded in 2020). The Tayside drug deaths report for 2021 shows that there was a total of 78 confirmed drug deaths in Tayside, a decrease of 12% from the previous year. The number of confirmed drug deaths remained steady for Dundee at 47 for both 2020 and 2021.
- 6.5.7 The [Commission update report](#) was published by the Dundee Partnership on 22 March 2022. Overall, the Commission concludes that, even when considering the significant impact of the COVID-19 pandemic, the extensive and genuine improvement efforts in Dundee to address drug deaths have not gone far enough, deep enough or fast enough. Their report states that people who access services and their families reported seeing transient changes rather than sustained improvement to the range and quality of services and supports available.
- 6.5.8 Despite this overall conclusion, the Commission report does welcome a range of significant developments and recognises that detailed plans have been developed to respond to many of the gaps that they identify within their recommendations. Some of the areas of progress highlighted within the report include: strengthened membership and governance arrangements within the ADP; progress

made in relation to rapid responses to non-fatal overdoses, the extension of assertive outreach work and broadening of treatment options offered by the Dundee Drug and Alcohol Recovery Service (DDARS); the implementation of gendered approaches to service delivery; significantly improved engagement with child protection processes; and, the leadership role undertaken by the third sector, particularly in relation to inclusion of people with lived experience and tackling stigma. The Commission also express confidence that the Dundee Partnership has the full commitment and enthusiasm to progress much further over the coming years.

6.5.9 The ADP, working with the Health and Social Care Partnership, is currently preparing a replacement strategic framework for drug and alcohol recovery. This will replace the ADP's previous strategic plan (2018-2021) and the Action Plan for Change developed in response to the original report from the Commission. The framework is being developed not only to respond to recommendations made by the Commission over their two reports, but to provide a single, prioritised framework that addresses national policy priorities and local needs. Importantly, the revised framework will extend to cover alcohol related harm, as well as drugs. It will set out partner's ambitions, priorities and strategic programmes of work for the next 5-year period (reflecting the period of change acknowledged as being required by the Commission). The revised strategic framework will be supported by an annual delivery plan, overseen and scrutinised by the ADP. Both the framework and delivery plan were the subject of public and wider stakeholder consultation over the summer. The final versions will be submitted to the Dundee Partnership for approval by the end of November 2022.

6.6 Mental Health Crisis Support

6.6.1 The Mental Health and Wellbeing of Dundee's citizens continues to be a key priority and progress continues to be made to improve outcomes for people. A tiered approach continues to be taken to developments to ensure that people and communities remain central to decision making and set priorities for action.

6.6.2 The Tayside-wide review of Crisis and Urgent Care continues to progress. There are five sub-workstreams at present;

- The transfer of urgent assessments from the Crisis Resolution & Home Treatment Team (CRHTT) to Dundee CMHTs
- The transfer of Intensive Home Treatment from CRHTT to Angus and Dundee CMHTs (already delivered in Perth & Kinross)
- The emergency assessment of people presenting with mental health conditions
- The development of Community Wellbeing Centres
- Evaluation of the changes

6.6.3 The first of these is agreed in principle and staffing levels have been agreed. There will now need to be a process of resource transfer and good staff governance in terms of opportunities to staff who wish to transfer to a CMHT setting. The Community Wellbeing Centre (CWC) work has concentrated on defining the functions that a CWC needs to deliver in order that a whole-systems approach can be delivered with no gaps. These are currently reflected in the local CWC work. The DHSCP Clinical Lead Chairs the CWC workstream and there can therefore be confidence that the parallel developments are in synchrony.

6.6.4 Despite timescale delays related to the pandemic, work continues to progress with the development of a Community Wellbeing Centre (CWC) in the city. A Hillcrest owned building in South Ward Road has been identified and a stakeholder group has been in operation since August 2021, to lead the development of this new model. Consultation has been undertaken regarding design elements of the CWC. A visit to the building by key members of the Stakeholder Group has taken place, offering people the opportunity to view the building and contribute further to the design detail. The detailed layout drawings have now been agreed and signed off with Hillcrest Homes and Space Solutions and a further cost check analysis is being undertaken. The drawings and application for the required Building Warrant and Planning Application have now been submitted.

6.6.5 The Stakeholder Group discussed the outcome of the range of engagement activity aimed at ensuring the views of experts by experience continue to drive the more detailed stage of planning. Four workstreams were agreed by the stakeholder group as follows:

- Building and Aesthetics
- Pathways and Connections (including IT)
- Procurement
- Communication/ Engagement

Additionally, Leads / Co-Leads / members have been identified for each workstream.

- 6.6.6 In relation to procurement a Prior Information Notice (PIN) has been issued. This PIN is intended to make providers aware of Dundee City Council's intention to invite tender submissions from Accredited Service Providers for the coordination and front-line support within the CWC. The outputs from the engagement activity will form the basis of the invitation to organisations to tender distributed during May 2022.
- 6.6.7 A Distress Brief Intervention Service launched in April 2022 and is run by Penumbra. This offers short term focused support for people experiencing significant distress and it is envisaged that the Penumbra team will be central to the range of support that will be available from the CWC. Referral pathways are being developed in line with this national model of support i.e., Police, Primary Care, Emergency Departments and Ambulance Service.
- 6.6.8 In addition, central to improving support for people within the city is a joint initiative between Scottish Ambulance Service and Dundee Health & Social Care Partnership. In 2021 a Paramedic Mental Health Response Vehicle was introduced, operated by paramedics and mental health nurses. Early outcomes indicate that most people have been successfully helped within their own environment without the need for more specialist mental health assistance or to be taken to the Emergency Department. This service will also have a key interface with the developing CWC.
- 6.6.9 At its meeting in September 2021, the Mental Health and Wellbeing Strategic and Commissioning Group (MHWSCG) agreed the formation of a new Communities and Inequalities workstream with the following remit:
- Strengthen the focus on mental health inequalities, determinants, and early intervention / prevention within the MHWSCG Strategic Plan
 - Identify gaps relevant to the findings of local surveys
 - Link to local developments and structures such as health and wellbeing networks, LCPPs, and new Local Community Plans
 - Strengthen and build on local relationships and infrastructure
 - Develop proposals for appropriate targeted actions in conjunction with others
 - Ensure effective mapping to other strategic areas that impact on mental health
 - Consider workforce development to support achievement of the above aims
- 6.6.10 The Communities and Inequalities workstream has met three times with a developing agenda around the Local Fairness Initiatives, locality health profiles, Public Mental Health training, the Health Inequalities Action Plan, development of the new Local Community Plans, and access to information.
- 6.6.11 Two associated working groups have developed as a result of discussions at the Communities and Inequalities workstream; one focusing on use of the Public Health Scotland Locality Profiles and the other around improving access to information for professionals and the general public. The PHS profiles working group has met once and agreed further analyses that will help target local activity and programmes and influence the health and wellbeing actions of the new local community plans. Further sessions to explore the data have been scheduled with Communities Officer responsible for developing the local plans.
- 6.6.12 Access to information has been raised as a priority within a range of development / improvement work including the Communities & Inequalities workstream, Working Better Together developments in the ADP structure, and Primary Care. The Access to Information working group has met once to explore existing mechanisms and platforms, the scope to enhance these in a collaborative and coordinated manner, and how best to identify resource implications in taking this work forward. There is an action

to produce an SBAR (Situation, Background, Assessment, Recommendation) report for discussion at a range of strategic groups.

6.6.13 Development of mental health services at a primary care level continues to have three key components; the Listening Service; Sources of Support; and the Patient Assessment, Liaison & Management Service (PALMS). Refined documentation on the unique roles of each is being prepared, with the aim of service users being more able to know where they should self-refer. With the addition of Welfare Rights, it is likely that this multi-disciplinary approach will form the skeleton from which further developments through the recently announced primary care mental health improvement fund will grow. There have been significant issues in staffing PALMS, but this should improve with a changed staffing model which can now progress. As this clinical element of the "multi-disciplinary approach" will likely be expected within the models Government expects to see, any continued inability to re-establish a critical mass within PALMS will become a significant risk.

6.6.14 The Sources of Support service continues to support people within all areas of the city. Recent data demonstrates that the majority of patients being supported by Link Workers reside in SIMD 1 i.e., those living in the most deprived datazones. The Link Workers are currently seeing more patients struggling with the cost of living and therefore greater focus has been required on ensuring people's basic needs are met.

6.7 Keeping Kids Safe – Distribution of Child Home Safety Advice & Equipment

The Royal Society for the Prevention of Accidents (RoSPA) in Scotland received funding from Scottish & Southern Electricity Networks (SSEN) to undertake a project to collaborate with Health Visitor and Family Nurse Partnership Teams in Dundee City. These partners distributed 300 Keeping Kids Safe (KKS) packs to parents in identified localities with a child of approximately four months of age (July-Dec 2021). As well as receiving the KKS packs, families were encouraged to sign up to SSEN Priority Services Register (PSR), which gives registered households priority in the event of e.g., a power cut. The packs were given at a routine appointment along with home safety advice and then a series of questions about the pack was asked by the health professional;

- Whether parents of young children are aware of the main risks in the home that can affect young children
- How helpful they find the safety pack
- Which items they will / will not use

The nurses of the Family Nurse Partnership and the Health Visitors felt that the packs offered an educational opportunity to increase parents' knowledge about injury prevention. The person-centred approach used by the healthcare professionals in this project empowered parents to make informed decisions about their child's safety at home and opened an avenue for discussion that may not otherwise have presented itself. 80% of the recipients said they found the packs helpful or very helpful with high percentages reporting the intention to use all of the items contained within the pack.

Each Keeping Kids Safe pack contained the items listed below and was delivered by a health visitor or family nurse. This offered an individual, person-centred approach to be taken; something that has proven to be effective in similar previous projects.

- Door stopper (to prevent trapped fingers)
- Weaning spoon, with choking safety messaging
- Bath cloth, with bath safety messaging
- Cupboard catch (to store household chemicals and medicines safely)
- Coaster, with scaled safety messaging
- Height chart
- Room thermometer
- Leaflet on poisoning and choking prevention advice

FINANCIAL INCLUSION SIGNIFICANT ACTION

6.8 Crisis support: Scottish Welfare Fund

- 6.8.1 The Scottish Welfare Fund, managed by Council Advice Services, is a grant-based fund that seeks to achieve better and more sustainable outcomes through taking a holistic approach to the processing of grant awards alongside other sources of assistance and services for clients. Wider forms of assistance are also provided such as white goods, access to budgeting, money advice, energy advice, income maximisation, community care assessments and employability services. All of the above are undertaken routinely in Dundee in order to fulfil the intention of a holistic approach.
- 6.8.2 Dundee's Scottish Welfare Fund has seen a significant increase in activity since the start of the pandemic in March 2020 with a particular increase in the number of crisis grant applications. In the 12 months to 31 March 2022 the service saw its highest number of applications taken, with a total of 11,626 Crisis Grant applications received and of those 7,573 were awarded (65%). 2,823 Community Care Grants claims were also made in 2021/22 and 1,959 were awarded (69%). The Scottish Welfare Fund secured a total of £2,171,496 for families, up from £1.7 million in the year 2020/21.
- 6.8.3 By way of comparison with the numbers of applications received in 2017/2018, we have seen a 39% increase in applications overall (Crisis Grants saw a 57% increase). Despite these increases the Scottish Welfare Fund Team still manages to process new Crisis Grant applications within 1 working day on average and new Community Care Grant applications within 14 Working Days on average.

6.9 Dundee Community Food Network

- 6.9.1 The Dundee Community Food Network (formerly Food Insecurity Network) formed in March 2020 in response to the Covid pandemic. Nearly 30 food projects, including food larders, community fridges, drop in cafes and local food banks came together to ensure that people across Dundee had access to good quality food during lockdown. As Dundee emerges from the pandemic, the food projects have collectively re-branded from Food Insecurity Network to Dundee Community Food Network (DCFN). The new name reflects the community aspect, signals a new wider and sustainable approach to food provision within localities and highlights a strong partnership across the city that benefits all communities.
- 6.9.2 At the start of 2021 food was being distributed to around 2,500 - 3,000 people per week. Since the cuts to Universal Credit and rising costs of living observed since October 2021, demand has risen to 3,000 – 4,500 per week. Between April 2021 and March 2022 around £375k of food was purchased through Dundee City Council's procurement, supporting on average 4,042 people per week.
- 6.9.3 The overall objective of the Dundee Community Food Network fits well with the Fairness Agenda for Dundee as it aims to move away from a focus on crisis response and, by building on the current partnerships, develop a cohesive, dignified and sustainable response to food insecurity in Dundee. This connects financial advice, dignified access to food, food growing, reducing food waste, mental health and wellbeing, through a collaborative approach across the city.
- 6.9.4 There are three main strands to the new Food Strategy:

1. Developing a cash first approach - reducing the need for foodbanks by ensuring people have access to income maximisation and advice.

A key aim of this approach is to reduce the need for accessing foodbanks in response to a crisis, and instead improve financial resilience by signposting or referring people for income maximisation or money advice. A training programme developed by Faith in Community Dundee in partnership with money advice agencies, is being delivered to food projects and volunteers to help them become more confident in discussing and identifying issues and to refer or signpost customers for further support. The aim is to recruit and train enough volunteers to be based in current community food projects in each ward across Dundee

2. Developing a food waste strategy - re-distributing surplus food to people experiencing food insecurity

DCFN is developing connections with local supermarkets, farmers and hospitality venues such as hotels and restaurants aiming to reduce the environmental impact of food waste and to ensure that surplus food is re-distributed to people experiencing food insecurity via local community food projects. Working in partnership with Alexander Community Development, a central Hub will be established where all surplus food can be stored and re-distributed.

3. Dignified access to food across all localities – ensuring that people can access low-cost healthy food no matter where they live

As part of the Locality Approach strand of the Food Strategy, a mapping exercise was conducted to identify all community food projects. Using up to date information from every project we have developed a 'Find your nearest project' mapping tool on the Faith in Community Dundee website which will allow individuals, support services and advice agencies to identify food projects in someone's local area: [Dundee Community Food Network – Faith in Community Dundee](#).

6.9.5 To help steer the direction of the future Food Strategy, a survey of people accessing food projects was carried out in October 2021. The evidence gathered supports the strategy to move towards a long-term sustainable model of community food provision, which tackles food poverty, income insecurity and addresses the climate emergency. The full DCFN Survey report can be found [here](#).

6.10 Financial support for tenants

6.10.1 Discretionary Housing Payments

Discretionary Housing Payments, administered by Local Authorities, can be awarded if a person's Housing Benefit or Universal Credit Housing Costs does not cover all of their rent and they are having difficulty paying the shortfall. A significant number of claimants have been affected by various welfare reforms such as introduction of a benefit cap, changes to the Local Housing Allowance shared room rate, or the introduction of the size criteria in the Social Rented Sector causing accumulation of rent arrears. The Scottish Government continue to fully mitigate the Under-Occupancy Charge (also known as the Bedroom Tax) within funding allocated to Local Authorities.

£155,000 extra funding was awarded to Local Authorities in 2021/22 due to the extra need vulnerable families experienced as a result of the pandemic.

The Council's Benefit Delivery Team adopted a proactive approach to ensure as many families as possible were supported through allocation of Discretionary Housing Payments.

The team also ensure families who are affected by the Benefit Cap are supported through the DHP fund. This cap was introduced in 2013 as part of the Welfare Reform programme to limit the amount of benefit a working age household can normally receive. The cap is applied to Housing Benefit and Housing Costs within Universal Credit when certain benefits are combined. Currently 45 benefit capped households are being supported through a DHP.

In 2021/22 Dundee City Council had total DHP funding of £3,488,910, of which £2,661,722 was allocated for Bedroom Tax, and £727,188 for the main DHP allocation. DCC contributed £100,000 to the overall funding. The total number of awards made to tenants was 2,420 with an overall spend for the year of £3,265,576.

6.10.2 Tenant Grant Fund

Dundee City Council administers the Tenant Grant Fund on behalf of the Scottish Government as a way of preventing evictions for private and social rented tenants who have built up rent arrears as a direct result of the pandemic. The fund enables local authorities to prevent homelessness and sustain tenancies by directly reducing, alleviating or paying off rent arrears altogether where tenants and landlords are willing to work together and agree a payment plan. Neighbourhood Services' Housing team led on the development process, as well as on the application and assessment process with colleagues in Corporate Services, making the final decision based on Housing's assessment and making payment. Housing and Corporate Services are proactively working with the most vulnerable people to ensure this fund is highlighted to those in need. A significant number of potential candidates, particularly those living in Private Tenancies, were identified through the Fuel Well Dundee data gathered in 2021/22.

In total, we have supported 124 residents, including tenants renting privately and from Registered Social Landlords, of which the majority held a Local Authority tenancy. Through the support offered by the Tenant Grant Fund, tenants received £162,626.99 in 2021/2022.

6.10.3 Local Authority Hardship Fund

This fund continues to be available to local authority tenants who find themselves in rent arrears. Good partnership working across the Customer Service, Benefit Delivery and Council Advice Service teams ensure this fund is highlighted to tenants, in turn helping them to sustain their tenancy.

Approximately 84% of Local Authority tenants have rent arrears prior to claiming Universal Credit. The average rent arrears owed by a UC recipient is £812, compared to £773 for a non-UC household.

The Corporate Debt Team take a proactive approach to working with tenants to prevent a build-up of rent arrears. In recognition of the impact of Covid-19, staff take a sensitive and supportive approach to arrears monitoring with the priority being to ensure families incomes are maximised and the most vulnerable are protected.

In the 12 months to 31st March 2022, £500,000 was allocated and spent to support our tenants, with 390 awards (94% of the total funding) made to Universal Credit tenants. As a result of the ongoing cost of living crisis it is proposed, as part of the current consultation on Rent and Other Housing Charges for the financial year 2023/24, that this provision is increased to £1.000m for financial year 2023/24.

6.11 Co-location of Welfare Rights Advice service at GP Practices

6.11.1 Co-location of Welfare Rights Officers in eight medical practices means that 57,045 patients in Dundee now have access to Benefits and Money advice within a stigma free, trusted setting within their community. This alternative model of service delivery within Dundee GP practices promotes both an early intervention approach by accessing medical evidence on behalf of patients with the patient's explicit consent and better supported applications and mandatory reconsiderations for sickness and disability benefits such as Employment and Support Allowance (ESA), Disability Living Allowance (DLA), Personal Independence Payment (PIP), and the new Adult Disability Payment (ADP). Patients at these practices can be referred by their GP or health professional to an experienced Welfare Rights Officer or can self-refer via reception staff within each practice. In the absence of confidential appointments within the practice during the pandemic Welfare Rights Officers have conducted consultations online or by telephone. Although numbers dropped during the pandemic, Council Advice Services continued to offer Welfare Rights advice and support. The service noted overall Income Maximisation gains for 2021/22 of £8.75m. In addition to this, further £2.3 was generated in benefit gains/income maximisation through the Macmillan Welfare Rights Cancer Support.

6.11.2 Dundee has been granted funding which will meet the costs of two additional Welfare Rights Officers between February 2022 to February 2024. The intention is to continue to work in partnership with Brooksbank Centre and Services and fund a welfare rights officer within that service as well as within the Council's Welfare Rights Team for the two-year period. Three additional GP practices in Dundee serving the most deprived populations will be approached to try and expand the model beyond the current provision.

6.12 Covid Support and Payments

6.12.1 Family pandemic & hardship payments

This year the Benefit Delivery Team have made various new payments on behalf of the Scottish Government to families to combat the financial effects of Covid. This was in addition to the usual work undertaken, and despite this additional work the Team continued to exceed the Scottish average for Housing Benefit processing.

The Hardship, Family Pandemic and Bridging payments were made to families in receipt of free school meals on a low income. The Low-Income Pandemic Payment was made to families in receipt of Council Tax Reduction and certain exempt categories of Council Tax

Spring Hardship Payment of £100: 6,569 awards (£656,900)

Holiday Support Payment of £2.25 per day: 5,706 awards on average (£886,800)

Family Pandemic Payment of £100: 5,351 awards (£535,100)

Autumn Bridging Payment of £160: 5,329 awards (£838,240)

Winter Bridging Payment of £160: 5,210 awards (£833,600)

Low Income Pandemic Payment of £130: 18,013 awards (£2,341,690)

Fuel Support Payment of £50 if single or £100 for couples: 4,436 awards (£249,800)

6.12.2. Self-Isolation Support Grants

In October 2020 the Scottish Government launched the Self Isolation Support Grant Scheme as part of the Scottish Welfare Fund Scheme in order to assist people on low incomes to self-isolate and in doing so prevent the spread of Covid-19.

Grants are paid per eligible person, not per household, therefore a couple who both meet the eligibility criteria for a grant are paid £500 each. The grants are essential for those on low incomes who do not receive contractual sick pay whilst self-isolating.

Since the scheme began, Council Advice Services have processed 6,861 applications for the Self Isolation Support grant. At times the demand on Council Advice Services has been extremely challenging, especially in the period from December 2021–February 2022. This has been due to the sheer number of applications that have been received from individuals having to self-isolate. In turn this has seen us have to reduce other areas of work in order to concentrate on processing. Due to variations in infections, weekly applications received have ranged from a low of seven in a week all the way up to 629.

Staff have been drafted in from other parts of Council Advice Services and from other areas of Corporate Services in an effort to meet the demands of the scheme. Such a variation in numbers has in turn made planning difficult when infection rates have soared. However, despite this the Scottish Welfare Fund have managed to continue to process Self Isolation Support Grants throughout the pandemic.

6.12.3 Food and Medicine Triage

With the introduction of the first lockdown in 2020, Customer Services and Council Advice Services began a systematic process of offering proactive assistance to customers in need, in particular those who were socially isolated or reliant on family or friends for assistance due to age or disability. Linking in with the data supplied in the Chief Medical Officer's Shielding list we instituted a food and medicine programme to help assist those in need whether it was to access food, supermarket delivery slots, deliveries of vital medication or financial support. We rapidly expanded this programme to meet demands of vulnerable groups, including aspects such as mental health signposting, food insecurity, dog walking, benefit checks, debt advice, access to hygiene products, and dietary support.

The Customer Services Team proactively contacted everyone on the Shielding List with an offer of support and the option to access these additional supports at any point throughout the pandemic. Those who required the support were then contacted and triaged by Council Advice Services staff who made appropriate referrals for the support that was tailored to their individual circumstances. The food and medicine triage work continued into 2021/2022 due to self-isolation rules that were in place until restrictions were eased.

The support was expanded to include joint working with the Sources of Support and Pharmacy teams within Health and Social Care, the Community Food Network, Dundee Volunteer and Voluntary Action (DVVA) and Alexander Community Development. Any citizen who was struggling could still access the supports available despite not being in the shielding category. To date we have seen 11,863 applications to the food and medicine process and the option remains live on the Council's website for those who need it.

6.13 Tackling Fuel Poverty in Dundee: Fuel Well Scheme and Dundee Energy Efficiency Advice Project

6.13.1 Fuel poverty and increased living costs have again been highlighted as a concern for Dundee households over the 2021/22 winter period and remains a priority for the Dundee Fighting for Fairness Commissioners. Energy bills have also gone up for many households across Scotland since the energy price cap was increased on 1st October 2021, meaning that standard tariffs would increase by £139 per year to £1,277 in total per year for the average UK household, with prepayment customers seeing an increase of £153 to £1,309 per year.

6.13.2 Council Advice Services, including Dundee Energy Efficiency Action Project (DEEAP), developed plans to utilise £400,000 of Scottish Government Funding to support individuals to address winter fuel poverty, following on from the success of 2020/21's Fuel Well Programme which managed to reach 2,700 households across Dundee last winter and released £295,000 to assist with fuel costs. New applications for the 2021/22 Dundee Fuel Well 2 scheme were taken over the winter period. The scheme saw an overwhelming public response with 4,468 applications. Fuel Well 2 paid out a total of £507,120 to 4,088

households. Additionally, further Fuel Support Payments of £249,800 were paid to pensioners, totalling £756,800 in fuel grants issued to residents in 2021/22.

6.13.3 Fuel Well applicants were asked to provide the information relating to the reasons for their application and the difficulties they were experiencing. The main issues reported were:

- Money not stretching far enough – 2,913 applicants (67%)
- Increased usage due to Covid -1,842 applicants (42%)
- Unexpected high bill - 765 applicants (18%)
- Other - 620 applicants (14%)
- Other Benefit issues - 317 applicants (7%)
- New benefit claim – 185 applicants (4%)
- Lost job/redundancy -151 applicants (3.5%)
- Off supply/going off supply – 94 applicants (2%)
- Furloughed - 12 applicants (<1%)

6.13.4 As well as a cash first approach the scheme links customers up with other supports such as benefit checks / entitlement (765 referrals), advice in relation to debt (371 referrals) and longer-term support in relation to energy advice (1,307 referrals). 786 applicants to the Fuel Well scheme sought support with children's warm winter clothing through Cosy Bairns. Dundee Energy Efficiency Advice Project assisted 527 households with application to the Warm Home Discount in 2021/22.

6.13.5 A record of customers' current suppliers will be compiled in order that these customers can be contacted directly in 2022 when their supplier opens the Warm Home Discount scheme, offering support where needed to make a new application. By doing this, we aim to ensure that as many Dundee citizens as possible do not lose out on the Warm Homes discount scheme which in some cases suppliers may only offer for limited periods in each calendar year.

6.13.6 Last year's successful partnership with SCARF Energy Advice has also been expanded to concentrate on private tenants and owner occupiers who will be able to access longer term solutions in relation to their heating systems and energy efficiency at home. SCARF and DEEAP are currently working through hundreds of Fuel Well cases and we have confirmation from SCARF that Fuel Well Dundee is likely to be Home Energy Scotland's biggest referrer in this financial year. £200,000 worth of energy efficiency measures have already been installed via Fuel Well Dundee case referrals.

6.13.7 Council Advice Services and the Dundee Energy Efficiency Advice Project intend to build on the success of the previous two Fuel Well projects and commence Fuel Well 3 from October 2022 to support individuals experiencing winter fuel poverty. The scheme will again link customers with other supports such as income maximisation, advice in relation to debt and longer-term support in relation to energy advice. In addition, the scheme will be extended to provide targeted fuel support for older residents in receipt of Council Tax Reduction. In 2021/22 this provided one-off financial support to around 5,000 elderly residents within the city.

6.14 NHS Tayside and Financial Inclusion

6.14.1 Carseview Welfare Service - April 2021-March 2022

This has been a dedicated service offering on-site, face to face advice for in-patients with debt and benefits issues since 15th June 2021. Video / telephone advice has also been made available, along with arrangements for ongoing support in the community post-discharge.

The service faced several difficulties in supporting clients with complex communication needs. These included patients impacted by side effects of medication, inability to focus on a form, paranoia, and exacerbation of stress and anxiety despite the professional support on hand. To help overcome some of these challenges, the Carseview Welfare Adviser undertook training on appropriately managing boundaries and difficult conversations with patients.

An additional complication was the inclusion of Dundee in the Adult Disability Payment pilot, which led to longer or multiple appointments with patients being required. Supporting patients for whom English is not their first language has also been a challenge, with access to Language Line proving inadequate

in many cases. To overcome this, an arrangement has been made that enables Carseview NHS staff to request a face-to-face interpreter in these cases.

By the 31 March 2022, the service had seen 115 patients with multiple complex needs and assisted with 138 separate advice issues. This led to a total of 79 financial gains totalling £419,588 including several awards of Universal Credit, Personal Independence Payment, Discretionary Housing Payment, or Severe Disability Premium,

Staff at Carseview have provided positive feedback on the advice support provided, stating that unnecessary delays to discharge have been avoided by having patients' benefits assessed pre-discharge and that patients have been more confident in returning to the community.

Patients have also fed back positively;

"I had originally known about Brooksbank as I would recommend their service when I was a volunteer at Dundee Foodbank, I was then called and supported after receiving psychiatric care at Carseview for postpartum psychosis. What made this easier as I was able to text the Carseview Welfare Adviser. When I had a question, it was just a simple text, and I would soon receive a response. This made it feel really personal for me."

"The service was like having a friend. The Carseview Welfare Adviser was so kind, compassionate and friendly and made something I would have been unable to cope with at the time easy and understandable. Guiding me in certain aspects and help completing forms. The support was overwhelmingly valuable to me and my son. I was in a very fragile and vulnerable state and under those conditions I was not able to help myself. I don't think there was a stone unturned for financial guidance and support."

The project makes use of a referral tracker, which shows the source and type of referrals received. The largest sources of referrals during 2021/22 were from Carseview Wards One and Two, Carseview Crisis Team, and Community Mental Health. Welfare Benefits Advice was by far the largest type of referral, but others included appeal representation, debt advice, and energy advice.

While the financial outcomes alone show the success of the project, both staff and patients have said that patients being more empowered about addressing financial worries is a big factor too, with avoidance of money worries leading to less anxiety and stress. Alongside this, patients in Carseview have been able to work with the advisor to meet legal deadlines around benefits, prevented evictions taking place, and been better placed to face tackling their financial issues than when living in the community. This has come about through good partnership working between advice and medical staff and has enabled treatment plans and diagnoses to be cited in relevant benefit applications.

6.14.2 Support for Families – Welfare & Poverty – April 2021 – March 2022

The Dundee service received a total of 478 referrals during the year and were able to close 476 of these. In the process 229 successful claims were made (48% of closed cases), leading to financial gains of £881,789 (an average of £3,581 per case). Most of the financial gains (£582,324) was seen by those referred via Midwifery.

Referral sources were split evenly between Midwifery (238) and Health Visitors / Family Nurse Partnership (240). Future reporting will seek to disaggregate the Health Visitor and Family Nurse Partnership data. At a Tayside level, referrals were made in relation to 54% of maternity bookings from Q2 onwards.

Most of the referrals came from the more deprived areas of Dundee, with 244 from SIMD Quintile 1 (the 20% most deprived areas). A further 79 were from SIMD Quintile 2 and 77 were unknown due to a lack of postcode data at the referral stage. Financial gains were similarly proportioned, with those in SIMD Quintile 1 gaining £414,230 and Quintile 2 £138,224. Those with unknown postcodes gained £187,056 and so it seems likely that many of these were also from Quintiles 1 & 2.

Staff feedback (Family Nurse Partnership Supervisor, NHS Tayside)

“FNP Tayside has valued the welfare and health pathway. Family Nurses have found this an easy referral system to use, which supports them to get the best information for their clients. Clients mostly report that they are contacted quickly by the welfare rights service and that they feel supported through their welfare questions and queries”.

6.14.3 Adult Inpatient Nursing Admission Documentation

New documentation that has been introduced includes questions on money worries and employment which has been embedded across all inpatient services. A referral pathway has been included which is then triaged to services across Tayside. The documentation has been tested within Perth Royal Infirmary and Ninewells Hospital during 2021/22 and will be rolled out during the 2022/23 financial year.

6.14.4 Live Warm & Well – Hospital Discharge Pilot – November 2021-May 2022

The Directorate of Public Health, NHS Tayside, have been working closely with colleagues within Respiratory and Paediatrics as part of the Respiratory Winter Action Plans generated at Scottish Government level. These acknowledge that cold homes, poor nutrition and poverty caused by the cost of living and energy can impact hugely on respiratory development in children and is very damaging to the fragile respiratory health and wellbeing of those with chronic and life-limiting conditions. The Dundee Citizens Advice Bureau has dedicated a full-time resource through Scottish and Southern Electric Network (SSEN) funding in which a full-time welfare and energy advisor can take referrals from the two specialities. Total financial gains to date are in the region of £40,000.

Staff Feedback (Consultant Paediatrician, NHS Tayside)

“We know that childhood poverty is associated with adverse developmental, health, educational, and social outcomes, and the number of children living in poverty is rising. The RCPCH have made it a priority for paediatricians to advocate for change, and signposting families to financial support services is an essential step. The Live Warm and Well pilot in Tayside has provided an easy way to meet that goal. One simple form allows us to put families in contact with welfare services that make a difference. We also have posters and information around the ward and outpatient areas so families can self-refer. Having this service available keeps the issue of poverty in everybody’s mind as a key priority and has been a positive force for improvement in the lives of children in Tayside”.

Staff Feedback (Interim Senior Nurse – Elective Medicine, NHS Tayside)

“A short referral enables connection to the right organisations who can support, advise and release much needed financial assistance through government initiative to those in most need, and provides a solution to those having to make the toughest of choices to heat or eat. We have highly skilled and specialised nurse teams who provide support and care across Tayside to our respiratory patients at home and in hospitals. Patients who are reliant on home oxygen, assisted ventilation devices to support their weakened respiratory symptoms, those with life limiting disease such as Cystic Fibrosis or Lung Cancer, and those with severe and restrictive breathlessness. These are patients who cannot work due to their health conditions, and those who if not kept warm, nourished, supported and well at home, will need frequent hospital stay due to exacerbating illness. The importance of this support cannot be underestimated and the impact of maintaining at home is physically and psychologically empowering for the patient and their loved ones. It is essential that the complex issues and the link between poverty and poor health outcomes are embedded into the learning and empathetic understanding of those providing health care and support. We are extremely lucky to be able to access this initiative and seek to raise this profile and extend this opportunity across other similar patient groups”.

6.14.5 Awareness Raising CPD

The Directorate of Public Health and the Early Years Leads from the Children and Families Service within Dundee City Council organised a CPD session for Early Years Practitioners on the ‘Cost of living- what you can do to support families’ to raise awareness of child poverty in Dundee and to highlight the support that welfare and energy advice services can offer to families. Brooksbank Centre Services and Home Energy Scotland supported the session.

The Directorate of Public Health and the University of Dundee (Duncan of Jordanstone) collaborated through the new MSc Health Care Design post-graduate course. A small group of students developed

a Fuel Poverty E-Learning Sway Module which we aim to roll-out across Tayside. Both student and professional feedback was very positive.

Two groups of 3rd & 4th Year Medical Students from the University of Dundee have completed Global Citizenship Placements which were supported by the Directorate of Public Health, 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. Both student and professional feedback was very positive.

The Directorate of Public Health delivered two 'Grand Round Sessions' for Paediatric & Community Child Health Colleagues on Child Poverty and Income Maximisation (50 NHS colleagues). Feedback was very positive, and teams are exploring how they can embed dealing with money worries as part of their routine practice.

Midwifery training was largely put on hold during 2021/22 due to covid-19 and staffing pressures. The project midwife for financial inclusion has successfully engaged staff teams across Tayside with regards to income maximisation pathway support and the use of the Badgernet data system to refer women to welfare teams / energy advice teams. This is now a key feature and embedded across the new 'Maternity Pathway of Care' documentation. Midwifery colleagues are routinely referring women for financial support and have now added a direct pathway to Home Energy Scotland to maximise energy efficiency within homes. A series of information leaflets and posters have been displayed within staff and patient waiting areas to raise awareness of the support which is available.

Health Visiting / Family Nurse Partnership – Child Poverty & Financial Inclusion Training Session has engaged with over 150 people.

Members from PG1 – Support for Families (Welfare & Poverty) are actively contributing to a national e-learning module on Child Poverty. This is being led by Public Health Scotland.

6.14.6 The following actions will be taken forward for the 2022/23 financial year;

- Develop a mobile phone app and website to tackle fuel insecurity in Tayside
- Establish and embed the role of NHS Tayside as an Anchor Institute, with the aim of using its strategic influence to tackle poverty and health inequalities
- Share and promote the NHS National Services Scotland [Community Benefit Gateway](#) (CBG) to help reduce health inequalities across Tayside
- NHS Tayside to become a fully accredited Living Wage Employer
- Establish an NHS Tayside in-work poverty taskforce group
- Increase the number of health and educational income maximisation referrals to welfare / energy advice services across Tayside
- Re-establish the Advice Centre in NHS Tayside, Ninewells Hospital, a drop in facility that offers information, advice and multiple agency support on a range of welfare and financial issues
- Cost of Living and Child Poverty training to be delivered to, and promoted with, Early Year practitioners across Tayside
- Deliver Child Poverty training to the University of Dundee, Year 1 Adult and Year 1 Child Nursing Students

6.15 FINANCIAL SUPPORTS FOR CHILDREN & FAMILIES

6.15.1 School Clothing Grants and Free School Meals

School Clothing Grants are paid to vulnerable families at the start of the summer holidays to help towards the cost of buying essential clothing to enable school children up to the age of 16 to attend school. 6,144 children have been supported. Primary school age children receive £120, whilst secondary school pupils receive £150 per academic year.

Free school meals are a vital element of support available to pupils in school. They ensure children have access to a free and nutritious meal whilst in school, which in turn helps with their learning and development. During the pandemic, free school meals provision has been enhanced by way of

payments during school closure times and school holiday periods to help families to budget for a nutritious meal outside the school environment.

The universal free school meals available to all Primary School pupils in P1 to P3 was expanded in August 2021 to include all pupils in P4. The scheme was expanded further from January 2022 to include all P5 pupils. The aim is that all primary school children will receive free school meals. The Benefit Delivery Team have made over £886,224 in Holiday Support payments during 2021/22, supporting on average 5,706 children per holiday period.

6.15.2 Education Maintenance Allowance

Education Maintenance Allowance (EMA) forms part of the Scottish Government's agenda to encourage access and participation in post-16 learning and is aimed at young people from low-income families. Students who meet the EMA eligibility criteria will be entitled to a weekly allowance of £30 provided they fulfil conditions set out in their EMA learning agreement. In this school year to date the Benefit Delivery Team have made at least one EMA payment to 454 pupils and have paid out a total of £151,680.

6.15.3 Cost of the School Day

The Children and Families Service has made a clear and strong commitment to tackling poverty and its impact on the lives and attainment of children and young people in Dundee. Many of these are directly reducing costs for pupils and parents while also improving health & wellbeing, and literacy & numeracy. The work on the Scottish Attainment Challenge is the most visible additional investment in better outcomes and this is augmented by the significant contribution made in each school through poverty related activity being funded and implemented through the Pupil Equity Fund to support closing the attainment gap.

Cost of the School Day remains a city-wide priority aiming to eliminate all costs related to attending school and the actions undertaken by our schools are helping to address child poverty. The coordinated approach to Cost of the School Day in Dundee has meant widespread awareness of the issues. In October 2018, responding to the work of the project team, Dundee City Council launched four bold Cost of the School Day statements of intent, proposing that:

- No child or young person in Dundee will start school without a breakfast
- No child in Dundee will miss out on their Primary 7 residential trip due to cost
- All schools will develop a Cost of the School Day Action Plan
- All children and young people in Dundee schools will have access to an affordable school uniform

Cost of the School Day Action Plans are being continually reviewed, with progress being reported on and actions being implemented to meet the national targets for tackling child poverty in Dundee. These plans amount to over 200 interventions addressing cost barriers. Examples from school action plans include cheaper uniform suppliers, more inclusive homework policies, greater consistency in lending resources, breakfast provision, free 'ready to learn' packs, non-stigmatising approaches to fundraising, trip subsidies, improved promotion of financial entitlements, and many more.

Each school has appointed a lead member of staff responsible for keeping the Cost of the School Day at the forefront of all work undertaken. Costs to families are kept to a minimum with paid activities such as 'dress-down days' being replaced with free alternative activities where financial barriers to participation, particularly hidden costs, are removed.

One example of the policy making a significant difference to families is at Rowantree Primary School. The school uses Pupil Equity Funding (PEF) to cover all expenses associated with a school day, so families bear no costs and allowing all children to participate in school activities.

With the additional Scottish Government funding, the core curriculum for all pupils can now be delivered at no additional cost. S1-3 pupils no longer need to pay for any aspect of Home Economics or Craft, Design & Technology. This means that some schools, who previously subsidised these subjects with PEF can now cover costs related to other curriculum subjects, such as art or drama or more specialised hospitality subjects like practical cake decorating.

Cost of the School Day and poverty awareness are now included in the 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 was prepared by the Cost of The School Day Support Officers,

highlighting the extent of child poverty in Dundee and reminding all staff of the importance of reducing the costs associated with school for families. In addition, all school staff are encouraged to complete an e-learning module

Devolved Benefits Activity

6.15.4 Child Disability Payment

In 2021 Dundee became one of three local authorities in Scotland to pilot Social Security Scotland's Child Disability Payment which started on 26 July 2021 and went national on 22 November 2021. Child Disability Payment is a new 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 as a result of illness or disability. Since the pilot's launch, 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. This could be a teacher, social worker or support worker who is aware of the child's illness or disability and how it affects them. Supporting information request processes were set up with the help of the IT section and the Central Business Support Service. A Front Door Team was put in place to channel requests for information to the relevant named professionals within the Council.

Dundee was also named as a pilot authority for the Adult Disability Payment, building on the success of the pilot experience for Child Disability Payment. The ADP Pilot started in Dundee on 21 March 2022. Seven hundred part 1 applications were received for Child Disability Payments. In total there were 510 applications that were processed with a decision made by 30 June 2022. Of these 72% were authorised and payments started.

6.15.5 Scottish Child Payment

Scottish Child Payment was introduced by Social Security Scotland for low-income families with children aged under 6. 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. Social Security Scotland invited clients to apply from 9 November 2020 in advance of the benefit being launched on 15 February 2021 to help manage the expected demand. Applicants began to receive a decision from 15 February onwards, with the first payments made to clients from the end of February 2021.

Recent figures published by the Scottish Government stated that in Dundee City during the period November 2020 to 30 June 2022, 5,990 applications were received for the Scottish Child Payment. As at 30 June 2022, 5,500 had been processed. Of these 86% were authorised, 12% were denied and the remaining 2% were withdrawn. Between 15 February 2021 and 30 June 2022, the value of Scottish Child Payments issued in Dundee City was £2,862,540. There is a future commitment to doubling this payment provided much needed additional support to families in Dundee.

Childcare Provision

6.15.6 Early Learning and Childcare (ELC)

32 Local Authority Nurseries provide 1,140 hrs of Early Learning and Childcare to 3–5-year-old children and eligible 2-year-old children. DCC settings are currently staffed to accommodate 2,428 children and are running at 91% occupancy catering for 2,201 children. Around 30% of families are choosing to access their funded provision in funded providers.

There are also 40 Funded Providers contracted by Dundee City Council to offer 1,140 hours of Early Learning and Childcare to 3-5-year. Some funded providers offer 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 (38 weeks) with the opportunity to purchase additional hours and/ or full year (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 27% (376 children) may be eligible for a funded 2-year-old place. In 2021/22 there were 264 two-year old children accessing funded early learning and childcare, equating to 70% of eligible 2-year-olds.

6.15.7 Holiday Provision

Dundee secured funding in 2021/22 to deliver a programme of family activities and childcare with integrated food provision.

Summer 21/22 “Get into Summer: The funding supported 14,662 children and young people. (This is an approximate number and there may be some multiple counting). Due to Dundee’s partnership approach in allocating the funding, we managed to reach all of the target groups listed below:

- Children from low-income households
- Children from those priority family groups identified in the Tackling Child Poverty Delivery Plan
- Children from families who have been shielding during the pandemic and whose ability to engage in activities and socialise will have been very limited
- Children with a disability or additional support need
- Care experienced children and young people
- Young carers
- Children in need of protection
- Children supported by a child’s plan
- Children who have undergone significant transitions during lockdown or will experience them this year, including starting in ELC, starting primary school, moving to secondary school and leaving school.

Leisure and Culture Dundee delivered a successful Summer of Play programme between 28 June and 15 August 2021 with a total of 8,088 individual participant bookings across all activities.

To ensure that families were able to access healthy food during the holidays, local teams in partnership with third sector organisation co-ordinated a variety of activities integrated with food provision. Here are some of the many examples of how this was achieved:

- 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. This funding was also used to support our partner organisations who delivered programmes over the summer
- We made provision for children attending activities to be offered a free nutritional meal integrating food and wider family support
- In partnership with local supermarkets and local charities we disseminated a number of food parcels to families, which included food vouchers, sanitary products and summer of play passes to local attractions
- We promoted local community cafés offering free meals through the Young Scot card. By building relationships with CLD workers, young people discussed issues with regards to housing, school uniforms, places to go for support and provided opportunities for further support / discussions moving forward. Young people now have the opportunity for 1:1 support giving more scope to use and feel comfortable accessing local cafes
- A food insecurity project called Summer Tasty Teas ran for seven weeks and involved targeted young people and their families. Following the principles of dignity, choice and involvement were key. Young people were responsible for choosing recipes for the types of foods that they and their families would enjoy eating together. Discussion was facilitated online and the peer support and encouragement in the group was evident from the first week. Doorstep drop-offs of fresh ingredients took place weekly and facilitated an ongoing face to face contact with young people and families. They used these recipes as a foundation to build upon, with the inclusion of additional nutritious ingredients and the swapping out of ingredients - this was alongside promoting discussion around health and nutritional needs as part of developing knowledge and the skills to make nutritious and affordable food choices. The project’s approach was built on learning from delivering a pilot project last year.

Provision of food during the summer period was enhanced by over £886,224 in Holiday Support payments for those eligible for Free School Meals due to low income during 2021/22, supporting on average 5,706 children per holiday period.

6.15.8 Parental Employment Support Fund

The Parental Employment Support (PES) Fund aims to support both employed and/or unemployed people of all ages who belong to six key family groups (“priority families”): Lone Parents; Parents Aged <25; Youngest Child Aged; 4. A person with disability; 3+ Children; Minority Ethnic Group

Furthermore, PES aims to enhance links between the Early Learning and Childcare (ELC) expansion and local employability services to maximise new training and employment opportunities - including the upskilling and progression of existing staff - enabled by the funded 1,140 hours ELC provision. A total PES allocation of £804,600 has been secured by Dundee City Council.

The delivery of our PES services is being led by ENABLE Works in partnership with One Parent Families Scotland, Volunteering Matters, Barnardo’s and the Council’s Youth Employability Service. One intention was for PES services to be promoted and delivered alongside partner organisations (e.g., Welfare Rights, Childcare Providers, DWP, Community Learning and Development, Housing, etc.) to generate the referral of new clients belonging to the PES family groupings

Improvement in the engagement of parents and performance have coincided with the relaxation of restrictions relating to COVID-19. For the period 01/01/2021 – 31/03/2022 (15 months), 104 parents participated, of which 60% has occurred in the last 6 months. Of the parents supported:

- 65% were employed; 24% were unemployed or long-term unemployed; 12% were economically inactive
- 62% were single parents
- 69% were Female; 31% were Male
- 14% considered themselves as having a disability
- 22% had a disabled child within family
- 16% Aged 20 – 24; 45% Aged 25 – 34; 35% Aged 35 – 49; 4% Aged 50+
- 78% were NOT accessing funded childcare
- 87% were NOT accessing eligible 2-year-old place
- 51% had a child aged 3 or under
- 60% had a child aged 5 or under
- 92% had a child aged 12 or under
- 37% had 1 Child; 34% had 2 Children; 18% had 3 Children; 8% had 4 Children; 4% had 5+ Children

Participant’s ethnicity data was also gathered. Below is the breakdown of ethnic backgrounds of the 104 parents supported:

Ethnic group	Totals
White - Scottish	72%
White - Other British	2%
White - Polish	9%
White - Other	8%
Asian - Pakistani, Pakistani Scottish, Pakistani British	1%
Asian - Indian, Indian Scottish or Indian British	1%
African, African Scottish, African British	3%
African - Other	2%
Other ethnic group	2%
TOTAL	100%

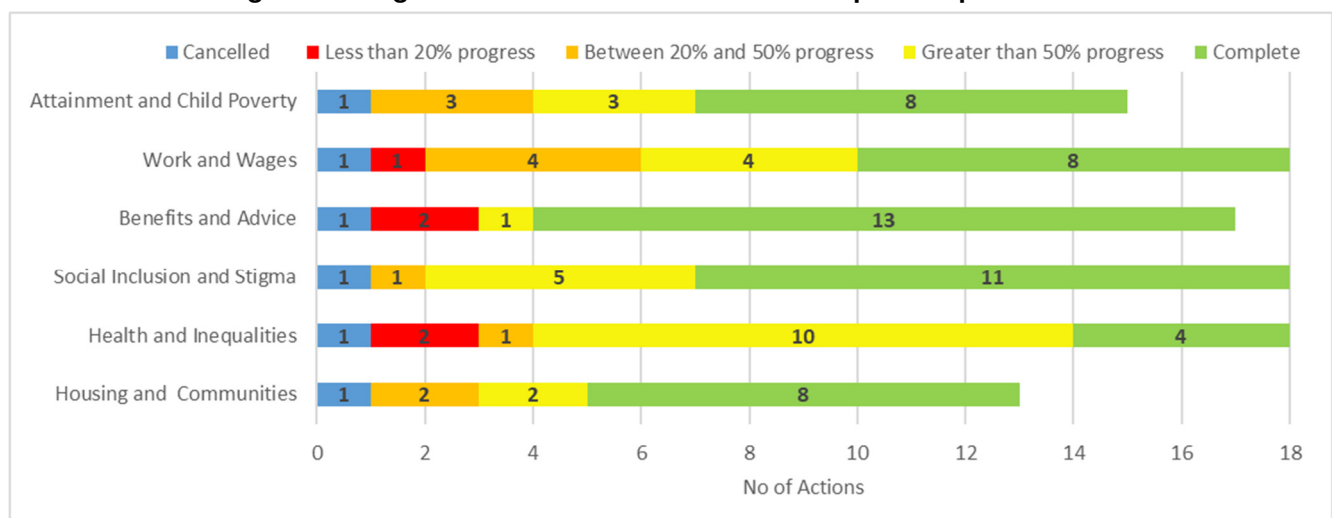
6.16 DIGITAL INCLUSION

- 6.16.1 Dundee Citizens Advice Bureau has been given funding to purchase pre-paid SIM cards with data allowance and call minutes. The SIM cards are distributed to clients who have no means of accessing mobile services, aiming to improve digital inclusion and access to services such as social security / benefit applications, advice and information.
- 6.16.2 The Connecting Scotland initiative is in its third year in Dundee. Through the Connecting Scotland fast track process digitally excluded individuals can access devices to help them stay connected.
- 6.16.3 Dundee Carers Centre have recently launched a Digital Skills Inclusion Project. Weekly Skills workshops are run to support individuals with new digital technologies skills. Meetings are carried out face to face, by phone or via digital channels.

7. DELIVERING FAIRNESS FOR DUNDEE

- 7.1 The following sections record the progress towards implementation of the commitments made in the Fairness and Child Poverty Plan for 2019-22, firstly for the plan as a whole and then in detail for each of our Fairness outcomes. The actions contained in the current Fairness Action Plan 2019-22 have been reviewed, following which it has been agreed that a number of actions currently in the plan are still relevant and the work to progress these should continue and carry forward into the next plan. In these instances, the due date for these actions have been extended to 2025. Several 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 annual report.
- 7.2 Each section contains relevant performance indicators, past trends where available and targets. Care has been taken to set both realistic and ambitious targets in the performance indicators in the plan by taking account of the trend in previous years and setting an improvement trend going forward related to that degree of change. The latest figure and the previous two years are shown, then targets for years 1 and 3 are proposed. Due to the pandemic the previous two years for a valid trend don't always fall neatly into the range 2019-2022 so to keep the table to a similar size the previous years valid data is shown as -1 and -2. Where the previous trend is improving an upwards arrow is shown, where it was not improving a downwards arrow is shown beside it and a dash indicates a maintaining trend. Estimates of progress achieved on each action plan commitment is also displayed along with case studies that show how we are putting Fairness into practice.

7.3 Overall Progress – Progress of all actions contained in the plan for period 2019-2022



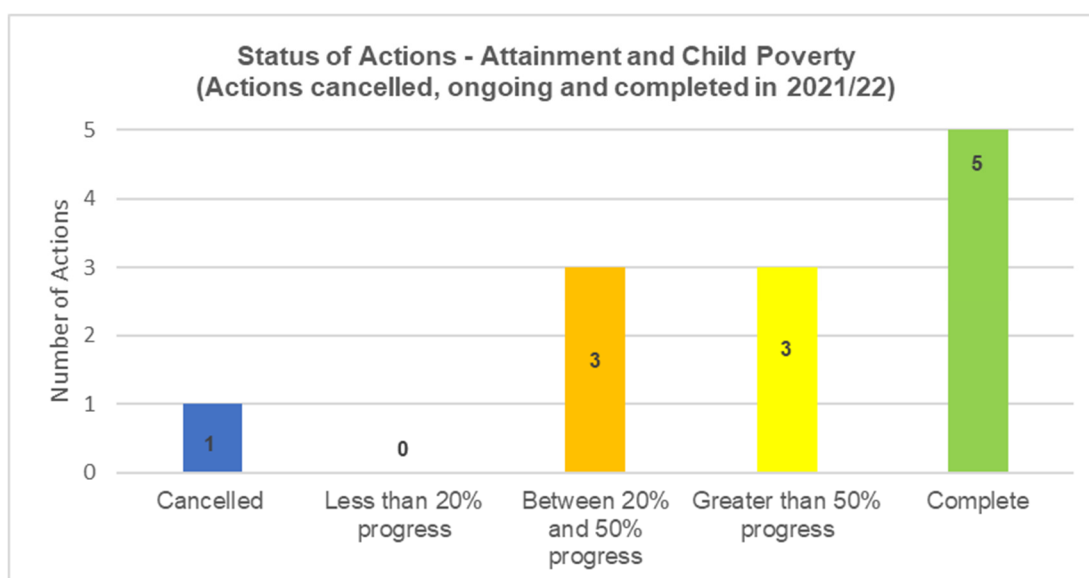
7.4 Detailed Progress by Fairness Outcome

7.4.1 ATTAINMENT AND CHILD POVERTY

7.4.1A Measuring Our Progress – Performance Indicators

Indicator	-2 Year	-1 Year	Latest Figure	Target Year 1	Target Year 3	Trend
Children living in poverty reduced by half by 2030 Source: Dundee Partnership City Plan 2022-2032 – Data taken from Children in low income families: Local Area Statistics	26.2%	26.8%	22.5%	21.4%	19.3%	↑
Children who live within the 20% most deprived data zones Source: Scottish Government SIMD	N/A	43.8% (SIMD 2016)	43.8% (SIMD 2020)	41.6%	37.6%	—
% Gap in Attainment Tariff – Average scores between school leavers living in SIMD 1 areas and in SIMD 5 areas Source: Dundee Partnership City Plan 2022-2032 – Data taken from Local Government Benchmarking Framework	50% 532 1063	53% 555 1179	50% 571 1150	47% 605	43% 660	↑
% point gap in literacy in P1-7 between pupils living in SIMD 1 areas and living in SIMD 5 areas Source: Dundee Partnership City Plan 2022-2032 – Data taken from Achievement Curriculum for Excellence Levels	19%	N/A	20%	11.4%	10.3%	↓
% point gap in numeracy in P1-7 between pupils living in SIMD 1 areas and living in SIMD 5 areas Source: Dundee Partnership City Plan 2022-2032 – Data taken from Achievement Curriculum for Excellence Levels	16%	N/A	17%	16%	14.4%	↓
% point difference attendance gap between children living in SIMD 1 areas and the average for SIMD 2-5 Source: Dundee Partnership City Plan 2022-2032 – Data taken from SEEMIS	3.5%	3.4%	3.6%	3.4%	3.1%	↓

7.4.1B Measuring our Progress – Status of actions cancelled, ongoing and completed during 2021/22



The following actions have been completed during the period 2021/22:

- Ensure all schools implement the guidance on the provision of sanitary products during term-time, weekends and school holidays (Action completed April 2022)
- Deliver the Big Noise Programme in Douglas (Action completed April 2022)
- Implement the recommendations of the cost of school day research and pledges (Action completed April 2022)
- Implement actions in local school plans to improve results and positive destinations for Looked After Children and those who have experience of care in Dundee (Action completed April 2022)
- Establish Holiday Programmes to ensure targeted families have access to free food and activities during the school holidays (Action completed September 2022)

The following action has been cancelled:

Schools continue to focus on CoSD activity, particularly increasing uptake of sport by emphasising free access to clubs and ensuring cost does not impact on P7 pupils participating in school trips – This action has been superseded by the new action contained in the table below, “ Refresh Cost of a School Day commitment for all schools”.

The progress of actions that are currently ongoing along with new actions that will be reported on from next year are shown in the table below:

Actions in the Plan – Attainment and Child Poverty	Lead Service / Agency	Progress %
Implement 365 community-based schools/campus model of education and support	Chief Executive’s Services/Children & Families Service	50%
Accelerated closure of the poverty attainment gap	Children & Families Service	50%
Improve pupil attendance within primary and secondary sector	Children & Families Service	50%
Implement CELCIS Programme addressing neglect and enhancing wellbeing	Children & Families Service	60%
Reduce levels of exclusion across primary and secondary sector	Children & Families Service	65%
Increase uptake of Continuing Care by care experienced Young People	Children & Families Service	70%
Implement Our Promise to Care Experienced Children, Young People and Care Leavers	Children & Families Service	NEW
Refresh Cost of a School Day commitment for all schools	Children & Families Service	NEW

7.4.1C Putting Fairness into Practice – Case Studies

Morgan Academy – reducing costs and improving opportunities

Morgan Academy’s core purpose is to know our young people, nurture community and nourish ambition to ensure that all our young people maximise their individual potential and take their place in society as responsible citizens. We aim to achieve this by ensuring that we meet the needs of every young person.

We want all children and young people to take part and be happy at school. When children and young people can't take part in opportunities because of cost, they miss out and feel excluded, and it is harder for them to learn, achieve and be happy at school. We offer a free breakfast club provision before school every day. This is open to all students between 0815 and 0845 in the school cafeteria. All are welcome. The school also stocks a range of brand-new school uniform and preloved blazers which can be provided to families at no cost. From September 2022, all young people at Morgan Academy will be issued with a laptop to support them with their learning in school and at home.

Morgan Academy Opportunity Fund exists to support and deliver opportunities to pupils where there are existing financial barriers. This fund has for example, supported inclusion on an international trip, paid entry to a competition, secured bus travel or purchased sporting equipment to allow a student to participate in an after-school activity. Resources are allocated to opportunities when referrals are received from any member of staff that knows a student well.

Morgan Academy, supported by Dundee Community Planning Team, are hoping to pilot a small test of change in session 2022-23 and appoint a Financial Inclusion Support Officer (FISO), as part of the strategic aim to reduce the poverty related attainment gap. The FISO would work within a framework of co-location and named person contact with a range of identified partners who would work with the school. Partners within the co-location model currently being explored are Social Security Scotland, DCC Advice Services, Aberlour, and DCC Family Sustainability Service / Rapid Housing Team.

Kits for All – Dundee

The aim of the project is to give young people kit to be active. The idea began following a P2 ice skating session where some of the Active Schools Coordinators and colleagues became aware that some pupils did not have spare clothes to change into after the activity.

After noticing this barrier and understanding the reality that many young people are in need of sports clothing to participate in different physical activity sessions, the initiative was started.

The Active Schools Coordinator began emailing school head teachers and contacts with information on when and what kit would be required. She also emailed school and family development officers of young people she knew genuinely needed clothing. The process was kept simple, using an online referral form. Coordinators also shared information on the initiative on social media platforms and used Seesaw (an online classroom communication tool) to send messages directly to parents to drop off or collect kit. Taking place in the last week of term before the Easter holidays, people in the local area were asked to bring in kit. With the help of Baldragon Academy, Active Schools Coordinators were able to clean and sort kit ahead of the Easter camps, where clothing was laid out in sizes, ages and bundled together in packs.

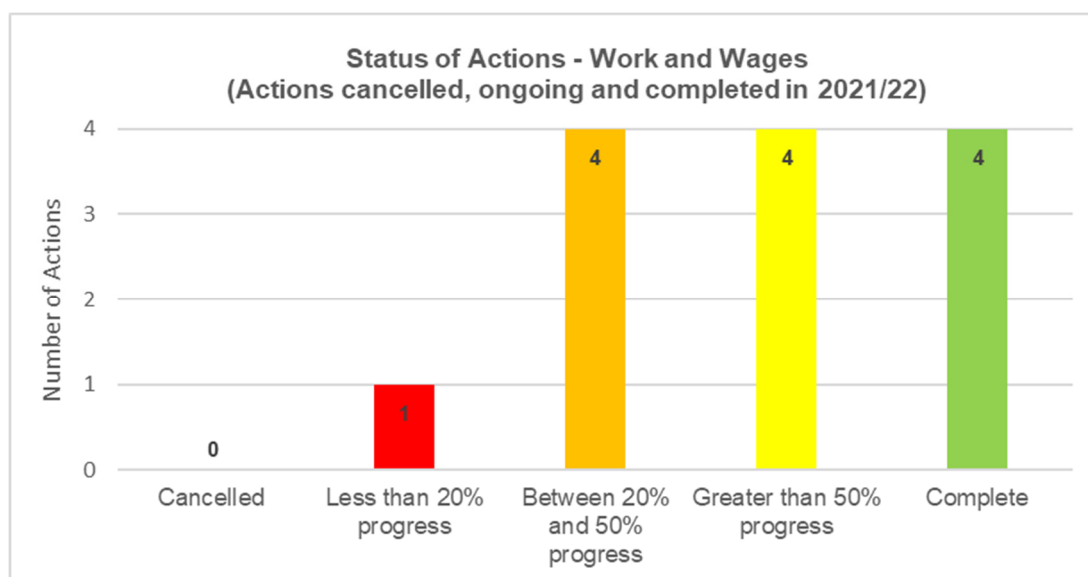
In total the project had 122 referrals and the online form had to close early due to more donations being required. As a result of the high demand for clothing, the initiative has partnered with local charities Dundee Bairns, who have previously made packed lunches for holiday programmes and supplied coats for kids during the winter, and Togs for Tots, who are the local 'go-to' service for families struggling to provide essential clothing and equipment for children.

7.4.2 WORK AND WAGES

7.4.2A Measuring Our Progress – Performance Indicators

Indicator	-2 Year	-1 Year	Latest Figure	Target Year 1	Target Year 3	Trend
% of employees in Dundee earning less than the real living wage Source: Dundee Partnership City Plan 2022-2032 – Data sourced from ONS Annual Survey of Hours and Earnings	18.5%	13.5%	12%	11.4%	10.3%	↑
Gross weekly pay for full time employees living in the area Source: Dundee Partnership City Plan 2022-2032 – Data sourced from ONS Annual Survey of Hours and Earnings – resident analysis	542.8	575.4	575.0	603.75	665.63	↑
Number of workless households in Dundee Source: Dundee Partnership City Plan 2022-2032 – Data sourced from ONS Annual Population Survey	13,100	13,500	9,500 (2020) (19.5%)	9,025	8,145	↑
% of young people 16 to 24 who are unemployed Source: Dundee Partnership City Plan 2022-2032 – Data sourced from ONS Annual Population Survey	11.2%	16.6%	21.8%	20.7%	18.7%	↓
The total number of opportunities provided to young people (e.g. modern apprenticeships, trainees) Source: DCC Council Plan 2022-2027	383	281	280	286	297	↓

7.4.2B Measuring our Progress – Status of actions cancelled, ongoing and completed during 2021/22



The following actions have been completed during the period 2021/22:

- Increase Scottish Living Wage accreditation across Dundee (Action completed April 2022)
- Create Employability Support Forum to enable allocation of appropriate resources to specific young people (Action completed April 2022)
- Maximise Community Benefits delivered through Dundee City Council's Procurement (including Scottish Living Wage) (Action completed August 2022)
- Promote payment of Scottish Living Wage in central waterfront locations & businesses (Action completed August 2022)

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

Actions in the Plan – Work and Wages	Lead Service/ Agency	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.	City Development	10%
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.	City Development	25%
Work in partnership with employers to create / identify opportunities for existing employees to progress in their workplace with assistance from the PES Service.	City Development	25%
Work with employability service providers and employers to improve knowledge of deaf culture, available support and best practice	Chief Executive's Services	30%
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	City Development	50%
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.	City Development	62%
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	Children & Families Service	75%
Develop opportunities for Care Experienced young people to improve their skills for work	Corporate Services	75%
Increase positive destinations for Care experienced young people and those with Additional Support Needs through the Young Persons Guarantee	Corporate Services	75%

7.4.2C Putting Fairness into Practice – Case Studies

Transition to Trade

Alexander Community Development's 'Transition To' model focuses on sector specific training, developing employability skills and boosting personal development to enhance opportunities within the construction industry. Transition to Trade, delivered over a six-week period, is a positive pathway for a cohort of 12 school pupils S3 – S5 who have demonstrated an interest in gaining a trade in the construction industry.

Throughout the six-week programme aimed at removing some of the barriers that pupils frequently face, the pupils undergo training in mindset, confidence, and goal setting, as well as developing the practical skills required to work within the construction industry. This provides great flexibility to tailor the Transition To programme to meet the needs of the young people and the local labour market requirements.

Following this training the pupils participate in a large-scale design and build project, where they can use their newly developed skills and to revamp a building within their local community. There are several local community focussed organisations who are already beneficiaries of the design and build project.

The pupils also participate in mock interviews, to build on the skills required to gain future employment.

Transition to Trade works with partners to focus on wellbeing. They visit on a weekly basis to offer pupils tailored social and emotional support aiming to reduce any presenting or underlying barriers they face. which will allow them to access and sustain future opportunities. In addition, the pupils work on a re-engagement plan back into school.

Following on from the six-week programme, the young people are directed into various progression roles such as future placement, return to education or other partners that will support their future career goals.

In partnership with Developing the Young Workforce, YMindset, The Sporting Pursuit, and local construction companies and businesses, this programme is delivered by qualified trainers, experienced industry leaders, and subject experts.

Meeting the national priorities for Developing the Young Workforce, this programme aims to make a positive difference to all aspects of the lives of its participants, including an improvement to their work ethic, their ability to learn, their focus and responsibility, as well as giving them a significantly clearer career path.

Upon completion of the programme the participants receive certificates, and a youth-led celebration is held to highlight the achievements of each of the young people that have participated in the programme. They take a lead in both the planning of the celebration and its delivery with the support of our trainers. This event is attended by key stakeholders and is a networking opportunity to support young people's progress into sustained positive destinations within their relevant industries. Young people will have the opportunity post programme to volunteer with our community support work to gain further experience and work towards a Saltire Award.

To date, 218 people have gone through the programme, which totals over 1750 qualifications delivered.

Transition to Trade: Brandon's Story

Brandon came through the Transition to Trade course as a candidate in October 2021. Throughout the programme, Brandon always had a smile on his face and along with it a 'can do attitude.' He showed motivation and dedication. Prior to the course starting Brandon was unemployed, and, in his own words, 'heading down the wrong path in life'. The Transition to Trade was an opportunity to show his worth and get on the right track in life.

During the course Brandon excelled at any given task on the course whether it was classroom-based or practical. Brandon stated that he has dyslexia, but this did not stop him from achieving all the qualifications on the course.

Brandon managed to gain qualifications such as PASMA Towers for Users, Safety Health & Environment for Construction workers, Control of Substances Hazardous to Health, Asbestos Awareness and CSCS training. He was able to put all this training into practice and passed his Operatives Green CSCS Card.

In conversation with Brandon, he said that being on the course opened his eyes to the world of work and changed his mind set and outlook on life. A big part of his mindset changing was the Goal mapping session. Brandon is an incredibly hard worker and since Completing the Transition to Trade Course he has gained employment with a local construction company, where he continues to excel every day.

"Transition to Trade has had a massive impact on me, it has changed my mind set to life and opened my eyes to world of work. Everything about the course was fantastic especially the way Dylan and John delivered the course, since finishing the course I have gained employment at Invertay Homes."

Transition to Trade: Charlie's Story

Charlie joined the Transition to Trade course in January 2022. During the course Charlie excelled in every task that he was given whether that be practical, or classroom based. He gained qualifications such as Scaffolding Awareness, Asbestos Awareness, Safe Moving and Handling, Control of Substances Hazardous to Health and Emergency First Aid. Charlie had said that his life skills had improved in many different areas and that he noted that his teamwork and communication had improved and that this was due to getting to know all his peers on the course and that he felt more and more confident as the course went on.

Charlie thrived performing practical tasks, he was a quick learner. When on site he showed the most interest in the joinery element, and heavily participated in the building of a workbench made completely from pallets. Charlie demonstrated great initiative and leadership skills to take on this task, including planning, design and execution.

Due to his efforts, Charlie was offered a two-week work placement opportunity at Robertson's Construction company, where he excelled.

After completing the six-week Transition to Trade course, Charlie progressed onto an apprenticeship with a local plumbing and heating company. In conversation with Charlie, he said that *"in the small-time being with Scott Turnbull that he has learned how to fix different parts of boilers, how to fit plasterboard and wet wall in bathrooms, how to fit a shower, toilets and sinks and also how to stop leaks in different types of pipes."*

Dundee Living Wage Action Group

Payment of Real Living Wage by employers is one of the key drivers of reducing rates of child poverty in Dundee by ensuring workers are paid salary that reflects the cost of living. Dundee City Council officers, together with public and private sector partners have led the Making Dundee a Living Wage City campaign to ensure that workers in all sectors in Dundee are paid a fair day's pay for a hard day's work. The Dundee Living Wage Action Group was formed in 2019, the first Living Wage Action Group in the Scotland and agreed the first 3-year action plan. The plan contained accreditation targets, targeted "anchor organisations" and actions for completion within agreed timescales. As Dundee faces high rates of in-work poverty caused by insecure incomes, low rates of pay and underemployment (insufficient hours, temporary contracts), the Action Group has played a major role in driving the uptake of the Living Wage accreditations amongst Dundee-based businesses, resulting in benefits for both local employers and the workers. The group focuses on lower-paid sectors such as hospitality, care and retail, which are dominated by women, lone parents and ethnic minority workers.

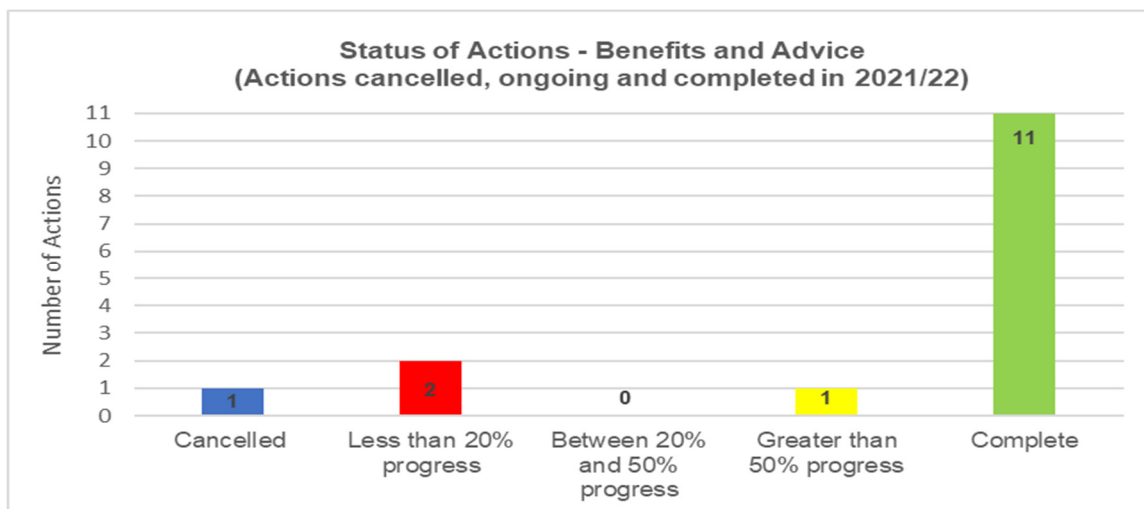
The positive impact of the Living Wage accreditation is felt across all communities in our city. In total, at the end of 2021/22 there were almost 20000 workers in Dundee who are guaranteed to be paid at least the Real Living Wage rate and around 1600 have had their wages increased as a result of their employer getting accredited a Real Living Wage employer.

7.4.3 BENEFITS AND ADVICE

7.4.3A. Measuring Our Progress – Performance Indicators

Indicator	-2 Year	-1 Year	Latest Figure	Target Year 1	Target Year 3	Trend
Children aged under 16 years and living in relative low-income families (before housing costs) Source: HMRC Children in low-income families	21.2%	21.7%	17.6% (2020/21 provisional)	16.7%	15.1%	↑
% of Children who are in low-income households (before housing costs) and within lone parent families Source: HMRC Children in low-income families	45.7%	43.9%	43.3% (2020/21 provisional)	41.1%	37.1%	↑
The % take up of free school meals* *Latest year is P6-S6 *2020 was P4 – S6 Source: DCC Council Plan 2022-2027	76%	N/A	62%	65%	71%	↓

7.4.3B **Measuring our Progress – Status of actions cancelled, ongoing and completed during 2021/22**



The following actions have been completed during the period 2021/22:

- Adopt more effective and supportive ways of communicating with clients/tenants about money matters and debt (Action completed April 2022)
- Provide affordable lending and saving opportunities through Discovery Credit Union (Action completed April 2022)
- Promote financial capability for school pupils through the Save by The Bell Project (Action completed April 2022)
- Establish Dundee Funeral Link Service on a longer-term basis (Action completed April 2022)
- Maximise take up of the new council promoted Respectful Funeral Service Package (Action completed April 2022)
- Service Improvement Review of discharge planning to address socio-economic concern (Action completed May 2022)
- Prepare and implement a new advice strategy for Dundee incorporating the recommendations of the Dundee Fairness Commission (Action completed August 2022)
- Adopt an "advice first" principle and strategy response to food insecurity, ensuring people in financial crisis are supported to access all the financial support to which they are entitled (Action completed August 2022)
- Increase take-up of warm home discounts by 7% through the Dundee Energy Efficiency Advice Project (Action completed August 2022)
- Examine repeat Scottish Welfare Fund applicants and identify preventative approaches to achieve longer-term solutions (Action completed September 2022)
- Increase fuel debt write-off cases by 10% through Dundee Energy Efficiency Advice Project (Action completed September 2022)

The following action has been cancelled:

Introduce a benefit adviser in Morgan Academy to maximise income and to provide access to money advice for low income families – This action has been superseded by the new action contained in the table below, “ 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.”

The progress of actions that are currently ongoing, along with new actions that will be reported on from next year are shown in the table below:

Actions in the Plan – Benefits and Advice	Lead Service / Agency	Progress %
Deliver training to Support Workers in partnership with Welfare Rights to provide advice within their teams	Children & Families Service	0%
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	Children & Families Service	10%
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	Children & Families Service	70%
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	Children & Families Service	NEW
Implement learning from “What matters to you”	Children & Families Service/ Neighbourhood Services	NEW
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.	Children & Families Service	NEW
Agree a detailed business plan with all advice agencies to allow the new Advice Strategy to be implemented across all partners	Corporate Services	NEW
Prioritise current year interventions aiming to tackle fuel poverty	Corporate Services	NEW
Expand outreach of advice provision in the community through co-location within health service, schools and grass-roots partner organisations	Corporate Services	NEW
Adopt gender-sensitive approach to service planning, with particular regard to effects of welfare reforms on those impacted by substance use and women	Corporate Services	NEW
Target efforts to increase uptake of pensioner benefits	Corporate Services	NEW
Utilise Fuel Well data to target those most in need of support	Corporate Services	NEW
Work with partners to devise a fuel poverty strategy for the city	Corporate Services/ Neighbourhood Services	NEW

7.4.3C Putting Fairness into Practice – Case Studies

CONNECT

The Connect Team formed in 2013 as part of Dundee City Council's Dundee Community Connect Task Force. Initially funded for 2 years, the project's purpose was to establish a task force of front-line, multi-skilled advisers working in local communities that would provide a response to growing hardship due to welfare reforms in Dundee. Addressing the needs expressed by the community, the Connect team has worked with a range of local projects including; Faith in Community Dundee, Brooksbank Money Advice

Service, Dundee Food Projects, Discovery Credit Union, and Dundee Digital Literacy Project, with outreach workers based in community areas to enhance links with community partners.

Prior to the Covid-19 pandemic, Connect officers were based within Dundee's most deprived communities. The advisers provided face-to-face advice services in local communities ensuring early intervention and support. The main aims of the Connect team are to:

- Support individuals to seek help before they reach crisis point
- Engage those not currently accessing advice services
- Create a network of public, voluntary and grassroots support organisations in communities to provide effective & holistic solutions for individuals in need

Key methodology for the Connect service has been to work with grassroots organisations to provide support to people using their services such as mental health and wellbeing support groups, parent and toddler groups, community cafes & foodbanks, and identifying the cause of crisis and creating a package of support to mitigate its effects.

By providing a regular drop-in service, people could access basic advice on benefits, benefit changes, budgeting, employability, fuel poverty and get assistance with form filling. Officers would signpost people to existing advice / support agencies where required, including money advice services, foodbanks, Scottish Welfare Fund, social prescribing, and digital literacy.

Partnership working with community grass roots groups and the voluntary sector provided a more relaxed setting for individuals where they could access multiple supports. This allowed to widen the network of referral partners that clients and organisations could connect to. Other activities that the Connect officers were carrying out included mini budgeting sessions for S4/5 pupils in partnership with the Hey project, running talk sessions on welfare reform and benefits, and taking part in pop up events during summer, including in parks, shopping centres or local job centres.

In 2016 the Connect Service became an integral part of Dundee Council Advice Services, following the merging of Dundee City Council advice teams (Scottish Welfare Fund, Dundee Energy Efficiency Advice Project, Welfare Rights Team). Since the establishment of Council Advice Services, the Connect team has been at the forefront of the streamlined approach to advice in the city assisting anyone requiring help with income maximisation, form filling, benefit problems and budgeting.

The Connect Service had to suspend outreach work and in-person advice due to Covid-19 pandemic. As restrictions are being eased, the Connect officers are looking forward to returning to community outreach work where they will continue assisting vulnerable communities in the face of the rising costs of living. Potential partnerships are being explored, including setting up an advice clinic within one of the high schools in Dundee.

Provision of Free Period Products

The Period Products (Free Provision) (Scotland) Act 2021 came fully into force on 15 August 2022, placing a legal duty on local authorities to ensure that access to free period products is in place across education and communities' premises. Access to free sanitary products has been in place in schools since October 2018 and in public buildings since October 2019. In addition to schools, 62 public buildings in Dundee currently provide access to free products including all libraries, community centres, food project/larders, etc. A number of these premises ensure access is available out with normal opening hours including evenings and weekends.

Direct provision is also currently made to a number of targeted groups who may have additional barriers to accessing products including young children's residential homes, Dundee Disabled Children's Association, young carers, several NHS provider settings and other identified minority groups.

In response to the Covid-19 pandemic when schools and public buildings closed, a home delivery service was established which allows residents of the city to order products and have them delivered directly to their homes. An online ordering service has continued to be offered and is currently delivered by partner organisation Hey Girls. This offers the opportunity to order a bulk supply of products including a wide choice of reusables to be delivered direct to homes.

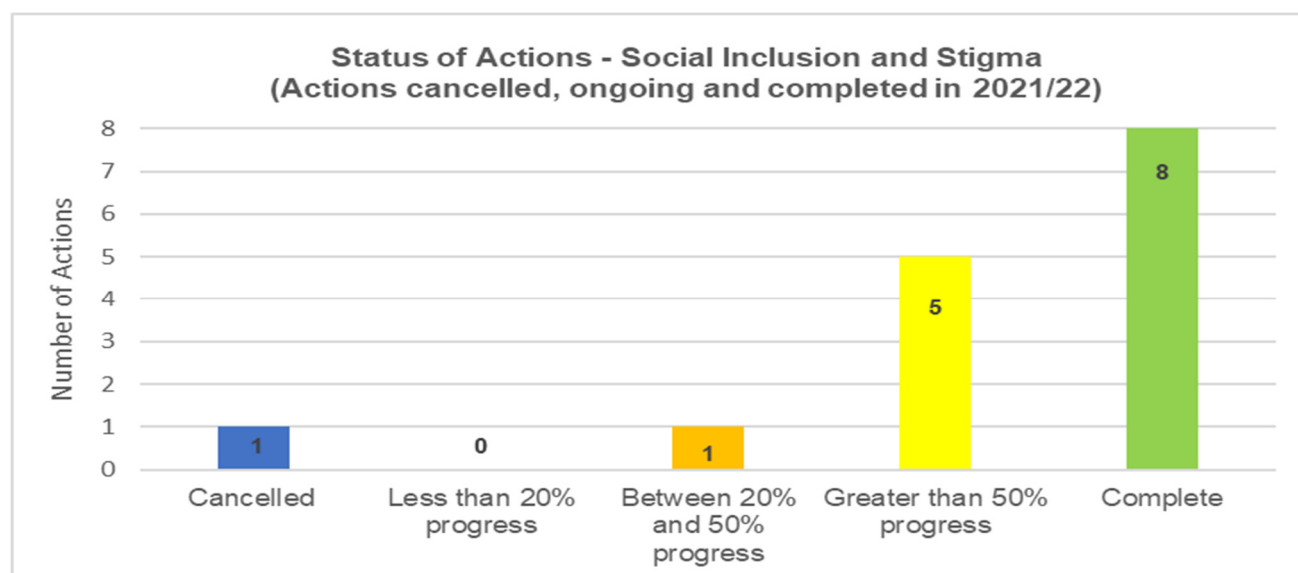
A dedicated page on our [website](#) outlines the full provision available including a link to the online ordering form for home delivery and a dedicated email address for any queries around access to products. The webpage also provides information and links to the recently developed PickUpMyPeriod App which shows the publicly accessible locations across the city and associated information to enable access to products.

7.4.4 SOCIAL INCLUSION AND STIGMA

7.4.4A. Measuring Our Progress – Performance Indicators

Indicator	-2 Year	-1 Year	Latest Figure	Target Year 1	Target Year 3	Trend
Food vouchers issued from foodbanks Source: Dundee Foodbank	6547	5672	6979 (2021 number)	6630	5984	↓
Children fed via the foodbank vouchers Source: Dundee Foodbank	4998	4560	5212 (2021 number)	4951	4469	↓
Employment rate for those with a disability Source: ONS Annual Population Survey 2021	46.4%	43.7%	46.3%	48.6%	53.6%	↑

7.4.4B Measuring Our Progress – Status of actions cancelled, ongoing and completed during 2021/22



The following actions have been completed:

- Offer Poverty Sensitive Training to NHS midwifery and health visiting staff (Action completed May 2021)
- Facilitate third Dundee Fairness Commission and present report and recommendations (Action completed May 2021)
- Develop a joint campaign with local media to challenge and change public perceptions (Action completed May 2021)
- Implement 2019-22 Fairness Action Plan and produce annual child poverty delivery reports (Action completed April 2022)
- Establish Fairness Leadership Panel (Action completed April 2022)
- Produce guidance and materials to enable all service providers to attract, recruit, train and support staff with the right values and attitudes towards people who are experiencing poverty or who are in recovery (Action completed April 2022)
- Launch a new public campaign for a #FairerDundee with new, positive anti-poverty messages and non-stigmatising stories (Action completed April 2022)

- Work with the Scottish Prison Service to develop a Community Custody Unit (CCU) for Women (Action completed September 2022)

The following action has been cancelled:

Expand the Awareness of the Impact of Poverty training delivered by NHS Tayside in partnership with DCC Welfare Rights Team.- This action has been superseded by the new action contained in the table below, “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”.

The progress of actions that are currently ongoing, along with new actions that will be reported on from next year are shown in the table below:

Actions in the Plan – Social Inclusion and Stigma	Lead Service/ Agency	Progress %
Undertake work with young people to establish why they opt in/out of free school meals	Children & Families Service	50%
Identify measures to reduce street begging	Chief Executive’s Services	51%
Design and deliver training events responding to the stated learning needs of kinship carers.	Children & Families Service	60%
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	Children & Families Service	60%
Review and co-ordinate local activity to tackle loneliness and social exclusion	Chief Executive’s Services	70%
Undertake research to understand the stigma and challenges experienced by people struggling against in-work poverty	Chief Executive’s Services	80%
Map services for young people and families in each area to confirm availability and/or identify gaps	Neighbourhood Services/Children and Families Service	NEW
Improve offering from Active Schools programme	Leisure & Culture Dundee	NEW
Develop Youth activities via CLD youth workers teams	Neighbourhood Services	NEW
Develop activities and learning from Summer of Play	Children and Families Service	NEW
Implement actions for positive destinations for young carers who are particularly vulnerable	Children & Families Service	NEW
Expand delivery of Dignity and the Right to Food awareness sessions for service providers who work with clients facing food insecurity	Corporate Services/Chief Executive’s Services	NEW
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	Neighbourhood Services/ Chief Executive’s Services	NEW

7.4.4C Putting Fairness into Practice – Case Studies

Yusuf Youth Initiative

Assisted by a grant from the Common Good Fund, the Yusuf Youth Initiative (YYI) have been able to extend the employment of a member of staff, to develop their Victoria Gardens project.

During 2021/22, over fifty volunteers have been involved in learning opportunities and activities at the Garden. Learning sessions have been held monthly and included partnerships with the Community Fridge on Perth Road, the Roundhouse Kitchen in the North East, and local schools. There are pupils attending regularly as part of an after-school programme, but families are also involved in the learning sessions too.

Many people have been encouraged to grow their own plants in pots and regularly record their growth, giving them a sense of achievement. Young people told us that they love to see things grow. Plants are also made available to give out at events which people are then able to grow and make use of the resulting vegetables.

The Victoria Gardens Manager said, *“We are really happy with the number of volunteers, young children and families that have come through to our garden. This garden is for everyone and it’s amazing to see different cultures come together”*

One visitor to the garden said, *“The garden is amazing. We thank Gisela (the Gardens Manager) for her help and hope to be back.”* Another added, *“I love coming to the Saturday programme with Gisela who she said she will make pesto.”*

Volunteers at the garden can take away some of the produce, while some is also sold through a donation scheme to help fund the garden. Produce is also used to support community cafes, provide to the Community Fridge and the Roundhouse Kitchen. The project tries to make sure that nothing goes to waste. This year they have dried herbs to make teas, made jam, and made both pesto sauce and chilli sauce.

YYI also run three support cafés within local communities at Douglas, Charleston, and Kirkton Community Centres, and in an average week are providing around 120 residents with food parcels. The project continues to help people make ends meet allowing to put food on their tables.

Anne Singleton, Support Café Coordinator said, *“Through the pandemic we kept in touch with our clients and provided any support we could. Since the cafes have opened indoors in Charleston, Lochee and Kirkton, people are so happy to be back. It makes us happy to see people happy”*

Alcohol & Drug Partnership Allocation of £60k to Local Community Planning Partnerships

Additional funding was awarded for local initiatives as part of the ADP Action Plan for Change. The aims of the funding were: to increase opportunities for people who experience, or are at risk of, substance use problems to participate and access support or activities in their local community; improve partnership working between local communities and substance use services; reduce barriers to accessing local support; and increase the visibility of recovery and positive responses to substance use in local communities.

Most Local Community Planning Partnerships formed a sub-group, chaired by the area’s Communities Officer and including people with lived experience of substance use problems where possible. These groups developed proposals for new projects based on assessment of local priorities. Where a group has not come together, CLD staff are engaging with partners to take this forward.

Some of the projects that developed during the year include:

- Recovery hillwalking project in partnership with Ancrum Outdoor Centre. The funding will be used to develop the capacity for participants through walk leader training
- Developing the recovery café at the St. Mary’s Community Facility as the main local base for recovery work and encouraging other support programs and groups to utilize it
- Six-week cooking skills programme. Participants received an accredited food hygiene certificate on completion
- The ‘What’s Next’ project in Goldside is a drop-in for people in recovery or are at risk of being affected by substance use. The focus is on linking people with organisations, support and activities that can help with mental health and build positive connections within their community
- Enhancement of the ‘Resolve & Evolve’ weekly drop-in in Whitfield, run by local volunteers, including those with lived experience of substance use challenges, alongside staff from local organisations. An average of 18 people attended each week
- A new, recovery friendly drop-in at RockSolid, Mid Craigie, to alleviate the limited support available locally

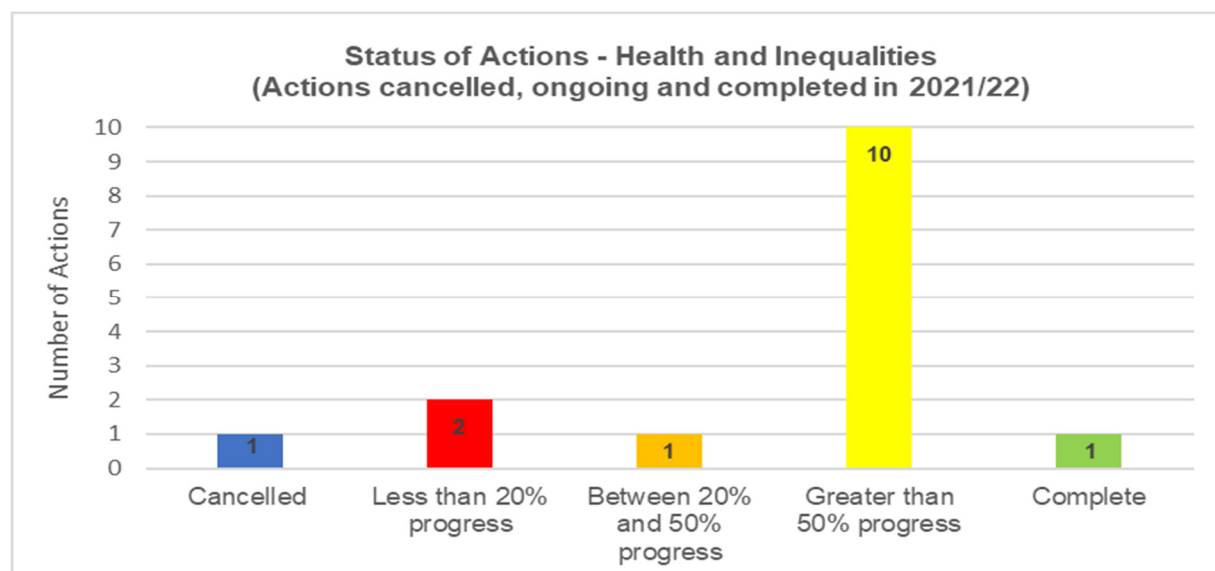
- A sports focused drop-in at the Douglas Community Centre, in partnership with local health & substance use services and Street Soccer Scotland. Participants have been engaging in sports in the morning and then accessing the on-site café, as they feel they are welcome there too
- Seeking to engage with parents and carers through School & Family Development Workers, to establish support needs in the West End for those affected / most likely to be affected by substance use problems
- Planning for targeting 18–25-year-olds to improve their access to holistic recovery support, focusing on wellbeing and life opportunities. This is likely to be carried out in partnership with Parish Nursing and The Friary
- Scoping the impact of substance use on young people in The Ferry in order to develop a harm reduction intervention at the Grove Academy

7.4.5 HEALTH AND INEQUALITIES

7.4.5A. Measuring Our Progress – Performance Indicators

Indicator	-2 Year	-1 Year	Latest Figure	Target Year 1	Target Year 3	Trend
Life Expectancy (Male) years Source: National Records of Scotland – Life Expectancy in Scotland publications	73.9	73.8	73.5 (2019-21 period)	Increase	Increase	↓
Life Expectancy (Female) years Source: National Records of Scotland – Life Expectancy in Scotland publications	79.5	79.4	79.1 (2019-21 period)	Increase	Increase	↓
% of primary 1 children classified as obese or overweight Source: Dundee Partnership City Plan 2022-2032- sourced from Child Health Systems Programme -Schools	26.9%	24.7%	24.7%	23.5%	21.2%	↑

7.4.5B Measuring our Progress – Status of actions cancelled, ongoing and completed during 2021/22



The following action has been completed during 2021/22:

- Deliver smoking cessation financial incentives (Action completed April 2022)

The following action has been cancelled:

Implement actions to support the prevention of drug related deaths, taking into account the findings of the Dundee Drugs Commission – This action has been superseded by the new action contained in the table below, “Develop and deliver the replacement strategic framework and delivery plan for drug and alcohol recovery services”

The progress of actions that are currently ongoing, along with new actions that will be reported on from next year are shown in the table below:

Actions in the Plan – Health and Inequalities	Lead Service / Agency	Progress %
Re-start the face-to-face drop in service for care experienced young people to allow for support, guidance and discussion to improve overall wellbeing	Children & Families Service	10%
Develop a targeted plan for young carers to access health checks in partnership with the Corner to improve health outcomes and wellbeing	Children & Families Service	10%
Reduce teenage pregnancy and implement a Pregnancy and Parenthood in Young People Strategy	NHS Tayside	30%
Target and support groups of young people at risk from early initiation into alcohol/drug use	Dundee Health & Social Care Partnership	60%
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	70%
Increase delivery of mental health awareness training	Dundee Health & Social Care Partnership	70%
Increase Crisis and Suicide prevention training to front-line staff and communities	Dundee Health & Social Care Partnership	75%
Deliver a range of Mental Health Awareness Training including Mentally Healthy Workplace, Resilience and Wellbeing and Scottish Mental Health First Aid	NHS Tayside	75%
Develop Counselling service for young people in secondary schools	Children & Families Service	75%
Expand and scale up the Making Recovery Real Network approach in localities	Dundee Health & Social Care Partnership	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	85%
Improve harm reduction service and responses to non-fatal overdoses	Dundee Health & Social Care Partnership	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	Children & Families Service	90%
Deliver training on FORT to schools that will lead to increase referrals	Children & Families Service	NEW
Develop and deliver the replacement strategic framework and delivery plan for drug and alcohol recovery services	Dundee Health & Social Care Partnership / Alcohol & Drug Partnership	NEW

7.4.5C Putting Fairness into Practice – Case Studies

Community Health Team: Get on Track short course

The Get on Track groups were developed in response to the findings of the Engage Dundee survey carried out in the early months of the pandemic during summer 2020. The survey showed that people's mental health had been badly affected by lockdown, influenced by lack of social contact and the impact of the pandemic on the economic and material circumstances of their lives.

The Get on Track courses bring more vulnerable people together to address their needs and improve their mental health and wellbeing. The course is aimed at adults aged 16+, specifically those affected by issues such as social isolation, poor mental wellbeing, money worries, job loss, and general concerns about COVID-19 itself.

The Community Health Team initiated these courses during the latter part of 2020 taking restrictions and further lockdowns into account. The team is a partnership between the Housing and Communities section of Neighbourhood Services, Dundee City Council and Dundee Health and Social Care Partnership and is jointly funded by both organisations. Staff are CLD practitioners located within the Council's CLD service.

Community Health Workers tackle health inequalities via a community development approach. They work with local people to;

- Identify health concerns and their wider social and economic influences
- Identify appropriate actions and solutions, and be part of implementing these
- Support participation in decision making processes around health and wellbeing

The Get on Track short course aims to support participants to improve their health and wellbeing and cope better with the impact of the pandemic. To do this it includes participants; meeting others and sharing experiences, understanding how the pandemic has affected them and what can be done to improve things, learning new skills to protect and promote wellbeing, and working together and supporting each other

The course programme, adapted to focus on what is most important to participants, included:

- Getting to know each other and hopes for the course
- Looking after yourself
- Knowing where to go for support
- Making informed health choices
- What influences your health and wellbeing
- Taking control of your health and wellbeing

As a follow-up, participants were given the opportunity to work towards their goals and get help accessing other activities from a Community Health Worker.

Quotes from Get on Track participants:

"I can't wait for the course to start again; I was really enjoying coming along to Hilltown Community Centre on a Monday afternoon. The good thing was that I wasn't the only man. I have been furloughed and have had a lot of time on my hands. The course has helped to give me a purpose and a sense of usefulness. I have felt very lonely and worried during lock-down my mental health has been affected."

"The Get on Track course is excellent; I enjoyed all of the sessions, especially the one that was about mental health. I suffer from stress and anxiety; it was reassuring to hear others talking about their issues. It made me realise that I wasn't the only person that was struggling."

"I have had problems with alcohol, and I struggle to find things to do. The course on a Monday afternoon helped me to meet other people and talk about normal things. It helped me keep motivated. I really hope it can start again as I have missed the support and direction that it gave me."

Sources of Support – Social Prescribing Link Worker Service

In early 2022 a number of developments took place for this service:

- The team were able to return to working in some practices alongside ongoing remote work

- In the Terranova practice, a model was developed to better enable admin staff, the Link Worker, and the Practice Manager to work more closely. This will lead to more effective signposting of clients to the link worker
- An updated version of the GP Practice Resource Pack was issued to all Practice Managers in March, with further development planned to enable more online access to information
- Practices with relatively low referral numbers were contacted by Sources of Support with a view to meeting practice teams, starting with the Taycourt Surgery. Publicity materials for GP practice websites is also being developed to enable self-referrals, with a go-live date in April 2022
- Dundee Welfare Rights Service and Brooksbank Money Advice Service have received Scottish Government money to work in three additional practices
- More patients seen by the service are experiencing crises with their finances. As a result, more are being referred to foodbanks by Link Workers, and assistance is given with applications for support grants such as the Arberlour Urgent Assistance Fund, Cosy Bairns, and the Scottish Welfare Fund
- Referrals in early 2022 remained lower than pre-pandemic levels, but are seeing an upward trend. In April 2021-February 2022, 733 referrals were received

Case Study - Louise had not long been released from prison. She was registered homeless and was sofa surfing between friends' homes which was having an impact on her mental well-being with heightened anxiety and low mood. Louise also had a history of substance use and crime, physical health issues and experience of trauma.

By the time she was referred to SoS, Louise felt ready to change her lifestyle and rebuild her relationship with her son. She was already engaging with appropriate services in regards to her substance use. The support provided by SoS included;

- Completing a medical assessment form to help secure appropriate housing
- Liaising with the Medical Advisory Service to support a request for a home close to her support network to help improve her overall wellbeing
- Referral to Welfare Rights for benefit support
- Referral to the Women's Rape & Sexual Abuse Centre (WRASAC)
- Requesting a starter pack for moving into a new home, and also requesting a chest of drawers from Transform

The outcomes for Louise were positive, with a two bedroomed property becoming available within a short distance of her family. This would also facilitate overnight visits by her son when this became possible. WRASAC agreed to make initial contact with Louise within four weeks and take things from there, and a starter pack and chest of drawers were provided for her new home.

Louise expressed her thanks for the kindness shown to her by the Link Worker, enabling her to express herself and not feel judged. She highlighted that she was not previously aware of medical scoring for housing allocations or the availability of help in getting some starter furniture for a new home.

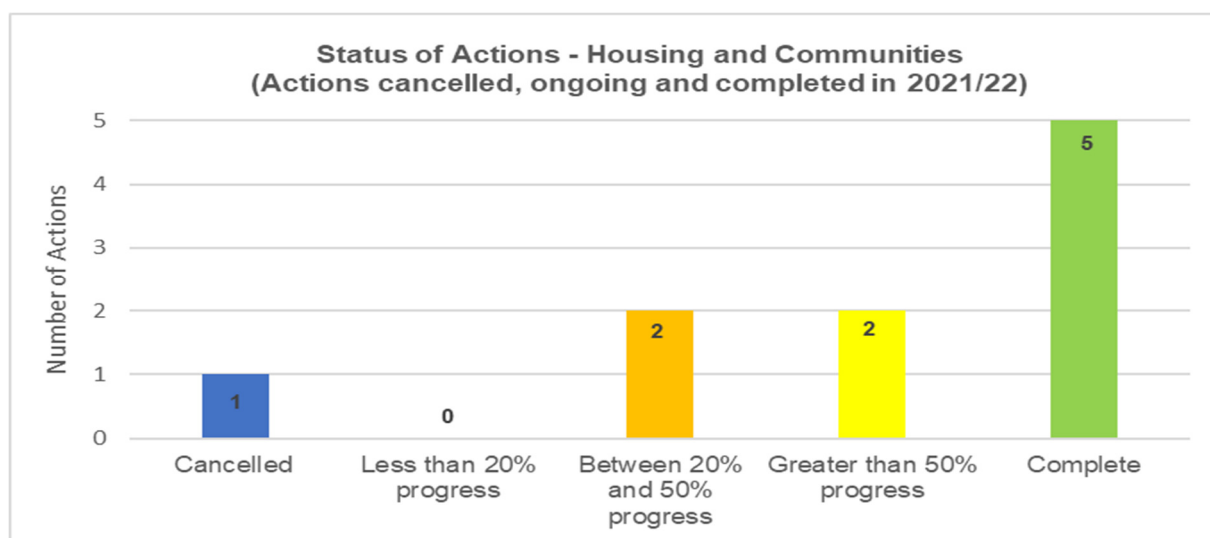
7.4.6 HOUSING AND COMMUNITIES

7.4.6A Measuring Our Progress – Performance Indicators

Indicator	-2 Year	-1 Year	Latest Figure	Target Year 1	Target Year 3	Trend
Number of applications assessed as homeless or threatened with homelessness Source: Scottish Government – Homelessness in Scotland publication	1,022	1,114	1,010	980	922	↑
Number of children living in temporary accommodation Source: Scottish Government – Homelessness in Scotland publication	185	235	215	209	196	↓
Households with children or pregnant women in temporary accommodation Source: Scottish Government – Homelessness in Scotland 2021/22 figures as at 31st March 2022	65	105	90	87	82	↓

Indicator	-2 Year	-1 Year	Latest Figure	Target Year 1	Target Year 3	Trend
Number of Council and Registered Social Landlord housing completions <small>Source: DCC Council Plan 2022-2027</small>	58	27	100	200	200	↑
Percentage of council dwellings that are energy efficient (ESSH) <small>Source: DCC Neighbourhood Services</small>	85.9%	87.1%	87.2%	90%	100%	↑

7.4.6B Measuring our Progress – Status of actions cancelled, ongoing and completed during 2021/22



The following actions have been completed during the period 2021/22:

- Provide external wall insulation to 400 private flats per year to reduce fuel poverty (Action completed May 2021)
- Secure funding to develop a long-term co-ordinated project around food insecurity, working with local communities, faith communities and partner agencies (Action completed September 2021)
- Increase the number of private sector landlords signing up to Homefinder Projects to improve standards (Action completed April 2022)
- Introduce the Scottish Government funded Sanitary Products initiative in community settings (Action completed August 2022)
- Undertake a review of Year 2 Rapid Rehousing Transition Plan and Reflect the impact on the strategic plan due to Covid-19 (Action completed August 2022)

The following action has been cancelled:

Build 1000 new units of affordable housing from 2017 to 2021 – This action has been cancelled as the reporting period shown on the action has passed. This action was significantly below target due to delays in appointing contractors and contractors progress on site, some of which were Covid-19 related. Other delays included difficulties associated with developing brownfield sites (e.g., surface water drainage, ownership, and meeting planning requirements). Although this action has been cancelled, a performance indicator called “Number of Council and Registered Social Landlord housing completions” has been added to the performance indicators section within this theme and will continue to be reported on.

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

Actions in the Plan – Housing and Communities	Lead Service / Agency	Progress %
Homelessness and Complex Needs – Implement a Lead Professional Model	Neighbourhood Services	45%
Support to enable private tenants to making Repairing Standard referral to the First Tier Tribunal and Third-Party Referrals	Neighbourhood Services	50%
Develop district heating schemes in non-domestic sectors with a view to expanding into households when and where appropriate	City Development	75%
Increase the number of accredited private sector landlords by 5%	Neighbourhood Services	76%

7.4.6C Putting Fairness into Practice – Case Studies

Homelessness Prevention Initiatives in Dundee

We have recently appointed a Homelessness Prevention Officer, based within Dundee City Council Housing Options team, to coordinate our preventative work. Other prevention initiatives we currently have ongoing are:

- Dundee Homefinders - provides access to the private rented sector through a rent deposit guarantee scheme and rent in advance
- Action for Children Youth Housing Options Service - Partnership between Action for Children and Dundee City Council which aims to reduce youth homelessness by providing a range of interventions, including housing advice, conflict resolution, education in schools, group work and support for the individual young person
- Family Sustainment Service - This service supports families who reside in private rented tenancies and are at risk of homelessness. The project will specifically assess the social and economic issues, exploring risks, and forming a package of support tailor made to them. Strongly focussed on early intervention and prevention of homelessness. Support includes budgeting, benefit maximisation, setting up repayment plans for rent arrears, and mediation between tenants and landlords
- Housing Options Social Workers - In partnership with Dundee Health & Social Care Partnership we have employed two social workers to be based within the housing options service. The aim of this service is to ensure that support needs are fully met with a focus on prevention of homelessness

Provision of gendered services

Dundee City Council Temporary Accommodation

One of the current temporary accommodation units operated by Dundee City Council is being reconfigured to provide gender specific temporary accommodation for females experiencing homelessness.

This is in recognition of the requirements for females to have suitable temporary accommodation tailored to their specific needs. For a high proportion of females, those needs involve access to or custody of children therefore we will work closely with colleagues, partners and residents in the accommodation to ensure our accommodation and our service is trauma informed which will have a positive impact on women and their children.

Bella Centre

Dundee City Council Housing Options Team are providing housing options advice and assistance within the Women's community custody unit, Bella Centre. The aim of this intervention is to prevent homelessness and ensure that suitable accommodation is available on release. There are well documented benefits to the prevention of homelessness and/or safe secure accommodation for women leaving custody which impact directly on children in the household.

APPENDIX: ADOPTING THE “BEST START, BRIGHT FUTURES” APPROACH

Dundee Fairness Theme	Scotland’s offer to families: A) Providing the opportunities and integrated support parents need to enter, sustain and progress in work			Scotland’s offer to families: B) Maximising the support available for families to live dignified lives and meet their basic needs				Scotland’s offer to families: C) Supporting the next generation to thrive
	Employability & Skills	Connectivity & Childcare	Economic Opportunities	Person Centred Support	Social Security	Income Maximisation	Housing	Next Generation
Attainment & Child Poverty				✓		✓		✓
Work and Wages	✓	✓	✓	✓		✓		✓
Benefits and Advice	✓		✓	✓	✓	✓		✓
Social Inclusion and Stigma	✓		✓	✓	✓	✓		✓
Health and Inequalities				✓				✓
Housing and Communities				✓	✓	✓	✓	

Integrated Impact Assessment

Committee Report Number: 263-2022

Document Title: Dundee Fairness Action Plan and Child Poverty Report 2021/2022

Document Type: Other

Description:

This document is Dundee City Council's Local Child Poverty Action Report for year 2021/2022. The report presents initiatives aimed at reducing inequalities and child poverty in Dundee, including new commitments overseen by the newly established Fairness Leadership Panel. The report also provides an update on the progress on the action plan set out in last year's Fairness Action Plan and Child Poverty Report (report for year 2020/2021).

Intended Outcome:

The report content informs readers of progress made during 2021/22 and the action plan is accepted as the planned activity for 2022/23. Period Covered: 01/04/2021 to 31/03/2023 Monitoring:
Various groups and services will monitor progress on individual actions.

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Equality, Diversity and Human Rights

Impacts & Implications

Age: Positive

Child poverty is a key focus of this report, but as it is also our wider Fairness report this ensures all age groups will be focused upon to due overall poverty in the City.

Disability: Positive

Reducing poverty & increasing social inclusion is one of the key aims of the Child Poverty and Fairness Action Plan, for example increasing employment opportunities, reducing barriers to involvement, ensuring all relevant benefits are claimed, etc

Gender Reassignment: No Impact

Marriage & Civil Partnership: 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.

Pregnancy & Maternity: Positive

Activity by the Family Nurse Partnership will have a positive impact on pregnant women and young mothers.

Race / Ethnicity: Positive

Reducing poverty & increasing social inclusion is one of 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.

Religion or Belief: Positive

The Child Poverty and Fairness Action Plan aims to reduce poverty, raise awareness of / tackle stigma, and improve outcomes for all people with protected characteristics. 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 (Strathmartine): All areas of Dundee experience some levels of deprivation, from widespread areas in the Community regeneration Areas to pockets within more affluent Wards. Action on tackling poverty takes places across all areas of the city to improve outcomes for all as well as more targeted approaches in our most deprived areas.

Positive Implications (Lochee): All areas of Dundee experience some levels of deprivation, from widespread areas in the Community regeneration Areas to pockets within more affluent Wards. Action on tackling poverty takes places across all areas of the city to improve outcomes for all as well as more targeted approaches in our most deprived areas.

Positive Implications (Coldside): All areas of Dundee experience some levels of deprivation, from widespread areas in the Community regeneration Areas to pockets within more affluent Wards. Action on tackling poverty takes places across all areas of the city to improve outcomes for all as well as more targeted approaches in our most deprived areas.

Positive Implications (Maryfield): All areas of Dundee experience some levels of deprivation, from widespread areas in the Community regeneration Areas to pockets within more affluent Wards. Action on tackling poverty takes places across all areas of the city to improve outcomes for all as well as more targeted approaches in our most deprived areas.

Positive Implications (North East / Whitfield): All areas of Dundee experience some levels of deprivation, from widespread areas in the Community regeneration Areas to pockets within more affluent Wards. Action on tackling poverty takes places across all areas of the city to improve outcomes for all as well as more targeted approaches in our most deprived areas.

Positive Implications (East End / MidCraigie): All areas of Dundee experience some levels of deprivation, from widespread areas in the Community regeneration Areas to pockets within more affluent Wards. Action on tackling poverty takes places across all areas of the city to improve outcomes for all as well as more targeted approaches in our most deprived areas.

Positive Implications (The Ferry): All areas of Dundee experience some levels of deprivation, from widespread areas in the Community regeneration Areas to pockets within more affluent Wards. Action on tackling poverty takes places across all areas of the city to improve outcomes for all as well as more targeted approaches in our most deprived areas.

Positive Implications (West End): All areas of Dundee experience some levels of deprivation, from widespread areas in the Community regeneration Areas to pockets within more affluent Wards. Action on tackling poverty takes places across all areas of the city to improve outcomes for all as well as more targeted approaches in our most deprived areas.

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 Looked After Children and those who have experience of care in Dundee, and increasing uptake of Continuing Care by care experienced Young People

Carers: Positive

Actions are being taken with regards to carers access to substance use support services, and support for kinship carers, which will impact on this group positively.

Lone Parent Families: Positive

Most lone parents who participated in the 2019 Annual Citizens Survey (81.3%) stated that all or some of their household income comes from welfare benefits. Actions contained in the Fairness Report will positively impact on lone parents, through the implementation of the Parental Employment Support Fund, new co-ordinated advice strategy to maximise incomes of families.

Single Female Households with Children: Positive

Actions contained in the Fairness Report will positively impact on lone parents, particularly women, through the implementation of the Parental Employment Support Fund, new co-ordinated advice strategy to maximise incomes of families.

Greater number of children and/or young children: Positive

One aspect of the Local Fairness Initiative in Linlathen is development of a new, affordable Out of School Care facility at Rowantree PS. Early Learning & Childcare expansion activity is being linked with Parental Employability Support Fund. Other actions set out in the plan include expansion of Active Schools program and development of youth activities. They are free of charge and will be of particular benefit to families with greater number of children. Outcomes will be improved for young children through the work of Family Nurse Partnership and Distribution of Child Home Safety Advice & Equipment

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 co-ordination of local activities that tackle loneliness and social exclusion

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. Case studies of activities in the city include supporting young unskilled workers in gaining work experience and industry qualifications through programs such as Transition to Trade

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 (CWC) in the city are all aimed at improving outcomes for those experiencing mental health difficulties

Homeless: Positive

Homelessness prevention measures are being undertaken, including partnership with Action for Children, new support service working with families at risk of homelessness (Family Sustainment Service), and support with private housing deposit schemes via Dundee Homefinders service

Drug and/or alcohol problems: Positive

The Fairness Action Plan/Report highlights work being undertaken to improve outcomes for those who are affected by substance use. These include: strengthening membership and governance arrangements within the Dundee Alcohol and Drug Partnership (ADP), progress made in relation to rapid responses to non-fatal overdoses, broadening of treatment options offered by the Dundee Drug and Alcohol Recovery Service (DDARS); improving engagement with child protection processes; and the third sector's leadership in relation to inclusion of people with lived experience and tackling stigma.

Offenders & Ex-offenders: Positive

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. Parental Employment Support Fund, 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, 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 aims to increase the education and employability of those with convictions

Income: Positive

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 the Local Fairness Initiatives. Equalities work also includes outcomes based on raising incomes and benefit maximisation.

The change in child poverty seen in Dundee since 2019 is a reduction of 3.7% to 22.5% for 2020/21. While still unacceptably high, this is moving in the right direction.

More work is still needed to reduce the percentage of children in lone parent families as these make up 43.3% of children living in relative low income families. Many of these are also in workless households Caring

Responsibilities (including Childcare): Positive

Actions are being taken with regards to carers access to substance use support services, and support for kinship carers.

One aspect of the Local Fairness Initiative in Linlathen is development of a new, affordable Out of School Care facility at Rowantree PS. 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, aided by the availability of free travel for under 22s since early 2022.

Access to online services is improved through provision of devices, mobile data and training.

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.

Fuel Poverty: Positive

The Fuel Well scheme and Dundee Energy Efficiency Advice Project both contribute to extensive savings on fuel for those worked with. Students at the University of Dundee also produced an online module on Fuel Poverty to raise awareness of the issue not only in Dundee, but across Tayside.

External wall cladding has also been put in place on hundreds of flats in order to reduce fuel bills.

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)

- they will have a direct impact on reducing costs of living for most vulnerable individuals. Increases in the number of Living Wage accreditations in Dundee will help alleviate in-work poverty

Connectivity / Internet Access: Positive

The report reflects activities taking place that aim to provide access to mobile data provision and digital skills training for individuals, to improve connectedness and digital inclusion.

Income / Benefit Advice / Income Maximisation: Positive

A refreshed advice strategy for Dundee brings together four advice agencies to improve income maximisation services, to ensure residents in all localities have the same access and the same quality of advice service regardless which agency they contact. Through programs such as Fuel Well the most vulnerable groups will be 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 Fairness Action Plan

Education: Positive

Actions in the plan aim to address low levels of education attainment through measures such as counselling for school pupils, expansion of nonattendance work in schools, and reducing cost of a school day to remove barriers to participation in school activities

Health: Positive

More than a quarter (26%) of those living in the poorest fifth of households reported less than good health for their children in the first four years of life, compared to just 12% of those in the richest fifth. 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, or implementing actions to support the prevention of drug related deaths.

Life Expectancy: Positive

Life expectancy is lower for those living in more deprived areas, so actions are being undertaken to deliver targeted support for those individuals who are most at risk of health inequalities and lower life expectancy. Particularly, actions contained within the Health and Inequalities section of the report such as supporting groups of young people at risk from early initiation into alcohol/drug use or 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 are being concentrated in the Linlathen area of East End to continue implementing Local Fairness Initiative which aims to improve financial wellbeing of families, leading to overall improvement of mental health. Other activities presented in the Fairness Action Plan will have positive impact on people's mental health - through improving access to advice, adopting person - centred approaches across wide range of services and targeted work of the Community Health Team

Overweight / Obesity: Positive

Improving offering from Active Schools programme and development of Youth activities via Community Learning and Development youth workers teams will lead to children and young people having more opportunities to engage in physical activity which will reduce risk of obesity amongst young people

Child Health: Positive

Keeping Kids Safe pack delivered by a health visitor or family nurse is one example of how actions presented in the report have a positive impact on safety and health of children. Furthermore, counselling service is being expanded in schools to ensure 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 contained within the Local Community Plans as they contribute towards neighbourhood satisfaction

Transport: Positive

The roll-out of free travel to under 22s will have a positive impact on young people's ability to use public transport, and commute to school / further education or work / employment opportunities

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

Strong partnership between Dundee Energy Efficiency Advice Project, Citizens Advice Bureau and SCARF will lead to a Fuel Strategy for the city to be devised. The strategy will have a positive impact on energy use, as it will lead to energy efficiency measures being implemented for households in the city, thus reducing the overall fuel consumption and environmental impact

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

Environmental aspects of the Local Fairness Initiatives contribute to joint efforts to improve the appearance and use of local green spaces, as part of the Take Pride in your City campaign

Built Environment Impacts

Built Heritage: No Impact

Housing: Positive

Support to private sector tenants and increasing accreditation of private landlords.

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 DCC's 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.