

Appendix A: Tackling Poverty Action Plan

Priority	What does success look like?	How will we do it?	
Pockets	1. Increase the number of households who can access employment that provides an acceptable standard of living	Fewer people being paid below the living wage	Use procurement exercises for major projects such as City Deal and Paisley Heritage Asset Strategy to promote community benefits and anti-poverty workplace practices Link Invest in Renfrewshire employability programme to City Deal and Paisley Heritage Asset Strategy to target new jobs to Renfrewshire residents Deliver Living Wage campaign supported by Renfrewshire Chamber of Commerce
		Fewer barriers to finding and sustaining employment	Provide additional resource to Invest in Renfrewshire for childcare and transport costs Develop and implement more flexible approaches to childcare that meets the needs of low income families Lobby Department for Work and Pensions to make Renfrewshire a pilot area for a redesign of incentives and sanctions, and their role in helping people into work
		More people in employment in line with their skills and abilities	Refocus Invest in Renfrewshire employability programme to deliver anti-poverty outcomes, and address in-work progression Work with Skills Development Scotland to develop high quality on the job training aimed at supporting lone parents' progress in work
	2. Prevent financial crisis and support low income families to make the most of their money	Increased financial capacity of low-income families	Pilot innovative peer-led projects which develop financial and digital capability Continued investment in local Credit Unions to promote savings and offer ethical low cost credit
		People are able to access advice which resolves issues promptly and maximises income	Locate advice services in convenient community locations, such as with health services and in JobCentres Make advice easier to access by working with Advice Partnership Renfrewshire to create a 'single front door' to advice services
		Fewer people in fuel poverty	Extend Energy Advice Renfrewshire project Test opportunities to deliver affordable fuel to Renfrewshire households
		People are able to access support which reduced expenditure	Support Renfrewshire Foodbank with core costs, to ensure continued service Review the cost of the school day for families, making it easier for families to access support and understanding from young people how it affects them Create 'Cost of the School Day' fund which supports low income families with the additional costs of school Develop the National Entitlement Card and 'Young Scot' card to increase access to discounts, rewards and information
Prospects	3. Improve levels of physical and mental health of children in low income families	Improved mental health of young people	Promote good mental health and wellbeing in schools, by providing support such as counselling and peer mentoring
		Vulnerable mothers are supported	Continue to deliver Children Experiencing Domestic Abuse in Recovery (CEDAR) project Work with Scottish Government to maintain health visiting provision for most vulnerable families Extend the Healthier, Wealthier Children advice project
		More young people are able to access activities which support health and wellbeing	Invest in arts and cultural activities which focus on improving health and wellbeing Develop a new sports leadership programme, increasing access to sports activities for young people and offering employability opportunities as sports coaches
	4. Close the educational attainment gap between children from low income families and their better off peers	Schools understand the relationship between poverty and attainment, and use this to inform how they work	Improve measurement of poverty and attainment, developing professional expertise at all levels within the education authority
		Improved literacy levels for young people from low income families	Develop new approaches to teaching children to read
		Parents feel more supported to be involved in their children's learning, at school and at home	Develop new approaches to encouraging parental involvement in their children's learning
Places	5. Create neighbourhoods where people want to live, and can afford to live	More young people from low income families go on to positive destinations	Establish a joint team which brings together current employability practice across partners, and develops initiatives to address gaps in provision
		Reduce the development gap in children in their early years	Deliver the Early Years Strategy, both in Families First core team localities and Renfrewshire-wide family support Introduce a new model of breakfast club provision to support Families First Share language development information from 30 month child health reviews between health and early years practitioners
		People living in deprived areas feel satisfied with where they live	Pilot asset based approaches in areas with planned physical improvements, by recruiting 'community builders' to build local networks and devolving funding to local people Provide additional resource within Economic Development to find innovative ways of attracting funding to the area and support community groups in developing funding bids.
Principles	6. How organisations should work	Young people are able to access activities and volunteering opportunities in their local area	Expand 'Street Stuff' activities programme, providing opportunities for young people in some of the more deprived communities in Renfrewshire to get involved in a variety of evening, weekend and holiday period activities Create volunteering and employability opportunities to support community safety in key locations, by recruiting special constables and wardens
		People in rented accommodation are charged fair rents, and have adequate housing standards	Commission rent affordability study and work with social landlords in Renfrewshire to develop a "pledge" for affordable rents, encouraging all to sign up Maximise the council's existing and future powers to register, regulate and enforce private landlords to improve private rented sector housing standards
		Addressing stigma	Launch a campaign to address the stigma of poverty, expanding across partner organisations and with the wider public
		Involving people	Involve citizens in the development, measurement and reporting of the action plan Introduce a new engagement framework to support the involvement of low-income stakeholders in the design and delivery of services
		Removing barriers	Deliver the new Digital Participation Plan Deploy a digital skills trainer in libraries to support people affected by poverty to overcome barriers in accessing and using information technology
Using evidence	Integrate poverty into Equality and Human Rights Impact Assessments to ensure the council takes account of poverty when making decisions.		
Use of resources	Pilot a project across Community Planning Partners to better understand poverty related spend across the partnership and identify potential opportunities for joint resourcing		