

**REPORT TO: POLICY AND RESOURCES COMMITTEE – 16 NOVEMBER 2020**

**REPORT ON: DUNDEE FAIRNESS ACTION PLAN / CHILD POVERTY ANNUAL REPORT 2019/20**

**REPORT BY: CHIEF EXECUTIVE**

**REPORT NO: 282-2020**

**1. PURPOSE OF REPORT**

1.1 This report presents the Fairness/Child Poverty annual report for Dundee for 2019/20. It highlights the impact of the COVID -19 pandemic as well as key action to be taken in 20/21.

**2. RECOMMENDATIONS**

2.1 It is recommended that Committee approves the report.

**3. FINANCIAL IMPLICATIONS**

3.1 The work and projects within this 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).

3.2 An additional budget of £100k was allocated for 2020/21 to aid the implementation of key issues identified by the Dundee Fairness Commission. This is funding additional debt management advice capacity in the Brooksbank Centre and at Dundee Citizens Advice Bureau.

**4. BACKGROUND**

4.1 Dundee City Council and the Dundee Partnership adopted the revised Fairness Action Plan for Dundee in November 2016 (Article IV of the Minute of the Policy & Resources Committee on 14 November 2016 refers). This update incorporates the recommendations of the second Dundee Fairness Commission which were agreed in January 2019 (Article V of the Minute of the Policy and Resources Committee on 7 January 2019 refers).

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

**Statutory Income Targets to be achieved by 2030**

- 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

**Interim Targets to be achieved in 2023/24**

- 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

- 4.3 The Act also places a duty on local authorities and health boards to jointly report annually on activity they are taking, and will take, to reduce child poverty. In May, a joint letter from the Scottish Government and COSLA reinforced their collective commitment to reducing inequality and asserted that “consideration of both the Fairer Scotland Duty and the requirements of the Child Poverty Act should remain at the heart of decisions taken locally, ensuring that those most in need continue to receive support at this challenging time. They acknowledged that the impact of the pandemic has not fallen evenly across our communities and the crisis has served to highlight the impact of longstanding inequalities in Scotland and acknowledged that tackling child poverty has been central in the initial response to the pandemic at both the national and local level.
- 4.4 The Act requires that reports are produced ‘*as soon as reasonably practicable after the end of each reporting year*’. They recognised that local governance arrangements may have been suspended or focused on other action, with officials redeployed to other activities, and so a delay to publication was likely and necessary. Accordingly, they have encouraged local areas to use the flexibility within the Act to prepare and publish the report for 2019-20 once they are able.
- 4.5 Because of the partnership working and planning associated with the Dundee Fairness Strategy it was agreed that the Fairness Plan and Local Child Poverty Action Report will be combined and adopted by the whole Dundee Partnership on behalf of the city. Community planning partners have collaborated accordingly and the second combined report is presented in appendix 1 for approval.
- 4.6 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 published in July 2019. Given the duty to produce this annually, there will be ongoing opportunities to make additional commitments. The city has disproportionately high levels of deprivation but 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. The rate as at 31 March 2020 was 27%, demonstrating the scale of change that will be required.
- 4.7 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 will make these challenges even greater.
- 4.8 Our response will be shaped by the ongoing contribution of the Dundee Fairness Commission (including its interim research and then final recommendations to be published in March 2021) and the views of our communities captured through the latest phase of Engage Dundee conversations with citizens.
- 4.9 These will form the basis of a revised Fairness and Child Poverty Action that will subsequently be prepared for the Dundee Partnership and Dundee City Council. This will be the means by which the city will respond to the Accounts Commission recommendation to “*move even faster to address complex and deep-rooted problems such as poverty, inequality and the highest level of drug-related deaths for a city in Scotland.*”

## **5. POLICY IMPLICATIONS**

- 5.1 The Fairness Action Plan Progress Report No 273-2019 (Article III of the minute of meeting of the Policy and Resources Committee of 21 August 2017 refers) was subject to an assessment of any impacts on Equality & Diversity, Fairness & Poverty, Environment and Corporate Risk and no further assessment is required as a result of the contents of this report. A copy of the Impact Assessment is available on the Council’s website at [www.dundee.gov.uk/ia](http://www.dundee.gov.uk/ia)
- 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**

The Council Management Team and community planning partners have been consulted in the preparation of this report.

**7. BACKGROUND PAPERS**

None

David R Martin  
Chief Executive

2 November 2020



## Dundee Fairness and Child Poverty Annual Report for 2019/20

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## 1. INTRODUCTION

- 1.1 While in recent years Dundee has worked hard to create the conditions for greater economic success, it remains a city where levels of poverty and deprivation caused by punitive welfare reforms make everyday life a struggle for many individuals, families and communities. Too many people have insufficient income and this impacts on their health and opportunities. We see lower life expectancies, higher levels of crime, higher rates of unemployment and lower educational attainment in our most deprived areas. Positive outcomes for children are less likely to be achieved.
- 1.2 The Dundee Partnership and all its member organisations work towards a vision for the city based on creating a strong and sustainable economy, enabling people to have a good quality of life and share in the city's success. Everyone should have the right to be heard and valued, and to participate fully in our community. Economic status should not be a barrier to this. That's why tackling poverty and inequality is of paramount priority for Dundee.
- 1.3 The biggest obstacles faced by people in achieving this continue to be poverty and inequality. Without effective action, they will be denied a reasonable chance of being happy, healthy, well housed, educated, employed, and safe.
- 1.4 In our Fairness Strategy for Dundee we identified three key foundations that people need; a fair household income, someone to turn to, and hope for the future. From these we developed a series of outcomes that will be necessary if we are going to help people escape from lives with too little. So, we have plans in place to help people to increase their income from work or benefits, to create the well paid and secure jobs they need and help them to develop the skills and confidence required to find them. And we want to make this support available in stronger, more cohesive communities and through more accessible and effective services.
- 1.5 We are committed to reducing poverty for all in our communities but we have an even greater duty to our children. If we are to enable all children in the city to escape the struggle against poverty we need to address the lives of the families and households they live in, their day to day experiences and their prospects for fulfilling and secure lives as adults.
- 1.6 While progress has been made, the context remains challenging. Budgets within the public sector are tighter than ever before, government policies on welfare reform and austerity continue to impact disproportionately on those with the least, and the employment market remains difficult.
- 1.7 All of these were serious enough without the impact of the COVID-19 pandemic. Evidence from the Glasgow Centre for Population Health has already confirmed that all aspects of poverty are likely to be exacerbated by the impact of lockdown and the health and economic aftershocks that will continue to hit disadvantaged communities particularly by perpetuating poor mental and physical health, social isolation, job insecurity and unemployment, and in reduced access to information, advice and health services.
- 1.8 Coming into the winter months, with the potential for increased prevalence of COVID-19, uncertainty surrounding EU exit and uncertainty over the future funding of the furlough scheme, the Scottish Government and Cosla anticipate that a greater number of individuals will be at financial risk and may be unable to access food and energy
- 1.9 Despite – indeed, because of all of this - we are more determined than ever to tackle poverty and inequality and we are setting ourselves 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.
- 1.10 Our various recovery plans will demonstrate this determination by ensuring that the long and short term causes and consequences of poverty must be addressed as the city emerges from the pandemic. We will continue to work closely with members of the Dundee Fairness Commissions, and look forward to receiving their new recommendations. These, together with the views expressed communities in the recent Engage Dundee conversations and the challenges set out in the Audit Scotland report to the Accounts Commission Best Value Assurance Report September 2020 will shape the next iteration of the Dundee Fairness and Child Poverty Action Plan which will be produced in 2021.

## 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;

- Less than 10% of children are in relative poverty (23% / 18%) □
- Less than 5% of children are in absolute poverty (20% / 14%)
- Less than 5% of children are in combined low income and material deprivation (11% / 8%)
- 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. Particular emphasis was placed on income maximisation activity and reaching those with protected characteristics.



### 3. UNDERSTANDING POVERTY, INEQUALITY AND FAIRNESS IN DUNDEE

- 3.1 Poverty is about not having enough, and the impact this has on all aspects of people's lives, including how they are treated and how they feel about themselves. Inequality is about the relationship between what an individual or family has and what others have. Poverty is therefore about having inadequate income while inequality is about the distribution of income.
- 3.2 Low income is a key driver of a range of negative outcomes and can be defined in several ways. Relative poverty (after housing costs) is a useful, well understood headline measure, looking at the number of individuals living in households with incomes below 60% of UK median income.
- 3.3. Poverty statistics can, in most cases be broken down by age group, and breakdowns by gender, ethnicity, disability, and tenure are also available. These show minority ethnic groups and households with a disabled adult or child with much higher poverty rates.
- 3.4 Rates of worklessness have a significant influence on household income. Workless households are households where no-one aged 16 or over is in employment. In Dundee City in 2019, 25.3% of household were workless, in comparison to 17.7% in Scotland overall (source: Nomis, ONS Annual population survey – households by combined economic activity status)
- 3.5 Employment data published by NOMIS shows that for the period January-December 2019, 68.6% of those aged 16-64 in Dundee City were classified as economically active – in employment. This was 6.2% lower than the overall Scottish proportion which stood at 74.8% although the student population in the city is a significant factor. To tackle this there is a need to grow job numbers, particularly in key sectors which have lower barriers to entry. We are developing economic sector development plans for areas such as construction, tourism, offshore wind and decommissioning.
- 3.6 Having access to wealth (including financial products, equity from housing, and a decent pension) provides some protection from socio-economic disadvantage, particularly when the wealth comes in the form of accessible savings. Savings can help households deal with problems that arise on a day-to-day basis. The least wealthy 30% of households, however, own very little or no wealth of these sorts. Over half of those in the poorest fifth of households have no savings. Single adult households, including lone parents, are at very high risk of low wealth, and nearly half of low wealth, single, working age households are in employment.
- 3.7 Material deprivation is another common measure, and refers to households not being able to access basic goods and services, e.g. home contents insurance or a warm winter coat. Disadvantaged children and young people may lack home access to IT hardware and broadband services which may then impact on their education and contribute to broadening the attainment gap.
- 3.8 Living in a deprived area can also exacerbate negative outcomes for individuals and households, but most people who are income deprived do not live in deprived areas. As a result, we need to look not only at geographic communities, but also communities of interest such as lone parents, families with disabled children, etc.
- 3.9 Similarly, socio-economic background, or social class, can contribute to ongoing disadvantage and there is a need to take this into account when forming policies and actions.
- 3.10 Poverty and deprivation increase inequalities, especially inequality of outcome. These inequalities can be measured in terms of people's health, life expectancy, educational attainment, income, access to savings, and satisfaction with where they live. It is often found that people living in poverty experience multiple inequalities together.
- 3.11 Fairness can be understood as everyone having that which is reasonable, right and just. Clearly those experiencing poverty and inequality do not have this and it is important for us to understand why this is the case in order to address it. This is an underpinning aspect of the City Plan, and partners have been, and will continue, working towards tackling the causes of poverty and inequality, and improving fairness in our city.

## 4 DEVELOPMENTS SINCE 2018/19 FAIRNESS AND CHILD POVERTY REPORT

### 4.1. Feedback from Improvement Service on 2018/19 Report

4.1.1 The Dundee Partnership was grateful to the Improvement Service for commenting on the report produced for 2018/19. As the first of a new statutory report, it will inevitably evolve and improve in subsequent years and the team at the Improvement Service provided valuable feedback on how the national guidance could be more effectively reflected in subsequent reports.

4.1.2 They clearly acknowledged that the 2018/19 report showed that a huge amount is happening to tackle poverty and inequality in Dundee. While they particularly highlighted the valuable role of the Dundee Fairness Commission and the actions of a wider range of local partners to tackle poverty and inequality, they also proposed that further reports would be improved by:

- ensuring that focus on child poverty is fully maintained in the joint Fairness/Child Poverty annual report.
- including specific consideration of the steps taken to ensure that pregnant women and those with young children can access financial assistance and advice and the particular obstacles faced by parents in Dundee.
- drawing out actions that are being taken to increase income from employment and income from social security for families with children, especially those on low incomes.
- including relevant indicators to measure progress towards local and national targets.
- providing more information on the extent to which the health board and local authority worked together on the development of relevant actions given the joint nature of the statutory duty to report.

4.1.3 These have all been accepted and are addressed in this report. Initial discussions between NHS Tayside and Dundee City Council have ensured that there is greater detail on the joint working to develop and implement the actions in the report.

### 4.2 National Guidance on Reports for 2020/21

4.2.1 In May, a joint letter from the Scottish Government and COSLA reinforced their collective commitment to reducing inequality and asserted that “consideration of both the Fairer Scotland Duty and the requirements of the Child Poverty Act should remain at the heart of decisions taken locally, ensuring that those most in need continue to receive support at this challenging time.” They acknowledged that the impact of the pandemic has not fallen evenly across our communities and the crisis has served to highlight the impact of longstanding inequalities in Scotland and acknowledged that tackling child poverty has been central in the initial response to the pandemic at both the national and local level.

4.2.2 The letter confirmed that the Child Poverty (Scotland) Act 2017 does not necessitate Local Child Poverty Action Reports (LCPARs) to be produced by a certain date. The Act requires that they are produced ‘as soon as reasonably practicable after the end of each reporting year’. They recognised that local governance arrangements may have been suspended or focused on other action, with officials redeployed to other activities, and so a delay to publication was likely and necessary. Accordingly, they have encouraged local areas to use the flexibility within the Act to prepare and publish the report for 2019-20 once they are able.

*“Recognising that the pandemic will have upended the landscape locally and the degree of uncertainty in at least the short and medium-term, our expectation is that when local reports are published, they build on initial assessments of child poverty locally as opposed to commitments of concrete actions for the year ahead. Reports covering 2019-20 should therefore provide a retrospective look at the action taken during that period and give a high-level indication of future areas of focus or challenge in order to meet the requirements set out in the Act. There is no expectation to reflect the activity we have seen in the past 8 weeks in response to COVID-19 at this stage.*”

*“That said, where deemed appropriate locally, any brief, initial reflections from the impact of COVID-19 on child poverty, and the delivery of local services to tackle child poverty, would be welcomed by the Scottish Government and COSLA to inform ongoing discussion on next steps.”*

4.2.3 As in 2018/19, this report will be combined with the fuller Fairness Action Plan Annual Report as part of a comprehensive response to the causes and consequences of child poverty and all aspects of the Partnership’s Fairness Outcomes Framework. Within this, we will also outline the wide range of efforts taken forward during the crisis and offer an opportunity to reflect upon the relationships built and strengthened as a result as requested by Scottish Government/COSLA.

### 4.3 **Poverty-related Impact of COVID -19 Pandemic**

4.3.1 A rapid review by Glasgow Centre for Population Health (May 2020) has highlighted the risks of the ongoing pandemic for disadvantaged communities particularly by perpetuating poor mental and physical health, social isolation, job insecurity and unemployment, and in reduced access to information, advice and health services.

4.3.2 Dundee has a high proportion of the groups identified as being at particular risk from responses to COVID-19 (Douglas et al, BMJ, April 2020). These include:

- Older people -highest direct risk of severe COVID-19, more likely to live alone, less likely to use online communications, at risk of social isolation.
- Young people - affected by disrupted education at critical time; in longer-term most at risk of poor employment and associated health outcomes in economic downturn.
- Women - more likely to be carers, likely to lose income if need to provide childcare during school closures, potential for increase in family violence for some.
- People with mental health problems - may be at greater risk from social isolation.
- People who use substances or in recovery - risk of relapse or withdrawal.
- People with a disability - affected by disrupted support services.
- People with reduced communication abilities (e.g., learning disabilities, limited literacy or English language ability) - may not receive key governmental communications.
- Homeless people - may be unable to self-isolate or affected by disrupted support services.
- People in criminal justice system - difficulty of isolation in prison setting, loss of contact with family.
- Workers on precarious contracts or self-employed - high risk of adverse effects from loss of work and no income.
- People on low income - effects will be particularly severe as they already have poorer health and are more likely to be in insecure work without financial reserves.
- People in institutions (care homes, special needs facilities, prisons, migrant detention centres, cruise liners) - as these institutions may act as amplifiers.

4.3.3 The Improvement Service has also developed a timely [Poverty and COVID-19 briefing](#). This highlights some of the ways in which the response to the COVID-19 pandemic and infection by the virus can potentially have a greater negative impact on those already living in poverty and experiencing inequality. This, too, has informed the focus of this report.

### 4.4 **Accounts Commission Best Value Assurance Report September 2020**

4.4.1 In September 2020, Audit Scotland presented its Best Value Assurance Report on Dundee City Council to the Accounts Commission. Among the issues highlighted by the Accounts Commission in its final report, it asserted that *“The council must now work with partners to move even faster to address complex and deep-rooted problems such as poverty, inequality and the highest level of drug-related*

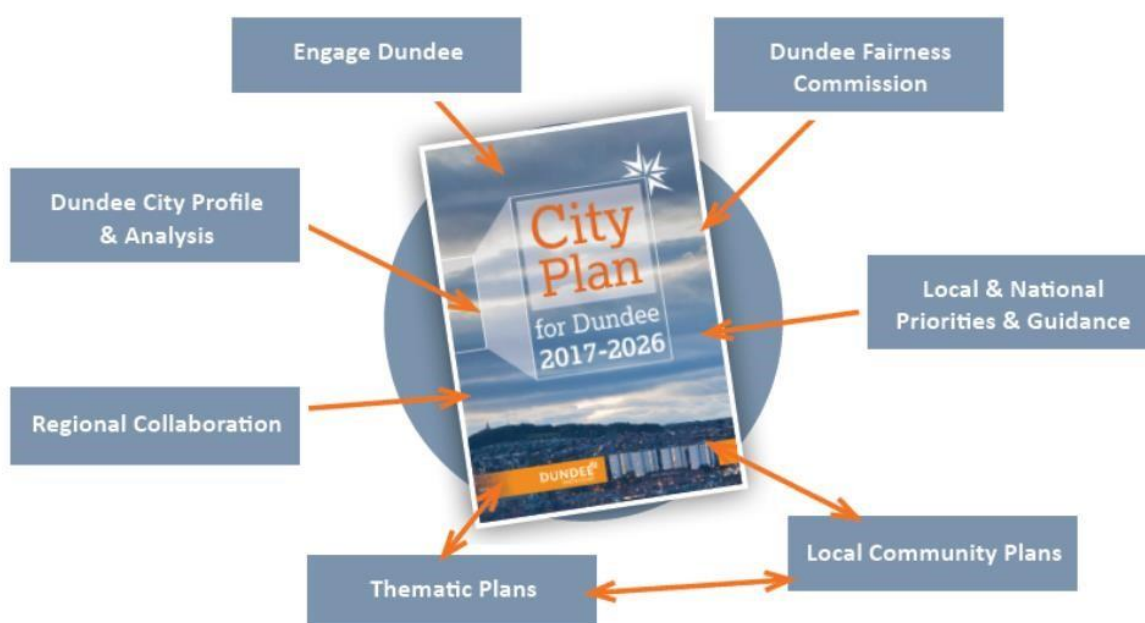
deaths for a city in Scotland,” and “in particular, narrow the educational attainment gap for vulnerable and disadvantaged children.”

4.4.2 The report goes on to say, “the council now needs to work with its partners to increase the pace of service improvement. It also needs to continue to reshape its services and, in particular, narrow the educational attainment gap for vulnerable or disadvantaged children.”

4.4.3 It also recommended that “The Dundee Partnership needs to set out how it will measure the impact of its action plan to reduce inequality and poverty.” This touches on a range of actions plans being progress in addition to our Fairness plans. Foremost among these is the [COVID-19 Recovery Plan](#) which acknowledges that the pandemic has exacerbated a range of negative outcomes for those already in poverty and vulnerable groups. These are predicted to worsen as the social impacts of the lockdown are multiplied as a result of the economic shock

#### 4.5. Responding through the Dundee Partnership

4.5.1 Taking all of these developments into account, Dundee will tackle poverty and inequality on a collaborative basis. We are proud of our record and reputation for partnership working and this will be rigorously tested in attempting to turn around the current and anticipated levels of deprivation in the city. Our overall community planning approach ties this together at a city-wide level and through our local community planning and empowerment arrangements. The full extent of these can be found in the City Plan and the range of underpinning strategies, partnerships and activities on which this is built is captured in the following diagram:



4.5.2 Progress towards our ambitious local child poverty targets will reported to the Dundee Partnership Management Group and the Policy and Resources Committee of Dundee City Council on a regular basis.

4.5.3 The following summary shows a range of ways in which Dundee has effectively tackled important aspects of poverty and exclusion over the last 12-18 months

## Summary of Key Highlights



**£100k**

additional budget was allocated for 2020/21 funding additional debt management advice capacity in the Brooksbank Centre and at Dundee Citizens Advice Bureau.



**200+**

new Cost of the School Day interventions.



**4,500**

people per week had emergency food distributed to them across Dundee during lockdown.



**£2.8m**

additional income/benefits raised through welfare advice in 6 GP practices.



**350+**

households had free period products delivered.



**700**

weeks' worth of free travel has been accessed by Young Carers and care experienced young people aged 12-19.



**77**

accredited Living Wage employers based in Dundee.



**18,388**

workers employed by Dundee Living Wage employers,

(figures as at October 2020).

**2,799**

of whom are from businesses accredited last year.



**1393**

workers have received a Living Wage uplift.



**973**

Warm Home Discounts taken up in 2019/20 – up 3%.



**4,200**

free school meal awards for primary 4 and above.

(figures as at end of October 2020)



**6165**

school clothing grants awards at £100 each awarded to date this year.



**£15m**

approximately was generated from income maximisation support.



**£332,772**

spend committed in discretionary housing payments to assist people to remain in their tenancies.

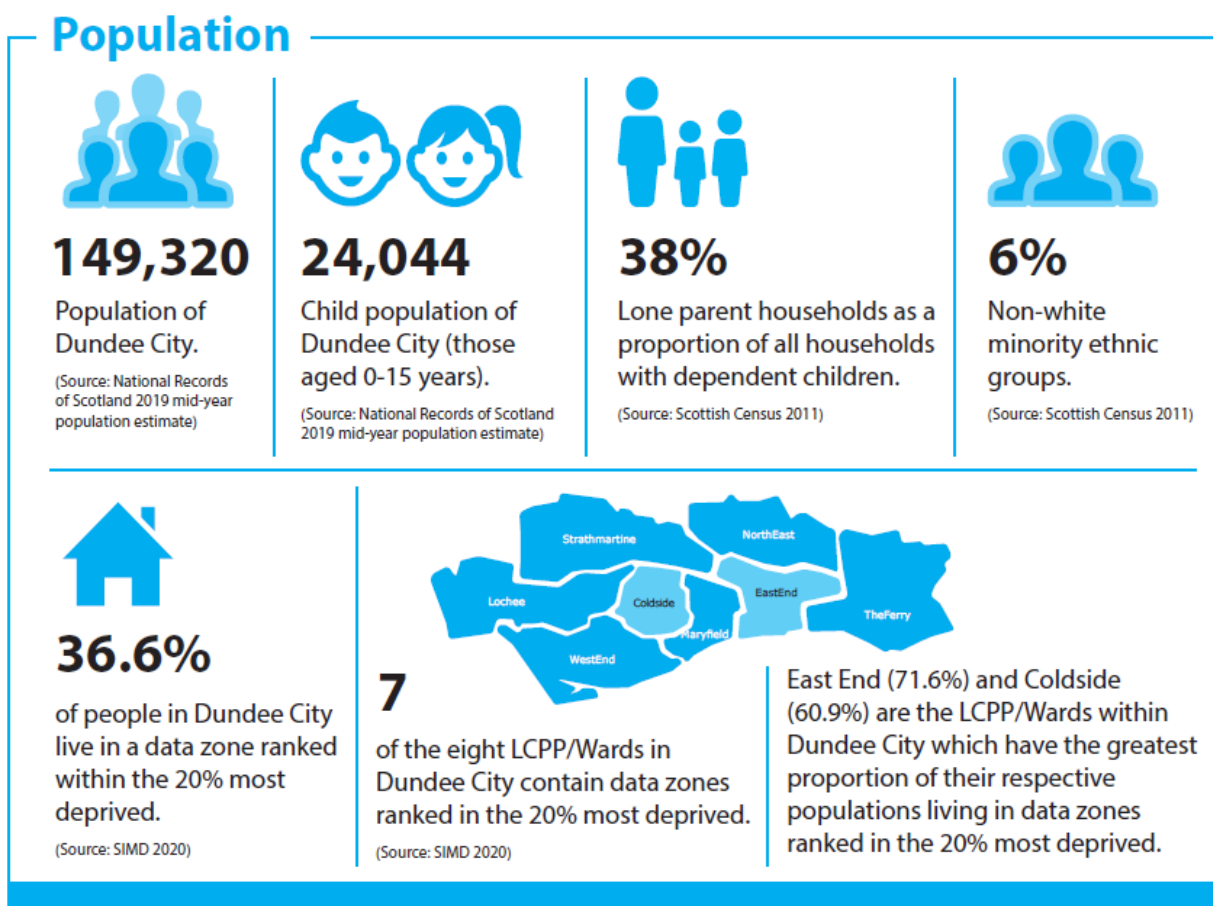
(figure as at 30th September 2020)

## 5. POVERTY AND DEPRIVATION IN DUNDEE

### 5.1 Measuring Inequality in Dundee

5.1.1 The long-term trends relating to levels of poverty in Dundee remain stubbornly consistent over time and the ongoing social, health and economic impact of the COVID-19 will very probably exacerbate these, it is important that we continue to monitor all available evidence. This will enable us to identify the highest priority groups and local issues as well as monitoring progress towards our child poverty targets.

5.1.2 The following summary gives a clear and simple representation of the extent and range of anti-poverty challenges families and communities in Dundee face. A full and detailed fairness/child [poverty profile](#) for Dundee can be found at the Dundee Partnership website.



## Attainment and Child Poverty



**27%**

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

(Source: End Child Poverty 2019 data. Published 2020)



**30.1%**

of children in Dundee live in families with limited resources after housing costs.

(Source: Scottish Government Children in Families with Limited Resources Across Scotland 2014-2017)



**463**

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

(Source: Scottish Government – Child Social Work Statistics 2018/19)

**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%), Collieston (64.3%) and Lochee (54.9%) live in a data zone ranked in the 20% most deprived.



**85.8%**

of school leavers attaining literacy and numeracy at SCQF level 4.

(Source: Insight 2019)

**58.7%**

of school leavers attaining literacy and numeracy at SCQF level 5.

## Work and Wages



**13.5%**

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

(Source: 2019 Annual Survey of Hours and Earnings)



**£543.3**

Gross median weekly earnings for full time workers in Dundee City in 2019.

(Source: 2019 Annual Survey of Hours and Earnings)



**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)



**13,500**

workless households in Dundee City during January – December 2019, this represents a figure of 25.3%.

(Source: ONS Annual Population Survey)



**16%**

Youth Unemployment Rate (Aged 16 to 24).

(Source: NOMIS ONS Annual Population Survey 2019)



**68.6%**

of people aged 16-64 and economically active in Dundee City were in employment during January – December 2019.

(Source: Nomis ONS Annual Population Survey)

## 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)

**81.3%**



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

(DCC Annual Citizens Survey 2019)

**28.2%**



of primary 4-7 pupils on the school roll in Dundee City were registered for free school meals.

(Source: Scottish Government Healthy Living Survey 2020)

**5134 (21%)**



of children aged under 16 years are living in relative low income families.

(Source: HMRC – Children in low income families 2018/19 provisional figures )

## 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)



**6547**

Food vouchers issued from Foodbanks.

(Source: Dundee Foodbank 2019)



**4998**

children fed via the Foodbank Vouchers.

(Source: Dundee Foodbank 2019)

**32%**



Employment rate for those with a disability.

(Source: ONS Annual Population Survey 2017)



## Health and Inequalities



**19yrs** or under

**4.6%**

Births where mother is aged 19 or under in Dundee City.

(Source: National Records of Scotland – Birth Time Series Data 2019)



**77%**

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

(Source: DCC Annual Citizens Survey 2019)



**33%**

Adults with a limiting long-term physical or mental health condition/illness.

(Source: Scotpho 2018)

**11.3%**

Children at risk of being obese. (Source: ISD 2019)



**79.48 yrs**

Female life expectancy at birth.

(Source: National Records of Scotland Life Expectancy in Scotland 2017-2019)



**73.92 yrs**

Male life expectancy at birth.

## Housing and Communities



**32%**

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

(Source: Scottish Government, Scottish House Condition Survey LA Data 2016-2018)



**245**

households in temporary accommodation in Dundee City.

(Source: Scottish Government Homelessness in Scotland 2019-2020 - as at 31st March 2020)



**185**

children living in temporary accommodation in Dundee City.



**65**

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



**£575**

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

(Source: Scottish Government, Private Rent Statistics Scotland 2010 to 2019, Dundee and Angus Broad Rental Market Statistics)

**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)



## 5.2 Scottish Index of Multiple Deprivation 2020/ Child Poverty 2018

5.2.1 The 2020 Scottish Index of Multiple Deprivation confirmed the high levels of poverty, social and material deprivation that exist across the city and concentrated in our community regeneration areas. A [full briefing on SIMD 2020 results for the city](#) is available on the Dundee Partnership 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 and for smaller community areas within these areas are available [here](#)

5.2.2 A summary of the data zones ranked in the 20% most deprived in the original and revised SIMD is shown below:

Most Deprived Rankings	SIMD 2020 Original	SIMD 2020 Revised
No. Data Zones Ranked in 5% Most Deprived	22 (22 ranked in Vigintile 1)	21 (21 ranked in Vigintile 1)
No. Data Zones Ranked in 10% Most Deprived	43 (21 ranked in Vigintile 2)	45 (24 ranked in Vigintile 2)
No. Data Zones Ranked in 15% Most Deprived	58 (15 ranked in Vigintile 3)	59 (14 ranked in Vigintile 3)
No. Data Zones Ranked in 20% Most Deprived	<b>72</b> (14 ranked in Vigintile 4)	<b>70</b> (11 ranked in Vigintile 4)

5.2.3 In relation to Child poverty, the 2020 Scottish Index of Multiple Deprivation also 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.

5.2.4 Further 2019 child poverty estimates by the Child Poverty Action Group (October 2020) show that 27.3% of children in Dundee are living in poverty in comparison to 24% across Scotland. 23.2% of children in Dundee live in a low-income household in comparison to 16.8% in Scotland overall. The table below outlines the trends over recent years for Child Poverty rates, after housing costs, across Dundee and Scotland.

	2015	2016	2017	2018	2019
<b>Dundee</b>	25%	26%	27%	27%	27%
<b>Scotland</b>	22%	23%	24%	24%	24%

Source: End Child Poverty, October 2020, <https://www.endchildpoverty.org.uk/child-poverty-in-your-area-201415-201819>

5.2.5 The following table shows that increases occurred in 6 electoral wards between 2016 and 2018 with Coldside and Maryfield seeing increases of 8.8% and 10% respectively. The North East and West End also experienced increases of over 5%.

	2016	2017	2018	% Change 2016-2018
<b>East End</b>	34.5%	36.1%	35.0%	0.5%
<b>Coldside</b>	32.2%	32.8%	41.0%	8.8%
<b>Maryfield</b>	29.7%	34.5%	40.0%	10.3%
<b>Lochee</b>	29.6%	28.3%	29.0%	-0.6%
<b>North East</b>	28.9%	27.1%	36.0%	7.1%
<b>Strathmartine</b>	26.6%	29.9%	28.0%	1.4%
<b>West End</b>	23.8%	24.1%	31.0%	7.2%
<b>The Ferry</b>	13.1%	12.3%	11.0%	-2.1%
<b>Dundee</b>	<b>26%</b>	<b>27%</b>	<b>27%</b>	1%

Source: Child Poverty Action Group <http://www.endchildpoverty.org.uk/poverty-in-your-area-2018/>

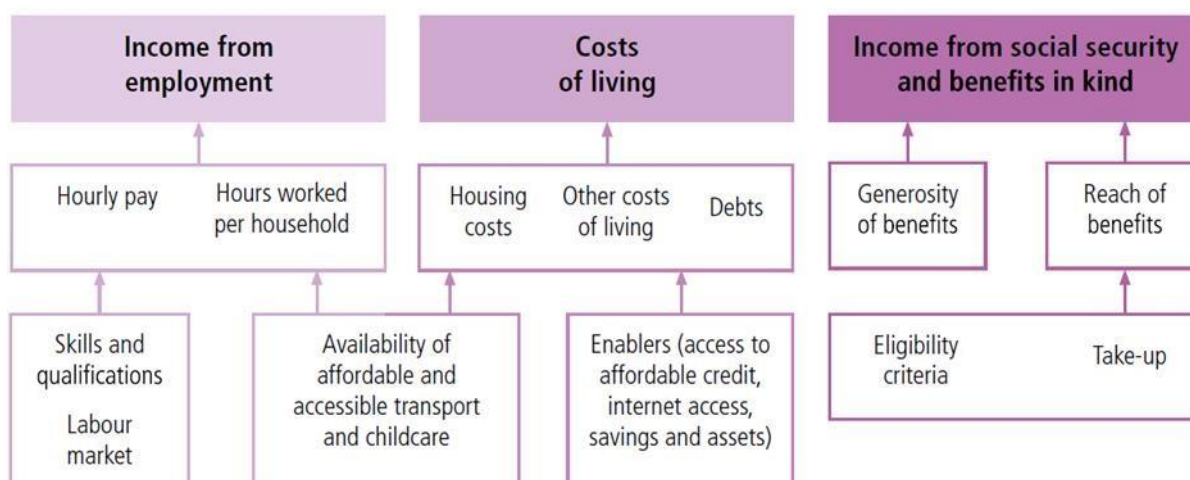
Note that Child Poverty Statistics at Ward level are not available as yet for 2018/2019,

## 6. DELIVERING ON THE DUNDEE FAIRNESS ACTION PLAN

- 6.1 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 27%. Our efforts will be 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 in recent months by COVID-19.

<b>Dundee Fairness and Child Poverty Outcomes 2020-22</b>			
<b>Overarching Outcome - Our city will experience less household and child poverty</b>			
<b>Attainment and Child Poverty</b>	Reduce the poverty-related attainment gap		
<b>Work and Wages</b>	Increase wage levels and Scottish Living Wage Accreditation	Increase learning, skills and employment opportunities for people in poverty	Reduce persistent and rising levels of unemployment and underemployment
<b>Benefits and Advice</b>	Maximise income from social security and benefits in kind,	Reduce household costs, debt and fuel poverty	
<b>Social Inclusion and Stigma</b>	Increase social and digital inclusion,	Reduce stigma and discrimination of people living in poverty and people with protected characteristics	Improve resilience, aspirations and purpose for people in poverty
<b>Health Inequalities</b>	Reduce health gaps caused by social inequality	Improve physical and mental health and wellbeing for people in poverty	Reduce causes and consequences of substance use
<b>Housing and Communities</b>	Build social capital, connectedness and trust in disadvantaged communities	Promote safe and supportive environments at home, at work and in the community	Ensure access to basic human necessities including food, heat, medicine and hygiene products

- 6.2 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 three key areas which have been proven to impact on reducing child poverty, shown in the diagram below.



- 6.3 Our local actions will help to achieve this in a variety of ways and details on the performance achieved are included in section 8 – where we measure progress on key indicators, and in appendix 2 – where we detail the action we have taken over the last 18 months These actions include, but are not limited to;
- Income from Employment, employability training for specific growth sectors and for young people, bringing better jobs to the city, encouraging payment of the Scottish Living Wage to all staff, providing in-work support
  - Cost of living; working with private sector landlords, reducing the cost of the school day, provision of free childcare for three- and four-year olds, increasing availability of low-cost credit via Discovery Credit Union, debt reduction with help from the financial advice sector
  - Income from social security and benefits in kind; through a new Advice Strategy, campaigning for a Citizens’ Basic Income, maximising uptake of free school meals, school clothing grants and Education Maintenance Allowance
- 6.4 Additional issues emerging from the COVID-19 lockdown will be incorporated into the revised Fairness and Child Poverty Plan. These will include access to emergency food and medicine, escalating unemployment and employability, digital inclusion, access to benefits and advice, rising household debt, and poor mental health and wellbeing. 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, Scottish self-isolation payment, Child Winter Heating Allowance and options to support those who are destitute due to having No Recourse to Public Funds.
- 6.5 A clear direction of travel and support to assist in local measures are contained in the recently published Programme for Government with commitments addressing additional childcare, digital inclusion, additional support to close poverty related attainment gap, young person’s guarantee programme for 16-24 year olds, national training transition fund, and a funding to the Parental Employability Support Fund for disabled, young and ethnic minority parents, reaffirming the commitment of Scottish and Local Government to *No One Left Behind*, the Energy Transition Fund , the Tenants Hardship Loan Fund and support to help digitally excluded people get online.
- 6.6 Taken together, these will form the basis of a revised Fairness and Child Poverty Action that will subsequently be prepared for the Dundee Partnership and Dundee City Council. This will be the means by which the city will respond to the Accounts Commission recommendation to *“move even faster to address complex and deep-rooted problems such as poverty, inequality and the highest level of drug-related deaths for a city in Scotland.”*

## 7. SIGNIFICANT FAIRNESS DEVELOPMENTS AND ACTION

7.1 In the eight years since the Dundee Partnership adopted its first Fairness Action Plan, it has maintained a focus on a number of significant developments. These are highlighted in each annual report as we believe that they offer the potential to underpin measures to reduce the poverty and deprivation seen in our communities.

### 7.2 Dundee Fairness Commission

7.2.1 In moving towards social and economic recovery, it is crucial that actions are properly informed and jointly developed by people with long-term experience of deprivation and the more recent impact of COVID-19. Glasgow Centre for Population Health has asserted that recovery can build on asset-based approaches and ways of working, participatory budgeting and community resilience. Their key overarching message, however, is that *for community recovery approaches to be effective and transformational, their design and delivery must clearly incorporate the views, insights and wisdom of community members and those identified as having additional vulnerability to COVID-19.*

7.2.2 The Dundee Fairness Commission is the primary vehicle in the city that facilitates this crucial input. Community Commissioners have been supported during the COVID-19 lockdown and have now reconvened in virtual meetings. Supported by Faith in Community Dundee, they are working alongside community members of the previous Fairness Commission to capture the way that lockdown has already impacted on families and households on low incomes. Since the beginning of the pandemic, community commissioners have virtually met with, and influenced discussions with Scottish Government ministers, the Social Renewal Advisory Board, the Joseph Rowntree Foundation, Social Security Scotland and the Scottish Leaders Forum Action Group on Child Poverty.

7.2.3 Earlier this year the Commission established three working groups of Community and Civic Commissioners to investigate critical issues further. They will focus on three priority areas that address long standing concerns that have been exacerbated by the COVID-19 pandemic – access to food and fuel; levels of poor mental health and wellbeing; and financial and social impact for people with physical disabilities. They are scheduled to present their recommendations to the Partnership and the Council in March 2021. Thereafter, their work will aim to provide lived experience input to recovery and renewal process to develop new policies, services and processes. Members of previous commissions have established an independent anti-poverty campaigning group for the city. They have recently secured charitable status and can now further develop their purpose and activities.

7.2.4 The work of the Dundee Fairness Commission is at the heart of the reshaping of Dundee's Fairness Strategy and Action Plan that is due to be completed in 2021. The new strategy will clearly set out the future role of the Commission and the importance that will be placed on its recommendations. Although we may have to find new ways to reach all of our stakeholders, the Dundee Partnership will support the Fairness Commissioners to take their experience and recommendations to the most influential local bodies and request an opportunity to share them with Scottish Government ministers.

7.2.5 The revised Fairness Strategy will build on the work done to improve established outcomes set out in our original framework and expand to reflect the new, severe challenges caused by COVID including digital inequalities, access to emergency food and medicine and escalating household debt.

### 7.3 Cost of the School Day (CoSD)

7.3.1 The commissioned work in Dundee schools facilitated by Child Poverty Action Group Scotland concluded at the end of March 2020. Throughout the time of the project, teaching staff and support staff accessed a variety of CLPL events highlighting the impact of poverty on pupils and families. The practice network events for school leads provided many great examples of how colleagues were addressing these identified barriers.

7.3.2 All Primary and Secondary schools have now identified a CoSD lead and each school has an Action Plan ensuring that, at the very minimum, practice in school addresses the 4 Statements of Intent agreed by Dundee City Council in 2018. Plans show that schools have introduced more than 200 interventions. Schools continue to make good use of Pupil Equity Funding to help reduce costs and secure equity.

Cost Barrier	No of actions Primary	No of actions Secondary	Total
Uniform	28	6	34
Breakfast	29	8	37
Trips	28	8	36
Learning in school	5	6	11
Learning at home	9	2	11
Fun Events / fundraising	26	4	30
Lunchtime	14	5	19
Travel	3	1	4
Clubs	5	1	6
Attitudes to poverty	10	2	12
Support for families	13	2	15
Total	170	45	215

- 7.3.3 At the beginning of each session Cost of the School Day forms an integral part of the mandatory Equalities and Inclusion presentation that HTs are expected to deliver to all staff. Collated examples from the shared practice events are available to schools as examples of successful interventions. In addition, an e-learning module has been developed. This has been shared with schools and staff were encouraged to complete it during lockdown.
- 7.3.4 Going forward, and without the additional support from CPAG Scotland, CoSD will continue to be central to all that is offered in school. Cost of the School Day Guidance for Dundee Schools has been produced. Schools will continue to have a CoSD Action Plan and a city-wide steering group will continue to meet regularly to review and support the progress and impact of interventions at school and city level. It was hoped to establish Cluster or locality CoSD groups but the restrictions brought about by Covid-19 have resulted in this being temporarily postponed.
- 7.3.5 When schools closed in March 2020, as a result of Covid-19, the Cost of the School Day took on a different emphasis in that schools had to mitigate against home-learning becoming cost prohibitive. Schools worked hard to ensure that all pupils were able to access learning. Where IT was an issue some schools allowed families to borrow hardware whilst others distributed re-conditioned laptops and tablets. 3<sup>rd</sup> sector partners supported in a similar way by donating tablets, laptops and data packages. If accessing IT was not possible home learning packs were distributed by school staff. Regular food parcels were delivered where necessary whilst teachers and support staff maintained regular contact with 'vulnerable' families. Schools used their own social media (e.g. Twitter and School App) to update families and remind them of grant application deadlines.
- 7.3.6 Some Dundee families and young people responded to CPAG's 'The Cost of Learning in Lockdown' survey (<https://cpag.org.uk/policy-and-campaigns/report/cost-learning-lockdown-family-experiences-school-closures>) Positive comments from the report, with regard to Free School Meals and having regular contact with schools include:
- "I can buy food from anywhere for them because I am not restricted in any way of how and where I spend the money. I can make a little go a long way." (Lone parent of three children, Dundee)*
- "No extra expense travelling to receive meal or [spend] voucher. Also stops others knowing and saves my child embarrassment." (Mum of young man aged 16, Dundee)*
- "Primary school's family support worker set up a family support page on Facebook to share information, and check in, it's been great to see that we are not alone." (Mum of three children, Dundee)*
- 7.3.7 The work in Dundee has been shared nationally. The lead Education Officer was asked to present at the Practice Network in June, highlighting what was working well in Dundee schools through lockdown and examples from the collated Shared Practice document have been included in a new resource for schools produced by CPAG at the start of the 2020/21 term.

7.3.8 Complementing the COSD work, additional support has been provided to children and families. In response to digital exclusion, over 2,000 devices have been distributed to enable engagement with learning. Free school meal payments over the COVID-19 period have been made to parents enabling them to respond flexibly to the needs of their children. The families of 6,857 children & young people received weekly payments Particular attention and assistance has been targeted towards larger families who are more likely to experience financial hardship and social pressures.

#### 7.4 **Alcohol & Drug Partnership – Action Plan for Change**

7.4.1 The Substance Use Action Plan for Change was developed as a response to the report and recommendations made by the Dundee Independent Drugs Commission, and was adopted by the Dundee Partnership in December 2019. The plan contains twelve key priorities addressing specifically the substance use issues highlighted within the report from the Dundee Drugs Commission, several of which strongly link to issues around to fairness. These include; tackling stigma, supporting children and families, providing a person centered & comprehensive model of care, ensuring that gendered approaches are considered in all activities, and being informed by lived experience.

7.4.2 Covid-19 and the associated lockdown has led to sudden, large changes in the availability of services and delivery of them. From the 26<sup>th</sup> March, weekly multi-agency conference calls have been held to ensure effective communication to support the ongoing delivery of the Action Plan. This has led to immediate and flexible responses to emerging issues; joint outreach work; a greater focus on multi-agency sharing of risk, support & responsibility; increased sharing of information; and increased openness & trust between agencies. As of September 2020, the ADP has been looking at which developments should be adopted for the long-term.

#### 7.5 **Dundee Food Insecurity Network**

7.5.1 As Covid19 became more serious across the UK, it was recognised that the pandemic would not only have an impact on people already struggling on low incomes but it would also push more people into poverty. In response, Faith in the Community Dundee (FiCD) brought together 24 local grassroots and small community-based projects from across the city along with Senior Managers from Dundee City Council and Dundee Volunteer and Voluntary Action to form the Dundee Food Insecurity Network.

7.5.2 Having secured funding from the Scottish Government in partnership with Dundee City Council, Dundee Volunteer and Voluntary Action and Abertay Housing Association, the network distributed £10,000 per week of core food stock to these projects during the lock down period (June to September 2020). Emergency food was distributed to an average of 4,500 people facing food emergency/insecurity each week. Additional funding for fresh and essential food supply was also secured from The Northwood Trust, The Alex Ferry Foundation and NHS Tayside Innovation Fund. The network received crucial supply and distribution support from Fareshare and Alexander Community Development.

7.5.3 As well as providing food to individuals and families using the projects, money advice leaflets were also distributed within food parcels to make service users aware of the financial assistance that they may be entitled to receive.

7.5.4 This partnership approach is to continue and arrangements are in place to offer access to emergency food where it is needed as the city emerges from the COVID-19 crisis. The results of a recent survey undertaken by the network will raise awareness of partners and agencies who can use them to shape their recovery plans.

7.5.5 Plans are in place to augment the provision of emergency food with local access to income maximisation (see 7.6 below) and help to secure employment. An initial pilot for an employability project is currently being initiated.

#### 7.6 **New Advice Strategy for Dundee**

7.6.1 Partners from the Council, Brooksbank Centre and Citizens Advice Bureau have been developing a new joint advice strategy. The steering group tasked with this has been expanded to include Shelter and Dundee North Law Centre. Understandably, the Covid 19 pandemic has significantly impacted on the provision of advice in the city by limiting access to venues and face to face support. Lessons have also been learned from Shielding/local Covid outbreaks and the suspension of many health services. As a result, the strategy is currently being redrafted in light of the pandemic's impact and the need to redesign services accordingly.

7.6.2 In the meantime, additional debt management advice capacity is being resourced in the Brooksbank Centre and at Dundee Citizens Advice Bureau. This is being met from the £100k allocated in the

2020/21 revenue budget to aid the implementation of key issues identified by the Dundee Fairness Commission.

- 7.6.3 For the last financial year, approximately £15 million was generated from income maximisation support. This is expected to increase during 2020/21 due to the ongoing economic impact of the pandemic.

## **7. NHS Tayside and Financial Inclusion**

### **7.7.1 Nursing Documentation & Pathways**

7.7.2 The inpatient adult nursing documentation has been reviewed to embed financial inclusion and employability questions as part of routine assessment and at point of discharge. A universal referral pathway and referral form has been established to support health professionals to raise the question and refer the person to a single point of contact (money advice & employability services). This service will be applicable across Tayside, and a reporting and outcome framework will be developed to report on the progress of this work. An education and training programme has been developed by Public Health and this will be rolled out across services over the next 12 months.

7.7.3 Over this period, Public Health colleagues will work with lead health professionals to raise awareness of the new pathways and to work across the system, so that financial inclusion and employability questions are incorporated into standard practice. A rolling programme will be developed with the support of colleagues in Public Health and with partners and service providers who are located within the multi-agency Advice Centre in Ninewells.

7.7.4 Service providers will continue to deliver face-to-face support within the Advice Centre. However, it is expected that the Advice Centre in future will offer a blended approach for clients; either offering one-to-one appointments in person or utilising public access telehealth systems within the Centre to offer virtual appointments with services. As public acceptance for remote consultations has increased since lockdown and service providers have shifted much of their client-based activity online, it is timely for the Advice Centre to recognise this trend, take forward an approach that links to the organisation's digital strategy whilst giving consideration limitations of digital deprivation.

7.7.5 A digital development plan is also being drafted for the health information points managed by Public Health to allow for further integration of health and financial wellbeing advice. Benefits of this plan will include more efficient use of staff resource by reducing the need for travel across multiple sites by advice service staff and providing more access points to service users.

### **7.7.6 Income maximisation in health settings**

7.7.7 The Scottish Government provided the 14 regional boards with a total of £250k each year in 2018/19 and 2019-20 to support the creation and maintenance of formal referral routes between NHS early years workforce and money/welfare advice services. The funding could be used to:

- Create local capacity in Health Boards to establish or enhance referral pathways
- Plan and deliver training on child poverty, money matters and referral pathways for universal maternity and health visiting workforce
- Development of formal referral pathways (including consideration of electronic referrals)
- Negotiate additional capacity with local advice services

### **7.7.8 Midwife Pilot Project Dec 2019 to Aug 2020**

7.7.9 Public Health colleagues have been working closely with Maternity Services and Welfare Rights in Angus to raise the issue of money to pregnant women who they come into contact with. So far, the 40 referrals made to the Welfare Rights Team has generated approx. £240,000 in 9 months for pregnant women and their families in the form of various benefits and Best Start grants. The pilot has 3 months left to run but it's important to note that the pilot has been interrupted by Covid19. Therefore, the potential to upscale this across Tayside is very promising. The feedback from colleagues delivering this work for pregnant women has been very positive

### **7.7.10 Electronic referrals to advice services via Badgernet**

7.7.11 Public Health colleagues are in the planning stage with Maternity, the improvement service and advice services to roll-out financial inclusion support across midwifery and health visiting services. Another year of Scottish Government funding (£20K) will be used to employ a midwife on secondment to work



closely with Public Health & Advice Services, to support the roll-out, including developing training materials, protocols, reports and monthly training by Public health and Advice Services colleagues.

7.7.12 The main mechanism for generating referrals will be via Badgernet, which is a mobile phone app that pregnant women are assigned to at the start of their pregnancy which replaces paper notes. The new app system will enable electronic referrals to be sent directly to advice services across Tayside. This will reduce the time it takes for midwives to complete paperwork in a busy first appointment.

#### 7.7.13 **Connecting Scotland – Health**

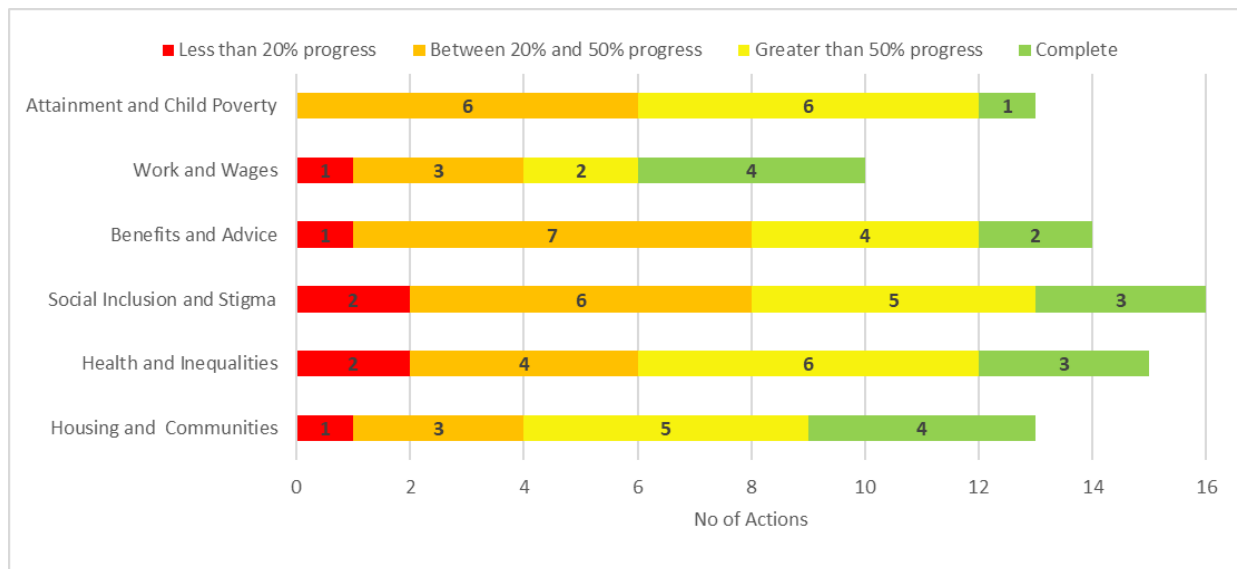
7.7.14 The Connecting Scotland project is a new initiative funded by Scottish Government to tackle digital deprivation in response to Coronavirus. The project provides digital devices including personal WIFI to beneficiaries along with basic digital support delivered by Digital Champion volunteers. Beneficiaries of devices and support are identified by service providers. Following a successful bid by Public Health for devices in Phase 1 of the project, additional applications has been submitted for Phase 2 with a request for devices to issue in all 3 Tayside localities. Phase 2 of the project aims to reach families and pregnant women who are at risk of isolation and are digitally excluded. Should these applications be successful, the Advice Centre will potentially reach over 30 families with referrals to the project being made from colleagues in midwifery, paediatrics, health visiting and breastfeeding support. Digital inclusion has been found to improve employment opportunities, increase ability and access to cheaper goods and public services and offer more equity in education (reducing the attainment gap).

7.7.15 NHS Tayside volunteers who will be fulfilling the role of digital champions can expect to develop valuable communication skills and the opportunity to complete a free SCQF level 4 training in Digital Inclusion Support. These skills will be an advantage to those volunteering looking to improve their skills for employment.

## 8. DELIVERING FAIRNESS FOR DUNDEE

- 8.1 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.
- 8.2 Each section sets out context setting quotes collected by partners in surveys capturing the lived experience of communities facing long-term poverty and the further impact of COVID-19; new data in relevant performance indicators; estimates of progress achieved on each action plan commitments; and case studies that show how we are putting Fairness into practice. At this time, the performance indicators are presented as a baseline using the most recent data available from the sources identified in each table. These will be developed further in future annual reports to include trend information, interim and long-term targets to track progress towards the 2030 national targets, and benchmarking comparisons with relevant local authorities elsewhere in Scotland.

### 8.3 Overall Annual Progress



### 8.4 Detailed Progress by Fairness Outcome

#### 8.4.1 CHILD POVERTY AND ATTAINMENT

##### 8.4.1A Listening to Lived Experience

*“Primary school’s family support worker set up a family support page on Facebook to share information, and check in, it’s been great to see that we are not alone.” (Mum of three children, Dundee)*

*“My teacher has sent messages every day to my class and set us weekly and daily tasks. When we submit work, [my teacher] always sends me a message to say how well I have done and ask me about how I am and how I am getting on working at home. We can also message other people in our class on Google classroom and comment on other people’s posts.” (Boy aged 9, Dundee)*

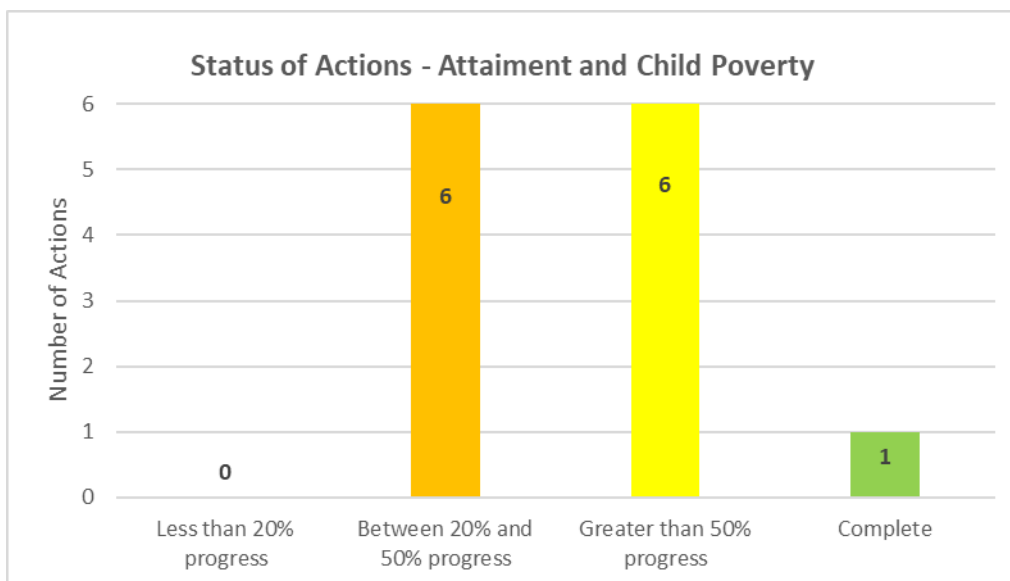
*“I worked in a community support centre leaving my 14-year-old daughter home alone during lockdown. She didn’t qualify to attend school due to her age. This had a detrimental effect on her mental health.”*

##### 8.4.1B Measuring Our Progress – Performance Indicators

Children in poverty after housing costs (Source: Child Poverty Action Group – Poverty in your area 2017/18)	27%
Children who live within the 20% most deprived data zones (Source: Scottish Government SIMD 2020)	43.8%
Looked after children in Dundee (Source: Scottish Government, Child Social Work Statistics 2018/19)	1.7%
Children in families with limited resources after housing costs (Source: Scottish Government – Children in Families with Limited Resources Across Scotland 2014-2017)	30.1%

% of school leavers attaining literacy and numeracy at SCQF level 4 (Source: Insights 2019)	85.8%
% of school leavers attaining literacy and numeracy at SCQF level 5 (Source: Insights 2019)	58.7%

#### 8.4.1C Measuring our Progress – Action Taken



The following action has been completed:

- **Deliver a Breakthrough Mentoring Programme for Looked After Children in schools**

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

<b>Actions in the Plan – Attainment and Child Poverty</b>	<b>Progress %</b>
Accelerated closure of the poverty attainment gap	30%
Improved pupil attendance within primary and secondary sector	20%
Reduce levels of exclusion across primary and secondary sector	50%
Implement the recommendations of the cost of school day research and pledges	70%
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	75%
Provide 1140 hours of Early Learning and Child Care for Every 3, 4 and Vulnerable 2-year-old	94%
Establish Holiday Programmes to ensure targeted families have access to free food and activities during the school holidays	40%
Implement 365 community-based schools/campus model of education and support	25%
Implement CELCIS Programme addressing neglect and enhancing wellbeing	40%
Deliver the Big Noise Programme in Douglas	75%
Implement an, Eat, Play and Learn Well Pilot	60%
Ensure all schools implement the guidance on the provision of sanitary products during term-time, weekends and school holidays	77%

## 8.4.1D Putting Fairness into Practice – Case Studies

### Cost of the School Day – Swift Reaction to Covid-19 and School Closures

When schools closed in March 2020 as a result of Covid-19, Cost of the School Day activity took on a different emphasis to mitigate against home-learning becoming cost prohibitive.

Schools worked hard to ensure that all pupils were able to access learning. Where IT was an issue some schools allowed families to borrow hardware whilst others distributed reconditioned laptops and tablets. Third Sector partners also supported families by donating tablets, laptops and data packages. Where accessing IT was not possible, home learning packs were distributed by school staff.

Regular food parcels were delivered where necessary whilst teachers and support staff maintained regular contact with vulnerable families. Schools used their own social media (e.g. Twitter and School App) to update families and remind them of grant application deadlines.

Some Dundee families and young people responded to CPAG's survey 'The Cost of Learning in Lockdown, which led to publication of a [detailed report](#). Comments like the one that follows show the additional need identified, and increased the importance of reducing costs associated with learning.

*"We're struggling as my husband is a key worker and I have been made furloughed on only 80 per cent. This has been a massive hit on us as kids are eating more with being at home. Struggling to pay all credit card bills etc., with zero support as (we are) not entitled to it." (Mum of two children, Dundee)*

With the issue of additional costs of food highlighted as causing additional strain on family resources, measures were taken to get additional funds to families eligible for free school meals. This was in the form of cash payments rather than vouchers and led to positive responses from parents, including;

*"I can buy food from anywhere for them because I am not restricted in any way of how and where I spend the money. I can make a little go a long way." (Lone parent of three children, Dundee)*

*"No extra expense travelling to receive meal or [spend] voucher. Also stops others knowing and saves my child embarrassment." (Mum of young man aged 16, Dundee)*

*"Not everyone can get out to collect packed lunches and if you are self-isolating then you can do food shop online with it being in the bank if there are any deliveries available." (Mum of two children, Dundee)*

### Maximising Educational Attainment Through Better School Attendance

Mental health & wellbeing is a key component to attainment, with poor mental health & wellbeing contributing to the attainment gap. Within Dundee's schools, a range of actions are being taken to help minimise this gap, and one of these is Anxiety in Motion (AIM).

AIM is a collaborative, community-based education programme that is targeted at S1-S2 pupils with chronic non-attendance associated with emotional and/or mental health & wellbeing concerns that impact on their wider development. It is delivered by a mix of DCC Children & Families staff, and the NHS's Children and Adolescent Mental Health Service.

Alongside this operates the AIM in Schools Project, developed in partnership with the NHS by The Corner. It employs eight Health & Wellbeing Workers to work with S3-S6 pupils across Dundee's Secondary Schools. As of March 2020, the number of pupils being worked with exceeded thirty, with capacity being developed to work with up to fifty in the future. The support given for their mental health helps pupils to improve their school attendance and their overall sense of wellbeing. In turn this leads to better outcomes and positive destinations for those leaving school. One such destination is Dundee & Angus College, where the 'AIM Further' transition course helps pupils to develop the key life skills needed to enter into Further Education.

During 2019, the benefits of AIM were recognised with a Bronze in NHS Tayside's Star Awards' Innovation in Practice category. More recently, in August 2020, ASDA Kirkton complemented AIM's work by providing wellbeing packs for the pupils involved.

## 8.4.2 WORK AND WAGES

### 8.4.2A Listening to Lived Experience

*"I do not think that I will be able to find work and the anxiety of dwindling finances is difficult."*

*"I'm concerned about applying for jobs, the market was scarce prior to covid and is even worse now"*

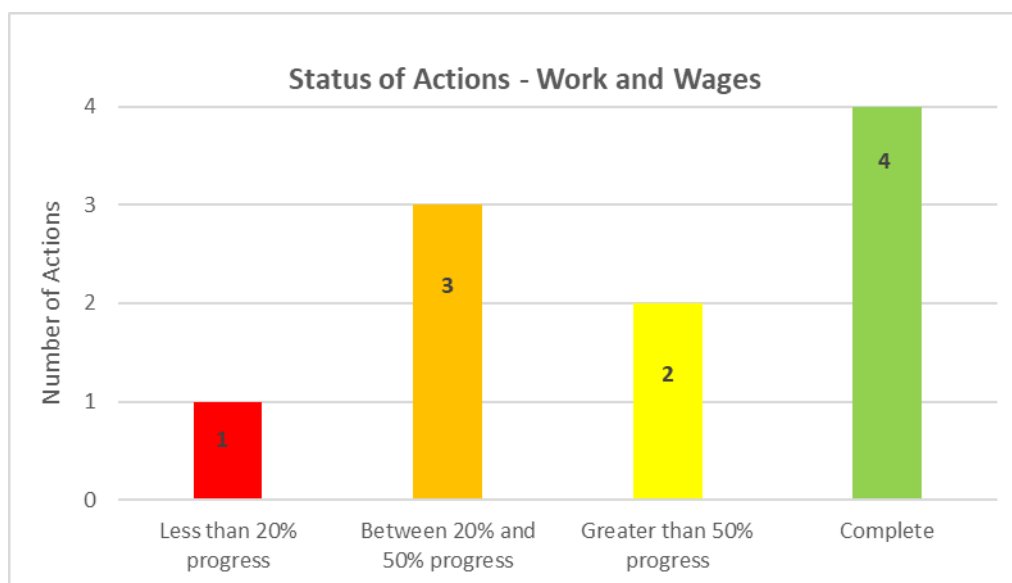
*"I feel like I am being pushed into jobs that I cannot do due to my chronic fatigue and they threaten to cut my benefit off"*

*"My partner lost his job and the financial impact that will have on us as a family is huge."*

### 8.4.2B. Measuring Our Progress – Performance Indicators

Employees aged 18+ in Dundee City were earning less than the living wage (Source: ONS Annual Survey of Hours and Earnings 2019)	13.5%
Gross median weekly earnings for full time workers in Dundee City (Source: ONS Annual Survey of Hours and Earnings 2019)	£543
Population living in the 20% most income deprived data zones (Source: Scottish Government SIMD 2020)	36.6%
Workless households in Dundee City (Source: ONS Annual Population Survey 2019)	25.3%
Youth Unemployment Rate (Aged 16 to 24) (Source: NOMIS ONS Annual Population Survey 2019)	16%
Employment opportunities provided by the Youth Employment Service (Source: Dundee City Council, Corporate Services)	383

### 8.4.2C Measuring our Progress - Action Taken



The following actions have been completed:

- Develop Discover Work Employability Challenge Fund Pathway which will enable people to progress into better paid employment and tackle in-work poverty
- Increase the number of young people benefiting from, and taking part in, Dundee and Angus College's Child Poverty Project
- Establish an Employability Development Network Implementing the Recruit with Conviction Approach
- Develop a single gateway - Scottish Work and Health Service that will provide early support and interventions to those with a health condition or disability who are in work, off sick from work or recently unemployed

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

<b>Actions in the Plan – Work and Wages</b>	<b>Progress %</b>
Develop a programme to reach, engage and provide intensive early support to those most at risk of longer-term unemployment	40%
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	40%
Maximise Community Benefits delivered through Dundee City Council's Procurement (including Scottish Living Wage)	90%
Increase Scottish Living Wage accreditation across Dundee	85%
Promote Payment of Scottish Living Wage in Central Waterfront Locations & Businesses	30%
Work with Employability Service Providers and Employers to Improve Knowledge of Deaf Culture, Available Support and Best Practice.	5%

#### 8.4.2D Putting Fairness into Practice – Case Studies

##### **Dundee & Angus College Employability Interview Videos**

The College has created a series of [short video interviews](#) with a range of customers that the D&A College Employability Team worked with during 2019-20. These were played in DWP offices with the aim of attracting others to engage with support available at the college.

People who have been on employability courses at the college have experienced difficulties such as long-term unemployment, health issues, lack of confidence, and a lack of focus. Courses such as the Employability Programme helped them to overcome these, making them feel valued and to plan their route into / back into work or on to a full-time college course. Other employability courses, like the Healthcare Academy, also included work placements that gave them 'a foot in the door' with the NHS.

#### 8.4.3 BENEFITS AND ADVICE

##### 8.4.3A Listening to Lived Experience

*"Universal Credit payments reduced due to loan repayments restarting"*

*"Had benefits cut, struggle with mental health. Money problems"*

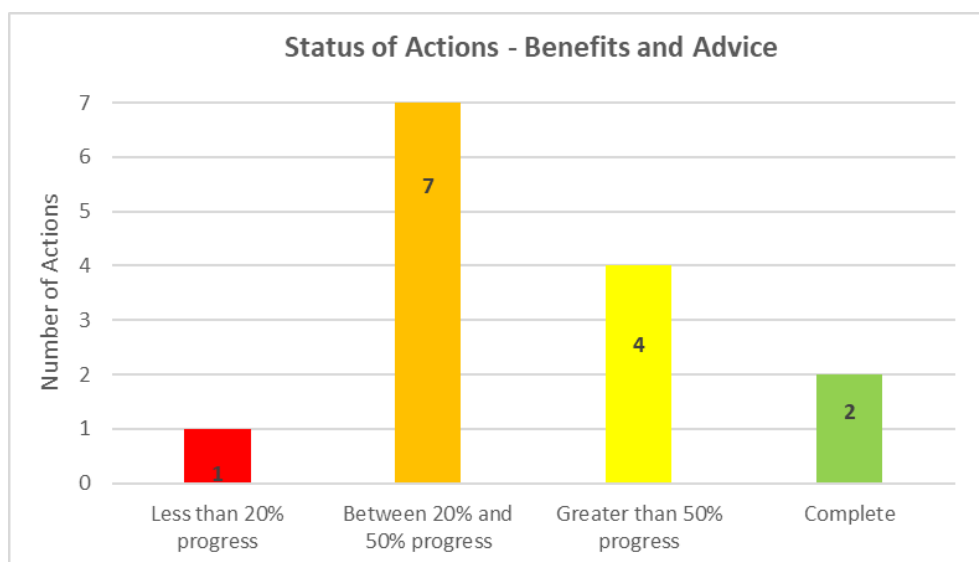
*"I have had to go to soup kitchens with my children"*

*"Worried about my children, don't have finances to buy or cook food. I rely on charitable outlets"*

##### 8.4.3B. Measuring Our Progress – Performance Indicators

Children aged under 16 years are living in relative low-income families (Source: HMRC Children in low income families 2018/19 provisional figures)	21%
Pupils registered for free school meals (Source: Scottish Government Healthy Living Survey 2020)	28.2%
Lone Parents who stated all income was from welfare benefits (Source: Dundee City Council Annual Citizens Survey 2019)	81.3%

### 8.4.3C Measuring our Progress - Action Taken



The following actions have been completed:

- Make a case to participate in the introduction of the Citizens Basic Income Scheme for Scotland
- Maximise take up of school clothing grants, free school meals, Educational Maintenance Allowance and Best Start Grants

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

Actions in the Plan – Benefits and Advice	Progress %
Prepare and implement a new advice strategy for Dundee incorporating the recommendations of the Dundee Fairness Commission	50%
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	50%
Adopt more effective and supportive ways of communicating with clients/tenants about money matters and debt	50%
Examine repeat Scottish Welfare Fund applicants and identify preventative approaches to achieve longer-term solutions	75%
Work in partnership with the Scottish Prison Service (SPS) and Department of Work and Pensions (DWP) to ensure prisoners have access to their appropriate benefits on release	60%
Increase fuel debt write-off cases by 10% through Dundee Energy Efficiency Advice Project	50%
Increase take-up of warm home discounts by 7% through the Dundee Energy Efficiency Advice Project	40%
Provide affordable lending and saving opportunities through Discovery Credit Union	50%
Promote financial capability for school pupils through the Save by The Bell Project	33%
Establish Dundee Funeral Link Service on a longer-term basis	10%
Maximise take up of the new council promoted Respectful Funeral Service Package	75%
Service Improvement Review of discharge planning to address socio-economic concerns	75%

### 8.4.3D Putting Fairness into Practice – Case Studies

#### Welfare Advice in GP Practices

The siting of Welfare Advice within GP practices has been expanded, and now covers eight practices across the city (six covered by DCC Welfare Rights, and two by Brooksbank). This enables the service to be on hand for over 57,000 people. During 2019-20, DCC Welfare Rights staff raised additional income / benefits of £2.8m across the six venues covered, using the equivalent of just over 2 FTE Welfare Rights Officers. This shows that access via GP practices is an exceptionally good return, and a COSLA Gold Award was won as a result. The example below highlights the help given to just one of many people benefiting from this way of working

Jim is a 35-year-old man with both physical and mental health difficulties. He is a patient at a GP surgery where we have an experienced Welfare Rights Adviser. He was in receipt of Disability Living Allowance (DLA) and was invited to claim Personal Independence Payment (PIP). Having been made aware of our service he attended his GP surgery for assistance with his PIP claim. These forms consist of 14 detailed questions on how a person's disabilities affect their day to day life as well as their mobility.

Jim had faced problems throughout his previous claims for disability benefits, however, with the support of the Welfare Rights Adviser in his surgery and direct access to his own GP case notes, he was able to successfully claim PIP and access other financial services through Council Advice Services. All matters were successfully resolved. He reported that he felt more at ease and less stigmatised accessing advice within an environment he knew and was comfortable visiting.

Jim received an award of PIP at the enhanced rate of both components. He stated that normally he finds it difficult to explain his conditions and feels he received this level of award due to the extraction of medical evidence from his records by the Welfare Rights Officer. He stated that he would have found the process much more stressful if he had been forced to access advice services in the city centre through the traditional routes.

#### Delivery of Free Period Products

The Council is committed to tackling period poverty, and during these difficult times it was perhaps more important than ever to make sure people had access to the products they need.

Free period products have been available in schools since autumn 2018, and in October last year products became available in 40 public buildings across Dundee, including community centres, libraries and sports and leisure facilities. With these buildings being closed due to the pandemic, the Council has provided a free, contactless delivery service of period products to citizens across the city.

A dedicated phone line and email address, managed by Council employees, was rapidly set up, and by early April residents were able to place orders directly. All those requesting products have received a three-month supply delivered to their homes by our third sector partner Dundee Volunteer and Voluntary Action.

In the six months from April to September, over 350 households have received a delivery. We have also placed large scale supplies with a number of community initiatives such as the Safe Zone Bus and specialist nurse services.

Feedback from those receiving products has been very positive including:

*Thank you so much for the really quick delivery of sanitary products, what a great service. I really appreciate all of the help I've had during this time, it has made things so much easier for me. I don't think you will be thanked very often so thank you from me and my family!*

*Wow! Got my contactless delivery today. Thank you so much! Wasn't expecting so much - this is a huge help in this current climate!*

*What an amazing amount of supplies I can distribute to my young girls and ladies - heartfelt thanks to you all on behalf of this patient group. Keep up the wonderful work in these difficult times. (Clinical Nurse Specialist with Cystic Fibrosis Service)*

*Many thanks. I received the sanitary pads. This service has been a godsend for me as I struggle with anxiety. Thank you so, so much for the products.*



Due to the positive impact nationally, the Period Products in Schools (Scotland) Regulations 2020 will come into force on the 19th October 2020. This legislation will place a requirement on Education Authorities to make period products available to pupils who need them who are either in attendance at a public school or accommodated in a hostel provided or maintained by them.

Thanks to the successful implementation in most of Dundee’s schools prior to lockdown, only a small number of Primary Schools will need support to ensure that free access to period products will be in place in all schools.

#### 8.4.4 SOCIAL INCLUSION AND STIGMA

##### 8.4.4A Listening to Lived Experience

*“I worry I cannot get info on BSL (British Sign Language) - I need to see people so they help me understand what to do. I worry about masks and not easy communication. I need sign language. I need my social workers there to help me understand”.*

*“My children are embarrassed to bring their friends home, this makes me sad”*

*“Stigma already high around poverty and addictions has increased and makes an already bad situation worse, for me and my peers”*

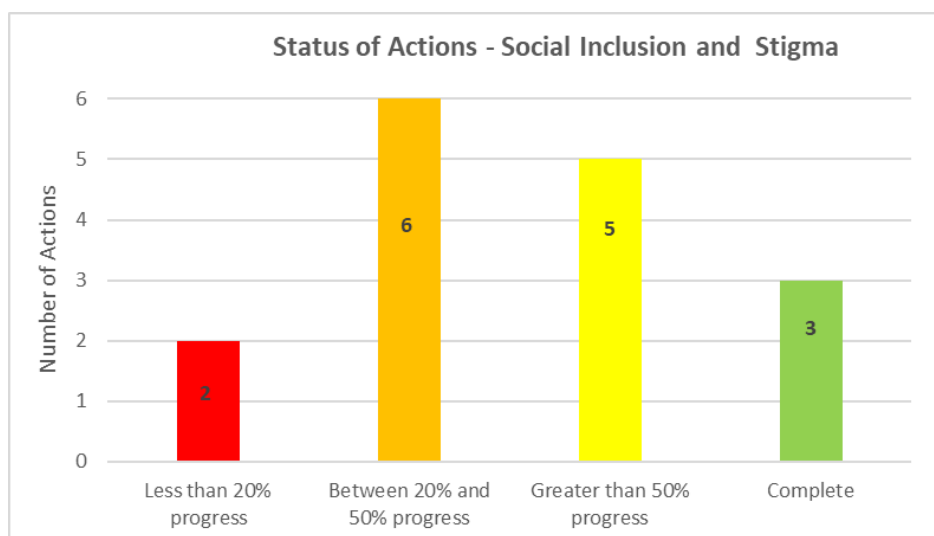
*“Had to pay out for school uniforms as £100 does not cover a teenager school wear from the council x2 and having to buy online is more expensive. Money that had put aside has been spent feeding family over these months of lock down”*

*“The worry of being a single parent with 3 children (1 of the has a disability and 1 severe anxiety) has been heightened by the easing of lockdown. My fear of getting sick and not being able to look after them is having a negative effect on my mental health.”*

##### 8.4.4B. Measuring Our Progress – Performance Indicators

Lone parents stated that they were currently experiencing or had experienced difficulties with the cost of food in the last year (Source: Dundee City Council Annual Citizens Survey 2019)	41.3%
Food vouchers issued from foodbanks in 2019 (Dundee Foodbank 2019)	6547
Children fed via the foodbank vouchers in 2019 (Source: Dundee Foodbank 2019)	4998
Employment rate for those with a disability (Source: ONS Annual Population Survey 2017)	32%

##### 8.4.4C Measuring our Progress - Action Taken



The following actions have been completed:

- Expand Poverty Sensitive Practice Training

- Develop and Implement Recovery Friendly Lochee Initiative
- Involve people with lived experience of food insecurity in decision-making about preventing and responding to financial crisis

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

<b>Actions in the Plan – Social Inclusion and Stigma</b>	<b>Progress %</b>
Implement 2019-22 Fairness Action Plan and produce annual child poverty delivery reports	80%
Facilitate third Dundee Fairness Commission and present report and recommendations	75%
Establish Fairness Leadership Panel	50%
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	50%
Launch a new public campaign for a #FairerDundee with new, positive anti-poverty messages and non-stigmatising stories	30%
Develop a joint campaign with local media to challenge and change public perceptions	75%
Undertake research to understand the stigma and challenges experienced by people struggling against in-work poverty	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	60%
Offer Poverty Sensitive Training to NHS midwifery and health visiting staff	0%
Expand the awareness of Impact of Poverty Training delivered by NHS Tayside in partnership with DCC Welfare Rights Team	0%
Review and co-ordinate local activity to tackle loneliness and social exclusion	35%
Identify measures to reduce street begging	25%
Work with the Scottish Prison Service to develop a Community Custody Unit (CCU) for Women	45%

#### 8.4.4D Putting Fairness into Practice – Case Studies

##### **Cost of the School Day – Active Schools and Removal of Charges**

Active Schools provide a wide range of after school and lunchtime physical and sport activities for pupils in both Primary and Secondary Schools. An audit in session 18/19 identified an inconsistent approach to charges for these activities with some schools charging for all activities and some charging for none of them. Following on from this, it was agreed that, wherever possible, the extra-curricular activities offered should have as little cost as possible for families to enable inclusion of all who would want to take part.

A planned phasing out of all costs associated with sport and clubs was scheduled to conclude by April 2020 thus ensuring all school sport and physical activity is provided free for all pupils to take part in, whether before school, at lunchtime or after school (3pm -5pm). While covid-19 has delayed the full introduction of this policy (currently no extra-curricular activities are being offered in school), Active Schools are working with Head Teachers and providing outdoor, playground-based activities during the school day.

##### **Housing First**

James was the Housing First programme's second referral and was rough sleeping around the city centre. Staff asked if James wanted to be supported into temporary accommodation to get him off the streets until a permanent home could be found. James did not want to go into a hostel, as he was in

recovery from his substance use and wanted to stay away from any temptation. James therefore chose to stay on the streets. At this time, one of the two Housing First staff in Dundee would go out every day to visit James to get to know him better and find out the type of support he was going to need when moving into his home. DCC lettings department then confirmed a fully furnished flat was ready for James to view. The Housing First staff took James to view the flat and he loved it, he was offered to sign there and then and moved in that day.

James has successfully built himself a new life and his support from our service now only consists of weekly check ins. Last month staff called to check on James as they now don't hear from him very often. James stated that he was glad for the call as he had only just thrown out his sleeping bag from his days rough sleeping. When asked what he meant by this, he stated that he has never really trusted that he would manage to live in a home and that he would end up back on the streets. James went on to explain that after a year being in his home, he finally realised that he was going to be safe and secure.

### **Community Hub Albert Street**

The Community Hub has been running out of Albert Street Boot's chemist since 2014 and is a multi-agency service that offers a wide range of support to people who are experiencing challenges with their own or their family's substance use.

There is access to support and advice on a range of topics from drug and alcohol treatment, housing, benefits, food support, overdose prevention / Naloxone. It has also been able to use the postal Naloxone service if clients struggle to access the service.

It offers a drop-in facility where people can easily access services and is mainly delivered by We Are with You staff, volunteers and staff from other services. It also offers weekly NHS Keep Well Nurse Health and Wellbeing sessions.

The Hub can comfortably support 30-50 people per day, with on average 20 interventions being carried out. These include 1:1 sessions, phone appointments, and crisis management. The Community Hub has managed to remain open during the pandemic, (adhering to guidance) supporting the individuals who attend the pharmacy daily and offering support as and when required.

## **8.4.5 HEALTH AND INEQUALITIES**

### **8.4.5A Listening to Lived Experience**

*"Everything's got worse. Lack of being able to go outdoors meant my chronic pain got worse"*

*"Fear stress and worry about inadequate input from mental health services for daughter"*

*"I have a disabled daughter who attends a centre which has been closed for weeks now, this has had an effect on her mental health, and it is hard to try and keep her amused and doing things at this time. I know that there will be other families in the same position as myself."*

*"My daughter has suspected ASD and the change in routine not being allowed out made her behaviour more challenging. I had to buy special equipment such as wobble cushions and gym balls to try and help her sit to do her school work. Also, a lot of art materials had to be bought as it's the one thing that calms her down. She usually attends youth club and gets extensive support at school all of which were stopped due to lockdown."*

*"Challenges of caring for a disabled son while working from home and only limited virtual service from health services. Worrying about his delayed development due to no nursery and worrying about the consequences of missing appointments. Isolation from being able to have the support of family and friends."*

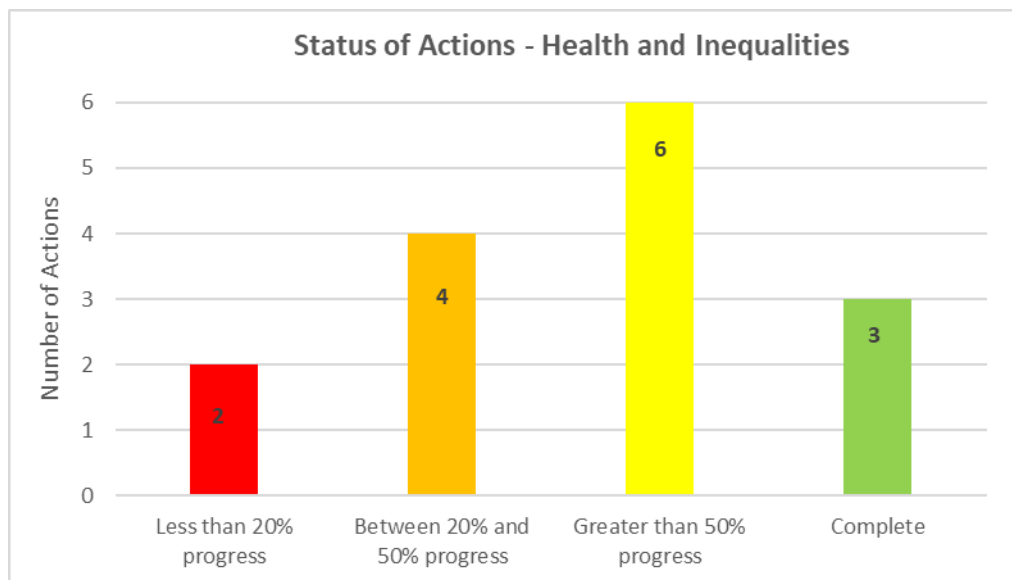
*"My existing mental health issues with depression and anxiety have gotten worse during the pandemic. I have also developed agoraphobic tendencies that didn't used to exist. I am now fearful and anxious about leaving the house. My depression has partially worsened due to not being able to find employment."*

### **8.4.5B. Measuring Our Progress – Performance Indicators**

Births where the mother is aged 19 or under (Source: National Records of Scotland – Births Time Series Data 2019)	4.60%
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Life Expectancy (Male) years (Source: National Records of Scotland – Life Expectancy in Scotland 2017-2019)	73.9
Life Expectancy (Female) years (Source: National Records of Scotland – Life Expectancy in Scotland 2017-2019)	79.4
Children at risk of being obese (Source: ISD Scotland 2019)	11.3%
Adults with a limiting long-term physical or mental health condition/illness (Source: Scotpho 2018)	33%

#### 8.4.5C Measuring our Progress - Action Taken



The following actions have been completed:

- Developing a city-wide approach to social prescribing and enhancing skills of health professionals (or staff) working in GP practices to use social prescribing approaches
- Expand the Family Nurse Partnership to First Time Mothers
- Implement the PAUSE programme for women at risk of children being taken into care

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

Actions in the Plan – Health and Inequalities	Progress %
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 (NOTE:AWAITING UPDATE)	0%
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	75%
Implement actions to support the prevention of drug related deaths, taking into account the findings of the Dundee Drugs Commission	30%
Improve harm reduction service and responses to non-fatal overdoses	65%
Target and support groups of young people at risk from early initiation into alcohol/drug use	40%
Increase delivery of mental health awareness training	20%
Reduce teenage pregnancy and implement a Pregnancy and Parenthood in Young People Strategy	30%

Expand and scale up the Making Recovery Real Network approach in localities	70%
Improve access to mutual-aid and peer-support recovery groups to help people avoid relapse into harmful substance use	68%
Increase Crisis and Suicide prevention training to front-line staff and communities	60%
Deliver smoking cessation financial incentives	5%
Deliver a range of Mental Health Awareness Training including Mentally Healthy Workplace, Resilience and Wellbeing and Scottish Mental Health First Aid	75%

#### 8.4.5D Putting Fairness into Practice – Case Studies

##### **Alcohol & Drug Partnership – Supporting Women at Increased Risk of Substance Use and Death**

Data gathered by the Dundee Drug Commission showed that women were under-represented in engagement with services in place to tackle problem drug use, and as a result, women at risk of substance use are seen as an even more vulnerable group.

Hillcrest Futures and the NHS outreach service engaged with 177 people who were not identified through the Non-Fatal Overdose (NFOD) pathway but who were nevertheless vulnerable. Interventions were for naloxone provision, welfare support & advice, and injection equipment provision. Approximately 40% of those engaged through this outreach were female, a higher percentage than usually seen in services.

Hillcrest Futures also provided women's safe spaces at the Cairn Centre Hub, Lochee Hub and local homeless hostels. The females who attend are often not meaningfully engaged with services due to complex needs, low self-esteem, lack of confidence, fear and sometimes due to controlling partners. A range of interventions were provided, including; food parcels, Naloxone training, harm reduction advice, hygiene packs, emotional support, signposting, relapse prevention, recovery support, and sexual health advice.

By providing this type of service within the local hostels the service is able to connect with females who are not otherwise engaged with support services. Of the 53 females met through the provision at local homeless hostels, 41 of those were new to the service.

##### **Scottie Centre Project**

The Scottie Centre Project was formed in July 2019 to increase the support locally for women who are involved in sexual exploitation. To effectively help these vulnerable groups of women, whilst balancing community concerns, a focused partnership approach was formed by We Are with You, Maryfield Community Police Team, and the Maryfield NHS Keep Well Team. Supported by Vice Versa, the Scottie Centre Project offers women a safe place to drop-in and access a range of supports including substance use, health assessments, benefit and housing advice. They are working closely with the NHS Integrated Substance Misuse Service's treatment service to ensure swift access into treatment. They also have access to food and toiletries, sanitary products, panic alarms, mobile phones, condoms, clothes and naloxone.

Community follow up support is an ongoing priority to support the clients into services to address their needs. The project is open access with no referral required and the women can drop in by themselves. The project is open from 7.30pm-10.30pm - currently on a bi-monthly basis.

#### 8.4.6. HOUSING AND COMMUNITIES

##### 8.4.6A Listening to Lived Experience

*"Paying bills trying to heat the house as it's freezing unless there is hot sun. Poor state of the building means heat isn't retained, I've noticed a deterioration in my own mental health. I get emotional more easily and feel a sense of hopelessness most days"*

*"I get anxious about my own physical health and I worry about what living in a house like this does to health of the children"*

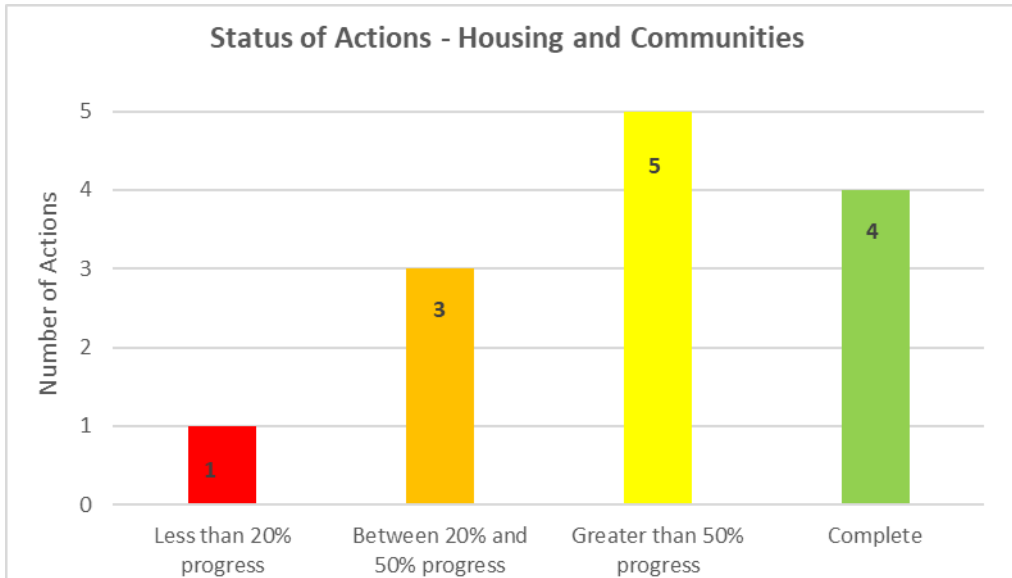
*"Working from home has caused increased heating costs. My daughter has run out of electricity and had to ask the hydro for more emergency electric to enable her to continue working from home"*

*“The condition of my house - no insulation, cracks in the walls, can’t retain heat, affects my autoimmune condition and means the kids are cold all the time. This affects money as I can’t heat the house”*

**8.4.6B. Measuring Our Progress – Performance Indicators**

Household who were fuel poor (Source: Scottish Government, Scottish House Condition Survey LA Data 2016-2018)	32%
Number of households assessed as homeless (Source: Scottish Government – Homelessness in Scotland 2019-2020)	1445
Number of children living in temporary accommodation (Source: Scottish Government – Homelessness in Scotland 2019-2020 figures as at 31st March 2020)	185
Households with children or pregnant women in temporary accommodation (as at March 2020) (Source: Scottish Government – Homelessness in Scotland 2019-2020 figures as at 31st March 2020)	65
Lone parent households with no contents insurance (Source: Dundee City Council – Annual Citizens Survey 2019)	83%
Lone parents who experiencing difficulties with the cost of domestic energy bills in the last year (Source: Dundee City Council – Annual Citizens Survey 2019)	60%
Median private rent per month (Source: Scottish Government Private Rent Statistics 2010 to 2019)	£575
Percentage of council dwellings that are energy efficient (Source: Dundee City Council, Neighbourhood Services)	88%

**8.4.6C Measuring our Progress - Action Taken**



The following actions have been completed:

- Review temporary accommodation to ensure it meets changing needs going forward
- Complete Rapid Rehousing Transition Plan (RRTP)
- Apply Care Leaver Protocol to ensure young people exiting care are sustaining tenancies

- Improve affordability and ease of use of public transport

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

<b>Actions in the Plan – Housing and Communities</b>	<b>Progress %</b>
Homelessness and Complex Needs - Implement a Lead Professional Model	30%
Build 1000 new units of affordable housing from 2017 to 2021	42%
Increase the number of accredited private sector landlords by 5%	75%
Increase the number of private sector landlords signing up to Homefinder Projects to improve standards	60%
Develop district heating schemes in non-domestic sectors with a view to expanding into households when and where appropriate	2%
Provide external wall insulation to 400 private flats per year to reduce fuel poverty	97%
Support to enable private tenants to making Repairing Standard referral to the First Tier Tribunal and Third-Party Referrals	50%
Introduce the Scottish Government funded Sanitary Products initiative in community settings	80%
Secure funding to develop a long-term co-ordinated project around food insecurity, working with local communities, faith communities and partner agencies	80%

#### **8.4.6D Putting Fairness into Practice – Case Studies**

##### **Big Noise Douglas**

Big Noise Douglas was launched in 2017 and has quickly become an integral part of the Douglas community. The programme supports children and young people to realise their potential, changing lives and strengthening the community through music and nurturing relationships. Big Noise Douglas is delivered by the charity Sistema Scotland, in partnership with Dundee City Council, Optimistic Sound and strategic partner The Gannochy Trust.

The Big Noise Douglas programme is immersive, inclusive, long-term and delivered entirely free of charge to the children of Claypotts Castle and St Pius Primary Schools and their families. Through the experience of learning to play an instrument in a community orchestra, the children develop confidence and build resilience, pride and aspiration.

By March 2020, Big Noise Douglas was working regularly with around 500 children aged 0-9 years old through: sessions for pre-nursery and nursery aged children; in-school sessions for all Primary 1-3s; bespoke sessions for Deaf students in Claypotts Castle; after-school club three afternoons per week for children in Primary 4 and 5 together with school holiday clubs four days per week.

In mid-March, face-to-face delivery of Big Noise Douglas had to be paused due to the Covid-19 pandemic. The charity immediately revised its safeguarding policy and reworked the programme to ensure continuing support and regular connections with the children and families online. From April to August the trusted Big Noise Douglas musicians supported the children's emotional wellbeing through delivering: over 500 live imaginative and engaging online lessons and group sessions supported by over 100 pre-recorded videos. Big Noise musicians delivered three-way lessons for Deaf children involving a British Sign Language interpreter and (over summer) weekly sessions at the community support hub in Claypotts Castle Primary. Musicians provided activity packs for the families and throughout have signposted support services as appropriate.

Since the children returned to school in August, the Big Noise Douglas team continues to work closely with partner schools to deliver the most effective programme, re-introducing face-to-face sessions in-school and after-school where possible, supported by continued online sessions.

##### **Fintry Nursery – Community Asset Transfer**

The old Fintry Nursery has been unused for over a decade since the creation of a new school, and is now set to be transformed into a modern facility following an agreement in July enabling a Community Asset Transfer of the building to Flexible Childcare Services Scotland (FCSS).

FCSS have a plan to bring the building back in to use as flexible childcare setting - a Centre of Excellence, delivering accessible, affordable, high-quality early learning, childcare & associated services – and importantly, a useful asset for the community.

The facility will use a flexible model in order to provide the best benefit to the community, for whom flexible childcare is vital. It will enable more families to take up employment, knowing that their children will be looked after at an affordable rate. The intention is also to provide wraparound services for families with services for employability, health and housing, adding further community value.

FCSS also plan to bring their headquarters to Dundee to support this project, bringing a mix of high-quality jobs and employment opportunities in childcare to the city.



Appendix 2 – Dundee Partnership Fairness Action Plan 2019-2022


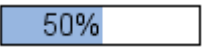

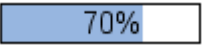

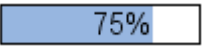
Dundee Partnership Fairness Action Plan 2019-2022






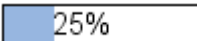
Theme: Attainment and Child Poverty




Please note :This extract shows the progress of actions that are currently ongoing








Action Name	Organisation	Latest Note	Status	Progress Bar
Accelerated closure of the poverty attainment gap	Children & Families Service, Dundee City Council	<p>In March 2020 all of Dundee’s schools closed for the remainder of the 2019/20 session. Pupils were remotely supported by teachers to continue to study at home. This extended period of home learning may have an unfavourable effect on pupils’ pace of learning and could have reinforced attainment gaps linked to deprivation.</p> <p>During the period of closure eight Community Support Centres operated across the city to provide childcare and some ongoing education for children of key workers and children identified as vulnerable by school and social work staff. These Centres continued to operate through the summer holidays thanks to the dedication and volunteered time of teachers, and Dundee City Council and Leisure and Culture Dundee staff.</p> <p>Senior Phase pupils had their SQA award results determined by the professional judgement of their teachers. Although we have the raw grades for each pupil, we await the delayed refresh to the government’s senior phase benchmarking tool, Insight, to analyse the results in more detail (SIMD, LAC, ASN). Dundee schools have rolled forward last year’s improvement plans to continue the work started last session.</p>		
Improved pupil attendance within primary and secondary sector	Children & Families Service, Dundee City Council	<p>With the closure of schools in March 2020 due to Covid-19 no further work could be done to improve attendance in that session. Schools returned in August 2020. However, the continued presence of Covid-19 is adversely affecting attendance. Worries about possible infections and transmission at the start of term kept many children and young people off school. At the peak of this phase (last week in August) we had 923 pupils self-isolating. Whilst absence rates since then have declined and are now comparable with last year, given the national increase in detected Covid-19 cases we cannot rule out further spikes in cases and accompanying higher absence rates in Dundee.</p>		

Reduce levels of exclusion across primary and secondary sector	Children & Families Service, Dundee City Council	Exclusion rates in 2019/20 continued to reduce, down to 5.8 in Primary Schools and 30.1 in Secondary Schools.		
Implement the recommendations of the cost of school day research and pledges	Children & Families Service, Dundee City Council	<p>The commissioned work with the Child Poverty Action Group (CPAG) was concluded at the end of March. Throughout the time of the project, teaching staff and support staff accessed a variety of Career-Long Professional Learning (CLPL) events highlighting the impact of poverty on pupils and families. All Primary and Secondary schools have now identified a Cost of the School Day (CoSD) lead and each school has an Action Plan ensuring that, at the very minimum, practice in school addresses the 4 Statements of Intent agreed by Dundee City Council in 2018. Plans show that schools have introduced more than 200 interventions and schools continue to make good use of Pupil Equity Funding (PEF) to help reduce costs thus ensuring equity.</p> <p>CoSD will remain central to all that is offered in school. <a href="#">A Cost of the School Day Guidance for Dundee Schools</a> has been produced and schools will continue to have a CoSD Action Plan. A city-wide steering group will continue to meet regularly to review and support the progress and impact of interventions at school and city level. It was hoped to establish cluster or locality CoSD groups but the restrictions brought by Covid-19 has resulted in this being put on hold but will be re-visited in time.</p> <p>700 weeks' worth of free travel has been accessed by Young Carers and care experienced young people aged 12-19-year-old as a result of the Young Scot Attainment Challenge fund. This offer is continuing until the end of December 2020.</p>		
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	Children & Families Service, Dundee City Council	<p>For session 2018/19 :</p> <ul style="list-style-type: none"> <li>• 27% of Looked After Pupils in S5 gained SCQF level 5 Literacy &amp; Numeracy compared to 65.2% for all pupils</li> <li>• 3 Looked After Pupils achieved 5+ awards at SCQF Level 5 in 18/19. 1 LAC pupil achieved 5 or more awards at SCQF Level 6</li> <li>• Middle 60% S5 Looked After Pupils attained 186 average total tariff points as opposed to 621 of all pupils S5 middle 60%. Those middle 60% LAC pupils who stayed in school until S6 accumulated 491 average tariff points</li> <li>• Overall in Dundee Looked After Children attendance rate in 2018/19 was 87.5% as opposed to 91.7% for all pupils.</li> </ul>		




		<ul style="list-style-type: none"> <li>• There were 86 per 1000 LAC pupils excluded compared to 25 per 1000 for all pupils (please note this is a local measure and figures may be subject to change when LGBF is published)</li> <li>• 87.5% of LAC leavers entered a positive destination compared to 94.3% of all pupils.</li> </ul> <p>Breakthrough Mentoring continues in all 8 secondary schools and Rockwell Learning Centre. In March 2020 there were 121 young people actively involved in mentoring. In addition to this Breakthrough Beyond continues to offer vocational taster sessions. Young people have worked alongside the home economist linked to one of DC Thomson's magazines as well as participating in a digital music project with Articulate and Dundee and Angus College.</p> <p>The care leavers Employability Worker has linked with schools to enable earlier identification of care experienced leavers. An integrated vocational training and progression pathway for care leavers helping to reduce barriers to employment has been introduced. This includes access to a monthly Employability Drop-In Session. The Education Officer continues to support alternative education provision primarily delivered by Rockwell Learning Centre.</p>		
Provide 1140 hours of Early Learning and Child Care for Every 3, 4 and Vulnerable 2-year-old	Children & Families Service, Dundee City Council	By early September 2020, all eligible children aged 2- 5 years will be able to access 1140 hrs of funded Early Learning and Childcare. Families can access their entitlement in a Local Authority Nursery or Funded Provider.		
Establish Holiday Programmes to ensure targeted families have access to free food and activities during the school holidays	Children & Families Service, Dundee City Council	Dundee Bairns charity was launched in 2016 after it became apparent many kids who received free school meals were going hungry during the school holidays. It has handed out more than 300,000 meals in the past four years.		
Implement 365 community-based schools/campus model of education and support	Children & Families Service, Dundee City Council	P&R Committee in September 2020 agreed the principles and rationale of a community HUB model which aims to make best use of our high-quality school estate, explore how schools can be utilised more as community assets and better meet the needs of communities by integrating services for		



		<p>children, their families and the local community. It also takes on board learning from our Community Support Centres (CSCs) that were established as part of our COVID-19 response.</p> <p>The report also proposed a consultation phase on the Kirkton Community HUB trial which is due to launch in April 2021. A period of public consultation will happen between October and December 2020 alongside ongoing work internally to build and operationalise the Community HUB model.</p> <p>A further report will go to P&amp;R Committee in January 2021 to provide an update on the consultation process and the operational review.</p>		
Implement CELCIS Programme addressing neglect and enhancing wellbeing	Children & Families Service, Dundee City Council	<p>While good progress and expansion to further sites was slowed down by COVID some major milestones have been achieved:</p> <ol style="list-style-type: none"> <li>1. The work is now an integral part of Getting It Right for Every Child (GIRFEC) delivery group and hence no longer a pilot approach on its own but development across Dundee.</li> <li>2. The GIRFEC practice profile developed over many months in consultation with practitioners and managers from education, health, social work and the third sector has been finalised and now allows self-evaluation and coaching to a consistent practice across Dundee.</li> <li>3. The FORT system has been developed to allow easier access to services for early intervention to improve outcomes for children and families and reduce the number of families requiring statutory intervention from social work services.</li> </ol>		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e6f2ff; display: flex; align-items: center; justify-content: center;"><span>40%</span></div>
Deliver the Big Noise Programme in Douglas	Children & Families Service, Dundee City Council	<p>During lockdown the musicians from Big Noise Douglas continued to work remotely on-line with pupils and their families and the community orchestra. This approach to blended learning has continued into our Recovery period and musicians are beginning to work in schools with established 'bubbles' of children. The evaluation group is now established and work is beginning to gather evidence of impact. This work is supported by the Glasgow Centre for Public Health and Dundee University.</p>		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e6f2ff; display: flex; align-items: center; justify-content: center;"><span>75%</span></div>
Implement an, Eat, Play and Learn Well Pilot	NHS Tayside	<p>There has been a change in the schools which are engaging - current actions are being focused on Claypotts and St Pius primaries with a view to re-engage with Craigiebarns after summer. An action plan has been agreed and elements of it are now being implemented.</p>		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e6f2ff; display: flex; align-items: center; justify-content: center;"><span>60%</span></div>



<p>Ensure all schools implement the guidance on the provision of sanitary products during term-time, weekends and school holidays</p>	<p>Children &amp; Families Service, Dundee City Council</p>	<p>The implementation of Period Products has been a great success in schools. To date all Secondary Schools and Special Schools have implemented the Guidance as well as most Primary Schools. During COVID, when the schools were closed, we worked with the Community Provision of Period Products and created a new delivery model to ensure children and young people could continue to access free products. The model involved children and families ordering products via email or phone and products being delivered directly to their doorstep by volunteers.</p>		<div style="border: 1px solid black; background-color: #e6f2ff; padding: 2px; display: inline-block;">77%</div>
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Action Status	
	Cancelled
	Overdue
	Check Progress
	In Progress

## Theme: Work and Wages





Action Name	Organisation	Latest Note	Status	Progress Bar
Develop a programme to reach, engage and provide intensive early support to those most at risk of longer-term unemployment	City Development, Dundee City Council	The COVID-19 pandemic necessitated cancellation of all face to face work and community outreach. Services have continued to be delivered to clients remotely. The means through which those most at risk of longer-term unemployment will be reached, engaged and supported will be kept under review as the "new normal" evolves.		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e6f2ff; display: flex; align-items: center; justify-content: center;"><span>40%</span></div>
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, Dundee City Council	Other Activities include employability programmes (including construction and hospitality) delivered by Dundee's Employability Pathway partners services. Needs specific interventions are run by voluntary organisations or via college where these are not already part of another requirement or treatment programme. For example, alcohol or drug counselling, recovery group participation, mental health support appointments, health screening appointments etc. and literacy and numeracy programmes. There are also gender specific activities for women which include a programme of Beyond Mentoring including self-care, living skills, mental health & wellbeing. A significant number of these approaches are learning and development focused and do not result in a qualification. Formal certification or routes to qualification will be a priority as these approaches develop  Developments have been slowed during COVID arrangements, however this has accelerated our approaches to pursuing online training tools.		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e6f2ff; display: flex; align-items: center; justify-content: center;"><span>40%</span></div>
Maximise Community Benefits delivered through Dundee City Council's Procurement (including Scottish Living Wage)	Corporate Services, Dundee City Council	The Community Benefit Programme continues to deliver outcomes for the people and business of Dundee. While community benefits are entered into diverse contracts the largest programme remains in construction – with projects in this time including, Menzieshill Community Centre, Regional Performance Sports Centre, Dundee and Angus Residual Waste Plant and Derby Street housing development. Recent outcomes include:  <ul style="list-style-type: none"> <li>• Local Spend – from March 2019 to March 2020 £14,718,058 of contract spend was spent locally (within 35 miles of site or 40 miles for Scape projects). Since the beginning of the Community Benefits programme £96,746,679 has been spent locally</li> <li>• Local Labour – local labour rates remain above 70% (73% from March 2019 to March 2020)</li> </ul>		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e6f2ff; display: flex; align-items: center; justify-content: center;"><span>90%</span></div>

		<ul style="list-style-type: none"> <li>• Employment Opportunities – from March 2019 to March 2020 – 58 employment opportunities were created across the programmes, 19 of which were allocated to new starts (those who are previously unemployed, new entrants or redundant staff).</li> <li>• Apprenticeships – from March 2019 to March 2020 – 13 new apprentice opportunities were created and 21 existing apprentices received an opportunity</li> <li>• Work Experience – from March 2019 to March 2020 – 35 work placements were delivered across the projects</li> <li>• Awareness Raising – from March 2019 to March 2020 - 56 awareness raising events were delivered supporting 2452 individuals</li> </ul> <p>The council continues to support measures which encourage the payment of the Living Wage including making Fair Work Practice a scored part of contracts, working with contractors to ensure all construction contractors operating on council sites pay the Living Wage and implementing annual reviews of relevant contracts as part of Living Wage Accreditation activities.</p>		
Increase Scottish Living Wage accreditation across Dundee	Chief Executive's Service, Dundee City Council	<p>The Dundee Living Wage City action plan incorporates targets to stimulate businesses - including major employers and high-profile companies – to achieve accreditation. Results in 2019/20 include:</p> <p>Enquiries and accreditations quadrupled compared with the previous year.</p> <ul style="list-style-type: none"> <li>• First time enquiries between 5/3/2018-5/3/2019 = 8</li> <li>• First time enquiries between 5/3/2019-5/3/2020= 29</li> </ul> <p>There are now 76 accredited in Dundee from the baseline of 51.</p> <ul style="list-style-type: none"> <li>•33 have now accredited since March 2019 compared to 5 the previous year</li> </ul> <p>All 33 have celebrated their accreditation as part of Making Dundee a Living Wage City (confirmed they are happy to support the campaign by framing their announcement this way).</p> <p>77 accredited Living Wage employers based in Dundee, 66 of which are SMEs, and the remainder are 11 large/anchor employers who are now accredited.</p> <p>Progress has been made in traditionally low wage sectors including hospitality, retail, security, and cleaning businesses. There are now 17</p>		


		<p>accredited employers across these sectors in Dundee, 10 of which have accredited since the launch of the action plan.</p> <p>As at 19th October 2020 there are now 18,388 workers employed by Dundee Living Wage employers, 2,799 of whom are from businesses accredited last year. 1393 workers have received an uplift in their wages.</p>		
Promote Payment of Scottish Living Wage in Central Waterfront Locations & Businesses	City Development, Dundee City Council	As at March 2020 all employers within the central waterfront committed to paying Scottish Living Wage.		<input type="text" value="30%"/>
Work with Employability Service Providers and Employers to Improve Knowledge of Deaf Culture, Available Support and Best Practice.	Chief Executive's Service, Dundee City Council	A small amount of progress has been noted due to the sharing of information generally across the Partnership e.g. availability of advice videos on the Dundee City Council website, and via the Dundee Partnership E-Bulletin. More targeted action within the employability field will be taken forward as soon as feasible.		<input type="text" value="5%"/>



## Theme: Benefits and Advice







Action Name	Organisation	Latest Note	Status	Progress Bar
Prepare and implement a new advice strategy for Dundee incorporating the recommendations of the Dundee Fairness Commission	Corporate Services, Dundee City Council	The advice strategy group has been expanded to include Shelter and Dundee North Law Centre as partners however the Covid 19 pandemic has significantly impacted the priorities of any Dundee City advice strategy. Limitations on access to venues and face to face advice coupled with lessons learned from Shielding/local Covid outbreaks and the suspension of many health services means that the strategy is currently being redrafted in light of the pandemic's impact and the need to redesign services as a result.		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e6f2ff; display: flex; align-items: center; justify-content: center;">50%</div>
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	Corporate Services, Dundee City Council	The pandemic's impact in late March 2020 meant that the Food Insecurity Group meeting intended to start on 18/3/2020 did not meet. However, as a result of the pandemic a partnership group has sprung up organised and chaired by Faith in Community, which has served to meet the needs of, showcase the practice of, and tackle the pressures on the main Food organisations within the city. Council Advice Services have linked up with this group in the last 6 months and it may in turn evolve into the same group initially intended to tackle the Advice First principle. Partnership with food organisations throughout the pandemic has shown huge advantages in terms of emergency responses being linked to Triage advice services within the Council. Pathways to advice and employability have also emerged through these weekly group meetings and the intention will be to formalise these pathways over the coming months and design a way whereby numbers of those taking up advice through food organisations is tracked and reported on a regular basis.		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e6f2ff; display: flex; align-items: center; justify-content: center;">50%</div>
Adopt more effective and supportive ways of communicating with clients/tenants about money matters and debt	Chief Executive's Service, Dundee City Council	Effective partnership working has enabled advice services to reach additional clients through the emergency food projects in the city. An allocation for the DCC revenue budget to support the recommendations of the Fairness Commission has been used to increase the debt advice capacity at Brooksbank Centre and the Citizens Advice Bureau.		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e6f2ff; display: flex; align-items: center; justify-content: center;">50%</div>
Examine repeat Scottish Welfare Fund applicants and identify preventative approaches to achieve longer-term solutions	Corporate Services, Dundee City Council	Due to significant increases in Scottish Welfare Fund Crisis Grant applications (+30%) during the Coronavirus pandemic, this work has not been taken forward except in relation to the work currently ongoing to establish pathways to advice within food organisations and promote an advice first principle for those individuals in crisis.		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e6f2ff; display: flex; align-items: center; justify-content: center;">75%</div>



Work in partnership with the Scottish Prison Service (SPS) and Department of Work and Pensions (DWP) to ensure prisoners have access to their appropriate benefits on release	Children & Families Service, Dundee City Council	During the covid period Dundee agencies formed a "virtual team" to coordinate support to people coming out of prison, including those released early in May 2020, under emergency legislation. The virtual team included Scottish Prison Service (SPS) and Department of Work and Pensions (DWP) and access to benefit claims was maintained even during lockdown when physical access was less possible.		
Increase fuel debt write-off cases by 10% through Dundee Energy Efficiency Advice Project	Corporate Services, Dundee City Council	Fuel debt write off cases had not previously been recorded under Dundee Energy Efficiency Advice Project (DEEAP) reporting statistics, only the amount of debt written off. In 2019/20 there were 30 cases where fuel debt was written off. The intention is to now track fuel debt write off by households and extend the collection of data into the Council Advice Services Welfare Rights, Macmillan and Connect Teams who also offer money advice services.		
Increase take-up of warm home discounts by 7% through the Dundee Energy Efficiency Advice Project	Corporate Services, Dundee City Council	Baseline of 946 Warm Homes Discounts take ups in 2018/19 now up to 973 in 2019/20, an increase of 2.8% on the previous year.		
Provide affordable lending and saving opportunities through Discovery Credit Union	Chief Executive's Service, Dundee City Council	At April 2019, Discovery Credit Union (DCU) had 4686 adult members, and 1991 junior members. At end March 2020 the comparable figures were 4965 and 2153 respectively. Savings held at end March 2020 - £2,209,211. Loan book value - £1,386,044. A new product aimed at assisting with the cost of funerals was launched during 2019 though take-up has been modest to date.		
Promote financial capability for school pupils through the Save by The Bell Project	Chief Executive's Service, Dundee City Council	Despite the challenges of lockdown and schools being closed towards the end of the last session, the Save by the Bell project has adapted its service and is continuing to support young people.		
Establish Dundee Funeral Link Service on a longer-term basis	Chief Executive's Service, Dundee City Council	Funeral Link's Manager has been assiduous in searching for funding to extend the existence of this service. With assistance from Dundee City Council (DCC) and other funders, small pockets of funding have generated enough for the project to be able to continue on a short-term basis. Further funding applications continue to be made. Assistance provided to clients has been well received and widely praised.		
Maximise take up of the new council promoted Respectful Funeral Service Package	Neighbourhood Services, Dundee City Council	The Respectful Funeral Service contract was extended at the beginning of April 2020 for a further year. The update continues to be low (20 funerals since March). COVID - 19 is cited as one of the main factors for low		

		numbers. Environment Management and Procurement staff are researching alternative models currently being delivered by other Councils.		
Service Improvement Review of discharge planning to address socio-economic concerns	NHS Tayside	The inpatient adult nursing documentation has been reviewed to embed financial inclusion and employability questions as part of routine assessment and at point of discharge. A referral pathway and referral form has been established to support health professionals to raise the question and refer the person to a single point of contact (money advice & employability services). This service will be applicable across Tayside, and a reporting and outcome framework will be developed to report on the progress of this work. An education and training programme has been developed for NHS staff and will be rolled out across NHS Tayside services over the next 12 months.		<div style="border: 1px solid black; background-color: #ADD8E6; padding: 2px; display: inline-block;">75%</div>





## Theme: Social Inclusion and Stigma




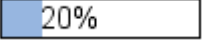



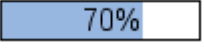

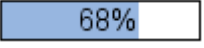

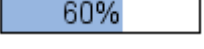
Action Name	Organisation	Latest Note	Status	Progress Bar
Implement 2019-22 Fairness Action Plan and produce annual child poverty delivery reports	Chief Executive's Service, Dundee City Council	The second Fairness/Child Poverty annual report for Dundee has been produced. It includes improvements responding to the feedback received from the Improvement Service on the first report published in June 2019 including greater emphasis on outcomes for children and families, progress indicators and a greater and more explicit NHS Tayside contribution that effectively meets their joint statutory duty to report.		
Facilitate third Dundee Fairness Commission and present report and recommendations	Chief Executive's Service, Dundee City Council	The Dundee Fairness Commission has agreed a revised completion date of March 2021 to take account of the delays in the process caused by COVID-19. Despite this, members of the Commission have undertaken significant work contributing to local and national virtual meetings and consultations. They also undertook a successful community survey on lived experiences of the lockdown for people in poverty in the city. This is being finalised and promises to produce influential findings.		
Establish Fairness Leadership Panel	Chief Executive's Service, Dundee City Council	Members of the first joint Fairness Commission have become a constituted, independent group and are preparing to be able to play a part in representing communities in poverty on the Leadership Panel. They have also joined the ongoing Fairness Commission to support community members to complete their work. Arrangements for the Panel are in development. Achievement of this action will follow on from the completion of the current Dundee Fairness Commission		
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	Chief Executive's Service, Dundee City Council	Various training courses on poverty sensitive practice and associated subjects including Human Rights and Equality and Diversity are being designed, revised and delivered. Further work is required to influence recruitment and support. Approaches have been made to the new Social Security Scotland agency through the Fairness Commission to examine how their new arrangements could be reflected in partner agencies' practice.		
Launch a new public campaign for a #FairerDundee with new, positive anti-poverty messages and non-stigmatising stories	Chief Executive's Service, Dundee City Council	Progress tied in to work of ongoing Fairness Commission. New communication materials have been published based on results of Scottish Index of Multiple Deprivation 2020.		

Develop a joint campaign with local media to challenge and change public perceptions	Chief Executive's Service, Dundee City Council	No specific campaign has been developed so far. Progress has focused on supporting local media outlets to effectively cover the work of the Drugs Commission and the follow up being driven by the Dundee Partnership. That included the coverage of the Scottish government sponsored national Drug Death Task Force when it met in Dundee in January 2020. A further programme of coverage was arranged for Challenge Poverty Week in October 2020.		<input type="text" value="75%"/>
Undertake research to understand the stigma and challenges experienced by people struggling against in-work poverty	Chief Executive's Service, Dundee City Council	The Fairness Commission has undertaken further research and this is to be published before the end of 2020. Furthermore, a new round of Engage Dundee consultation is underway and will address issues of deprivation, inequality and the impact of COVID-19.		<input type="text" value="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, Dundee City Council	A range of agencies support people with convictions. These include Access to Industry, Skills Development Scotland (SDS) and Dundee employability services. The changes introduced within the Management of Offenders Act have also reduced some disclosure periods. It is also the case that the employability market is much more complex and challenging with the ongoing covid crisis. Participation in employability activities has been accepted as "Other Activity" for people on Unpaid Work Orders, particularly relevant as the Public Health environment makes completion of Unpaid Work more complex.		<input type="text" value="60%"/>
Offer Poverty Sensitive Training to NHS midwifery and health visiting staff	NHS Tayside	Due to COVID-19 and no face to face delivery of training this has not been progressed during 2020-2021.		<input type="text" value="0%"/>
Expand the awareness of Impact of Poverty Training delivered by NHS Tayside in partnership with DCC Welfare Rights Team	NHS Tayside	Due to COVID-19 this work has not progressed during 2020-2021.		<input type="text" value="0%"/>
Review and co-ordinate local activity to tackle loneliness and social exclusion	Chief Executive's Service, Dundee City Council	During 2019, a review of activity being taken to tackle social isolation was undertaken and approximately 50 organisations identified with this as either their primary goal or, in most cases, a secondary goal alongside their main activity. Colleagues at Community Companions had independently set up a Social Isolation Network, and links were made to work alongside them on this. In November 2019 and February 2020 Network meetings were held - the latter attended by almost 40 people from across the Third and public sectors. An online Knowledge Hub group has also been in operation since early 2020 and has approximately 30 members at the time of writing.		<input type="text" value="35%"/>



		<p>Coordination of activity is being shared between the Senior Community Planning Officer and Community Companions Manager.</p> <p>During the period of lockdown, agencies involved in this area of work have been exceptionally busy. As of 2<sup>nd</sup> October 2020, work in this area has not been progressed as a Network. It is apparent at a national level that loneliness and social isolation, and the impact on people's mental health have become more prominent as issues as lockdown has progressed.</p>		
Identify measures to reduce street begging	Chief Executive's Service, Dundee City Council	<p>A group was convened on 24th February 2020, largely made up of members of the Street Begging Working Group, to discuss developments around street begging since the start of 2019 and a number of positive items are in place e.g.</p> <ul style="list-style-type: none"> <li>• Housing First - providing holistic support to vulnerable people who may be at risk of taking up begging (with two individuals known to have stopped begging via this support)</li> <li>• Positive Steps 'Prison Support Service' - reduce the likelihood of someone leaving prison taking up begging</li> <li>• Actions following on from the work of the Dundee Drugs Commission - again increasing the support available to people, especially in relation to mental health alongside substance misuse issues</li> </ul> <p>The group agreed that it would be useful to convene an operational level group to address street begging and for this group to meet bi-monthly. The Senior Community Planning Officer agreed to arrange this, including inviting additional support services to participate.</p> <p>Since agreeing this, the covid-19 crisis and resulting lock down has forestalled further meetings of this group. Separately from this though, DCC has acted to provide temporary accommodation for all homelessness people.</p>		<input type="text" value="25%"/>
Work with the Scottish Prison Service to develop a Community Custody Unit (CCU) for Women	Children & Families Service, Dundee City Council	<p>Due to Coronavirus building work on the Community Custody Unit (CCU) did not start on schedule. A re-start is planned for October 2020. The project board was also suspended but re-started in August 2020 and work has begun again to plan for the services that will be required for the women in the CCU.</p>		<input type="text" value="45%"/>

## Theme: Health and Inequalities







Action Name	Organisation	Latest Note	Status	Progress Bar
<p>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</p> <p><a href="#">Awaiting Update</a></p>	Dundee Health and Social Care Partnership			<div style="border: 1px solid black; width: 100px; height: 20px; background-color: white; display: flex; align-items: center; justify-content: center;">0%</div>
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, Dundee City Council	The AIM programme has been extended in the last 18 months to provide support for up to 50 young people having increased its outreach service alongside an in-reach programme for young people attending at Kirkton Community Centre. All outcomes have improved for young people supported through the programme: attendance; attainment; post-school destinations; and their overall sense of wellbeing. The programme forms a key component of the Children & Families community-based approach to mental health and wellbeing.		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #4a86e8; display: flex; align-items: center; justify-content: center;">75%</div>
Implement actions to support the prevention of drug related deaths, taking into account the findings of the Dundee Drugs Commission	Dundee Health and Social Care Partnership	Due to COVID-19 the Direct Access clinics had to be postponed and virtual / phone consultations were put in place for most individuals. The Non-Fatal Overdose Rapid Response team continued to meet up and respond to all known Non-Fatal Overdoses (NFODs) within 72 hours. There has been an extension of the assertive outreach staff. Additional funding from the national Drugs Deaths Task-force will be utilised for a test of change to develop shared-care with Primary Care and specialist substance use services.		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #4a86e8; display: flex; align-items: center; justify-content: center;">30%</div>
Improve harm reduction service and responses to non-fatal overdoses.	Dundee Health and Social Care Partnership	The work of the NFOD Rapid Response Team continued throughout the COVID-19 period. Additional assertive outreach workers are now in place utilising funding from the Drugs Deaths Task Force. Due to COVID-19 there has been a big increase in the outreach delivery of Harm Reduction Services, and the postal service is utilised to deliver naloxone and Injecting Equipment Provision (IPE).		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #4a86e8; display: flex; align-items: center; justify-content: center;">65%</div>


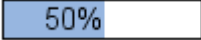

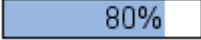
Target and support groups of young people at risk from early initiation into alcohol/drug use.	Dundee Health and Social Care Partnership	Dundee is participating in the Youth in Iceland Programme development in Scotland; messages and information from the National Count-14 campaign are targeted at young people.		
Increase delivery of mental health awareness training	Neighbourhood Services, Dundee City Council			
Reduce teenage pregnancy and implement a Pregnancy and Parenthood in Young People Strategy	NHS Tayside	The Sexual Health & Blood Borne Virus Managed Care Network (SH & BBV MCN) continue to monitor the teenage conception data quarterly which is reported quarterly/annually. The numbers remain broadly static for now. Work relating to Pregnancy and Parenthood in Young People Strategy (PPYPs) is being taken forward locally via Tayside Regional Improvement Collaborative (TRIC) with Managed Care Network (MCN) representation in the relevant priority group.		
Expand and scale up the Making Recovery Real Network approach in localities	Dundee Health and Social Care Partnership	The Making Recovery Real (MRR) network have maintained excellent contact with people throughout the pandemic, creating positive means of contact and on-going engagement. They have provided peer recovery network meetings via Microsoft Teams and have network social gatherings via Zoom on a fortnightly basis. They have also started a podcast for peer support where people who have experienced peer support talk of their experiences - covering topics such as suicide prevention, peer support, Strategic Planning Group (SPG - Mental Health) briefings, etc.  Following the co-design event at the end of last year, various sub-groups have been formed to take forward the MRR work. Story sharing continues to be a significant focus of the work.		
Improve access to mutual-aid and peer-support recovery groups to help people avoid relapse into harmful substance use	Dundee Health and Social Care Partnership	Due to the COVID-19 pandemic all face to face mutual aid and peer-support activities had to stop. There has been an increase in virtual group activities and via social media. Peer volunteers support this process as well as offer individual support to people affected by substance use.		
Increase Crisis and Suicide prevention training to front-line staff and communities	Dundee Health and Social Care Partnership	Covid has impacted upon delivery of Suicide Prevention training and there has been no face to face delivery since February. This was the subject of a meeting convened by NHS Tayside in October 2020. A Scottish Government letter of May 2019 asks all NHS Boards (this is expected to be extended to Health & Social Care Partnerships) to include the requirement for all staff to receive appropriate suicide prevention training as an essential element of their Workforce Development Plans. SIPP Training (Dundee) – 209 people trained between Jan 2018 & Oct 2019		



		A training plan report is being drafted and due to be discussed at the next Suicide Prevention Strategic Planning Group to review the current provision, associated resource and to agree a plan going forward (2020-2022).		
Deliver smoking cessation financial incentives	NHS Tayside	Since April 2020 the whole team involved with smoking cessation have been re-deployed to work on Test and Protect. Local community pharmacies who assisted with the work were also on pause from April to August, however work by the local pharmacies has now been re-activated and work is currently ongoing to recruit smokers.		<input type="text" value="5%"/>
Deliver a range of Mental Health Awareness Training including Mentally Healthy Workplace, Resilience and Wellbeing and Scottish Mental Health First Aid	NHS Tayside	<p>The Healthy Working Lives (HWL) Team within NHS Tayside have delivered Mentally Healthy Workplace Training as well as Resilience and Wellbeing Training. Both training programmes are currently on hold due to current Covid 19 restrictions, however, the HWL team are working with colleagues and partners to establish an online alternative.</p> <p>Training Provided from June 2019 until Sept 2020.</p> <p><b>Mentally Healthy Work Place Training</b>  5 training session total attendees - 64  All organisations - 40  NHS - 21  DCC - 3</p> <p><b>Resilience &amp; Wellbeing Sessions</b>  6 Training Sessions total attendees- 76  All organisations - 27  NHS - 44  DCC - 5</p>		<input type="text" value="75%"/>

## Theme: Housing and Communities

Action Name	Organisation	Latest Note	Status	Progress Bar
Homelessness and Complex Needs - Implement a Lead Professional Model	Neighbourhood Services, Dundee City Council	The Lead Professional Model is embedded within the culture across the Homelessness Partnership involving the Housing Service and Dundee Health and Social Care Partnership. Further investment is underway to progress and formalise the operational processes and monitoring.		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e0e0e0; position: relative;"><div style="position: absolute; left: 0; top: 0; bottom: 0; background-color: #4f81bd; width: 30%;"></div></div> 30%
Build 1000 new units of affordable housing from 2017 to 2021	Neighbourhood Services, Dundee City Council	There have been delays to developments on a number of sites due to capacity for surface water drainage. These challenges have been raised with Scottish Government and Scottish Water. Other sites have been delayed owing to site assembly or extended contracting negotiations. After the lockdown of building sites for Covid-19, all Housing Associations have recommenced building and there are currently over 300 units on site and so outputs are expected to improve. However, we recognise at this time that the projected completions are unlikely to meet the set target. Dundee City Council, in partnership with Registered Social Landlords and Scottish Government will continue to assess and take forward sites that will progress and increase the number of new affordable housing units.		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e0e0e0; position: relative;"><div style="position: absolute; left: 0; top: 0; bottom: 0; background-color: #4f81bd; width: 42%;"></div></div> 42%
Increase the number of accredited private sector landlords by 5%	Neighbourhood Services, Dundee City Council	Current position is 149 Accredited Landlords/Agents, managing 4856 properties. This equates to approximately 25% of registered properties in Dundee.		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e0e0e0; position: relative;"><div style="position: absolute; left: 0; top: 0; bottom: 0; background-color: #4f81bd; width: 75%;"></div></div> 75%
Increase the number of private sector landlords signing up to Homefinder Projects to improve standards	Neighbourhood Services, Dundee City Council	Since last update in February, Homefinder have recruited a further 11 landlords providing good quality affordable accommodation in the private sector. Homefinder continue to fully inspect properties to ensure compliance with legislation and that all decoration/soft furnishings are of a good standard.		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e0e0e0; position: relative;"><div style="position: absolute; left: 0; top: 0; bottom: 0; background-color: #4f81bd; width: 60%;"></div></div> 60%
Develop district heating schemes in non-domestic sectors with a view to expanding into households when and where appropriate	City Development, Dundee City Council	There remain significant socio-economic, technical and financial challenges to be resolved to ensure that there can be a defined energy source as well as ensuring that an extensive and integrated infrastructure can be delivered.		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e0e0e0; position: relative;"><div style="position: absolute; left: 0; top: 0; bottom: 0; background-color: #4f81bd; width: 2%;"></div></div> 2%
Provide external wall insulation to 400 private flats per year to reduce fuel poverty	Neighbourhood Services, Dundee City Council	In 2019/20 the Housing Asset Management Unit provided External Wall Insulation to 389 private properties. This can fluctuate throughout the year as although we will intend to undertake 400 installs this can change due to a variety of reasons which includes refused installs from private owned properties.		<div style="border: 1px solid black; width: 100px; height: 20px; background-color: #e0e0e0; position: relative;"><div style="position: absolute; left: 0; top: 0; bottom: 0; background-color: #4f81bd; width: 97%;"></div></div> 97%

Action Name	Organisation	Latest Note	Status	Progress Bar
Support to enable private tenants to making Repairing Standard referral to the First Tier Tribunal and Third-Party Referrals	Neighbourhood Services, Dundee City Council	<p>The First Tier Tribunal, Housing and Property Chamber (HPC) are the statutory body tenants can approach if their landlord fails to maintain the property to the Repairing Standard. Where a tenant is having difficulty with their landlord we will provide support to enable them to submit a referral to the HPC. Where a tenant is unwilling or unable to make the referral themselves, we can make a Third-Party Referral to the HPC on their behalf. This is a reactive service.</p> <p>Tenant support to make HPC referrals 1 Apr 19 to 31 Mar 20 - 48</p> <p>Third Party referrals to HPC 1 Apr 19 to 31 Mar 20 - 8</p> <p>Tenant support to make HPC referrals 1 Apr 20 to 22 Sep 20 - 15</p> <p>Third Party referrals to HPC 1 Apr 20 to 22 Sep 20 - 0</p>		
Introduce the Scottish Government funded Sanitary Products initiative in community settings	Chief Executive's Service, Dundee City Council	In October 2019 we rolled out the initiative which was already in place in school to Community buildings. These are available in over 40 community buildings, including libraries, community centres, sports centres and a number of GP practices. Covid19 led to the closure of these buildings so an alternate method had to be established, by early April 2020 a contactless home delivery service was established allowing residents of Dundee to order products online or via telephone for delivery to their home. To date over 350 deliveries have been made, the service continues to run as we move into the recovery phase.		
Secure funding to develop a long-term co-ordinated project around food insecurity, working with local communities, faith communities and partner agencies	Faith in Community Dundee	<p>Due to Covid19 and the national lockdown in March 2020 we brought together food providers (faith communities, local grass-roots projects, local third sector projects), statutory, voluntary and business partners to respond to the initial food crisis and the ongoing food insecurity situation. This group is now known as the Food Insecurity Network. Faith in Community Dundee will continue to facilitate this coordinated Network until 2021.</p> <p>Key partners - 25 local projects across the city, Dundee City Council (DCC) Community Planning Manager, DCC Senior Manager (Council Advice Services), Dundee Volunteer and Voluntary Action (DVVA) Chief Executive, Cllr Lynne Short.</p>	