

# **Local Child Poverty Action Report**

**Renfrewshire**

**2019/2020**

## **Foreword**

This report sets out activities undertaken in Renfrewshire to reduce child poverty between April 2019 and March 2020. This, our second report, shows how we have built on the work we have carried out in previous years, and that which was reported last year in our first Local Child Poverty Action Report.

The report has been jointly developed by Renfrewshire Council, NHS Greater Glasgow and Clyde (NHSGGC), and Renfrewshire Health and Social Care Partnership (HSCP). It also includes information about partnership work to tackle child poverty across Renfrewshire's Community Planning Partnership and beyond.

Normally, the Local Child Poverty Action Report would cover future plans for the year ahead, however, from March 2020, the response to Covid-19 became a significant focus for the Council, the NHS and partners. Safeguarding families and individuals became increasingly vital within what is an ever-changing landscape. Our Council teams quickly put initial measures into place: providing payments to families in place of free school meals; relaxing Scottish Welfare Fund rules and quickly ensuring a supply of essential food and other items was in place for our most vulnerable families. This was supplemented by the forming of a Local Assistance Team, Neighbourhood Hubs and a Community Food group to help facilitate a Renfrewshire wide community response to Covid-19 issues.

As the year continues we know we will have to deal with more unemployment and lower incomes in families from furloughing, continued shielding and protection of vulnerable people along with issues, financial and otherwise, caused by school closures. New struggles for our families will emerge, and much of our longer-term strategic planning will be, temporarily at least, replaced by forward plans focussed on developing issues. The impact is likely to be significant and we are already working very closely with partners on our social renewal plan – which will have a laser focus on child poverty and the increasing inequalities being experienced by local children and families.

It is hoped that by the time of the next report, life in Renfrewshire will have returned to some sort of normality. No matter what this 'new normal' looks like, I know the Council, NHS, Partners and community groups all over Renfrewshire will be working to better the lives of those who live in the area and continue to take actions to reduce child poverty.

**Sandra Black**

**Chief Executive, Renfrewshire Council**

## Executive Summary

This is the second Local Child Poverty Action Report produced by Renfrewshire Council. The report captures the range of activity that has taken place in Renfrewshire to reduce child poverty in 2019/20. This includes work across Council services, NHSGGC, our Health and Social Care Partnership and many other external and third sector organisations.

While the Covid-19 pandemic has had a huge impact on our communities, causing a massive shift in our services, much of that impact on our communities and families will not be immediately apparent and are undertaking a Community Impact Assessment which will inform our longer term response.

Due to the pandemic and the, as yet, unknown middle to longer term impacts this report focusses on our actions and achievements this year, rather than future actions. These include:

- Publication of our Economic Development Strategy which considers the challenges to growth in Renfrewshire and details the steps we will take to add more jobs to the local economy, grow the working age population, reduce skills gaps and increase the value of goods and services produced in Renfrewshire.
- With £1m invested in our tackling Poverty Programme over 5 years, this continues to have a positive impact on low income families in Renfrewshire, supporting projects such as free breakfast clubs, Healthier Wealthier Children advice, Cost of the School Day, and free 'Street Stuff' activities as well as supporting mental health and counselling in our schools.
- Our updated Procurement Strategy aligns targeted community benefits to Council objectives, and In the period April 2019 to December 2019, Renfrewshire Council's Procurement team secured commitment to the delivery of 139 community benefits, including 55 employability benefits, 40 offers of support to help achieve qualifications, 19 benefits offered to support local businesses and 25 offers of support for community engagement.
- Community Empowerment through Local Partnerships put communities at the heart of setting local priorities and decide grant funding to projects and organisations, including those helping the lives of local children. In addition, our first Participatory Budgeting programme was designed and led by young people, for young people, with 3402 young people voting to fund 40 different charities which will a difference in young people's lives.
- Our employability service, Invest in Renfrewshire, offers a wide range of tailored supports to help residents on the journey towards and into employment. Amongst the many clients they have supported this year were 151 clients who are part of a household with dependent children with 102 of these lone parent households. 25% of these new participants progressed into employment with a further 50% still actively working with the service, and Invest will use PESF funding to target and support the priority groups identified in the 'Every Child Every Chance' report in the coming year.
- The number of accredited living wage employers in Renfrewshire have increased by 14 this year to 71, and we continue our work to increase this number.
- Work continues, in line with our Local Housing Strategy to make homes in Renfrewshire more energy efficient, with £1,654,486 of funding being awarded by Scottish Government which will be blended with Council funding to carry out this work to reduce fuel bills and fuel poverty. In addition, our Energy Advocates have worked with 565 clients this year to reduce bills and energy debt saving them over £168,000 in ongoing savings and £66,723 in write offs and Warm Home Discounts.

- Our Cost of the School Day fund has allowed pupils to engage with some school activities that may otherwise have been out of reach. Educational trips, art materials, homework support packs, and home economics cooking costs are the kind of costs that have been met, taking pressure off families. For the year 2019/20, £123,000 was allocated to the fund, of which £75,000 was from the Tackling Poverty Programme and £48,000 was from Attainment Challenge.
- Sanitary products have been made available throughout Renfrewshire both in community settings and in organisations working with families with low income. Marketing materials have been developed and distributed, to ensure residents know where they can obtain the products.
- Advice is a vitally important part of our efforts to tackle child poverty, and apart from our own Advice Works service, the Council also provides funding to Renfrewshire Citizens Advice Bureau to provide both a general advice service and a community legal advice service. The Council also supports the Healthier Wealthier Children and Families First Projects, and Claimant Support Officers in our local Jobcentres. We also worked with Health and Social Care Partnership and NHS GGC colleagues to introduce a pilot service this year in two local GP surgeries. These services together put millions of pounds into our families pockets.
- The Council has continued to work with Social Security Scotland across a number of services, to ensure our citizens know about, and are claiming the benefits they are entitled to. As a valued member of our Advice Partnership, Social Security Scotland also engage with a wide variety of partners throughout Renfrewshire to increase uptake of Scottish benefits.
- Our attainment work has a very successful evidence-based, universal approach to improving outcomes for pupils which works across all 62 primary, secondary and Additional Support Needs schools in Renfrewshire. The authority was the first to be recognised by Education Scotland in making “excellent progress” in relation to closing the poverty-related attainment gap.
- Our ‘Mental Health and Wellbeing Strategic Partnership’ with Barnardo’s Scotland was launched in October 2019. Through this strategy it is intended to improve the mental health and wellbeing of young people in Renfrewshire.
- Our partners also carry out a significant amount of work in Renfrewshire to reduce child poverty, and organisations such as Home-Start Renfrewshire and Inverclyde and Klas Care are providing much needed services to vulnerable families in the area.

While we recognise that much has been achieved this year, we will continue to work with partners, in communities and across all services to ensure our low-income families are supported and child poverty is reduced. We will also work to meet the changing needs of those living in Renfrewshire throughout the pandemic and beyond.

## Introduction

Renfrewshire Council wants a Renfrewshire where no child lives in poverty, and where children feel healthy, happy and valued no matter how much money their parents or carers have. Since the last report, work has been ongoing and new strategies and projects developed which have stood us in good stead to address the impacts of Covid-19 on our children and families. We will use the knowledge learned from the crisis too and this will help us build and reach that goal once the uncertainties caused by Covid-19 pass.

Some of these actions are large scale projects which will make a difference over a number of years, such as our Economic Development Strategy, which will be updated post Covid, others are smaller scale, and of immediate assistance to families in need, like the work we have done to automate our school clothing grants.

Big or small, all have their part to play in improving the wellbeing of our children and putting more money in the pockets of local families.

This year we published our economic development strategy which considers the challenges to growth in Renfrewshire and details the steps we will take to add more jobs to the local economy, grow the working age population, reduce skills gaps and increase the value of goods and services produced in Renfrewshire, with a particular focus on manufacturing.

We have also empowered our communities to set their own priorities through our Local Partnerships, and, with Renfrewshire Youth Voice's involvement, we have run our first, successful, participatory budgeting event designed and led by young people, for young people, with 3402 young people voting to fund 40 different charities which will a difference in young people's lives.

We are working with a wide range of partners to ensure every child who leaves school in Renfrewshire goes on to a positive destination, whether further study, apprenticeships or work in our 'My Future Pathway' programme which was piloted this year.

Looking forward, we are pleased to be working with the Poverty Alliance as part of their 'Get Heard' programme, and await with interest what comes out of that so that we can further align our work with our communities' needs.

Tackling child poverty stretches across all services within Renfrewshire Council, and includes a wide range of partners. Together we are committed to making a real, positive, difference for our children and families and ensuring all our children achieve their potential.

Our Council's long-term priorities, to increase opportunity in employment and education, support the most vulnerable members of our community and put in place the necessary strategic investment that will deliver positive change for Renfrewshire have not changed.

Tackling poverty is core to achieving all our priorities, and we recognise that it needs to be firmly at the centre of everything we do. We will continue to work with NHSGGC as a member of the NHSGGC's child poverty leads network, and other partners to consider how to get the best outcomes for Renfrewshire families.

In the three driver areas, this year's report focusses on some different activities to the Year 1 report. Although the activities highlighted last year are still taking place, the narrative of the Year 2 Report captures mainly new work and work with different partner organisations and builds on what we have been doing in 2018/19, and prior to the legislative requirement to produce an LCPAR, to provide a fuller picture of Renfrewshire's tackling poverty work. Where appropriate it also provides

an update to last year's work, with the appendices capturing all of the many activities carried out by the Council, the Health Board and Health and Social Care Partnership and our partners to reduce child poverty.

Initial information both on the impact of the Covid-19 pandemic and the Council's response is included as it is recognised that this the pandemic will particularly affect our most deprived citizens in a number of areas. We know that people already experiencing in-work poverty, or in the least secure employment will be hardest hit by the financial impact of lockdown and the expected national economic downturn. Those already experiencing significant health inequalities will also likely be hardest hit by the health impact of the pausing of non-essential NHS services.

We also are aware that people in our most deprived communities will continue to face inequalities as we move through the phases of the national route map, for example, people experiencing poverty may have less access to active travel opportunities and private transport so are therefore limited in their travel, social and leisure choices. While many of our citizens will be celebrating the easing of lockdown measures, visiting open spaces and being able to travel to enjoy leisure and exercise opportunities, others will be feeling excluded. The impacts on deprived communities and families must be considered as we develop our recovery response collectively with our partners.

### **What is a Local Child Poverty Action Report?**

The Child Poverty (Scotland) Act 2017 requires that each local authority and each relevant Health Board must jointly prepare and publish a local child poverty action report after the end of each reporting year. The local child poverty action report must describe measures taken during the reporting year within the local authority area that reduce child poverty or improve outcomes for children living in poverty. It must also describe planned and proposed future actions.

This, our second report, captures a mixture of ongoing work, which was reported last year and newly developed projects and processes which have commenced in 2019/20. Some of those newer processes have commenced in the later part of the year, and will receive a fuller account in the 2020/21 Local Child Poverty Action Report.

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## 1. Scottish Government Targets

1.1 The Scottish Government believes that poverty is not inevitable and seeks to significantly reduce child poverty. It has promised children a better start in life and more opportunities as they grow up; has offered parents more and better-paid jobs and greater security in which to bring up their families; and has committed to tackling deep-seated inequalities.

1.2 The Child Poverty (Scotland) Act 2017, is key to the ambition to eradicate child poverty.

The Act:

- Sets out four statutory income targets for 2030;
- Places a duty on Scottish Ministers to publish child poverty delivery plans in 2018, 2022, and 2026, and to report on those plans annually.
- Places a duty on local authorities and health boards to report annually on activity they are taking, and will take, to reduce child poverty.
- Sets out that a statutory Poverty and Inequality Commission will be established from 1 July 2019, with functions related to the child poverty reduction targets.

1.3 The statutory income targets are ambitious and relate to the following measures of poverty:

**Relative poverty:** a child is in relative poverty if they live in a household where equivalised income for the financial year in question is less than 60 per cent of the median equivalised net income for that financial year.

**Absolute poverty:** a child is in absolute poverty if they live in a household with an income below 60 per cent of the median equivalised net income in 2010–11.

**Combined low income and material deprivation:** a child is in combined low income and material deprivation if they live in a household with an income below 70 per cent of the equivalised median net income for that year and are unable to afford a number of basic goods and services (material deprivation).

**Persistent poverty:** a child is in persistent poverty if they have been living in Scotland and in relative poverty for three of the past four years.

The key targets for the Scottish Government by 2030 after housing costs are as follows:

Less than 10% of children live in households that are in **relative poverty** (2017/18 **24%**)

Less than 5% of children live in households that are in **absolute poverty** (2017/18 **22%**)

Less than 5% of children live in households that are in **combined low income and material deprivation** (2017/18 **14%**)

Less Than 5% of children live in households that are in **persistent poverty** (2017/18 **17%**)

(Source for 2017/18 figures: Family Resources Survey, Understanding Society)

1.4 The Child Poverty (Scotland) Act 2017 requires that the Local Child Poverty Action Report must set out any measures taken in the previous reporting year by the local authority and each relevant Health Board which make progress now on contributing to the meeting of these child poverty targets. This is done by linking the action to one of the direct drivers of poverty below.

The Act also requires that local authorities and Health Boards report on preventative actions which will help children and young people avoid becoming parents in poverty by 2030.

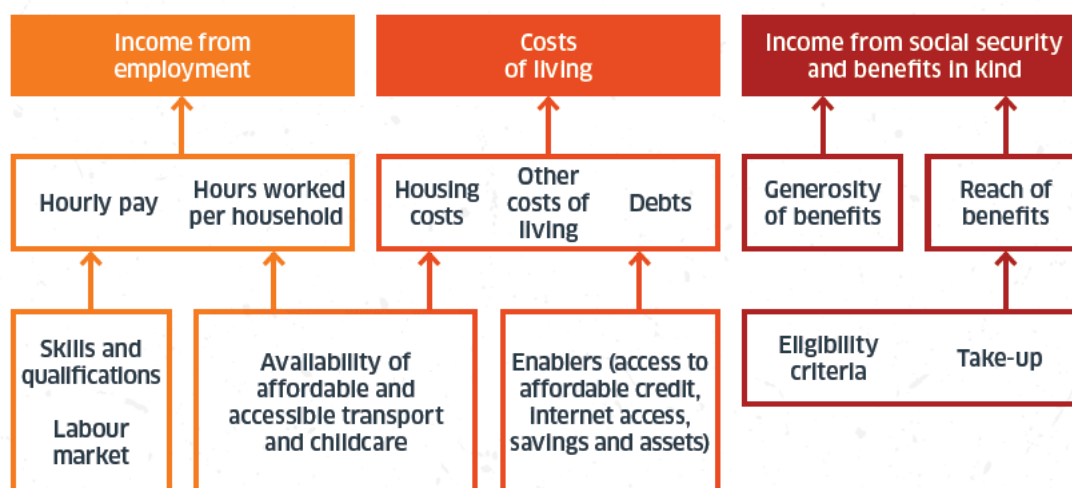
## 2. Drivers of Poverty

2.1 The three key drivers of child poverty are identified by the Scottish Government as:

- Income from employment
- Costs of living
- Income from Social Security and benefits in kind

2.2 For children under 12, direct action will not impact on targets unless it maximises parental income, thus most of the actions reported are around maximising income and reducing outgoings for the parents/family and are not specifically related to children.

The table below shows the drivers and what can affect them.



2.3 In Renfrewshire much work has been done which over time will mitigate the consequences of poverty. For example, our work to close the attainment gap between children from low income families and their better off peers and our mentoring project with Aberlour will have a longer term, preventative outcomes and help the Scottish Government achieve its 2030 targets and updates to this work are included at part 13, along with new initiatives.

## 3. Child Poverty in Renfrewshire

### Child Poverty rates in Renfrewshire

3.1 In March 2020, the DWP and HMRC released a new set of local indicators of child poverty. Due to the advantages outlined below they are judged to create a stronger basis for estimating local child poverty than previously available and are considered superior to the previous modelled estimates prepared for End Child Poverty which were used in last year's Report. Those estimates for 2017/18 showed that in Renfrewshire the rate of child poverty after housing costs was 24.2%. The new statistics produced for 2018/19 will be the starting point for any future indicators and show that in Renfrewshire the percentage of children

living in relative low income families is 16.9% and in absolute low income families is 13.5%. This is compared to a percentage figure of children living in relative low income families for Scotland of 18.1%

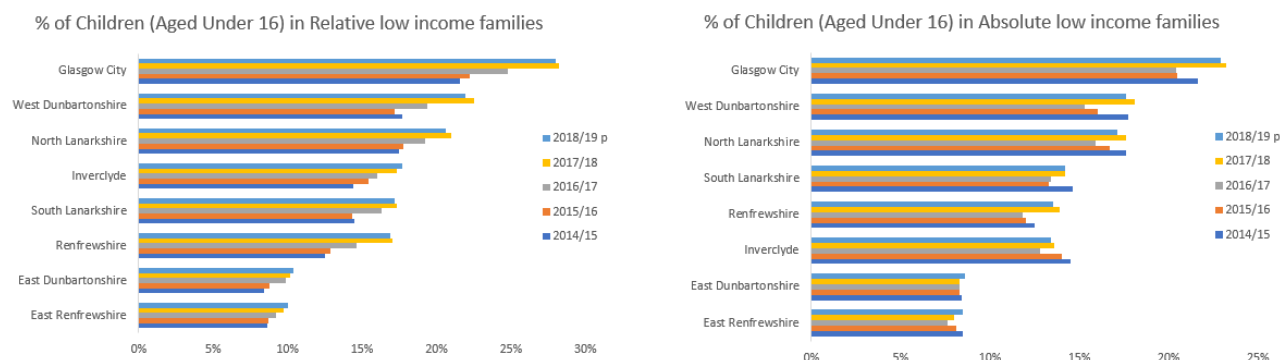
3.2 Up until now, estimates of local child poverty rates have not been able to draw on direct calculations of incomes at local area level. In contrast, the new indicators look directly at most of the income sources reported for tax, tax credit and benefit purposes for individual families. Unlike surveys, they cover the whole population not just a sample, and can therefore be considered at the very local level, providing a consistent approach for looking at change based directly on the measurement of families' incomes.

3.3 It should be noted, however, that two main caveats to the data remain:

Housing Costs - The dataset is based on a 'before housing cost' (BHC) estimate of relative poverty (specifically, the percentage of children living in households below 60% median equivalised income). This measure takes no account of the effect on disposable income of some households having to pay a lot more in rent or mortgage payments than others. Subsequent analysis is planned to provide estimates of after housing costs – until then, comparison of the overall levels of child poverty shown in different parts of the country using this measure need to be treated with caution.

Limits to measuring change - The figures use mid-year population estimates to calculate percentage rates. These are not based on direct data collection in between censuses and does not immediately reflect changes that can have significant effects on the child population at ward level. For this reason, the report focusses on change at local authority and parliamentary constituency levels.

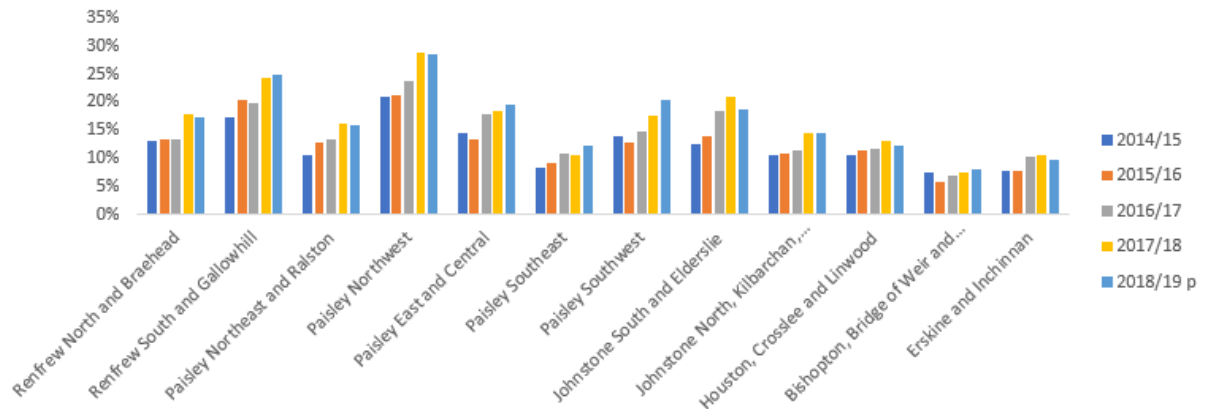
3.4 Estimates for 18/19 are provisional and may be subject to change in later analysis.



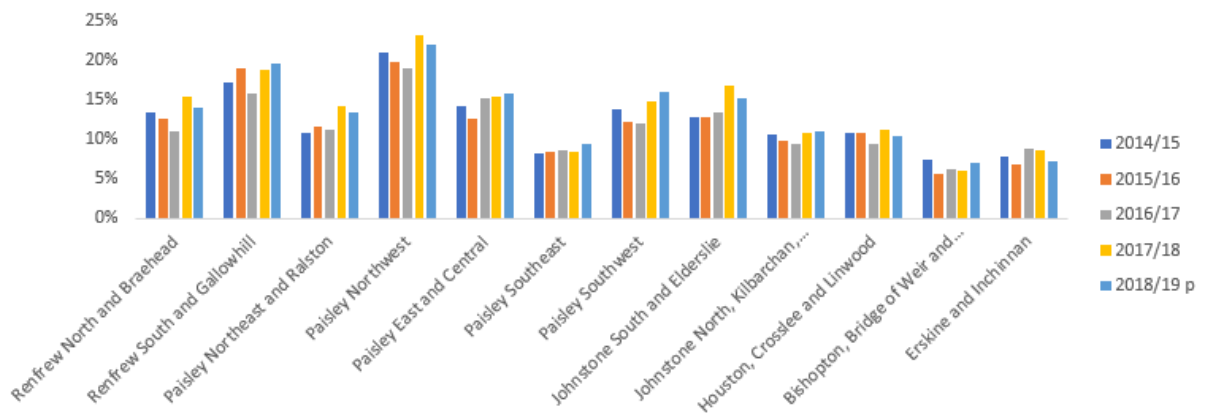
Source: [www.gov.uk/government/statistics/children-in-low-income-families-local-area-statistics-201415-to-201819](http://www.gov.uk/government/statistics/children-in-low-income-families-local-area-statistics-201415-to-201819)

3.5 The tables below show poverty levels across Renfrewshire wards, and changes since 2014/2015. These indicate that the ward with the highest percentage of children living in both relative and absolute low income families is Paisley Northwest, and this has been consistent throughout this whole reporting period, with Renfrew South and Gallowhill consistently showing the second highest rates.

Percentage of Children (Aged Under 16) living in Relative low income families



Percentage of Children (Aged Under 16) living in Absolute low income families



### Scottish Index of Multiple Deprivation (SIMD)

- 3.6 The most recent Scottish Index of Multiple Deprivation was published on 29 January 2020. SIMD is the official tool for finding the most deprived areas in Scotland. It identifies small concentrations of multiple deprivation across all of Scotland in a consistent way, rating almost 7000 data zones in Scotland. Renfrewshire has 225 data zones.
- 3.7 The ten most deprived data zones in Renfrewshire and where they rank against the rest of Scotland are shown along with last year's information.

2019/2020		2018/2019	
Data Zone Name	Rank	Data Zone Name	Rank
Paisley Ferguslie - 06	4	Paisley Ferguslie - 06	1
Paisley Ferguslie - 05	9	Paisley Ferguslie - 05	11
Paisley Ferguslie - 03	86	Paisley Ferguslie - 03	22
Paisley Ferguslie - 07	89	Paisley North West - 01	124
Paisley Ferguslie - 02	124	Johnstone South West - 02	139
Johnstone South West - 02	193	Paisley Ferguslie - 07	151
Paisley North East - 02	203	Paisley North East - 02	152
Paisley Foxbar - 01	252	Paisley Ferguslie - 02	181
Paisley Foxbar - 03	264	Paisley Foxbar - 01	250
Paisley North West - 03	271	Paisley East - 06	281

3.8 This year's figures show that levels of deprivation have fallen in Renfrewshire compared to SIMD 2016. The majority of Renfrewshire's 225 data zones improved on their 2016 ranking and fewer of Renfrewshire's data zones are now identified as the most deprived in Scotland (from 61 in 2016 to 56 in 2020 within the 20% most deprived in Scotland). Key figures from the 2020 figures compared to 2016 show:

- Of Renfrewshire's 225 data zones, 139 (62%) improved on the 2016 ranking and 86 (38%) deteriorated.
- Fewer of Renfrewshire's data zones are identified as the most deprived in Scotland
- The number of people in Renfrewshire identified as employment deprived fell
- The number of people in Renfrewshire identified as income deprived fell
- Health deprivation in Renfrewshire identified by SIMD 2020 also fell

3.9 The new rankings show two of Renfrewshire's data zones in the ten data zones identified as the most deprived in Scotland. While Ferguslie Park no longer contains the most deprived data zone in Scotland with one zone improving in rank to 4 (ranked 1 in 2016 and 2012), Renfrewshire's other lowest zone (also in Ferguslie Park) is now ranked as 9 (ranked 11 in 2016).

3.10 The total number of datazones in Scotland and Renfrewshire are detailed in the table below along with totals in the most deprived 5%, 10% and 20% in both 2020 and 2016. Within Renfrewshire's population of 176,830, this corresponds to 9,505 people in the most deprived 5% overall, 23,828 in the most deprived 10% overall and 42,856 in the most deprived 20% overall.

#### Renfrewshire's datazones

	Total Datazones	20% Most Deprived	10% Most Deprived	5% Most Deprived
Scotland	6976	1395	698	349
Renfrewshire 2020	225 (3.2%)	56 (4.0%)	33 (4.7%)	13 (3.7%)
Renfrewshire 2016	225 (3.2%)	61 (4.3%)	36 (5.1%)	13 (3.7%)

3.11 The SIMD is one of a wide range of tools that the Council uses to help plan activities, programmes of work and effective partnership working and engagement.

## 4. Impact of poverty on children's health

4.1 Evidence suggests that children born into or living in poverty have poorer health outcomes than their more affluent peers. They are more likely to experience a wide range of health problems, including poor nutrition, chronic disease and mental health problems than those born into affluent families. It is expected that this will be exacerbated by the coronavirus pandemic in 2020/21 which risks a global recession, increasing unemployment and reducing incomes.

4.2 The evidence linking poverty with poorer health outcomes for children and their families is very clear. Within his review 'Health Equity in England', Professor Sir Michael Marmott said, 'Poverty experienced during childhood harms health at the time and throughout the rest of life.' Children can be affected from birth with families in poverty more likely to deliver infants of a lower birth weight and early years growth in many cases below what is expected.

The 2019 report 'Assessing the impact of rising child poverty on the unprecedented rise in infant mortality' showed that a 1% increase in child poverty was significantly associated with an extra 5.8 infant deaths per 100 000 live births.

- 4.3 GPs report that those living in poverty are more likely to present with acute infections and have poorer general health and mental wellbeing. The impact of poverty on physical and mental health can be lifelong. Those living in poverty can have high rates of high blood pressure, respiratory illness and depression and can expect up to 35 fewer years of good health than those not in poverty. This can lead to those adults being disadvantaged, which in turn increases the risk of their own children experiencing poverty.
- 4.4 Public Health Scotland is Scotland's lead national agency for improving and protecting the health and wellbeing of all of Scotland's people. Established by the Scottish Government and the Convention of Scottish Local Authorities (COSLA), this new national public health body, was launched on 1 April 2020. Its vision is of a Scotland where everybody thrives and its focus is on increasing healthy life expectancy and reducing premature mortality.
- 4.5 Work on tackling child poverty continues to be a key theme for Public Health Scotland and activity will continue across each local Health Board and HSCP.

## **5. Tackling Poverty Programme**

- 5.1 In Renfrewshire, we recognise that although poverty is, first and foremost, about household income, the experience of poverty is often much wider and more complex than just having a low income, with some people experiencing a range of disadvantages that extend beyond just not having enough money.
- 5.2 Renfrewshire Council recognises that poverty is not inevitable, but not easily solved. Communities must be involved in the anti-poverty agenda, setting their own priorities and the Council and its partners and wider organisations such as employers, need to work together, and alongside communities, to have an impact. Renfrewshire has had a Tackling Poverty Programme since 2015 which was informed by the findings of Renfrewshire's Tackling Poverty Commission.
- 5.3 The Tackling Poverty Commission, which was the first of its kind in Scotland to focus on child poverty, was formed in April 2014 from a range of experts in education, housing, the voluntary sector, the economy, and people who work every day with residents who live in severe poverty. The Commission and associated Tackling Poverty Programme were described in the Year 1 LCPAR.
- 5.4 The original Programme ran until March 2018. At this stage Council agreed the allocation of a further £5 million support over the next 5 years commencing in April 2018 and a further programme of activity was developed which sustained key projects, supporting people on low incomes, with a focus on low-income families with children.
- 5.5 These projects are reviewed continuously throughout the Programme, to make sure delivery models are the most effective, to explore opportunities to align more closely to mainstream service provision and to respond to the Child Poverty (Scotland) Act 2017. Details on the progress and performance of projects across the Tackling Poverty Programme are reported to Leadership Board on a six-monthly basis.

- 5.6 The Tackling Poverty Programme continues to provide investment to specific initiatives that support the Council's aspiration to tackle poverty. The initiatives support three key priorities:
- Targeting support to families to that need it most
  - Removing barriers to participation for children and young people
  - Supporting health and wellbeing for young people
- 5.7 Funding has been allocated to support the delivery of the following initiatives which **are Targeting support to families that need it most:**
- The three Families First locality teams funded by the Tackling Poverty Programme in Foxbar, Gallowhill and Johnstone continued to offer early years and family support services, including targeted financial advice and parenting support and this service will be sustained over the next four years.
  - The Healthier, Wealthier Children service continued to provide targeted advice and support to new and expectant parents on managing changes to finances and supporting them to claim benefits they are entitled to.
  - Energy Advice continues to be offered to families who need support to reduce their energy bills, manage fuel debt and improve the energy efficiency in their homes.
  - Renfrewshire Foodbank receives £10,000 per annum, allocated to assist with the anticipated increase in demand for support arising from the roll-out of Universal Credit in Renfrewshire.
- 5.8 Initiatives **removing barriers to participation for children and young people** which receive ongoing funding include:
- Breakfast clubs will continue in 10 schools, providing a healthy breakfast to all pupils universally. This project relieves financial pressure on low income families, but most importantly, makes sure that children start the school day ready to learn.
  - The Cost of the School Day fund will continue to operate across all primary and secondary schools in Renfrewshire, directly supporting families in a variety of ways including uniforms, food, transport, extra-curricular activities and curricular expenses.
  - The programme will continue to provide Street Stuff activities during the holidays and at weekends, along with the provision of free healthy meals.
- 5.9 Funded projects **supporting health and wellbeing for young people include:**
- The peer health project will continue in partnership with Active Communities, working with young people in secondary schools across Renfrewshire to identify key health priorities in their school and developing young people to lead their own activities to improve health and wellbeing, with a focus on mental health.
  - Funding will continue to be provided to support the provision of school counselling services in all secondary schools, aligned to the national Scottish Government funding now being received.
- 5.10 The Tackling Poverty Programme investment continues to form a significant part of Renfrewshire's local response to tackling child poverty, alongside the many other actions across Council services detailed in this report. Since the introduction of the Tackling Poverty Programme, there have been a significant number of projects and developments undertaken across the Council and its partners to tackle poverty. It is recognised that tackling poverty is a long-term aspiration, and cannot be achieved in the next two, five or ten years.

- 5.11 Maximising incomes is at the core of our Tackling Poverty work, but we have produced a comprehensive strategy and action plan which also seeks to address the persistent inequalities faced by people living in poverty. We aim to prevent people from experiencing poverty in the first place, as well as mitigating the impacts of poverty and supporting people to lift themselves out of poverty.
- 5.12 Local people have been at the heart of our tackling poverty work and have a central role in defining the success of this. Our aim is to create an ongoing conversation with citizens, rather than traditional consultations with a start and end date. We will make sure that the stories and voices of people living in poverty remain at the centre of our decision-making.

#### **Listening to those with lived experience of poverty**

- 5.13 With regard to tackling poverty, Renfrewshire recognises the importance of involving those with direct lived experience. Renfrewshire Council did this during the Tackling Poverty Commission in 2015. We also recognise, however that local need and experiences change over time and with, for example, further welfare reform, and the establishment of Social Security Scotland. In February 2020, therefore, Renfrewshire Council agreed to work with the Poverty Alliance on their **Get Heard Scotland** (GHS) programme in 2020/21.
- 5.14 The Poverty Alliance developed GHS to help people living on low incomes engage with the development of local and national anti-poverty policy. The Alliance works alongside existing Local Authority community engagement plans to help enhance the participation of people living on low incomes in the development of local approaches to addressing child poverty.
- 5.15 The GHS programme is designed to engage with members of communities affected by poverty and those working at the grassroots level regarding the development and implementation of policies intended to address poverty and social injustice. The programme is intended to input independent feedback into policy processes, focused around the commitments made in the Scottish Government's *Every Child, Every Chance: Child Poverty Delivery Plan 2018-22 (CPDP)*. It will help to build community capacity and strengthen the understanding of Scottish Government policy priorities amongst those who should be its primary beneficiaries. It will also help to build the capacity and knowledge base of policy makers at local levels.
- 5.16 Due to the pandemic, we are still in the process of developing and agreeing a full local GHS activity plan for the area, however, this work will feed into next year's LCPAR.

## **6. Relevant Council and NHS Plans**

- 6.1 Throughout the Council, tackling poverty and inequality and improving life chances are high on the agenda. The Council Plan 'Thriving People, Connected Communities', clearly articulates this, asserting one of our five strategic outcomes as 'Tackling inequality, ensuring opportunities for all'. Furthermore, our Community Plan, which acts as Renfrewshire's Local Outcome Improvement Plan, focuses on four priorities which were agreed following a wide consultation and discussion. These include:
- Our Renfrewshire is thriving: maximising economic growth that is inclusive and sustainable, and
  - Our Renfrewshire is fair: addressing the inequalities that limit life chances.



These closely aligned plans set out an ambitious programme of work to make life better and fairer for our citizens.

- 6.2 Of course, these plans do not sit in isolation. NHSGGC's mission statement commits to actions on the social determinants of health and inequalities in health outcomes. Renfrewshire HSCP's Strategic Plan 2019 – 2022 highlights poverty as priority over the next 3 years and details actions which are reported against quarterly and then annually in relation to child poverty. Healthier Wealthier Children data is reported into NHSGGC Financial Inclusion group. Our current Children's Services, Service Improvement Plan seeks to close the poverty related attainment gap while raising attainment for all and support young people to enter positive post-school destinations, and also to reduce inequalities and deliver improved health and wellbeing outcomes for children and young people. With a specific priority of tackling disadvantage, targeting deprivation and supporting people, the Strategic Economic Framework has been key to our anti-poverty work.
- 6.3 The Council Plan, Community Plan, HSCP Strategic Plan, Children's Services Service Improvement Plan, Economic Strategy and NHSGGC corporate objectives all complement each other and highlight the work the Council will do with partners, businesses, local people and communities to address inequalities and support our children and young people. Our Procurement Strategy (see 6.19) acknowledges the importance of ensuring the core objectives of procurement are wholly aligned to the strategic objectives of the Council. In Renfrewshire we recognise that through procurement we can promote our council's social and economic objectives and the inclusion of targeted community benefits in our contracts is a key facilitator of this aim.
- 6.4 Additionally, our Tackling Poverty programme is itself investing in prevention, tackling the root causes of deprivation and disadvantage, and seeking to break the links that connect low educational attainment, unemployment, poor health and well-being, anti-social behaviour and crime. In the longer term this will ensure people have the capabilities and capacities to benefit from wider opportunities, creating a more resilient, more inclusive Renfrewshire where nobody is left behind.
- 6.5 Through our Council Plan and our governance structures such as Community Planning, HSCP Integration Joint Board and the Economic Leadership Panel, the Council and NHSGGC will continue to proactively promote measures to tackle poverty through the integration of strategic actions and interventions illustrating our commitment to reduce child poverty across the local authority area.
- 6.6 One strategy which is vital to Renfrewshire's aspirations is Renfrewshire's Economic Strategy which was approved in September 2019 by the Council's Leadership Board. The strategy, which was prepared with the guidance of the Renfrewshire Economic Leadership Panel, sets out a collaborative approach to the development of the Renfrewshire economy over the next 10 years, along with stretching ambitions for the creation of jobs and the delivery of inclusive growth –
- more, and better jobs for local people
  - growing the value of the Renfrewshire economy and positioning Renfrewshire as the centre of manufacturing innovation, and research and development
  - growing our working-age population and supporting people on long-term sickness back to employment with more secure earnings
  - reducing the skills gaps and shortages experienced by local businesses

- improving our economic infrastructure, including better public transport and digital connectivity

6.7 After being agreed by the Leadership Board the Economic Strategy was launched by the Cabinet Secretary for Finance, Economy and Fair Work. The Economic Leadership Panel has continued to meet to develop an action plan and will monitor and consider changes to the strategy as the context and circumstances for economic growth change over the period ahead.

### **NHSGGC – Turning the Tide Through Prevention**

6.8 The national Health and Social Care Delivery Plan, published in December 2016, committed the Scottish Government to a range of public health actions, inclusive of:

- establishing a new national public health body ‘Public Health Scotland’ as mentioned in 4.4,
- strengthening local partnerships for public health, and
- developing shared public health priorities for Scotland

6.9 The shared public health priorities were established through a substantial regional engagement process alongside analytical assessments of the factors with the greatest potential to improve health and reduce inequalities over the next 10 years. The six key priorities for Scotland were ratified by the Scottish Government and COSLA in June 2018.

6.10 A Scotland where:

- We live in vibrant, healthy and safe places and communities,
- We flourish in our early years,
- We have good mental wellbeing,
- We reduce the use of and harm from alcohol, tobacco and other drugs,
- We have a sustainable, inclusive economy with equality of outcomes for all, and
- We eat well, have a healthy weight and are physically active.

6.11 In alignment with the national review processes and the ambition for a stronger ‘whole system’ approach to public health, NHSGGC has developed a public health strategy, ‘Turning the Tide Through Prevention’, which was launched in August 2018. This strategy sets the strategic direction for public health in Greater Glasgow and Clyde, and sets out how the Board will work with partners, communities and individuals over the next ten years to improve the health and wellbeing of the population. This is the first whole system Public Health Strategy within NHSGGC recognising the importance of both clear public health priorities and the approaches required to address these. It was launched with the ‘Big Six’ actions which include: Work with partners to tackle the fundamental causes of poor health, including poverty, housing and challenging personal circumstances.

6.12 The aim of the strategy is that NHSGGC “becomes an exemplar public health system which means there would be a clear and effective focus on the prevention of ill-health and on the improvement of wellbeing in order to increase the healthy life expectancy of the whole population and to reduce health inequalities”. The strategy describes that the overarching aim is that by 2028, NHSGGC healthy life expectancy should be equal to the rest of Scotland with a narrowing of the inequality in Life Expectancy within the NHSGGC area. This will be achieved through a variety of objectives including health improvement programmes and a

measurable shift to prevention and reduction of health inequalities through advocacy and community planning.

- 6.13 It advocates an approach where there is a shift in investment from treatment to prevention to halt the onset of ill-health and increase the healthy life expectancy of the population.

#### **Renfrewshire's Early Years 1140 hours expansion plan**

- 6.14 All Scottish councils were due to provide 1140 hours of early learning and childcare to all three and four-year-olds and eligible two-year-olds by August 2020. To support these plans, Renfrewshire Council proposed the building of five new-build centres as well as refurbishing, adapting and extending more than two dozen existing buildings. It was agreed that more than £14 million would be invested in these early years building projects, while £22 million was earmarked for additional early years jobs.
- 6.15 In March the Scottish Government removed the legal duty on councils to do this. They have since accepted the impact of coronavirus means they don't expect this to be able to happen everywhere during the academic year 2020/21.
- 6.16 Coronavirus has caused major disruption to the work we were doing in Renfrewshire to expand our early-learning and childcare capacity by extending or building new nurseries and recruiting new staff - but we were making good progress before lockdown and are now getting that work back on track.
- 6.17 The full 1140 hours is being delivered where possible and will be offered to the majority of children in local council-run, partner nurseries and childminders from August 2020. In the places where that cannot be done at present, 1140 hours will be rolled out for all as soon as possible. These families will receive at least the legal minimum of 600 hours in the meantime.
- 6.18 In terms of any work on newbuilds, extensions and refurbishments which have been delayed by coronavirus, building work on our nursery centres and classes will resume once the national guidance around construction sites allows it.

#### **Procurement - Community Benefits**

- 6.19 Our updated procurement strategy acknowledges the importance of ensuring the core objectives of procurement are wholly aligned to the strategic objectives of the Council. For every project procured, the team consider how our procurements can bring not just value for money – but social value.
- 6.20 In Renfrewshire we recognise that through procurement we can promote our council's social, economic and environmental objectives and the inclusion of targeted community benefits in our contracts is a key facilitator of this aim. Community Benefit clauses are contractual requirements which deliver wider benefits in addition to the core purpose of the contract. These clauses can be used to build a range of social, economic or environmental conditions into the delivery of council contracts.
- 6.21 In Renfrewshire we target community benefits which deliver:
- Employment and Training Initiatives
  - Educational Support Initiatives
  - Supply Chain Development Activity

- Vocational Training
  - Community, Corporate Social Responsibility (CSR) and Environmental Initiatives
  - Supported Business, Third Sector and Voluntary Sector Initiatives
  - Equality and Diversity Initiatives
- 6.22 Community benefits are targeted in all Renfrewshire Council's contracts over £50,000. A relevant and proportionate approach is taken, based on the contract value, the nature of the contract and the duration of the contract. Community Benefits are requested at tender stage, in some contracts they are voluntary, in others they are mandatory, scored requirements. Once offered, delivery of these benefits becomes a contractual requirement.
- 6.23 In the period April 2019 to December 2019, Renfrewshire Council's Procurement team have secured commitment to the delivery of **139** community benefits, including **55** employability benefits, **40** offers of support to help achieve qualifications, **19** benefits offered to support local businesses and **25** offers of support for community engagement.
- 6.24 Under the terms of Section 9 of the Procurement Reform (Scotland) Act 2014, public sector bodies have a duty to consider how in conducting their procurement processes they can:
- i. improve the economic, social, and environmental wellbeing of the authority's area,
  - ii. facilitate the involvement of small and medium sized enterprises, third sector bodies and supported businesses in the procurement process, and
  - iii. promote innovation
- 6.25 Where in the past the responsibility for monitoring delivery of community benefits lay with the individual procurement officers, time constraints and the necessity to prioritise other tasks meant that in some cases, community benefits were not delivered before the contract ended. Recognising the potential for these benefits to feed into Council priorities, during 2019/20, the Procurement team have funded a resource dedicated to the delivery of community benefits who reports directly to the Strategic Procurement Manager. The holder of this post also co-ordinates and chairs the procurement led Community Benefits Forum which has been formed from representatives from:
- Corporate procurement team;
  - Economic Development, including Invest in Renfrewshire and the Business Development Team;
  - Developing the Young Workforce;
  - Children's Services – covering both employability, modern apprenticeships and creating opportunities for young people who have had a challenging start in life; and
  - Engage Renfrewshire, Renfrewshire's TSI (Third Sector Interface)
  - Partnerships and Inequalities Team.
- 6.26 The Forum plays a pivotal role in shaping our approach to community benefits, and to the delivery of benefits offered. The members helped to define the supplier guidance included in tenders and the Outcome Menu used to identify and score community benefits, they engage with procurement officers pre-tender to help identify key opportunities and priorities and post tender they work with contractors to ensure that benefits are delivered.
- 6.27 Recognising that increasing participation in fair and sustainable work will help to tackle poverty, including child poverty, inequality, and exclusion, the inclusion of community benefits in tenders and the work of the Community Benefit Forum is a key enabler to support delivery of the objectives of the Council Plan, Renfrewshire's Economic Strategy and

No One Left Behind. Encouraging contractors to offer targeted employability benefits, creating new jobs which pay at least the Real Living Wage aligns to the Scottish Government's Fair Work First policy.

- 6.28 Providing mentoring and support to local SME's and social enterprises and opening up opportunities for the supply chain helps to develop local supply capacity and capability, promoting inclusive economic growth in Renfrewshire.
- 6.29 The provision of work placements to young people, careers events in schools and the creation of Modern Apprenticeships targeted at young people who have faced challenges helps to reduce the attainment gap, increasing the likelihood of young people leaving school into positive destinations and improving their chances of finding and sustaining employment. This plays its part in the aim to reduce child poverty by 2030 and further details of our '**my future pathways**' programme is at 13.26.
- 6.30 Community Benefits make a real difference to the lives of people in Renfrewshire, helping communities, community groups, schools and individuals. Working together with our colleagues in the community benefit forum and our contractors, we aim to continue to maximise the social value that community benefits can bring.

#### **Community Benefit Forum**

- 6.31 Renfrewshire's Community Benefit Forum was established to both put a focus on, and best manage the community benefits aspect of procurement. Representatives from Renfrewshire Council Services, such as Employability, Economic Development, and Education along with others such as Developing the Young Workforce come together with the TSI, Engage Renfrewshire to provide a 'menu' of community benefit opportunities for those bidding for a Council Contract. This makes things easier for the contractor, but also allows a tailoring of benefits to local need.
- 6.32 The benefits can be in the form of apprenticeships and training, jobs, volunteer opportunities, upskilling, or either grants to, or work carried out within, local social enterprises.
- 6.33 As part of the Council's procurement process, interested prospective contractors are provided with the contact details of individual Forum members, and they can talk to them about need and what they may be able to provide. This has led to benefits such as work placements, but also the development of a programme for senior pupils who want to work in construction. See 13.27 below.
- 6.34 Where support is offered in the form of a grant, the grants are usually fixed at £1000 and the application form is designed to be simple to encourage a wide variety of organisations to apply for the support. Renfrewshire's TSI, Engage Renfrewshire organises this process, offering the opportunity to their network of social enterprises, collecting the application forms and passing those to the companies bidding for contracts, to choose which application they wish to support.
- 6.35 Where the company has offered a service, such as painting and decorating, flooring, or goods such as workwear, the process is the same, with organisations applying for the goods or service.
- 6.36 Although open to all types of social enterprise, many organisations impacting on child poverty have benefitted from these funds. Nurseries have had their Christmas parties

catered, and Christmas hampers provided. Youth organisations have benefitted from free polo shirts and fleeces for members. In some cases, the benefit has not directly gone to children, but has helped an organisation by, for example, building play equipment. Many thousands in grants and in support in kind have been distributed through this method

- 6.37 The Forum, which meets once a month constantly self-evaluates to examine how it could do things better, and ensures the 'menus' are up to date and meet need.

## **7. Partnership and Communities**

- 7.1 As noted in last year's report, what we achieve as a Council could not be done without partnership working, both through formal structures such as the Community Planning Partnership, with community bodies and more informally. "Our Renfrewshire" – Renfrewshire's Community Plan for 2017-2027 sets out a vision for Renfrewshire of "working together to make Renfrewshire a fairer, more inclusive place where all our people, communities and businesses thrive". Partnership working is key to the delivery of the community plan, and to achieving the outcomes which all partners have agreed to target in Renfrewshire.
- 7.2 This section of the report gives examples of partnership work under statutory duties, but also that which is based on Council and community priorities and has been introduced either with Council support, or the Council plays a part.

### **Community Empowerment**

- 7.3 The Community Empowerment (Scotland) Act 2015 aims to empower community bodies through the ownership or control of land and buildings, and by strengthening their voices in decisions about public services. Renfrewshire Council wants to support communities in Renfrewshire to thrive by involving them in local decision-making and listening to, working with and empowering them to transform their local areas. The Act also strengthens the statutory base for community planning.
- 7.4 Renfrewshire has a strong and resilient community sector, with a range of organisations delivering services and supports with public sector agencies. Work is continuing to build on the principles and requirements of the Community Empowerment legislation and to extend this further to redefine the relationships services and officers have with local community groups and organisations. New funds were introduced in 2018 to further support community empowerment and wider community development through the Community Empowerment Fund, Green Spaces Fund and Villages Investment Fund.
- 7.5 Following on from the establishment of the funds, a single point of contact was established through the Chief Executive's Service, with a view to working closely with community groups and organisations and to link these organisations to relevant Council services and officers as projects and proposals develop.
- 7.6 Strategic Partnership Agreements have been developed with community organisations as the next step of this work, recognising the shared commitment to strengthen collaborative and partnership working, supporting mutual learning and identifying opportunities for further collaboration where appropriate.
- 7.7 An example of this is the development of a Strategic Partnership Agreement in relation to Active Communities, a third sector organisation which provides support to individuals,

families and young people in Renfrewshire. The Agreement, which involves asset transfer of the former police station in Johnstone to Active Communities, will allow economies to be achieved for their organisation as well as much better coordination of service under a holistic approach.

### **Local Partnerships**

- 7.8 Our Local Partnerships provide the community with the opportunity to have their say on local issues and make a difference to their local area. Replacing the previous Local Area Committees, the partnerships adopt a more informal and inclusive approach as part of a drive to ensure community voices are heard on local issues. The partnerships aim to:
- Make connections and networks between community groups and the wider community
  - Identify, set and share local community priorities
  - Listen to, consult and representing local communities
  - Distribute grants to support local priorities
- 7.9 The partnerships mirror the Community Council boundaries and membership is split evenly between all local elected members for the area and community representatives. Community representatives include the elected chairs of the relevant Community Councils, with remaining places filled by representatives of community organisations in the area and these are decided by the Local Partnership members.
- 7.10 The partnerships meet at least three times per year. All meetings are open to the public to attend even if they are not a member of the partnership and the meetings are as informal as possible to allow positive discussions to take place. At meetings local priorities are set for each partnership and the allocation of grant funding should align to these priorities. Funding is allocated on a population basis to ensure it is spread correctly across Renfrewshire's communities and the partnerships allocate general grant funding as well as the Common Good Fund for Renfrew and Paisley.
- 7.11 The funding and support the Council offers is designed to help communities, putting the people who know them best at the centre of projects that will make a difference. Funding has gone to projects and organisations that improve the lives of children, and support children living in poverty, such as Paisley Back to School Bank, which provides free uniforms and school equipment throughout the year for families in need.

### **Participatory Budgeting**

- 7.12 The Scottish Government is supportive of Participatory Budgeting (PB) as a tool for community engagement that fits with the objectives of the Community Empowerment (Scotland) Act 2015 and considers it an important resource to build on the wider development of participatory democracy in Scotland. COSLA and the Scottish Government have worked together to develop and agree a framework that at least 1% of local government budgets will be subject to participatory budgeting by the end of 2021.
- 7.13 2019 was the first year that PB has been delivered in Renfrewshire. This, our pilot, was specifically a youth PB programme, youth designed and led, and providing funding for youth projects.
- 7.14 Renfrewshire's was a Grant Making PB, that is the distribution of small grants to community and voluntary organisations via community voting events. Delivered between May and

September 2019 Renfrewshire Council and partners delivered their first Grant Making PB through the previously named Youth Challenge Fund.

- 7.15 The youth challenge fund was a fund which was historically distributed by the Local Area Committees in Renfrewshire and young people were not involved in setting the priorities for the fund or having a say on where the funding should go. It was agreed by the new Local Partnerships – see 7.8 that the fund should be used to deliver a youth participatory budgeting pilot.
- 7.16 The process encouraged young people (aged 12-25) to develop ideas for their community. It was 100% youth led and was designed and delivered by young people from across Renfrewshire, with a share of just under £150k being available to individual young people and youth organisations. 12 young people formed the core steering group, renaming the fund ‘Celebrating Renfrewshire – by young people, for young people’ and decided the criteria for the fund. When deciding their priorities and criteria the young people addressed their own issues and considered the priorities of each of the 7 Local Partnerships. The group also reworked the application form for the fund to ensure it was easy for young people to complete and removed information which they felt was not required
- 7.17 Young people across Renfrewshire were supported to vote via schools and community organisations. This project was delivered by the Partnerships & Inequalities team in partnership with Youth Services, Renfrewshire Youth Voice and Active Schools (Renfrewshire Leisure).
- 7.18 A total of 124 ideas were generated by 50 groups and organisations from across all 7 Local Partnerships, working directly with young people in Renfrewshire. The steering group assessed all applications to ensure they met the criteria for the fund. All 124 ideas were progressed to the voting stage of the process. In addition to this, the steering group with support from youth services engaged a wide range of community organisations working with ‘harder to reach’ young people to support the voting process. A total of 3402 young people from across Renfrewshire participated in the process and voted, which equated to a total of 10,206 choices being made on projects which they felt were needed within their own communities.
- 7.19 120 people attended the announcement event and 31 groups were represented with information stalls. Steering group members announced the 40 successful groups who had been awarded funding. These included Renfrewshire Carers Centre, Young Enterprise Scotland and Renfrewshire Effort to Empower Minorities.

#### **Alcohol and Drugs Commission**

- 7.20 In developing Renfrewshire’s Community Plan 2017-2022, the Community Planning Partnership made a commitment to better understand how individuals, families and communities across Renfrewshire are impacted by alcohol and drug misuse. As a result, an independent Alcohol and Drugs Commission has been established.
- 7.21 Since the beginning of 2019, significant work has been undertaken to establish and develop the work programme of the Commission. At the outset, Commission members agreed to consider support those with the highest need who are suffering the most severe disadvantage. In the meetings which have followed, the Commission - which comprises key figures from across health and social care, housing, justice, third sector and higher education - has discussed how we currently support people affected by alcohol and drug use; our



services across prevention and early intervention; recovery; the impact of trauma; and how we engage with children and young people.

- 7.22 Run in Partnership with Renfrewshire Council and chaired by Cllr Jacqueline Cameron, the Commission also includes members from a variety of organisations with a wealth of experience on the health and social impacts of addiction, including the Director of Public Health, NHSGGC.
- 7.23 One of the most important parts of the work of the Commission continues to be listening to the voices of those with lived experience: talking to service users and people in recovery. To hear these voices, Commission members have visited Renfrewshire services including the Sunshine Recovery Café, the Renfrewshire Men’s and Women’s Groups, Renfrewshire Family Support Group, and Renfrewshire Adolescent Drug and Alcohol Resource (RADAR). In addition, the members of the commission have also engaged with frontline staff and Pastoral Care teachers in a series of focus groups.
- 7.24 In January 2020. A Recovery Conversation event was held in partnership with the Sunshine Recovery Café. This event provided the opportunity for over 100 individuals from the recovery community (including family members) to meet with Commission members and give their views to the Commission
- 7.25 The Commission has also heard evidence from a range of internal Council services and external organisations and projects to inform its recommendations
- 7.26 Due to the impact of the COVID-19 pandemic and subsequent lockdown, work is still ongoing to refine the key messages or recommendations that are beginning to flow from the work of the Commission. However, his work will resume and during 2020/21, Renfrewshire Community Planning Partnership will prioritise work on alcohol and drugs use across Renfrewshire and drive forward the recommendations from the Alcohol and Drugs Commission to reduce the impact on individuals, families and communities.

#### **The ‘Our Children’ network**

- 7.27 Renfrewshire has a Voluntary Sector Forum (Children & Young People) called ‘Our Children’. The network comprises of local and national charities, plus statutory services and is chaired by Kibble’s senior manager. The organisations involved work collaboratively for the benefit of Renfrewshire’s young people, sharing best practice, ideas and experience.
- 7.28 Meeting every quarter, the network comprises over 30 organisations such as Who Cares Scotland, Children 1<sup>st</sup>, Barnardo’s and Woman’s Aid along with Council Children’s Services.
- 7.29 Although primarily focussed on childrens’ wellbeing, the network can be used to share information that impacts on the drivers of child poverty, for example Social Security Scotland have recently become part of ‘Our Children’ and they will work with the network to help ensure families are claiming all the benefits they are entitled to. The Poverty Alliance has also indicated a desire to work with the ‘Our Children’ network to recruit organisations and individuals for the ‘Get Heard’ project.

### **8. Covid Initial Impact and Response**

- 8.1 In March 2020, working closely with our partners, Renfrewshire Council moved quickly to respond to the emerging coronavirus pandemic, protecting and supporting our employees and communities, particularly vulnerable people across the area.

- 8.2 In order to ensure effective decision-making and governance an Emergencies Board was convened on 20 March 2020 and has received regular updates on the different workstreams established to support Renfrewshire throughout the crisis, highlighting the humanitarian response, reviewing the available data showing the impact on Renfrewshire's people and considering how we can restart services, recover and renew.

### **Impact of Coronavirus**

- 8.3 The pandemic is known to have impacted deprived areas most. Statistical data relating to the death rates in Scotland, by NHS Board and by local authority area has shown that people living in the most deprived areas of Scotland were 2.3 times more likely to die with covid-19 than those living in the least deprived areas. This is true for Renfrewshire where analysis of data shows that the least deprived areas of Renfrewshire have the fewest deaths from covid-19.
- 8.4 As the scale of the covid-19 pandemic emerged, citizens who are clinically at a higher risk of severe illness should they contract covid-19 were advised by the Scottish Government 'shield'. This affected nearly 6000 Renfrewshire residents with a further group (group 2) in the vulnerable category due to age, pregnancy or health issues.
- 8.5 Again national data analysis has shown that shielding disproportionately affects people in more deprived communities, with almost twice as many people being asked to shield living in the most deprived areas than in the least deprived. Local analysis of shielding and group 2 data in Renfrewshire shows a similar picture.
- 8.6 We recognise that for those in the shielded group and group 2 individuals, the challenges will not be felt equally – those already experiencing deprivation prior to the pandemic are more likely to experience poor quality housing, lack of access to private outdoor space and lack of access to online shopping and other digital support.
- 8.7 In addition, we know that people already experiencing in-work poverty, already struggling or in the least secure employment will be hardest hit by the financial impact of lockdown and the expected national economic downturn. This is already showing in Renfrewshire - according to Office of National Statistics, in Renfrewshire between March and April 2020 the universal credit claimant count rose by 66% (from 4015 to 6675).
- 8.8 We know that people in our most deprived communities will continue to face inequalities as we move through the phases of the national route map. People experiencing poverty may have less access to active travel opportunities and private transport so are therefore limited in their travel, social and leisure choices. While many of our citizens will be celebrating the easing of lockdown measures, visiting open spaces and eventually being able to travel to enjoy leisure and exercise opportunities, others will be feeling excluded. People already experiencing significant health inequalities will likely be hardest hit by the health impact of the pausing of non-essential NHS services. This will include those already struggling with mental ill health and addictions
- 8.9 The above focuses on deprivation but in addition there are a range of potential inequalities based on other characteristics. Across the range of protected characteristics, there are likely to be poorer outcomes for individuals and families as a result of an already unequal society and as further data and research emerges this should become clearer - we would expect carers, including young carers and people with a disability will be more negatively impacted than others.

- 8.10 While the data shows us that men are most likely to die from covid-19, research based on previous experience has shown that women are likely to be disproportionately impacted by the economic downturn, alongside the increased childcaring responsibilities.
- 8.11 At a Scottish level, the Scottish Government have recently announced that an expert advisory board is to be established which will listen to and learn from people with lived experience of poverty and inequality with membership drawing on expertise from equality and disabled people's organisations, housing and homelessness bodies, town centre and regeneration groups, and anti-poverty campaigners.

### **Our response**

- 8.12 The Covid-19 outbreak caused a huge shift in the Council's service. In the short term Renfrewshire Council moved quickly to respond to the emerging pandemic, to protect and support our communities, with services changing to protect the most vulnerable families.
- 8.13 With school closures, instead of free school meals, Renfrewshire Council opted to make a cash payment per child per week of £11.25, and these payments continued throughout the summer. These payments were based on family entitlement to a clothing grant rather than just free school meals as a way of reaching a larger number of children in need. Payments were also provided to eligible families with children of nursery age. More than 6,700 children were supported in this way from 23 March.
- 8.14 A system was developed where families who needed support could be referred by a staff member, whether from education, early years, social work, housing or another team, and receive a food parcel and other necessities like nappies. The first referrals came into this service in March.
- 8.15 Local Assistance Team were also set up in response to the requirement made by the Scottish Government for local authorities to support people with "shielding" status. This involved establishing processes for people to access food and medicine and wider welfare support.
- 8.16 Community groups and third sector organisations mobilised very quickly to assist local people who needed support such as emergency food provision. The Council worked with Engage Renfrewshire to form a community food network which ensures that national resources including food and funding are directed to organisations working with vulnerable people across Renfrewshire who are experiencing the greatest barriers to food access.
- 8.17 With a recent business survey of Renfrewshire businesses showing the extent of the impact on Renfrewshire businesses, swift action has been taken in response. The survey showed that:
- 92% of Renfrewshire businesses have been closed or operating at only partial capacity, and 44% have been completely closed throughout lockdown.
  - About half of all businesses had most of their workforce on furlough at one point, almost 27,000 employees across Renfrewshire, just under 1 in 3 of their total workforce, and
  - 40% of businesses believe that redundancies may be likely over next 3 months.
- 8.18 To help counter this, during the period March – July 2020 Renfrewshire Council distributed over £26million of national grants to around 2,500 local businesses and self-employed residents. These support measures, which have been aimed primarily at ratepayers of smaller business premises together with some larger businesses in the retail, hospitality and

leisure sectors, have been well received and popular, judging by the feedback to the recent business survey.

- 8.19 The Council's Employability Service has been offering support with jobs and skills development throughout the pandemic. Over the next month or so the national support for employability will become clearer and the service will undertake a reprofiling exercise to ensure that the best possible services are provided to those who need them most.
- 8.20 Following the closure of business grants nationally, and taking into consideration the views expressed by businesses in the business survey, a series of business support measures were developed in Renfrewshire, including Business Restart Loans, Business Grants for Social Distancing Adaptations, Business Grants (Restart and Sustain Business), and advice and support.
- 8.21 In addition, a range of national funding streams, such as the Supporting Communities fund have been available for community and third sector organisations across Renfrewshire to access to support the Covid-19 response and a total of £618,469 has been received by local organisations to date.
- 8.22 A national campaign called Scotland Cares was launched to encourage people to volunteer to support the pandemic response. Over 1,100 registered in Renfrewshire. At a local level officers worked closely with Engage Renfrewshire to develop our local volunteering response through the Renfrewshire Volunteer Reserve Bank, to which 248 people signed up.
- 8.23 Neighbourhood Hubs were also established to cover the seven Local Partnership areas to support people with the impacts of Covid-19, including support accessing food, befriending support, a mobile library service and other practical support. This was delivered in partnership with Engage Renfrewshire, Renfrewshire HSCP and Renfrewshire Leisure, and supported by volunteers from the Covid-19 Volunteer Reserve Bank.
- 8.24 To help with isolation and allow access to good and services, officers have also coordinated Renfrewshire's allocation of devices and connectivity as part of the Connecting Scotland programme to support digital participation, with over 15 partner organisations in Renfrewshire receiving an allocation of devices.
- 8.25 Children and Families Social Work continued to support service users with the highest levels of needs and risks. Whilst social work offices were mainly closed, a single office remained open with senior management cover each week day. Home visits for all children on the child protection register took place at least fortnightly in all but exceptional cases (for example, where a household was displaying Covid-19 symptoms, or a child was shielding). Contact was then managed in other ways.
- 8.26 Regular contact was also maintained between social work staff and all looked after children and care leavers. There have been no specific dates provided for the resumption of 'normal' social work services in the national routemap, but the service will continue to risk assess and implement distancing measures as appropriate, in line with generic national guidance.

### **Planning for the future**

- 8.27 Our data analytics team have been working closely with partners at a local and national level on a Community Impact Assessment which will analyse the available data in terms of risk, infection levels, positive cases and death rates to help us understand the trends, identify any critical areas and inform our Covid-19 response. This work will continue as a solid

understanding of the likely medium to long term impact on communities will take time to emerge and officers will continue to review national and local data to identify trends and insight to support the Council and our partners' operational and strategic responses.

- 8.28 However, with the existing research, analysis and understanding of our communities across Renfrewshire described in this report and working alongside our community planning partners, we are in a good position to ensure our policy response, our collaborative recovery planning and our combined support takes due cognisance of the particular needs of vulnerable groups, as we work together to rebuild following this crisis.
- 8.29 We will continue to develop Neighbourhood Hubs in partnership with local community groups and organisations and develop the role of volunteers. This will be important to our ability to respond flexibly to any future lockdowns. This work will also link to our planned community impact assessment and as we continue to work closely with our partners to review activities in relation to poverty and inequality, social isolation and loneliness in light of our shared experiences and learning through the pandemic and subsequent lockdown.
- 8.30 We are finalising the Council's digital strategy and refining this to reflect the changes and opportunities which have arisen in the way we work and engage with others and the readiness to take forward new initiatives.
- 8.31 An Economic Recovery Plan is also being developed with a focus on inclusive growth and wellbeing. With national support for employability becoming clearer in the next month or so, the service will undertake a reprofiling exercise to ensure that the best possible services are provided to those who need them most.
- 8.32 In addition, our Procurement Team, working in partnership with services are restarting tendering and award of contracts. As the recovery progresses, procurement officers are contacting existing contractors to discuss the delivery of targeted community benefits, particularly supporting Employability and work placement / training initiatives.
- 8.33 We are acutely aware of the impact on our communities of the pandemic - of those who have sadly been bereaved, who have struggled through isolation, have lost their income, have had their health impacted through this crisis, have supported their children and young people with home learning or have contended with other challenges made more difficult by the pandemic and consequent restrictions . Across services, and with our partners, the Council continues to support our communities and develop our operational and policy response both now and as we continue to move through the recovery route map.

## **9. Pulling together the Report**

- 9.1 Due to Covid-19, the development of the Report has been both delayed, and different to the process last year. With many HSCP, NHSGGC and Council staff redeployed, the report has been based mainly on one to one meetings prior to Covid-19 and email collection of information during lockdown.
- 9.2 Prior to the pandemic lockdown a workshop was also held which brought together from staff from a variety of Council services, Renfrewshire HSCP, NHSGGC and our 3<sup>rd</sup> Sector partners, including the project leads from our Tackling Poverty Programme. Presentations at the workshop included Prof John McKendrick from SPIRU and Ruth Cooper, Renfrewshire

Council's economic Development Manager. Information on tackling poverty work, business as usual and projects was captured and exchanged.

- 9.3 The benefits of a workshop bringing together different services and organisations were recognised last year, and this was expanded to include speakers, to reiterate the importance of child poverty reduction and, provide information on plans for poverty reducing actions across services and beyond, which led to calling for closer working in future, better links and referral tools. This is a planned future action which will have a positive impact and further our Community Plan.
- 9.4 Renfrewshire HSCP supported the development of the Report, with information on local initiatives. Greater Glasgow and Clyde Health Board have had more direct contact with Renfrewshire Council's Partnerships and Inequalities team and other Council teams this year. Their pan-GGC child poverty action co-ordination network has met at intervals throughout the year and has provided a forum for sharing evidence and learning across NHS GGC's six partner local authority areas, including Renfrewshire and the network has developed a set of long term objectives (see Appendix E). Activities at the network in 2019/20 included workshops on employability, housing and childcare. Input to the narrative of the report has also been provided by NHSGGC.
- 9.5 Renfrewshire's Local Child Poverty Action Report focusses on each of the identified drivers, giving narrative examples of some key work under each driver, some planned activities and priorities and then lists further activities in table format as appendices. Non-driver, enabling work which will feed into the target to eradicate Child Poverty by 2030 is also included.

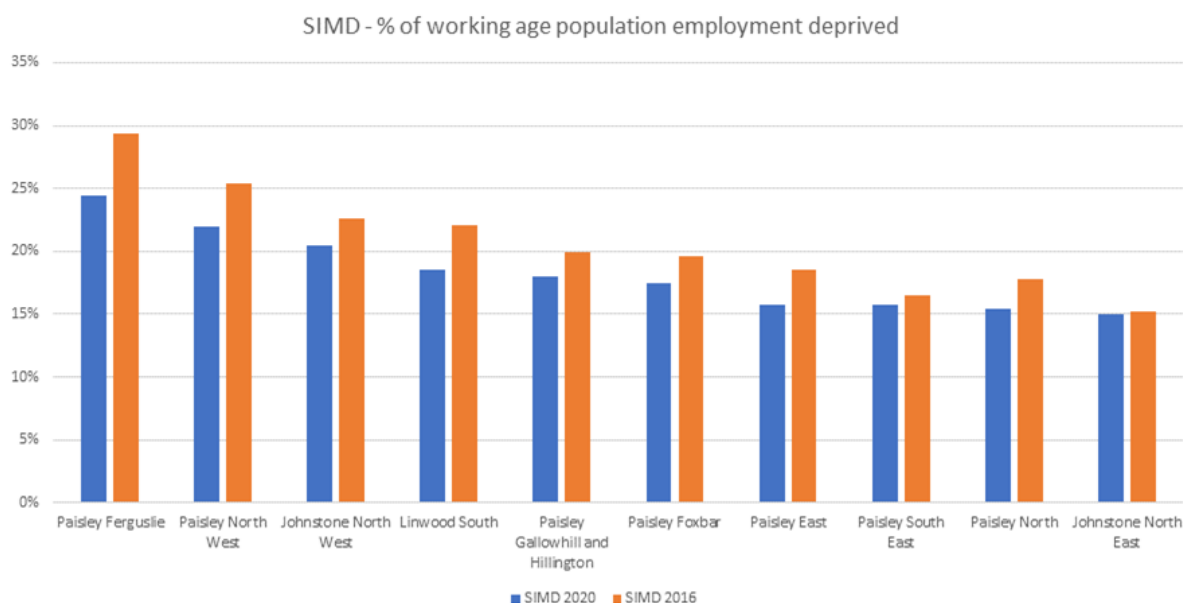
#### **Future Reports**

- 9.6 We have reported on known, planned and future actions under each driver where possible. The Covid-19 pandemic has impacted on plans and will continue to do so for the foreseeable future. Safeguarding our most vulnerable families has been the Council's priority, with the necessary short-term planning and decision making that entails. As we move forward, we hope future reports will include more robust future plans.

### **10. Driver - Income from Employment**

- 10.1 Renfrewshire Council wants Renfrewshire to prosper and grow. We want to attract and create more higher-skilled, higher-paid jobs, and ensure our local people have the skills to access them. Through growing the economy we will positively impact on the quality of lives of all of the people of Renfrewshire, tackling inequalities and disadvantage by providing them with the tools to find work, stay and progress in work and improve well-being.
- 10.2 'Every Child Every Chance' The Scottish Government delivery plan on Tackling Child Poverty reports that employment remains the best route out of poverty and we have a number of initiatives and activities that will increase income from employment in the area. We have a family approach to employment, to help lift the whole family out of poverty. We recognise that tackling child poverty about more than getting an individual work.
- 10.3 The table below shows the ten most employment deprived intermediate zones for those of working age in Renfrewshire as identified by the Scottish Index of Multiple Deprivation. The areas which are most employment deprived are reported as Paisley Ferguslie, Paisley North

West, Johnstone North West, Linwood South, Paisley Gallowhill and Hillington and Paisley Foxbar, however all the areas within the table exceed the Scottish average.



- 10.4 Maximising economic opportunities for people to fully participate in the economy as well as recognising the wider social role employment offers, is key to improving the economic performance and tackling inequality. As mentioned in part 6.6, Renfrewshire Council has launched its Economic Development Strategy for 2020 – 2030. This will be further augmented by an Inclusive Growth Strategy for Renfrewshire to be launched in 2020.
- 10.5 The Inclusive Growth Strategy will engage a wide range of partners in ensuring growth combines increased prosperity with greater equality and creates opportunity for all and distributes the benefits of increased prosperity fairly. The Renfrewshire Local Employability Partnership (LEP) has identified 8 target groups to be the priority groups to ensure we deliver inclusive growth. These groups will be targeted by the Parental Employment Support Fund.

**Parental Employment Support Fund**

- 10.6 In November 2019, the Scottish Government launched a Parental Employment Support Fund (PESF) to target employed and unemployed families to secure employment and improve their annual income. PESF will provide person-centred help for parents to address their barriers to work, which might include a lack of skills or work experience, health support, money advice, or motivational support. This will also assist in meeting the increasing challenge of in-work poverty, targeting support to help parents already in jobs support through the provision of training and employability support to remain active in the workplace and gain progression through a rewarding career.
- 10.7 Parental Employment Support Fund targets the key family groupings identified in ‘Every Child, Every Chance’.

The key target groups are:



### PESF Delivery in Renfrewshire

- 10.8 A keyworker for unemployed people and 2 keyworkers for employed people will be funded through this programme to ensure that specific resources are available for both groups. The role of the keyworker will be to guide and support the clients through an employability programme of support which includes assessment of skills, identifying potential career opportunities, employability workshops and support, groupwork for confidence building, CV support and how to prepare for interviews. Invest will also support the following:
- identify, and work towards, an employment goal
  - Fund training or new skills to enhance employment prospects
  - Provide financial advice on how to maximise income and benefits
  - Help to job search and prepare for interviews
  - Link to employers looking for staff with the client’s skills and experiences
  - Increase income from employment
- 10.9 PESF Funding will be used for activities such as driving lessons to support people working on low incomes in Care and other areas where these could lead to an increased hourly rate and/or more responsibility. Where there is a clear correlation between upskilling and promoted posts, training provision will also be purchased. Developing new skills and abilities through funded training and traineeship hours will help build skills, CVs and confidence. There has also been liaison between NHSGGC human resources department on their employability initiatives to attract parents on low income and local authority parental employment support fund developments across NHSGGC.
- 10.10 The PESF Project will reduce gender inequality and improve the prospects for women within their workplace by offering access to accredited vocational qualifications which will improve employment and increase earning capacity. The project will mainly target women with the focus on improving pay. This will directly be contributing to reducing gender inequality and will have a positive impact on the gender pay gap. We will continue to promote the Living Wage to local employers and traineeship opportunities created by PESF will all be paid at the Living Wage rate.
- 10.11 The gender pay gap in Renfrewshire is significant with males earning, on average £57.50 more than females each – this gap is lower than in Scotland (£92.90) however action is required to close the gender gap in Renfrewshire. We will aim to deliver some higher-level qualifications to move more women into professional and managerial roles. We also aim to target the 5 C sectors: Cleaning, Catering, Care, Cashiering, Clerical where pay can be low within the private sector and support participants to move to better paid employment within the public sector or at a higher level within the private sector.
- 10.12 The employment rate in Renfrewshire prior to the Covid Pandemic was 76.7% (Scotland Rate: 74.1%) and the employment rate for people with a disability was 43% (Scotland Rate: 45.6%). We recognise that the disability employment gap is higher in Renfrewshire than in

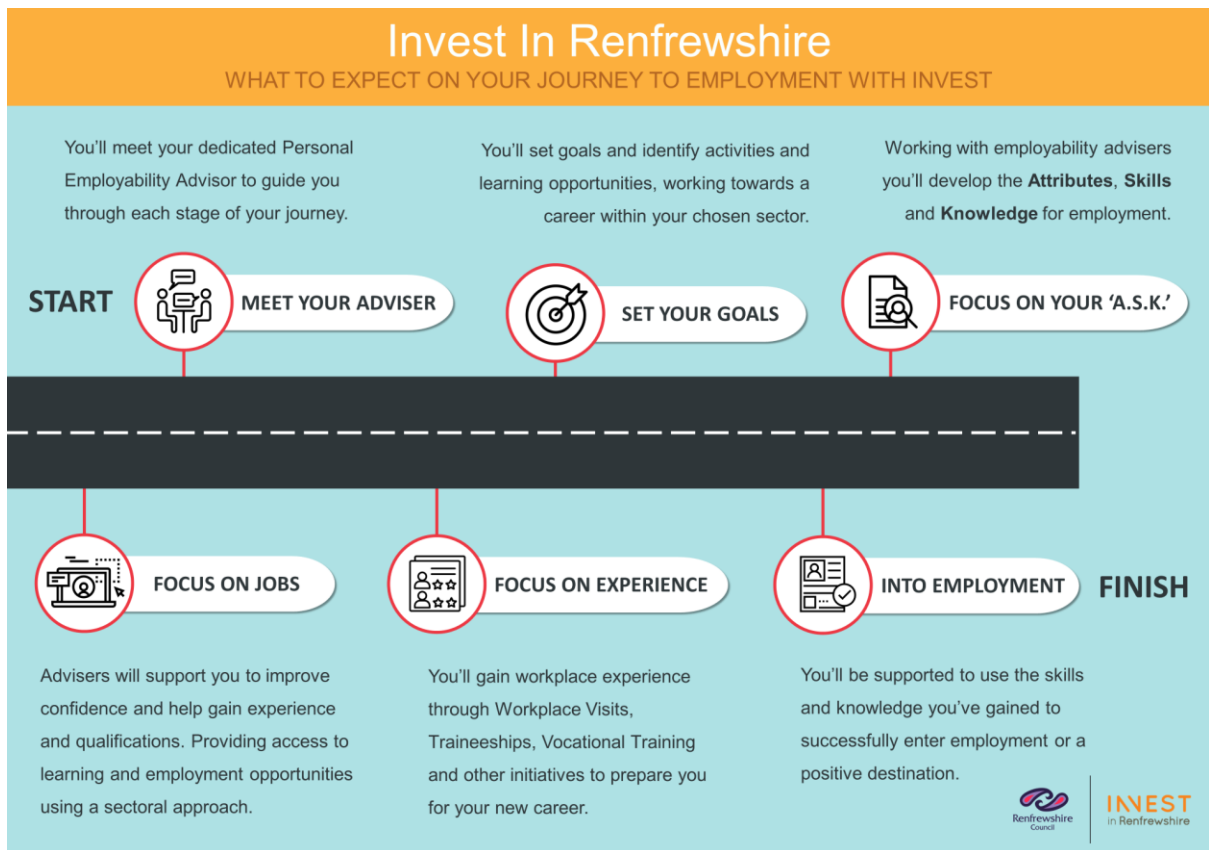


Scotland. A Fairer Scotland for Disabled People: Employment Action Plan, sets out the ambition to reduce the disability employment gap and in Renfrewshire this is one of our strategic aims. The PESF will also provide resources to take positive action to support disabled people into employment or improve employment for those in work.

- 10.13 Fair work and inclusive growth underpin all activities of Renfrewshire Council's employability service by developing a partnership with the local business base to create tailored opportunities by signing a partnership agreement to pledge to deliver a range of opportunities including work experience, mock and guaranteed interviews and industry awareness sessions to enable employers to enhance the employability journey for the people we support. We also promote the Living Wage via The Scottish Business Pledge and Renfrewshire Council leads by example as a living wage employer. The PESF will also target eligible people on zero-hour contracts to secure more stable and better paid employment.
- 10.14 Renfrewshire has a range of investment opportunities; £274million of Glasgow City Region City Deal to improve transport connections and create conditions to attract jobs and opportunities; development of the Advanced Manufacturing Innovation District Scotland (AMIDS) placing Renfrewshire at the heart of manufacturing; significant investments which will transform cultural venues and boost tourism which will create jobs. The Renfrewshire economy is strong, and we are working to ensure the emerging opportunities through investment can be accessed by the people we support who are unemployed, inactive or experiencing in work poverty, increasing household incomes and improving circumstance for Renfrewshire's children who are currently living in poverty.
- 10.15 Covid-19 has impacted our plans, however one PESF Adviser has been in post since November 2019 and two advisors and the Co-ordinator have been appointed but not yet progressed into these positions. The intention is this will progress as planned and anticipated as quickly as possible. These advisers will be placed with our Invest in Renfrewshire service.

#### **Invest in Renfrewshire**

- 10.16 **Invest in Renfrewshire** is Renfrewshire Council's Employability Service which aims to reduce unemployment and support business growth within Renfrewshire. Aiming to support families into employment, Invest offers a wide range of opportunities to support people to gain the attributes, skills and knowledge to move from unemployment to employment. The service is available for people of all ages from those furthest from the labour market to those who are closer. Invest provides a bespoke service to support individual to achieve their goals and develop the skills they require to do so.
- 10.17 The service recognises that all journeys towards employment are unique to individuals and a dedicated employability adviser supports individuals along every step:



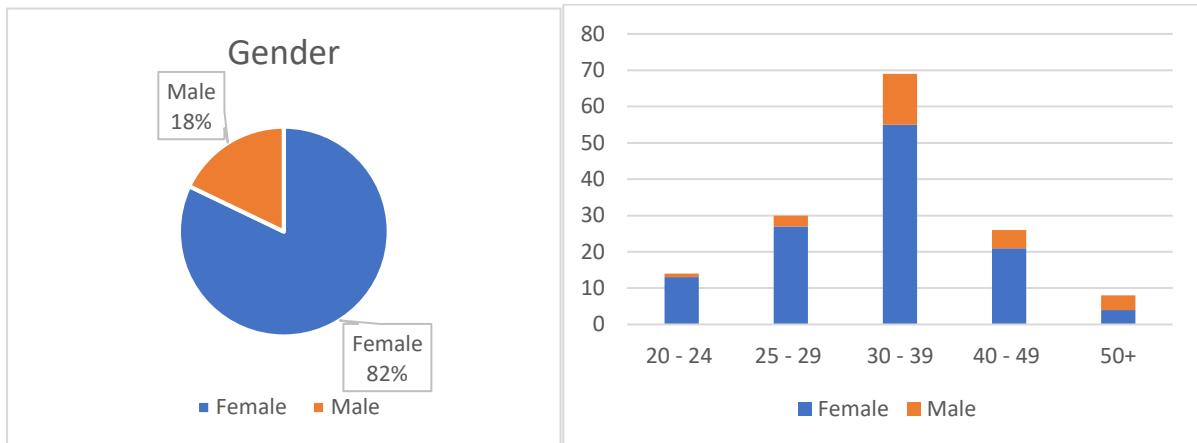
10.18 There are a wide range of supports and interventions offered to facilitate and support the journey towards and into employment. Invest in Renfrewshire offered tailored supports which include the following:

<p><b>Advice &amp; Guidance</b></p> <ul style="list-style-type: none"> <li>Financial advice, personal budgeting and debt management</li> <li>Better off in work information</li> <li>Career options</li> </ul> <p><b>Support</b></p> <ul style="list-style-type: none"> <li>Health &amp; wellbeing</li> <li>Confidence Building</li> <li>Funding: Travel, childcare, training</li> <li>1-2-1 support from a dedicated Employability Adviser</li> </ul> <p><b>Assistance to Secure Employment</b></p> <ul style="list-style-type: none"> <li>CV Development</li> <li>Job Applications</li> <li>Interview preparation</li> <li>Job clubs to support job search</li> <li>Support &amp; encouragement</li> </ul>	<p><b>Training</b></p> <ul style="list-style-type: none"> <li>CSCS</li> <li>First Aid</li> <li>Manual Handling</li> <li>Food Hygiene</li> <li>IT Training</li> <li>Tailored training linked to vacancies</li> <li>Sector Specific Training – care, administration, construction, manufacturing, customer service</li> </ul> <p><b>Vacancies</b></p> <ul style="list-style-type: none"> <li>Job matching</li> <li>Tailored training</li> <li>Recruitment</li> </ul>
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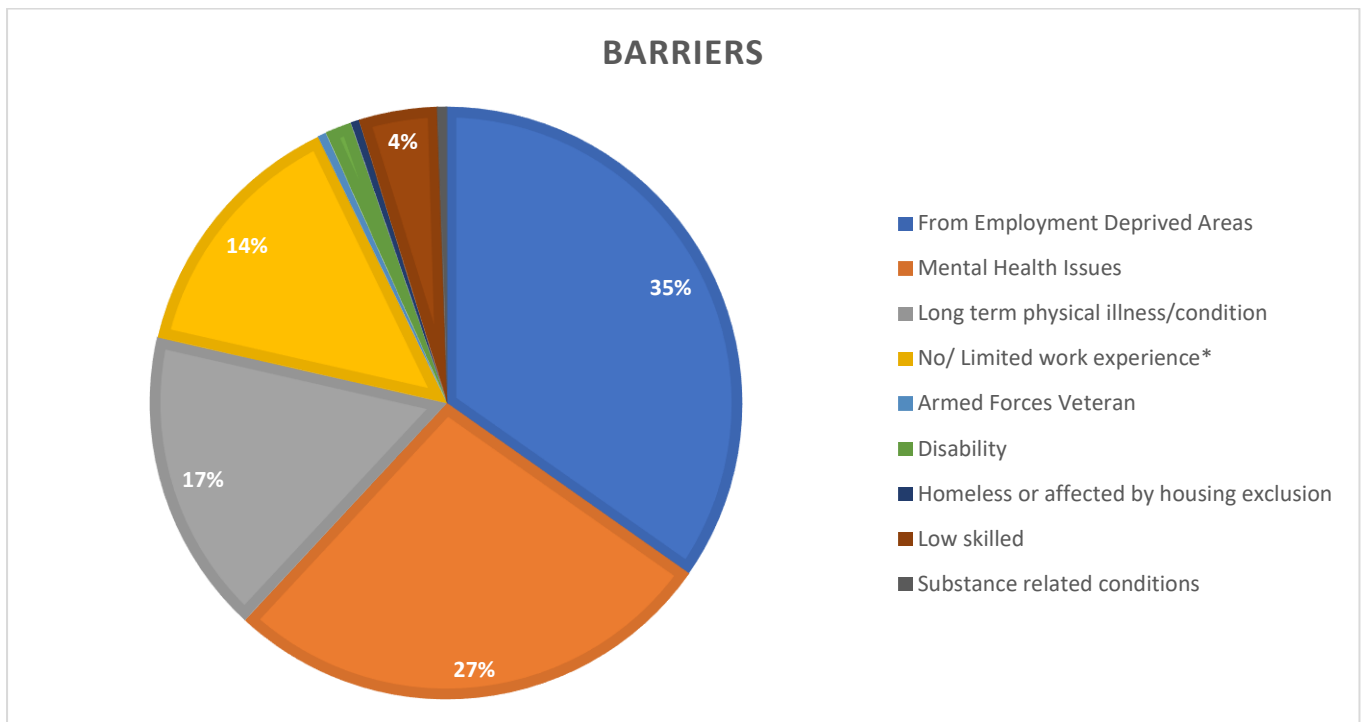
10.19 During the period 1st April 2019 and 26th March 2020, Invest registered 151 clients who are part of a household with dependent children with 102 of these being lone parent households. Clients are referred from a number of different sources, with DWP being the source of most referrals (66%). Clients can also self-refer, and Invest attends Job Fairs and Community events, as well as advertising on social media. Self referrals account for 24% of clients.

**Client Profile**

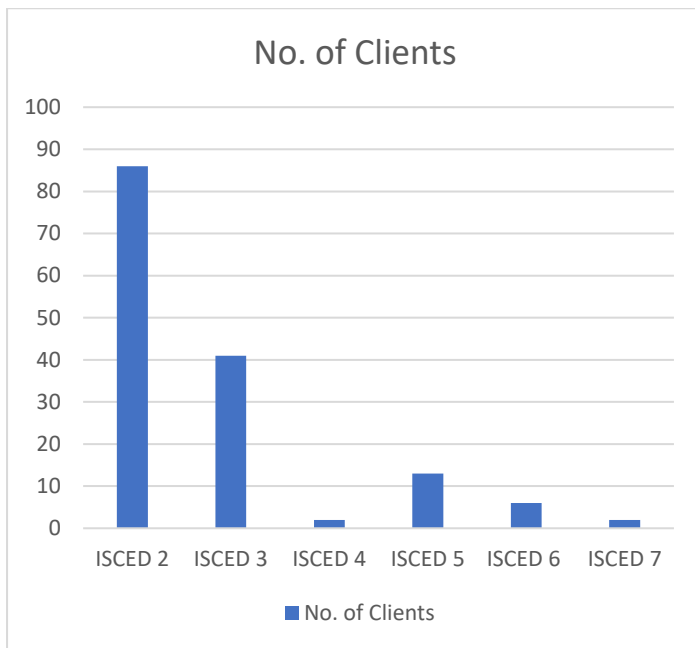
10.20 The majority of clients with families, are female and within the 30 – 39 age bracket.



When registering with the service clients identify with several different barriers that they feel hold them back when trying to enter employment.



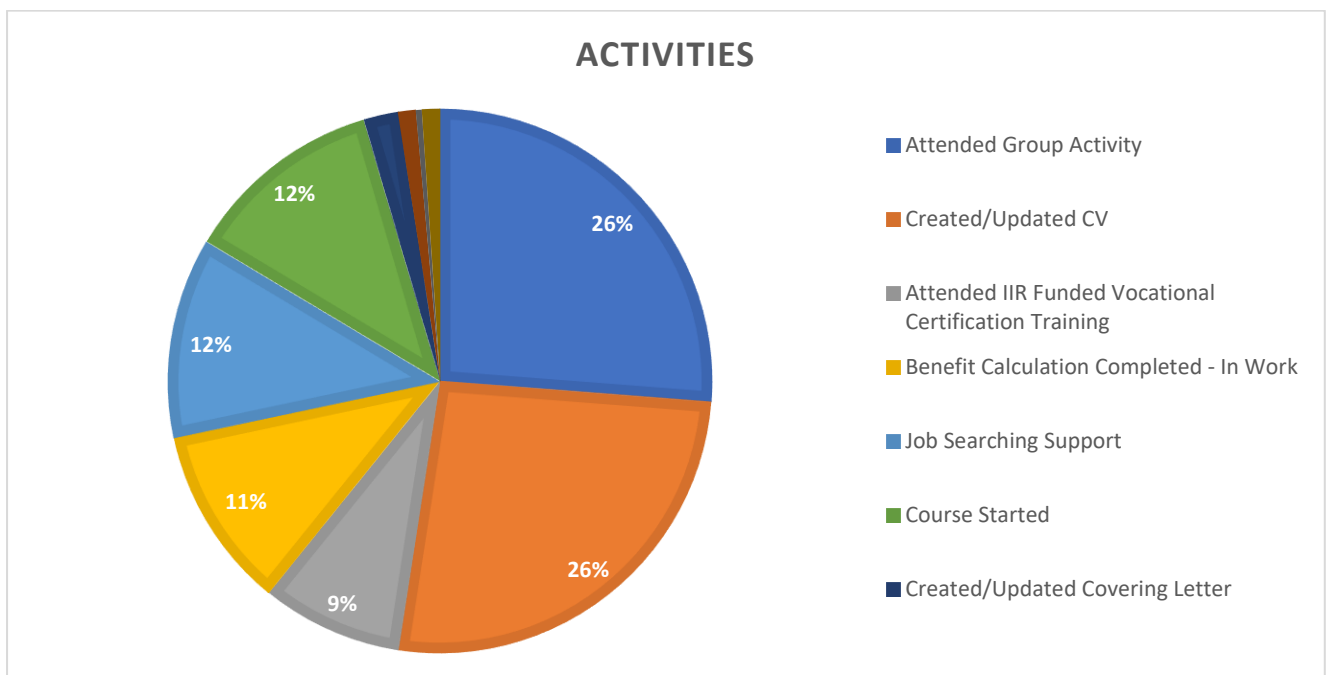
As can be seen from the graph below over half of the clients registered with the service also identify as having no advanced qualifications.



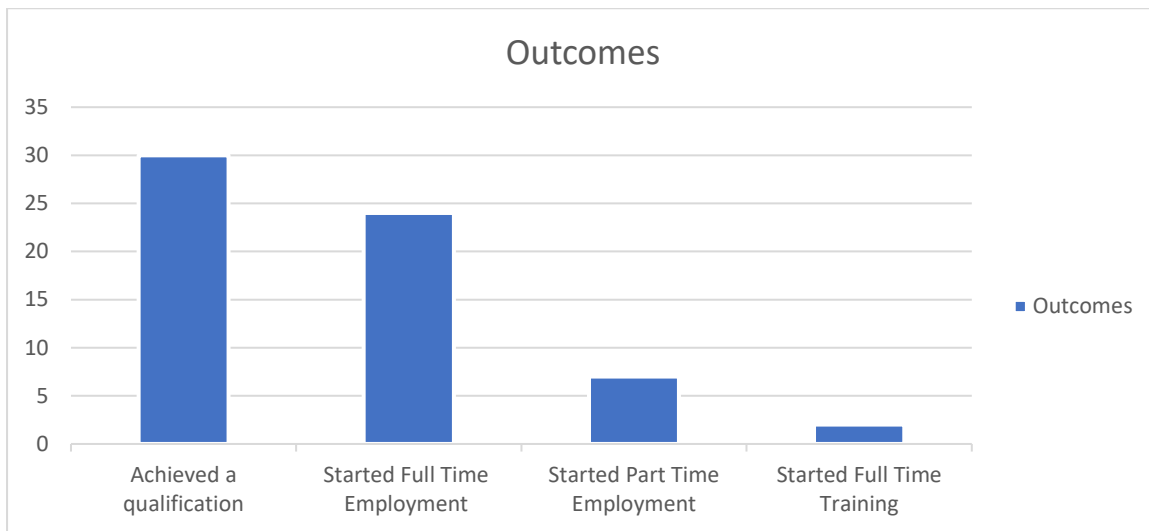
Key for ISCED Levels

- ISCED 2 – National 4/Standard Grades
- ISCED 3 – National 5/ Higher/Advanced Higher
- ISCED 4 – no direct match to Scottish qualifications
- ISCED 5 – HNC/HND
- ISCED 6 – Degree
- ISCED 7 - Masters

10.21 Invest in Renfrewshire offer a range of barrier removal, prevocational and vocational training opportunities and participants take part in a range of activities. Group activities cover a wide range of topics including interview skills, team working etc. as well as formal accredited training such as First Aid which enhance and develop the attributes, skill and knowledge required to support progression into sustainable employment:



10.22 Outcomes are not always achieved within a year - it depends on when the client registered if their outcome would be captured within the same year and for some the journey is longer than 1 year. However, within 2019/20, 25% of new participants progressed into employment with a further 50% still actively working with the service.



### HSCP

- 10.23 Renfrewshire HSCP Planning and Public Health team have contributed to increasing awareness of employability and the associated health impacts for patients with staff and partners. As reported in Year 1, The Employability Pipeline model has been developed as a framework to support the effective delivery of employability services. Organisations work collaboratively to support and progress each individual through their personal pathway towards, and into, a positive destination.
- 10.24 Renfrewshire HSCP Planning and Public Health team, have developed an employability resource to support professionals across Renfrewshire to raise the issue of employability with participants. The resource is broken down to cover all stages of the Employability pipeline. The resource details services in Renfrewshire which are available to support participants at each stage. In 2019/20 the resource was distributed to Mental Health, Addictions, Allied Health Professionals, Family Nurse Partnership and Community Connectors staff. The resource was also distributed with employability specialist’s partners including Invest in Renfrewshire, DWP and third sector partners Recovery Across Mental Health staff.
- 10.25 Recognising the importance of employability and the impact it can have on health outcomes. As a result the Renfrewshire HSCP Planning and Public Health team supported a partnership between NHSGGC Physiotherapy Service and Invest in Renfrewshire to support individuals with Musculoskeletal (MSK) problems access employability support. As a result of this partnership 12 people with MSK problems have received specialist employability support on offer by Invest in Renfrewshire to move along the employability pipeline.
- 10.26 The HSCP Planning and Public Health team has also worked in partnership with Invest in Renfrewshire to set up a single point of contact for all referrals from HSCP Mental Health and Addictions services into Invest in Renfrewshire’s employment support services. Since setup in January 2020 5 individuals have been referred by HSCP Mental Health and Addictions teams for support to progress along the Employability Pipeline.

### Advanced Manufacturing Innovation District Scotland

- 10.27 The Advanced Manufacturing Innovation District Scotland (AMIDS) is another initiative which is expected to boost employment and skills within Renfrewshire. AMIDS will be based next to Glasgow Airport and is expected to put Renfrewshire at the heart of Scotland’s

manufacturing industry. Renfrewshire Council are leading the district's development in partnership with Scottish Government and Scottish Enterprise and it is estimated it will create up to 6,000 jobs and boost Scotland's manufacturing sector by £535million in GVA a year.

- 10.28 A 52-hectare campus at the heart of the district will house companies harnessing new technologies and accessing cutting edge research, and work has started on constructing the enabling infrastructure, which includes new roads, bridges, cycling routes and pedestrian walkways which is funded through the £1.13 billion Glasgow City Region City Deal, jointly funded by the UK and Scottish governments.
- 10.29 This work was scheduled for completion in early 2021, although this has been delayed due to Covid-19, and will also strengthen connections to nearby Westway Park, Scotland's largest fully enclosed industrial distribution and office park, and to Inchinnan Business Park, home to more than 30 businesses.

### **Living Wage**

- 10.30 Renfrewshire's Living Wage Accreditation Action Plan contains a number of different actions which promote the payment of the living wage in Renfrewshire, particularly across the Council's supply base. Renfrewshire Council is committed to the Living Wage and recognises the differences payment of the Living Wage can make to the lives of its employees and in tackling low pay by contractors who provide services funded by the council. The action plan is monitored and reported on by the Living Wage Working Group which makes sure the Council takes part in regular reviews with the Scottish Living Wage Foundation.
- 10.31 Within the Council's Procurement process, Living Wage is considered to be a key indicator of fair practice. Contractors which supply employees must pay them the Living Wage. Following negotiation, all of our contracted Care at Home providers and Supported Living providers have confirmed that care staff are paid the Living Wage, including Out of Area providers.
- 10.32 Businesses which are signing up to Invest in Renfrewshire are given advice regarding the accreditation process. At the moment we have **71** accredited living wage employer, an increase of **14** on last year. We are continuing to work with local businesses, the Living Wage Foundation and Community Planning Partners to increase this number.

### **Care Experienced and Looked After Children and Young People**

- 10.33 The Scottish Government and local authorities are committed to ensuring that all care experienced children and young people receive the vital support they need to improve their life experiences and their opportunities, including educational attainment and outcomes. This is underpinned by the Getting it Right for Every Child (GIRFEC) approach. Renfrewshire Council recognises that care experienced children and young people are more likely to participate in risk taking behaviours and are more likely to be living in poverty. Through a range of initiatives, Renfrewshire Council is committed to help them achieve their full potential.
- 10.34 Feedback from care experienced young people prompted the development of our '**Family Firm**', an approach was funded in its first two years by Renfrewshire Council's Tackling Poverty Fund.

- 10.35 This approach, which was fully described in last year's Report, provides a suite of interventions to support and enable care experienced young people to develop employability skills. It co-ordinates opportunities for corporate parents to help our care experienced young people to secure training and employment.
- 10.36 Family Firm targets the most vulnerable Looked After Children prior to leaving school and supports them in a series of practical ways. This includes forging relationships with local private sector employers and promote the provision of mentoring, training, work experience and employment opportunities. Benefits checks are also carried out to ensure working will not mean a reduction in income.

### **Employability Driver - Future plans**

#### **Start Up Street**

- 10.37 Our economic development team are developing a new project to help businesses take the important, but sometimes anxious step into their first commercial premises. Working jointly with London Youth Support Trust, a charity which specialises in supporting young entrepreneurs from deprived backgrounds, **Start-Up Street** involves vacant Renfrewshire Council-owned units on one Paisley street being adapted into a range of low-cost, high-quality digitally-connected workspaces for up to 20 businesses.
- 10.38 Businesses based here will benefit from an on-site business advisor, training space and a shared reception, with each company able to rent the space for up to two years, and lease costs incrementally increased until they are ready to move to an alternative commercial space in Renfrewshire.
- 10.39 Work has been ongoing, although delayed by the Covid pandemic, and it is expected that the units will be ready for tenants during 2020/21.

### **11. Driver - Cost of Living**

- 11.1 In Renfrewshire, we support families to make the most of their money. Poverty is not just about how much money is coming into a household, it's about how much is going out. We know vulnerable families face a poverty premium for goods and services, and are less likely to be active consumers, shopping around for the best deals. We also recognise that high levels of debt can lead to families having less in their pockets. Activities for young people, even through schools, can be expensive and heating homes and paying for utilities can burden less well-off families.
- 11.2 Our ongoing commitment to advice provision and promoting affordable credit and our initiatives, such as our 'cost of the school day' fund and 'Street Stuff' project can help families reduce their cost of living. Through our Housing Strategy, we intend that our own housing stock will become more energy efficient, as so bills will reduce. We want to make families' money go further and help them avoid financial crises through preventative actions which really make a difference to their pockets. Throughout Renfrewshire, across Council services, and with a variety of partners, our actions help families reduce their cost of living.

#### **Housing**

- 11.3 Our current Local Housing Strategy runs from 2016 – 2021. While aiming to deliver seven strategic outcomes, the three most relevant to helping families in poverty are:

- homes are energy efficient and fuel poverty is minimised,
  - homelessness is prevented and vulnerable people get the advice and support they need, and,
  - affordable housing is accessible to those who need it.
- 11.4 Renfrewshire Council has applied for and secured funding through the Scottish Government Energy Efficient Scotland Area Based Scheme for 2020/21, which aims to tackle fuel poverty and improve energy efficiency of Scotland's housing stock.
- 11.5 £1,654,486 of funding has been awarded and this will be blended with Renfrewshire Council's own funding to install External Wall Insulation, as part of a full external works package to mixed tenure blocks. Residents of 424 properties within mixed tenure blocks will benefit from these works in Renfrewshire throughout 2020/21. These works should significantly reduce energy bills for residents.
- 11.6 With regard to advice and support, before a tenancy is offered income, expenditure and benefit entitlement are assessed. The most appropriate, affordable housing can then be offered, and Discretionary Housing Payments (DHPs) put in place where appropriate. Throughout a tenancy our housing services team, including Tenancy Sustainment officers identify potentially vulnerable and at-risk tenants. They then work very closely with partners across the Council and beyond, signposting these tenants to teams to assist with income maximisation through employability services financial advice and fuel poverty advice, including DHP claims.
- 11.7 In addition, the Youth Officer with the Homeless Prevention team helps young people aged 16 - 24 sustain tenancies through a variety of intervention types including mediation. This includes:
- Helping homeless young people set up and sustain tenancy for crucial first 8 weeks of tenancy, monitor property for a year with intervention as required.
  - Managing the transition to a tenancy from the family home so social network support is ever present with young persons' journey into housing (avoiding homelessness and temp accommodation)

This includes where referred by other housing providers, Social Work etc. where the team will help young people resolve issues in order to stop eviction or better sustain tenancy.

#### **Affordable Credit**

- 11.8 As reported last year, Renfrewshire Council has come together with our TSI, Engage Renfrewshire, and a variety of other groups and organisations to establish the Renfrewshire Affordable Credit Alliance (RACA). RACA works collectively to support the financial well-being of Renfrewshire's people by improving and promoting affordable credit provision. In practice this is about maximising affordable credit provision in Renfrewshire, improving public awareness of the benefits of accessing affordable credit and raising credit scores through promotion, awareness and effective partnership working.
- 11.9 In order to help with the promotion of RACA's work and increase public awareness, a social media volunteer was recruited to ensure regular and consistent messaging around affordable credit. The volunteer has also taken part in other promotional activities and assisted in organising events. This has led to greater engagement from the public.



- 11.10 RACA has also worked with Trading Standards Scotland to focus on discouraging use of illegal lending and 'loan sharks' in Renfrewshire.
- 11.11 The Council has also invested in Credit Unions over the last few years, working with them to aid their development and sustainability. Credit Unions have been promoted as an alternative to high cost lenders and the Council, although no longer providing funding, still meets regularly with the local Credit Unions to offer support. It is intended that Credit Unions will be promoted as part of Renfrewshire Council's developing Staff Financial Welfare Strategy, 'Money Mindful'.

### **Energy**

- 11.12 Fuel poverty impacts on the lives of some of the most disadvantaged children and young people. The impacts are varied and can mean parents cut back on essentials to keep their homes warm, and force families and young people into debt when they cannot afford to pay their energy bills. For a child, living in fuel poverty can mean growing up in a home that is cold and damp; this will have a long lasting effect on their health, learning and enjoyment of life.
- 11.13 We all need to pay for energy, but people can struggle with their bills and there are many ways to reduce these. From simple energy advice and grants for vulnerable people, to external insulation schemes, to installation of cheaper, more efficient energy systems. In Renfrewshire we, and our partners, work across all these areas.
- 11.14 Renfrewshire Council has an **Energy Advocacy** service which receives funding from our Tackling Poverty Programme. One of the three advocates works exclusively with families with children and pregnant women. The main source of referral is through our Families First teams. However, the Advocate also receives referrals from Health Visitors, Social Workers and Housing officers as well as from Macmillan Cancer Support, other health charities and self-referrals. Although the service predominantly works with families, including kinship carers, with children up to 8, the Advocate will help families with children of all ages.
- 11.15 The service, which was described in our Year 1 report, is client focussed and the Advocates have a varied range of remedies to help vulnerable families. Advocates will make a series of visits to clients to understand and resolve their issues. The advocates also refer to wider advice services where they recognise a client needs more help than energy advice.
- 11.16 This year, our advocates have also attended partnership events, such as Renfrewshire Affordable Credit Alliance events to promote their service and also provide general advice about energy issues. The Advocates service in 2019/20 has saved 565 clients over £168,000 in ongoing savings and £66,723 in write offs and Warm Home Discounts. Families First alone referred 141 families, saving them approximately £34,000 in ongoing savings and almost £12,000 in one-off savings.
- 11.17 During 2019/20 **Renfrewshire HSCP Planning and Public Health** has also carried out work to reduce energy costs and bills. The team co-ordinated with Home Energy Scotland to deliver interventions within the Renfrew Health and Social Care Centre. The interventions aimed to support staff and visitors of the centre to increase their knowledge on how to minimise their costs of energy in their homes, give free packs and sign up those eligible to the warm homes discount scheme.
- 11.18 They also promoted availability of support from Money Matters on fuel costs to targeted individuals who have severe financial and health needs. The Free Access to Bankruptcy (FAB) and Free Access to (fuel) Top-ups (FAT) Fund responded to the needs of people to be

free from the worries of being in debt and can provide access to energy top ups for eligible individuals who have prepayment meters. In 2019/20 Money Matters supported 47 clients in Renfrewshire to receive £2,559.56 in financial gains.

- 11.19 In addition, on NHSGGC Acute sites access to fuel poverty advice and interventions is available for all patients in partnership with Home Energy Scotland.

### **Community Food**

- 11.20 Having worked with partners to increase the availability of community food in Renfrewshire, when Brexit Food was offered by FareShare, through Scottish Government funding, the Council was able to quickly to get that food delivered to local community groups who could distribute to those in need. Council officials visited FareShare and facilitated meetings between FareShare and interested organisations, which allowed organisations such as Active Communities, STAR Project and Home-Start Renfrewshire and Inverclyde to provide food to vulnerable families.
- 11.21 Active Communities in particular used the free food as a 'hook' to engage with families, combining this with donated clothes, sanitary products and toiletries to run a Takeaway Thursday initiative, which was launched during Challenge Poverty Week. The initial toiletry collection was carried out with Renfrewshire Council staff as a tool to highlight hygiene poverty in the run up to Challenge Poverty Week.
- 11.22 Council Officials have continued to work across community organisations to ensure community groups know where and how and to access free food supplies, and support them with relevant advice and promotion. This has led to an increase in the availability of food for families in need.
- 11.23 Renfrewshire Council has also continued to support Renfrewshire Foodbank by providing grant funding of £10,000 from the Welfare Reform budget, in recognition of the difficulty Universal Credit delays can cause for those claiming. Most local Foodbank attendees do so because of changes or delays to their benefits.

### **Cost of the school day**

- 11.24 The Cost of the School Day fund continues to help families by giving schools a budget to support the costs for pupils from low income households. The funding has allowed pupils to engage with some school activities that may otherwise have been out of reach. Educational trips, art materials, homework support packs, including exam past papers and home economics cooking costs are the kind of costs that have been met and the pressure has been taken off families in a discreet and sensitive way. For the year 2019/20, £123,000 was allocated to the fund, of which £75,000 was from the Tackling Poverty Programme and £48,000 was from Attainment Challenge.

### **Digital**

- 11.25 Work around digital exclusion, first included in our digital strategy as described in last year's report, has continued in 2019/20. Our free wifi provision in town centres has enabled digital participation and all Renfrewshire's libraries, community centres, leisure facilities and residential homes have free internet access.
- 11.26 The Digiteers (digital volunteers) service in our Libraries provides a range of assistance including help for those wishing to claim benefits online, use comparison websites to reduce costs, or simply take part in an increasingly digital society. The libraries service has also

linked with Paisley YMCA to offer free coding and STEM activities to young people aged 8-17. These young people also receive a free snack.

- 11.27 Our digital directory, which is in paper form as well as online, indicates where to access free wifi, PCs, tablet drop-ins, CV help, and learning centres offering free classes and IT courses. The directory is distributed to organisations and Council locations Renfrewshire wide.
- 11.28 Our **Adult Learning and Literacies Service (ALLS)** continues to provide computer and internet access for job searches. Staff help with CVs, updating 'find a job' and with emails and application forms through Work Clubs. ALLS also offer courses on IT skills for work, to build confidence in using office and work based computing packages as well as SQA Core Skills ICT SCQF level 4. These courses are offered in community locations, and a free creche, staffed by qualified childcare workers, is available to those taking part.

### **Sanitary Products**

- 11.29 Renfrewshire Council has worked with FareShare and our TSI, Engage Renfrewshire to obtain supplies of free sanitary products for community groups for distribution. The sanitary products were funded by the Scottish Government. Originally Engage agreed to be the anchor organisation to take delivery of sanitary products, with organisations such as Home-Start coming to pick these up. Engage advertised the service through their newsletter, inviting organisations who work with those in poverty to order through them. As numbers increased, and storage became more difficult, FareShare has continued to deliver directly to organisations and Engage has encouraged them to sign up through regular promotion of the service. This has also been promoted at Advice Partnership Renfrewshire meetings and through other networks.
- 11.30 The community service was in place prior to the introduction of the Council free sanitary product introduction, again funded by the Scottish Government. For ease of set up and cover throughout Renfrewshire, it was decided to provide free sanitary products in all Renfrewshire libraries, Town Halls and sports facilities. Marketing was developed to promote the free products and this was shared with community organisations receiving the FareShare supply, to ensure a consistent 'Renfrewshire' message.
- 11.31 Going forward we will be looking at wider coverage and more environmentally friendly products.

### **Cost of Living Driver – Future Plans**

#### **Staff Financial Welfare Strategy**

- 11.32 During 2019/20, work commenced on a staff financial welfare strategy, 'Money Mindful' for Renfrewshire Council staff. The Council as an employer recognises the role it plays in the mental and financial wellbeing of the workforce, and wants to support employees to be financially capable and confident. By encouraging staff to look at their financial health, we can help prevent physical and emotional issues developing.
- 11.33 It is recognised that Council employees have varying needs, from those who run out of money before payday and use high cost and payday lenders, those who have no savings and want to build a 'buffer' for life's emergencies, to those who are more comfortable and are looking to maximise savings and pensions. There are also staff that are already in difficulty with debt or struggling with high bills.

- 11.34 It is envisaged that the strategy will help employees manage their money, whether saving, budgeting, retirement planning, making good decisions with regard to credit options or providing support for those who are finding it difficult to manage their money, and will help a culture develop where staff start to feel comfortable speaking about money and financial worries without feeling stigmatised.
- 11.35 Staff engagement to inform the strategy was started just prior to the start of lockdown, so this piece of work is currently paused. This work will resume in 2020/21 and will be able to reflect the changing financial circumstances that many of our staff will now be facing.
- 11.36 NHSGGC have also consulted with staff around money worries. This research found many staff experience difficulties. A range of actions include money advice in attendance management processes, payslips, nursing registration and staff money advice clinics have been put in place to support staff.

### **NHSGGC – Pregnancy Pathway**

- 11.37 NHSGGC participated in national research on the cost of the pregnancy pathway. Affordable childcare, costs of attending services and costs of items for a new baby were significant issues which are being explored with all Local Authority partners over the next year.

## **12. Driver - Income from Social Security and Benefits in Kind**

- 12.1 Maximising income from benefits is vital in helping families. Ensuring people know what they can claim and how to go about it is an area of continued investment for the Council and its partners. In Renfrewshire we have carried out sustained and innovative work to ensure those relying on social security and other benefits get all they are entitled to. Through a wide variety of partnership work, outreach work and automation of processes we provide direct, practical support to families.
- 12.2 This year, especially, with the continued roll out of Universal Credit and the introduction of new benefits from Social Security Scotland, organisations are working together to ensure clients not only know about benefits, such as Best Start Grants, but are actively encouraged and assisted to apply. Support has included digital assistance, money advice including budgeting for rent payments and continued partnership with the local Social Security Scotland team to spread the word to local organisations and individuals.
- 12.3 NHS colleagues have continued partnership working both with DWP and Social Security Scotland. NHSGGC is piloting with the DWP at Queen Elizabeth University Hospital, which will, when safe to do so, be co-located in the Support and Information Services and with patients directly. This will initially support benefit issues, for example access to Universal Credit accounts while in hospital.

### **Advice**

- 12.4 Advice provision in Renfrewshire contributes to all drivers of child poverty. By providing better off calculations it can help those seeking work, and through appropriate legal advice help those in work, keep it. It can help with costs of living, reducing bills and managing debt repayments and it can increase income from benefits by ensuring clients are getting what they are entitled to.
- 12.5 In Renfrewshire, the Council has its own Advice Works service, which provides advice on money and benefits and links with a wide variety of partners and provides outreach services to ensure relevant advice gets to those who need it, whether families in need, carers or

those with cancer. They also provide Families First staff in our most deprived areas, Claimant Support Officers in our local Jobcentre Plus offices and advisers in our employability service.

- 12.6 In 2019/20 this service was contacted by nearly 13,000 people and took on 4433 clients as cases including 1247 benefit appeals and mandatory reconsiderations. This appeals work resulted in gain for clients of £5,424,006. The gain from welfare benefit claims was £23,253,711 leading to a total verified financial gain from welfare benefits for clients £28,677,717. Debt managed for clients through money advice amounted to a further £3,189,739.
- 12.7 Within the priority groups, the numbers seen for the year were as follows:
- Lone Parent: 439
  - Disabled Adult/Child: 168
  - Larger family: 50
  - Minority Ethnic: 175
  - Child under 1: 233
  - Mother under 25: 49
- 12.8 Renfrewshire Council also funds Renfrewshire Citizens Advice Bureau (RCAB) to provide a wide variety of advice. RCAB provides general advice on issues including: money, benefits, debt, housing and employment along with free legal advice. In addition, funding has also been awarded to RCAB to assist with the expected rise in demand for advice due to Universal Credit roll out.
- 12.9 This year 907 clients with children have received advice from RCAB. This includes 408 single parents. £1,682,211 has been gained for clients in respect of welfare benefits and £913,992 in respect of money advice.
- 12.10 RCAB provide regular appointments at Renfrewshire's Disability Resource Centre, specifically to provide advice to those with disabilities in a fully accessible setting they also attend the local hospital to speak to patients and their families about support that may be open to them upon leaving hospital. This is organised for patients with long term health conditions and physical disabilities.
- 12.11 These, our main Council advice providers, have joined with other advice providers, such as Social Security Scotland and University of the West of Scotland Student Services in an Advice Partnership as described in last year's report.
- 12.12 In addition, Acute financial inclusion services from across NHSGGC include Renfrewshire. The SNIPs financial inclusion service, the Children's Hospital and Adult Acute financial inclusion services all provide direct support and advice about welfare benefits, debt advice, fuel poverty and food insecurity. The SNIPs financial inclusion services also has a vital advocacy support service

### **Families First**

- 12.13 The Families First service continues in Renfrewshire. This free service, which was described in last year's report supports families with children aged 0-8 years old. It provides help, support and advice in a family focussed way using a 'walking together with families' approach, covering everything from promoting wellbeing and positive relationships, through to energy and employment advice and establishing good family routines.
- 12.14 The service supports families to maximise their income and manage their debts through embedded income advisers. As mentioned at 11.14, Families First has a dedicated Energy Advocate and a designated Employability Officer who helps with all aspects of employability including CVs, job searches and preparation for interviews.

- 12.15 Families First takes a holistic approach to supporting families by providing a single point of contact for parents, grandparents and carers. This year the service generated £1,689,926 for 191 families, by assisting with over 1000 issues, such as Best Start Grant claims and benefit checks.

#### **Claimant Support Officers**

- 12.16 The partnership between Renfrewshire Council and DWP through our local JobCentres is valued by both organisations. There are many examples of close working - Council officers attend the DWP Customer Representative Group and DWP are part of the Council's Welfare Reform Leads Group. Renfrewshire Council also provide Claimant Support Officers in Renfrewshire's three JobCentres, where their role is to maximise income from benefit by working directly with jobseekers.
- 12.17 Claimant Support Officers, who are fully trained Advice Works staff provide appropriate advice with regard to money and benefits, including ensuring claims to free school meals and help with school uniforms are made as well as personal budgeting support. Officers also offer advice on and help ensure Discretionary Housing Payments and Council Tax Reduction are claimed by all those entitled.
- 12.18 From April 2019 'Help to Claim' funding was provided to Citizens Advice Bureaux, for supporting Universal Credit clients up to the date of their first payment of the benefit. This includes internet access and help to submit claims. Although in Renfrewshire, this role would have been carried out by the Claimant Support Officers, due to the time limit on the service there is still a need for Claimant Support Officers who can take referrals for anyone attending the Jobcentre at any time during the duration of their time in receipt of benefit.

#### **Healthier Wealthier Children**

- 12.19 It is recognised that pregnancy and the birth of a child can cause increased costs and reduced income due to changed working patterns. The Healthier Wealthier Children (HWC) project was established within Renfrewshire in November 2010 to develop new approaches to providing money and welfare advice to pregnant women and families at risk of, or experiencing, child poverty.
- 12.20 The project, which is funded through the Tackling Poverty Programme, contributes to reducing child poverty by helping families with money worries. Midwives and other antenatal service staff, health visitors, oral health and breastfeeding advisers, parenting support workers, and early education staff refer pregnant women and families with infants who need extra support around money to an advice worker. By working with families and pregnant women, the advice worker can maximise income for the family.
- 12.21 Renfrewshire HSCP Planning and Public Health team continues to ensure maximum reach for HWC by analysing referral data and working in collaboration with HSCP Children's Services to increase the referrals into HWC. From 1<sup>st</sup> April 2019 – 31<sup>st</sup> March 2020 HWC received 557 referrals, an increase of 46 on the previous year and generated additional income of £1.16m for families across Renfrewshire which is an increase of nearly £275,000. Referrals to the project were received from many partners across Renfrewshire including Renfrewshire HSCP Health visiting teams, HSCP Specialist Children's services and community midwives.

#### **Refugee Resettlement Project**

- 12.22 Renfrewshire's Refugee Resettlement Project was described in last year's report, however as the refugees become more settled in Renfrewshire, their needs change and the Project has evolved. The project is unique in its approach amongst local authorities in Scotland and offers a person-centred, holistic service to Syrian refugees to support them to settle in Renfrewshire This support lasts for 5 years from arrival.

- 12.23 Families are now living in various locations across Renfrewshire and receive assistance with maintaining their tenancies in the community, whether that be through the local authority or a registered social landlord. The level of support varies depending on the individual needs of each family. Some are more vulnerable than others and therefore receive a more intense package of support. This is constantly under review and can be increased or reduced as required. Support from the team follows them through their time here until the point where they apply for Indefinite Leave to Remain (ILR).
- 12.24 We are already providing additional support to the first families who will apply for ILR in November 2020, ensuring they have appointments booked with immigration specialists, who will advise them throughout the process.
- 12.25 As Refugees are dispersed into the community, we have set up a number of surgeries in local amenities such as the Tannahill Centre and Glenburn Library. Included in this work is an opportunity for face to face contact with our Welfare Rights Officer who has been part of the team since April 2019. This valuable resource enables us to ensure a full income maximisation assessment is carried out for every family, in particular when there is a change in circumstances which can impact on their finances.
- 12.26 Links with the Adult Literacy and Learning Service helps with English and other learning, and the Project works with a variety of partners including HSCP teams, to ensure the best start for families who have lost everything before arriving in Renfrewshire. The majority of our adults who attended ESOL classes have now progressed to college. As a result of this we are working more closely with the college to provide a level of learning which everyone can build upon. The classes are more structured and require greater commitment from the Syrians, which many of them have embraced. This has had a positive impact on our learners and has produced positive results.
- 12.27 This is a very fast moving service which changes constantly to ensure the needs of the Syrian families are addressed in line with the SLA we have with the Home Office. We continue to encourage our families to make the most of themselves and their surroundings in the hope they will successfully achieve the right to remain here in the UK and potentially go on to gain UK citizenship.

#### **NHS Greater Glasgow and Clyde**

- 12.28 NHSGGC recognises that the factors that impact on most people's lives are beyond health services and relate to income, social class, education and deprivation. However poverty damages health and poor health increases the risk of poverty. NHSGGC has robust evidence that health settings are a non-stigmatised and cost-effective way of ensuring people experiencing poverty can get money advice.
- 12.29 Programme 2 of the NHSGGC Strategy 'Turning the Tide Through Prevention', mentioned at 6.8, aims to tackle the fundamental causes of poor health and of health inequalities and mitigate their effects. This programme includes the following two actions which are relevant to tackling child and family poverty:
- Work in partnership with others to mitigate and prevent health inequalities which have been caused by poverty (including child poverty), income insecurity (debt, low wages, labour market conditions) and the impact of welfare reforms.
  - Provide advocacy, health intelligence and facilitation to the new Social Security Agency to maximise people's access to best start and benefits and ensure recurring funding for proven successful co-location models such as in Deep End practices,

Long Term Conditions Macmillan Financial Inclusion service, Royal Hospital for Children support service and Healthier Wealthier Children.

- 12.30 These actions have been used to develop planned activities to ensure NHSGGC can deliver on these expectations and the expectations of the Public Health Scotland to tackle poverty and health inequalities. NHSGGC has demonstrated over a number of years that universal routine enquiry around money worries, co-location in health services and direct referral to money advice services is a non-stigmatising and cost-effective and this is one of the ways NHSGGC and Renfrewshire Council have been working together to increase the income and reduce the outgoings of families in Renfrewshire.
- 12.31 This year **Renfrewshire HSCP** and **Advice Works** worked together to deliver a pilot embedding advice in two GP's surgeries. Using evidence from the Community Connectors programme to show at which surgeries the need for money and benefit advice was greatest an advice worker was placed at the St James surgery in Paisley and at Linwood Health Centre. The pilot started in November 2019, and ran until the Covid-19 outbreak stopped external agencies from visiting surgeries. In the roughly three months of the pilot almost £23,000 was gained for clients and feedback was positive. The main referrals were for benefit checks for clients and completion of PIP and ESA forms.
- 12.32 In addition NHSGGC issued Best Start Grant information to staff in maternity and health visiting services and quality improvement action initiated to improve uptake and also to increase referrals to money advice services. As part of the SNIPs financial inclusion service, direct access pathways have been set up to prevent sanctions and issues of conditionality for women.

#### **Improving the Cancer Journey**

- 12.33 The Macmillan Improving the Cancer Journey (MICJ) project got off to a positive start in Renfrewshire in January 2020, and although the service, which is usually carried out face to face, has had to be altered due to Covid – 19, it continues to run ensuring everyone diagnosed with cancer in Renfrewshire can easily access all the support they need from diagnosis, as soon as they need it, to enable them to live as well and as independently as possible.
- 12.34 The initiative, which is funded and supported by Macmillan Cancer Support (Scotland) for a minimum of three years sets out to:
- Invite all with a cancer diagnosis in Renfrewshire to complete a Holistic Needs Assessment (HNA) and develop an individual care plan that includes carers and family members;
  - Provide the dedicated support of a named 'link Worker' to everyone in Renfrewshire with a cancer diagnosis, and to his or her carer or family; and
  - Facilitate the delivery of effective Health and Social Care support solutions, based on their needs.

The service helped almost 70 people in the period to 31 March 2020 with a variety of services and financial gains, such as benefit claims and Macmillan grants.

#### **Income from Social Security and benefits in Kind - Future Plans**

#### **Council Tax Reduction Review**



- 12.35 Claimant numbers for Council tax Reduction (CTR) have decreased by approximately 700 over the last two years. Whilst it is not immediately apparent why numbers have decreased, the roll out of Universal Credit may be one reason. Those not claiming CTR when they are entitled have less money in their pockets as they are paying more Council Tax than they should. Debts for the family can also mount up. Council Tax debt has been a common amongst those seeking debt advice and the amount owed by those who sought advice from Renfrewshire CAB and Advice Works in 2018/19 was £619,065.
- 12.36 Renfrewshire Council is tackling this in a number of ways. When the 2020/2021 Council tax bills went out in March 2020, they had an enclosure reminding people that Council Tax reduction is available and how to claim it. A campaign has also been designed around this, with press and social media releases.
- 12.37 In addition, a full examination of internal processes is planned, looking at making things as easy as possible for prospective claimants. Stakeholders, such as Registered Social Landlords are involved in this review.
- 12.38 A Working Group is examining taking CTR applications by phone, as increased digital may be a barrier for some. The review will also look at increased automation of the process, including linking other benefits, such as Free School Meals in a much more holistic way. We are also working with the Scottish Government and DWP to look at where we can share data, purely to allow better benefit maximisation. Many of the new Scottish Social Security benefits are payable where another benefit is payable – whether Universal Credit, and Housing benefit or Council Tax Reduction, and we are actively pursuing wider data sharing, where appropriate, to obtain the best outcome for the customer in regard to income maximisation. This would ease payments of, for example, Best Start Grants and the new Child Payments when available.

### **Work with Social Security Scotland**

- 12.39 We have worked closely with Social Security Scotland throughout 2019/20. They are already part of our Advice Partnership, and Local Delivery Teams are now located within Renfrewshire Council HQ. We intend to consolidate the links already made and work in collaboration with advice agencies across Renfrewshire to get the new Social Security benefits to as many of those that are entitled to them as possible. We are working with the agency to increase application for Best Start Grant from Renfrewshire, and will do the same with other benefits as they come online.
- 12.40 NHSGGC will further partnership working with Social Security Scotland in maternity services to support Best Start Foods and Best Start Grant access initially, then to support child DLA as it moves from DWP to Social Security Scotland

### **13. Work which will help prevent children becoming Parents in Poverty by 2030**

- 13.1 Work has been ongoing throughout 2019/20 which, although not directly linked to the three identified drivers of poverty, is intended to help prevent children from becoming parents in poverty themselves. Some of these, including our work on attainment and with young carers were included in last year's report, however, remain such a vital part of this work that an update has been provided. Others are new areas of work.

## Attainment

- 13.2 Although not immediately linked to the drivers of poverty, work to close the poverty-related attainment gap between those living in Scotland's least and most deprived areas is vital to children and young peoples' ongoing wellbeing and ability to reach their full potential.
- 13.3 As described in the year one report, Renfrewshire Council has a very successful evidence-based, universal approach to improving outcomes for pupils which works across all 62 primary, secondary and Additional Support Needs schools in Renfrewshire. The authority was the first to be recognised by Education Scotland in making "excellent progress" in relation to closing the poverty-related attainment gap.
- 13.4 The five Attainment Challenge Workstreams (Learning and Teaching, Families and Communities, Leadership, Data Analysis and Care Experienced Children and Young People) deliver a range of high quality evidence based approaches in order to improve learning and teaching, health and wellbeing and to raise attainment for all while closing the poverty related attainment gap. Local outcomes and indicators for each project have been developed along with a growing evidence base. A summary of highlights from 2019-20 are detailed below.
- 13.5 All 49 primary schools have a pupil tracking and monitoring system to effectively monitor the poverty-related attainment gap alongside data mentors in every primary school and principal teachers in raising attainment in each secondary school help to build staff expertise in data analysis.
- 13.6 A partnership has been established with Professor Jo Boaler from Stanford University to develop a positive mathematical mindset culture in Renfrewshire. 19 teachers and teaching staff took part in a leadership, mindset and school environment summit while visiting Stanford University earlier this year. Following this, a series of maths camps were hosted where children from different schools collaborated with each other on maths related activities and tasks culminating in a showcase of their work in a Celebration event for their families. One P6 pupil said: *"Maths is so fun because there are lots of different ways to do the one sum. So, you aren't wrong even if you do it a different way from someone else. I like doing the Maths Mile because it gets you fit and you get to do maths, so it's fun."*
- 13.7 Family Learning recognises the role of the parent as the first educator. Initiatives such as Parents in Partnership and the Pizza Learning programme increase the capacity of parents to support their child's learning at home and gives confidence to parents to engage with schools. This year, our parental engagement strategy has been revised and launched to encourage strong parental involvement and family learning across all establishments.
- 13.8 Health and wellbeing continues to be a priority. The Promoting Alternative Thinking Strategies (PATHS) programme continues to be successfully implemented in 26 settings. One teacher said, *"I have recently moved from another Education Authority and I have been so impressed with the PATHS Programme and how it is embedded in our school."*
- 13.9 In addition, Place2Be continue to provide school-based counselling services in 7 primaries and 1 secondary school. These services are supporting improvements in the emotional wellbeing of children, young people, staff and families. In addition, Place2Be provided professional learning and consultation sessions on 'Creating a mentally healthy school' for senior leaders and class teachers in targeted primary and secondary schools.
- 13.10 We continue to provide opportunities for young people to develop leadership skills and increase levels of pupil participation. 162 young people from 7 secondary schools participated in the CANI Leadership programme between October 2019 and February 2020. Most children and young people reported an increase in confidence in general, feeling better about their communication skills, a steady and sustained increase in their hopes and

aspirations, an improved understanding of how to deal with conflict and increased confidence in offering opinions.

- 13.11 Our highly effective leadership programme for staff continues to build resilience and supports succession planning. The provision of high-quality professional learning for current and aspiring leaders ensures that at all levels, leaders have the opportunity to gain insight into the demands of the roles and develop a greater knowledge and understanding of formal leadership responsibilities.
- 13.12 The Care Experienced Children and Young People fund is an additional resource provided to fund initiatives and interventions aimed at improving educational outcomes for care experienced children and young people, aged between 0-26, with the overarching aim of closing the poverty related attainment gap. As part of our corporate parenting strategy, we are working in partnership with Barnardos to deliver the Aberlour Attain Mentoring Service for care experienced children and young people. Aberlour have 70 volunteer mentors and 55 children and young people matched to mentors. One young person said, *“It’s great talking to someone that is really interested in me and what I have to say”*
- 13.13 The percentage of 2018/19 Renfrewshire school leavers in a positive destination is 95%. This is an increase of 2 percentage points since 2017/18 and an increase of 4 percentage points over 5 years. The attainment gap in the percentage of school leavers achieving SCQF level 5 in literacy and numeracy has continued to decrease. The gap has reduced by 14 percentage points in both literacy and numeracy since 2014. This reduction in the size of the gap is due to strong increases in attainment of children and young people living in the 20% most deprived areas.
- 13.14 As a result of the pandemic, there has been no update to the Curriculum for Excellence (CfE) data which is used centrally to analyse improvements in attainment and achievement in the broad general education (BGE). However, our qualitative evidence continues to demonstrate the strong impact that the Attainment Scotland Fund approaches, including Pupil Equity Fund (PEF), is having on improving learning and teaching, health and wellbeing and raising attainment for all while closing the poverty related attainment gap.

#### **Early Action System Change**

- 13.15 Early Action System Change is a 3 year £1m project funded by The National Lottery Community Fund’s Early Action System Change Fund aiming to address the root causes of inequality. Partners Engage Renfrewshire, Dartington Service Design Lab and Renfrewshire Council are tackling 2 priority issues; coercive control in adolescent relationships and emotional wellbeing. The project is divided into 3 phases and Phase 1, which has been completed, involved collaboration with 12 voluntary sector organisations in researching lived experiences of the priority issues and asked how young people and their families would like to see services improve/change.
- 13.16 The organisations involved in Phase 1 were Action for Children, Active Communities, CREATE Paisley, Kibble, Linstone 20/20, PACE Theatre Company, Paisley YMCA, Renfrew YMCA, Renfrewshire Youth Voice, RISE (Children First), STAR Project and Youth Interventions. These organisations, working across range of interests such as digital, arts, sports, poverty groups, housing, young people with experience of living in care and with convictions, used a variety of methods to consult with young people to establish the prevalence of coercive control in Renfrewshire and current response. For example:
- 13.17 **Action For Children (Moving On)** engaged with young men who had served custodial sentences at Polmont YOI about their experiences. Their aim was to understand the

prevalence of coercive control in the young men's personal history, their present circumstances, and the impact their understanding of appropriate behaviour in relationships had on their decisions around offending behaviour. Most had some experience of trauma in their history as well as appreciable levels of alcohol/substance misuse and violence.

- 13.18 **Active Communities** worked with 140 young people in schools and found that 76% of the young people they met didn't know how to get help and who they would trust if they were experiencing violence in a relationship.
- 13.19 **RISE** (Respect, Inclusion, Strength, and Empowerment) via Children First are a group of young women aged 13-18 who have accessed Children First Abuse and Trauma Recovery Service. The members share common themes particularly in relation to their experiences of abuse, coercive control and unhealthy relationships with the aim to take action, raise awareness and influence policy. They produced an Open Letter to Renfrewshire on the issues of healthy relationship and coercive control, which won a creative arts competition at the recent Renfrewshire Open Mind Festival. They identified one main issue to influence policy; schools' response to coercive control in young people's behaviours.
- 13.20 All organisations explored young people's experiences of the issues and began to generate ideas for service prototypes. Supported by Engage, who coordinated the reports at the end of their research and hosted a debrief meeting, organisations presented Phase 1 findings at an Early Action System Change Learning Event, attended by 130 people including voluntary and public sector practitioners, young people and families
- 13.21 Providing local voluntary sector organisations with the opportunity to explore these 2 priority issues has been hugely beneficial to their understanding of the challenges their client groups face, and how they might be addressed. Coercive control in adolescent relationships is a relatively new phenomenon, but by the end of Phase 1 the extent of the issue was far better understood. Furthermore, organisations developed ways to open conversations and discuss the issues with young people and their families, particularly parents. Phase I (considered to be wide and shallow) is now completed. Phase II (considered narrow and deep) will take place during 2020/21.

### **Young Carers**

- 13.22 As described in last year's Report, Renfrewshire Council's Young Carers' Strategy recognises that young carers tend to have poorer outcomes in terms of their physical and mental health, academic attainment and achievement of positive post-school destinations. Renfrewshire has a Social Worker dedicated to young carers, and has developed a sector-leading web-based approach (an app) to providing young carers with their statutory entitlement to a Young Carer Statement. More than **170** young people with caring responsibilities have accessed a Young Carer Statement since implementation of the new duty in April 2018.
- 13.23 Renfrewshire Council has a contract with Renfrewshire Carers' Centre to provide outcome-focussed support services to young carers. Working in close partnership with partners in Renfrewshire Leisure and the HSCP, we continue to deliver a comprehensive suite of support services to individuals and groups of young carers, such as first aid, mindfulness and exercise classes. More recently, following consultation with Young Carers, an allotment plot has been secured and a walking and swimming group have been established.

- 13.24 In addition following a successful bid for funding through the Lens Project a number of female Young Carers were able to take part in a weekly “Girls Group” which focused on supporting the Young Carers to improve their mental well-being.
- 13.25 Following the introduction of the Young Carers grant by the Scottish Government in 2019, a number of Young Carers in Renfrewshire have been supported to apply for the grant which has supported them to improve the quality of their lives.

### **Community Benefits**

- 13.26 The Community Benefits process has been used to great effect to feed into Renfrewshire’s work to ensure all young people leaving school have a positive destination. An example of this is the “**My future pathways programme**”. After visiting over 100 anticipated senior school leavers, it became apparent that a number of young people were interested in a career in construction and were faced with a barrier/gap in the curriculum. The Construction Craft school programme offered by West College Scotland (WCS) is open to 24 young people in Renfrewshire. However, WCS had over 128 apply for the course with over 70 pupils interviewed, so over 100 young people missed out.
- 13.27 In order to support the young people who were not successful in gaining a place, our Development Officer for Engaging Learners in Children's Services piloted the My Future Pathway Programme - Construction. This programme was designed for young people to take part in a number of work-based learning opportunities which aim to support the young person in their route into employment.
- 13.28 These opportunities have been delivered through the community benefit forum, previously mentioned at 6. 31, and young people signed up and were supported by Children’s Services and Invest in Renfrewshire (CSCS card and applications). It was the aim of the winter programme to better prepare a young person’s knowledge of the construction sector & trades in order to aid them in applying for Modern Apprenticeships/entry level positions and the young people on the pathway are currently preparing for the CSC and SVQ H&S Level 1 certificate. On completion of both elements, they will undertake a 2-week placement with CCG, a local construction company. The pathway culminates in the young person having a guaranteed interview for CCGs apprenticeship programme. For those young people who are not successful in gaining a Modern Apprenticeship (MA) with CCG, we have a guaranteed interview for a college place.
- 13.29 There have been a number of success stories to date, with a number of MAs secured. The pathway programme has had a really positive impact on the lives of these young people which includes two care experienced young people and one young carer. We have seen 100% attendance from the five pupils who are on PT timetables or who had previously completely disengaged from school.
- 13.30 Due to the success of the pilot, the programme will be continued. Contractors supporting the programme through Community Benefits offered include CCG, Engie and Dalton Demolitions.

### **Mental Health and Wellbeing Strategic Partnership**

- 13.31 Renfrewshire Council are working in partnership with Barnardo’s Scotland to improve the mental health and wellbeing of young people in Renfrewshire, in their ‘Mental Health and Wellbeing Strategic Partnership’ which was launched in October 2019.

- 13.32 Although the organisations have a longstanding and strong working relationship including over 20 years of providing services together, the strategic partnership is a unique way of working for both partners – research, identifying change in the community and service design will be led by those at the core of the system – children and young people.
- 13.33 The Mental Health and Wellbeing Strategic partnership will tackle the causes and not just the symptoms of mental health, focusing on Prevention and Early Intervention, by reducing the risks so all children and young people have improved life chances and are more able to fulfil their potential. Input from children and young people, practitioners and partners in Renfrewshire will drive the initiative.
- 13.34 The partnership aims to improve fundamental social and economic structures in the local community, in order to decrease stresses and barriers and improve supports that allow young people in Renfrewshire to achieve their full potential.
- 13.35 Between March and May of 2019 Barnardo’s Scotland ran consultation workshops and focus interviews with over 70 children and young people from the local area; over 65 practitioners, and 26 strategic partners across Renfrewshire, asking for views on mental health and wellbeing services and supports, identifying good practice and where there were gaps.
- 13.36 The workshops identified aspects of life that can cause mental health in young people; where service provision could be implemented early to tackle those areas; looking at and using services that may already be in existence in the local area, and building on local assets and strengths.
- 13.37 Further workshops are planned which will give children and young people the opportunity to present their views working with practitioners and in peer groups. The consultations and workshops will shape how to tackle the causes and not just the symptoms of mental health. The partnership will work within communities to identify where changes must be made with the long term objective being, that fewer children and young people in Renfrewshire will require support for severe, complex or persistent mental health disorders.

#### **14. Work carried out predominantly by partners**

- 14.1 In last year’s report we provided information on child poverty work and initiatives carried out by partners. While those partners, the YMCA, Barnardo’s... are still carrying out that work, in this report we are highlighting the work of different partners to illustrate the variety of work going on in Renfrewshire. Many of these partners have received funding from the Council, others work with us on projects and take part in networks like ‘Our Children’ and activities which help reduce child poverty.

##### **Engage Renfrewshire**

- 14.2 Engage Renfrewshire is Renfrewshire’s TSI. Funded by Renfrewshire Council, Engage Renfrewshire is involved reducing child poverty in a number of ways, including chairing the Renfrewshire Affordable Credit Alliance and being part of many initiatives, such as the Community Benefits Forum as well as facilitating a wide variety of anti-poverty work.
- 14.3 One new project that will start in April 2020 is the New Buddies Network (Paisley residents are nicknamed Buddies). Funded by the National Lottery Community Fund for 2 years, a New Buddies Network Officer, based at Engage Renfrewshire, will act as a social advocate for Renfrewshire’s minority groups. This approach builds on recent research conducted by the

Scottish Community Development Centre in Renfrewshire on behalf of local partners from a range of organisations, including Renfrewshire HSCP, Renfrewshire CPP, Engage Renfrewshire and Renfrewshire Effort to Empower Minorities (REEM). Its key driver was the need to respond to increasing diversity in the population arising from factors such as the increase in size of the settled BME population in the area as well as the Council's commitment to resettling Syrian refugees. This research was part of the Scottish Government funded Widening the Welcome Project.

- 14.4 The officer will deliver a programme which will reduce isolation in our ethnic minority communities and improve the wellbeing of participants by increasing access to learning resources and reducing the barriers to social opportunities that have been described clearly by our target communities.
- 14.5 With a wide remit, the officer will Encourage ethnic minority community members to engage with relevant services, voluntary sector support and advice groups and to understand and connect with the aims of Scottish Government and Renfrewshire Community Planning Partnership. The Officer will target hard to reach groups, linking them to other services and networks and tackling barriers. Organisations such as DWP, Renfrewshire Citizens Advice Bureau, health professional and schools and colleges have been engaged early in the development of the New Buddies Network. It is expected that 1,000 people will take part in the project over its life, and this will be evaluated using set of indicators developed for the project.

#### **Home-Start Renfrewshire and Inverclyde**

- 14.6 Home-Start is an organisation which offers volunteer led parent-to-parent support, working alongside families to help them improve their lives for the better and help the children achieve their potential. The trained volunteers who carry out the service are usually parents themselves and they visit, support and assist families who have at least one child under five. The service supports families who are coping with a wide range of difficulties – physical and mental health, social isolation, parenting, children's behaviour, relationships, unemployment, debt as well as accessing relevant services such as housing, literacy and welfare benefits.
- 14.7 When a family is referred, through, for example, a health professional or Social Work, a thorough, face-to-face assessment of family need is made. This allows the volunteer to tailor their intervention to family need. This need may change over time, and the service is flexible to facilitate any emerging requirements. Volunteers visit at a time which suits the need of the individual family (including evenings and weekends) and average length of support is nine to eighteen months. The services provided are wide-ranging, offering both practical and emotional support. Home-Start is working with many of the families in identified as priority due to higher risk of child poverty:

Priority families	% of families 2018-19	% of families 2019-Feb 2020
Lone Parents	31%	42%
Disabilities (adult or child)	17%	26%
Mums under 25 years	10%	10%
Minority Ethnic Families	21%	20%
Child under 1 year	28%	19%
Pregnant mums	21%	25%
Larger families (3 + children)	20%	18%

- 14.8 Active signposting and advice, hand-holding and benefit form completion are provided along with a hardship fund for families experiencing financial crisis, free sanitary products and home goods such as nappies and children's clothes and buggies which are donated by volunteers or by members of the public through our social media platforms. Home-Start in Renfrewshire also was one of the organisations that agreed to distribute 1 tonne of the 'Brexite Food' funded by the Scottish Government in 2019/20, providing food to families who needed it at the time of their usual home visit, so reducing stigma for those families. In the 6 months of June 2019-Dec 2020 Home-Start provided Renfrewshire families: 63 food parcels; 36 'Coats for Renfrewshire Kids'; 530 items of children's clothing and bedding; 101 Kitchen utensils; 200 Christmas Gifts; 10 prams and buggies; 16 items of household furniture. The service also runs groups and events, which help build a support network for families and reduce isolation.
- 14.9 In partnership with Klas Care who provide premises, the service runs a weekly Dad's group for fathers with young children, a monthly Twins Group and a Cooking Group (run in partnership with Families First Ferguslie). A Walk and Talk group also operates in Paisley. Annual Summer trips and Christmas parties enable parents and children to enjoy shared experiences which many are otherwise unable to afford.
- 14.10 In Renfrewshire, within the last year, Home-Start supported 93 families, working with 198 children. This was carried out through the work of 75 fully trained volunteers. The families have reported progress in areas such as Parenting Skills and Family Management, with families reporting loneliness and isolation reducing from 65% to 7% after using the service and those struggling in running a home reducing from 47% to 1%.
- 14.11 The service, which receives funding from Renfrewshire Council, operates throughout Renfrewshire and both addresses Adverse Childhood Experiences and supports better perinatal mental health and parental-child attachment through Video Interaction Guidance. The service both takes student placements, from, for example, Health and Social Care, and invests in its volunteers, a percentage of whom go on to find paid employment. It refers onto Adult Learning services and 16 supported parents have attended 10 Lessons for Life learning in the past 6 months, while two volunteers have recently moved into full-time employment. Going forward Home-Start hope to secure funding to expand their service, and, for example, have applied to the Scottish Government Benefit Take-up and Income Maximisation funds to increase this part of the service.
- 14.12 Home-Start has been evaluated. The paper, Volunteer-led family intervention: a UK national programme, October 2019, by Philip Sugarman and Kamal Chudasama, reports data collected from 300 local Home-Start charities across the UK. The study shows a large improvement effect demonstrated in levels of coping across a range of family needs.

#### **Klas Care**

- 14.13 The Scottish Government's Tackling Child Poverty: first year progress report (2018 to 2019) states that availability of flexible childcare is improving slowly, but that more needs to be done to ensure the offer is flexible enough to enable parents to increase their income from employment. Klas Care are a social enterprise offering flexible and affordable childcare from two sites in Renfrewshire. Based in Linwood and Johnstone, they offer families bespoke childcare contracts to help counter in-work poverty.



- 14.14 Klas care offer breakfast clubs, after school care and playschemes during all school holidays. They are fully flexible, allowing parents who work shift patterns and those who have changing part-time hours to use, and pay for, only the service they need.
- 14.15 The organisation supports the social health and wellbeing of children, with 186 families accessing their services. They also act as a community hub, allowing organisations with similar values that support children to use their premises. For example, Home-Start Renfrewshire run their Dad's Group there on a Saturday morning, where fathers can bring their young children to take part in fun activities and grow in confidence as parents. Home Start also hold their Twins Group and Chef's School there.
- 14.16 The Linwood location also hosts a guitar teacher who gives free lessons to local children in the evenings.
- 14.17 For real, practical assistance to children in poverty, Klas Care picks up food from local supermarkets, which would otherwise be thrown out. This allows them to offer food to families in a non-stigmatising way. They use the food to prepare meals and snacks for the children and leave any excess at the door so parents can help themselves on the way out, no questions asked.
- 14.18 They also offer very flexible payment options, built around individual families. For example, there can be a delay in payment for families receiving Universal Credit. Klas Care will work with the family, find out when they expect payment, and work around that, so families don't need to borrow from 3rd parties. The service also promotes Cost of the School Day funding to families, and acts as a go-between, where families may be too embarrassed to approach the schools to access this funding themselves.
- 14.19 They have also been in contact with Social Security Scotland, and will work with them to ensure families using their services access any benefits they are entitled to.
- 14.20 Feedback from schools is that pupils who attend Klas Care have higher attainment than other children and achieve more at school. Klas Care are very much part of the network in Renfrewshire which looks to improve the lives of children, taking part in the 'Our Children' network and working with other organisations to ensure the best start for children in Renfrewshire.

## **15. Tackling Child Poverty – Future Plans**

- 15.1 The Covid-19 pandemic has highlighted the difficulties facing those living in poverty, and it is expected that due to rising unemployment more of Renfrewshire's citizens will experience lower incomes as well as other issues. At the start of the pandemic Renfrewshire's communities, churches, organisations and businesses have shown a willing to work together to provide support to those in need.
- 15.2 Renfrewshire's Tackling Poverty Programme for 2020/21, Year 3 was agreed at Leadership Board in February 2020 prior to the pandemic lockdown. The Programme continues the activity which was developed for Year 2 which sustained key projects, supporting people on low incomes, with a focus on low income families with children.
- 15.3 The Programme and associated tackling poverty work that goes on in Renfrewshire will continue and will be reviewed and evaluated to make sure delivery models are the most

effective in responding to quickly changing circumstances, especially for our families and young people.

- 15.4 We will continue to work with partners, in communities and across all services to ensure the changing needs of those living in Renfrewshire are met throughout the lockdown due to the pandemic and beyond.

## Appendix A

### Driver – Income from Employment

Description of Activity	Who is involved	Assessment	Groups the action is intended to reduce poverty amongst
Invest in Renfrewshire is working to use PESF funding to support the priority groups identified in 'Every Child Every Chance' by providing person-centred help for parents to address their barriers to work, and to gain better skills leading to better, higher paid employment.	RC Invest in Renfrewshire/SG	Numbers/Demographic	6 priority groups identified in 'Every Child, Every Chance'.
An advice worker is based within the Invest in Renfrewshire's employability team to assist people with financial advice which includes better off in work calculations, practical financial advice, access to financial fitness training and debt advice. This can be accessed when required by individuals to improve household incomes. This intervention is important to ensure income maximisation and promote the incentives, offered form Universal Credit, when participants progress to employment.	RC Invest in Renfrewshire/Advice Works	Numbers/Demographics/Client Financial Gain/Debt managed	All unemployed, but especially families to give best advice to improve household income.
A Client Support Fund is available as a practical intervention to remove a barrier to an individual moving into work. Interview Clothes, travel cost for the first month of employment, birth certificate costs are all examples of what has been covered. This fund can also support accredited training required to secure employment including Health & Safety CSCS along with childcare costs, interpretation services and other support measures to ensure clients can access and participate in the range of employability interventions offered.	RC Invest in Renfrewshire	Numbers/Demographic	All
Invest source work placements, work tasters, vacancies and volunteer opportunities. They also organise regular Jobs Fairs in conjunction with the Employers. These can attract around 500 vacancies and over 1,000 people looking for work. Mock	RC Invest in Renfrewshire	Numbers sourced/Numbers attending/demographic/ numbers of job	All

Interviews are offered too to help the individual's chance of getting the job.		vacancies/number vacancies filled	
Job Clubs are available regularly to help individuals look for work. Self-employment is also an option for some individuals and support is available for this.	RC Invest in Renfrewshire	Numbers sourced/numbers attending/demographic/ /number vacancies filled	All
Individual accredited training is sourced to assist clients move into work quicker. This can include CSCS, Food Hygiene and Manual Handling and many more vocational courses. Additionally, there are also a limited number of Traineeships (paid work placements), and Graduate Internships available to individuals to help improve individual's chances of moving into sustainable employment.	RC Invest in Renfrewshire	Numbers sourced/numbers attending/demographic/ /number vacancies filled	All
In work support is provided to clients who have found work through Invest. These individuals are tracked at weeks 1, 13 and 26 to help them sustain work. They can be offered support at this stage to help improve their chances of progression in the workplace.	RC Invest in Renfrewshire	Numbers accessing support	All
Work clubs providing access to computers and internet for job searches. Staff help with CVs, updating 'find a job' and with emails and application forms.	RC Adult Learning and Literacies Service	Verbal and written evaluations take place.	Unemployed adults aged 16+ years; adults wishing to improve their job prospects and increase their income.
English for Speakers of Other Languages – Developing language skills to support effective communication in everyday life, including helping children with homework, attending college and job application.	RC Adult Learning and Literacies Service	Verbal and written evaluations take place.	Minority Ethnic and all non-English Speakers. One particular strand supports Refugee families.
IT skills for work – to build confidence in using office and work-based computing packages. This covers data handling, communication and data analysis functions and techniques.	RC Adult Learning and Literacies Service	Verbal and written evaluations take place.	All
ALLS offer a tutor Psychology Taster course guiding students through 2 free online units offered by the Open University. Certification from the Open University is available on completion of each online unit.	RC Adult Learning and Literacies Service	Verbal and written evaluations take place.	All

The SQA Core Skills ICT SCQF level 4 accredited unit is offered by ALLS.	RC Adult Learning and Literacies Service	Verbal and written evaluations take place.	All
Access to IT for job searches/CVs etc in all 12 Renfrewshire Libraries and other Council locations including the Home Exchange Shop.	RC Customer and Business Services/ Housing and Renfrewshire Libraries (Renfrewshire Leisure) (RL)	User numbers	All
'Digiters' provide free coaching sessions on a one-to-one basis for those who need help with basic IT skills available at all 12 Renfrewshire Libraries.	RL Renfrewshire Libraries who have recruited volunteers to provide this service/RC.	Number of learners, hours of learning, user satisfaction, case studies.	All those requiring support with digital skills
The Living Wage Action plan contains a number of different actions: Procurement ensure living wage is a key indicator of fair practice, Contractors which supply employees pay them the Living Wage, contracted providers pay care staff Living Wage. RC works with Poverty Alliance to progress Living Wage plan. Invest in Renfrewshire discuss with Employees.	RC/Poverty Alliance/Contractors/Invest in Renfrewshire	Numbers of Living Wage accredited employers.	All employees
There are three City Deal infrastructure projects in Renfrewshire. A City Deal Community Benefits Strategy has been developed to help suppliers embrace the ethos of City Deal with regards to employment, for example developing the young workforce through apprenticeships and 'Working Matters' for residents in receipt of health-related benefits beginning the journey to long term employment.	RC Invest in Renfrewshire	Community Benefits are evaluated as part of the tendering process and specific requirements may be stipulated within contact specifications. Achievement is monitored on a regular basis.	Targeted to priority groups
Renfrewshire Council is committed to maximising Community Benefits through its procurement activities by including specific Community benefit Clauses and targets within procurement contracts. These cover payment of the Living Wage as well as targeted employment and training opportunities. Fair work practices in areas such as zero hour contracts and worker representation are also scored.	RC Procurement	Community Benefits are evaluated as part of the tendering process and monitored on a quarterly basis.	Targeted to priority groups
The Neighbourhood Environmental Training Team (NETT) consists of Invest in Renfrewshire Trainees who are seeking employment. These Trainees tend to have gaps which preclude them from moving directly into employment, including lack of	RC Invest/Housing	Trainee Starts – 20. Progressions to employment 13 = 65% successful outcome rate.	Those with barriers to employment.

experience, lack of specific skills, few or no relevant qualifications, as well as other barriers, ranging from low confidence or self-esteem up to physical and mental health issues. Paid the living wage, NETT provide Environmental Support across the whole of Renfrewshire, with particular emphasis within known 'hot spots'. Their work, in the main is directed by requests from Housing Officers who identify areas where environmental work, grass cutting etc is needed.		9 of the 13 trainees progressed directly into employment with Renfrewshire Council and 4 into employment with a Renfrewshire based business The job outcome rate increased by 5% in 2019/20.	
Employment is explored as a route by Housing/Tenancy sustainment officers when Council tenants are in difficulty with arrears.	RC Housing	Numbers/outcomes	All tenants having difficulty with rent arrears
Public Wifi is available all day, every day in Renfrewshire town centres and Council and Renfrewshire Leisure premises, allowing individuals to carry out job searches/submit CVs etc.	RC	Annual Billing Information	All
Council funded Legal Service at Renfrewshire Citizens Advice Bureau (RCAB). This service represents clients at employment tribunals and assists with other employment related legal matters. (3 year contract to Sep 2021)	RC/RCAB/MJC Law	Numbers attending service/demographics and Client Financial Gain	Available to all Renfrewshire residents, however particularly targeted at clients with multiple issues and the following priority groups; Low Income Households, Households affected by Welfare Reform, Parents of children in poverty, People who are currently unemployed, Individuals living with long term health conditions, People experiencing poor mental health, People living with a

			physical disability, Care Experienced
Council funded advice service at Renfrewshire Citizens Advice Bureau provides employment related advice. (3 year contract to Sep 2021)	RC/RCAB	Numbers attending service/demographics and Client Financial Gain	Available to all Renfrewshire residents, however particularly targeted at clients with multiple issues and the following priority groups; Low Income Households, Households affected by Welfare Reform, Parents of children in poverty, People who are currently unemployed, Individuals living with long term health conditions, People experiencing poor mental health, People living with a physical disability, Care Experienced
In Jobcentre Plus offices, better off calculations are done for those seeking to access work and referrals between Officers and Work Coaches for advice relating to employment (both ways), including child care support.	Claimant Support Officers/DWP	Numbers receiving calculation/information	All unemployed/underemployed
Increasing employability through volunteering, including promoting Volunteer Friendly and Saltire Awards	Engage Renfrewshire (3 <sup>rd</sup> Sector Interface)	Numbers of volunteers/outcomes	All
Project Search is a college-based employability programme for young people aged 17 - 26 with a learning disability and/or autism who want to find work of 16 hours or more per week. The programme is a mixture of college study, with students	RC/Invest/Glasgow Clyde College	Outcomes post programme.	Young people with a learning disability

working toward achieving a recognised qualification in employability and practical work experience. Students gain up to 600 hours of work experience across 3 placements mainly within Renfrewshire Council, with some available with local businesses.			
Linstone Housing offer a Car Club with vehicles to hire in Linwood and Johnstone. The club costs £5 to join and £3 per hour, and can be used to get to interviews. (Cheaper for Linstone Tenants) The Club was expanded in 2019, with a new location added.	Linstone Housing Association- additional car funded by Transport Scotland 'Plugged-In Households Grant Fund'	Numbers of members/usage	All
West College Scotland offer free employment related courses for those on benefit, eg. Health and Social Care, IT Admin Skills, and Childcare. Their Ferguslie Campus has a focus on assisting residents to gain skills, qualifications and experience so that they can move into work.	West College Scotland	Numbers attending/completing courses	All
CV and Job Search drop ins to help people with CVs, covering letters and job searches	Our Place Our Families	Drop-in numbers	All
YMCA iEnterprise supports young people to set up businesses through/connected to digital. This includes sourcing available funding.	RC/Paisley YMCA	Numbers of businesses, numbers receiving funding case studies.	Young people to age 26
YMCA run coding clubs run in Renfrewshire Libraries to support young people in developing digital skills which can increase their chances of finding skilled, better paid employment. Provides experience for volunteers running the clubs to enhance their job prospects. STEM for girls also takes place.	Paisley YMCA/RL	Numbers attending	Young people aged 8-17
RC Youth Services with young people, particularly those in secondary school with a priority to work with those with additional support needs and/or at risk of a negative destination to improve outcomes, including employment outcomes through programmes such as Duke of Edinburgh and Saltire Awards.	RC Youth Services/ NHSGGC/ Clyde Muirshiel Regional park.	Numbers and results/outcomes	Young people with social, emotional and behavioural needs, looked after and accommodated young people, young people with additional support needs, young people at risk of negative destination and



			young people disadvantaged by poverty.
Renfrewshire HSCP developed an employability resource to support professionals across Renfrewshire to raise the issue of employability with participants. The resource is broken down to cover all stages of the Employability pipeline. The resource details services in Renfrewshire which are available to support participants at each stage of the Employability Pipeline.	Renfrewshire HSCP Planning and Public Health Team. Renfrewshire HSCP Community Mental Health Team. Renfrewshire Drug Service. Integrated Alcohol Service. Invest in Renfrewshire. DWP.	Training interventions delivered to increase skills and knowledge of the resource with HSCP service staff including Mental Health, Addictions, Allied Health Professionals, Family Nurse Partnership and Community Connectors staff. The resource was also distributed with employability specialist's partners including Invest in Renfrewshire practitioners, DWP staff and Third sector partners Recovery Across Mental Health.	Participants / Patients who are in services such as Mental Health and Addictions Services, those being supported by Family Nurse Partnership and those patients being support by Community Connectors as part of Renfrewshire HSCP Social Prescribing project. Those receiving support from Invest in Renfrewshire and RAMH.
Renfrewshire HSCP recognised the importance of employability and the impact it can have on those with mental health and addictions issues. As a result the HSCP worked in partnership with Invest in Renfrewshire to set up a single point of contact for all referrals from HSCP mental health and addictions services into Invest in Renfrewshire's employment support services.	Renfrewshire HSCP Planning and Public Health Team. Renfrewshire HSCP Community Mental Health Team. Renfrewshire Drug Service. Integrated Alcohol Service. Invest in Renfrewshire.	Sessions to promote the single point of contact where delivered and Employability resources distributed among the teams. 5 Individuals had been referred for support from Invest in Renfrewshire from Addictions and Mental Health teams from Jan- March 2020	Participants / Patients who are accessing Mental Health and Addictions Services.
Members of the Renfrewshire Local Employability Partnership (RLEP) health subgroup, led by the HSCP Planning and Health Improvement Team collaborated to identify the barriers to	Renfrewshire HSCP Planning and Public Health Team. Invest in Renfrewshire. DWP.	RLEP mapping report was developed and discussed at RLEP meeting.	Individuals in recovery or experiencing mental health issues.

work and services required to improve employment outcomes for those in recovery or experiencing mental health issues.	Recovery Across Mental Health. RLEP Health Sub group.		
Renfrewshire HSCP supported implementation of a pilot project to test approaches to support those furthest from the labour market in Renfrewshire into roles within the NHS in partnership with NHS GGC and Invest in Renfrewshire.	Renfrewshire HSCP Planning and Public Health Team. NHS GGC. Invest in Renfrewshire.	24 individuals from Renfrewshire completed the training, with 19 gaining jobs as a result of being part of the programme.	Individuals in Renfrewshire furthest from the labour market who often have one or more significant barrier to employment. These include but are not limited to: <b>disability, mental health issues, low education attainment, homelessness, care leavers,</b> carers, a criminal record and low aspirations.
Renfrewshire HSCP promote Scottish Government funded Fair Start Scotland specialist employability services, including open days to staff within Mental Health and Addiction services.	Renfrewshire HSCP Planning and Public Health Team. Renfrewshire HSCP Community Mental Health Team. Renfrewshire Drug Service. Integrated Alcohol Service. Invest in Renfrewshire.	Renfrewshire HSCP mental health and addictions staff attended Fair Start Scotland open sessions and found out more about the service on offer for Renfrewshire residents and referred patients for support when appropriate.	Fair Start Scotland offer employability support to individuals who <ul style="list-style-type: none"> <li>• Have a disability or additional support needs</li> <li>• Have a health condition</li> <li>• Have caring responsibilities</li> <li>• Are a single parent</li> <li>• Have been unemployed for a long time</li> <li>• Are a care leaver</li> <li>• Are from a minority ethnic community</li> </ul>

			<ul style="list-style-type: none"> <li>• Are a refugee</li> <li>• Are a person with a conviction</li> </ul>
Renfrewshire HSCP supported a partnership between NHS GGC Physiotherapy Service and Invest in Renfrewshire to support individuals with Musculoskeletal (MSK) problems access employability support.	Renfrewshire HSCP Planning and Public Health Team. Invest in Renfrewshire. NHSGGC.	12 people with MSK problems have received specialist employability support on offer by Invest in Renfrewshire.	Individuals accessing Physiotherapy support for MSK problems.
Renfrewshire HSCP support local members of the community to access volunteering opportunities within NHS settings.	Renfrewshire HSCP. NHSGGC.	30 local people from Renfrewshire are part of core volunteering team within NHS GGC increasing their confidence and skills and supporting them along the employability pipeline.	Individuals in Renfrewshire furthest from the labour market who often have one or more significant barrier to employment.
Renfrewshire HSCP supported partners for the Health sub-group of the RLEP to support individuals with health conditions to better understand their conditions, develop self-management skills and recommend community-based interventions which could improve health and wellbeing with a view to progressing to along the Employability Pipeline.	Renfrewshire HSCP. Invest in Renfrewshire. DWP. SALUS.	The service pilot commenced in January 2020.	The pilot has given support to individuals in Renfrewshire who have heart and circulatory conditions; respiratory disorders; drug and/or alcohol use; muscular-skeletal conditions such as arthritic complaints, back and neck problems; Mental health issues and other conditions including chronic fatigue, pain, diabetes and epilepsy.

<p>Renfrewshire HSCP supported the development and implementation of an employability conference for practitioners who deliver employability interventions across Renfrewshire.</p> <p>Renfrewshire HSCP Planning and Public Health Team delivered a workshop within the conference aimed to increase practioner confidence when supporting clients to use employability interventions in order to achieve better health outcomes.</p>	<p>Participants included; practitioners from Invest in Renfrewshire, The Wise Group, DWP, Youth Homeless Prevention Team, West College Scotland, NHSGGC , RL, Blue Triangle Renfrew and RADAR (Social Work).</p>	<p>The conference was delivered and input was delivered to 42 attendees.</p>	<p>Practioners are now more able to effectively support clients to achieve better health outcomes within employability settings.</p>
<p>NHSGGC’s employability programme reaches out across the 6 local authorities including Renfrewshire. In addition, liaison between NHSGGC staff and Local Authority staff is carried out around use of the Parental Employability Fund.</p>	<p>NHSGGC Human Resources Team/NHSGGC child poverty leads</p>	<p>Annual reports to NHSGGC’s Employability Strategic Group</p>	<p>NHSGGC’s Employability Programme has widest reach across the 6 Local Authority areas</p>
<p>NHSGGC will do a family friendly policies audit in line with NHS Scotland guidance and has commissioned workshops for Healthy Working Lives Employers in the area from Family Friendly Working Scotland</p>	<p>NHSGGC Employability Stratgeic Group</p>	<p>Results of audit/Numbers attending</p>	<p>NHSGGC and partners are more family friendly employers</p>

## Appendix B

### Driver – Cost of Living

Description of Activity	Who is involved	Assessment	Groups the action is intended to reduce poverty amongst
Free childcare for those attending employment related training	RC Invest in Renfrewshire	Numbers accessing service	All families with children
Free childcare for those attending training	RC Adult Learning and Literacies Service	Numbers accessing service	All families with children
Support with childcare options given to those seeking to access employment	RC Claimant Support Officers/DWP	Numbers of clients	All families with children
The Advice Works service provides budgeting support and money advice to the citizens of Renfrewshire; face to face at Johnstone Town Hall, and Renfrewshire House in Paisley, as well as at a variety of outreach locations – STAR Project, Linstone Housing Association Community Flats, Renfrew Health Centre, as well as by telephone. This involves reviewing incomings and outgoings, and suggesting how to make things more affordable, eg. free bank accounts as opposed to ones with a fee, debt advice, including statutory debt solutions.	RC and partners	Numbers/Demographics/Client Financial Gain/Debt Managed	All. This year, apart from the advice to families in other areas, the statistics collected show that advice was provided in respect of 73 children 0-15 for child DLA claims.
Renfrewshire Council provides advice in the Renfrewshire Foodbank to help clients maximise income/deal with problems.	RC Advice Works/SWD/Energy Advocates	Client Financial Gain (demographics collected)	All
Renfrewshire HSCP and Advice Works worked together to deliver a pilot embedding advice in two GP's surgeries. Set up was supported by funding from Improvement Service.	RC Advice Works/HSCP/NHSGGC GP Practices/Improvement Service	Numbers accessing service/ Client Financial Gain (demographics collected)/Whether 1 <sup>st</sup> time accessing advice.	All
Renfrewshire Council currently provides funding of £10,000 per annum to Renfrewshire Foodbank. This funding will help	RC/Renfrewshire Foodbank	Numbers fed/reasons/Ward/ Demographics	All. This year, the Foodbank has provided food to <b>819</b>

support the increase of clients to the Foodbank due to Universal Credit Roll Out			single parents and <b>605</b> families with <b>2975</b> children fed.
Renfrewshire has an Energy Advocacy Service which offers support to families to reduce energy bills, manage debt and obtain any assistance to which they are entitled, including Warm Home Discounts. One adviser works specifically with our Families First service.	RC Energy	Numbers/ongoing and one-off CFGs	Families in need.
By working closely with vulnerable tenants, Housing Officers establish where clients may be eligible for charity grants and help with applications.	RC Housing	Actions recorded	Vulnerable Tenants
Renfrewshire Council facilitated Community Food meetings meetings with interested parties and FareShare to improve community food response in Renfrewshire.	RC/FareShare/STAR Project/Tannahill Centre/Linstone Housing/Active Communities/Home-Start	Numbers of organisations accessing FareShare/setting up community fridges/pantries	All in food poverty.
Renfrewshire Council worked with Scottish Government and FareShare to access Brexit Food for community organisations in Renfrewshire.	RC/SG/FareShare	Food in/Food out/Numbers fed/New users	All in food poverty.
Home Energy Scotland Workshops held for practitioners to encourage partnership work in Renfrewshire to tackle fuel poverty.	Engage Renfrewshire/Home Energy Scotland	Numbers attending with increased awareness	All
Families First (as described in narrative) is a free service which supports families with children aged 0-8 years old to help them maximise their income and manage their debt. An Energy Adviser works specifically with this service.	RC	Numbers accessing services/Client Financial Gain	All families with children aged 0 – 8. The five sites the service operates from were chosen for their SIMD status.
Street Stuff Clubs provide free activities for children in the evenings, during the holidays and at weekends. A free healthy meal is provided and the Street Stuff buses also have free wifi to ensure young people aren't digitally excluded. Over 230,000 attendances have been recorded to date.	RC/Street Stuff/ Police Scotland, Scottish Fire & Rescue, Engage Renfrewshire and St Mirren FC.	Numbers attending/Community safety stats showing reduction in vandalism and youth disorder.	All young people aged 10-18

Breakfast clubs continue in 10 schools, providing a healthy breakfast to all pupils universally. Over 227,000 free healthy breakfasts have been served since the introduction of this project, relieving financial pressure on low income families, but most importantly, making sure that children start the school day ready to learn.	RC	Numbers of breakfasts/anecdotal evidence from teachers re. impact.	Universal, but schools involved are in areas identified as having high levels of deprivation.
The Cost of the School Day fund continues to operate across all primary and secondary schools in Renfrewshire, directly supporting families in a variety of ways including uniforms, food, transport, extra-curricular activities and curricular expenses.	RC	Numbers using/what costs supported	Families in need
Renfrewshire Council supports Challenge Poverty Week each year. This year Council staff worked with Active Communities to set up a free clothes rail (in conjunction with local charity Remode) provide toiletries through a collection in Council/RL offices which also highlighted hygiene poverty and assist with provision of sanitary products and Brexit food through FareShare. This was used to encourage families in need to engage with Active Communities.	Active Communities/RC/RL FareShare/Remode	Numbers engaging with Active Communities	Families in need
As described in the narrative, RC has managed and delivered a programme of energy improvement works across Renfrewshire making homes (both rented and private) more energy efficient, reducing costs for the families who live there.	RC Housing Asset and Investment/ Linstone HA, Paisley HA/ Bridgewater HA/ Williamsburgh HA/ Scottish Government		Tenants of RC and RSLs
Free sanitary products funded by Scottish Government distributed throughout communities in Renfrewshire, including all libraries/town hall/leisure centres and Council HQ public area.	RC/RL/SG	Budget spend	Families in need
RC facilitated distribution of free sanitary products funded by Scottish Government to community organisations working with low income families in Renfrewshire through FareShare.	RC/Engage/FareShare	Number of organisations engaging	Low income families

Budgeting Workshops to help service users maximise income and minimise outgoings.	STAR Project/ RC Advice Works/Energy Advisers/White Cart Credit Union	Individual organisations count engagement within their own stats	STAR Project service users
One strategic outcome within Renfrewshire's Local Housing Strategy is to ensure affordable housing is available to those who need it. Following from the 842 affordable housing units from the period of the last strategy to 2016, the 2016 – 21 strategy includes a commitment to deliver 1,000 new affordable homes in the period 2016 – 2021.	RC Housing	Numbers of affordable homes delivered	All in need of affordable homes prioritised as to agreed policy.
Renfrewshire's Housing Options approach includes a Common Allocation Policy developed with RSLs to assist customers obtain a suitable property. The Options service also includes advice, for example, employability advice for those who would benefit as part of the assessment process.	RC Housing/Bridgewater, Linstone, Paisley and Williamsburgh HAS	Number of properties allocated	All in need of affordable homes prioritised as to agreed policy. The new common policy enables multiple needs to be taken into consideration when assessing an application.
Families First free holiday clubs for children P1 – P3 and siblings. Activities and free meal.	RC	Numbers attending	Clubs at selected schools in areas of deprivation, but open to all.
Council funded advice service at Renfrewshire Citizens Advice Bureau provides debt and money related advice for Renfrewshire Citizens. (3 year contract to Sep 2021)	RC/RCAB	Numbers attending/Debt managed (demographics captured)	Available to all Renfrewshire residents, however particularly targeted at clients with multiple issues and the following priority groups; Low Income Households, Households affected by Welfare Reform, Parents of children in poverty, People who are currently unemployed, Individuals living with long term health conditions,



			People experiencing poor mental health, People living with a physical disability, Care Experienced
The Advice Partnership works together to develop and promote a collective vision for advice in the area and ensure advice services are proactive, accessible and customer focussed, and so meet client need. This includes provision of income maximisation and budgeting advice.	RC/RCAB/RAMH/LEAP/Foodbank/UWS/Shelter/HSCP/RACA/Linstone HA/Engage Renfrewshire/ICJ/Social Security Scotland	Partnership has led to improved relationships between advice providers and increased understanding and awareness of each other's work reducing gaps and duplication in service.	All
Automated process for Young Scot cards in Renfrewshire to promote maximum take up. All P7 pupils have their photo taken and application made. They can then access discounts and rewards.	RC Youth Services/RC Schools	Numbers	All school pupils once reaching P7
STAR Project/Social Work and other identify families in poverty and work with Cash for Kids to provide £25 for meal/gifts at Christmas.	STAR Project/SWD/Cash for Kids	Numbers accessing	Families in need
The Housing Team work with existing tenants to maximise their income and reduce outgoings, eg. referral to advice works and energy advisers. They establish where rent can be waived and contact rent collection services on clients' behalf to arrange this.	RC Housing	Outcomes recorded	All tenants
Renfrewshire Council's partnership with Experian through the Rental Exchange project allows tenants to build their credit scores through their rent payments, as happens through mortgage payments for those who own their property. This increases access to Affordable Credit.	RC Housing/Experian	Numbers accessing service	All tenants
Before a tenancy is offered income, expenditure and benefit entitlement are assessed. The most appropriate, affordable housing can then be offered, and DHPs put in place where appropriate.	RC Housing	Numbers accessing service	Prospective tenants

<p>The Family Nurse Partnership offers intensive support to mums aged 19 or under. This involves engaging with the young mums during pregnancy through home visits. Developing a therapeutic relationship and using this to create a secure base and as a vehicle for positive behaviour change. FNP nurses support the young mums with a variety of issues, such as claiming benefits, housing options, budgeting, training and employability support. The role of the Family Nurse is to support the young mum with these aspects but with a continuous encouragement towards self-efficacy.</p>	<p>HSCP/DWP/SDS/Barnardos Threads/Invest/Homestart/Shelter/SWD</p>	<p>Benefits claimed, employment destinations, and education destinations at 6 monthly intervals from pregnancy until 2 years of age.</p>	<p>Pregnant women, young mums under 25, parents with children under 1.</p>
<p>Free wifi is available in the outdoor town centres in Renfrewshire. It is also available in all public libraries, sheltered housing complexes, town halls, sports centres, community centres and childrens' homes, as well as other leisure venues and on the Street Stuff buses that provide activities for young people.</p>	<p>RC</p>	<p>Annual billing information</p>	<p>All</p>
<p>Families First partnered with the Johnstone Business Consortium to provide Christmas food parcels for families in poverty at Christmas.</p>	<p>RC Families First/Johnstone Business Consortium</p>	<p>Numbers accessing service</p>	<p>Families in need</p>
<p>Klas Care, as per narrative, offer families bespoke childcare contracts to help counter in-work poverty and free food to families in need.</p>	<p>Klas Care</p>	<p>Numbers accessing service</p>	<p>Families with nursery/primary aged children.</p>
<p>Renfrewshire Affordable Credit Alliance (RACA) works together to increase and promote forms of affordable credit in Renfrewshire, as per narrative. Events are run twice a year to inform practitioners. Emphasis this year has been on stopping loan sharks and offering alternative low cost credit.</p>	<p>RC/Engage Renfrewshire/UWS/STAR Project/RCAB/Paisley HA/Ferguslie Park HA/TSB/Gleniffer CU/Scotcash/Fair for You/TSS</p>	<p>Increased CU membership/ Increased use of fair credit uptake in Renfrewshire</p>	<p>All</p>
<p>Credit Unions have been supported by the Council to develop and promote their range of products. In one credit union, instant loans were developed with funding from RC as an alternative to payday lenders and funeral loans were</p>	<p>RC/RWCU/Johnstone CU/White Cart CU/Gleniffer CU</p>	<p>Membership figures/Interest saved from instant loans/loan numbers</p>	<p>All</p>

developed, with the leaflets promoting these given out by the Council as part of the pack provided when a death is registered. Funeral Bonds are also available whilst CU services are promoted through umbrella group My Credit Union Renfrewshire and associated website and social media.			
Renfrewshire HSCP Planning and Public Health team co-ordinated with Home Energy Scotland to deliver interventions within the Renfrew Health and Social Care Centre. The interventions were aimed to support staff and visitors to the event increase their knowledge on how to minimise their costs of energy in their homes, give free packs and sign up those eligible to the warm homes discount scheme.	Home Energy Scotland. Renfrew Health and Social Care Centre staff and visitors. Renfrewshire HSCP Planning and Public Health Team.	4 interventions at Renfrew Health and Social Care Centre was delivered.	Patients and staff at Renfrew Health and Social Care Centre.
Renfrewshire HSCP distribute foodbank voucher to patients within services who require these, this is monitored by the Renfrewshire HSCP Planning and Health Improvement team.	Renfrewshire HSCP children's services. Renfrewshire HSCP Community mental health team. Renfrewshire Drug Service.	Renfrewshire HSCP services distributed over 470 foodbank vouchers in 2019/20. <i>*Exact number unavailable at time of writing due to COVID pandemic*</i>	Families who receive services from Renfrewshire HSCP Children's Services, Renfrewshire HSCP Community Mental Health team and Renfrewshire Drug Service.
Renfrewshire HSCP Planning and Health Improvement team promoted availability of support from Money Matters on fuel costs to targeted individuals who have severe financial and health needs.	Renfrewshire HSCP. Money Matters. British Gas Energy Trust. Renfrewshire Council.	Information was passed to those eligible to receive assistance from programme.  In 2019/20 Money Matters supported 47 clients in Renfrewshire to receive £2,559.56 in financial gains.	Families who have <b>both</b> severe financial and health needs as follows: <ul style="list-style-type: none"> <li>● Financial crisis</li> <li>● Low income</li> <li>● Sudden loss of income <i>and</i> Health needs:</li> <li>● Serious physical illness.</li> <li>● Serious mental health problems</li> </ul>

Renfrewshire Libraries run a free toy library. Toys can be selected from an online catalogue (from home or any Renfrewshire library), and picked up at your local library. The toys are themed, Read, Discover and Learn.	RL	Numbers of toys borrowed/users per council ward	The Toy Library is aimed at 0 - 8 years but we advertise that the toys can be enjoyed by the whole family.
Renfrewshire libraries run a variety of activities in throughout Renfrewshire, providing free activities to families, thus helping with costs of living, and also helping raise attainment through encouraging families into libraries and to use services. This includes free play delivered by a creative arts worker who builds the sessions around the toys from the toy library; free activities for children every afternoon from Monday to Saturday in Paisley Central library, including games/giant games and arts and crafts; free STEM sessions and free holiday activities during school holidays.	RL/RC	Feedback from attendees	Families with children of all ages, including young and school age.
NHSGGC has introduced emergency food packages for the Special Needs in Pregnancy (SNIPs) service, to ensure pregnant women most at risk of food insecurity have access to food. Emergency food packages are also available to any patient in crisis via Support and Information Services.	Acute Services Public Health Team  Support and Information	Number of food packages issued	Pregnant women in need across NHSGGC
Renfrewshire Council and Engage Renfrewshire support Talk Money Week each year through a RACA event, promoting advice and affordable credit options. This year Social Security Scotland, Council Energy Advocate, Scotcash and UWS presented to a number of practitioners and elected members.	RC/Engage/RACA	Number of attendees	Low income families
Home-Start offers volunteer led parent-to-parent support, working alongside families to help them improve their lives for the better and help the children achieve their potential. They also provide practical help, such as food, essential supplies, Christmas presents, buggies etc.	Home Start	Numbers of types of assistance	Families with at least one child 5 or under, all priority groups.

## Appendix C

### Driver – Income from Social Security and Benefits in Kind

Description of Activity	Who is involved	Assessment	Groups the action is intended to reduce poverty amongst
Claimant Support Officers are embedded in all three Jobcentre Plus offices to provide advice and information, for example, ensuring Council Tax Reduction is claimed providing Personal Budgeting Support as well as ensuring free school meals and uniform grants are claimed. They also make presentations to work coaches to encourage referrals.	RC/DWP	Numbers attending/Client Financial Gain/Demographics	Unemployed and underemployed Jobseekers
Council funded advice service at Renfrewshire Citizens Advice Bureau provides benefit advice and completes Financial Health Checks (FHCs) to ensure benefits are maximised. (3 year contract)	RC/RCAB (SG funding for FHCs since Jan 19)	Numbers attending/Client Financial Gain/Demographics	Available to all Renfrewshire residents, however particularly targeted at clients with multiple issues and the following priority groups; Low Income Households, Households affected by Welfare Reform, Parents of children in poverty, People who are currently unemployed, Individuals living with long term health conditions, People experiencing poor mental health, People living with a physical disability, Care Experienced. (SG funding targets families and older people)

The Council Advice Works service provides benefit advice to the citizens of Renfrewshire face to face at Johnstone Town Hall, and Renfrewshire House in Paisley, as well as in a variety of outreach locations – STAR Project, Linstone Housing Association Community Flats, Renfrewshire Foodbank. They also offer a telephone service.	RC	Numbers/Demographics/Client Financial Gain	All
Council Housing and Welfare Reform Teams attend local DWP Customer Representatives Group to build closer working relationship, feedback UC/rent issues and ensure best practice.	RC/DWP/HA Welfare Rights teams.	Partnership has led to improved relationships between organisations and increased understanding and awareness of each other's work	Council tenants in receipt of social security benefits.
Renfrewshire Council has topped up the Scottish Welfare Fund by £40k due to increased workload demands on the service and the overall level of spending to meet the increased number of applications due to Universal Credit delays in payment.	RC Welfare Reform	Numbers accessing SWF, reasons for claim and monetary amount of grants provided.	All
Housing teams proactively sought out most vulnerable tenants and worked closely with them to prepare for UC, offering them advice and assistance. Tenants were supported through the process. One to one digital training was offered to tenants, to assist them with online applications for universal credit.	RC Housing Assistants, Housing Officers and Tenancy Management Officers	Numbers accessing service, referral rates, DHP rates, rent arrears managed.	Tenants moving to UC
Schools and Social Security Scotland worked together to promote Best Start Grant.	RC/SSS	Numbers claiming in area	Low income families
Automation of school clothing grant to those who receive free school meals.	RC Welfare Reform	Numbers receiving school clothing grant	Low income families
Housing teams provide ongoing advice to vulnerable tenants, for example ensuring rent increase information provided to DWP.	RC Housing Assistants, Housing Officers and Tenancy Management Officers	Numbers accessing service, referral rates, DHP rates, rent arrears managed.	Tenants receiving social security benefits.
The Housing Services Team identifies potentially vulnerable and at-risk tenants. They then work very closely with partners across the Council and beyond, signposting these	RC Housing Assistants, Housing Officers and Tenancy Management	Numbers accessing service/rent arrears managed/client financial gain	Vulnerable Tenants

tenants to teams to assist with income maximisation through employability services financial advice and fuel poverty advice, including DHP claims.	Officers/ Advice Works, Invest in Renfrewshire/ Energy Advocates.		
Advice Partnership Renfrewshire is a partnership between a variety of advice providers in Renfrewshire, working together to ensure appropriate advice is available and easy to find. Working in partnership, advice agencies signpost and refer to each other to ensure clients maximise benefit income.	RC/RCAB/RAMH/LEAP/ Foodbank/UWS/Shelter/ HSCP/RACA/Linstone HA/ Engage Renfrewshire/ Social Security Scotland/ICJ	Partnership has led to improved relationships between advice providers and increased understanding and awareness of each other's work. Also improved communication, eg. around Scottish Social Security benefits.	All
Families First (as described in narrative) is a free service which supports families with children aged 0-8 years old to help them maximise their income and manage their debt. This includes benefit advice.	RC	Numbers accessing services/Client Financial Gain	All families with children aged 0 – 8. The five sites the service operates from were chosen for their SIMD status.
Both Advice Works team and Renfrewshire Citizens Advice provide regular outreach to clients to ensure accessibility of advice in local areas. They meet regularly to ensure they are not duplicating services.	RC Advice Works/RCAB	Numbers attending/Client Financial Gain and debt managed.	All, however some specific outreaches are targeted through location, eg. Disability Resource Centre
Renfrewshire Council provides advice in the Renfrewshire Foodbank to help clients maximise benefit income/deal with benefit problems.	RC Advice Works/SWD/Energy Advocates	Numbers using service/Client Financial Gain	All who attend foodbank
Digiteers – Free coaching sessions on a one-to-one basis for those who need help with basic IT skills available at all 12 Renfrewshire Libraries. This allows clients to claim benefits and maintain their claims.	RL Libraries (who have recruited volunteers to provide this service/RC.	Numbers of learners/number of hours coaching provided/user satisfaction/case studies	All digitally excluded
Tenancy Sustainment Officers work with tenants to establish where rent arrears can be written off, and advocate on their behalf with collection teams.	RC Housing	Numbers seen/arrears written off managed	Tenants in rent arrears
The Refugee Resettlement Team, including their Welfare Rights Officer work with Syrian Refugee families to ensure all relevant benefits are claimed.	RC/RRT	All families supported	Minority ethnic families, Families where the

			youngest child is under 1, Mothers aged under 25
Public Wifi is available all day, every day in Renfrewshire town centres and Council and Renfrewshire Leisure premises. This allows users to maintain their benefit claims.	RC	Annual Billing information.	All
Digital Directory available to all to assist access to available PCs. Distributed to all partners/libraries/GPs etc. Used by professionals for signposting.	RC and distributed by partners	Regular revisiting to ensure information up to date	All
Community Connectors social prescribing service in each GP's surgery in Renfrewshire which can help with benefit and housing issues as well as health, referring on for complex cases.	HSCP/Linstone HA/ RAMH	Numbers of clients/reason presenting/referrals/ number of GPs visits/demographics	All
Welfare Rights service offered by Linstone HA to all Linwood residents	Linstone HA	Numbers/Client Financial Gain	All in geographical area
NHSGGC and Renfrewshire HSCP supported the planning of a new Support and Information Service within the Royal Alexandra Hospital which includes benefits advice. Due to Covid restrictions on external visitors this is staffed by NHSGGC 4 days per week, but organisations such as Advice Works, Social Security Scotland and ICJ will be there, as well emergency energy provision from Home Energy Scotland.	Renfrewshire HSCP/ NHSGGC/SSS/ICJ Advice Works. Home Energy Scotland.	Numbers supported	Patients and their families.
Improving the Cancer Journey provides advice and assistance to those with a cancer diagnosis in Renfrewshire. Part of this is ensuring all relevant benefits are claimed.	RC/Macmillan	Numbers/demographic/CFG	All those with a cancer diagnosis.
Renfrewshire Council has made good links with Social Security Scotland (SSS), including Local Delivery. The Local Delivery Lead for Renfrewshire now represents SSS on our Advice Partnership to help ensure maximum benefit take-up. Local delivery staff are based in Council HQ.	RC/SSS	SG statistics on benefit take-up rates in Renfrewshire	All who may be entitled to SSS benefits
Renfrewshire HSCP and Advice Works worked together to deliver a pilot embedding advice in two GP's surgeries. Set up was supported by funding from Improvement Service.	RC Advice Works/ HSCP/NHSGGC GP Practices/Improvement Service	The pilot received 56 referrals from commencing in November 2019 and total financial gain	All patients of relevant GP practices in Renfrewshire.



		until the end of March was £32,717.62.	
Renfrewshire HSCP promoted Social Security Scotland's Best Start Grant across Renfrewshire HSCP social media channels.	Renfrewshire HSCP Social Security Scotland.	Renfrewshire HSCP Twitter received 9,633 Impressions from Best Start Grant content produced.	Families with young children.
Renfrewshire HSCP Planning and Public Health team provided a case study to NHS Health Scotland describing our partnership approaches to delivering financial inclusion referral pathways between money and welfare services and maternity and health visiting services.	HSCP Planning and Public Health Team. NHS Health Scotland Colleagues. Healthier Wealthier Children Advisor Advice Works.	Case study available on NHS Health Scotland website to support staff to refer into income maximisation services.	Families in need of money and welfare advice
Renfrewshire HSCP Planning and Health Improvement Team provided support to Renfrewshire Children's Services to increase awareness of and increase referrals into HWC by: <ul style="list-style-type: none"> <li>• Best Start Grant and HWC inputs to Health Visiting teams</li> <li>• Production of videos promoting HWC within Renfrewshire and sharing a case study of gains made by family in Renfrewshire.</li> <li>• Renfrewshire specific Income Maximisation referral information included 3 times within Health Visitors Universal Pathway Resource.</li> <li>• 'Poverty champions' identified to within Health Visiting teams discuss any barriers the teams are having in being able to tackle the drivers of child poverty within their roles and share good practice within their teams.</li> </ul>	Renfrewshire HSCP Planning and Public Health Team. Childrens Services staff. Healthier Wealthier Children Advisor Advice Works.	An increase in Referrals from Renfrewshire HSCP children's services to 274 in 2019/20.  From 1 <sup>st</sup> April 2019 – 31 <sup>st</sup> March 2020 HWC received 557 referrals and generated additional income of £1.16m for families across Renfrewshire in total.	Pregnant women and families with infants
Renfrewshire HSCP Planning and Public Health team developed and delivered an intervention which aimed to support the increase of knowledge of HWC to Renfrewshire HSCP Specialist Childrens Services staff	Renfrewshire HSCP Planning and Public Health Team. Children's Services staff.	1 Intervention delivered to specialist Children's Service Paediatric Physiotherapy staff	Families attending Children's Paediatric Physiotherapy service. These children have significant levels of disability.

	Healthier Wealthier Children Advisor Advice Works.		
NHSGGC & Maternal Health Team provided support to Midwives in Renfrewshire to increase awareness of HWC and referrals into the service	Renfrewshire HSCP NHSGGC Healthier Wealthier Children Advisor Advice Works.	2 Interventions delivered to midwives	Pregnant women with low income.

## Appendix D – Enablers to Reduce Poverty by 2030

Description of Activity	Who is involved	Assessment	Groups the action is intended to reduce poverty amongst
Renfrewshire’s attainment work, as described in the narrative, is a very successful evidence-based, universal approach to improving outcomes for pupils which works across all 62 primary, secondary and Additional Support Needs schools in Renfrewshire. The authority was the first to be recognised by Education Scotland in making “excellent progress” in relation to closing the poverty-related attainment gap.	RC	Measures of attainment gap	All
Renfrewshire Credit Unions (CUs) are providing collections and some money management help in a number of Renfrewshire schools. Pupils are building savings, and in some cases savings are being linked to activities such as school trips and proms, allowing parents to save over a period of time for these.	Renfrewshire Wide Credit Union/ White Cart CU/ Johnstone CU/ Scotwest CU/Gleniffer CU/RC.	Numbers of schools with a linked credit union	All
Linstone have 3 community flats in Renfrewshire and work with partners, examples of this being credit unions to enhance local services provide activities etc. Community led, Linstone also arrange advice surgeries with Advice Works and provide free wifi in flats	Linstone HA/ Renfrewshire Wide Credit Union/RC Advice Works/LEAP	Numbers attending activities	All in communities
Credit Unions are supported in Renfrewshire, and brought together in a Credit Union Forum to discuss issues between themselves and with RC.	RC/RWCU/Scotwest/White Cart CU/Johnstone CU/ Gleniffer CU	Membership numbers	All
Active Communities support a peer health project, working with young people in secondary schools across Renfrewshire to identify key health priorities in their school and developing young people to lead their own activities to improve health and wellbeing. There are now 348 trained peer educators across Renfrewshire schools,	RC/Active Communities	Numbers trained/Numbers engaged/case studies	Secondary school pupils

who have engaged with over 5000 pupils in total on a range of health issues such as mental health, diet, alcohol and drugs. This is funded by the Tackling Poverty Programme.			
The Scoobmobile provides a mobile public library service directly to children and families in communities. This service aims to help improve children's life chances by encouraging a lasting interest in reading, literacy, physical activity and learning.	RL	Numbers using service	Families
Lifelink provides a school counselling service which takes place across all secondary schools, offering 1:1 and groupwork support to young people on a range of issues such as anxiety stress, bereavement and loss, family issues and self-esteem. So far 500 young people have benefitted from this service designed to improved mental well-being and resilience amongst young people. This is funded from the Tackling Poverty Programme.	RC/Lifelink	Numbers supported/Improvements in mental wellbeing and resilience which are recorded and evaluated; this is evidenced by the use of the clinical assessment tool (CORE) that records client's improvements/outcomes. The CORE evaluation has demonstrated an increase in the overall health and wellbeing a result of attending the counselling service.	Secondary school pupils
Renfrewshire's 'Family Firm' approach across a partnership of corporate parents provides a suite of interventions to support and enable care experienced young people to develop employability skills. It co-ordinates opportunities for corporate parents to help our care experienced young people to secure training and employment. This includes forging relationships with local private sector employers and promote the provision of mentoring, training, work experience and employment	RC	Numbers of young people gaining positive destinations	Care experienced school leavers

opportunities. Benefits checks are also carried out to ensure working will not mean a reduction in income.			
Renfrewshire Affordable Credit Alliance (RACA) attends Freshers Fayres and Money week events at UWS.	RACA/UWS	Numbers engaging	Students
Renfrewshire Council's Youth Services aim to improve outcomes for young people in Renfrewshire through youth work, information, empowerment activities and outdoor learning. They: promote wider achievement through accredited and non-accredited awards; empower young people to have a voice, take part in decision making and making a positive contribution to the community; help young people develop skills for learning, life and work and enter employment, training and or further or higher education after school; promote health and wellbeing among young people and ensure young people benefit from good quality youth information, that helps them participate in opportunities and make informed choices.	RC	Numbers/Outcomes	Young people
Digi Ren partnership aims to reduce the gaps in cost for services by ensuring more people are digitally able. They work together to enhance digital capability and access in Renfrewshire. Digi Ren also ensures there are PCs available for those with accessibility issues, and works with other organisations to enhance accessibility, for example, ensuring information films are subtitled.	A wide variety of organisations including RC/Engage Renfrewshire/ Paisley YMCA/UWS/ Libraries/Paisley HA	Numbers attending meetings/ feeding into conversations/ digital improvements in services	All digitally excluded
Through a variety of intervention types including mediation the Youth Officer with the Homeless Prevention team helps young people aged 16 - 24 sustain tenancies. This includes: <ul style="list-style-type: none"> <li>Helping homeless young people set up and sustain tenancy for crucial first 8 weeks of tenancy, monitor property for a year with intervention as required.</li> </ul>	RC Housing	Percentage still in their tenancy a year after date of entry	Young people with housing issues.

<ul style="list-style-type: none"> <li>Managing the transition to a tenancy from the family home so social network support is ever present with young persons' journey into housing (avoiding homelessness and temp accommodation)</li> <li>If referred by housing providers, Social Work etc, help young people resolve issues in order to stop eviction or better sustain tenancy.</li> </ul>			
<p>The Home and Belonging Project aims to support and empower young people with experience of care to turn houses into homes and runs until 2021.</p> <p>Quarriers and their partners work with young people to provide them with opportunities to develop or strengthen the skills they need to stay, cope and flourish in their own homes.</p> <p>Young people will be given opportunities to take ownership of the environments they live in through activities such as upcycling, volunteering and engaging in mental health support, as well as support to develop practical skills such as DIY or cooking on a budget. The service has been planned around feedback from young people. By working in collaboration with a range of partners, person-centred support is provided. There is also a Belonging Allowance of around £2000, which gives young people the power to take control of their lives and make their own choices.</p>	<p>Quarriers/Engage/RC/Impact Arts/RAMH</p>	<p>25 young people per year to take part in the project, which offers person centred support.</p>	<p>Care experienced young people aged 16-25</p>
<p>The My Future Pathways Programme has been designed for young people to take part in a number of work-based learning opportunities which aim to support them in their route into employment.</p>	<p>RC Children's Services/Invest/construction companies CCG, Engie &amp; Dalton Demolitions</p>	<p>Number taking part, number gaining employment, demographics</p>	<p>School leavers unable to access suitable college courses</p>
<p>Renfrewshire Council are working in partnership with Barnardo's Scotland to improve the mental health and wellbeing of young people in Renfrewshire, in their</p>	<p>Barnardo's/RC</p>	<p>Numbers taking part in consultation workshops and focus interviews.</p>	<p>Children and Young people</p>

'Mental Health and Wellbeing Strategic Partnership' which was launched in October 2019.			
The NHS Credit Union offers affordable credit to staff and their families	NHS Credit Union	Membership numbers, savings and loans	All NHS Staff
NHSGGC briefings and marketing materials are regularly provided to early years staff and staff with money worries to alert them to referral pathways and social security benefit changes that may affect them	Corporate Equality Team	Numbers of briefings, campaigns	Increased awareness of staff on responsibilities, and sources of income for patients and themselves.
Home-Start offers volunteer led parent-to-parent support, working alongside families to help them improve their lives for the better and help the children achieve their potential. (see narrative)	Home-Start/RC/Klas Care	Numbers of families/number of volunteers/type of help provided	Families with young children/fathers of young children. Work with all priority groups.
Renfrewshire's Participatory Budgeting event, 'Celebrating Renfrewshire – by young people, for young people', provided funding for a range of projects designed by, or for, young people aged 12-25 which would improve their lives. These ranged from funding for sports clubs, arts projects and music hubs to a project collecting, renovating and distributing free bikes.	RC/Young Scot	Numbers taking part, evaluation of process, evaluation of projects funded.	Young people aged 12-25
Renfrewshire Council Partnerships and Inequalities Team brought a wide variety of organisations, NHSGGC and Council services interested in tackling child poverty together for an event which allowed them to hear from experts and find out about each others services and what assistance was available to families in need.	RC/SPIRU/Renfrewshire organisations/HAs/TSI/NHSGGC		Increased awareness of child poverty issues and available services.

## Appendix E - Joint long-term objectives for NHSGGC Child Poverty Leads Group

There are 6 Local Authorities within the NHS Greater Glasgow and Clyde area. In response to the 2019 Poverty and Inequality Commission review of year one local child poverty action reports, an increased focus on partnership working, long term objective setting and outcome measures has been agreed between child poverty leads across NHSGGC.

The following joint long-term objectives will be reviewed by partners on an annual basis:

<b>Role as an employer</b>
<ul style="list-style-type: none"> <li>• Increase family friendly working approaches</li> <li>• Attaining and maintaining Living Wage Employer Accreditation</li> <li>• Parents as a priority group for interventions with staff who have money and debt worries</li> <li>• Parents as a priority group in our Employment and Health approach</li> <li>• Parents as a priority group for recruitment initiatives</li> <li>• Child poverty a feature, as appropriate of Learning and Education programmes</li> <li>• Child poverty outcomes in community benefit clauses</li> </ul>
<b>Role as a service provider (Children and Families Settings)</b>
<ul style="list-style-type: none"> <li>• Ensure every opportunity is used to maximise income and reduce outgoings</li> <li>• Develop innovative co-location models (e.g. with Social Security Services Scotland, Department of Work and Pensions)</li> <li>• Ensure engagement with people with lived experience of child poverty to inform planning and review</li> <li>• Analysis, where possible, of reach of interventions by Child Poverty Act priority groups (i.e. children of lone and/or young parents, children with disabilities and/or children of parents with a disability and black and minority ethnic children and also kinship carers)</li> </ul>
<b>Role as a partner</b>
<ul style="list-style-type: none"> <li>• Leadership on child poverty at Community Planning Partnership Boards</li> <li>• Influencing, from local and regional perspectives, key national partners (e.g. SSS, DWP, Health Scotland)</li> <li>• Influencing, from a child poverty perspective, housing policy</li> </ul>



- Influencing, from a child poverty perspective, transport policy

**In addition, NHSGGC will -**

- Ensure child poverty is comprehensively addressed in the Children and Families Universal Pathway
- Develop child poverty, as appropriate, as a 'golden thread' in Acute health improvement programmes
- Providing public health data for use in Acute and CPP areas **and**
- All LCPARs in the NHSGGC area aim to optimise flexible childcare approaches