

ITEM No ...4.....

REPORT TO: POLICY AND RESOURCES COMMITTEE - 14 NOVEMBER 2016

REPORT ON: DUNDEE FAIRNESS ACTION PLAN

REPORT BY: CHIEF EXECUTIVE

REPORT NO: 353-2016

1.0 PURPOSE OF REPORT

1.1 This report presents the revised Fairness Action Plan for Dundee and identifies responses to the recommendations of the Dundee Fairness Commission.

2.0 RECOMMENDATIONS

2.1 It is recommended that Committee:-

- (a) endorses the revised Fairness Action Plan;
- (b) notes the allocation of Scottish Government funding to the Cost of the School Day project and the creation of a body in Dundee based on the Poverty Truth Commission model;
- (c) instructs the Chief Executive to present six monthly updates to the Policy and Resources Committee and the Dundee Partnership.

3.0 FINANCIAL IMPLICATIONS

3.1 There are no significant additional financial implications for Council revenue budgets resulting from this initial Action Plan which are not contained within existing budgets. Additional financial contributions from the Scottish Government and the potential support from Big Lottery Fund/European Social Fund are included.

4.0 BACKGROUND

4.1 Dundee City Council and the Dundee Partnership adopted the Fairness Strategy for Dundee in June 2012 (Article IV of the Minute of the Meeting of Policy and Resources Committee on 25 June 2012 refers). This set out a range of outcomes together with a detailed Action Plan.

4.2 To add greater momentum and scrutiny to anti-poverty efforts, the Dundee Fairness Commission was established in April 2015 and its recommendations were subsequently endorsed by the Policy and Resources Committee (Article VII of the Minute of the Meeting of the Policy and Resources Committee on 13 June 2016 refers). At this time, the Chief Executive was instructed to produce an Action Plan within six months.

4.3 In October 2016, the Scottish Government published its new Fairer Scotland Action Plan. This was informed by various forms of public engagement including a public session with the then Cabinet Secretary for Social Justice held in the City Chambers hosted by the Dundee Fairness Commission. The Fairer Scotland Action Plan proposes fifty actions, all of which complement the recommendations of the Dundee Fairness Commission. Indeed, a specific pledge is included in the Plan itself on behalf of the Dundee Partnership.

5.0 A REVISED FAIRNESS ACTION PLAN FOR DUNDEE

5.1 STRATEGIC OUTCOMES

5.1.1 Strategic outcomes for tackling poverty and promoting fairness have been reflected in a variety of ways from the national Fairer Scotland Action Plan and Child Poverty Strategy through to the specific themes identified by the Dundee Fairness Commission. Appendix 1 sets these out.

5.1.2 For the purposes of progressing fairness in Dundee, the original outcomes of the Dundee Strategy will be amended to reflect the scope of change that needs to be secured. The Action Plan will, therefore, be framed around the following strategic areas:-

- Stigma and Social Inclusion
- Work and Wages
- Reducing the Education Gap
- Benefits, Advice and Support
- Housing and Communities (including fuel and food poverty)
- Improving Health

5.2 RESPONDING TO THE DUNDEE FAIRNESS COMMISSION

5.2.1 The Fairness Commission requested that its recommendations be communicated to both parliaments. The Secretary of State for Scotland declined a meeting to discuss the report but a copy was sent with a request for a response by the end of October 2016. None has been received to date. With the support of managers and service users of Shelter, Dundee, the recommendations were presented to Westminster representatives who agreed to pursue the matters relating to UK-wide legislation.

5.2.2 Members of the Commission met with Jeanne Freeman, MSP, Minister for Social Security in Scotland in October 2016 and highlighted a number of recommendations relating to homelessness, fuel poverty, renting in the private sector, the forthcoming Scottish Work Programme and the importance of the social dimension of the evolving Tay Cities Deal.

5.2.3 The formal presentation of the Commission's recommendations to the Scottish Government will take place on 16 November when members of the Commission will meet the Cabinet Secretary for Communities, Social Security and Equalities.

5.2.4 The new Dundee Fairness Action Plan includes many proposals which go beyond the scope of the Commission's report. As a result, responses to its specific recommendations are blended into the Plan as a whole. To accentuate these, though, the actions which most directly relate to the Commission's priorities are italicised throughout the Plan and additional actions will be incorporated as partners further progress their detailed responses to the Commission's ambitions.

5.3 IMPLEMENTING THE ACTION PLAN

5.3.1 Reducing inequalities is an explicit priority for the Dundee Partnership as a whole and is captured in the strategic and operational planning and ongoing work of all members including individual statutory partners and supporting bodies such as the Health and Social Care Partnership and the Alcohol and Drugs Partnership. It will feature prominently in the forthcoming Local Outcome Improvement Plan for Dundee that will set out the whole Dundee Partnership's ambition for improving the quality of life in the city over the next decade.

5.3.2 This commitment permeates throughout the Council's corporate vision and plan and can be seen in social and regeneration dimensions of the recent Growth Accelerator Model funding application for the Dundee Waterfront and the evolving proposals for the Tay Cities Deal; investment in local facilities which co-locate services and provide community assets; targeted school-based initiatives to improve confidence and learning through the Attainment Challenge and the Aspire approach; and limiting rent rises for Council tenants to below wage inflation.

5.3.3 Indeed, since the Fairness Commission reported in May 2016, the Partnership and the Council have already made noticeable progress by increasing school uniform grants, securing living wage accreditation, reducing school exclusions and co-locating advice services in job centres and GP practices.

- 5.3.4 While many aspects of poverty can be seen across the city, these can have the biggest impact when they combine in particular localities as evidenced by the results of the Scottish Index of Multiple Deprivation. Given the existing commitment to the local employability pilots in the North East and East End wards, members of these Local Community Planning Partnerships will be invited to consider how agencies and communities themselves can contribute to a greater focus on dealing with the causes and consequences of poverty as part of a concerted, joined up approach to increasing fairness in their localities.
- 5.3.5 Dundee's third sector was and continues to be a vital partner in the development and delivery of this action plan. Maximising on the contributions and commitment of this sector will key as we move forward.
- 5.3.6 It is expected that further targeted and costed actions will be added in subsequent reports to committee. There will also be the opportunity for all partners, including those in the private sectors, to fully reflect their contributions to a city-wide programmed tackling these long-term and complex issues.
- 5.3.7 The Action Plan contains, necessarily, a wealth of commitments and the following are examples where significant impacts are anticipated:-

Stigma and Social Inclusion

- Creating a Dundee body based on the Poverty Truth Commission
- Expanding the Stick Your Labels campaign
- Expanding Poverty Sensitivity Training for front-line staff

Work and Wages

- Expanding Scottish Living Wage commitment
- Securing community benefits through Central Waterfront developments
- Delivering the integrated locality employability pilots

Benefit, Advice and Support

- Securing Big Lottery and ESF funding to test a new model of service delivery for Budget and Money Advice
- Opening new advice facility in Ninewells Hospital concourse
- Implementing a new Advice Strategy for Dundee

Closing the Education Gap

- Demonstrate progress through the Scottish Attainment Challenge
- Introducing the Big Noise project
- Undertaking a Cost of the School Day project across 20 schools

Housing and Communities

- Increasing houses receiving Warm Home Discounts
- Increasing enforcement of standards in the private rented sector
- Piloting fuel vouchers in Dundee Food Banks

Improving Health

- Expanding social prescribing delivery
- Expanding provision of benefits advice in GP practices
- Increasing network of recovery cafes across city

6.0 POLICY IMPLICATIONS

6.1 This report has been screened for any implications in respect of sustainability, strategic environment assessment, anti-poverty, equality impact assessment and risk management. An Equality Impact Assessment has been carried out and is attached to this report.

7.0 CONSULTATION

7.1 The Council's Management Team and the Dundee Partnership Management Group have been consulted on the contents of this report.

8.0 BACKGROUND PAPERS

None.

DAVID R MARTIN
CHIEF EXECUTIVE

DATE: 3 November 2016

LOCAL AND NATIONAL POVERTY AND FAIRNESS OUTCOMES

Dundee Partnership for Fairness in Dundee Outcomes	Dundee Fairness Commission Themes	Scottish Government's Fairer Scotland Conversation Themes
Social Inclusion	Stigma	Respect and Dignity
Financial Inclusion	Work and Wages	Work and Living Standards
Learning and Employability	Benefits, Advice and Support	Community Participation and Public Services
Health	Closing the Education Gap	Early Years, Education and Health
Communities and Neighbourhoods	Housing and Communities	Homes and Communities
	Food and Fuel	

DUNDEE FAIRNESS ACTION PLAN - NOVEMBER 2016

1	Removing Stigma		
	Action Agreed	Lead Organisation/Officer	Target Date
1.1	<i>Create Dundee body modelled on the Poverty Truth Commission</i>	<i>Dundee Partnership/Peter Allan</i>	<i>April 2017</i>
1.2	<i>Expand the Stick Your Labels anti-stigma campaign with support from the Poverty Alliance</i>	<i>Dundee Partnership/Peter Allan</i>	<i>October 2017</i>
1.3	<i>Promote guide on anti-stigmatising to local journalists and media outlets</i>	<i>Dundee Partnership/Peter Allan</i>	<i>May 2017</i>
1.4	<i>Expand poverty sensitive practice training</i>	<i>Equally Well Team/Sheila Allan</i>	<i>March 2018</i>
1.5	<i>Offer Poverty Sensitivity Training to any NHS Tayside workplace that has public-facing employees</i>	<i>NHS Tayside/Pat Davidson</i>	<i>April 2017</i>
1.6	<i>Prioritise poverty sensitivity training for community safety wardens and ASB team</i>	<i>Neighbourhood Services, DCC/Graeme McKenzie</i>	<i>April 2017</i>
1.7	Expand network of recovery cafes	Alcohol and Drug Partnership/Lorna McCurrach	March 2020
1.8	Develop and implement Recovery Friendly Lochee initiative	Equally Well Team/Sheila Allan	March 2020
1.9	Deliver the Making Recovery Real Partnership in collaboration with the Scottish Recovery Network	Dundee Health & Social Care Partnership/Rose Sinclair	October 2017
1.10	Deliver gender specific training focusing on the impact of poverty on women	Violence Against Women Partnership/ Vered Hopkins	November 2017
1.11	Deliver Growth Mindset programme for young people in community regeneration areas	Leisure and Culture Dundee/ Jamie McBrearty	June 2017
1.12	Brief Violence Against Women specialist services on specific issues linking domestic abuse and poverty	Violence Against Women Partnership/ Vered Hopkins	November 2017

1.13	<i>Increase opportunities for volunteering/peer support in statutory and contracted health and social care services</i>	<i>Health & Social Care Partnership/ Allison Fannin</i>	<i>October 2017</i>
1.14	<i>Review World Host Training to address stigma</i>	<i>Leisure & Culture Dundee/ Stewart Murdoch</i>	<i>April 2017</i>
2	Work & Wages		
	Action Agreed	Lead Organisation/Officer	Target Date
2.1	<i>Increase Scottish Living Wage accreditation across Dundee</i>	<i>Dundee Partnership/ Peter Allan</i>	<i>March 2020</i>
2.2	<i>Implement the Scottish Living Wage across Social Care Services</i>	<i>Dundee Health & Social Care Partnership/ Dave Berry</i>	<i>April 2017</i>
2.3	<i>Promote payment of Scottish Living Wage in Central Waterfront locations and businesses</i>	<i>City Development, DCC/ Mike Galloway</i>	<i>March 2020</i>
2.4	<i>Secure Scottish Living Wage accreditation for Leisure & Culture Dundee</i>	<i>Leisure & Culture Dundee/ Stewart Murdoch</i>	<i>April 2017</i>
2.5	<i>Secure Scottish Living Wage accreditation for Dundee College</i>	<i>Dundee and Angus College</i>	<i>September 2017</i>
2.6	<i>Maximise community benefits delivered through Dundee City Council's procurement (including Scottish Living Wage)</i>	<i>Corporate Services, DCC/Karen Lawson</i>	<i>March 2020</i>
2.7	<i>Maximise community benefits including Foundation and Modern Apprenticeships and work placements through new build housing developments</i>	<i>Housing & Communities, DCC/ Gordon Birrell</i>	<i>March 2020</i>
2.8	<i>Use financial surplus to fund apprenticeship and training opportunities in Leisure and Culture Dundee</i>	<i>Leisure & Culture Dundee/ Stewart Murdoch</i>	<i>April 2018</i>
2.9	<i>Develop and deliver an integrated locality employability project for the East End and North East wards</i>	<i>Housing & Communities/ City Development, DCC/ Marie Dailly</i>	<i>April 2017</i>
2.10	<i>Provide digital skills programmes targeted at people who are not in work</i>	<i>Housing & Communities, DCC/ Marie Dailly</i>	<i>April 2017</i>

2.11	<i>Provide job clubs in each of the city's community regeneration areas</i>	<i>Housing & Communities, DCC/ Marie Dailly</i>	<i>April 2017</i>
2.12	<i>Invest anticipated ESF employability funds up to £1.3m, over the period 2017 – 2019 for the supply of employability pipeline services in activity that is demonstrably responsive to employer demand</i>	<i>City Development, DCC/ Allan Millar</i>	<i>March 2019</i>
2.13	<i>Pilot support to people who have been unemployed for more than 3 years to ensure they have the necessary skills to compete in our current labour market</i>	<i>DWP/Dundee and Angus College</i>	<i>November 2016</i>
2.14	<i>Develop a Sector Based Work Academy for people aged 50+</i>	<i>DWP/Dundee and Angus College</i>	<i>TBC</i>
2.15	<i>Run innovative employability programmes aimed at adults returning to the labour market</i>	<i>Dundee and Angus College/</i>	<i>TBC</i>
2.16	<i>Ensure that Work Programme providers are making appropriate referrals to decision-makers</i>	<i>DWP/</i>	<i>TBC</i>
2.17	<i>Ensure all DWP staff are aware of support in the community and how to access this</i>	<i>DWP/</i>	<i>TBC</i>
2.18	<i>Organise a series of overviews from appropriate partners to brief DWP staff</i>	<i>DWP/</i>	<i>TBC</i>
2.19	<i>Develop expansion plan to deliver increased entitlement to free early learning and child care</i>	<i>Children & Families, DCC/ Lesley Gibb</i>	<i>2020</i>
2.20	<i>Increase access to training programmes aiming to provide essential skills and work experience leading to employment and other positive destinations through NHS Tayside Employability Services</i>	<i>NHS Tayside/Jennifer Mudie</i>	<i>April 2017</i>
2.21	<i>Offer training to all workplaces within Dundee to provide "good work" for employees through Healthy Working Lives/Workplaces initiative</i>	<i>NHS Tayside/Pat Davidson</i>	<i>April 2017</i>
2.22	<i>Increase access to work for people with a disability in partnership with Scottish Government Health Department and Glasgow Centre for Inclusive Living (GCIL)</i>	<i>NHS Tayside/Jennifer Mudie</i>	<i>June 2017</i>
2.23	<i>Launch a new Disability Employment Adviser role shortly that will focus on a consultative role with employers and also provide guidance and support to staff within DWP</i>	<i>DWP/</i>	<i>TBC</i>

2.24	<i>Recruit greater proportion of Dundee College students from community regeneration areas through dedicated Access department</i>	<i>Dundee and Angus College</i>	<i>TBC</i>
2.25	<i>Collaborate with third sector to provide project based learning opportunities to young people furthest from the job market</i>	<i>Dundee and Angus College</i>	<i>TBC</i>
2.26	<i>Deliver the Developing Young Workforce programme</i>	<i>DYW Board/Angela Vettraino</i>	<i>June 2019</i>
3	Benefits & Advice		
	Action Agreed	Lead Organisation/Officer	Target Date
3.1	<i>Complete and submit a comprehensive partnership bid for Big Lottery and ESF funding to test a new model of service delivery for Budget and Money Advice</i>	<i>Corporate Services, DCC/ Craig Mason</i>	<i>November 2016</i>
3.2	<i>Prepare and implement a new Advice Strategy for Dundee</i>	<i>Council Advice Services, DCC/ Craig Mason</i>	<i>October 2017</i>
3.3	<i>Examine repeat Scottish Welfare Fund applicants and identify preventative approach to achieve longer term solution</i>	<i>Council Advice Services, DCC/ Craig Mason</i>	<i>June 2017</i>
3.4	<i>Develop and pilot new holistic and integrated assessment of need connected to referrals to foodbank or Scottish Welfare Fund</i>	<i>Council Advice Services, DCC/ Craig Mason</i>	<i>June 2017</i>
3.5	<i>Expand co-location of welfare advice services within job centres, GP surgeries and other community facilities</i>	<i>Council Advice Services, DCC/ Craig Mason</i>	<i>October 2017</i>
3.6	<i>Monitor and review numbers of Free School Meals and Clothing Grants to ensure maximum take up</i>	<i>Customer Services & Benefit Delivery, DCC/Jacqui Kopel</i>	<i>April 2017</i>
3.7	<i>Review all benefits administered by the City Council to ensure passported benefits are delivered, benefits are promoted and that application processes are simple</i>	<i>Customer Services & Benefit Delivery, DCC/Jacqui Kopel</i>	<i>April 2017</i>
3.8	<i>Work with DWP and health partners to ensure benefit decisions are 'right first time'</i>	<i>Customer Services & Benefit Delivery, DCC/Jacqui Kopel</i>	<i>June 2017</i>
3.9	<i>Develop further links with DWP to raise concerns with work coaches and decision makers</i>	<i>Council Advice Services, DCC/</i>	<i>April 2017</i>

		<i>Craig Mason</i>	
3.10	<i>Promote and review DWP decision making escalation procedures through advice agencies in Dundee</i>	<i>Council Advice Services, DCC/ Craig Mason</i>	<i>April 2017</i>
3.11	<i>Promote all advice services in city that are able to appeal decisions on behalf of appellants through postal campaign, social media and co-location</i>	<i>Council Advice Services, DCC/ Craig Mason</i>	<i>June 2017</i>
3.12	<i>Use information sharing protocols across agencies to encourage holistic support models of advice and assistance</i>	<i>Council Advice Services, DCC/ Craig Mason</i>	<i>October 2017</i>
3.13	<i>Provide money and benefits advice to staff, patients and visitors at the new Ninewells Hospital Advice facility</i>	<i>NHS Tayside & Council Advice Services//Aileen Tait</i>	<i>December 2016</i>
3.14	<i>Facilitate and review information sharing through Advice Workers Forum and online knowledge hub</i>	<i>Council Advice Services, DCC/ Craig Mason</i>	<i>April 2017</i>
3.15	<i>Provide digital access, digital literacy and signposting through city libraries support to maintain claimant commitments</i>	<i>Leisure & Culture Dundee/ Judy Dobbie</i>	<i>April 2017</i>
3.16	<i>Deliver 'In Work Entitlements' awareness sessions to NHS staff in partnership with DCC Welfare Rights Team</i>	<i>NHS Tayside & Council Advice Services//Aileen Tait</i>	<i>April 2017</i>
3.17	<i>Update the free mobile device app 'Money Worries? Find the right help in a crisis' to provide signposting and contacts to more than 200 sources of support including Welfare Rights and Money Advice Services, Scottish Welfare Fund, Housing, Employability and support for emotional crises.</i>	<i>NHS Tayside/Aileen Tait</i>	<i>March 2017</i>
3.18	<i>Include a financial stability question for in-patients in the NHS acute sector's Nursing Documentation</i>	<i>NHS Tayside/Aileen Tait</i>	<i>March 2017</i>
4	Closing the Education Gap		
	Action Agreed	Lead Organisation/Officer	Target Date
4.1	<i>Commission Child Poverty Action Group in Scotland to carry out a Cost of the School Day project in 20 primary and secondary schools during the session 2016/17</i>	<i>Children & Families, DCC/ Lina Waghorn</i>	<i>Complete by June 2018</i>

4.2	<i>Deliver community based early family learning opportunities and improve skills of 500 parents</i>	<i>Housing & Communities, DCC/ Marie Dailly</i>	<i>April 2017</i>
4.3	<i>Develop expansion plan to deliver increased entitlement to free early learning and childcare</i>	<i>Children & Families, DCC/ Lesley Gibb</i>	<i>2020</i>
4.4	<i>Expand Scottish Attainment Challenge to secondary schools and report regularly on progress</i>	<i>Children & Families, DCC/ Lina Waghorn</i>	<i>From August 2017</i>
4.5	<i>Publish evaluation and regular monitoring reports on attainment that are submitted to Scottish Government</i>	<i>Children & Families, DCC/ Michael Wood</i>	<i>Ongoing during the course of the Attainment Challenge</i>
4.6	Implement the Big Noise Orchestra in Douglas	Children & Families, DCC/ Lina Waghorn	August 2017 at school level
4.7	Expand the Aspire Project to 3 more schools (subject to funding)	Children & Families, DCC/ Lina Waghorn	August 2017
4.8	<i>Deliver follow up to Inclusion Plus project with schools Skill force and Outward Bound Trust to reduce school exclusion</i>	<i>Children & Families, DCC/ Paul Clancy</i>	<i>January 2017</i>
4.9	<i>Commence extended INCLUDEM Programme in January 2017</i>	<i>Children & Families, DCC/ Paul Clancy</i>	<i>January 2017</i>
4.10	<i>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</i>	<i>Children & Families, DCC/ Paul Clancy</i>	<i>Ongoing during the course of the Attainment Challenge</i>
4.11	<i>Deliver targeted interventions for enhanced nurture to promote positive mental health under the Attainment Challenge Strategy</i>	<i>Children & Families, DCC/ Jennifer King</i>	<i>Ongoing during the course of the Attainment Challenge</i>
4.12	<i>Implement a staged intervention framework for mental health and wellbeing with targeted approaches to preventing and minimising the impact of mental health needs through the AIM (Anxiety in Motion) programme</i>	<i>Children & Families, DCC/ Jennifer King</i>	<i>January 2017</i>

4.13	Appoint Early Years Educators (Families) to promote parental involvement in children's early learning	Children & Families, DCC/ Lesley Gibb	August 2016
4.14	Develop further parental learning and support programmes	Children & Families, DCC/ Lesley Gibb	April 2017
4.15	Share nursery vacancy information with Social Work Teams and Health Visiting Teams	Children & Families, DCC/ Lesley Gibb	August 2016
4.16	<i>Implement a consistent business/school partnership model across the city to support curriculum design and delivery and provide a range of industry related learning experiences</i>	<i>Children & Families, DCC/ Karen Gunn</i>	<i>August 2017</i>
4.17	<i>Fully implement universal S3/S4 work placement model</i>	<i>Children & Families, DCC/ Karen Gunn</i>	<i>August 2017</i>
4.18	<i>Full implement bespoke senior phase work placement model</i>	<i>Children & Families, DCC/ Karen Gunn</i>	<i>August 2018</i>
4.19	<i>Implement work placement model for pupils with additional support needs</i>	<i>Children & Families, DCC/ Karen Gunn</i>	<i>August 2018</i>
4.20	Increase number of young people from community regeneration areas moving from college to university through articulation agreements	Dundee and Angus College/Dundee University/ Abertay University	TBC
4.21	Roll out pilot plans to have young learners participate in new programmes that are part college attendance, part workplace experience, and part school attendance – aimed at getting more young people into formal apprenticeships	Dundee and Angus College	TBC
4.22	Provide a work experience programme across NHS Tayside for school-aged children	NHS Tayside/Jennifer Mudie	April 2017
4.23	Offer placements to school pupils at all city libraries	Leisure & Culture Dundee/ Judy Dobbie	January 2017
4.24	Complete and disseminate the findings of the 'MakeitGood' insight gathering research that focuses on what young people need to have healthy relationships, including aspects of emotional and mental health, which is reflected in the findings	NHS Tayside/Felicity Snowsill	November 2017

4.25	<i>Respond to mental health and wellbeing issues through health drop-in sessions in all secondary schools</i>	<i>NHS Tayside & Children and Family Services, DCC/ Kerry Dalgetty</i>	June 2018
4.26	Implement the Eat, Play, Learn Well project	Children & Families, DCC/Lesley Gibb	August 2017
5	Housing and Communities (including food and fuel poverty)		
	Action Agreed	Lead Organisation/Officer	Target Date
5.1	<i>Build 400 new units of affordable housing by 2020</i>	<i>Housing & Communities, DCC/ David Simpson</i>	2018
5.2	<i>Develop and implement a pilot Private Sector Enhancement project in a selected area to comprehensively tackle housing and environmental conditions of social issues</i>	<i>Neighbourhood Services, DCC/ Tom Stirling</i>	December 2017
5.3	<i>Increase number of accredited private sector landlords by 5%</i>	<i>Housing & Communities, DCC/ Colin McCrae</i>	April 2018
5.4	<i>Implement pilot project through Housing Support Team and Homefinder to work with vulnerable private rented sector tenants and their landlords to sustain tenancies</i>	<i>Housing & Communities, DCC/ David Simpson</i>	April 2017
5.5	<i>Increase number of private sector landlords signing up to Homefinder Projects to improve standards</i>	<i>Housing & Communities, DCC/ Gordon Birrell</i>	2020
5.6	Provide external wall insulation to 400 private flats per year to reduce fuel poverty	Housing & Communities, DCC/ Gordon Birrell	April 2017
5.7	Increase enforcement within the private rented sector through the creation of an additional enforcement officer	Housing & Communities, DCC/ Colin McCrae	September 2017
5.8	Implement and evaluate the DCC/Shelter Empty Houses Initiative pilot to bring empty houses into use	Shelter/Housing and Communities, DCC/Colin McCrae	April 2017
5.9	Develop and implement Landlord and Tenant checklists	Housing & Communities, DCC/	March 2017

		Gordon Birrell	
5.10	Evaluate the Youth Housing Options Service test of change pilot to prevent youth homelessness	Action for Children/Housing and Communities, DCC/ Gordon Birrell	March 2017
5.11	<i>Review temporary accommodation to ensure that it is affordable to those in employment.</i>	<i>Housing and Communities, DCC/Health and Social Care Partnership/Gordon Birrell</i>	<i>April 2017</i>
5.12	<i>Remodel temporary accommodation to meet the needs of applicants</i>	<i>Housing and Communities, DCC/Brian Shaw</i>	<i>October 2017</i>
5.13	Introduce the Lead Professional Model to ensure that those experiencing homelessness are supported to achieve positive outcomes	Housing & Communities, DCC/ Gordon Birrell	April 2017
5.14	Implement local agreement regarding UC claimants working closely with Dundee City Council and Housing associations to ensure a holistic support service is in place for tenants	Job Centre Plus	TBC
5.15	Organise and run an action learning pilot on the experience of foodbanks in Dundee in collaboration with the Poverty Alliance	Dundee Partnership & the Poverty Alliance/Peter Allan	December 2017
5.16	Implement the Transitional Resettlement Independent Pathways Project (TRIP) to support prisoners to achieve positive housing and personal outcomes	Positive Steps/Housing and Communities, DCC/Gordon Birrell	April 2017
5.17	Invest in new community facilities in Coldside, Lochee and Menzieshill	Children and Families, DCC/	August 2018
5.18	<i>Work in partnership to roll out Equally Well approach to supporting recovery friendly services in community regeneration areas</i>	<i>Housing & Communities, DCC/ Marie Dailly</i>	April 2017
5.19	<i>Extend volunteering and social activities in sheltered housing</i>	<i>Housing & Communities, DCC/ Gordon Birrell</i>	<i>September 2017</i>
5.20	<i>Introduce pilot fuel voucher initiative</i>	<i>Dundee Food Bank/Ken Linton</i>	<i>December 2016</i>

5.21	<i>Lobby SSE to expand fuel bank initiative to Dundee</i>	<i>Housing & Communities/ Gordon Birrell</i>	<i>TBC</i>
5.22	<i>Increase take up of warm home discounts by 7% through the Dundee Energy Efficiency Advice Project</i>	<i>Council Advice Services, DCC/ Craig Mason</i>	<i>April 2018</i>
5.23	<i>Increase fuel debt write off cases by 10% through the Dundee Energy Efficiency Advice Project</i>	<i>Council Advice Services, DCC/ Craig Mason</i>	<i>April 2017</i>
5.24	<i>Add to the 10 multi storeys provided with new district heating schemes / city wide heating initiatives to provide affordable energy for households</i>	<i>City Development/Rob Pedersen</i>	<i>2025</i>
5.25	Develop six community gardens and allotments	Neighbourhood Services, DCC/ Andy Malcolm	March 2018
5.26	Establish a Green Health Partnership to create health opportunities in local green spaces	Neighbourhood Services, DCC/ Andy Malcolm	November 2017
5.27	Produce a Food Growing Strategy for Dundee	Environment, DCC/ Andy Malcolm	2018
5.28	Establish Fun and Food Programme on a permanent basis	New Fun and Food Charity to be established/ David Dorward	2017 (TBC)
5.29	Develop response to Funeral Poverty	Dundee Pensioners' Forum/	2017 (TBC)
5.30	Promote an international social design challenge aimed at responding to homelessness through the UNESCO network (LCD)	UNESCO City of Design Team/Anna Day	June 2017
5.31	Provide access to the full range of library services through the Outreach Services Section, including At Home Delivery Service, Mobile Library, Online reading groups, e-resources (LCD)	Leisure and Culture Dundee/ Judy Dobbie	April 2017
5.32	Provide access to resources and services via the Opportunities Project based in Central Library targeting all individuals and groups who have additional support needs	Leisure and Culture Dundee/ Judy Dobbie	April 2017
5.33	Provide awareness raising sessions on using comparability websites to find cheapest energy suppliers	Leisure and Culture Dundee/ Judy Dobbie	February 2017

6	Improving Health		
	Action Agreed	Lead Organisation/Officer	Target Date
6.1	Address stigma associated with mental health through Breathing Space Day	NHS Tayside/Deborah Gray	2017
6.2	Roll out peer support approaches to other clinical areas following success including 'Breastfeeding Buddies'	NHS Tayside/Tracey Passway	April 2018
6.3	Expand the Community Companions befriending project and establish community cafes in care settings	Dundee Voluntary Action/	TBC
6.4	Initiate responses to children and young people's mental health in non-mental health settings and by providing early intervention and prevention at Tiers 1-2 for children and young people in the community through the Child and Adolescent Mental Health Services (CAMHS) Innovation Fund of 160,000 per annum	NHS Tayside/Wendy Sayan	March 2018

EQUALITY IMPACT ASSESSMENT TOOL

Part 1: Description/Consultation

Is this a Rapid Equality Impact Assessment (RIAT)?		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Is this a Full Equality Impact Assessment (EQIA)?		Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Date of Assessment: (dd/mm/yyyy)	01/09/2016	Committee Report Number:	353-2016
Title of document being assessed:		Dundee Fairness Action Plan	
1. This is a new policy, procedure, strategy or practice being assessed (If Yes please check box) <input type="checkbox"/>		This is an existing policy, procedure, strategy or practice being assessed? (If Yes please check box) <input checked="" type="checkbox"/>	
2. Please give a brief description of the policy, procedure, strategy or practice being assessed.		The report sets out the next phase in the Council/Partnership's Fairness Strategy in the form of a response to the Fairness Commission and a new action plan.	
3. What is the intended outcome of this policy, procedure, strategy or practice?		The report will see the implementation of a range of measures to tackle the causes and consequences of poverty in Dundee	
4. Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.		Fairness Commission Findings Single Outcome Agreement 2013-17 Council Plan 2012-17	
5. Has any consultation, involvement or research with protected characteristic communities informed this assessment? If Yes please give details.		Yes through the Fairness Commission process	
6. Please give details of council officer involvement in this assessment. (e.g. names of officers consulted, dates of meetings etc)		Peter Allan	
7. Is there a need to collect further evidence or to involve or consult protected characteristics communities on the impact of the proposed policy? (Example: if the impact on a community is not known what will you do to gather the information needed and when will you do this?)		Yes and plans are being developed to support this	

Part 2: Protected Characteristics

Which protected characteristics communities will be positively or negatively affected by this policy, procedure or strategy?

NB Please place an X in the box which best describes the “overall” impact. It is possible for an assessment to identify that a positive policy can have some negative impacts and visa versa. When this is the case please identify both positive and negative impacts in Part 3 of this form.

If the impact on a protected characteristic communities are not known please state how you will gather evidence of any potential negative impacts in box Part 1 section 7 above.

	Positively	Negatively	No Impact	Not Known
Ethnic Minority Communities including Gypsies and Travellers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
People with a disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Socio-economic	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please state)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part 3: Impacts/Monitoring

<p>1. Have any positive impacts been identified?</p> <p>(We must ensure at this stage that we are not achieving equality for one strand of equality at the expense of another)</p>	<p>Proposals included in the action plan will respond to evidence-based inequalities relating to age, physical, disability and race. A number of measures will reflect the greater impact of aspects on poverty on women. There are also expected to respond to poverty geographically and demographically.</p>
<p>2. Have any negative impacts been identified?</p> <p>(Based on direct knowledge, published research, community involvement, customer feedback etc. If unsure seek advice from your departmental Equality Champion.)</p>	<p>No</p>
<p>3. What action is proposed to overcome any negative impacts?</p> <p>(e.g. involving community groups in the development or delivery of the policy or practice, providing information in community languages etc. See Good Practice on DCC equalities web page)</p>	<p>N/A</p>
<p>4. Is there a justification for continuing with this policy even if it cannot be amended or changed to end or reduce inequality without compromising its intended outcome?</p> <p>(If the policy that shows actual or potential unlawful discrimination you must stop and seek legal advice)</p>	<p>N/A</p>
<p>5. Has a 'Full' Equality Impact Assessment been recommended?</p> <p>(If the policy is a major one or is likely to have a major impact on protected characteristics communities a Full Equality Impact Assessment may be required. Seek advice from your departmental Equality lead.)</p>	<p>No</p>
<p>6. How will the policy be monitored?</p> <p>(How will you know it is doing what it is intended to do? e.g. data collection, customer survey etc.)</p>	<p>Six monthly reports to Policy and Resources Committee and the Dundee Partnership. Updates will be collected through the Council's Covalent system.</p>

Part 4: Contact Information

Name of Department or Partnership:	Chief Executive's / Dundee Partnership
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Type of Document	
Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Strategy/Service	<input checked="" type="checkbox"/>
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other	<input type="checkbox"/>

Manager Responsible	Author Responsible
Name: David Martin	Name: Peter Allan
Designation: Chief Executive	Designation: Community Planning Manager
Base: City Square	Base: City Square
Telephone: 01382 434201	Telephone: 01382 434465
Email: david.martin@dundeecity.gov.uk	Email: peter.allan@dundeecity.gov.uk

Signature of author of the policy:	Date: dd/mm/yyyy)
Signature of Director/Head of Service:	Date: dd/mm/yyyy)
Name of Director/Head of Service:	
Date of Next Policy Review: (dd/mm/yyyy)	01/12/2017