**Argyll and Bute Council**

# Anti-Poverty Strategy 2018-2022

APRIL 2018

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# 1. Introduction

1.1 This is the first comprehensive Anti-Poverty Strategy produced by Argyll and Bute Council. It comes at a time when Scotland as a nation has a growing awareness of the issue of poverty and is seeking to reduce its effects and increase the life chances and experiences of all its people. This comes with an acknowledgement that Scotland is a wealthy country but not everyone has a fair share. There is a total of £866 billion in total private wealth in Scotland's households. The wealthiest 10% of the population own 67% of the financial wealth whilst the least wealthy 50% own only 2%.

1.2 In this strategy we set out a clear vision of what Argyll and Bute hopes to achieve. We will use four objectives to frame a comprehensive Action Plan and we will make it clear how this is to be monitored and delivered. This report will be reviewed annually and key targets will assessed. This strategy supports a broad range of targets including education, youth justice, community care, housing, health, fuel poverty, advice services and environmental factors. The targets and actions from this strategy will inform the Child Poverty Action Reports to be produced annually from 30th June 2019 jointly by the Local Authority and the Health Board and these will provide an additional focus on the needs of children and young people.

**Definition**

1.3 To begin to look clearly at the issue of poverty, it is important to first have a clear definition of what poverty actually is. The Joseph Rowntree Foundation defines poverty as 'When a person's resources (mainly their material resources) are not sufficient to meet their minimum needs (including social participation).'

1.4 Poverty is, first and foremost, about household income. The Scottish Government (Annual Report for the Child Poverty Strategy for Scotland 2016) differentiates a number of categories:

- Relative Poverty – The percentage of children living in households with equivalised net income of less than 60% UK median household income in the same year.
- Absolute Poverty – The percentage of children living in households with equivalised net income of less than 60% of UK median household income in the base year (2010 – 2011) adjusted for inflation.
- Combined low income and material deprivation – The percentage of children living in low income households that lack certain basic necessities. Low income here is defined as an equivalised net household income of less than 70% of the UK median household income.
- Persistent Poverty – The percentage of children living in a household in relative poverty for at least 3 years out of a four-year period.

1.5 However, 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. We

understand that many people that we might describe as 'living in poverty' do not consider themselves to be living in poverty, or don't associate with words like 'poverty' at all.

**The National Picture**

1.6 It is useful to look at the national picture in Scotland today.

1.7 **Health** - Men in the most affluent areas experience 23.8 more years of good health compared to men living in the most deprived areas. Similarly, women in the most affluent areas experience 22.6 more years of good health compared to women living in the most deprived areas. (The Socio-Economic Duty, a Consultation; July 2017; Page 10).

> "Poverty puts considerable strain on family budgets and relationships. Children who grow up in low-income households have poorer mental health and physical health, on average, than those who grow up in better-off families." (We Can Solve Poverty in the UK: a Strategy for Governments, Businesses, Communities and Citizens; Page 10. The Joseph Rowntree Foundation; 2016.)

1.8 **Education** – "From an early age, children in poverty are more likely to score worse in tests of cognitive, social and behavioural development. At age five, children who have had high-quality childcare for two to three years are nearly eight months ahead in their literacy development than children who have not been in pre-school." (We Can Solve Poverty in the UK: a Strategy for Governments, Businesses, Communities and Citizens; Page 10. The Joseph Rowntree Foundation; 2016.)

> 54.3% of the poorest children perform well in numeracy. (Annual Report for the Child Poverty Strategy for Scotland 2016; Scottish Government Publication.)
>
> In the most affluent areas, 81% of Scottish school leavers are qualified to Higher Level or above, compared with 43% in the most deprived areas. (The Socio-Economic Duty, a Consultation; July 2017; Page 10).
>
> 75% of Looked after Children left School aged 16-years or under in 2015 / 2016. In the same year 15% of Looked after Children left School with one or more qualification at SCQF 6 or better; as opposed to 62% of all School Leavers. (Children, Education and Skills; Education Outcomes for Looked after Children 2015 / 2016; Scottish Government.)

1.9 **Employment and Poverty** – In 2015 / 2016, after housing costs 64% of working age adults in poverty were living in working households, as were 70% of the children.

1.10 **Fuel Poverty** - the 2015 Scottish House Condition Survey showed that around 748,000 (30.7%) households were in fuel poverty.

## 2. Poverty in Argyll and Bute

2.1 Some areas of Argyll and Bute have much higher levels of poverty than others, and we often call these 'deprived neighbourhoods' as a result of area-based measures of poverty such as the Scottish Indices of Multiple Deprivation (SIMDs). In some cases, the actions in our strategy are focussed on areas where we know there are more people living in poverty. However, we recognise that there are people living in poverty in all of our communities, and therefore we challenge the view that poverty can solely be determined by where you live.

2.2 The results for Argyll and Bute from the SIMD 2016 shows

- 4 data zones in the 10% most overall deprived data zones
- 11 data zones in the 20% most overall deprived data zones
- 9 data zones are in the 20% most income deprived data zones.
- 6 data zones are in the 20% most employment deprived data zones
- 6 data zones are in the 20% most health deprived data zones
- 10 data zones in Argyll and Bute in the 15% most overall deprived data zones.
- 8 data zones are in the 15% most employment deprived data zones.
- 12 data zones are in the 15% most health deprived data zones.
- 41,738 people live in the 53 data zones (38%) that are amongst the 15% most access deprived data zones.
- 13 of Argyll and Bute's data zones – more than 10% – are in the 1% most access deprived data zones.

2.3 The most access deprived data zone in Scotland covers the islands of Coll and Tiree. All of the data zones that are in the 15% most Overall, Income, Employment and Health deprived data zones in Scotland are in our main towns. Conversely, Access Deprivation is most pronounced in our rural areas.

2.4 National statistics tell us that families with children are very much the biggest group in poverty, followed a long way behind by single men and then pensioners. Much of this strategy therefore concentrates on child poverty, with a focus on prevention and early intervention in order to improve long term outcomes.

2.5 Also we need to be mindful that the budgets required by households to meet a minimum acceptable standard of living in remote and rural Scotland have been found to be between a tenth and a third more than in urban parts of the UK (Centre for Research in Social Policy, Loughborough University 2016). The additional costs come from costs of travelling, heating, and costs of delivery of goods.

**Child Poverty**

2.6 The latest statistics for child poverty in Argyll and Bute (Source: End Child Poverty) that 20.4% of children in our area are in low income households – a total of 3,176 in 2015. This is measured after housing costs. The Child Poverty (Scotland) Act 2017 received royal assent on 18 December 2017. It sets targets for child poverty for Scotland for 2030 to have less than 10% in relative poverty

(measured as in a household with less than 60% median UK equivalised income for the year), and less than 5% in absolute poverty, combined low income and material deprivation or persistent poverty. There are also interim targets to be met by 1 April 2023. Local authorities and health boards will be required to report on an annual basis on activity being undertaken to reduce child poverty levels.

2.7 The Child Poverty (Scotland) Act 2017 sets out targets for relative, absolute and persistent poverty to be met from 2030 and interim targets from 2023. Each local authority and health board has to prepare a local child poverty action report by 30 June annually starting from 30 June 2019 describing measures taken within the area in order to contribute to meeting the child poverty targets. The Scottish Government's first 4 year Tackling Child Poverty Delivery Plan 2018-22 entitled "Every child, every chance" identifies 3 drivers of poverty – employment; household costs; and social security. 15 key actions have been identified and local authorities and health boards expect to be involved in many of these including a new minimum payment for School Clothing Grant, school meals during holidays, fuel poverty programmes, healthier, wealthier children and the new employment support service, Fair Start Scotland. These poverty drivers are picked up in this strategy where relevant.

2.8 The council has another new duty from April 2018 – the Fairer Scotland duty. This requires the Council to consider how it can reduce inequalities of outcome caused by socio-economic disadvantage whenever strategic decisions are being made. This anti-poverty strategy and action plan will contribute to activity to meet the Fairer Scotland Duty.

## 3. Our Vision

3.1 We want an Argyll and Bute where no-one lives in poverty. Everyone should be able to achieve their potential and feel healthy, happy and valued. We want to be a place where everyone understands that tackling poverty is everyone's responsibility. We believe that if we act locally, and in partnership, we can make a real difference.

3.2 This is supported by the Local Outcomes Improvement Plan and its 6 long term outcomes that in Argyll and Bute:

1. The economy is diverse and thriving.
2. We have infrastructure that supports sustainable growth.
3. Education, skills and training maximises opportunities for all.
4. Children and young people have the best possible start.
5. People live active, healthier and independent lives.
6. People live in safer and stronger communities.

## 4. Our Guiding Principles

4.1 It is recognised both at a national and a local level that change needs to happen; poverty in Scotland needs to be addressed. Argyll and Bute intends to take forward a strategy that will improve the lives of individuals and families who are experiencing poverty and deprivation for whatever reasons. We recognise that this can only be done by working together and involving all stakeholders in the process.

4.2 In seeking to achieve this we will be governed by a number of principles:

1. Respect

   Treating everyone with dignity and valuing every contribution.

2. Resilience

   Helping individuals and households to manage their own affairs and make informed choices and decisions about their lifestyle; building resilience in people and communities.

3. Person Focused

   Tailoring services and support to the different types and places of poverty and the different needs and characteristics of all our communities and identities, acknowledging that one solution does not suit all.

4. Fairness

   Removing barriers that prevent some people from taking part in life, socially and economically. Promoting a society in which individuals and groups are treated fairly and receive a just share of the opportunities that our region has to offer.

5. Sustainable

   Plan our actions for the long term, in an ongoing discussion with our residents. Designing and building services, infrastructure and organisations that are affordable and accessible.

6. Shared

   Making sure there is a joint understanding of the issues around poverty in our region and working together in partnership.

7. Communication

   Listening to and involving our residents, understanding their experiences and using their advice.

4.3 These Guiding Principles will underpin everything we do to address the poverty issue. In doing so we face a number of challenges that we recognise and hope to overcome.

## 5. Our Challenges and Opportunities

### Challenges

5.1 **Geography** – Argyll and Bute is the second largest local authority in Scotland at 690, 899 hectares. It is also the third sparsest populated area with only 13 people per square kilometre. Whilst there are a number of towns (Dunoon, Helensburgh, Oban, Campbeltown, Lochgilphead), 44% of people in Argyll and Bute live in remote areas. There are also 23 islands and we have more populated islands than any other local authority. Provision of services can be difficult and sometimes more costly, with issues such as recruitment and travel costs playing a part. There are many areas where transport links are limited and there is a greater reliance on the car, as a necessity not a luxury. Also delivery costs are higher making the price of goods in local shops higher than average. Where there are no shops individuals must find the cost of delivery on top of the goods they require. Some suppliers will not deliver to Island addresses.

5.2 **Fuel Poverty –** The Scottish Housing Condition Survey 2017 estimated that 48% of households in Argyll and Bute were in fuel poverty as opposed to the Scottish average of 30.7%. Approximately 42% of Argyll and Bute is off the gas grid and hence have to resort to more expensive fuels. High fuel bills combined with low incomes and energy inefficient properties leads to fuel poverty.

5.3 **Low Wage Economy** – Argyll and Bute is an area that lacks large scale industries and derives much of its employment from tourism (also Forestry, Fishing, Crofting, Public Sector Employment etc.). 14% of jobs in Argyll and Bute are in tourism as opposed to 8% in Scotland. The tourism sector is over-represented in Argyll and Bute compared with any other local authority in Scotland. Tourism is an extremely important sector for Argyll and Bute employing almost 25% of private sector jobs and 9% of our GVA compared to a 3% GVA average for Scotland[1]. Such jobs tend to have a low skills base and be seasonal in nature. There is also the issue of young people in rural and island environments sometimes lacking in employment options and having to move to seek desired employment. Argyll and Bute is also more dependent on public sector employment than most areas. The UK average is 4.4% and in Argyll and Bute it is 11.1%.

5.4 **Population Change** – Like the rest of Scotland, Argyll and Bute is experiencing an ageing workforce; with the related economic and resource issues that this brings. There is an expected 14.4% decrease in the working age population by 2035. In addition every area except Oban has a reducing population.

5.5 **Equality and Diversity –** Argyll and Bute strongly supports equality and diversity and respects the Protected Characteristics of: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation (Sec 149 (7) Equality Act 2010). Ensuring equity in delivery of

[1] Source: Impact of AITC on Argyll and Bute, 2011 to 2016, Grampian Highland Resources Limited (GHRL), 2016

services and reaching people to offer advice and support, is problematic when dealing with such a large, diverse area that includes 23 islands.

**Opportunities: What we can and will do**

5.6 **Working together –** Argyll and Bute has a number of active community groups and individuals; we work well together. We are able to use this to our advantage in forwarding the Anti-Poverty Strategy and getting feedback from stakeholders. We have eight local Health and Well Being Networks and nine Locality Planning Groups. For example Locality Planning Groups for The Isles, Mull and for Oban. Professionals, Community Councils and others work together for local aims. We also engage well with our Third Sector colleagues and local employers.

5.7 **Health and Social Care Partnership –** The integration of social and health into a unified partnership has led to closer, more effective working, tailored to the individual's needs in a holistic way. For example the co-location of Health Visitors and Social Workers allowing for joint working to support vulnerable families.

5.8 **Service Review and redesign –** Argyll and Bute Council will review and, if necessary redesign its health, adult and childcare community services in order to ensure effective working with stakeholders and value for money.

5.9 **Raise Awareness of Poverty –** We can engage with people, through a number Advisory and Support Groups. We can support and advise those in poverty and raise awareness of issues that relate to the causes of poverty and deprivation. For example: C.A.B.; ABAN (Argyll and Bute Advice Network); Money Skills Argyll, Bute Advice Centre, AliEnergy, Argyll and Bute Council Welfare Rights Officers, Carrgomm, Women's Aid, The HELP Project.

5.10 **Use our Leadership to Influence People** – We will use the WRWG (Welfare Reform Working Group) to provide leadership on the Anti-Poverty Strategy. We will promote this and other messages by supporting both local and national campaigns. We will, through messages from our staff and in our leaflets and literature make it clear to all stakeholders that we are committed to addressing the causes of poverty and supporting people to improve the quality of their lives. In doing this we will champion equal rights and the value of all of our people in Argyll and Bute.

## 6. Our Four Objectives

6.1 We will focus our Anti-Poverty Strategy by using four key objectives which set out what we hope to achieve:

1. To listen to people and families experiencing poverty and make sure their voice is heard.
2. To support people experiencing poverty to move from dependence to independence.
3. To ensure our information and services are easy to access.

4. To provide services that meet the needs of people experiencing poverty.

**To listen to people and families experiencing poverty and make sure their voice is heard.**

6.2 In Argyll and Bute we think it is important to listen to people and to learn from them directly what they perceive the challenges and opportunities in their lives. We serve a large number of diverse and different communities, including town, large rural areas and 23 island communities. This gives us challenges that are perhaps unrivalled in Scotland. We place emphasis on consultation, joined up working and planning in order to meet these challenges. Importantly we work with our communities to deliver services to them that will help them to increase their independence, achieve their potential and lead happy and fulfilled lives. We understand that that no two communities are the same and if we are to address the causes and symptoms of poverty; we must listen and try to provide solutions to fit each one.

6.3 We will engage with our people and communities by:

- Finding better ways to use the feedback that we get from people using our services (welfare advice services, fuel advice; money matters; community and health services etc.).
- Talking to those who are experiencing deprivation and poverty. How can we make things better? What can we change in order to achieve more for individuals and communities?
- Consulting with the users of front line services during our review and re-design processes.

**To support people experiencing poverty to move from dependence to independence.**

6.4 We noted earlier in this Strategy that 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. We understand that many people that we might describe as 'living in poverty' do not consider themselves to be living in poverty, or don't associate with words like 'poverty' at all. Hence we need to encourage people to use available services, supports and advice and see this as their right. We need to deliver services and advice in a way that will respect dignity and encourage independence.

6.5 Our Services and Stakeholders will:

- Ensure that our staff understand the nature of poverty and are aware of its causes and impacts.
- Ensure that our staff use positive, person focused language when dealing with people who are experiencing the effects of poverty.
- Ensure that our strategies and plans incorporate ways of increasing resilience and independence in people.

**To ensure our information and services are easy to access.**

6.6 The earlier that people access our services, the more likely it is that outcomes may prove to be positive. The research done on the impact of Adverse Childhood Experiences (ACEs) shows that those who have experienced four or more "ACEs" have a 2.3 times increased risk of unemployment; four times increased risk of depression and a 12 times increased risk of suicide. Argyll and Bute recognises this and places emphasis on early years support and encouraging parents to make early and effective use of our services in order to effect change in their lives and the lives of their children. In order to achieve this we have to make sure that we make services accessible and our staff trusted and approachable. We will ensure that our staff and partners are aware of the ACEs research.

Scottish Public Health Network (ScotPHN): 'Polishing the Diamonds' Addressing Adverse Childhood Experiences in Scotland. Sarah Couper, Phil Mackie; May 2016

6.7 We look to improve access and uptake by:

- Ensuring that our services are properly integrated and working together (e.g. the Argyll and Bute Advice Network)
- Ensuring that staff are fully aware of service provision and are able to signpost people to other organisations.
- Ensuring that we work closely with Third Sector organisations.
- Identifying and reducing barriers to engagement.

**To provide services that meet the needs of people experiencing poverty.**

6.8 Poverty does not have a single cause, a single effect or a single solution. It is therefore important to ensure that all the plans that we make are sensitive to the issue of poverty. It is equally important to ensure that when we make decisions in any area of policy and practice, we pause to consider what impact they will have on those experiencing poverty. This has been recognised by the Scottish Government and this "duty" will shortly become necessary for all Scottish Councils.

6.9 It is also important to ensure that both universal and targeted services meet the needs of those experiencing poverty and that targeted services avoid any sense of stigma or cause people to be reluctant to engage.

## 7. Supporting Strategies and Action Plan

7.1 We have identified six key areas in which to focus our anti-poverty action plan**:**

- Children and Families
- Employment
- Finance
- Health and Wellbeing
- Home Energy and Fuel
- Travel and Transport

7.2 **Children and Families**: We will work to improve the experiences and life changes of our children and families. It is acknowledged that our efforts must cover a wide range of services; we must ensure that our children live in good, sustainable houses and environments. We must ensure that they live in homes where income is maximised (The Child Poverty Strategy for Scotland 2014-2017). We will also ensure that children are not excluded in any part of their day to day lives and that our Schools can help them to meet their potential, feel confident and listened to. We will also embrace the learning from the "Adverse Childhood Experiences" research and look to train our staff to recognise barriers to positive childhood experiences. Where children are in receipt of targeted services, we will ensure that joint working is effective, their needs are met and they are kept safe.

7.3 **Employment:** We will ensure that our Employment Activity Plan, hosted by the Argyll and Bute Employability Partnership, works to strengthen the links between, education, employability and employment to create economic growth. In this plan we make the following commitments:

- All individuals will have the opportunity to acquire, develop and apply career management skills which will inspire and enable them to make informed choices on the learning, training and employment options open to them leading to sustained positive destinations.
- The Corporate Parenting Board will provide a planned, coherent and individualised approach to post school transition for individuals who have been Looked After.
- Partners will provide training and work experience directly to help individuals make informed choices on the training and employment options open to them and by so doing allow some individuals to gain their first critical experience of the world of work.
- Partners will encourage employers and developers to provide opportunities for individuals through the use of grant and loan finance and through promotion of corporate responsibility.
- Partners will influence suppliers and contractors to provide training, work experience and jobs for individuals through its purchase of goods and services.

7.4 **Finance:** Many families in Argyll and Bute struggle financially. The average house price in Argyll and Bute is £150,178 and 66.4% of households would not be able to afford this. Almost 57% would not afford the median house price; and even the lower quartile house price is out with the affordable range of over 38% of local households. 24,610 households are below the average income in Argyll &Bute (60.6%). On February the 1st 2018 the gross weekly pay in Argyll and Bute was £464.70, as opposed to £547.70 in Scotland. We will ensure that we will closely monitor the state benefit system and ensure that people have access to a good level of advice and support through a number of our services. We will work with the Department of Work and Pensions to address any problems.

7.5 **Health and Wellbeing:** It is now widely acknowledged and recognised that there is a link between reduced levels of health and wellbeing and poverty. Both men and women are likely to die younger if they come from an under privileged area and experience deprivation. The Scottish Health Survey 2016 recognises this and states that: "Of the 16 National Outcomes allied to the Government's strategic objectives, those of greatest relevance to health are:

- We live longer, healthier lives
- We have tackled the significant inequalities in Scottish society.

7.6 Further, the Joseph Rowntree Foundation (2014) also recognised the connection between poor health and its impact on income and the ability to undertake paid employment. In childhood poor health may prevent people from achieving their educational potential. In Argyll and Bute we will ensure that we work with our partners and communities to focus our resources on the causes of ill health and also on positive, healthy activity and choices.

7.7 **Home Energy and Fuel:** Fuel poverty is an important issue in Argyll and Bute and it has already been noted that it is higher than the national average. Many areas do not have access to mains gas and there is a significant level of disrepair and poor condition in our housing. We recognise these as key areas and our Local Housing Strategy 2016 – 2021, has the following amongst its strategic objectives:

- Fuel poverty reduced
- Improved Private Rented Sector
- Green House gas emissions reduced.
- Improved energy efficiency across all tenures
- Stock conditions in town centres and rural settlements improved
- Home Owners more aware of responsibilities in respect of their properties

7.8 **Travel and Transport:** Our transport system must function effectively to keep our communities connected to each other and other parts of the country. It must be fit for purpose as it is critical for the development of our economy. Our roads that connect our rural areas and our ferries that service our islands are vital, enabling Argyll and Bute to become a cohesive whole. We have in total 1,617 miles of road. We have infrastructure challenges that are unique, including the upkeep of 41 piers and harbours. We recognise the importance of this area and the fact that a higher than normal proportion of our population must rely on the car, placing greater pressure on their household costs. Whilst this may be unavoidable we will work with our partners to try to ensure that vulnerable people are assisted to manage and do not become isolated or excluded because of this factor.

7.9 **These key areas** have been at the forefront of our thinking in developing our anti-poverty action plan. These key areas cover a wide spectrum of activities

carried out by different Services across the Council and supported by our Community Planning Partners. Many of these have their own focussed strategies and plans, and it is important to be aware of these and how they interact.

7.10 Some of the most important strategies and plans that support the delivery of the vision and objectives within this plan are detailed in Appendix 2. As there is no one single, comprehensive measure of poverty or deprivation, it is therefore important to have a number of well-coordinated strategies and plans that combine to produce a network of anti-poverty actions that will, over time, work to reduce poverty and enhance people's life chances and positive experiences in Argyll and Bute.

7.11 These various plans and strategies have provided the starting point to develop key anti-poverty actions which will allow us to monitor and report on our performance across our anti-poverty work. They will be monitored and progress collated in an annual report produced by the Welfare Rights Working Group. Through this and the feedback from people and communities engaging with our services we hope to move forward and both be able to make significant progress in tackling poverty and demonstrate clearly where and how progress has been made.

7.12 The action plan is set out at Appendix 1. It is organised under our four objectives which we described at section 6 of this report.

## 8 Conclusion

8.1 Poverty is an issue for our area. We are a relatively low wage economy with average gross weekly pay in February 2018 of £464.70 – 15% below the Scottish average of £547.70. The latest statistics for child poverty in Argyll and Bute (Source: End Child Poverty) show that 20.4% of children in our area are in low income households – a total of 3,176 in 2015. In addition, the Scottish Housing Condition Survey 2017 estimates that 48% of households in our area are in fuel poverty – well above the Scottish average of 30.7%.

8.2 So there are a number of important drivers for bringing together a cohesive anti-poverty strategy in addition to a new legal requirement under the Child Poverty (Scotland) Act 2017 to prepare an annual local child poverty action report. This must set out the measures taken by each during the preceding year to contribute towards the targets and the measures proposed for the future. In order to do this, we need to have a clear strategy and action plan relating to child poverty. As children are part of families and the wider community, officers have prepared a broader Anti-poverty strategy covering all these matters.

8.3 This anti-poverty strategy and associated plan demonstrates that poverty is being addressed in Argyll and Bute. The strategy details the issues that we face relating to geography, demographics and our economic base. It lists the current situation, our challenges and advantages. It emphasizes that despite challenges, we are able to demonstrate an organised approach in our Council policies and plans that tackles the issues of poverty and deprivation. Key to this is our close working with

community bodies, the Third Sector, The Strategic Housing Forum, The Department of Work and Pensions, Employers and Education establishments.

8.4 The strategy sets out our vision as:

> "We want an Argyll and Bute where no-one lives in poverty. Everyone should be able to achieve their potential and feel healthy, happy and valued. We want to be a place where everyone understands that tackling poverty is everyone's responsibility. We believe that if we act locally, and in partnership, we can make a real difference."

8.5 In order to organise our plan, we have set out 4 objectives as follows:

1. To listen to people and families experiencing poverty and make sure their voice is heard.
2. To support people experiencing poverty to move from dependence to independence.
3. To ensure our information and services are easy to access.
4. To provide services that meet the needs of people experiencing poverty.

8.6 The Anti-Poverty Strategy and Plan is the product of involvement with a wide number of organisations within Argyll and Bute and the Third Sector. It is hoped that it will provide a starting point for good communication and concerted action to address the issues of poverty and deprivation within Argyll and Bute. It is acknowledged that this area faces particular problems, relating to being a low wage economy with marked housing and fuel poverty. Opportunities can be limited for our young people, particularly those who are care experienced. We have the additional challenges posed by being a large rural area, with 23 populated islands and a sparse population of only 13 people per square kilometre. The strategy will be updated annually in line with the preparation of the required annual reports under the Child Poverty (Scotland) Act.

## Appendix 1: Anti-Poverty Action Plan

**Objective 1: To listen to people and families experiencing poverty and make sure their voices are heard.**

1.1 Improving ways of getting feedback from people who use our services
1.2 Listening to the experiences of people experiencing poverty and learning what we can do better
1.3 Working with people experiencing poverty and helping them to find solutions. Ask them to tell us what front line services work for them.

| Project or Plan | Actions / Milestones: Objective 1 | Responsible Department / Service | Progress / Performance Measure. |
|---|---|---|---|
| Children and Young Peoples Service Plan 2017 – 2020.<br><br>Encouraging participation and feedback from children, young people and families | Develop the use of Rights Respecting Schools Programme. | Argyll and Bute's Children's Strategic Group | CYP Feedback – Annual Report. |
| | Promote understanding of the wellbeing indicators with children , young people and their families | Argyll and Bute's Children's Strategic Group | CYP Feedback – Annual Report. |
| | Provide communication tools for children and young people at the Children's Plan meetings | GIRFEC Implementation Group – Annual Reporting | Child's Plan Audit |
| | Develop a consistent approach for the involvement and engagement of children and young people in decision making across all services | Youth Services | CYP Feedback – Annual Reporting |
| | Children's Panel members prioritise children and young people expressing their views at children's hearings and record this in the Record of Proceedings from Hearings | Scottish Children's Reporter's Administration | Audit |
| | Young people and their families are supported to express their views and are supported to participate in individual and service planning | | |
| | Provide communication tools for children and young people at Child's Plan meetings e.g. measuring outcomes and an introduction to well-being tools | GIRFEC Implementation Group | Childs Plan Audit |
| | Develop a consistent approach for the involvement and engagement of children and young people in decision making across all services | Youth Services | Children and Young People's Feedback |

## Appendix 1: Anti-Poverty Action Plan

| Project or Plan | Actions / Milestones: Objective 1 | Responsible Department / Service | Progress / Performance Measure. |
|---|---|---|---|
| | Promote the use of 'Having Your say' forms or appropriate alternative ways of communication for children attending hearings | Argyll and Bute Children's Strategic Group | Audit |
| Corporate Parenting Plan.<br>Providing leadership and listening to those experiencing poverty and deprivation. | To support and develop our Champions Board Support Forum and Young People's Participation Group to empower and support children and young people's access to health services and health information. | Corporate Parenting Board – nominated board member as lead person. | By June 2018 – The CPB will establish a progress report and discussion as a fixed agenda item. |
| 1,000 Voices<br><br>Supporting the needs of older people and listening to their experiences. | Listening to older people and meeting their needs. Community Resilience work helps older people in the community live independent, happier lives for longer. This programme brings together the work of the hundreds of volunteering hours spent, formally and informally, supporting older people, and developing new projects to cover areas where support is currently needed, but not given Time banking is key to this project and there are a range of services which can be matched, based on requests from older people and the skills members have. | Third Sector Interface – Argyll and Bute | Annual Reporting |
| Local Housing Strategy 2016 -2021.<br><br>Advising people and helping them to find solutions to welfare and monitory issues. | Continuing to develop and promote information and advice on sustainable housing solutions, including welfare rights and energy advice. | Argyll & Bute Strategic Housing Forum. | Feedback / service usage statistics<br><br>Income maximisation - £10m generated by welfare Rights activity by 2020.<br><br>Fuel poverty is maintained at or below baseline levels. |
| Education Services Plan 2017 – 2020.<br><br>Listening to children, young people and families; helping them to | We engage with our customers, staff and partners:<br>The Education Management Team recognises the need to include the views of parents, children, young people and community partners in a structured way in their self-evaluation process to inform planning for the future. | Argyll and Bute Council Education Department | Consult with stakeholders to establish their views on the quality of education provision and learning experiences. Undertake a minimum of 3 surveys on the quality of |

## Appendix 1: Anti-Poverty Action Plan

| Project or Plan | Actions / Milestones: Objective 1 | Responsible Department / Service | Progress / Performance Measure. |
|---|---|---|---|
| find out what services work for them. | Hold authority wide capacity building courses for young people to encourage involvement in local and national decision making. | | education provision and learning experiences.<br><br>Target - 3 per annum |

## Appendix 1: Anti-Poverty Action Plan

**Objective 2: To support people experiencing poverty to move from dependence to independence.**

2.1 Promote the use of positive language and messages
2.1 Develop understanding and awareness of poverty
2.2 Work with partners, communities and individuals on resilience and capacity building initiatives

| Project or Plan | Actions / Milestones: Objective 2 | Responsible Department / Service | Progress / Performance Measure. |
|---|---|---|---|
| Children and Young Peoples Services Plan 2017 -2020. | Our children and young people's wellbeing and resilience is supported through physical activity and sport | | Sport and Leisure Service Plans / Education Data |
| Helping children and young people to realise and reach their full potential. | Design and deliver specific target group developments to create inclusive programmes. Including: child healthy weight, disability, teenage girls, non-participants of physical education, health inequalities | Active Schools | |
| Creating programmes that will support children and young people facing challenges, including poverty and deprivation. | Deliver outdoor learning programmes for children and young people across Argyll and Bute | Education Management Team | Education Data |
| | Engage looked after and accommodated children (LAAC) in activity. Children and young people who are looked after have better long-term outcomes | Corporate Parenting Board | Corporate Parenting Data – 6 monthly reporting<br>LAAC Plans Audit |
| Working on a multi-agency basis to support and empower families facing difficulties. | Deliver family interventions that work to strengthen families so that children can safely stay with them | Social Work | |
| Working in partnership to improve the outcomes for our children and young people in education and work. | Work with education partners such as Argyll College to ensure Looked After Children have equitable advice and guidance re progression to post-school Further Education and Higher Education opportunities | Education Management Team | Positive destinations data |

## Appendix 1: Anti-Poverty Action Plan

| Project or Plan | Actions / Milestones: Objective 2 | Responsible Department / Service | Progress / Performance Measure. |
|---|---|---|---|
| Local Housing Strategy 2017 – 2020.<br><br>Working with our partners and communities to improve outcomes for those facing challenges including poverty and deprivation. | Ensuring housing partners support Multi Agency Public Protection Arrangements (MAPPA) to promote community safety and reduce re-offending.<br>Delivering a person centred approach to meeting the housing and underlying support needs of potentially homeless households in partnership with external support services. | Argyll & Bute Strategic Housing Forum. | Homeless presentations remain at or below baseline levels.<br><br>100 % of homeless households are assessed for support needs.<br><br>The % of clients with planned departures from tenancy Support Services increases. |

## Appendix 1: Anti-Poverty Action Plan

### Objective 3: To ensure our information and services are easy to access

3.1 Improved availability of information
3.2 Improved signposting between services
3.3 Increased number of integrated services
3.4 Reduce barriers to accessing information and services

| Project or Plan | Actions / Milestones: Objective 3 | Responsible Department / Service | Progress / Performance Measure. |
|---|---|---|---|
| Children and Young Peoples Services Plan.<br><br>Improve children and young people's understanding of their rights and responsibilities.<br><br>Work with our partners in an integrated way to help young people to access accommodation on leaving care.<br>Working to reduce barriers to service uptake. | Children and young people understand their rights as laid out in the United Nations Convention on the Rights of the Child (UNCRC)<br><br>Develop use of Rights Respecting Schools programme<br><br>Young people are safe and can access appropriate accommodation on leaving care<br><br>Increased availability of specialist housing provision for young people who are looked after | Argyll and Bute Children's Strategic Group<br><br>Through care Aftercare Forum | Children and Young Peoples Feedback<br><br>Audit Report |
| Local Housing Strategy 2017 – 2020<br><br>Work with our partners in an integrated way to help young people to access accommodation on leaving care.<br><br>Working to reduce | Improving awareness of, and enabling access to, housing options services for people with particular housing needs.<br><br>Putting protocols in place to ensure that Looked After Children and Care Leavers have adequate access to housing. | Argyll & Bute Strategic Housing Forum. | The percentage of elderly and disabled persons receiving a positive outcome via PREVENT 1 assistance will be sustained or increased above the baseline.<br><br>Protocols for Looked After Children and Care Leavers successfully implemented. |

## Appendix 1: Anti-Poverty Action Plan

| Project or Plan | Actions / Milestones: Objective 3 | Responsible Department / Service | Progress / Performance Measure. |
|---|---|---|---|
| barriers to service uptake.<br><br>Reducing barriers to accessing information and services; encouraging engagement for particular equalities groups. | Housing and Health inequalities are eradicated.<br><br>Monitoring and encouraging regular engagement with equalities groups, including Gypsy / Travelers, to inform service improvement.<br><br>Further research will be undertaken on specific equalities groups, as required to enhance the evidence base and inform future updates of the HNDA. | | The provision of specialist resources to meet a variety of different needs (Accessible and adapted houses; Supported provision; Site provisions).<br><br>Levels of Gypsy / Traveller satisfaction with sites and services will be sustained or increased. |
| Community Justice Outcome Improvement Plan<br>2017 -2018.<br><br>Ensure that barriers to information and services are reduced for those involved with Community Justice. Working in partnership to provide an appropriate range of supports quickly and reduce factors that contribute to offending and to poverty and deprivation. | Partners have identified and are overcoming structural barriers for people accessing services.:<br>• Improved understanding of barriers to employment, training and education as a result of previous convictions.<br>• Improved understanding of barriers to financial and welfare services as a result of previous convictions.<br>• Improved understanding of barriers to health services as a result of previous convictions.<br>• Joint working arrangements exist to ensure access to appropriate services at all points of the criminal justice pathway.<br>• Existence of joint-working arrangements such as processes/ protocols to ensure access to services to address underlying needs<br><br>Speed of access to mental health services | Argyll and Bute Community Justice Partners | Identified improvement actions for 2018-19<br><br>90 per cent of patients commence psychological therapy based treatment within 18 weeks of referral, recognising that the data will include the whole community |

## Appendix 1: Anti-Poverty Action Plan

| Project or Plan | Actions / Milestones: Objective 3 | Responsible Department / Service | Progress / Performance Measure. |
|---|---|---|---|
| | Speed of access to drug/alcohol services<br><br>Access to services on release from prison. Percentage of people released from a custodial sentence who are<br>•Registered with a GP<br>•Have suitable accommodation<br>•Have had a benefits eligibility check | | 90 per cent of clients will wait no longer than 3 weeks from referral received to appropriate drug or alcohol treatment that supports their recovery, recognising that the data will include the whole community<br><br>A range of partner input requirements will begin to build this new indicator, progress to date reporting measure |
| Education Services Plan 2017 – 2020.<br><br>Develop strategies that support children, young people and parents. Improve signposting to other services and work in a multi-agency environment. | The support needs of children and their families are met:<br><br>Develop a Parental Involvement Strategy to improve engagement and support with families and parents.<br><br>Deliver 1140 hours of early years child care by 2020. | Argyll and Bute Council Education Department | Target approved – 2017 – 2018. No benchmark<br><br>(a) Complete scoping exercise for Early Learning and Childcare (ELC). 2017-2018<br>(b) Implement Pilot programme (pending Scottish Government agreement). 2018-2019<br>(c) Evaluate Trial. 2018-2019<br>(d) Implement ELC models. 2020-2021 |
| Advice Services Action Plan 2017<br><br>Work in a multi-agency way to provide increased advice and support to island and | Improve services to Islands and remote Areas. Develop a bespoke solution for advice services for each island and remote location based on identification of the most appropriate community anchor organisation in that location to act as Lead Agency and be the referral agent for that area via ABAN. Actions to be taken: Increase awareness of how to access services for remote communities, and willingness | WRWG / Subgroups | 30/04/2018 |

## Appendix 1: Anti-Poverty Action Plan

| Project or Plan | Actions / Milestones: Objective 3 | Responsible Department / Service | Progress / Performance Measure. |
|---|---|---|---|
| remote rural areas. Improve awareness of how to access services. | of advice agencies to use new technology. Investigate potential for local lead / coordinator with support of local elected members and role of community planning.<br><br>Look to provide services essential to the reduction of poverty such as affordable credit programmes; and access to web based information and Technology. | | 1/04/19 |
| Financial education is key to reducing poverty. Work with partners and communities to achieve this objective. | Implement a Financial Education Project. Investigate options for external funding for financial education projects and decide on who the best partners are to co-ordinate this.<br>• Education and Community Services to consider the most effective programme to provide learning to prevent financial exclusion.<br>• Argyll and Bute Third Sector Interface to work with partners to improve volunteering capacity to deliver financial education programmes. | Regulatory Services Manager<br><br>Corporate Support Manager | 31/01/2018<br><br>30/04/2018 |
| Money Skills Argyll<br><br>Reduce barriers to engagement with services and increase positive outcomes for people.<br><br>Advise and signpost people to schemes that could help them to improve their resources and reduce poverty and deprivation. | They will work to digitally include people and listen to what people say they need and helps them towards greater independence.<br>They will increase the number of people engaging with the service over the next 3 years.<br>They will demonstrate an increase in those with improved money management skills and positive outcomes as a result of engagement.<br>It is a target to improve coverage to the islands.<br><br>Advise / signpost people to the following schemes to reduce fuel poverty:<br>Home Energy Efficiency Programmes for Scotland; Warmer Homes Scotland Scheme; Equity Loan Scheme; Home Energy Scotland. | Money Skills Consortium (C.A.B., Bute Advice, Carrgomm, KYES, HELP,RSL'S, ALI Energy, ACHA, A. & B. Council, Comm. LRNG (adult). | Annual Reporting; demonstrate increase in numbers of people engaging with services over the next 3 years from current baseline figures. |

## Appendix 1: Anti-Poverty Action Plan

**Objective 4: To provide services that meet the needs of people experiencing poverty.**

4.1 Children and families
4.2 Employment
4.3 Finance
4.4 Health and Wellbeing
4.5 Travel and transport

| Project or Plan | Actions / Milestones – Objective 4 | Responsible Department / Service | Progress / Performance Measure. |
|---|---|---|---|
| Local Housing Strategy 2016 -2021<br><br>Address the housing needs of families and individuals. Ensure that children from low income households live in well-designed sustainable places. | A minimum of 550 affordable homes completed over the initial 5 years (with at least 80% for social rent).<br>4,000 households have their needs met through the operation of the common housing register.<br>A programme of at least 50 potential housing projects available in anticipation of new budgets<br>A completed review of the effectiveness of existing LDP housing sites, in terms of infrastructure delivery and consumer interest.<br>A minimum of 125 long term empty homes in the private sector brought back into use over the next 5 years.<br>Promoting a housing strategy that prioritizes housing and support activities for those with an assessed need for specialist provision.<br><br>Improving energy efficiency across both public and private sectors by utilising national funding programmes (such as HEEPS: ABS, the Home Energy Efficiency Programmes for Scotland: Area Based Schemes). | Argyll & Bute Strategic Housing Forum. | Achieve the Housing Supply Target for Argyll and Bute as follows: Annual 240-300; 5 Year Total 1,200-1,500; 10 year Total 2,400-3,000<br><br>At least 10% of new builds should comprise some form of specialist provision.<br><br>HEEPS: ABS programme covers all 9 HMAs by 2020 and 1,500 private sector properties / households have received practical assistance.<br>100% of all eligible RSL stock is EESSH compliant by 2020.<br>Energy Efficiency ratings for dwelling stock improved by 2021. |

## Appendix 1: Anti-Poverty Action Plan

| Project or Plan | Actions / Milestones – Objective 4 | Responsible Department / Service | Progress / Performance Measure. |
|---|---|---|---|
| | | | Fuel poverty is maintained at or below baseline levels.<br>Satisfaction among PRS tenants remains at or above baseline levels. |
| Argyll Community Housing Association: Provide housing services via grant funded projects. | ACHA will seek to provide income maximisation services to over 5000 ACHA households, via grant funded projects. | Argyll Community Housing Association | Annual Reporting |
| Children and Young Peoples Services Plan<br><br>Meet the health needs of women and children and ensure that there is equality in the delivery of health services.<br><br><br><br><br><br><br>Work in a multi-agency manner to ensure that all children and young people have the opportunity to reach their educational, health and developmental milestones. | Women are supported during pregnancy and the post-natal period. Promote use of continuity of planned antenatal care packages with Midwifery teams.<br>Children and young people are supported to be healthy and their well-being needs are met. Promote the benefits of breastfeeding across all agencies; promote and teach breastfeeding with antenatal women<br><br>Train education staff to deliver 'good to go' programme in all schools across Argyll and Bute<br><br>Implement the Pregnancy and Parenthood in Young People (PPYP) Strategy<br><br>Children achieve their appropriate developmental milestones by Primary 1 : Implementation of the Universal Health Visiting pathway for all children, with increased home visiting contacts<br><br>Children and Young People reach their potential for their age and ability: Continue to support and challenge schools to raise attainment overall as measured by national examinations and the National Improvement Framework | Consultant Lead Midwife<br><br>Consultant Nurse Children and Families<br><br>Lead Paediatric Dietitian<br><br>Argyll and Bute Children's Strategic Group<br><br>Consultant Nurse Children and Families<br><br>Education Management Team | Number of Care packages in place<br><br>Number of training sessions delivered<br><br>Number of training session delivered in schools<br><br>Action Plan Data<br><br>Number of Home Visits undertaken<br><br>Benchmark Data |

## Appendix 1: Anti-Poverty Action Plan

| Project or Plan | Actions / Milestones – Objective 4 | Responsible Department / Service | Progress / Performance Measure. |
|---|---|---|---|
| Help to reduce disadvantage by providing access to parenting classes and raising awareness of attachment issues.<br><br>Working to ensure that services exist, in a timely fashion, to address the mental health needs of children, young people and their families. | Children experience positive parenting and good attachment: All parents of 3, 4 and 5 year olds have access to Incredible Years or Triple P Parenting programmes (Psychology of Parenting Programme (PoPP)<br><br>Children and young people's mental health and wellbeing outcomes improve : Percentage of children and young people waiting less than 18 weeks to access a Primary Mental Health Worker<br><br>Percentage of children and young people waiting less than 18 weeks to access Child and Adolescent Mental Health Services (CAMHS) Brian (IJB) | Children and Young People Improvement Collaborative<br><br>NHS Highland<br>Argyll and Bute HSCP<br><br>NHS Highland<br>Argyll and Bute HSCP | PoPP data<br><br>Baseline – 42%. Target – 90% (monitored)<br><br>Baseline 63%; Target – 90% (monitored) |
| Community Justice Outcome Improvement Plan.<br><br>Working in partnership to ensure that the right staff, services and strategies are in place to assist families affected by offending.<br><br>Ensure that there is good access to services and advice.<br><br>Ensure that we engage with our third sector | Argyll and Bute Community Justice Outcome 3: Improve access to community justice services:<br>Develop a consistent approach to the engagement with the children and families of people who have committed offences<br><br>Support the development of effective mentoring and "through-the gate" models developing a collaborative model that:<br>• Facilitates the early assessment of individual housing need<br>• Improves access to financial and welfare advice services<br>• Promotes health improvement opportunities<br>• Promotes employment opportunities<br><br>Argyll and Bute Community Justice Outcome 4: Improve understanding and use of community justice evidence-based interventions: | Argyll and Bute Community Justice Partners<br><br>Argyll and Bute Community Justice Partners | Action Due Date<br>31 March 2018<br><br>Action Due Date<br>31 March 2018 |

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| Project or Plan | Actions / Milestones – Objective 4 | Responsible Department / Service | Progress / Performance Measure. |
|---|---|---|---|
| partners who engage with those involved with community justice. | • Capitalise on third sector interventions<br>• Develop and review the evidence base to scope for areas of improvement in community justice early intervention and diversion<br>• Collaborate with local Alcohol and Drug Partnerships to scope, review and monitor the effectiveness of interventions for drug and alcohol use | | |
| Education Services Plan 2017 – 2020<br><br>Provide opportunities for young people to reach their potential. | We wholly embrace our Corporate Parenting responsibilities: Provide a Looked After Children - Annual Performance Report to the Corporate Parenting Board.<br><br>Increase the number of looked after young people participating in the 2017 Summer Internship Programme.<br><br>Increase positive destinations for looked after children in Argyll and Bute<br><br>Improved lifestyle choices are enabled: To increase the skill and confidence in effectively identifying and responding to mental health issues, bespoke intervention training will be delivered to all secondary establishments by Educational Psychology Team.<br><br>All children and young people are supported to realise their potential: multi-agency guidance reviewed and implemented, leading to increased numbers of children having effective transitions from primary to secondary to post school. | Argyll and Bute Council Education Department | Completion and presentation of report annually.<br><br>10 looked after young people participate on the programme. Timescale - 2017/18 Benchmark - 7 looked after young people completed the Summer Internship Programme in 2016<br><br>Target – 2017-2018 – 80%.<br>2018-2019 – 84%.<br>Benchmark 2016 – 76%.<br><br>Target -100%. 2017-2018. No benchmark<br><br>Complete – 2017-2018. No benchmark |

## Appendix 1: Anti-Poverty Action Plan

| Project or Plan | Actions / Milestones – Objective 4 | Responsible Department / Service | Progress / Performance Measure. |
|---|---|---|---|
| | Increase the percentage of school leavers attaining vocational qualifications at SCQF level 5 and above.<br><br>Our young people participate in post-16 learning, training or work: Increase the number of young people on Activity Agreements (AA) progressing into positive destinations.<br><br>We engage with our customers, staff and partners: All secondary establishments have a minimum of 3 DYW (Developing Young Workforce) partnership agreements for School - employer collaboration in supporting knowledge and understanding of world-of-work and applicable skills. | | 17%. 2017-2018. Benchmark – 10.6%.<br><br>Greater than 70% -2017-2018. Benchmark – 69%.<br><br>100%. 2017-2018. No Benchmark. |
| Advice Services Action Plan.<br><br>Look to provide services essential to the reduction of poverty; such as affordable credit programmes; and access to web based information and technology. | Argyll and Bute Council through the WRWG (Welfare Rights Working Group) or ABAN (Argyll and Bute Advice Network), develop a business case to identify the level of demand for a new web-based affordable credit scheme for Argyll and Bute, including funding arrangements.<br><br>Investigate further the options available from the interested Community Development Financial institution<br><br>Report to SMT / identify possible funding avenues for capital and revenue costs | Argyll and Bute Council; Lead Money Advice Officer / Subgroup<br><br>Lead Debt Counsellor / WRWG / Subgroup<br><br>Strategic Head of Finance | 30/06/2018<br><br>30/06/2018<br><br>30/09/2018 |
| Employability Team Plan<br><br>Looks to provide skills and employment to those struggling to enter | Delivers a number of contracts to assist individuals, many long-term unemployed with significant barriers to work, to gain sustainable employment. Progress and performance measures for these contracts are dependent on referrals received coupled by the policy decision that all these programmes are voluntary. | Argyll And Bute Council Employability Team | |

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| Project or Plan | Actions / Milestones – Objective 4 | Responsible Department / Service | Progress / Performance Measure. |
|---|---|---|---|
| into employment. Assists those facing particular difficulties. | **Employability Fund on behalf of Skills Development Scotland** - activity aims to support employability, vocational training and employment opportunities linked to the local labour market which falls within Stages 2 to 4 of the nationally recognised Strategic Skills Pipeline. Eligible participants are those aged 17 and under, who have reached their statutory school leaving date and not in education, employment or training; those aged 18 and over who are in receipt of DWP benefits and have been unemployed for a period of 13 weeks or more (does not include those in receipt of Universal Credit who are earning); those under threat of redundancy and are within 13 weeks of their notified date of redundancy; or Those who are 18 and over, not in receipt of benefit and not in education, employment or training.<br>**Work Able Scotland contract on behalf of Progress Scotland**. This commenced on 1st April 2017 for the financial year 2017/18. The aim of this provision is to: Support Work Able Scotland customers into sustainable jobs through the provision of high quality employment support to those with health conditions who want to enter the labour market and for whom the achievement of a job outcome is a reasonable objective within the period of 52 weeks. Work in partnership with stakeholders to establish support that achieves high quality outcomes.<br>**Fair Start Scotland** is Scotland's new Employability Support Service and will commence from 3rd April 2018. Argyll and Bute Council's Employability Team will deliver provision on behalf of PeoplePlus. It will be voluntary and will offer specialist support to long-term unemployed people and claimants with health conditions, disabilities and a wide range of other | | Programme is voluntary. Performance is dependent on numbers of referral received.<br><br>It is anticipated that Argyll and Bute Council would be allocated 17 starts to deliver during 2017/18.<br><br>Programme is voluntary. Performance is dependent on numbers of referral received. |

## Appendix 1: Anti-Poverty Action Plan

| Project or Plan | Actions / Milestones – Objective 4 | Responsible Department / Service | Progress / Performance Measure. |
|---|---|---|---|
| | complex barriers at risk of becoming long-term unemployed to find and retain work. The service will offer pre-work support of 12 to 18 months. The service will offer high quality in-work support for 12 months. Will work closely with specialist health services, specialist intervention partners and experts in this field.. For disabled customers who require intensive support, supported employment and individual placement and support will be available. | | |
| Customer and Support Services Plan 2017-2020.<br><br>Ensure benefits are maximised and reach recipients quickly. | Benefits are paid promptly and accurately: Scottish Welfare Fund claims processed promptly.<br><br>The annual spend of the Scottish Welfare Fund programme is maximised.<br><br>Distribute as much of the Discretionary Housing Payment<br>(DHP) fund as possible to the most in need. | | Target - 99% of Crisis Grants within 1 day. Benchmark - Scottish avg. 2014/15 CG: 94% within 2 days.<br>Target Minimum of 97.5% of annual funding. Benchmark - Scottish avg. 2014/2015 is 95%.<br>Target - Minimum of 95% of annual funding. Benchmark - 97% of Scottish local authorities spent 100% of DHP funding in 2015/2016; source SG statistics. |
| Facilities Services 2017 – 2020.<br>Ensure that services required by children and young people reach all who are entitled and are fit for purpose. | Improved lifestyle choices are enabled: The uptake of free school meals provided to eligible primary pupils is maintained and, where appropriate, increased to maximise the number of pupils benefitting from a nutritional lunch.<br><br>The uptake of free school meals provided to eligible secondary pupils is maintained and, where appropriate, increased to maximise the number of pupils benefitting from a nutritional lunch. | Argyll and Bute Council; Facilities Services<br><br>Argyll and Bute Council; Facilities Services | Target – 86%; benchmark - 86% (Scottish average uptake 2015/16 APSE benchmarking data).<br><br>Target = 65%; benchmark - 55% (Scottish average uptake 2015/16 APSE benchmarking data). |

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| Project or Plan | Actions / Milestones – Objective 4 | Responsible Department / Service | Progress / Performance Measure. |
|---|---|---|---|
| Governance and Law 2017 – 2020. Ensure that our services meet the needs of children and families and feedback is positive. | The support needs of children and their families are met: Percentage of Children's Panel members /Area Support team that are satisfied with the Council support. | Argyll and Bute Council; Governance and Law services | Target – 75%; benchmark – previous years data. |
| Planning and Regulatory Services 2017 - 2020. Ensure that the health needs of our people are met and that this is done in a fair and equitable manner. | The health of our people is protected through effective partnership working: Protecting health through the delivery of the formally approved Joint Health Protection Plan with NHS Highland, Highland Council and Argyll and Bute Council. | Argyll and Bute Council; Planning and Regulatory Services | Target - 40% of plan achieved by 31/3/2018. No benchmark. |
| Roads and Amenity Services 2017 – 2020. To ensure that children and their families live in hygienic and sustainable places. | Access to and enjoyment of the natural and built environments is improved: Percentage of overall street cleanliness - measured against Keep Scotland Beautiful national criteria. | Argyll and Bute Council; Roads and Amenity Services | Target – 74%; benchmark - 67% LEAMS (Keep Scotland Beautiful). |

## Appendix 2: Other strategies and plans which have links to Anti-Poverty

| Strategy / Plan | Time Frame | Who | Links to Argyll & Bute Anti-Poverty Strategy | Status |
|---|---|---|---|---|
| Argyll and Bute Corporate Plan | 2017 - 2022 | Argyll and Bute Council | The plans' agreed priorities demonstrate the importance of tackling poverty for Argyll and Bute.<br>• The education we provide meets the needs of all our young people and their families<br>• We make the most of our assets to build the local economy<br>• We support individual and community wellbeing<br>• We strengthen and empower our communities<br>• We ensure there are homes for all, we tackle poverty and build opportunity<br>• We have greener and cleaner communities<br>• We are an employer of choice<br>• We manage our finances prudently | Currently in draft |
| Argyll and Bute Community Planning Partnership (CPP) | 2016-2023 | | The Community Partnership has as its objectives:<br>Income is not a barrier to lead a healthy, active and independent life; People are empowered to maintain their independence and have the options to be an integral part of their local communities; people have positive and flourishing mental health.<br>Indicators to be monitored to note progress include: percentage of households in fuel poverty; percentage of adults stating their neighbourhood is a good place to live; use of food banks; achieve average national uptake figures for free School meals. | Active |
| Money Skills Argyll | 2017 - 2020 | Money Skills Argyll Consortium (C.A.B., Bute Advice, Argyll Networks, Carrgomm, ALI Energy, ACHA, Council) | Money Skills Argyll project is about helping people who live across Argyll and Bute, aged 16 and over, living in a jobless household, living in a single adult household with dependent children, or low income employed. They will help people to be more in control of their money with help, advice and support with Debt Advice, Money Advice, Computer Skills, Money Management, Income Maximisation and Affordable Warmth / Fuel Poverty.<br>It looks to digitally include people and listen to what people say they need and helps them towards greater independence. Hence it fits into all 4 of our objectives. They will increase the number of people engaging with the service over the next 3 years. They will demonstrate an increase in those with improved money management skills and positive outcomes as a result of engagement. It is a target to improve coverage to the islands. | Active |
| Advice Services Action Plan | 2017 Reporting Annually | Argyll and Bute Council | Argyll and Bute Council is a significant provider and funder of advice services that help to address deprivation and meet the anti-poverty strategy objectives.<br>Areas covered include: Housing (Welfare Rights Service); Planning and Regulatory Services – Debt Counselling; Social Work – Welfare Rights Service; Community Learning and Development – financial education; Customer and Support Services – provision of Scottish Welfare Fund and Crisis Grants. Youth Services.<br>An objective is to ensure that there is good access to services and advice. | Active and on-going services |

## Appendix 2: Other strategies and plans which have links to Anti-Poverty

| Strategy / Plan | Time Frame | Who | Links to Argyll & Bute Anti-Poverty Strategy | Status |
|---|---|---|---|---|
| Third Sector: Money Management / Skills Advice | Annual Reporting | HELP Project; Women's Aid; Rape Crisis; Home Start; ABCAB. | There are a number of Third Sector organisations in Argyll and Bute who contribute significantly providing money / debt advice, support and education to a wide range of people. Networking between these services and with Council Departments is a strength. ABCAB, for example, currently sees around 1800 clients a year and around 43% are for debt (approx. 750). They also have a Money Advice service which is unique to Argyll and Bute and specialist Pension advice service. | Active |
| Financial Products | 2018 - 2019 | Bute and Cowal Credit Union Ltd.; Islay and Jura Credit Union Ltd. | It is recognised that there is a lack of credit Unions and other organisations in Argyll and Bute offering affordable credit and loans to those who require them. This limits achievement of Objectives 2-4. The Welfare Reform Working Group (WRWG) will consider solutions to this problem. | Active group involving Council and Third Sector Officers. |
| Children and Young People's Service Plan | 2017-2020 Annual Review and reporting | H.S.C.P. Education Third Sector | A multi-agency approach, key to addressing all of our 4 objectives. Some of the important areas covered include:<br>Women are supported during pregnancy and post-natal period;<br>Children and young people reach their potential for their age and ability;<br>Children and young people experience positive parenting and good attachment;<br>Children and young people's mental health and wellbeing outcomes improve;<br>Children, young people and their families are supported to overcome inequalities and poverty; young people are safe and can access appropriate accommodation on leaving care; children and young people are safe at home, at school and in the community. | Active |
| The Corporate Parenting Plan | 2017 Annual Review | Argyll and Bute Corporate Parenting Board | This is the body that ensures that Argyll and Bute fulfil the Corporate Parenting duties laid down in the Children and Young People (Scotland) Act 2014. It is committed to providing meaningful and supportive services to vulnerable children and their families in our communities. Some of their key actions from their plan include:<br>To support the Alternative to Care Team;<br>to develop and support the holistic health and well-being assessment and health care plan for every looked after child;<br>to ensure care experienced children and young people have a Coordinated support Plan (CSP); to develop the system, process and practice for a Care Leaver applying for a tenancy;<br>Youth Justice – to develop recognised Risk Assessment Tools; integrated Care Planning; and, the delivery of specific Programme's to meet the assessed risk and needs. | Currently in Draft |
| Local Housing Strategy | 2016 - 20121 | Local Housing Strategy Team | The Local Housing Strategy sets out Argyll and Bute Council's vision for housing over the next five years; which is:<br>"A housing system that makes a strong contribution to thriving and sustainable communities | Active |

## Appendix 2: Other strategies and plans which have links to Anti-Poverty

| Strategy / Plan | Time Frame | Who | Links to Argyll & Bute Anti-Poverty Strategy | Status |
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| | | | and supports economic growth."<br>The main purpose of the LHS is to:<br>Set out a shared understanding of the need and demand for all types of housing, and for related services such as housing support, now and in the future;<br>Set out actions and targets to improve the standard and condition of housing;<br>Provide clear strategic direction for housing investment;<br>Focus on the outcomes required to achieve the vision. | |
| Joint Health Improvement Plan | 2017 - 2022 | Health and Wellbeing Partnership | The JHIP The health improvement approach favoured n Argyll and Bute centres on building better communities with a wide range of services and activities in these communities. We call this an "Assets based approach". There are 8 local networks for health and wellbeing that contribute to the plan and to local activities.<br>There are 4 key themes that will govern the work of the next 5 years:<br>Getting the best start in life;<br>Working to ensure fairness;<br>Connecting people with support in their community;<br>Focusing on wellbeing not illness. | Active |
| Health and Social Care Partnership Strategic Plan | 2016 / 17 – 2018 / 19 | Argyll and Bute Health and Social Care Partnership | The Strategic plan is key to meeting the aims of the Anti-Poverty Strategy as it looks to focus health and social care services and set targets for positive change. The Health and Social Care Partnership will work within the six principles of integration which are that health and social care:<br>1. is integrated from the point of view of recipients<br>2. takes account of the particular needs of different recipients<br>3. takes account of the particular needs of recipients in different parts of the area in which the service is being provided<br>4. is planned and led locally in a way which is engaged with the community and local professionals<br>5. best anticipates needs and prevents them arising<br>6. makes the best use of the available facilities, people and other resources<br>The plan looks to engage people with services. "Delivering public services in an equal and reciprocal relationship between professionals, people using services, their families and their neighbours. Where activities are co-produced in this way both services and neighbourhoods become far more effective agents of change". | Active |
| Community Justice | 2017 - 2018 | Council , Argyll and Bute Health | It is important to note that this first improvement plan is building on the existing extensive range of activity and engagement already delivered by partners and stakeholders within | Updated |

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| Outcome Improvement Plan | | and Social Care Partnership, Police Scotland - Argyll and West Dunbartonshire Division, Crown Office and Procurator Fiscal, NHS Highland, Scottish Prison Service, Scottish Fire and Rescue Service, Scottish Courts and Tribunals service, Skills Development Scotland. | Argyll and Bute. This activity contributes towards supporting, managing and supervising people who have committed offences, providing services to victims of crime and engaging with communities on the causes, prevalence and impact of crime.<br>A&B CPP Community Justice Partner's continuous improvement programme will bring together the wide range of key partners required to improve outcomes which focus on the following:<br>• Victims of crime and their families;<br>• People with convictions and their families;<br>• People who live in the community;<br>• community bodies; Local businesses. | annually |
| Education Service Plan | 2017 - 2020 | Argyll and Bute Council Education Department | Education Services are responsible for the delivery of all aspects of Education. The Service provides Early Learning and Child Care, Primary Education, Secondary Education, Education Psychological Services, 16+ Learning Choices and Youth Services.<br>The Service contributes to the following Business Outcomes:<br>• We wholly embrace our Corporate Parenting responsibilities;<br>• The support needs of children and their families are met;<br>• Improved lifestyle choices are enabled;<br>• All children and young people are supported to realise their potential;<br>• Our young people participate in post-16 learning, training or work;<br>• We engage with our customers, staff and partners;<br>• We have a culture of continuous improvement;<br>• Our workforce is supported to realise its potential. | Active and monitored |
| Local Policing Plan; Argyll | 2017 - 2020 | Police Scotland | Police in Argyll and Bute constantly engage with the local communities by means of the "Your View Counts" Survey. They also regularly seek the views of their key partners | Active |

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| and Bute | | | including Community Councils, and use qualitative and quantitative data to create our 2017-2020 Divisional Strategic Assessment to identify the most important policing priorities for Argyll and Bute. Currently the local Policing priorities are:<br>• Drug dealing/ drug misuse<br>• Antisocial Behaviour<br>• Road Safety/Road Crime<br>• Acquisitive Crime – Homes being broken into<br>• Protecting People at Risk and Harm. | |
| Strategic Economic Development Action Plan (and four specific area-based EDAPs) | 2016-2021 | Argyll and Bute Economic Development and Strategic Transportation Service | The Plan (EDAP) provides a framework for sustainable economic growth aligned to the four priorities presented in Scotland's Economic Strategy. Argyll and Bute is recognised as an area that promotes fair and equitable inclusive growth. Many of the outcomes for 2021 articulated in the Strategic EDAP are pertinent to addressing poverty/access poverty/fuel poverty in Argyll and Bute: For example:<br>• Integrated sustainable transport networks;<br>• Full coverage of superfast broadband connectivity across Argyll and Bute;<br>• Increase coverage of mobile connectivity across Argyll and Bute.<br>• Sustainable and growing businesses in Argyll and Bute, where the area is recognised as a key location for enterprise and entrepreneurship.<br>• The islands in Argyll and Bute are thriving through taking advantage of opportunities to diversify their economic base;<br>• Thriving, sustainable and successful Argyll and Bute communities and the Third Sector.<br>• Education and skills training opportunities are aligned to economic development opportunities within the Argyll and Bute area;<br>• Robust and sustainable engagement between employers and education;<br>• Sustainable growth in tourism through skills development;<br>• A sustainable food and drink industry supply chain.<br>• Forestry industry has moved up the value chain. | Active |
| Employment Activity Plan | 2017/18 | Argyll and Bute Employability Partnership | The Argyll and Bute Employability Partnership has developed an Employment Activity Plan (EAP) which maps the provision and products of all delivery agents and partners within the region across the five stages of the Strategic Skills Pipeline (SSP). The delivery of the SSP is factored around five strategic commitments: career skills management; corporate parenting responsibility; education and training; job creation and community benefit. The main drive is to create a diverse and thriving economy, based on the principles | updated every quarter for each financial year |

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| | | | of social justice, through the provision of suitable opportunities for all individuals, including under-represented groups. The EAP (updated on a quarterly basis) is to be developed into a digitally accessible and interactive reference tool where individual customers and partner agencies will be able to view the appropriate provision at each stage. | |
| Roads and Amenity Service Plan | 2017 | Argyll and Bute Council | This plan fits with our objectives and also the Child Poverty Strategy objective of: "Places – to ensure that children from low income households live in well-designed sustainable places". One of the services outcome targets is: Access to and enjoyment of the natural and built environments is improved. Also that: Infrastructure and assets are fit for purpose. Importantly in this region where distance and remoteness represents a challenge for both individuals and businesses, this plan aims to ensure that: Our transport infrastructure is safe and fit for purpose. | Active |
| Customer and Support Services Plan | 2017 | Argyll and Bute Council; Customer and Support Services | This service is important to a number of key areas, including communication, employment and monetary advice. It is also responsible for collection of local taxes and administers housing benefit, discretionary housing payments, the council tax reduction scheme and the Scottish Welfare Fund. The service contributes to the following business outcomes;<br>• Benefits are paid promptly and accurately<br>• Information and support are available for everyone<br>• Economic growth is supported<br>• Infrastructure and assets are fit for purpose<br>• Our processes and business procedures are efficient, cost effective and<br>• compliant | Active |
| Planning and Regulatory Services Plan | 2017 | Planning and Regulatory Services; Argyll and Bute Council | This is an overarching service that seeks to harness development Opportunities, support businesses, protect the public and improve the economic, social and environmental wellbeing of the area by ensuring that development takes place in a sustainable manner. The Service contributes to the following Business Outcomes:<br>• The health of our people is protected through effective partnership working<br>• Information and support are available for everyone<br>• High standards of Public health and health protection are promoted<br>• Our built environment is safe and improved<br>• Argyll and Bute is open for business<br>• Economic growth is supported<br>• Access to and enjoyment of the natural and built environments is improved<br>• Infrastructure and assets are fit for purpose | Active |

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| Recovery Outcomes Web | 2017 | Argyll and Bute Alcohol and Drug Partnership | The Recovery Outcomes Web is a tool developed by the Scottish Government in partnership with a broad range of Stakeholders. Its purpose is to help plan, implement and measure areas of recovery for individuals using services for issues relating to their use of alcohol and other drugs.<br>A multi-agency approach that assist people by offering support and advice in areas including; substance misuse, self-care and nutrition, relationships, physical health and wellbeing, offending, money matters, occupying time and achieving goals, housing and independent living, mental health and emotional wellbeing. | Annual Reporting |
| Live Argyll | 2017 | Live Argyll | Live Argyll was established by Argyll and Bute Council and is a company which is limited by guarantee, governed by its articles of association. This charitable company is fully incorporated and commenced trading on 2nd October 2017. There are a wide range of services being delivered within the Trust for the benefit of local residents and visitors: Libraries; Leisure Facilities; Active Schools; Archives; Halls; Sport Development; Museum; Community Centres; Community Lets | Active |
| A.C.T. | 2017 | Argyll and the Isles Coast and Countryside Trust | We have a board with 8 members representing key sectors and areas within Argyll and Bute. This includes 4 public agency partners – Argyll and Bute Council, Scottish Natural Heritage, Forestry Commission Scotland, and NHS Highland. The Board is supported by an advisory group comprising people with expertise in areas relevant to ACT. Our vision is to maintain, enhance and promote the coast and countryside of Argyll so that it can be enjoyed by residents and visitors forever | Active |