

**REPORT TO EDUCATION AND CHILDREN'S SERVICES COMMITTEE –
21 MARCH 2019**

REDUCING CHILD POVERTY IN ABERDEENSHIRE 2019

1 Recommendations

The Committee is asked to:

- 1.1 Consider the Action Plan and provide comments to Full Council; and**
- 1.2 Identify any particular concerns which the Tackling Poverty and Inequalities Group can consider.**

2 Background / Discussion

- 2.1 The Scottish Government has explicitly stated a commitment to ending Child Poverty and the **Child Poverty (Scotland) Act 2017** ('the Act') puts a statutory requirement on it to reduce the number of children who live in poverty. The Act also places a statutory duty on local authorities and health boards to jointly prepare and submit to the Scottish Government an annual "Local Child Poverty Action Report" ('the Action Plan') that identifies what action has been taken in the previous 12 months and what action will be taken in the future to reduce child poverty.
- 2.2 All area committees, the Education and Children's Services Committee and the Communities Committee are being consulted on the Action Plan and asked for comments before a report goes to Full Council in April for approval of the Action Plan, prior to submission to the Scottish Government and publication.
- 2.3 The Scottish Government's Child Poverty Delivery Plan 2018 - 2022, "Every Child, Every Chance", highlights 3 main drivers of child poverty:
 - **Employment:** Income from parents' work and earnings is insufficient to lift them from poverty.
 - **Household costs:** The costs of living that households have to cover are too high.
 - **Social Security:** Income from social security has been cut back significantly, particularly for families with children.
- 2.4 The Child Poverty Action Group defines Child Poverty as growing up in families, "*without the resources to obtain the type of diet, participate in activities and have the living conditions and amenities which are the norm in 21st century Scotland*".

Our approach within Aberdeenshire to tackling Child Poverty focusses on tackling the root causes and building people's capabilities through

income maximisation, employability, improving quality of life, helping families manage the impacts of poverty and promoting positive life choices. It is important the voices of those with lived experience are not just heard but their views construct future strategies and the action plan as these families are key to delivering the 4 overarching goals which are highlighted in this plan. These are:

- Preventing children on the margins of poverty falling into poverty.
- Reducing the number of children living in poverty by moving those in poverty out of poverty.
- Protecting children living in poverty from its most adverse effects.
- Enabling children to live a poverty-free adult life.

2.5 One of the priorities for Aberdeenshire Council is to work to reduce poverty & inequalities, therefore reducing Child Poverty across Aberdeenshire fits within this priority area and links into a number of existing strategies including the Children's Service Plan. Reducing Child Poverty is also one of the Community Planning Partnership priorities being led by the Tackling Poverty and Inequalities Group. At the moment, Avril Nicol, Partnership Manager, represents Education and Children's Services on the group, which is chaired by Chris White, the Buchan Area Manager. The Action Plan has been developed alongside Community Planning partners, most noticeably with NHS Grampian, which has the joint statutory duty with Aberdeenshire Council to produce the Action Plan. They will be seeking authorisation through its governance framework for approval, prior to submission to the Scottish Government and publication.

Over 2018, the Aberdeenshire figures show the following –

- Approximately 7,023 children and young people are living in poverty.
- 2,803 households earning less than 60% of the median household income.
- 2,556 children receiving free school meals.

According to the national End Child Poverty campaign, 12.59% of children in Aberdeenshire are living in poverty. Child poverty is a complex area which is reflected within the actions within the Child Poverty Plan. The intention is for the Action Plan to add value and complement existing strategies.

The following actions, some of which have been progressed, have particular relevance to the agenda of this Committee –

- Deliver CPD and training opportunities for practitioners to raise awareness of Child Poverty.

- Identify ways to reduce the “Cost of the School Day” and delivering training on that topic in 6 schools per year.
- Maximise the uptake of grants such as free school meals and uniforms, and review promotion of Education Maintenance Allowance.
- Develop mechanisms for pre-school childcare services to provide more signposting for pregnant women and families with young children to specialist money and welfare advice.
- Develop & increase programmes which provide meals to children & young people outwith the school day in priority geographical areas.
- Further improve access to high quality affordable childcare in Aberdeenshire, with targets to be developed through the Early Years Partnership.
- Develop guidance to promote ways in which the Pupil Equity Fund funding can be used to address Child Poverty in Aberdeenshire.

2.6 The full Action Plan is in Appendix 2. The range of actions addresses the three main drivers of Child Poverty. Actions are informed by *Tackling Child Poverty in Aberdeenshire: lessons from local voices* (2018) research commissioned on behalf of Aberdeenshire CPP, the ambitions set out by Scottish Government in *Every Child, Every Chance*, Aberdeenshire’s Children’s Service Plan and the requirements relating to Local Outcomes Improvement Plans (LOIPs);

2.7 The actions which have had the most impact over the last 12 months and have been led by officers within Education & Children’s Services are –

- Existing revenue budgets have been used to give each pupil who attends one of the 6 north academies £1.30 on their smartcards to be used to access breakfast. This pilot scheme runs until 31 March to increase the uptake of free school meals and addresses the concerns of teachers who have reported young people coming to school hungry. Early indications suggest that a higher number of pupils are taking up breakfast and free school meals. However, those in a rural area, due to timing of the transport, are not able to take advantage of the additional allowance. A full evaluation will be carried out with recommendations for the future being developed.
- [“Cost of the School Day”](#) training has been delivered by the Child Poverty Action Group to a range of partners within the Stonehaven area. This training was positively received and plans to roll it out across Aberdeenshire are being developed.

- The Pupil Equity Fund has been used in a range of ways to support pupils to engage with subjects such as Home Economics, Technical Studies, and Art and Design, as well as increase opportunities to participate in trips and projects which can reduce the inequalities felt by some pupils. Good practice is being collated at the moment so it can be shared within and outwith Aberdeenshire.
- Holiday Hunger programmes have been developing across Aberdeenshire. The family summer programme in Fraserburgh targeted working families. This target group has traditionally been challenging but the success of this project is being shared with other areas as good practice. These families found the connections to additional services and support very positive and gave them the confidence to increase their engagement with the schools of their children which has had positive outcomes for the whole family.

2.8 The Head of Finance and Monitoring Officer have been consulted in the preparation of this report, their comments are incorporated, and they are satisfied that the report complies with the Scheme of Governance and relevant legislation.

3 Scheme of Governance

- 3.1 The Committee is able to consider and make comment on this item in terms of Section E.1.1.a and E1.1.b of the List of Committee Powers in Part 2A of the Scheme of Governance, as the matter relates to Children's Social Work Services and Education.
- 3.2 The Scheme of Governance does not specifically provide for the approval of the Action Plan. Therefore, due to remits spanning two policy committees, but with no clear remit for approval, it requires Full Council to approve the Action Plan. The Procedures Committee will be asked to consider any required changes to the Scheme of Governance to incorporate the governance around the submission of the annual Action Plan.

4 Implications and Risk

- 4.1 An equality impact assessment has been carried out as part of the development of the proposals set out above. It is included as Appendix 1 and there are positive impacts as follows –
- Families living in poverty experience reduced stigma from living in poverty and improved support/service delivery provided by practitioners.
 - Increased household income for those living in poverty and at the highest risk of poverty.

- Improved social mobility and engagement with the employment market in Aberdeenshire.
 - Improved employment conditions and household income for those experiencing in-work poverty.
 - Improved health and wellbeing, and educational attainment.
 - Reduced unintended inequalities caused by service commissioning.
 - Action will close the inequalities gap and support improved quality of life and is likely to contribute to children and young people living a poverty-free life in adulthood.
- 4.2 There are staffing and financial implications as a result of the recommendations contained in this report. However, it is anticipated that the Action Plan can be delivered within existing resources as well as taking up opportunities to secure additional funding when appropriate.
- 4.3 The following Risks have been identified as relevant to this matter on a Corporate Level ([Corporate Risk Register](#)):-
ACORP001 - Budget Pressures
It is anticipated that some of the ambitions set out in this Action Plan can be met from within existing resources where changes to the way in which services are delivered can be made at no additional cost to Aberdeenshire Council and their Partners. At a local level, funding opportunities such as Fairer Scotland/Aberdeenshire and ESF funding will be explored where appropriate. In addition, the Scottish Government's Delivery Plan *Every Child, Every Chance* highlights a range of funding opportunities which will come on stream during the life of the Plan. Opportunities to access these funding streams will be explored as appropriate.

Ritchie Johnson
Director of Business Services

Report prepared by Annette Johnston, Tackling Poverty & Inequalities Coordinator
Date: 6 March, 2019



EQUALITY IMPACT ASSESSMENT

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions).	
Service	Business Services
Section	Tackling Poverty & Inequalities
Title of the activity etc.	Reduce Child Poverty
Aims of the activity	<ul style="list-style-type: none"> • Preventing children on the margins of poverty falling into poverty. • Reducing the number of children living in poverty by moving those in poverty out of poverty. • Protecting children living in poverty from its most adverse effects. • Enabling children to live a poverty-free adult life
Author(s) & Title(s)	Annette Johnston REDUCING CHILD POVERTY IN ABERDEENSHIRE 2019

Stage 2: List the evidence that has been used in this assessment.	
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	<i>Tackling Child Poverty in Aberdeenshire: lessons from local voices</i> (2018) research commissioned on behalf of Aberdeenshire CPP. This research engaged with a range of staff, partners and low income families. The outcome of the research project informed the Child Poverty Action Plan.
Internal consultation with staff and other services affected.	Area Managers, Community Planning staff and Monitoring Officers
External consultation (partner organisations, community groups, and councils).	Tackling Poverty & Inequalities Strategic group Community Planning Board Financial Inclusion Partnership
External data (census, available statistics).	SMID, Population of Areas, Child Poverty data

Other (general information as appropriate).	The ambitions set out by Scottish Government in <i>Every Child, Every Chance</i> have informed this plan which will be submitted to the Scottish Government annually.
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Stage 3: Evidence Gaps.

Are there any gaps in the information you currently hold?	None have been identified however local data is being collated which will enhance future plans.
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Stage 4: Measures to fill the evidence gaps.

What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the back of this form.	Measures:	Timescale:
	Child Poverty Action plan will be consulted at a local level which will inform the final action plan	June 2019
	Collate the local data outlined in the action plan which will and review annually.	June 2019

Stage 5: Are there potential impacts on protected groups? Please complete for each protected group by inserting "yes" in the applicable box/boxes below.

	Positive	Negative	Neutral	Unknown
Age – Younger	yes			
Age – Older			yes	
Disability	yes			
Race – (includes Gypsy Travellers)	yes			
Religion or Belief	yes			
Gender – male/female	yes			
Pregnancy and maternity	yes			

Sexual orientation – (includes Lesbian/ Gay/Bisexual)	yes			
Gender reassignment – (includes Transgender)	yes			
Marriage and Civil Partnership	yes			

Stage 6: What are the positive and negative impacts?		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.	All characteristics except older people. Families living in poverty experience reduced stigma from living in poverty and improved support/service delivery provided by practitioners.	
	All characteristics except older people. Improved social mobility and engagement with employment market in Aberdeenshire.	
	All characteristics except older people. Increased household income for those living in poverty and at highest risk of poverty.	
	All characteristics except older people. Action will close the inequalities gap and support improved quality of life is likely to contribute to children young people living a poverty free life in adulthood.	
	All characteristics except older people. Reduced unintended inequalities caused by service commissioning	

	All characteristics except older people.	
	Improved health and well-being and educational attainment.	
	All characteristics except older people.	
	Improved employment conditions and household income for those experiencing in-work poverty	

Stage 7: Have any of the affected groups been consulted?

If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?

Tackling Child Poverty in Aberdeenshire: lessons from local voices (2018) research commissioned on behalf of Aberdeenshire CPP. This research engaged low income families who will continue to be engaged with as part of the ongoing review process.

Stage 8: What mitigating steps will be taken to remove or reduce negative impacts?

	Mitigating Steps	Timescale
These should be included in any action plan at the back of this form.	Identify & secure additional funding to build capacity	December 2019
	Support all organisations to work in partnership to use existing resources more effectively	December 2019

Stage 9: What steps can be taken to promote good relations between various groups?

These should be included in the action plan.

Continue to build on the partnership development and support the strategic groups / forums.

Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?

The approach to tackling Child Poverty focusses on early intervention and prevention – tackling the root causes of poverty and building people’s capabilities through income maximisation, employability and promoting positive life chances.

Stage 11: What equality monitoring arrangements will be put in place?

These should be included in any action plan (for example customer satisfaction questionnaires).

Performance information is being gathered and reported through the Aberdeenshire Community Planning structure.
Annual reports to be submitted to the Scottish Government.

Stage 12: What is the outcome of the Assessment?

Please complete the appropriate box/boxes	1	No negative impacts have been identified –please explain.
	The funded programmes are targeted to improve the live chances of those most vulnerable in Aberdeenshire.	
	2	Negative Impacts have been identified, these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen

* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.

Stage 14: Sign off and authorisation.

Sign off and authorisation.	1) Service and Team	Business Services		
	2) Title of Policy/Activity	REDUCING CHILD POVERTY IN ABERDEENSHIRE 2019		
	3) Authors: I have completed the equality impact assessment for this activity.	Name: Annette Johnston Position: TP&I Coordinator Date: 06/02/2019 Signature: <i>a Johnston</i>	Name: Position: Date: Signature:	
		Name: Position: Date: Signature:	Name: Position: Date: Signature:	
	4) Consultation with Service Manager	Name: Date:		
	5) Authorisation by Director or Head of Service	Name: Chris White Position: Buchan Area Manager Date: 06/02/2019	Name: Position: Date:	
	6) If the EIA relates to a matter that has to go before a Committee, Committee report author sends the Committee Report and this form, and any supporting assessment documents, to the Officers responsible for monitoring and the Committee Officer of the relevant Committee..			Date:
7) EIA author sends a copy of the finalised form to: eia@abdnshire			Date:	
(Equalities team to complete) Has the completed form been published on the website? YES			Date:	

ABERDEENHIRE CHILD POVERTY ACTION PLAN, 2018 - 2022

1. Preventing children on the margins of poverty falling into poverty							
Action	Policy context/ need(s) addressed and links to key outcomes in other strategic plans	Lead and key contact	Timescale	Anticipated outcomes	Priority target groups	Targets and progress	Key performance measures
1.1 Facilitate the participation of people with experience of poverty in the ongoing development and evaluation of action to address child poverty in Aberdeenshire by establishing appropriate mechanisms such as a poverty commission or expert panel following a review of available evidence.	All Aberdeenshire CPP partners are committed to further improving engagement with communities. Engagement with communities is a requirement of LOIPs.	Aberdeenshire Tackling Poverty & Inequalities Board. Aberdeenshire Council Tackling Poverty & Inequalities Coordinator.	Appropriate mechanisms established by March 2019. Review annually.	Strategic planning and service delivery informed by lived experience of poverty. Reduced stigma from living in poverty and improved support/service delivery provided by practitioners. Enhanced confidence and skills for those living in poverty.	Lone parents. Families where a member of the household is disabled. Families with 3 or more children. Families where youngest child is under 1. Minority Ethnic families. Mothers aged under 25.	Up to 30 families will be supported to participate in engagement mechanisms which will increase their opportunities, skills and household income.	Number of families and children engaged with and supported to contribute to action to address child poverty in Aberdeenshire. Evidence of families/children in areas where the prevalence of child poverty in higher are contributing to action to address child poverty in Aberdeenshire. Pre and post qualitative survey of participant motivation for involvement and experiences of involvement.
1.2 Further improve practitioner awareness of child poverty in Aberdeenshire and action to address child poverty by promoting key messages through resources such as the GIRFEC website and through the development and delivery of a range of Continuous Professional Development (CPD) opportunities e.g. face to face training and online learning for Aberdeenshire CPP partners which raises awareness of the causes and consequences of poverty and the opportunities to address poverty at an Aberdeenshire level.	Variable practitioner awareness/understanding of poverty/child poverty. Some evidence of negative attitudes and stigmatising practice from local and national research. This action can contribute to the CPD ambitions outlined in the Children's Services Plan; Community Learning & Development Plan; ADP Strategic Plan.	Child Poverty Training Sub Group. NHS Grampian & Aberdeenshire Council Corporate Comms teams.	Develop a range of CPD opportunities and pilot CPD approaches in 2018/19. Roll-out of CPD programme from 2019/200. Promotion of opportunities through the GIRFEC website and other appropriate mechanisms.	Improved practitioner awareness of poverty/child poverty and action to address it. Partner commitment to ensure poverty & inequalities are addressed within their establishments and CPD programmes. Families living in poverty experience reduced stigma from living in poverty and improved support/service delivery	Lone parents. Families where a member of the household is disabled. Families with 3 or more children. Families where youngest child is under 1. Minority Ethnic families. Mothers aged under 25.	TP&I Child Poverty Training sub group established to review CPD needs of practitioners within the CPP. 6 courses to be delivered to CPP partners per year. Cost of the School day training will be delivered in 6 schools per year.	Number of CPD opportunities delivered. Assessment of practitioner knowledge of and attitudes to child poverty before and after training. Evidence from Aberdeenshire Poverty Commission of practice changes across agencies.
1.2.1 Explore opportunities to embed poverty/child poverty awareness training within the context of existing CPD opportunities e.g. awareness raising for named person,	Evidence from Aberdeenshire Citizens Panel of variable awareness and understanding of child poverty among Aberdeenshire public.						Repeat Aberdeenshire Citizen's Panel Child Poverty survey to ascertain any change in public attitudes to child poverty.

<p>equality & diversity and as part of staff induction.</p> <p>1.2.2 Further improve public understanding of child poverty by developing and implementing a communications and public engagement plan.</p>	<p>Families living in poverty report that the financial cost of the school day can adversely impact on family budgets.</p> <p>Strong evidence that the delivery of a coordinated range of actions can reduce the cost of the school day for low income families.</p>	<p>Aberdeenshire Council ASSITeam.</p>	<p>Annual review. Establish short life working group to undertake appraisal in 2018/19 with roll-out of programme from 2019/20.</p>	<p>Maximisation of household incomes. Improved health and well-being, including improved mental health and well-being.</p>	<p>Lone parents. Families where a member of the household is disabled. Families with 3 or more children. Minority Ethnic families. Mothers aged under 25.</p>	<p>New minimum school clothing grant payment has been set at £100 per child and is paid directly to families by Aberdeenshire Council.</p> <p>Cost of the School day training will be delivered in 6 schools per year</p>	<p>Percentage of children registered for Free School Meals (including all Primary 1 to Primary 3 pupils registered under the universal provision). (Aberdeenshire Council and Health Living Survey data).</p> <p>Aberdeenshire Council data on eligibility for school clothing grant.</p> <p>Reporting from Aberdeenshire Council Education and Children's Services regarding action implemented to address The Cost of the School Day.</p> <p>Aberdeenshire Council data on uptake of Education Maintenance Allowance.</p>
<p>1.3.1 Review available evidence and consult with schools to identify a range of other effective measures that can be implemented in Aberdeenshire to reduce the cost of the school day.</p> <p>1.3.2 Review promotion of Education Maintenance Allowance (provides financial support to eligible young people from low income households).</p>	<p>Child Poverty Training Sub Group.</p> <p>Aberdeenshire Council.</p>	<p>From 2018/19 New Best Start Grant roll-out from summer of 2019.</p>	<p>Improved awareness of welfare advice and income maximisation support available. Income from social security benefits and other support.</p>	<p>Lone parents. Families where a member of the household is disabled. Families with 3 or more children. Families where youngest child is under 1. Minority Ethnic families. Mothers aged under 25.</p>	<p>NHSG and Aberdeenshire HSCP Income Maximisation Pathways to be developed in line with requirements of Scottish Government Director Letter (2018) 17 to NHS Boards.</p> <p>Reporting from NHSG and AHSCP regarding further development of the Family Nurse Partnership and promotion of the neonatal expenses fund.</p>	<p>NHSG Data on referrals to Income maximisation services.</p>	
<p>1.4 Develop mechanisms and appropriate care pathways within Midwifery, Health Visiting and pre-school childcare services to provide signposting for pregnant women and families with young children to specialist money and welfare advice.</p> <p>1.4.1 Ensure the Universal Health Visiting Pathway, the further extension of the Family Nurse Partnership, Making Every Opportunity Count (MEOC), the Neonatal Expenses Fund and Parenting Programmes maximise opportunities to provide support and appropriate signposting to mothers/families in or at risk of poverty.</p>	<p>Increasing household income is a key way in which families can be prevented from moving into poverty and supported to get out of poverty, improving life choices and opportunities.</p> <p>Scottish Government's national child poverty delivery plan, Every Child, Every Chance, highlights the important role Midwives, Health Visitors and pre-school childcare services can play in maximising household income.</p>	<p>NHS Grampian Aberdeenshire HSCP.</p>	<p>Improved awareness of welfare advice and income maximisation support available. Income from social security benefits and other support.</p>	<p>Lone parents. Families where a member of the household is disabled. Families with 3 or more children. Families where youngest child is under 1. Minority Ethnic families. Mothers aged under 25.</p>	<p>NHSG and Aberdeenshire HSCP Income Maximisation Pathways to be developed in line with requirements of Scottish Government Director Letter (2018) 17 to NHS Boards.</p> <p>Reporting from NHSG and AHSCP regarding further development of the Family Nurse Partnership and promotion of the neonatal expenses fund.</p>	<p>NHSG Data on referrals to Income maximisation services.</p>	

<p>1.4.2 Ensure promotion of Scottish Government's online Financial Health Check resource.</p> <p>1.4.3 Ensure uptake of Scottish Government Best Start Grant and devise actions to improve the uptake of Scottish Government Healthy Start Vouchers. https://www.gov.scot/policies/social-security/best-start-grant/</p>	<p>The Best Start Grant is a new grant which will be introduced from Dec 2018 providing eligible families with £600 on the birth of their first child and £300 on the birth of any subsequent children, plus two further payments of £250 per child around the time of nursery and a child starting school. There is no limit on the number of children in a family who can be supported by BSG.</p> <p>Uptake of Healthy Start Vouchers across Grampian is one of the lowest in Scotland. Local action can improve the uptake of this key support.</p> <p>Proposed actions are consistent with Scottish Government's new Financial Health Check Guarantee for low income families with children.</p>		<p>Roll-out of Scottish Government online Financial Health Check resource will commence in 2018.</p>	<p>To be defined once actions have been agreed.</p>	<p>To be defined once actions have been agreed.</p>		
2. Reducing the number of children living in poverty by moving those in poverty out of poverty							
<p>Action</p>	<p>Policy context/ need(s) addressed and links to key outcomes in other strategic plans</p>	<p>Lead and key contact</p>	<p>Timescale</p>	<p>Anticipated outcomes</p>	<p>Priority target groups</p>	<p>Progress and key indicators</p>	<p>Key performance measures</p>
<p>2.1 Increase household income of low-income families by developing and implementing a comprehensive benefit take up campaign.</p>	<p>Increasing household income is a key way in which families can be prevented from moving into poverty and supported to get out of poverty, improving life choices and opportunities.</p> <p>An estimated 2803 low income households in Aberdeenshire have at least one child living in poverty.</p>	<p>Financial Inclusion. Aberdeenshire Council Tackling Poverty & Inequalities Coordinator.</p>	<p>To coincide with national benefits campaign once known.</p>	<p>Increased household income for those living in poverty and at highest risk of poverty.</p>	<p>Lone Parents. Families where a member of the household is disabled. Families with 3 or more children Minority ethnic families. Families where youngest child is under 1. Mothers aged under 25.</p>	<p>At least 90% of those Aberdeenshire families eligible for benefits take them up.</p>	<p>NOMIS Official Labour Market Statistics Trend Data on Out of Work Benefits.</p>
<p>2.2 Explore opportunities to secure necessary funding from e.g. the Carnegie UK Trust's Affordable Credit Loan Fund¹ to develop a community based and run financial institution, in partnership with existing</p>	<p>Families in poverty find it difficult to access affordable credit from traditional banks and lending institutions. By growing the affordable credit sector, more parents will be able to access affordable credit when they need it, reducing the problems caused by low and insecure incomes.</p>	<p>Aberdeenshire Financial Inclusion Partnership.</p>	<p>By March 2020.</p>	<p>Improved financial security for low income families.</p>	<p>Low income families. Families where a member of the household is disabled. Families with 3 or more children. Mothers aged under 25.</p>	<p>Discussions have taken place with Grampian Credit Union regarding their potential involvement in this work.</p>	<p>Funding agreement for community based/run financial institution. Number of private sector businesses supported to provide an interest free loans scheme to low income households.</p>

<p>providers of affordable credit in Aberdeenshire.</p> <p>2.2.1 Address the poverty premium by working with private sector businesses to encourage them to provide an interest free loans scheme to low income households.</p>	<p>Individuals/families living in poverty pay more for essential goods and services (known as the poverty premium) because they have limited choices.</p>	<p>Tackling Poverty & Inequalities Group/AVA and key third sector partners.</p>	<p>From 2019/2020.</p>	<p>Reduced household costs. Less debt in low income families. Improved access to essential white goods.</p>	<p>Lone parents. Families where a member of the household is disabled. Families with 3 or more children. Minority ethnic families. Families where youngest child is under 1. Mothers aged under 25.</p>	
3. Protecting children living in poverty from its most adverse effects						
Action	Policy context/ need(s) addressed and links to key outcomes in other strategic plans	Lead and key contact	Timescale	Anticipated outcomes	Priority target groups	Progress and key indicators
<p>3.1 Minimise the impact of poverty on families and protect children from its most adverse effects by ensuring income maximisation and welfare rights services are accessible, including in rural areas, developing partnership delivery models where appropriate.</p>	<p>The rurality of Aberdeenshire presents a challenge in delivering income maximisation and welfare rights support where and when needed.</p>	<p>Financial Inclusion Partnership. Aberdeenshire Council Tackling Poverty & Inequalities Coordinator.</p>	<p>Scoping and appraisal of options in 2018/19 with expansion/extension of existing model from 2019/20.</p>	<p>Increased income from social security benefits. Improved access to support on budgeting, managing debt and welfare rights.</p>	<p>Lone parents Families where a member of the household is disabled. Families with 3 or more children.</p>	<p>Learning will be available from the pilot Health4Work initiative within the Primary Care practice in Peterhead and from the targeted expansion of Financial Inclusion services funded through Aberdeenshire ESF funding.</p>
<p>3.1.1 Explore opportunities for embedding income maximisation and welfare rights support within services people living in poverty already use e.g. Primary Care services, Schools etc.</p>	<p>Local research highlights the need for the consideration of new models of service delivery.</p>	<p>Aberdeenshire Council AHSCP</p>	<p>Appropriate models being considered in 2018/19 with roll-out from 2019/20.</p>			<p>To be defined once actions have been agreed.</p>
<p>3.2 Explore the potential for further improving support for families experiencing food poverty, including addressing food insecurity during school holidays.</p>	<p>Poverty impacts on family's ability to afford to feed the family and heat the home. There are 2556 children and young people in Aberdeenshire currently in receipt of free school meals. Fraserburgh Academy (143) and Buchanhaven Primary school (77) have the highest levels of take up of free school meals. School staff have reported that some young people are not having any hot meals over the weekend in term time therefore the school holidays can be a crisis time for low income families</p>	<p>Aberdeenshire Council AVA/Third Sector partners. Fraserburgh Community Learning Partnership.</p>	<p>Options appraisal in 2018/19 Development of programmes 2019 – 2022 with annual reviews.</p>	<p>Improved health and well-being. Reduced household costs.</p>	<p>Lone parents. Families where a member of the household is disabled. Families with 3 or more children. Families where youngest child is under 1.</p>	<p>Develop & increase programmes which provide meals to children & young people out with the school day in priority geographical areas. Pilot programme to engage at risk families has been delivered in Fraserburgh, project evaluation will inform future programmes. Pilot work supported by Scottish Government is currently underway which will also inform this action.</p>
						<p>Date on uptake of support from Aberdeenshire Foodbanks. Reporting from Education and Children's Service regarding school-based food poverty initiatives.</p>

<p>3.2.1 Explore the potential for further improving support for families experiencing fuel poverty, including increasing targeted referrals for home energy grants support.</p>	<p>There is limited support out with term time for those children and young people. Increased use of foodbanks over the school holidays.</p>	<p>SCARF</p>	<p>Community Energy Champions delivered. Annual review to identify areas which require additional support.</p>			<p>Target to reduce the number of families requiring foodbanks by 20% per year.</p> <p>To increase engagement with communities experiencing fuel poverty a pilot project has been developed, supported by ESF funding. The Energy Champions project empower local people with the knowledge & skills to reduce fuel poverty in their local communities. 35 Energy Champions are to be trained. 86 households to be supported to reduce household bills. This project will be evaluated and inform future programmes.</p>	<p>Median ratio of required fuel costs to net household income after housing costs for low income households* with children (Scottish House Condition Survey modelled fuel bills). Aberdeenshire Council Data on families eligible for Council tax reduction.</p>
<p>3.3 Engage with local providers of transport and with Transport Scotland to develop new solutions to the transport issues that people/families on low incomes face.</p>	<p>There is no formal definition of transport Poverty but the importance of transport availability in relation to accessing essential services is widely documented. For parents and carers direct and indirect transport costs are a significant component of many households' expenditure. Transport policy has an important role to play in addressing child poverty and through its impact on both household income, improving access to employment, education, goods and services.</p>	<p>Aberdeenshire Council/ NESTRANS.</p>	<p>Improved availability of affordable and accessible transport for families on low income. Improved social mobility and engagement with employment market in Aberdeenshire.</p>	<p>Lone parents. Families where a member of the household is disabled. Families with 3 or more children.</p>	<p>A working group on 'Tackling Inequality' is meeting as part of the National Transport Strategy Review and has a strong focus on socio-economic factors linked to transport affordability and accessibility. The outcome of this group will inform targets and future development.</p>	<p>To be defined once actions have been agreed.</p>	
<p>3.3.1 Ensure that the Grampian Health & Transport Action Plan reflects the needs of children and families living in poverty and is informed by the National Transport Strategy Review.</p>		<p>NHS Grampian.</p>			<p>To be defined once actions have been agreed.</p>	<p>To be defined once actions have been agreed.</p>	

<p>3.4 Reduce in work poverty by developing and implementing an in-work poverty strategy in partnership with local employers to increase the number of local businesses who are Living Wage employers.</p>	<p>Growing evidence that in-work poverty is an issue in Aberdeenshire. Payment of Living Wage can reduce the risk of in-work poverty.</p>	<p>Aberdeenshire Employability Partnership.</p>	<p>Development of strategy in 2019/20, engagement with employers from 2019/20.</p>	<p>Increased income from employment. Improved employment conditions for families on low incomes.</p>	<p>Lone parents. Families where a member of the household is disabled. Families with 3 or more children. Minority ethnic families. Mothers aged under 25.</p>	<p>To be defined once actions have been agreed.</p>	<p>Average hourly earnings of low-income households with children where at least one adult is in employment (Family Resource Survey) Percentage of working people earning less than Living Wage (Annual Survey of Hours and Earnings) Percentage of adults with dependent children with low or no qualifications (SCQF level 4 or below) (Annual Population Survey Household Dataset).</p>
<p>4. Enabling children to live a poverty-free adult life</p>							
<p>Action</p>	<p>Policy context/ need(s) addressed and links to key outcomes in other strategic plans</p>	<p>Lead and key contact</p>	<p>Timescale</p>	<p>Anticipated outcomes</p>	<p>Priority target groups</p>	<p>Progress and key indicators</p>	<p>Key performance measures</p>
<p>4.1 Develop a campaign to increase awareness of the Living Wage among employers, providing tailored support to those public sector, third sector and private sector employers considering payment of the Living Wage and possible accreditation as a Living Wage employer.</p>	<p>Increased labour market participation has not fully translated into improved financial security, partly due to rising levels of in-work poverty and underemployment rates remaining high. Work does not guarantee protection from poverty for everyone and poor working conditions and pay can be just as detrimental to health for some as unemployment. Good quality, well paid employment is the best route out of poverty and reduces the risk of families falling into poverty.</p>	<p>Aberdeenshire Employability Partnership.</p>	<p>Partners to explore the process of becoming a living wage employer. Partners to commence necessary work for accreditation from 2019/20.</p>	<p>Income from employment increased. Improved working conditions.</p>	<p>Lone parents. Families where a member of the household is disabled. Families with 3 or more children. Mothers aged under 25.</p>	<p>There are national targets to increase the number of living wage employers which will inform local action. A development worker employed by the Poverty Alliance is progressing this agenda in the North East. A number of Aberdeenshire partner organisations have become Living wage employers e.g. Aberdeen Foyer.</p>	<p>To be defined once actions have been agreed.</p>
<p>4.2 Encourage all businesses that are delivering services which have been procured by Aberdeenshire CPP to be living wage employers with a diverse workforce which has no gender pay gap.</p>	<p>Increased labour market participation has not fully translated into improved financial security, partly due to rising levels of in-work poverty and underemployment rates remaining high. Work does not guarantee protection from poverty for everyone and poor working conditions and pay can be just as detrimental to health as unemployment. Good quality, well paid employment is the best route out of poverty and reduces the risk of families falling into poverty.</p>	<p>Aberdeenshire Council Employability Coordinator. Aberdeenshire Council and Aberdeen City/ Aberdeenshire Council procurement team.</p>	<p>Ongoing from 2019/20.</p>	<p>Income from employment increased. Improved working conditions.</p>	<p>Lone Parents. Families where a member of the household is disabled. Families with 3 or more children. Minority ethnic families. Families where youngest child is under 1. Mothers aged under 25.</p>	<p>Guidance has been developed to encourage organisations to recognise the benefit of living wage, reducing food poverty, increasing employability opportunities, reducing fuel poverty.</p>	<p>Number of businesses paying the living wage.</p>
<p>4.3 Aberdeenshire Council and partners will explore opportunities to ensure that additional investment through the City Region Deal can have a direct impact on employment levels amongst those most likely to experience poverty by working with the Regional Economic Partnership which manages the City Deal.</p>	<p>Large scale infrastructure improvement and economic development activity can support improved quality of life and employment prospects for those in poverty.</p>	<p>Aberdeenshire Council/ Aberdeenshire Council Economic Development.</p>	<p>On-going with annual review.</p>	<p>Income from employment. Improved employment conditions and household income for those experiencing in-work poverty.</p>	<p>Lone parents. Families where a member of the household is disabled. Families with 3 or more children. Minority ethnic families. Mothers aged under 25.</p>	<p>To be defined once actions have been agreed.</p>	<p>To be defined once actions have been agreed.</p>

<p>4.4 Ensure community-based support is person-centred, providing support for parents to address their barriers to work, which might include health support, money advice, or motivational support.</p> <p>4.4.1 Explore ways in which community-based support services such as the Here for You Centre and Compass Point can be rolled out further in communities to improve skills, opportunities and employability prospects for priority target groups.</p> <p>4.4.2 Provide appropriate support to address in-work poverty by targeting support to help parents already in jobs to remain active in the workplace and gain progression in their career.</p>	<p>Obtaining and maintaining employment can be improved through enhanced confidence, skills and qualifications.</p>	<p>Aberdeenshire Employability Partnership. Health 4 Work Partnership. Tackling Poverty & Inequalities Partnership. Aberdeenshire Learning Partnership</p>	<p>Review 2018/19 Develop new service model(s) 2019 - 22, informed by review of existing provision.</p>	<p>Increased income from employment. Improved employability prospects. Improved confidence in engaging with services. Increase the engagement of families through integrated services at a community level.</p>	<p>Lone parents Families where a member of the household is disabled. Families with 3 or more children. Minority ethnic families. Mothers aged under 25</p>	<p>Review of existing projects will inform future developments and future targets. Review of project will inform future service delivery. In Work Poverty strategy to be developed to ensure parents can access the appropriate support to reduce in work Poverty.</p>	<p>In work poverty strategy developed.</p>
<p>4.5 Ensure the strategic approach to improve digital access and skills in Aberdeenshire addresses the needs of low-income families by working with key partners in Aberdeenshire Council and private sector where appropriate.</p>	<p>Growing evidence that limited digital access and high cost of digital access can further exclude and stigmatise families living in poverty or at risk of poverty.</p>	<p>Aberdeenshire Council and private sector.</p>	<p>From 2019/20.</p>	<p>Improved engagement with wider society. Improved employability prospects. Improved engagement with support services.</p>	<p>Lone parents Families where a member of the household is disabled. Families with 3 or more children. Minority ethnic families. Mothers aged under 25.</p>	<p>To be defined once actions have been agreed.</p>	<p>To be defined once actions have been agreed.</p>
<p>4.6 Further improve access to high quality affordable childcare in Aberdeenshire in line with Scottish Government ambitions regarding early learning and childcare in Scotland and building on developments such as the Early Learning and Childcare Academy website developed by Aberdeenshire, Moray and Aberdeen City councils.</p> <p>4.6.1 Promote the new Early Learning and Childcare National Standard (to be published Autumn 2018) for funded early learning and childcare, and work towards compliance with early</p>	<p>Evidence from both UK and international evaluations and studies of early learning and childcare programmes support the fact that all children, and especially those from more challenging backgrounds, can benefit in terms of social, emotional and educational outcomes from attending early learning and childcare. However, provision must be of high quality. Poor quality provision is shown to have detrimental effects on children.</p>	<p>Early Years Partnership.</p>	<p>From 2019/20.</p>	<p>Household costs. Improved health and well-being and educational attainment.</p>	<p>Lone parents Families where a member of the household is disabled. Families with 3 or more children. Mothers aged under 25.</p>	<p>Targets to be developed through the Early Years Partnership. Percentage of daycare of children services that offer a service during school holidays (Care Inspectorate Data). Indicator - Percentage of daycare of children services that offer whole-day sessions (Care Inspectorate Data). Indicator - Percentage of parents paying for any pre-school childcare who report that they find it difficult or very difficult to afford their household's childcare costs (Scottish Household Survey Data).</p>	<p>Percentage of daycare of children services that offer a service during school holidays (Care Inspectorate Data). Indicator - Percentage of daycare of children services that offer whole-day sessions (Care Inspectorate Data). Indicator - Percentage of parents paying for any pre-school childcare who report that they find it difficult or very difficult to afford their household's childcare costs (Scottish Household Survey Data).</p>

<p>learning and childcare providers.</p> <p>4.7 Consider opportunities for further action to positively impact on poverty through the maximisation of community benefit clauses in procurement.</p>	<p>Aberdeenshire CPP partners contribute to reducing unintended health inequalities caused by welfare reform.</p>	<p>Aberdeenshire CPP partners</p>	<p>From 2019/20</p>	<p>Reduced unintended inequalities caused by service commissioning</p>	<p>Lone parents. Families where a member of the household is disabled. Families with 3 or more children. Minority ethnic families. Families where youngest child is under 1 Mothers aged under 25.</p>	<p>Discussions held with Aberdeenshire Council Procurement Team regarding scope within procurement to address poverty/child poverty.</p>	<p>To be defined once actions have been agreed.</p>
<p>4.8 Explore the contribution Pupil Equity Fund funding can make to addressing child poverty in Aberdeenshire, providing guidance for Aberdeenshire schools if required.</p>	<p>Potential for Pupil Equity Funding to have a positive impact on child poverty.</p>	<p>Aberdeenshire Council Education and Children's Services.</p>	<p>Guidance developed in 2018 and promoted to schools in 2019</p>	<p>Household costs Improved engagement with schools.</p>	<p>Lone parents Low income families Families where a member of the household is disabled Families with 3 or more children Minority ethnic families Families where youngest child is under 1 Mothers aged under 25.</p>	<p>To be defined once actions have been agreed.</p>	<p>Reporting from Aberdeenshire Council Education and Children's Services regarding the impact on child poverty of Pupil Equity Fund investment.</p>
<p>4.9 Explore how core service provision/activity by partners such as that related to housing and the prevention of homelessness; the prevention of childhood accidents; parental substance misuse; supporting the needs of the Criminal Justice population; parenting and mental health can reduce the inequalities gap and further improve quality of life and life chances for children and their families living in poverty.</p>	<p>Action to close the inequalities gap and support improved quality of life is likely to contribute to children young people living a poverty free life in adulthood.</p>	<p>Tackling Poverty & Inequalities Partnership. Aberdeenshire CPP partners. Community Safety Partnership. Scottish Fire & Rescue Service.</p>	<p>Scope current core service provision of partners in 2019/20.</p>	<p>A range of broad-based activity in place to reduce inequalities and improve life chances and quality of life.</p>	<p>Lone parents. Low income. Families Families where a member of the household is disabled. Families with 3 or more children. Minority ethnic families. Families where youngest child is under 1. Mothers aged under 25.</p>	<p>To be defined once actions have been agreed.</p>	<p>To be defined once actions have been agreed.</p>