
To: Leadership Board

On: 19 June 2019

Report by: Chief Executive

Heading: Local Child Poverty Action Report

1 Summary

- 1.1 The Child Poverty (Scotland) Act 2017 requires that each local authority and each relevant Health Board must jointly prepare and publish a Local Child Poverty Action Report after the end of each reporting year. This report must describe measures taken during the reporting year within the local authority area that reduce child poverty or improve outcomes for children living in poverty. It must also describe planned and proposed future actions.
- 1.2 This report sets out activities undertaken in Renfrewshire to reduce child poverty between April 2018 and March 2019, and also planned and proposed actions for the future.
- 1.3 The report has been jointly developed by Renfrewshire Council, NHS Greater Glasgow and Clyde (NHSGGC), and Renfrewshire Health and Social Care Partnership (HSCP). It also includes information about partnership work to tackle child poverty across Renfrewshire's Community Planning Partnership.

2 Recommendations

- 2.1 It is recommended that the Board:
- Note the content of the draft Child Poverty Local Action Report 2018/19.
 - Approves the Local Child Poverty Action Report for publication.

3 Background

- 3.1 The Child Poverty (Scotland) Act 2017 sets out ambitious targets for the Scottish Government to significantly reduce child poverty in Scotland by 2030. The Act requires that local authorities publish a Local Child Poverty Action Report within three months of the end of each financial year.
- 3.2 The Report should provide detail of current, planned and proposed activity which is intended to reduce child poverty in the local authority area. It should also provide detail of preventative actions which will help young people avoid becoming parents in poverty by 2030.
- 3.3 The most recently published figures on child poverty show that in Renfrewshire the rate of child poverty after housing costs is 24.2%, equating to 9,198 children. This figure is in line with the Scottish average of 24%.
- 3.4 In recognition of the rate of child poverty and the negative effect it has on Renfrewshire's citizens, in 2014 a Tackling Poverty Commission was set up, and considerable subsequent investment made in activities to reduce child poverty through Renfrewshire's Tackling Poverty programme
- 3.5 Renfrewshire's Child Poverty Action Report recognises that a significant amount of work has been and is being done which is intended to reduce child poverty. The Report highlights the many activities carried out by Renfrewshire Council, Renfrewshire Health and Social Care Partnership and wider partners which are intended to tackle child poverty across Renfrewshire.
- 3.6 NHS Greater Glasgow and Clyde has produced a separate report detailing Health Board actions across the six local authority areas that they cover which are intended to reduce child poverty across the whole Health Board area. This report is included as an appendix to Renfrewshire's attached report.

4 Overview of Local Child Poverty Action Report

- 4.1 The Scottish Government has identified the three key drivers of child poverty as:
- income from employment;
 - costs of living; and
 - income from Social Security and benefits in kind.
- 4.2 **Income from employment** - Renfrewshire's report highlights the significant work which has been done by Invest in Renfrewshire to boost the local economy and tackle unemployment, which has led to an employment rate significantly higher than the national average. The Living Wage Accreditation Plan is ongoing, with 57 employers in Renfrewshire currently signed up. Employability work is also being carried out with a number of vulnerable groups, including care experienced and looked after young people, to support them to reach their full potential.

- 4.3 **Costs of living** - The substantial activity carried out with regards to costs of living in 2018/19 includes the Energy Advocacy Service which has secured significant savings and write offs for our most vulnerable citizens. The investment in Cost of the School Day has allowed pupils from low income families to engage with school activities that would otherwise be out of reach. Renfrewshire's Affordable Credit Alliance, through partnership working, has worked towards maximising affordable credit provision, helping families' money go further.
- 4.4 **Social security benefits and benefits in kind** - For those entitled to benefits, services such as Advice Works and Renfrewshire Citizens Advice Bureau have ensured the correct benefits are claimed, and that citizens have been supported through the introduction of Universal Credit. The Families First service has provided support in a family focused way, including health and relationship support along with money and benefits advice. This service in the last year alone has generated £1,114,234 for 413 families. The Healthier Wealthier Children project has worked with pregnant women and parents with infants to generate £885,526 of income.
- 4.5 The report also highlights the activities being progressed in Renfrewshire which are intended to reduce poverty by 2030. Central to this is the work around closing the poverty attainment gap in schools. This work was recently commended by Education Scotland in its inspection report which stated that Renfrewshire is making excellent progress in raising attainment for the most deprived children. Further acknowledgment includes a COSLA excellence Silver Award, with St Anthony's Primary School in Johnstone becoming the first school to become the Literacy School of the Year.
- 4.6 Planned activities have also been identified. Key to future employment activities will be Renfrewshire's new Economic Strategy which will be launched in Autumn 2019, with its emphasis on inclusive growth. The Tackling Poverty programme will continue, and the Improving the Cancer Journey project supported by Macmillan Cancer Support (Scotland), will enable individuals and families affected by cancer to benefit from a holistic approach to providing support across partners agencies.

5 **Next steps**

- 5.1 The Scottish Government has not specified where or how the report should be published, only that the report must be published within three months of the end of the financial year, that is, by 30 June each year. It is intended that the report will be published on the Renfrewshire Council website, along with case studies to provide a fuller picture of activities which have taken place.

Implications of the Report

1. **Financial** – No implications
2. **HR & Organisational Development** – No implications.
3. **Community/Council Planning** – The Report highlights the continued activities which support the key priorities set out in the Council and Community Plans to tackle inequality and widen opportunity.
4. **Legal** – No implications
5. **Property/Assets** – No implications.
6. **Information Technology** – No implications.
7. **Equality & Human Rights** - It is anticipated that activities within the Report will have a positive impact on Equality and Human Rights considering the overrepresentation on equality groups within low-income households.
8. **Health & Safety** – No implications
9. **Procurement** – No implications
10. **Risk** – No implications
11. **Privacy Impact** – No implications.

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Local Child Poverty Action Report

Renfrewshire

2018/2019

Introduction

This report sets out activities undertaken in Renfrewshire to reduce child poverty. It covers what we have done between April 2018 and March 2019, and also what we intend to do in the future to tackle child poverty.

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

Renfrewshire Council wants a Renfrewshire where no child lives in poverty, and where children feel healthy, happy and valued no matter how much money their parents or carers have.

This report highlights the many activities carried out by the Council, the Health Board and Health and Social Care Partnership and our partners to make this happen.

Work to eradicate child poverty in Renfrewshire is well established, with a number of projects being developed under Renfrewshire Council's Tackling Poverty Programme, which has been running since 2015 alongside anti-poverty work being carried out in all services within the Council. Our extensive Economic Development work and that around attainment are vital to the long-term prospects for families and children in Renfrewshire. In these and many other areas complex wide-ranging work is being done involving different partners and services to ensure that our services are truly person centred.

Our Council priorities are to increase opportunity in employment and education, support the most vulnerable members of our community and put in place the necessary strategic investment that will deliver positive change for Renfrewshire. Tackling poverty is core to achieving all our priorities, and we recognise that it needs to be firmly at the centre of everything we do. We will continue to work with NHSGGC and other partners to consider how to get the best outcomes for Renfrewshire families.

What is a Local Child Poverty Action Report?

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

Contents

Scottish Government Targets	Page 1
Drivers of Poverty	Page 2
Child Poverty in Renfrewshire	Page 2
Tackling Poverty Programme	Page 5
Relevant Council Plans	Page 6
Partnership	Page 7
Pulling the Report Together	Page 8
Driver – Income from Employment	Page 9
Driver – Cost of Living	Page 16
Driver – Income from Social Security and Benefits in Kind	Page 20
Work which will help prevent children becoming Parents in Poverty by 2030	Page 24
Work carried out predominantly by partners	Page 26
Tackling Poverty Programme – Future	Page 29
Appendices	
Appendix A – Income from Employment Table	Page 1
Appendix B – Cost of Living Table	Page 8
Appendix C – Income from Social Security and Benefits in Kind Table	Page 15
Appendix D – Enablers to Reduce Poverty by 2030	Page 21
Appendix E – NHSGGC Child Poverty Action Report Tables	Page 25

1. Scottish Government Targets

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

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

The Act:

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

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

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

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

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

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

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

Less than 10% of children live in households that are in **relative poverty** (currently 23% nationally)

Less than 5% of children live in households that are in **absolute poverty** (currently 20% nationally)

Less than 5% of children live in households that are in **combined low income and material deprivation** (currently 11% nationally)

Less Than 5% of children live in households that are in **persistent poverty** (currently 10% nationally).

1.4 The Child Poverty (Scotland) Act 2017 requires that the Local Child Poverty Action Report must set out any measures taken in the previous reporting year by the local authority and each relevant Health Board which make progress now on contributing to the meeting of

these child poverty targets. This is done by linking the action to one of the direct drivers of poverty below.

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

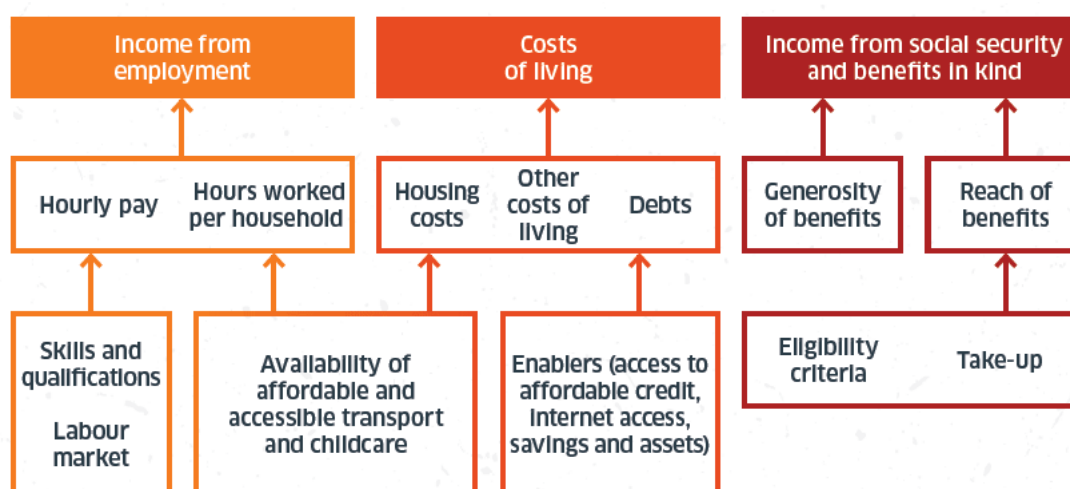
2. Drivers of Poverty

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

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

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

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

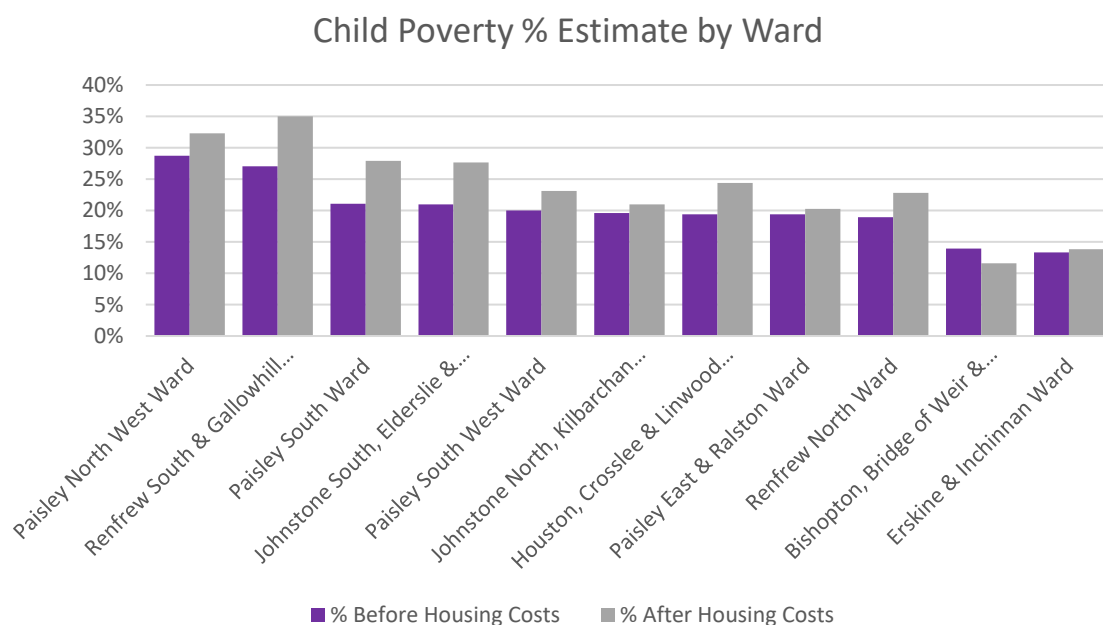


2.3 In Renfrewshire much work has been done which over time will mitigate the consequences of poverty. For example, our work to close the attainment gap between children from low income families and their better off peers to increase the number of poorer children heading to positive destinations and ultimately better paid work will have a longer term, preventative outcome and help the Scottish Government achieve its 2030 targets.

3. Child Poverty in Renfrewshire

Child Poverty rates in Renfrewshire

3.1 The most recent figures published by End Child Poverty for 2017/18 show that in Renfrewshire the rate of child poverty after housing costs is 24.2%, equating to 9,198 children. This figure is in line with the Scottish average of 24% and below the UK average which is 30%. Figures vary between wards, however, and show that some of our communities, such as Renfrew South and Gallowhill, are much more affected than others with the poverty rate there being 35%. The table below shows poverty rates across Renfrewshire's Council Wards.



SIMD

3.2 The most recent Scottish Index of Multiple Deprivation was published on 31 August 2016. SIMD is the official tool for finding the most deprived areas in Scotland. It identifies small concentrations of multiple deprivation across all of Scotland in a consistent way, rating almost 7000 data zones in Scotland. Renfrewshire has 225 data zones.

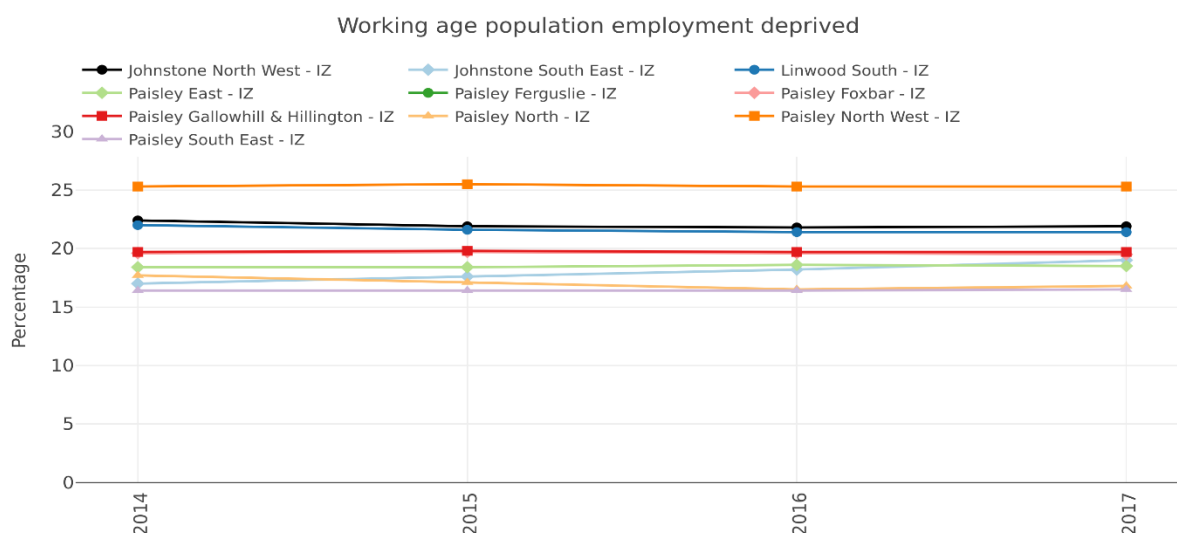
3.3 The ten most deprived data zones in Renfrewshire and where they rank against the rest of Scotland are shown here.

Data Zone Name	Rank
Paisley Ferguslie - 06	1
Paisley Ferguslie - 05	11
Paisley Ferguslie - 03	22
Paisley North West - 01	124
Johnstone South West - 02	139
Paisley Ferguslie - 07	151
Paisley North East - 02	152
Paisley Ferguslie – 02	181
Paisley Foxbar - 01	250
Paisley East - 06	281

3.4 Using this data has allowed targeting of services and activities with an aim to reduce deprivation. For example, intensive employability support from Invest in Renfrewshire, the Council's employability service, and Department for Work and Pensions working in partnership was provided in the Paisley Ferguslie (06) Data Zone which was ranked as the most deprived in Scotland. This led to more unemployed people in that Data Zone joining the workforce.

Employment

- 3.5 The table below shows the ten most employment deprived data zones for those of working age in Renfrewshire. The areas which are most employment deprived are reported as Ferguslie, Gallowhill, Linwood South, Foxbar, Paisley East and North East, however all the areas within the table exceed the Scottish average.



- 3.6 'Every Child Every Chance' The Scottish Government delivery plan on Tackling Child Poverty reports that employment remains the best route out of poverty. The Council's Invest in Renfrewshire team provides intensive support to those seeking work, and Renfrewshire HSCP Planning and Public Health team have developed an employability resource to support health professionals and third sector organisations across Renfrewshire to raise the issue of employability with participants.

Impact of poverty on children's health

- 3.7 Evidence suggests that children born into or living in poverty have poorer health outcomes than their more affluent peers. They are more likely to experience a wide range of health problems, including poor nutrition, chronic disease and mental health problems than those born into affluent families.
- 3.8 The evidence linking poverty with poorer health outcomes for children and their families is very clear. From birth, children can be affected with families in poverty more likely to deliver infants of a lower birth weight and early years growth in many cases below what is expected. GPs report that those living in poverty are more likely to present with acute infections and have poorer general health and mental wellbeing. The impact of poverty on physical and mental health can be lifelong. Those living in poverty can have high rates of high blood pressure, respiratory illness and depression and can expect up to 35 fewer years of good

health than those not in poverty. This can lead to those adults being disadvantaged, which in turn increases the risk of their own children experiencing poverty.

4. Tackling Poverty Programme

- 4.1 In Renfrewshire, we recognise that although poverty is, first and foremost, about household income, the experience of poverty is often much wider and more complex than just having a low income, with some people experiencing a range of disadvantages that extend beyond just not having enough money.
- 4.2 Renfrewshire Council recognises that poverty is not inevitable, but not easily solved. Communities must be involved in the anti-poverty agenda, setting their own priorities and the Council and its partners and wider organisations such as employers, need to work together, and alongside communities, to have an impact. Renfrewshire has had a Tackling Poverty Programme since 2015 which was informed by the findings of Renfrewshire's Tackling Poverty Commission.
- 4.3 The Tackling Poverty Commission, which was the first of its kind in Scotland to focus on child poverty, was formed in April 2014 from a range of experts in education, housing, the voluntary sector, the economy, and people who work every day with residents who live in severe poverty. Throughout 2014 they gathered a significant amount of evidence across key themes: Education and Attainment; Health and Wellbeing; Housing, Place and Community; Maximising Household Income; and Minimising Household Expenditure.
- 4.4 The Commission heard from people directly affected by poverty, as well as organisations and groups of interested parties in Renfrewshire and beyond. People were asked broad and open questions about their experiences of poverty to identify priority areas. The responses from over 100 local people living in poverty contained powerful stories and testimony. The stigma experienced by people in poverty was a clear theme, and the powerlessness and anxiety felt by people as a consequence.
- 4.5 The Commission made recommendations for the introduction of a strategic and coordinated approach to mitigate and minimise the impact of child poverty in Renfrewshire. Under the themes 'Pockets', 'Prospects' and 'Places', the ambitious programme to tackle poverty was developed and the Tackling Poverty Action Plan approved in June 2015. This included actions to address stigma, with front line Council and external staff receiving stigma training, along with the Council's Corporate Management Team. This training gave a greater understanding of how the stigma of poverty affects how people access services and ensured that all staff recognised that tackling poverty is part of their job.
- 4.6 The original Programme ran until March 2018. At this stage Council agreed the allocation of a further £5 million support over the next 5 years commencing in April 2018. Using this funding, a programme of activity has been developed to sustain key projects which support people on low-incomes, with a focus on low-income families with children.
- 4.7 The Tackling Poverty Programme investment forms a significant part of Renfrewshire's local response to tackling child poverty, alongside the many other actions across Council services detailed in this report.
- 4.8 Since the introduction of the Tackling Poverty Programme, there have been a significant number of projects and developments undertaken across the Council and its partners to tackle poverty. It is recognised that tackling poverty is a long-term aspiration, and cannot be

achieved in the next two, five or ten years. The first two years of the Tackling Poverty Programme allowed us to build a more robust evidence base for the anti-poverty impact of the work we were already doing, and to test the new approaches recommended by the Commission in 2015. This has allowed us to produce a long-term, evidence-based and sustainable approach to tackling poverty.

- 4.9 Our Improving Life Chances Board, a new group which has been established as part of the Community Planning Partnership has been established to take forward partnership work around life chances and inequalities.
- 4.10 Maximising incomes is at the core of our Tackling Poverty work, but we have produced a comprehensive strategy and action plan which also seeks to address the persistent inequalities faced by people living in poverty. We aim to prevent people from experiencing poverty in the first place, as well as mitigating the impacts of poverty and supporting people to lift themselves out of poverty.
- 4.11 Local people have been at the heart of our tackling poverty work and have a central role in defining the success of this. Our aim is to create an ongoing conversation with citizens, rather than traditional consultations with a start and end date. We will make sure that the stories and voices of people living in poverty remain at the centre of our decision-making.

5. Relevant Council and NHS Plans

- 5.1 Throughout the Council, tackling poverty and inequality and improving life chances are high on the agenda. The Council Plan ‘Thriving People, Connected Communities’, clearly articulates this, asserting one of our five strategic outcomes as ‘Tackling inequality, ensuring opportunities for all’. Furthermore, our Community Plan, which acts as Renfrewshire’s Local Outcome Improvement Plan, focuses on four priorities which were agreed following a wide consultation and discussion. These include

- Our Renfrewshire is thriving: maximising economic growth that is inclusive and sustainable, and.
- Our Renfrewshire is fair: addressing the inequalities that limit life chances.

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

- 5.2 Of course, these plans do not sit in isolation. NHSGGC’s mission statement commits to actions on the social determinants of health and inequalities in health outcomes. Our Health and Social Care Partnership (HSCP) Strategic Plan also highlights poverty as a priority over the next three years and looks to reduce health inequalities. Our current Children’s Services, Service Improvement Plan seeks to close the poverty related attainment gap while raising attainment for all and support young people to enter positive post-school destinations, and also to reduce inequalities and deliver improved health and wellbeing outcomes for children and young people. With a specific priority of tackling disadvantage, targeting deprivation and supporting people, the Strategic Economic Framework has been key to our anti-poverty work. Renfrewshire’s approach here is directly aligned to the Scottish Government’s economic strategy and the two key pillars of increasing competitiveness and tackling inequality.

- 5.3 The Council Plan, Community Plan, HSCP Strategic Plan, Children's Services Service Improvement Plan, Economic Strategy and NHSGGC corporate objectives all complement each other and highlight the work the Council will do with partners, businesses, local people and communities to address inequalities and support our children and young people.
- 5.4 Additionally, our Tackling Poverty programme is itself investing in prevention, tackling the root causes of deprivation and disadvantage, and seeking to break the links that connect low educational attainment, unemployment, poor health and well-being, anti-social behaviour and crime. In the longer term this will ensure people have the capabilities and capacities to benefit from wider opportunities, creating a more resilient, more inclusive Renfrewshire where nobody is left behind.
- 5.5 Through our Council Plan and our governance structures such as Community Planning, HSCP Integration Joint Board and the Economic Leadership Panel, the Council and NHSGGC will continue to proactively promote measures to tackle poverty through the integration of strategic actions and interventions.

6. Partnership

- 6.1 What we achieve as a Council could not be done without partnership working, both through formal structures such as the Community Planning Partnership and more informally.
- 6.2 The Community Empowerment (Scotland) Act 2015 created new rights for community bodies and introduced new duties on public authorities – strengthening the voices of communities in the decisions that matter to them. The Act also strengthens the statutory base for community planning.
- 6.3 Under this new Community Empowerment legislation, Community Planning Partnerships are responsible for producing plans to describe local priorities and improvements: a Local Outcomes Improvement Plan that covers the whole council area and a Locality Plan that covers smaller areas within the Community Planning Partnership area.
- 6.4 Refreshed Local Outcomes Improvement Plan and Locality Plans for the period 2017 – 2027 have been developed in consultation with communities and our partners, with the vision:
- “Working together to make Renfrewshire a fairer, more inclusive place where all our people, communities and businesses thrive”

In addition, in 2016, the Community Planning Partnership reviewed its governance arrangements to improve oversight, reduce duplication and better reflect the partnership working arrangements that were in place across Renfrewshire.

- 6.5 The main partnership groups that will drive forward the delivery of the Community Plan are:
- Economic Leadership Panel
 - Health and Social Care Strategic Planning Group
 - Community Protection Chief Officers Group
 - Improving Life Chances Board
 - Forum for Empowering Communities
- 6.6 The Community Planning Partnership Executive Group has given strategic direction and oversight to the development of the Local Child Poverty Action Report, particularly the Improving Life Chances group which received an update from Renfrewshire HSCP's Planning and Public Health team on the duties of the Child Poverty legislation to assist with their

exploration of the partnership contribution to the Report. Membership of the group includes representatives from Renfrewshire Council, Renfrewshire Health and Social Care Partnership, University of the West of Scotland (UWS) Renfrewshire Leisure, Department for Work and Pensions, Engage Renfrewshire, Police Scotland and Scottish Fire and Rescue Services, Skills Development Scotland and Scottish Children's Reporter Administration. This group will take forward Community Partnership work around life chances and inequalities.

7. Pulling together the Report

- 7.1 A short life working group was convened to ensure timely development of the Report. Information was captured via a series of meetings with key staff and partners. A workshop was also held which brought together staff from a variety of Council services, Renfrewshire HSCP, and our 3rd Sector Interface, including the project leads from our Tackling Poverty Programme.
- 7.2 The process of collation activities across the Council and HSCP to address child poverty allowed us to easily identify opportunities for further exploration. Workshop attendees were exposed to the variety of poverty reducing actions across services and beyond, which led to calling for closer working in future, better links and referral tools. This is a planned future action which will have a positive impact and further our Community Plan.
- 7.3 Renfrewshire HSCP supported the development of the Report, with information on local initiatives, while Greater Glasgow and Clyde Health Board have developed a separate report, outlining corporate, acute and NHSGGC-wide initiatives. To assist in the production of the Report, NHS Greater Glasgow and Clyde established a pan-GGC child poverty action co-ordination network.
- 7.4 The purpose of the network is to co-ordinate board-wide corporate/acute service NHS action to reduce child poverty with local-partnership strategies and reports and to provide a forum for sharing evidence and learning across NHS GGC's six partner local authority areas, which includes Renfrewshire.
- 7.5 The network is chaired by NHSGGC's Lead for Child Poverty and involves senior maternity and children services staff and child poverty leads from each of the health board's six partner local authorities and health and social care partnerships.
- 7.6 The network links into NHS GGC's Maternal and Child Health Strategy, Health and Employment, HR and Equalities and Financial Inclusion committees and reports to the Board Public Health subcommittee. **Appendix E** details NHS child poverty actions undertaken in the main at a pan-GGC level.
- 7.7 Renfrewshire's Local Child Poverty Action Report focusses on each of the identified drivers, giving narrative examples of some key work under each driver, some planned activities and priorities and then lists further activities in table format as appendices. Non-driver, enabling work which will feed into the target to eradicate Child Poverty by 2030 is also included.
- 7.8 Moving forward, we will examine the best place to provide strategic oversight of the production of the Local Child Poverty Action Report, to ensure joined up, long term commitment to current tackling poverty activities as well as planned and future actions.

Future Reports

- 7.9 We have reported on known planned and future actions under each driver as applicable. Although we have delivered, and planned, significant work to reduce child poverty in Renfrewshire, we are aware that there is still more to be done. During the next year we intend to identify gap areas in our report, learn from and share learning with other local authority areas and seek to focus our services more on the identified priority groups where possible. We will consider particular barriers the priority groups may face, and whether these groups are underrepresented in terms of access to services.

8. Driver - Income from Employment

- 8.1 Renfrewshire Council wants Renfrewshire to prosper and grow. We want to attract and create more higher-skilled, higher-paid jobs, and ensure our local people have the skills to access them. Through growing the economy we will positively impact on the quality of lives of all of the people of Renfrewshire, tackling inequalities and disadvantage by providing them with the tools to find work, stay and progress in work and improve well-being.
- 8.2 We have a number of initiatives and activities that will increase income from employment in the area. We have a family approach to employment, to help lift the whole family out of poverty. We recognise its about more than getting an individual work.

Invest in Renfrewshire is Renfrewshire Council's programme to boost the local economy and tackle unemployment. It is an economic development partnership between local employers in the area and Renfrewshire Council, and provides help to business, communities and jobseekers.

- 8.3 The programme has four main strands that support the eradication of Child Poverty.

Employability Support to local unemployed people. This includes training, work experience, clothing, childcare, travel and support through key workers. An outreach team works across the lowest 5% SIMD area and with those with additional barriers. Around 600 people per year move into work, with others going into positive destinations such as further education and training.

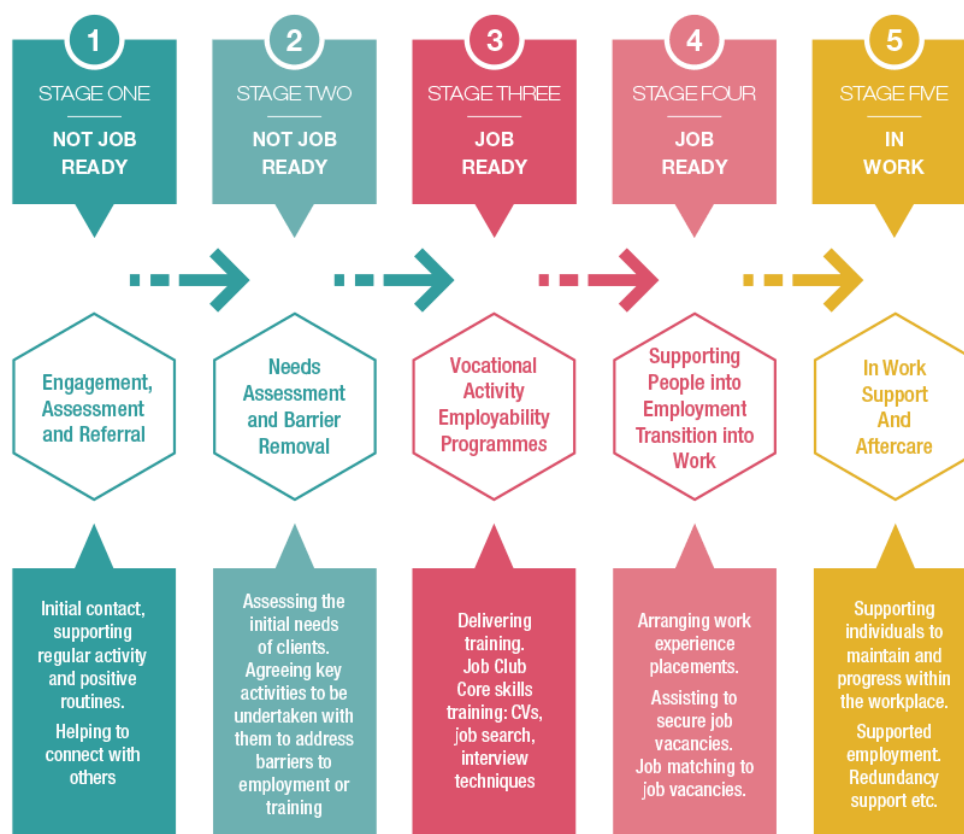
Job creation for unemployed people. This includes creating paid temporary positions within the Council and with other local businesses for unemployed people. These jobs pay the living wage as a minimum. Traineeships and internships (up to 130 per year), have also been created.

In Work progression and upskilling. Support is provided for those in work to apply for further career opportunities. There is also a training budget for those who want to undertake additional training to advance their careers. This support is mainly achieved through our aftercare service at present.

Supporting Businesses to grow and increase local employment. Business development support, including grants, loans and training is available to sustain and expand local businesses to support the creation of more local jobs. Training support is available for staff, and Invest in Renfrewshire provides a recruitment service linking unemployed people in Renfrewshire to companies. Support is also provided for those considering self-employment or starting a new business.

Free childcare is provided for those in training.

- 8.4 In offering employability support, Invest in Renfrewshire aims to overcome barriers to employment, develop key attributes for work, achieve essential skills, qualifications and work experience, create a quality CV providing foundations of successful job applications and ensure individuals perform successfully at interview. Invest in Renfrewshire uses the 5 Stage Employability Pipeline to provide the right individual support and track progress towards employment.



- 8.5 Engagement with those who are unemployed comes from a variety of sources. These include referrals from partner agencies such as Department for Work and Pensions and Skills Development Scotland. The younger adults (16 – 19 year olds) can also be referred from schools, Children’s Houses, Social Work and other training providers. Additionally, our Community Engagement Team work in local communities to raise awareness of Invest in Renfrewshire. They work closely with partners such as Families First, Active Communities, KAIROS, Engage Renfrewshire and Blue Triangle; and across the most Employment Deprived Areas in Renfrewshire such as Ferguslie, Foxbar, Gallowhill, Linwood and Johnstone. Activity includes participating in toddlers groups, Primary 1 Inductions and parent’s evenings in schools where there are likely to be parents looking for work. The team also work with volunteer groups across the area to highlight the benefits of registering with Invest. Additionally, they arrange coffee mornings to tell more people about how Invest can help them, encouraging people to engage in a more relaxed setting.
- 8.6 This year, 118 clients who are part of a household with dependent children registered for employability support with Invest. Of these 98% lived in a lone parent household. These clients may have additional barriers – 27% of those registered have long term physical health conditions, 9% are from minority ethnic households.

- 8.7 The Local Government Benchmarking Framework Indicator Profile, which rates the performance of all Scottish councils, showed we are performing at more than double the national average for assisting unemployed people into work. Our dedicated employability team has helped more than 2500 people find new jobs in the past three years, while our employment rate is considerably higher than the national average - in particular for youth employment. Further details of activities carried out by Invest in Renfrewshire are highlighted in **Appendix A**.
- 8.8 Renfrewshire's **Living Wage Accreditation Action Plan** contains a number of different actions which promote the payment of the living wage in Renfrewshire, particularly across the Council's supply base. Renfrewshire Council itself became accredited in 2016. The purpose of applying for accreditation was to demonstrate the council's commitment to the Living Wage and to the differences payment of the Living Wage can make to the lives of its employees and in tackling low pay by contractors who provide services funded by the council. The action plan comprises of actions which will be achieved towards the accreditation renewal and wider actions relating to communications, marketing and partnership working to expand payment of the Living Wage in Renfrewshire. The action plan is monitored and reported on by the Living Wage Working Group which makes sure the Council takes part in regular reviews with the Scottish Living Wage Foundation.
- 8.9 Within the Council's Procurement process, Living Wage is considered to be a key indicator of fair practice. Contractors which supply employees must pay them the Living Wage. Following negotiation, all of our contracted Care at Home providers and Supported Living providers have confirmed that care staff are paid the Living Wage, including Out of Area providers.
- 8.10 Businesses which are signing up to Invest in Renfrewshire are given advice regarding the accreditation process. At the moment we have 57 accredited living wage employers. We are continuing to work with local businesses, the Living Wage Foundation and Community Planning Partners to increase this number.
- 8.11 Our **Adult Learning and Literacies Service (ALLS)**, delivers accredited and non-accredited learning opportunities to families and adults aged 16 years and over throughout Renfrewshire. Many of the learning opportunities feed into the Employment Driver, for example work clubs, English for Speakers of other languages (ESOL), Adult Literacies and IT Skills for Work.
- 8.12 The teaching and learning is learner-centred, accessible at all stages of a person's life and lifewide, encompassing personal, family and work aspects of living. Some of the barriers adults may experience in returning to learning are removed through free learning and access to a free creche, provided by ALLS and supported by qualified childcare workers who cover the Curriculum for Excellence.
- 8.13 Sessions are well attended by adults mainly through self-referral, with some referrals from partners and verbal and written evaluations show progression into employment and upskilling for better job prospects/earnings.
- 8.14 These and other activities offered by ALLS and detailed later in the report at **Appendix A** are provided in various locations throughout Renfrewshire, minimising travel costs.

Care Experienced and Looked After Children and Young People

- 8.15 The Scottish Government and local authorities are committed to ensuring that all care experienced children and young people receive the vital support they need to improve their life experiences and their opportunities, including educational attainment and outcomes. This is underpinned by the Getting it Right for Every Child (GIRFEC) approach. Renfrewshire Council recognises that care experienced children and young people are more likely to participate in risk taking behaviours and are more likely to be living in poverty. Through a range of initiatives, Renfrewshire Council is committed to help them achieve their full potential.
- 8.16 Renfrewshire's Children's Champions' Board creates meaningful dialogues between care experienced young people and their Corporate Parents. This Board has influenced tangible improvements in social work practice and prompted policy change for care experienced children and young people. Improvements include the provision of leisure passes for care experienced young people in Renfrewshire and the establishment of a 'small grants fund', administered by the Champions' Board, which provides funding for leisure, social, cultural and employability activities for care experienced children and young people.
- 8.17 An evaluation by the University of Huddersfield found that within the first year of the Board, 278 care experienced young people participated in its activities with 60% attending more than once. 30 changes to policy and practice were made, 253 corporate parents and other professionals engaged, for example further and higher education representatives, Health Board representatives and third sector representatives.
- 8.18 The young people also provided feedback to Renfrewshire Council about the challenges they face in undertaking further education and training and in securing and maintaining employment. Their feedback prompted the development of our '**Family Firm**'. The approach was funded in its first two years by Renfrewshire Council's Tackling Poverty Fund.
- 8.19 In line with the statutory duties placed upon Corporate Parents by the Children and Young People (Scotland) Act, Renfrewshire's 'Family Firm' approach across a partnership of corporate parents provides a suite of interventions to support and enable care experienced young people to develop employability skills. It co-ordinates opportunities for corporate parents to help our care experienced young people to secure training and employment.
- 8.20 Family Firm targets the most vulnerable Looked After Children prior to leaving school and supports them in a series of practical ways. This includes interventions to support more care experienced young people to take up and maintain training and employment opportunities. Examples include:
- Bringing together a range of corporate parents (both internal and external) to create and ring-fence training, work experience and employment opportunities for care experienced young people.
 - Forging relationships with local private sector employers and promote the provision of mentoring, training, work experience and employment opportunities.
 - Liaising with Corporate Services colleagues to identify opportunities for within procurement processes for work experience, training and employment for care experienced young people.

- Co-ordinating the delivery of bespoke support to enable care experienced young people to achieve positive destinations, including social and emotional skills development, work experience, volunteering, training, mentoring and employment-based support.
- Being alert to the holistic needs of care experienced young people as they make the transition from school to further education, training or employment and drive the provision of suitable supports from corporate parenting partners.
- Collaborating with the Champions' Board in the development and implementation of the Family Firm approach to ensure provision is responsive to local needs.
- Providing benefits checking to ensure full benefits are being claimed, and working will not mean a reduction in income.

Promotion of NHS career opportunities and pathways into employment

- 8.21 NHS GGC's employability lead has promoted NHS career opportunities to schools, colleges, community job fairs and JobcentrePlus staff and employability advisors across GGC.

Employability Driver - Future plans

Invest in Renfrewshire

- 8.22 Renfrewshire Council is currently preparing a new **Economic Strategy** to be launched in Autumn 2019. The strategy has a significant focus on Inclusive Growth and aims "To improve economic participation and reduce inequalities across Renfrewshire to allow more people to contribute to and benefit from the local economy."
- 8.23 A key driver of the approach will be the implementation of an **Inclusive Growth Framework and Action Plan** to provide a strategy for improving outcomes and opportunities for the most disengaged across Renfrewshire. Inclusive Growth has been a well discussed issue across Renfrewshire in recent years, with the annual Economic Development Conference of all local agencies and partners highlighting issues of inclusion, economic growth and an inclusive economy, inequalities and positive actions.
- 8.24 Renfrewshire's economy is growing but the economic benefits are not being felt across the whole of Renfrewshire. Particular areas and certain groups of people are being left behind while others enjoy the benefits of the growing economy of the area, bringing more jobs, higher salaries, better opportunities and more life chances.
- 8.25 At the most recent conference in November 2018 a proposal to develop an "Inclusive Growth Framework and Action Plan" was agreed as a positive way forward for all agencies and partners to work together with a single vision to improve the economic opportunities and outcomes for the most disengaged. The aim is to develop an inclusive economy which supports those looking for new and improved opportunities but also those who are not (yet) economically active through innovative and collaborative approaches that also tackles poverty and health.
- 8.26 The Framework and Action Plan will identify groups of people and target geographies in the area where levels of deprivation and poverty and lack of opportunity and life chances are highest. A dual emphasis on outcomes as well as opportunities is what will define Renfrewshire's inclusive growth agenda and reducing poverty through jobs while also improving the labour market is the overarching priority.

- 8.27 The approach is based on a pilot initiative in Ferguslie to track and improve a range of the SIMD indicators in one local datazone and to have all local partners working together with a shared vision of improving outcomes for local people.
- 8.28 The Council's Employability Services will play a key role in the Inclusive Growth approach and are currently further developing the service to drive this agenda as part of the new **No-One Left Behind** employability partnership with the Scottish Government. This partnership promotes greater alignment of employability services at a local level and supports new engagement strategies and services to support those most disengaged. The Council approach will build on a pilot initiative funded by the Scottish Government's Employment Innovation and integration Fund for employability work with those engaged with criminal justice and the Scottish Prison Service.
- 8.29 A first stage of delivering No-One Left Behind has been to invite additional representatives from key council and health services to join the Local Employability Partnership (LEP) to shape future delivery and ensure a joined-up approach. The LEP are developing a joint plan for roll-out over the coming years.
- 8.30 A new pilot under the No-One Left Behind model will be an application in the autumn to the new Parental Employment Support Fund from the Scottish Government to support the employability requirements of unemployed and low waged parents. This pilot is expected to contribute significantly to the Child Poverty Action plan and will act as a model for future employability developments.

Start Up Street

- 8.31 Our economic development team are developing a new project to help businesses take the important, but sometimes anxious step into their first commercial premises. Called Start-Up Street, it involves vacant Renfrewshire Council-owned units on one Paisley street being adapted into a range of low-cost, high-quality digitally-connected workspaces for up to 20 businesses.
- 8.32 Businesses based here will benefit from an on-site business advisor, training space and a shared reception, with each company able to rent the space for up to two years, and lease costs incrementally increased until they are ready to move to an alternative commercial space in Renfrewshire.
- 8.33 The team are developing the plans, working jointly with London Youth Support Trust, a charity which specialises in supporting young entrepreneurs from deprived backgrounds. Start-Up Street follows a survey of new and early-stage Renfrewshire businesses, with more than 80% looking for subsidised space to grow, but many citing high costs and a lack of know-how preventing them taking this significant step.

Procurement

- 8.34 Work will be undertaken in the coming year to expand the range and number of Community Benefits in contracts that are linked to child poverty. Although many of these will be linked to employment and fair business practice, we will develop a range of examples to provide companies with ideas of where they can fit the Community Benefit they offer to the drivers of child poverty.

Neighbourhood Environmental Traineeship Team

- 8.35 The Neighbourhood Environmental Training Team (NETT) consists of Invest in Renfrewshire Trainees who are seeking employment. These Trainees tend to have gaps which preclude them from moving directly into employment. This can include lack of recent, relevant experience, lack of specific skills, few or no relevant qualifications, as well as other barriers, ranging from low confidence or self-esteem up to physical and mental health issues. Gaps vary across each client and some can be significant.
- 8.36 NETT provide Environmental Support across the whole of Renfrewshire, with particular emphasis within known 'hot spots'. Their work, in the main is directed by requests from Housing Officers who identify areas where environmental work, grass cutting etc is needed.
- 8.37 The NETT programme was initially funded through Housing Revenue Account (HRA) with additional revenue being provided through Invest in Renfrewshire. Funding ensured trainees could receive the Living Wage.
- 8.38 The NETT programme has proven to be successful with approximately 60% of trainees moving into sustainable employment. Due to the recognised added value provided by NETT it has been agreed that the service will be funded for the next three years, predominantly from the Housing Revenue Account, with an increased number of trainees (20 per financial year) receiving training, employability support and work experience.

Renfrewshire Alcohol and Drugs Commission

- 8.39 Renfrewshire has established an Alcohol and Drug Commission, with members recently recruited. The Commission will hear evidence between March to December 2019 and initial recommendations are due to be reported in early 2020.
- 8.40 The Commission has been asked to establish a true picture of drug and alcohol use in Renfrewshire, and to make recommendations on what partners can do together to support local people and communities adversely affected by drug and alcohol use and to improve life outcomes.
- 8.41 Employability will be a key element of the recovery focus.

NHS Planned Actions

- 8.42 NHSGGC will include a specific action to support parents to access NHS Job opportunities in implementation of its Widening Access to Employment Strategy in 2019/20.
- 8.43 NHSGGC will interrogate the social value gain from current community benefits to scope areas where benefit for low income families could be maximised.

9. Driver - Cost of Living

- 9.1 In Renfrewshire, we support families to make the most of their money. Poverty is not just about how much money is coming into a household, it's about how much is going out. We know vulnerable families face a poverty premium for goods and services, and are less likely to be active consumers, shopping around for the best deals. Through projects related to advice, digital and even just through offering free activities to children in the evenings and school holidays, we help families reduce the cost of living while reducing isolation for those living in poverty. We want to make families money go further and help them avoid financial crises through preventative actions which really make a difference to their pockets.

Renfrewshire Affordable Credit Alliance

- 9.2 Renfrewshire Council has come together with our 3rd Sector Interface, Engage Renfrewshire, and a variety of other groups and organisations to establish the Renfrewshire Affordable Credit Alliance (RACA). RACA works collectively to support the financial well-being of Renfrewshire's people by improving and promoting affordable credit provision. In practice this is about maximising affordable credit provision in Renfrewshire, improving public awareness of the benefits of accessing affordable credit and raising credit scores through promotion, awareness and effective partnership working.
- 9.3 RACA's work over the last year has included the development of a website and social media presence (www.RACA.org.uk) The group developed and delivered an event for practitioners which aimed to increase knowledge and enable signposting to affordable credit options and taking part in initiatives such as Talk Money Week, with RACA member, the University of the West of Scotland (UWS) also promoting affordable credit during National Student Money Week.
- 9.4 RACA has linked with Fair For You, a Community Interest Company, which was the first to take advantage of the Affordable Credit Loan Fund supported by The Carnegie UK Trust and Scottish Government, and we are working with them to promote their organisation in Renfrewshire.
- 9.5 The Council has also invested in Credit Unions over the last few years, working with them to aid their development and sustainability. From supporting them through a dedicated Development Officer to helping them link with schools, funding websites and marketing and funding development of new products, the Council's investment has led to a credit union membership in Renfrewshire of 11% against the Scottish average of 7%.
- 9.6 Renfrewshire Council is also signed up to the Rental Exchange, which allows rent paid by tenants to count toward building their credit scores. Part of RACA's ongoing work is to encourage Housing Associations to join this initiative.

Energy

- 9.7 Fuel poverty impacts on the lives of some of the most disadvantaged children and young people. The impacts are varied and can mean parents cut back on essentials to keep their homes warm, and force families and young people into debt when they cannot afford to pay their energy bills. For a child, living in fuel poverty can mean growing up in a home that is cold and damp; this will have a long lasting effect on their health, learning and enjoyment of life.

- 9.8 We all need to pay for energy, but people can struggle with their bills and there are many ways to reduce these. From simple energy advice and grants for vulnerable people, to external insulation schemes, to installation of cheaper, more efficient energy systems. In Renfrewshire we, and our partners, work across all these areas.
- 9.9 Renfrewshire Council has an **Energy Advocacy** service. One of the three advocates works exclusively with families with children and pregnant women. The main source of referral is through our five Families First teams. However, the Advocate also receives referrals from Health Visitors, Social Workers and Housing officers as well as from MacMillan Cancer Support, other health charities and self-referrals. Although the service predominantly works with families, including kinship carers, with children up to 8, the Advocate will help families with children of all ages.
- 9.10 The service is client focussed and the Advocates have a varied range of remedies: accessing hardship funds from energy providers for her clients, including in cases where there is mental health or addiction within the family, reduction of client bills, including by switching supplier, applying for Warm Home discounts, giving advice on how to manage appliances and heating systems. In cases where a client does not have suitable heating, and the Advocate can liaise with the landlord to have suitable heating installed, which can lead to huge annual savings.
- 9.11 Advocates will make a series of visits to understand and resolve the clients' issues. This face to face service in the client's home means the client gets the best possible tailored advice as the Advocate can observe as well as question to identify problems. The advocates also refer to wider advice services where they recognise a client needs more help than energy advice.
- 9.12 The Advocates service in 2018/19 has saved clients £116,253 in ongoing savings and £103,638 in write offs and Warm Home Discounts. Families First alone referred 163 families, saving them almost £29,000 in ongoing savings and almost £14,000 in one-off savings.
- 9.13 **The Housing Asset and Investment Team** plan, manage and deliver a programme of energy improvement works across Renfrewshire which significantly contribute towards the Council's sustainability goals by making homes (both rented and private) more energy efficient. This has the dual benefit of both reducing costs for the families who live there and also reducing the impact on our environment.
- 9.14 Since 2013, the team have managed £13.2million of Scottish Government funding, including £1.6million this year alone. This has translated into the delivery of energy improvement works to almost 6,000 homes throughout Renfrewshire (2,522 privately owned, 3,265 social rented). The Government funding is used for privately owned properties, while the Council's capital funding is used for council houses and this allows delivery of works in mixed tenure blocks.
- 9.15 The improvement works generally consist of external wall insulation being applied to properties. This provides a level of insulation that wasn't there before and delivers energy bill savings to residents, helping to address fuel poverty. To deliver the programme, the team have developed close working relationships with Scottish Government and local Registered Social Landlords (RSL) whose tenants have also benefited from the funding.

- 9.16 The team also works closely with our communities, delivering a programme of consultation including open days for those involved in the projects and having a dedicated customer liaison officer available during course of the works to link with the communities.
- 9.17 **Renfrewshire HSCP Planning and Public Health** team co-ordinated with Home Energy Scotland to deliver interventions within the Royal Alexandra Hospital in Paisley. The interventions aimed to support staff and visitors to the hospital increase their knowledge on how to minimise their costs of energy in their homes and, where relevant, sign up those eligible to the warm homes discount scheme. These interventions were also carried out within the Tannahill Centre in Ferguslie Park, Paisley, which is the community centre within the area containing the data zone ranked as the most deprived in Scotland.

Cost of the school day

- 9.18 The **Cost of the School Day** fund helps families by giving schools a budget to support the costs for pupils from low income households. The funding has allowed pupils to engage with some school activities that may otherwise have been out of reach. Educational trips, art materials, homework support packs, including exam past papers and home economics cooking costs are the kind of costs that have been met and the pressure has been taken off families in a discreet and sensitive way. For the year 2017/18, £171,000 was allocated to the Cost of the School day funding through the Tackling Poverty Programme.

Digital

- 9.19 Renfrewshire Council's **Digital Strategy** sets out a vision and approach to tackling digital exclusion in Renfrewshire. The Digital Strategy was developed in response to the Tackling Poverty Strategy and the Renfrewshire Digital Participation Plan and is a call to action to work in partnership to coordinate efforts, share resources, knowledge and energy to achieve maximise the benefits of digital. The Participation Plan was developed in partnership with over 40 different representatives from the public, private and third sector, and local academic institutions. Engage Renfrewshire, our third sector interface, has been a key partner and supporter of the digital agenda.
- 9.20 In 2014, Carnegie UK Trust said "*A lack of internet access will increasingly come to represent both a symptom and a cause of Poverty.*" By tackling digital exclusion and enabling digital participation we want to reduce social inequality and the Council and its partners have taken a wide range of actions to do this.
- 9.21 By providing free wifi in Paisley, Renfrew and Johnstone town centres, we have enabled digital participation. We have also worked with partners to increase awareness of free internet access, and all Renfrewshire's libraries, community centres, leisure facilities and residential homes have free internet access.
- 9.22 The Digiteers (digital volunteers) service in our Libraries provides a range of assistance for those wishing to claim benefits online, use comparison websites to reduce costs, or simply take part in an increasingly digital society.
- 9.23 YMCA have been another key partner. The code clubs they run in libraries throughout Renfrewshire provide free activities in the evening for young people, snack included, helping with costs of living. The clubs also support skills development for young people in developing industries, enhancing job prospects.

- 9.24 By providing funding from the Council's Credit Union Development Fund and support from our Third Sector Interface, Renfrewshire's Credit Unions not only now all have attractive, responsive websites, they also have been supported to use social media to promote their services, with a website www.mycreditunionrenfrewshire.co.uk being developed to encourage increased Credit Union membership across Renfrewshire as a whole.
- 9.25 Accessibility for those with disabilities has also been a focus, with specialised equipment and support made available in our Disability Resource Centre, which also has free wifi.
- 9.26 In these, and many other areas, Digital and its use in reducing poverty has been a real area of focus for Renfrewshire Council.

NHSGGC Staff Health Strategy objective to support financial wellbeing of staff

- 9.27 NHS GGC undertook research at the start of 2018 to understand the financial wellbeing needs of its staff, including those working and living in Glasgow City. This work - which will complete at the end of March 2019 - has included training for managers on the impact of universal credit on in-work benefits, and support for staff with money worries. One Parent Families Scotland have provided training for Human Resources staff to raise awareness of the needs of staff who are lone parents.

Cost of Living Driver – Future Plans

Affordable Credit

- 9.28 We intend to work more closely with affordable credit providers outwith the credit union community to jointly promote affordable credit options. We have also recruited a volunteer who will commence work for RACA in April 2019. This volunteer will bring a new dimension to the Alliance, allowing us to spread the word about affordable credit further, thus helping more people benefit.

Digital First

- 9.29 The Renfrewshire Council Customer Strategy 2017-2022 states that we are committed to improving the service provided to local people by looking at innovative technology and developing services that are based upon the needs of our customers. The Digital First programme has been developed as part of wider transformation and it aims to engage our customers in re-designing the services we deliver from method of contact through to fulfilment of request. A Digital Delivery Officer has been employed by the Council along with a web designer and digital form developers to create and implement modern digital services to the citizens of Renfrewshire. The team will create personalised online experiences designed from customer engagement taking experiences of those living in poverty into account.

Energy

- 9.30 Emergency energy supplies are an issue for many, where heating or eating is a choice many have to make. Even where emergency food is provided to a family, food sometimes cannot be heated where the energy supply has run out. We plan to work with partners to ensure an emergency energy supply is available for clients in need.

Community Food

- 9.31 Working with partners such as Eat Up, we will work to increase the availability of community food in Renfrewshire. Tackling the dual issues of food poverty and food waste we will ensure community groups know where how and to access food supplies, and support them with relevant advice and promotion. We will also engage with Fareshare, both to increase community food access and to engage their assistance in to disseminating information on money advice and support through their network to help tackle the causes of income crisis in the future.

NHS plans to reduce costs for families

- 9.32 NHSGGC will undertake qualitative research to explore i) any cost related barriers low-income families may face accessing or engaging antenatal care and ii) the financial impact of pregnancy on low-income families in order to understand if and what partnership action is required to mitigate adverse impact.

10. Driver - Income from Social Security and Benefits in Kind

- 10.1 Maximising income from benefits is vital in helping families. Tens of thousands of pounds of benefits still go unclaimed in Renfrewshire every year. In Renfrewshire we have carried out sustained and innovative work to ensure those relying on social security and other benefits get all they are entitled to. Through a wide variety of partnership work, outreach work and automation of processes we provide direct, practical support to families.
- 10.2 This year, especially, with the roll out of Universal Credit in Renfrewshire, organisations have pulled together to ensure clients were supported to make and maintain their claims. This support included digital assistance, money advice including budgeting for rent payments and extra funding for the Foodbank for those who simply ran out of money due to benefit delays or changes.

Advice

- 10.3 Advice provision in Renfrewshire contributes to all drivers of child poverty. By providing better off calculations it can help those seeking work, and through appropriate legal advice help those in work, keep it. It can help with costs of living, reducing bills and managing debt repayments and it can increase income from benefits by ensuring clients are getting what they are entitled to.
- 10.4 In Renfrewshire, the Council has its own Advice Works service, which provides advice on money and benefits and links with a wide variety of partners to ensure relevant advice gets to those who need it, whether families in need, carers or those with cancer. They also provide Families First staff in our most deprived areas and Claimant Support Officers in our local Jobcentre Plus offices.
- 10.5 Renfrewshire Council also funds Renfrewshire Citizens Advice Bureau (RCAB) to provide a wide variety of advice. RCAB provides general advice on issues including: money, benefits, debt, housing and employment along with free legal advice. In addition, funding has also been awarded to RCAB to provide our free Advice Renfrewshire telephone service and the Bureau has been awarded an additional sum to assist with the expected rise in demand for advice due to Universal Credit roll out.
- 10.6 These, our main Council advice providers, have joined with other advice providers, such as Shelter and University of the West of Scotland Student Services in an Advice Partnership. Membership of the Partnership also includes the Renfrewshire Foodbank, and more recently

Social Security Scotland. The aim of Advice Partnership Renfrewshire to ensure good quality advice, reducing gaps and preventing duplication.

- 10.7 The Partnership has a number of sub-groups, for example a Foodbank group and Funding group. Work in those groups has brought about some useful changes, for example the Foodbank Group has led to advice provision in Foodbank distributions, as well as RCAB taking food, so when a client presents there, instead of being given a voucher and having to wait for the Foodbank to open and travel there, they are just given the relevant sized food parcel for their family circumstances. One of our Housing Associations also now has a supply from the Foodbank to distribute.
- 10.8 Another initiative developed by the Advice Partnership was Advice Renfrewshire. This is a directory website (www.advicerenfrewshire.org) supported by a freephone telephone number which helps those in need access relevant advice, first time. The website is split into advice types and was developed with potential users at venues such as the Recovery Café, Disability Resource centre and Foodbank to ensure it is easy to use and provides the right information.

Families First

- 10.9 Families First is a free service which supports families with children aged 0-8 years old. It provides help, support and advice in a family focussed way using a 'walking together with families' approach, covering everything from promoting wellbeing and positive relationships, through to energy and employment advice and establishing good family routines. It has been independently evaluated by Glasgow University (Robert Owen Centre for Educational Change) as 'overwhelmingly positive.'
- 10.10 The service supports families to maximise their income and manage their debts through embedded income advisers. Families can participate in a range of classes such as cooking and baby massage as well as take advantage of the weekly drop-in services.
- 10.11 Families First has a dedicated Energy Advocate, helping reduce cost of living and is also able to access grants and other help for struggling families. For example, at Christmas Families First, through working with local businesses, was able to provide a Christmas dinner to families identified as being in need. They also have a designated Employability Officer who helps with all aspects of employability including CVs, job searches and preparation for interviews.
- 10.12 Families First takes a holistic approach to supporting families by providing a single point of contact for parents, grandparents and carers. To date it has generated more than £4 million pounds of income for struggling families and in the last year alone generated £1,114,234 for 413 individual families, which averages almost £2700 per family.

Claimant Support Officers

- 10.13 The initial aim of the Claimant Support Officer role was supporting benefit claimants to keep their benefits and reduce the number of sanctions issued in Renfrewshire. Claimant Support Officers in the three Jobcentres in the area now do much more to maximise income from benefit by working directly with jobseekers. Engagement was carried with local job seekers to understand the current Customer Journey and support framework. This allowed development of an enhanced support framework for jobseekers.
- 10.14 Claimant Support Officers provide appropriate advice with regard to money and benefits, including ensuring claims to free school meals and help with school uniforms are made as

well as personal budgeting support. Evaluation has shown that jobseekers feel supported in maintaining their benefit payment and can concentrate efforts on finding employment. The Officers, who are members of the Advice Works team and as such fully trained, have developed their service in line with feedback from DWP and benefit claimants. As Universal Credit has rolled out, claimants are supported to claim and also to maintain their claim going forward. Anyone attending the Jobcentre can be referred to the Officers at any time during the duration of their time in receipt of benefit. Claimant Support Officers also offer advice on and help ensure Discretionary Housing Payments and Council Tax Reduction are claimed by all those entitled.

- 10.15 The partnership between Renfrewshire Council and local JobCentres has led to an enhanced relationship which is valued by both organisations. However, with 'Help to Claim' funding being provided to Citizens Advice Bureaux rather than local authorities from April 2019, this service will be under review.

Healthier Wealthier Children

- 10.16 It is recognised that pregnancy and the birth of a child can cause increased costs and reduced income due to changed working patterns. The Healthier Wealthier Children (HWC) project was established within Renfrewshire in November 2010 to develop new approaches to providing money and welfare advice to pregnant women and families at risk of, or experiencing, child poverty. The project contributes to reducing child poverty by helping families with money worries. Midwives and other antenatal service staff, health visitors, oral health and breastfeeding advisers, parenting support workers, and early education staff refer pregnant women and families with infants who need extra support around money to an advice worker. By working with families and pregnant women, the advice worker can maximise income for the family.
- 10.17 The project, initially funded by the Scottish Government during the pilot phase, is now supported through Renfrewshire Council's Tackling Poverty Programme.
- 10.18 Renfrewshire HSCP Planning and Public Health team has ensured maximum reach for HWC by analysing referral data and working in collaboration with HSCP Children's Services to increase the referrals into HWC. By supporting Children's Service staff, referrals increased from 35 in quarter two of 2018 period to 90 in the next quarter, an increase of 157%. The targeting of Children's Service Team Leads and Service Manager to get their buy-in has ensured that increased referrals continue.
- 10.19 From 1st April 2018 – 31st March 2019 HWC received 511 referrals and generated additional income of £885,526 for families across Renfrewshire.

Refugee Resettlement Project

- 10.20 Renfrewshire's Refugee Resettlement Project is unique in its approach amongst local authorities in Scotland. The Resettlement Project offers a person-centred, holistic service to Syrian refugees to support them to settle in Renfrewshire. When they arrive, the refugees are brought to supported accommodation, where, although they have their own flat, they are housed together along with support services who help them integrate into the community before they move on to their own tenancy.
- 10.21 The support includes interpreters, and encompasses areas such as maximising benefit income and claims for school clothing grant and free school meals, counselling and getting children settled at school. The service also funds Barnardo's to run homework clubs and activities for the families. Links with the Adult Literacy and Learning Service helps with English and other learning, and the Project works with a variety of partners including HSCP teams, to ensure the best start for families who have lost everything before arriving in

Renfrewshire.

- 10.22 The families are supported into their own rented accommodation, and the service links with housing associations as well as Council housing allocations team to ensure the refugees move into suitable accommodation when they are ready. The support team can help with bank accounts, setting up direct debits and energy advice when the families do move on.
- 10.23 Families can stay within the supported accommodation as long as they need to and the project also provides follow on support once the family has moved out. This helps to ensure they maintain their tenancy and have assistance with any problems that arise.

Income from Social Security and benefits in Kind - Future Plans

Healthier Wealthier Children

- 10.24 Renfrewshire HSCP Planning and Public Health team plans to support Renfrewshire HSCP Specialist Children's Service staff increase referrals into the HWC service during 2019-20. Specialist Children's staff usually work with patients who have significant health conditions and the potential eligibility for Personal Independence Payment. Since poverty and families where children have a disability are often interlinked, targeting referrals from Specialist Children's Services aims to contribute to tackling poverty of one of the most vulnerable groups in HSCP services.

Advice in GPs surgeries

- 10.25 Renfrewshire HSCP and Advice Works have come together to embed advice in GP's surgeries. Using evidence from the Community Connectors programme to show at which surgeries the need for money and benefit advice is greatest and funding from the Scottish Government; in 2019, a pilot will run in a number of surgeries in Renfrewshire. GPs and other practice workers will be able to refer patients directly to an advice worker, who will be able to help with money, debt and welfare benefits advice.

Improving the Cancer Journey

- 10.26 We want to ensure everyone diagnosed with cancer in Renfrewshire can easily access all the support they need from diagnosis, as soon as they need it, to enable them to live as well and as independently as possible.
- 10.27 Macmillan Improving the Cancer Journey (MICJ) is an initiative funded and supported by Macmillan Cancer Support (Scotland). After introduction in Glasgow in 2014 and launches in Dundee, Fife and West Dunbartonshire, the next stage will see MICJ launched in the Renfrewshire. NHS Greater Glasgow & Clyde is a key partner in the Renfrewshire MICJ programme.
- 10.28 Macmillan will fund the development for a minimum of three years to the value of £500,000. Corporate governance will come from senior representation within Renfrewshire Council and Macmillan Cancer Support.
- 10.29 Renfrewshire Macmillan ICJ sets out to:
- Invite all with a cancer diagnosis in Renfrewshire to complete a Holistic Needs Assessment (HNA) and develop an individual care plan that includes carers and family members;
 - Provide the dedicated support of a named 'link Worker' to everyone in Renfrewshire with a cancer diagnosis, and to his or her carer or family; and

- Facilitate the delivery of effective Health and Social Care support solutions, based on their needs.

The service will draw on local assets to assist with ongoing referrals and will ensure income maximisation, financial and housing services are included in design. Robust evaluation of the Project is also inbuilt.

Work with Social Security Scotland

- 10.30 Social Security Scotland are already part of our Advice Partnership, however, we intend to consolidate the links already made and work in collaboration with advice agencies across Renfrewshire to get the new Social Security benefits to as many of those that are entitled to them as possible, We are working with the agency to increase application for Best Start Grant from Renfrewshire, and will do the same with other benefits as they come online.

11. Work which will help prevent children becoming Parents in Poverty by 2030

Attainment

- 11.1 Although not immediately linked to the drivers of poverty, work to close the poverty-related attainment gap between those living in Scotland's least and most deprived areas is vital to children and young peoples' ongoing wellbeing and ability to reach their full potential.
- 11.2 Renfrewshire Council has a very successful evidence-based, universal approach to improving outcomes for pupils which works across all 62 primary, secondary and Additional Support Needs schools in Renfrewshire.
- 11.3 The four Attainment Challenge Workstreams (Learning and Teaching, Families and Communities, Leadership and Data Analysis) are delivering a range of quality interventions and approaches in order to improve learning and teaching, health and wellbeing and to disrupt the pattern and relationship between poverty and attainment. Local outcomes and indicators for each project have been developed along with a growing evidence base.
- 11.4 In Renfrewshire the focus is to improve attainment for everyone, with extra support tailored and directed to the pupil as required, and all 49 primary schools have a pupil tracking and monitoring system to effectively monitor the poverty-related attainment gap alongside data mentors in every primary school and principal teachers in raising attainment in each secondary school help to build staff expertise in data analysis.
- 11.5 The Renfrewshire Literacy Approach was designed to both raise general literacy attainment and to narrow the attainment gap between economically advantaged and disadvantaged children in Renfrewshire. The intervention was developed and implemented through a partnership between Renfrewshire Council and Strathclyde University. It was prompted by the recommendations of the Renfrewshire Tackling Poverty Commission and was funded jointly by Renfrewshire Council and the Scottish Government.
- 11.6 The programme began with a key focus on closing the poverty related attainment gap in reading through the provision of high quality professional learning opportunities for Head Teachers, class teachers and newly qualified teachers across Renfrewshire's schools. Literacy research knowledge and tools helped professionals identify and implement those changes most likely to raise attainment. Professional-development research informed the overall strategy for delivering effective change at scale.

- 11.7 Results from two different evaluations indicate that the Renfrewshire Literacy Approach is raising average literacy attainment and has shown a statistically significant rise in standardised age scores.
- 11.8 **Family Learning** recognises the role of the parent as the first educator. Initiatives such as Parents in Partnership and tea time study sessions involving parents increase the capacity of parents to support their child's learning at home, and gives confidence to parents to engage with schools.
- 11.9 Part of the attainment strategy is health and wellbeing, and the **Promoting Alternative Thinking Strategies (PATHS)** programme has been selected to develop the emotional literacy of pupils to support this. More than 3800 pupils from 27 schools are part of the programme, delivered in partnership with Barnardo's, to develop self-control and emotional awareness, achieving a significant reduction in antisocial behaviour and improved concentration in class.
- 11.10 These, and many other programmes, including an **Inspiring Leaders Programme** has made a measurable difference to Renfrewshire's attainment levels. A range of evaluations has taken place which demonstrate improvements in teaching and learning, health and wellbeing and a reduction in the poverty-related attainment gap. Renfrewshire has achieved an 11 percentage point increase in expected levels of literacy and a five percentage point increase in expected levels of numeracy from 2015-2018. Our work has been acknowledged with the 2018 COSLA excellence Silver award and in 2018 St Anthony's Primary School in Johnstone became the first Scottish school to become the Literacy School of the Year, awarded by the UK Literacy Association.
- 11.11 Furthermore, Renfrewshire is the first local authority in Scotland to be rated 'excellent' by Education Scotland for its progress in improving learning, raising attainment and narrowing the attainment gap as part of the Scottish Attainment Challenge.

Young Carers

- 11.12 Renfrewshire Council's Young Carers' Strategy recognises that young carers tend to have poorer outcomes in terms of their physical and mental health, academic attainment and achievement of positive post-school destinations. Renfrewshire has a Social Worker dedicated to young carers, and has developed a sector-leading web-based approach (an app) to providing young carers with their statutory entitlement to a Young Carer Statement. In addition to assessing the needs of young carers and planning supports, the app gathers rich data to inform the national Carers Census as well as local service improvement activity.
- 11.13 More than 100 young people with caring responsibilities have accessed a Young Carer Statement since implementation of the new duty in April 2018. Renfrewshire Council has a contract with Renfrewshire Carers' Centre to provide outcome-focussed support services to young carers. Working in close partnership with partners in Renfrewshire Leisure and the HSCP, we deliver a comprehensive suite of support services to individuals and groups of young carers, such as first aid, mindfulness and exercise classes.

Care Experienced Young People

- 11.14 Renfrewshire Council has received £224,000 from the Life Changes Trust for a 2 year 'system change' project to understand from a Care Experienced Young Person's perspective how the care system works and identify where there are opportunities to make positive changes and improve experiences and outcomes. This project has a particular focus on longer term outcomes in line with our Continuing Care and After Care duties.
- 11.15 All young people leaving our care receive a 'pathways plan' which sets out their needs and describes how we will support them to make a successful transition to adulthood. The plan specifies a young person's needs as regards employability and we work closely with partners from Invest and Skills Development Scotland to ensure that we don't lose contact with our most vulnerable young people when they leave school. We know that Looked After at Home young people are the most likely to leave school at the age of 16 years and the least likely to be in a positive destination post school. We are working closely with partners to strengthen the support we provide to this group. We anticipate that our mentoring programme described below will help us to remain in contact with these young people and that the positive role model provided will encourage young people to raise their aspirations.
- 11.16 Aberlour, in partnership with Renfrewshire Council, are launching a new mentoring service to support vulnerable local children and young people. 'Aberlour Attain' aims to support vulnerable children and young people aged 8-18 years to improve their wellbeing and educational attainment through the provision of a regular mentoring relationship. The programme will run across the Council and Community Planning Partners, including the Police and Fire service.
- 11.17 'Aberlour Attain' will match local children and young people with an adult mentor who will build a consistent and trusting relationship. Research shows that a single positive relationship has the power to change the life of a child or young person and to help them to reach their potential.
- 11.18 Aberlour also delivers the 'intandem' project to mentor young people aged eight to 14 years who are Looked After at Home to counter the significant challenges they face. This is a Scottish Government funded programme which Renfrewshire Council has opted to join. We believe that the provision of a consistent, pro-social adult relationship with assist this group to achieve better outcomes overall. Through intandem, we seek to provide regular weekly meetings with a trained volunteer mentor who holds the young person in positive regard and who will encourage them to access to age appropriate activities and build confidence, skills and resilience.

12. Work carried out predominantly by partners

Barnardo's

- 12.1 Barnardo's works closely with Renfrewshire Council on a number of projects, related to young people, young parents and young parents-to-be. They offer support with parenting, housing, benefits and income maximisation, accessing community support and with social and emotional issues.
- 12.2 Through a mixture of self-referrals, and referrals from Social Work, Housing and others, they work with young mothers and mothers-to-be aged 16 – 25 through Pre-Natal and New Baby Groups, offering a variety of support. This year they engaged with 210 parents and parents-

to-be for as long as 10 months depending on the support needed. This includes ensuring benefits such as Best Start Grant are claimed.

- 12.3 Through their Threads 1st Programme, they support young fathers and young fathers-to-be whose child or unborn child may be affected by parental drug and/or alcohol abuse. Offering a strengths based approach they tailor support to the young father's needs, with an emphasis on pre-natal support and for babies up to twelve months.
- 12.4 Barnardo's also support between 250 and 300 young people aged 16 - 25 each year to obtain temporary accommodation, then make the move to permanent accommodation. Working closely with the Council's Homeless Prevention and Housing Teams, and local Registered Social Landlords (RSLs), they ensure the young person gets their tenancy set up, energy supply and appropriate benefits claimed, including Discretionary Housing Payments (DHPs) and Council Tax Reduction (CTR).
- 12.5 Through the Pupil Equity Fund, Barnardo's Attainment Team supports schools to develop and implement attachment aware approaches. This capacity building model is part of Renfrewshire's attainment challenge plan.
- 12.6 By recruiting, training and managing volunteers, Barnardo's also support Syrian Refugee families alongside the Refugee Resettlement Programme to assist with integration and Families First teams where they are linked with families to carry out befriending and mentoring.

Paisley YMCA

- 12.7 Over the last 4 years, Paisley YMCA has become a Digital Youth Organisation, with a mission to support young people, aged 8 – 24, in developing a number of digital skills that can increase their chances of finding worthwhile employment in today's world. Through 9 months of engagement with young people, YMCA identified an issue with the transition for young people from school to employment. Young people no longer had Saturday jobs or paper rounds while they were still at school, so had lost the self-management and budgeting skills they needed to be work ready. A lack of digital skills and access also acted as a barrier for local young people to access the new types of jobs that were emerging.
- 12.8 Recognising these gaps, Paisley YMCA decided to concentrate on digital, with a real focus also on empowerment and self-management. To counter lack of equipment and wifi at home YMCA set up their Maker Space, the only such space in the West of Scotland. Using Council funding, and through community links they established this Space in Paisley, designed it in conjunction with young people and opened it in March 2018. The Space supports digital and STEM activities of all kinds. As working with young people had shown that many ASN students don't have the manual dexterity to play instruments, but can compose and play using technology, the Maker Space also includes tech-based art and music. From this Space they run sessions in the evenings for young people, taking in a wide variety of new tech. All sessions run for young people are free.
- 12.9 The YMCA now works with a huge variety of organisations throughout Renfrewshire to enhance digital skills. They have linked with Renfrewshire schools, carrying out training for teachers as well as sessions for pupils. They help with the National Curriculum requirement for IT to be embedded in all subjects, by ensuring teachers have the skills to use new technology, eg. VR in history lessons. They link with organisations such as Scouts and Guides

to up their skills and are especially keen to enhance STEM skills in girls. They also run employability sessions with Street League and others. They have excellent links with West College Scotland and the University of the West of Scotland and take students for work placements and to volunteer with young people. This enhances employability for students leaving further or higher education.

- 12.10 Using further funding from Renfrewshire Council, YMCA set up the iEnterprise Project to help young people aged 11 – 24 to identify a need in their community and develop an idea to address that need using digital technology.
- 12.11 Young people involved in iEnterprise have created a cupcake making business, graphic design company, Raspberry Pi sessions for girls, staged under 18's music events and DJ workshops within their communities. Participants have seen increased success rates at job or further education interviews because employers/tutors are impressed with the level of responsibility, creativity and dedication they demonstrate as a result of talking about their community projects.
- 12.12 Another strand of work has been the successful CoderDojos run in partnership with Renfrewshire Libraries. These weekly clubs see almost 130 young people attend local libraries to gain coding skills. With a budget for food provided by the Libraries, these clubs also offer the young people a snack. Going forward ongoing 'Dip into Digital' sessions have been arranged throughout Renfrewshire.

STAR Project

- 12.13 STAR Project is an award-winning community organisation, delivering sustainable and positive social outcomes in Renfrewshire. Their unique wraparound way of working allows them to see the person, not a label, not a statistic, which ultimately makes people feel safe and accepted and ready to take a step towards realising their potential.
- 12.14 STAR Project recognises the importance of universal service provision and its power to destigmatise the services provided. For the STAR Project, it is clear that when services are offered universally, it is the people who need it the most who do access support. They also recognise that a lot of poverty (particularly in-work poverty) often goes unseen. They combat the impact of poverty in relation to financial, psychological, environmental, physical and social aspects including less tangible aspects such as aspiration and relationships.
- 12.15 STAR Project offers specific activities for families and children. Fully supported by trained staff and volunteers, Wee STARS toddler group has the aim of role modelling positive parenting/relationships providing opportunity to play and bond, to engage with creativity/culture, to experience structure, and to enjoy fun and exploration in a safe place through activities such as Bookbug and various themed pre school curricular activities such as road safety.
- 12.16 They provide a wraparound relationship based support (Drop-In, 1:1, befriending, CBT) also ensures barriers to engagement are reduced therefore improving the likelihood of a more sustainable positive impact on all the aspects of poverty experienced. Embedding anti-poverty/income maximisation activity within existing services and successful holistic model in the community ensures that engagement feels 'safe' for those that need the support most. At STAR Project they 'support, equip and include' the whole community.

- 12.17 STAR Project encourages and supports family members to have the most positive relationships possible. A summer holiday programme is run each for children of all ages, including day trips for families and family activities. The programme's aim is to provide fun experiences, promoting playfulness, bonding, creating shared memories, and will increase the sense of belonging, wellbeing, reduce poverty related stigma as well as combatting the impact of it. The summer programme provides this for some of our community's most vulnerable families, those whose children are looked after, those who are repeatedly benefit sanctioned, and those with chaotic lifestyles. Everything the Project plans and deliver is intended to make life a little better in an area of multiple deprivation and that includes reducing poverty related stigma.

13. Tackling Poverty Programme – Future Plans

- 13.1 Renfrewshire's Tackling Poverty Programme for 2019/20, Year 2 was agreed at Leadership Board in February. The Programme continues the activity which was developed for Year 1 which sustained key projects, supporting people on low incomes, with a focus on low income families with children.
- 13.2 Although continuing key projects from within the programme throughout Year 2, it is recognised that are a number of opportunities to review projects throughout the programme, to make sure delivery models are the most effective, to explore opportunities to align more closely to mainstream service provision and to respond to the Child Poverty (Scotland) Act 2017.
- 13.3 A significant element of the money in the programme has been used to continue the work of Families First, which will continue to offer early years and family support services, including targeted financial advice and parenting support over the next four years. These three localities have worked with over 880 families and generated £3.5 million of income since their introduction.
- 13.4 The funding ensures that the Healthier, Wealthier Children service will continue to provide targeted advice and support to new and expectant parents on managing changes to finances and supporting them to claim benefits they are entitled to. This service has been successful in achieving significant financial gains of over £2.7m for 1400 households during this key life event.

Appendix A

Driver – Income from Employment

Description of Activity	Who is involved	Assessment	Groups the action is intended to reduce poverty amongst
An advice worker is based within the Invest in Renfrewshire's employability team to assist people with financial advice which includes better off in work calculations, practical financial advice, access to financial fitness training and debt advice. This can be accessed when required by individuals to improve household incomes. This intervention is important to ensure income maximisation and promote the incentives, offered form Universal Credit, when participants progress to employment.	RC Invest in Renfrewshire/Advice Works	Numbers/Demographics/Client Financial Gain/Debt managed	All unemployed, but especially families to give best advice to improve household income.
A Client Support Fund is available as a practical intervention to remove a barrier to an individual moving into work. Interview Clothes, travel cost for the first month of employment, birth certificate costs are all examples of what has been covered. This fund can also support accredited training required to secure employment including Health & Safety CSCS along with childcare costs, interpretation services and other support measure to ensure clients can access and participate in the range of employability interventions offered.	RC Invest in Renfrewshire	Numbers/Demographic	All
Invest source work placements, work tasters, vacancies and volunteer opportunities. They also organise regular Jobs Fairs in conjunction with the Employers. These can attract around 500 vacancies and over 1,000 people looking for work. Mock Interviews are offered too to help the individual's chance of getting the job.	RC Invest in Renfrewshire	Numbers sourced/Numbers attending/demographic/ numbers of job vacancies/number vacancies filled	All
Job Clubs are available up to three times per week to help individuals look for work. Self-employment is also an option for some individuals and support is available for this.	RC Invest in Renfrewshire	Numbers sourced/numbers attending/demographic/ /number vacancies filled	All

Individual accredited training is sourced to assist clients move into work quicker. This can include CSCS, Food Hygiene and Manual Handling and many more vocational courses. Additionally, there are also a limited number of Traineeships (paid work placements), and Graduate Internships available to individuals to help improve individual's chances of moving into sustainable employment.	RC Invest in Renfrewshire	Numbers sourced/numbers attending/demographic/ /number vacancies filled	All
In work support is provided to clients who have found work through Invest. These individuals are tracked at weeks 1, 13 and 26 to help them sustain work. They can be offered support at this stage to help improve their chances of progression in the workplace.	RC Invest in Renfrewshire	Numbers accessing support	All
Work clubs providing access to computers and internet for job searches. Staff help with CVs, updating 'find a job' and with emails and application forms.	RC Adult Learning and Literacies Service	Verbal and written evaluations take place.	Unemployed adults aged 16+ years ; adults wishing to improve their job prospects and increase their income.
English for Speakers of Other Languages – Developing language skills to support effective communication in everyday life, including helping children with homework, attending college and job application.	RC Adult Learning and Literacies Service	Verbal and written evaluations take place.	Minority Ethnic and all non-English Speakers. One particular strand supports Refugee families.
IT skills for work – to build confidence in using office and work-based computing packages. This covers data handling, communication and data analysis functions and techniques.	RC Adult Learning and Literacies Service	Verbal and written evaluations take place.	All
ALLS offer a tutor Psychology Taster course guiding students through 2 free online units offered by the Open University. Certification from the Open University is available on completion of each online unit.	RC Adult Learning and Literacies Service	Verbal and written evaluations take place.	All
The SQA Core Skills I.C.T SCQF level 4 accredited unit offered by ALLS is about using straightforward information, communication and technology (ICT) effectively to access, process and present information in familiar, everyday settings. Learners should be confident using ICT and may already have achieved ICT at SCQF level 3 or similar	RC Adult Learning and Literacies Service	Verbal and written evaluations take place.	All

Access to IT for job searches/CVs etc in all 12 Renfrewshire Libraries and other Council locations including the Home Exchange Shop.	RC Customer and Business Services/ Housing and Renfrewshire Libraries (Renfrewshire Leisure) (RL)	User numbers	All
‘Digiteers’ provide free coaching sessions on a one-to-one basis for those who need help with basic IT skills available at all 12 Renfrewshire Libraries.	RL Renfrewshire Libraries who have recruited volunteers to provide this service/RC.	Number of learners, hours of learning, user satisfaction, case studies.	All those requiring support with digital skills
The Living Wage Action plan contains a number of different actions: Procurement ensure living wage is a key indicator of fair practice, Contractors which supply employees pay them the Living Wage, contracted providers pay care staff Living Wage. RC works with Poverty Alliance to progress Living Wage plan. Invest in Renfrewshire discuss with Employees.	RC/Poverty Alliance/Contractors/Invest in Renfrewshire	Numbers of Living Wage accredited employers.	All employees
There are three City Deal infrastructure projects in Renfrewshire. A City Deal Community Benefits Strategy has been developed to help suppliers embrace the ethos of City Deal with regards to employment, for example developing the young workforce through apprenticeships and ‘Working Matters’ for residents in receipt of health-related benefits beginning the journey to long term employment.	RC Invest in Renfrewshire	Community Benefits are evaluated as part of the tendering process and specific requirements may be stipulated within contract specifications. Achievement is monitored on a regular basis.	Targeted to priority groups
Renfrewshire Council is committed to maximising Community Benefits through its procurement activities by including specific Community benefit Clauses and targets within procurement contracts. These cover payment of the Living Wage as well as targeted employment and training opportunities. Fair work practices in areas such as zero hour contracts and worker representation are also scored.	RC Procurement	Community Benefits are evaluated as part of the tendering process and monitored on a quarterly basis.	Targeted to priority groups
Employment is explored as a route by Housing/Tenancy sustainment officers when Council tenants are in difficulty with arrears.	RC Housing	Numbers/outcomes	All tenants having difficulty with rent arrears
As per narrative, a Neighbourhood Environmental Team, funded through the Housing Revenue Fund supports working age clients to do manual work within neighbourhoods and then	RC Housing/Invest in Renfrewshire	Numbers trained and outcomes	Those with barriers to employment

potentially move on into apprenticeships. (Over 60% success rate).			
Public Wifi is available all day, every day in Paisley, Johnstone and Renfrew town centres and Council and Renfrewshire Leisure premise, allowing individuals to carry out job searches/submit CVs etc.	RC	Annual Billing Information	All
Council funded Legal Service at Renfrewshire Citizens Advice Bureau (RCAB). This service represents clients at employment tribunals and assists with other employment related legal matters. (3 year contract)	RC/RCAB/MJC Law	Numbers attending service/demographics and Client Financial Gain	Available to all Renfrewshire residents, however particularly targeted at clients with multiple issues and the following priority groups; Low Income Households, Households affected by Welfare Reform, Parents of children in poverty, People who are currently unemployed, Individuals living with long term health conditions, People experiencing poor mental health, People living with a physical disability, Care Experienced
Council funded advice service at Renfrewshire Citizens Advice Bureau provides employment related advice. (3 year contract)	RC/RCAB	Numbers attending service/demographics and Client Financial Gain	Available to all Renfrewshire residents, however particularly targeted at clients with multiple issues and the following priority groups; Low Income Households,

			Households affected by Welfare Reform, Parents of children in poverty, People who are currently unemployed, Individuals living with long term health conditions, People experiencing poor mental health, People living with a physical disability, Care Experienced
In Jobcentre Plus offices, better off calculations are done for those seeking to access work and referrals between Officers and Work Coaches for advice relating to employment (both ways), including child care support.	Claimant Support Officers/DWP	Numbers receiving calculation/information	All unemployed/underemployed
Increasing employability through volunteering, including promoting Volunteer Friendly and Saltire Awards	Engage Renfrewshire (3 rd Sector Interface)	Numbers of volunteers/outcomes	All
Project Search is a college-based employability programme for young people aged 17 - 26 with a learning disability and/or autism who want to find work of 16 hours or more per week. The programme is a mixture of college study, with students working toward achieving a recognised qualification in employability and practical work experience. Students gain up to 600 hours of work experience across 3 placements mainly within Renfrewshire Council, with some available with local businesses.	RC/Invest/Glasgow Clyde College	Outcomes post programme.	Young people with a learning disability
Linstone Housing offer a Car Club with vehicles to hire in Linwood and Johnstone. The club costs £5 to join and £3 per hour, and can be used to get to interviews. (Cheaper for Linstone Tenants)	Linstone Housing Association	Numbers of members/usage	All

West College Scotland offer free employment related courses for those on benefit, eg. Preparing for Employment, Working in Retailing, IT Office Skills, Working in Early Education and Childcare.	West College Scotland	Numbers attending/completing courses	All
CV and Job Search drop ins to help people with CVs, covering letters and job searches	Our Place Our Families	Drop-in numbers	All
YMCA iEnterprise supports young people to set up businesses through/connected to digital. This includes sourcing available funding.	RC/Paisley YMCA	Numbers of businesses, numbers receiving funding case studies.	Young people to age 26
YMCA run coding clubs run every night in Renfrewshire Libraries to support young people in developing digital skills which can increase their chances of finding skilled, better paid employment. Provides experience for volunteers running the clubs to enhance their job prospects.	Paisley YMCA/RL	Numbers attending	Young people aged 8-17
RC Youth Services with young people, particularly those in secondary school with a priority to work with those with additional support needs and/or at risk of a negative destination to improve outcomes, including employment outcomes through programmes such as Duke of Edinburgh and Saltire Awards.	RC Youth Services/ NHSGGC/ Clyde Muirshiel Regional park.	Numbers and results/outcomes	Young people with social, emotional and behavioural needs, looked after and accommodated young people, young people with additional support needs, young people at risk of negative destination and young people disadvantaged by poverty.
Renfrewshire HSCP developed an employability resource to support professionals across Renfrewshire to raise the issue of employability with participants. The resource is broken down to cover all stages of the Employability pipeline. The resource details services in Renfrewshire which are available to support participants at each stage of the Employability Pipeline. The Planning and Public Health Team of Renfrewshire HSCP developed the resource and then delivered training on the	The resource was distributed through training with HSCP service staff including Mental Health/ Addictions/Allied Health Professionals/ Family Nurse Partnership and Community Connectors staff. The resource was also	Training interventions delivered to increase skills and knowledge of the resource.	Participants / Patients who are in services such as Mental Health and Addictions Services, those being supported by Family Nurse Partnership and those patients being support by Community Connectors as

resource to build capacity within services to raise the issue of employability.	distributed with employability specialist partners including Invest in Renfrewshire practitioners, Department for Work and Pensions staff and Third sector partners RAMH		part of Renfrewshire HSCP Social Prescribing project. Those receiving support from Invest in Renfrewshire and RAMH.
Renfrewshire HSCP recognised the importance of employability and the impact it can have on health outcomes. As a result the HSCP included an indicator around employability during the development of Renfrewshire HSCP Primary Care Improvement Plan. This indicator aims to ensure that employability will be raised with patients in primary care settings.	Primary care practices Community connector staff.	Employability indicator embedded in PCIP.	Those patients attending Primary Care settings. An evaluation of the project reported that the majority of patients received support for mental health issues as a result of Poverty.
Renfrewshire HSCP supported the development and implementation of an employability conference for practitioners who deliver employability interventions across Renfrewshire. The conference aimed to increase employability practitioners knowledge and confidence in supporting participants who present with mental health or resilience issues.	Those attending the conference included; Practitioners from Invest in Renfrewshire/Skills Development Scotland, Erskine Music and Media/ Department for Work and Pensions/ Barnado's/ Ferguslie Park HA/ Impact Arts/RAMH/Rathbone/ Skills Development Scotland/Street League/West College Scotland/Williamsburgh HA and the Wise Group.	Participants identified their main learning area, pledged to follow up specific actions and identified next steps as a result of their learning.	Those parents who are moving along the employability pipeline getting themselves ready for work.

Appendix B

Driver – Cost of Living

Description of Activity	Who is involved	Assessment	Groups the action is intended to reduce poverty amongst
Free childcare for those attending employment related training	RC Invest in Renfrewshire	Numbers accessing service	All families with children
Free childcare for those attending training	RC Adult Learning and Literacies Service	Numbers accessing service	All families with children
Support with childcare options given to those seeking to access employment	RC Claimant Support Officers/DWP	Numbers of clients	All families with children
The Advice Works service provides budgeting support and money advice to the citizens of Renfrewshire; face to face at Johnstone Town Hall, and Renfrewshire House in Paisley, as well as at a variety of outreach locations – STAR Project, Linstone Housing Association Community Flats, Refugee Resettlement Programme, as well as by telephone. This involves reviewing incomings and outgoings, and suggesting how to make things more affordable, eg. free bank accounts as opposed to ones with a fee, debt advice, including statutory debt solutions.	RC	Numbers/Demographics/Client Financial Gain/Debt Managed	All. This year, apart from the advice to families in other areas, the statistics collected show that advice was provided in respect of 74 children 0-15 for child DLA claims.
Renfrewshire Council provides advice in the Renfrewshire Foodbank to help clients maximise income/deal with problems.	RC Advice Works/SWD/Energy Advocates	Client Financial Gain (demographics collected)	All
Renfrewshire Council has provided funding of £10,000 per annum to Renfrewshire Foodbank for the next 3 years. This funding will help support the increase of clients to the Foodbank due to Universal Credit Roll Out	RC/Renfrewshire Foodbank	Numbers fed/reasons/Ward/ Demographics	All. This year, the Foodbank has provided food to 747 single parents and 363 families with 2818 children fed.

By working closely with vulnerable tenants, Housing Officers establish where clients may be eligible for charity grants and help with applications.	RC Housing	Actions recorded	Vulnerable Tenants
Renfrewshire Council facilitated meetings with interested parties to look at setting up at least one Community Fridge in Renfrewshire. This had led to the recent opening of a Community Fridge in STAR Project, Paisley	RC/STAR Project/Weee solutions	Food in/Food out/Numbers fed/New users	All
Home Energy Scotland Workshops for practitioners to encourage partnership work in Renfrewshire to tackle fuel poverty.	Engage Renfrewshire/Home Energy Scotland	Numbers attending with increased awareness	All
Links made between Recovery Across Mental Health (RAMH) Superstore and RC/Housing Associations/UWS student support to provide start up kitchen and bedroom packs for new tenants.	RC/RAMH/Paisley HA/UWS	Numbers of packs	All
Street Stuff Clubs provide free activities for children in the evenings, during the holidays and at weekends. A free healthy meal is provided and the Street Stuff buses also have free wifi to ensure young people aren't digitally excluded. Over 226,000 attendances have been recorded to date.	RC/Street Stuff	Numbers attending/Community safety stats showing reduction in vandalism and youth disorder.	All young people aged 10-18
Breakfast clubs will continue in 10 schools, providing a healthy breakfast to all pupils universally. Over 227,000 free healthy breakfasts have been served since the introduction of this project, relieving financial pressure on low income families, but most importantly, making sure that children start the school day ready to learn.	RC	Numbers of breakfasts/anecdotal evidence from teachers re. impact.	Universal, but schools involved are in areas identified as having high levels of deprivation.
The Cost of the School Day fund will continue to operate across all primary and secondary schools in Renfrewshire, directly supporting families in a variety of ways including uniforms, food, transport, extra-curricular activities and curricular expenses.	RC	Numbers using/what costs supported	Families in need
Connect4Renfrewshire was set up as a direct response to Welfare Reform and the challenges it presents to those living in Social Housing. The service includes:	Williamsburgh HA/ Linstone HA/ Bridgewater HA/ RC Advice Works,	Statistics are collected for the project on client numbers contacting each partner, Client	All in social housing

<ul style="list-style-type: none"> • Energy advice to tackle fuel bills and fuel debt • Information and access to financial services • Advice and advocacy on all aspects of welfare rights • Support with budgeting and financial literacy • Access to recycled furniture and household goods • Access to debt advice and advocacy 	RAMH/, Renfrewshire Wide Credit Union and RAMH Re-Use Superstore	Financial Gain, debt managed, and referrals.	
As described in the narrative, RC has managed and delivered of a programme of energy improvement works across Renfrewshire making homes (both rented and private) more energy efficient, reducing costs for the families who live there.	RC Housing Asset and Investment/ Linstone HA, Paisley HA/ Bridgewater HA/ Williamsburgh HA/ Scottish Government		Tenants of RC and RSLs
The Foundations First project supports children and their families in Renfrewshire who are homeless or worrying about losing a home. The service specifically supports families with housing difficulties with advice, advocacy and support. Issues can be minimal or multiple and complex, requiring longer term more intensive support.	RC/Shelter Scotland	Numbers/outcomes	Families only
Budgeting Workshops to help service users maximise income and minimise outgoings.	STAR Project/ RC Advice Works/LEAP/White Cart Credit Union	Individual organisations count engagement within their own stats	STAR Project service users
One strategic outcome within Renfrewshire's Local Housing Strategy is to ensure affordable housing is available to those who need it. Following from the 842 affordable housing units from the period of the last strategy to 2016, the 2016 – 21 strategy includes a commitment to deliver 1,000 new affordable homes in the period 2016 – 2021.	RC Housing	Numbers of affordable homes delivered	All in need of affordable homes prioritised as to agreed policy.
Renfrewshire's Housing Options approach includes a Common Allocation Policy developed with RSLs to assist customers obtain a suitable property. The Options service also includes advice, for example, employability advice for those who would benefit as part of the assessment process.	RC Housing/Bridgewater, Linstone, Paisley and Williamsburgh HAs	Number of properties allocated	All in need of affordable homes prioritised as to agreed policy.

Families First free holiday clubs for children P1 – P3 and siblings. Activities and free meal.	RC	Numbers attending	Clubs at selected schools in areas of deprivation, but open to all.
Council funded advice service at Renfrewshire Citizens Advice Bureau provides debt and money related advice for Renfrewshire Citizens. (3 year contract)	RC/RCAB	Numbers attending/Debt managed (demographics captured)	Available to all Renfrewshire residents, however particularly targeted at clients with multiple issues and the following priority groups; Low Income Households, Households affected by Welfare Reform, Parents of children in poverty, People who are currently unemployed, Individuals living with long term health conditions, People experiencing poor mental health, People living with a physical disability, Care Experienced
The Advice Partnership works together to develop and promote a collective vision for advice in the area and ensure advice services are proactive, accessible and customer focussed, and so meet client need. This includes provision of income maximisation and budgeting advice.	RC/RCAB/RAMH/LEAP/Foodbank/UWS/Shelter/HSCP/RACA/Linstone HA/Engage Renfrewshire/Social Security Scotland	Partnership has led to improved relationships between advice providers and increased understanding and awareness of each other's work. Also improved communication, eg. around Best Start Grants and UC.	All
Automated process for Young Scot cards in Renfrewshire to promote maximum take up. All P7 pupils have their photo taken and application made. They can then access discounts and rewards.	RC Youth Services/RC Schools	Numbers	All school pupils once reaching P7

STAR Project/Social Work and other identify families in poverty and work with Cash for Kids to provide £25 for meal/gifts at Christmas.	STAR Project/SWD/Cash for Kids	Numbers accessing	Families in need
The Housing Team work with existing tenants to maximise their income and reduce outgoings, eg. referral to advice works and energy advisers. They establish where rent can be waived and contact rent collection services on clients' behalf to arrange this.	RC Housing	Outcomes recorded	All tenants
Renfrewshire Council's partnership with Experian through the Rental Exchange project allows tenants to build their credit scores through their rent payments, as happens through mortgage payments for those who own their property. This increases access to Affordable Credit.	RC Housing/Experian	Numbers accessing service	All tenants
Before a tenancy is offered income, expenditure and benefit entitlement are assessed. The most appropriate, affordable housing can then be offered, and DHPs put in place where appropriate.	RC Housing	Numbers accessing service	Prospective tenants
The Family Nurse Partnership is a nursing service specifically designed to work with young mums. The service is available to young women aged 19 and under having their first baby. Family nurses take intervention into the homes of their clients and support them to make positive choices for themselves and their baby. FNP nurses have delivered a number of interventions which have aimed contribute to tackling Child Poverty, including the Eat Better Feel Better intervention. This intervention aimed to support FNP clients develop their cooking skills and also provided support in being able to buy a range of cooking essentials. In addition FNP nurses frequently advocate for the clients with agencies such as DWP to ensure the client is claiming all benefits they are entitled to.	HSCP	Client Financial Gain/Income Max/Attainment stats.	First time mothers
Free wifi is available in the outdoor town centres in Paisley, Johnstone and Renfrew. It is also available in all public	RC	Annual billing information	All

libraries, sheltered housing complexes, town halls, spots centres, community centres and childrens' homes, as well as other leisure venues and on the Street Stuff buses that provide activities for young people.			
Families First partnered with the Johnstone Business Consortium to provide over 90 Christmas food parcels for families in poverty at Christmas.	RC Families First/Johnstone Business Consortium	Numbers accessing service	Families in need
Renfrewshire Affordable Credit Alliance (RACA) works together to increase and promote forms of affordable credit in Renfrewshire, as per narrative	RC/Engage Renfrewshire/ UWS/STAR Project/RCAB/ Paisley HA/Ferguslie Park HA/TSB/Gleniffer CU/Scotcash	Increased CU membership/ Increased use of fair credit uptake in Renfrewshire	All
Credit Unions have been supported by the Council to develop and promote their range of products. In one credit union, instant loans were developed with funding from RC as an alternative to payday lenders and funeral loans were developed, with the leaflets promoting these given out by the Council as part of the pack provided when a death is registered. Funeral Bonds are also available whils CU services are promoted through umbrella group My Credit Union Renfrewshire and associated website and social media	RC/RWCU/Johnstone CU/White Cart CU/Gleniffer CU	Membership figures/Interest saved from instant loans/loan numbers	All
Renfrewshire HSCP Planning and Public Health team co-ordinated with Home Energy Scotland to deliver interventions within the Royal Alexandria Hospital in Paisley. The interventions aimed to support staff and visitors to the hospital increase their knowledge on how to minimise their costs of energy in their homes, give free packs and sign up those eligible to the warm homes discount scheme.	Home Energy Scotland/ Public Health Acute Team/ Patients and Staff RAH	Numbers of Interventions delivered.	Patients and Staff RAH
Renfrewshire HSCP Planning and Public Health team co-ordinated with Home Energy Scotland to deliver interventions within the Tannahill Centre in Paisley. The interventions aimed to support staff and visitors to the event increase their knowledge on how to minimise their	Home Energy Scotland/ Tannahill Centre Staff. Event Participants.	Number of Interventions delivered.	Those attending the community Burns event in the Tannahill Centre (which is within an area of multiple deprivation)

costs of energy in their homes, give free packs and sign up those eligible to the warm homes discount scheme.	Renfrewshire HSCP Planning and Public Health Team.		
Renfrewshire Libraries run a free toy library. Toys can be selected from an online catalogue (from home or any Renfrewshire library), and picked up at your local library. The toys are themed, Read, Discover and Learn.	RL	Numbers of toys borrowed/users per council ward	The Toy Library is aimed at 0 - 8 years but we advertise that the toys can be enjoyed by the whole family.
Renfrewshire libraries run a variety of activities in throughout Renfrewshire, providing free activities to families, thus helping with costs of living, and also helping raise attainment through encouraging families into libraries and to use services. This includes free play delivered by a creative arts worker who builds the sessions around the toys from the toy library; free activities for children every afternoon from Monday to Saturday in Paisley Central library, including games/giant games and arts and crafts; and free holiday activities during school holidays.	RL/RC	Feedback from attendees	Families with children of all ages, including young and school age.

Appendix C

Driver – Income from Social Security and Benefits in Kind

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

The Council Advice Works service provides benefit advice to the citizens of Renfrewshire face to face at Johnstone Town Hall, and Renfrewshire House in Paisley, as well as in a variety of outreach locations – STAR Project, Linstone Housing Association Community Flats, Refugee Resettlement Programme. They also offer a telephone service.	RC	Numbers/Demographics/Client Financial Gain	All
Renfrewshire Council has topped up the Discretionary Housing Payment fund by £140K due to increased demand from those transitioning to Universal Credit	RC Welfare Reform	Numbers accessing DHPs	Larger families/families impacted by bedroom tax
Renfrewshire Council has topped up the Scottish Welfare Fund by £48k due to increased workload demands on the service and the overall level of appending to meet the increased number of applications due to Universal Credit delays in payment.	RC Welfare Reform	Numbers accessing SWF, reasons for claim and monetary amount of grants provided.	All
Universal Credit training was provided for frontline staff, including HSCP staff and some partners organisations.	RC Customer and Business Services/Housing/HSCP	Numbers trained and survey to check before and after understanding.	UC/Potential UC claimants
<p>A Communications Plan was developed with key staff around Universal Credit. Actions included</p> <ul style="list-style-type: none"> • Information booklet produced and distributed to all relevant partners • Articles in local newspapers • Universal Credit information posted on Renfrewshire Council website, including guidance on how to claim <p>All included advice on where to access free wifi and PCs and links to Scottish Welfare Fund, Advice and Digital lessons.</p>	RC Welfare Reform/Communications/Customer and Business Services/Partnerships and Inequalities/ RL Libraries	Feedback on leaflet/Staff feedback	UC/Potential UC claimants
Universal Credit information posted on Council Intranet to help those who receive 2 salary payments within an assessment period.	RC Welfare Reform/RC staff		Council staff in receipt of UC
Automation of school clothing grant to those who receive free school meals.	RC Welfare Reform	Numbers receiving school clothing grant	Low income families

Housing teams proactively sought out most vulnerable tenants and worked closely with them to prepare for UC, offering them advice and assistance. Tenants were supported through the process. One to one digital training was offered to tenants, to assist them with online applications for universal credit.	RC Housing Assistants, Housing Officers and Tenancy Management Officers	Numbers accessing service, referral rates, DHP rates, rent arrears managed.	Tenants moving to UC
The Housing Services Team identifies potentially vulnerable and at-risk tenants. They then work very closely with partners across the Council and beyond, signposting these tenants to teams to assist with income maximisation through employability services financial advice and fuel poverty advice, including DHP claims.	RC Housing Assistants, Housing Officers and Tenancy Management Officers/ Advice Works, Invest in Renfrewshire/ Energy Advocates.	Numbers accessing service/rent arrears managed/client financial gain	
Advice Partnership Renfrewshire is a partnership between a variety of advice providers in Renfrewshire, working together to ensure appropriate advice is available and easy to find. Working in partnership, advice agencies signpost and refer to each other to ensure clients maximise benefit income.	RC/RCAB/RAMH/LEAP/ Foodbank/UWS/Shelter/ HSCP/RACA/Linstone HA/ Engage Renfrewshire/ Social Security Scotland	Partnership has led to improved relationships between advice providers and increased understanding and awareness of each other's work. Also improved communication, eg. around Best Start Grants and UC.	All
Families First (as described in narrative) is a free service which supports families with children aged 0-8 years old to help them maximise their income and manage their debt. This includes benefit advice.	RC	Numbers accessing services/Client Financial Gain	All families with children aged 0 – 8. The five sites the service operates from were chosen for their SIMD status.
Both Advice Works team and Renfrewshire Citizens Advice provide regular outreach to clients to ensure accessibility of advice in local areas. They meet regularly to ensure they are not duplicating services.	RC Advice Works/RCAB	Numbers attending/Client Financial Gain and debt managed.	All, however some specific outreaches are targeted through location, eg. Disability Resource Centre
Renfrewshire Council provides advice in the Renfrewshire Foodbank to help clients maximise benefit income/deal with benefit problems.	RC Advice Works/SWD/Energy Advocates	Numbers using service/Client Financial Gain	All who attend foodbank

Digiteers – Free coaching sessions on a one-to-one basis for those who need help with basic IT skills available at all 12 Renfrewshire Libraries. This allows clients to claim benefits and maintain their claims.	RL Libraries (who have recruited volunteers to provide this service/RC.	Numbers of learners/number of hours coaching provided/user satisfaction/case studies	All digitally excluded
Council Tax Reduction ‘Pop-ups’ run in Jobcentres to encourage claims to CTR and Discretionary Housing Payments. This benefits DWP staff as well as Jobseekers	RC Advice Works	Numbers claiming/Client Financial Gain	Benefit claimants/DWP
Tenancy Sustainment Officers work with tenants to establish where rent arrears can be written off, and advocate on their behalf with collection teams.	RC Housing	Numbers seen/arrears written off managed	Tenants in rent arrears
The Refugee Resettlement Team work with Syrian Refugee families to ensure all relevant benefits are claimed. Including for the 19 babies that have been born in Renfrewshire.	RC/RRT	All tenants supported	Minority ethnic families, Families where the youngest child is under 1, Mothers aged under 25
The Council identified those affected by the benefit cap and provided support. All were contacted and 90 out of 105 of these clients were supported to claim DHP.	RC Welfare Reform	Numbers engaged/DHP paid	Those affected by benefit cap
Public Wifi is available all day, every day in Paisley, Johnstone and Renfrew town centres and Council and Renfrewshire Leisure premises. This allows users to maintain their benefit claims.	RC	Annual Billing information.	All
Digital Directory available to all to assist access to available PCs. Distributed to all partners/libraries/GPs etc. Used by professionals for signposting.	RC	Regular revisiting to ensure information up to date	All
Renfrewshire’s Third Sector Interface produced a response to Universal Credit, outlining where to get help/support/affordable credit/alternatives such as preloved furniture and white goods.	Engage Renfrewshire – all 3 rd sector partners invited to contribute.		All
Community Connectors social prescribing service in each GP’s surgery in Renfrewshire which can help with benefit and housing issues as well as health, referring on for complex cases.	HSCP/Linstone HA/ RAMH	Numbers of clients/reason presenting/referrals/ number of GPs visits/demographics	All

Welfare Rights service offered by Linstone HA to all Linwood residents	Linstone HA	Numbers/Client Financial Gain	All in geographical area
The Connect4Renfrewshire project was set up as a direct response to Welfare Reform and the challenges it presents to those living in Social Housing. The service includes advice and advocacy on all aspects of welfare rights, promotion of Credit Unions, and reduction of household costs.	Williamsburgh HA/ Linstone HA/ Bridgewater HA, RC Advice Works/ RAMH, Renfrewshire Wide Credit Union and RAMH Re-Use Superstore	Numbers/Client Financial Gain	Relevant HA tenants
Digital Support has been offered by designated Renfrewshire Council customer service staff to all those in need of assistance to make their Universal Credit claim. (funding for this aspect of support passes to Citizens Advice from 1 April)	RC	Numbers accessing	All UC claimants needing digital support
Renfrewshire Council has made good links with Social Security Scotland (SSS), including Local Delivery. The Local Delivery Lead for Renfrewshire now represents SSS on our Advice Partnership to help ensure maximum benefit take-up.	RC/SSS	SG statistics on benefit take-up rates in Renfrewshire	All who may be entitled to SSS benefits
Renfrewshire HSCP Planning and Public Health developed and implemented a range of activity to support the uptake of Social Security Scotland Best Start Grant. Promotional interventions were delivered to Renfrewshire HSCP Children's Services and Specialist Children's Service staff.	SSS/ Renfrewshire HSCP Planning and Public Health Team/ Healthier Wealthier Children Advisor/RC Advice Works/Children's and Specialist Children's Service staff.	Interventions delivered.	Those families who are coming into contact with health professionals from Children's and specialist Children's Services.
Renfrewshire HSCP Planning and Public Health team collaborated with partners across the Welfare Reform Leads group to co-ordinate the delivery of DWP staff Universal Credit training to HSCP staff. The training aimed to highlight the impact of moving from legacy benefits onto Universal Credit. 673 HSCP staff attended the training.	Partners from Welfare Reform Leads group. Renfrewshire HSCP Planning and Public Health	Participants attended.	Families who receive support from Renfrewshire HSCP Health Services.
Renfrewshire HSCP collaborated with the Partnership Manager from Department for Work and Pensions to develop a complex needs assessment for vulnerable	HSCP service staff from Addictions, Mental Health and Children's services. In	Number of DWP and service staff relationships developed	Most vulnerable groups across Renfrewshire.

customers. Liaison took place with HSCP service staff from Mental Health, Addictions and Children's Services to plan effective support to customers from these services groups.	addition Service Staff from Looked After and Accommodated Services.		
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Appendix D – Enablers to Reduce Poverty by 2030

Description of Activity	Who is involved	Assessment	Groups the action is intended to reduce poverty amongst
Renfrewshire Credit Unions (CUs) are providing collections and some money management help in a number of Renfrewshire schools. Pupils are building savings, and in some cases savings are being linked to activities such as school trips and proms, allowing parents to save over a period of time for these.	Renfrewshire Wide Credit Union/ White Cart CU/ Johnstone CU/ Scotwest CU/Gleniffer CU/RC.	Numbers of schools with a linked credit union	All
Linstone have 3 community flats in Renfrewshire and work with partners, examples of this being credit unions to enhance local services provide activities etc. Community led, Linstone also arrange advice surgeries with Advice Works and provide free wifi in flats	Linstone HA/ Renfrewshire Wide Credit Union/RC Advice Works/LEAP	Numbers attending activities	All in communities
Credit Unions are supported in Renfrewshire, and brought together in a Credit Union Forum to discuss issues between themselves and with RC.	RC/RWCU/Scotwest/White Cart CU/Johnstone CU/ Gleniffer CU	Membership numbers	All
Active Communities support a peer health project, working with young people in secondary schools across Renfrewshire to identify key health priorities in their school and developing young people to lead their own activities to improve health and wellbeing. There are now 348 trained peer educators across Renfrewshire schools, who have engaged with over 5000 pupils in total on a range of health issues such as mental health, diet, alcohol and drugs. This is funded by the Tackling Poverty Programme.	RC/Active Communities	Numbers trained/Numbers engaged/case studies	Secondary school pupils
The Skoobmobile provides a mobile public library service directly to children and families in communities. This service aims to help improve children's life chances by encouraging a lasting interest in reading, literacy, physical activity and learning.	RL	Numbers using service	Families

Lifelink provides a school counselling service which takes place across all secondary schools, offering 1:1 and groupwork support to young people on a range of issues such as anxiety stress, bereavement and loss, family issues and self-esteem. So far 500 young people have benefitted from this service designed to improved mental well-being and resilience amongst young people. This is funded from the Tackling Poverty Programme.	RC/Lifelink	Numbers supported/Improvements in mental wellbeing and resilience which are recorded and evaluated; this is evidenced by the use of the clinical assessment tool (CORE) that records client's improvements/outcomes. The CORE evaluation has demonstrated an increase in the overall health and wellbeing a result of attending the counselling service.	Secondary school pupils
Supported Tenancies at Charleston Square for young people who have been in foster or residential care and need support to manage their tenancies. 24 hour help is available, and young people can stay for up to 18 months until they can live independently and take on the responsibility of a Tenancy. No deposit is necessary to move in.	RC	Tenancies sustained	Care experienced young people
Renfrewshire Council's Youth Services aim to improve outcomes for young people in Renfrewshire through youth work, information, empowerment activities and outdoor learning. They: promote wider achievement through accredited and non-accredited awards; empower young people to have a voice, take part in decision making and making a positive contribution to the community; help young people develop skills for learning, life and work and enter employment, training and or further or higher education after school; promote health and wellbeing among young people and ensure young people benefit from good quality youth information, that helps them participate in opportunities and make informed choices.	RC	Numbers/Outcomes	Young people

Digi Ren partnership aims to reduce the gaps in cost for services by ensuring more people are digitally able. They work together to enhance digital capability and access in Renfrewshire. Digi Ren also ensures there are PCs available for those with accessibility issues, and works with other organisations to enhance accessibility, for example, ensuring information films are subtitled.	A wide variety of organisations including RC/Engage Renfrewshire/ Paisley YMCA/UWS/ Libraries/Paisley HA	Numbers attending meetings/ feeding into conversations/ digital improvements in services	All digitally excluded
Through a variety of intervention types including mediation the Youth Officer with the Homeless Prevention team helps young people aged 16 - 24 sustain tenancies. This includes: <ul style="list-style-type: none"> • Helping homeless young people set up and sustain tenancy for crucial first 8 weeks of tenancy, monitor property for a year with intervention as required. • Managing the transition to a tenancy from the family home so social network support is ever present with young persons' journey into housing (avoiding homelessness and temp accommodation) • If referred by housing providers, Social Work etc, help young people resolve issues in order to stop eviction or better sustain tenancy. 	RC Housing	Percentage still in their tenancy a year after date of entry	Young people with housing issues.
Renfrewshire HSCP Planning and Public Health team developed and delivered an intervention which aimed to support the increase of knowledge of the Healthier Wealthier Children service to Renfrewshire HSCP Specialist Children's Services staff.	Renfrewshire HSCP Planning and Public Health Team/Specialist Children's Services staff/ Healthier Wealthier Children Advisor/ RC Advice Works.	Number of interventions delivered	Those families who attending Specialist Children's Services. These children have significant levels of disability.
Renfrewshire HSCP Planning and Public Health team developed and delivered a Child Poverty Seminar which was delivered in October 2018. The seminar aimed to; <ul style="list-style-type: none"> • Increase knowledge of the Child Poverty Legislation duties at HSCP level. 	Renfrewshire HSCP Planning and Public team. Wider HSCP Service Staff.	Number of participants in attendance.	

<ul style="list-style-type: none"> • Increase awareness of Healthier Wealthier Children services and increase referrals into HWC. • Increase awareness of current and planned welfare reform and discuss how this might impact on patients. • Increase awareness of the evidence associated with the impact of poverty on children's outcomes. 			
Renfrewshire HSCP Planning and Public Health team contributed to the development of a video resource in collaboration with NHS Health Scotland. The resource aimed to increase referrals into Advice Services such as Healthier Wealthier Children to support income maximisation.	Renfrewshire HSCP Planning and Public Health Team/NHS Health Scotland Colleagues/Healthier Wealthier Children Advisor/RC Advice Works.	Video resource developed.	Those families who are coming into contact with health professionals.

Appendix E

Actions undertaken by NHSGGC staff to maximise incomes and reduce costs for families in 2018/19

A	Employer-related actions	Poverty driver	Partners involved	Priority Groups ¹	How measure success?	Timeframe
A1	Promotion of NHS career opportunities and pathways into NHS employment via: <ul style="list-style-type: none"> schools engagement activity awareness and guidance sessions for unemployed people in the community awareness and guidance training sessions for staff in JobcentrePlus and employability advisors in partner agencies college visits attendance at community jobs fairs and careers events . A total of 84 events have been hosted in 2018/19	Income from employment	NHS Workforce Employability Team Local Authority Education Services Developing the Young Workforce Regional Groups Jobcentre Plus Clyde Gateway Rosemount Learning Centre Prince's Trust Jobs and Business Glasgow	All	May be possible in future to report activity by SIMD of school, community organisation and report the number of parents reached.	2018/19
A2	NHSGGC pre-employment training programme delivered to 21 people, 13 of whom gained employment following the programme, 11 within NHSGGC.	Income from employment	NHSGGC Workforce Employability Team Clyde Gateway and partner agencies	All	Number of people supported into good quality employment.	2018/19
A3	Apprenticeship opportunities provided for young people including: <ul style="list-style-type: none"> 3 Foundation Apprenticeship Engineering placements for senior phase school pupils hosted by hospital based Estates Teams 	Income from employment	NHSGGC Workforce Employability Team and range of services across NHS accepting MAs.	All	Number of apprentices securing positive destination	2018/19

¹ Lone parents, families with disabled member, families with child aged <1y, families with three or more children, BME families.

	<ul style="list-style-type: none"> Modern Apprenticeship Programme recruitment (20 MAs starting with NHSGGC in next 6 months). 				following programme.	
A4	Research on staff financial health needs and creation of an action plan to address those needs.	Income from employment, social security, reduced costs and mitigation of impact.	Public Health, staff participants across range of directorates.	All	As below for actions A5-A7	2018/19
A5	Poverty Awareness training for HR, occupational health and support and information services staff, delivered by Public Health Staff in partnership with Poverty Alliance and Child Poverty Action Group. Training content included Welfare Reform and 'in work' benefits, the rise in 'in work' poverty and the impact of poverty, how to raise the issue of money, the support and resources available and appropriate pathways for referral and signposting staff.	Income from employment, social security, reduced costs and mitigation of impact	Public Health Poverty Alliance Child Poverty Action Group	All	<p>Number of staff trained (100 in 2018/19) Pre and post training assessments</p> <p>Explore feasibility of monitoring number of staff supported through support and information services.</p>	2018-20
A6.	Money advice information to be included with standard Payroll letters informing staff of either move from full to half or half to no pay during sickness absence or recovery arrangements for overpayments.	Income from social security. Reducing household costs.	HR and Payroll staff.	All	Standardisation of process.	2018/19
A7.	Money and debt advice webpage developed for managers and staff on NHSGGC intranet.	Income from social security.	Public Health	All	Number of visits to website.	2018/19

		Reducing household costs. Mitigation of impact.				
A8.	Continued provision and promotion of family-friendly working policies and opportunities.	Income from employment and reduced costs.	HR	All but may particularly benefit lone parents and families with disability.	.	Ongoing
A9.	Continued provision of monthly payment scheme for annual travel cards for staff.	Reduced costs	First Glasgow, ScotRail, Scottish Passenger Transport.		890 staff benefited during 2018 calendar year.	Ongoing
A10	Provision of educational bursaries to support in-work progression for staff.	Income from employment	Learning and Education Team.	All	Number of applications received and awarded by job band.	2018/19
B	Service-related actions	Poverty driver	Partners involved	Priority Groups	How measure success?	Timescale
B1	Four child poverty information sessions reaching 70 staff in total across all HSCP areas, two chaired by Director of Nursing and in collaboration with University of Stirling, to raise awareness of new child poverty legislation and new statutory income maximisation duty , provided for health visiting, family nurse and senior midwifery staff.	Income from social security. Reduced costs	Director of Nursing, public health, health visitors, midwives, family nurses, academic colleagues.	All	Post-event evaluation on knowledge and confidence responding to money worries	2018/19
B2	Development of refreshed staff and patient-facing materials to promote new statutory duty, routine enquiry of financial wellbeing, maternity benefits available and referral pathway into money advice services.	Income from social security. Reduced costs	Public Health Communications colleagues	All	Number of referrals from midwifery and health visiting colleagues into	2018/19

					money advice services.	
B3	Development of materials for staff on sources of support for asylum seekers who have no recourse to public funds.	Mitigation of impact	Public Health	All particularly black and minority ethnic families.		2018/19
B4	Further development and promotion of a poverty and financial inclusion e-learning module for staff. 83 staff have completed in 11 months from 1/4/18	Income from social security, reduced costs and mitigation	Public Health	All	Number of staff completing e-module	Ongoing
B5	Face-to-face briefing sessions for new midwives and Royal Hospital for Children staff on assessment of family financial wellbeing. 32 new midwives and 16 RHC staff attended these briefings.	Income from social security, reduced costs and mitigation of impact.	Public Health, midwifery and paediatric staff.	All	Number of staff trained	2018/19
B6	Development of team-level training programme on raising issue of money worries for existing midwifery staff.	Income from social security and reduced costs	Public Health, Glasgow City Health Improvement.	Priority groups highlighted	Increased referrals from midwifery teams into money advice services.	2018/19
B7	Training for new health visitors on financial wellbeing, benefits of income maximisation, referral pathways and broader employability services available from money advice providers.	Income from social security and reduced costs	Public Health HSCP Health Improvement teams.	Priority groups highlighted	Increased referrals from health visiting teams into money advice services.	2018/20
B8	Use of health visiting peer champions for promotion of routine financial health enquiry and referral in Glasgow City HSCP.	Income from social security and reduced costs	HSCP Children and Families Teams and Health Improvement	All	Increased referrals from health visiting teams into	2018/20

					money advice services.	
B9	<p>Training and information for adult health service staff on assessment of patient financial wellbeing.</p> <p>Information provided at nursing induction sessions in both Greater Glasgow and Clyde.</p> <p>FI briefings provided to Diabetes MCN, Beatson and Pulmonary Rehab staff. 78 staff in total attended these sessions.</p>	Income from employment, social security, costs of living and mitigation of impact.	Public Health and range of community and acute adult service staff.	All	Number of staff attending sessions.	2018/19
B10	<p>Inclusion of a question on financial wellbeing in adult acute ward nursing admission documentation and associated staff training.</p> <p>Three training sessions for senior nursing staff and 26 ward briefings delivered.</p>	Income from employment, social security, costs of living and mitigation of impact.	Public Health and acute adult service nursing staff.	All		2018/19
B11	Development of a NHSGGC briefing for organisations representing priority groups on referral pathways from maternal and child services into money advice services.	Income from social security and reduced costs	Public Health		Increased referrals into money advice services for priority groups.	2018/19
B12	Management of the Financial Inclusion, Money Advice service in the Royal Hospital for Children (RHC) which provides parents/carers with a range of services to support their financial wellbeing including: benefits checking, income and expenditure support, financial capability and budgeting information debt management support, assistance with housing and eviction issues and energy advice. Parents and carers can also access emergency family funds and foodbank vouchers via the Family Support and Information Service co-located with the Financial Inclusion service at the RHC.	Income from social security and reduced costs. Mitigation of impact.	Public Health	All	Number of families' supported, average and total financial gain.	Ongoing

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B13	Management of neonatal expenses fund for parents or guardians with either premature or sick babies in neonatal care to claim reimbursement for food and travel expenses.	Reduced costs	Public Health	Families with child under age of one.	Number of families supported and average financial gain.	Ongoing
B14	Facilitation of co-location of money advice services with Special Needs in Pregnancy Service (SNiPs) to target income maximisation support and advocacy to those with greatest financial health needs (e.g. average household income for this client group <£6000 per annum).	Income from employment, social security, reduced costs of living and mitigation of impact.	Third sector money advice service SNiPs staff, Glasgow City and Renfrewshire HSCP Health Improvement, Public Health	All, particularly pregnant women, young families.	Number of families' supported, average and total financial gain.	Ongoing
B15	Development of electronic referral pathway into money advice services developed for health visiting staff.	Income from social security, reduced costs.	Public Health, children and families staff, e-health, local authority and third sector money advice providers	All	Increased number of referrals into money advice from health visiting.	2018/20
B16	Regular feedback to health visiting teams on money advice referrals and patterns.	Income from social security and reduced costs.	HSCP health improvement teams	All	Increased number of referrals into money advice from health visiting.	Ongoing
B17	Analysis of uptake of healthy start food vouchers for low income families to support ongoing promotion to families by midwifery and health visiting staff.	Income from social security	Public Health, midwifery and health visiting teams.	All, particularly Pregnant women and families with	Increased uptake of health start benefit.	2018/20

				children under one.		
B18	Survey of family financial health needs undertaken for families of children with disabilities attending child development centres.	Income from social security and reduced costs.	Families with lived experience of poverty. Specialist Children's Services. Glasgow City Council, Third sector Carers' Centre and Money Advice Services Public Health, Glasgow City HSCP Health Improvement.	Families with a disabled household member.	Increased money advice referrals from CDC staff. Average financial gain of £5000 per family supported.	2018/19
B19	Proposal developed and funding secured for research into the financial impact of pregnancy and possible cost-related barriers to attending antenatal care for low income families living in NHSGGC	Reduce costs, mitigation of impact.	NHS Health Scotland, NHS Ayrshire and Arran, Glasgow Centre for Population Health (GCPH), The Poverty Alliance, Child Poverty Action Group, Midwives, Family Nurses, Health Visitors, Public Health.	All, with particular focus on pregnant women and families with children under one year and inclusion of BME families.	Funding secured.	2018/19
B20	Financial incentives for pregnant women to stop smoking in pregnancy.	Mitigate impact of poverty	Midwives, Lead Midwives, University of Glasgow, Corporate Communications, HSCP Health Improvement Teams, eHealth, Public Health Directorate, Quit Your	All eligible pregnant women.	Number of women who receive full incentives by SIMD. Number and rate of women	2018/20

			Way Services (Pregnancy, Pharmacy, Community, Acute)		who maintain quit at 12 and 24 weeks post- quit date.	
B21	Colocation of money advice service in nine GP practices in deprived areas in North East Glasgow. Over 350 people supported in the first three quarters of 2018/19 with total financial gain of £1,148,423 for those benefiting financially.	Income from social security and reduced costs	Money Advice services, Clyde Gateway, Primary Care Teams, Glasgow City Health Improvement Team	All	Total and average financial gain	2018/19
C	Advocacy	Poverty driver	Partners involved	Priority Groups	How measure success?	Timescale
C1	Child Poverty Action network for local authority and HSCP leads established to co-ordinate board-wide and local area action and to share evidence and best practice across GGC.	All	All six local authorities and HSPCs, NHS Health Scotland, Public Health.	All	A number of supporting resources have been developed for local areas including an evidence briefing and data guide.	2018 -
C2	Development session for local area child poverty leads organised with input from NHS Health Scotland, The Improvement Service and the Scottish Poverty and Inequalities Research Unit – focus on advocacy of automation of local area benefits and return on investment from referrals into money advice services from health service sources.	All	All six local authorities and HSPCs, NHS Health Scotland, The Improvement Service, GCPH, Public Health.	All	A number of areas are now exploring automation of local benefits.	2018/19
C3	Presentations on impact of child poverty on health, new statutory duty and evidence base for local action presented to:	All	Public Health	Priority risk groups highlighted.	Child Poverty plans discussed at and endorsed	2018/19

	<ul style="list-style-type: none"> - NHSGGC Board Heads of Children's Health and Social Care Services and Area Partnership Forum and also -partnership forums in each local authority area -the national Scottish Local Authority Economic Development Conference. 				by senior strategic partnership committees.	
C4	Guidance on evidence informed action to reduce child poverty at a local level produced.	All	Public Health	All		2018/19
C5	Guidance on data available at local authority level to measure poverty and its drivers produced.	All	Public Health	All	Indicators being used in local child poverty action reports	2018/19
C6	A range of articles produced for staff news, core brief and hot topics related to child poverty.	All	Communication Staff and Public Health	All	Increased awareness of child poverty legislation amongst staff	2018/19
C7	A blog on evidence informed local action to reduce child poverty written for GCPH - https://www.gcph.co.uk/latest/news/861_poverty_isn_t_in_evitable_local_action_is_possible	All	Public Health and GCPH	All	Increased awareness of causes of poverty and evidence informed actions which can be taken at local level in local policy makers and practitioners	2018/19
C8	A blog on the benefits of integrating money advice into primary care health services written for GCPH https://www.gcph.co.uk/latest/news/877_at_the_deep_end_integrating_money_advice_workers_into_gp_practices	All	Glasgow City Health Improvement Team and GCPH	All	Further roll out of co-location of money advice support in general practice.	2018/19

Planned actions to maximise incomes and reduce costs for families in 2019/20

FA	Employer related actions	Poverty driver	Partners involved	Priority Groups	How measure success?	Timeframe
FA.1	Implementation of the NHSGGC Widening Access to Employment Strategy recommendations with specific action to support parents to access NHS job opportunities	Income from employment.	Widening Access to Employment Strategic Group, Workforce Employability Lead, Public Health Employability partner agencies	All	Number of parents accessing employability programmes going on to sustained employment.	2019/20
FA.2	Explore how we could optimise the impact of our procurement spend on local job creation and/or job quality for low-wage employees ² .	Income from employment	Head of Procurement, Commodity Manager Corporate Services, Public Health	All	Number and type of community benefits gain through capital spend and contracted services.	2019/20
FA.3	Plans in place to deliver Poverty Awareness training to Payroll staff in 2019/2020	Income from employment, social security, reduced costs and mitigation of impact.	Public Health	All	Number of staff trained. Pre and post-training assessments.	2019/20
FA.3	Include information on support for financial wellbeing in attendance	Income from social security and reducing costs of living.	Public Health and HR	All	Staff know sources of support for financial wellbeing.	2019/20

² Earning less than £17,550 per year whilst working full-time (based on living wage rate of £9 per hour and 37.5h week.

	management policy guidance and processes.					
FA.4	Payslip messages signposting to sources of money advice and support to be issued quarterly from April 2019.	Income from social security and reduced costs of living.	Public Health and Payroll colleagues.	All	Staff know sources of support for financial wellbeing.	2019/20
FB	Service-related actions	Poverty driver	Partners involved	Priority Groups	How measure success?	Timeframe
FB.1	Develop electronic prompt for routine financial health enquiry and promotion of Best Start Pregnancy and Baby grant at 22 week antenatal appointment.	Income from social security.	Maternity services, Public Health.	All, particularly pregnant women	Midwifery referrals to money advice services increase. High levels of uptake of Best Start Pregnancy and Baby Grant in GCC	2019/20
FB.2	Explore development of electronic prompt for promotion of Best Start Grant Nursery and School grant payments at 27month and pre-school health visiting assessments on EMIS Web.	Income from social security	Children and Families, e-Health, Public Health	All	High levels of uptake of Best Start Nursery and School grant payments in GGC.	2019-21
FB.3	Develop quality assurance process for electronic referrals into money advice services from maternity service IT system.	Income from social security and reduced costs of living.	Maternity services, public health, money advice providers.	All, particularly pregnant women.	We can evidence referrals made are being received by the eleven money advice providers across GGC.	2019/20

FB.4	Facilitate targeted co-location of money advice services in vaccination settings in East Dunbartonshire, East Renfrewshire HSCPs.	Income from social security and reduced costs of living.	Children and Families teams, money advice services, health improvement teams.	All particularly families with a child under the age of one.	Referrals made, families engaging with service and financial gain.	2019/20
FB.5	Provide dedicated money advice support for family nurses in North East Glasgow City.	Income from social security, reduced costs of living.	Family nurses, health improvement staff.	All, particular young parents.		2019/20
FB.6	Expand provision of co-located money advice service in GP practices in Glasgow	Income from social security, reduced cost of living	Money advice services, primary care teams, Glasgow Health Improvement Team.	All	Referrals made, average and total financial gain	2019/29
FB.7	Raise awareness of child poverty legislation, statutory duty and available support services with GPs working in Deep End practices.	All	GPs, public health.	All	Increased referrals to money advice services from primary care.	2019/20
FB.8	Undertake research into the cost of the pregnancy pathway to explore the financial impact of pregnancy on low income families and how services can mitigate, given evidence that this can be a point of transition to poverty for some families.	Reduce costs, mitigation of impact.	Families with lived experience of poverty, NHS Health Scotland, NHS Ayrshire and Arran, GCPH, The Poverty Alliance, Child Poverty Action Group, Midwives,	All, with particular focus on pregnant women and families with children under one year and inclusion of BME families.	Breadth of participants recruited. Useful insights and actionable recommendations generated.	2019/20

			Family Nurses, Health Visitors, Public Health.			
FB.9	Develop questions on money worries for Children's Hospital admission documentation.	Income from social security, reduce costs, mitigation of impact.	Public Health, acute children's services.	All	Families are routinely asked about social health when child admitted for acute care.	2019/20
FB.10	Disseminate findings of family financial health needs of families attending child development centre (CDC) to improve pathways into support services for families of disabled children.	Income from social security, reduce costs.	Public health, specialist children's services	Families with a disabled child	CDC staff are aware of new statutory duty on child poverty, the likely levels of need in families using their service and the benefits or referring to money advice services. Referrals into money advice from CDC's increase.	2019/20
FB.11	Develop child poverty microsite for staff, partners and general public on causes, relevance for health, local rates and current NHS actions.	NA	Public Health	All	Number of visits to site	2019/20
FB.12	Continue to deliver and improve routine financial health enquiry and referral into money advice in midwifery, family nurse and health visiting services.	Income from social security and reduced costs of living.	Maternity, family nurse, children and family services, public health and health improvement.	All, with focus on pregnant women and young parents.	Recorded enquiry Referrals made Number of families engaged Total and average financial gain.	Ongoing.

FB.13	Continue to monitor and feedback on income maximisation referrals from maternal and child services.	Income from social security and reduced costs of living.	Public health and health improvement in HSCPs	All	Increasing enquiry and referrals made.	Ongoing.
FB.14	Research into the prevalence of financial hardship in families of children attending outpatient ENT clinics in Royal Hospital for Children	Income from social security, reduced costs.	ENT staff, public health, service users.	All	Completion of results with actionable recommendations to improve health and/or care.	2019/20
FC	Advocacy	Poverty Driver	Partners involved	Priority Groups	How measure success?	Timeframe
FC.1	Analysis and reporting, in partnership with GCPH, on indicators of child poverty and economic, housing, childcare and transport drivers in the Glasgow and Clyde Valley Region.	Income from employment and costs of living.	GCPH, Glasgow City Region, Glasgow City Council, Children's Specialist Services, Public Health, Health Improvement.	All	There is a greater understanding of levels and distribution of determinants of child poverty amongst relevant senior decision makers across GGC	2019/20