

For Fairness in Dundee

An Action Plan to Reduce Social Inequalities and Child Poverty in Dundee

June 2019



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1. Introduction

Dundee is a modern, vibrant city which is continuing to transform culturally. It is a leader in the fields of life sciences, medical technology and digital media industries and is developing capacity in the renewables sector. Particularly after the opening of the V&A Dundee it is increasingly becoming a tourist destination for Scottish, UK and international visitors.

Alongside this we still see another Dundee where levels of poverty and deprivation make everyday life a struggle for individuals, families and communities across the city. Too many people have insufficient income and this impacts on their health and opportunities. We see lower life expectancies, higher levels of crime, higher rates of unemployment and lower educational attainment in our most deprived areas. Positive outcomes for children are less likely to be achieved.

Our vision for the city is based on creating a strong and sustainable economy, enabling people to have a good quality of life, and for everyone to be included in reaping the benefits of the city's success. This vision makes it paramount for tackling poverty and inequality to be a priority for Dundee.

The Dundee Partnership continues to believe that every person and family in Dundee should have the right to share in the success we achieve as a city. Everyone should have the right to be heard and valued, and to participate fully in our community. Economic status should not be a barrier to this.

The biggest obstacles faced by people in achieving this are, however, poverty and inequality. These have a massive impact on the chances of being happy, healthy, well housed, educated, employed, and safe.

In 2012, we identified three key things that people need; a fair household income, someone to turn to, and hope for the future. Whilst increased income doesn't guarantee lifting families out of poverty, it does contribute greatly to this for many households. Having help available in stronger, more cohesive communities or through accessible services will also contribute. To give people hope, we need to help them develop the skills and confidence required to take on opportunities as they arise, and to work on making sure those opportunities are created.

While progress has been made, the context remains challenging. Budgets within the public sector are tighter than ever before, government policies on welfare reform and austerity continue to impact disproportionately on those with the least, and the employment market remains difficult.

Despite this we are determined to tackle poverty and inequality, and our City Plan 2017-2026 is underpinned by a commitment to this. We will build on the work of the first two Dundee Fairness Commissions, and community engagement work such as Engage Dundee in order to do this. Through concerted action during the period covered by the City Plan, we aim to reduce the levels of deprivation, and see Dundee achieving the same levels of affluence and inclusion seen across Scotland.

2. The National Context

Over one million Scots are living in poverty, including one in four children. Health inequalities and educational attainment gaps are far too wide.

The **National Performance Framework (NPF)** was launched in 2008, and has since undergone two reviews. The latest review in 2018 led to the agreement of eleven new National Outcomes. These include outcomes on human rights, fair work, poverty and culture, and a re-focussing on outcomes for children. The Outcomes have also been aligned with the seventeen UN Sustainable Development Goals.

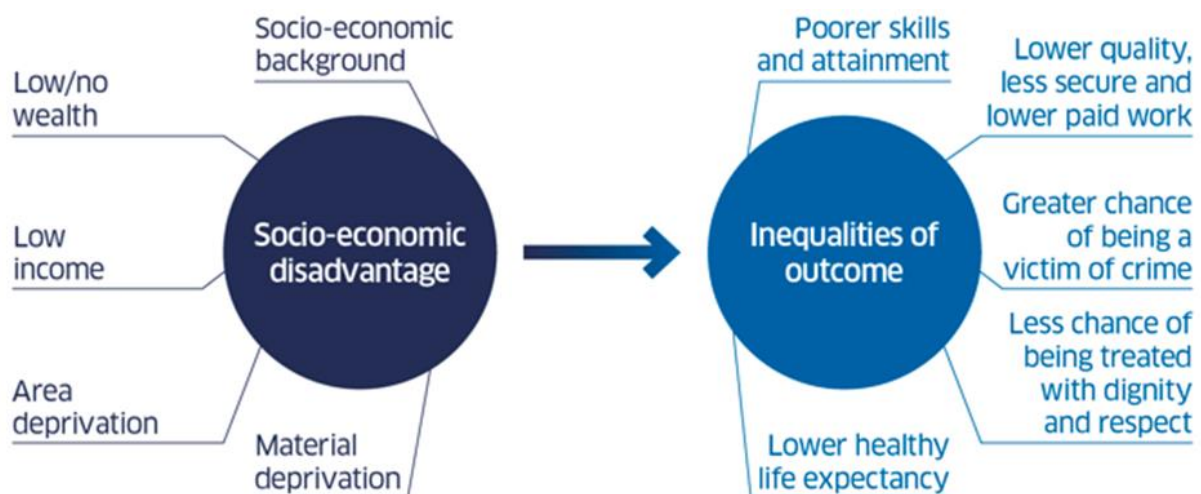
The NPF sets out a vision of national wellbeing and includes a number of indicators to measure progress. The National Outcomes are displayed in the diagram below:



The shift towards 'governing to improve quality of life' in Scotland has been given a statutory basis through the Community Empowerment (Scotland) Act 2015.

The **Fairer Scotland Duty**, part of the Equality Act 2010 came into force in Scotland in April 2018. It requires particular public bodies, such as the Scottish Government, Local Authorities, Regional Health Boards, and Integrated Joint Boards, to actively consider how they can 'reduce inequalities of outcome caused by socio-economic disadvantage' when making strategic decisions. This puts tackling inequality at the heart of public sector decision making.

The below diagram summarises the main drivers of socio-economic disadvantage and the resulting inequalities of outcome.



The **Child Poverty (Scotland) Act 2017** was introduced to reinforce the drive for Scotland to be the best place in the world to grow up, and to live up to the Fairer Scotland vision in which eradicating child poverty is central.

It is a key driver for change, as child poverty can undermine health, wellbeing and educational attainment. The Act sets out four ambitious headline targets for 2030, which are shown below. Bracketed figures are the 2016/17 levels and interim 2023 targets respectively;

- Less than 10% of children are in relative poverty (23% / 18%)
- Less than 5% of children are in absolute poverty (20% / 14%)
- Less than 5% of children are in combined low income and material deprivation (11% / 8%)
- Less than 5% of children are in persistent poverty (10% / 8%)

All four measures are well known and understood by key partners engaged in tackling poverty in Scotland and they provide continuity from the UK-wide Child Poverty Act 2010. While the data is not available to measure these indicators at a local authority level, Dundee is setting itself the ambitious goal of matching the rate of progress for Scotland as a whole. This will be measured through the indicators summarised in the Dundee Poverty Profile on pages 7 and 8 of this document.

Scottish Ministers are required to prepare delivery plans every four years, with [the first one](#) published in 2018, and reports annually to record progress. The Act requires Local Authorities and Health Boards to make a joint annual report on activities undertaken at a local level to contribute to meeting the child poverty targets shown above. Particular emphasis was placed on income maximisation activity and reaching those with protected characteristics.

3. Understanding Poverty, Inequality and Fairness

Poverty is about not having enough, and the impact this has on all aspects of people's lives, including how they are treated and how they feel about themselves. Inequality is about the relationship between what an individual or family has and what others have. Poverty is therefore about having inadequate income while inequality is about the distribution of income.

Low income is a key driver of a range of negative outcomes and can be defined in several ways. Relative poverty (after housing costs) is a useful, well understood headline measure, looking at the number of individuals living in households with incomes below 60% of UK median income.

Poverty statistics can in most cases be broken down by age group, and breakdowns by gender, ethnicity, disability, and tenure are also available. These show minority ethnic groups and households with a disabled adult or child with much higher poverty rates.

Rates of worklessness have a significant influence on household income. Workless households are households where no-one aged 16 or over is in employment. In Dundee City in 2017, 17.6% of households had no-one aged 16 or over in employment, in comparison to 11.7% in Scotland overall (source: Scottish Government, Scottish Household Survey 2017).

The most recent employment data published by NOMIS shows that for the period January-December 2018, 67.0% of those aged 16-64 in Dundee City were classified as economically active – in employment. This was 7.1% lower than the overall Scottish proportion which stood at 74.1%. To tackle this there is a need to grow job numbers, particularly in key sectors which have lower barriers to entry. We are developing economic sector development plans for areas such as construction, tourism, offshore wind and decommissioning.

Having access to wealth (including financial products, equity from housing, and a decent pension) provides some protection from socio-economic disadvantage, particularly when the wealth comes in the form of accessible savings. Savings can help households deal with problems that arise on a day-to-day basis. The least wealthy 30% of households, however, own very little or no wealth of these sorts. Over half of those in the poorest fifth of households have no savings. Single adult households, including lone parents, are at very high risk of low wealth, and nearly half of low wealth, single, working age households are in employment.

Material deprivation is another common measure, and refers to households not being able to access basic goods and services, e.g. home contents insurance or a warm winter coat. Disadvantaged children and young people may lack home access to IT hardware and broadband services which may then impact on their education and contribute to broadening the attainment gap.

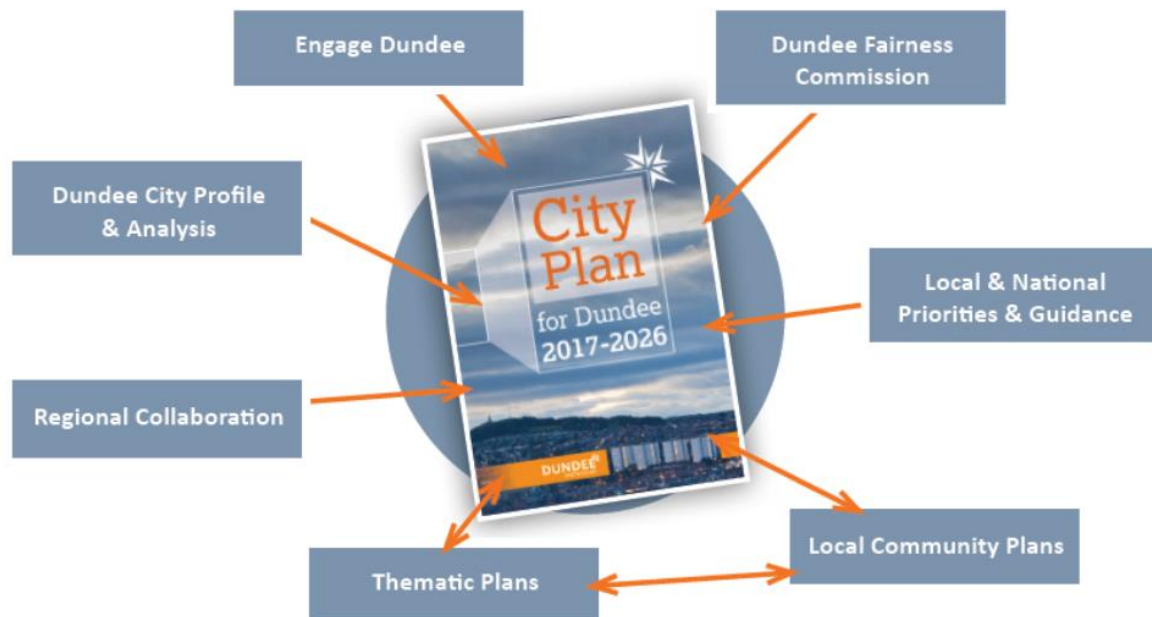
Living in a deprived area can also exacerbate negative outcomes for individuals and households, but most people who are income deprived do not live in deprived areas. As a result we need to look not only at geographic communities, but also communities of interest e.g. lone parents, families with disabled children, etc.

Similarly, socio-economic background, or social class, can contribute to ongoing disadvantage and there is a need to take this into account when forming policies and actions.

Poverty and deprivation increase inequalities, especially inequality of outcome. These inequalities can be measured in terms of people's health, life expectancy, educational attainment, income, access to savings, and satisfaction with where they live. It is often found that people living in poverty experience multiple inequalities together.

Fairness can be understood as everyone having that which is reasonable, right and just. Clearly those experiencing poverty and inequality do not have this and it is important for us to understand why this is the case in order to address it. This is an underpinning aspect of the City Plan, and partners have been, and will continue, working towards tackling the causes of poverty and inequality, and improving fairness in our city.

Our overall community planning approach ties this together at a city-wide level and through our local community planning and empowerment arrangements. The full extent of these can be found in the City Plan and the range of underpinning strategies, partnerships and activities on which this is built is captured in the following diagram:

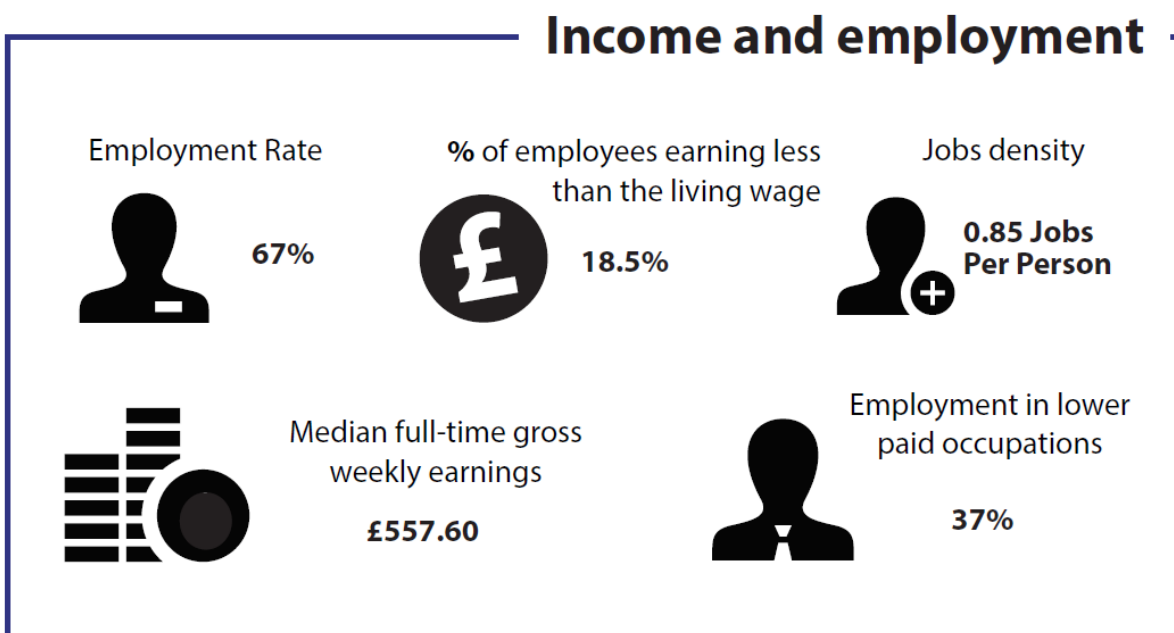
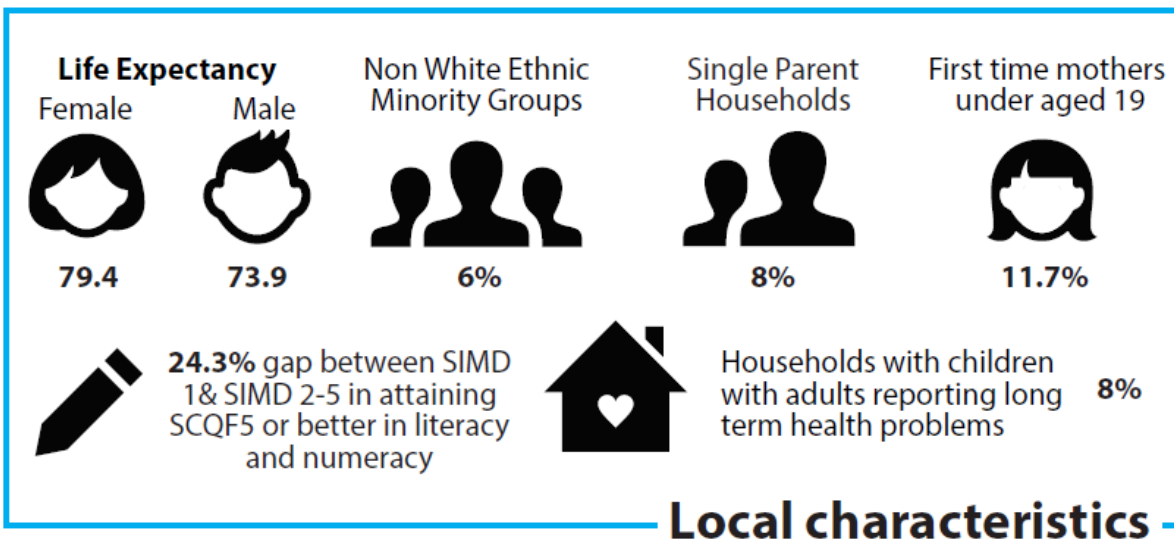


4. Poverty and Deprivation in Dundee

While the long term trends relating to levels of poverty in Dundee remain stubbornly consistent over time, it is important that we continue to monitor all available evidence. This will enable us to identify the highest priority groups and local issues as well as monitoring progress towards our child poverty targets.

The following summary gives a clear and simple representation of the extent and range of anti-poverty challenges families and communities in Dundee face. A full and detailed fairness/child [poverty profile](#) for Dundee can be found at the Dundee Partnership website.

Dundee Poverty Profile | Baseline Figures



Child Poverty

Children living in **20%** most deprived households



44%

Relative child poverty



31%

Households that experience both low income and material deprivation



30.1%

Children in low income families



22.4%

Households managing well financially



41%

Foodbank use



4701 Vouchers Issued

Households which are fuel poor



31%

Median rent in private sector



£550 per month

Households with contents insurance



57%

Households with no savings



34%

Costs of Living

Social Security and benefits



Workless Households

17.6%



Children living in out of work benefit claimant households

5695



Free School Meals

28.7%



Employment rate with a disability

32%

5. Dundee Context

Since implementing a Fairness Action Plan in June 2012, the Dundee Partnership has undertaken a range of activities to attempt to reduce the poverty and deprivation seen in our communities. In order to keep pace with the changing socio-economic environment a number of developments have taken place to keep the Partnership informed and this has enabled anti-poverty activity to be reviewed and updated over time. Some of the key items that have informed the Partnership are outlined below.

5.1 Dundee Fairness Commissions

The city's first Fairness Commission came into being in April 2015, under the auspices of the Dundee Partnership. It was made up of sixteen people, including elected members, community members and leading figures from voluntary, academic, private, and statutory organisations.

The Commission spent a year gathering evidence from a range of experts and local residents in order to better understand the challenges faced by people in Dundee. From this they determined that some of the challenges needed to be met at a national level, but that there were also local actions that could be taken to make a difference. Their report, [A Fair Way To Go](#), set out 56 recommendations across six themes;

- Attainment & Child Poverty
- Work & Wages
- Benefits & Advice
- Housing & Communities
- Health & Inequalities
- Stigma & Social Inclusion

All of the recommendations were incorporated into the 2016 revision of Dundee's Fairness Action Plan. There was also a call for a second Fairness Commission to be set up, using the model of the Poverty Truth Commission.

Dundee's second Fairness Commission met during 2017-18 and consisted of twelve Commissioners with lived experience of poverty and twelve working in the public, political and business sectors within the city. They called themselves 'Dundee Fighting For Fairness' and formed three working groups to focus on themes within poverty that they felt needed to be tackled. The three themes were; people and money, mental health, and stigma. Their recommendations were published in November 2018 and can be viewed [here](#).

While the community commissioners from the second Commission are working towards establishing a permanent anti-poverty campaigning group, a third and final Poverty Commission is in the process of being started, with its first meeting to take place in late May. This will again take the format of the Poverty Truth Commission, with an even mix of community and civic commissioners.

5.2 Cost of the School Day Report

One of the findings of the first Dundee Fairness Commission in May 2016 was that;

"Good quality education is the essential first step towards a future in which horizons are lifted for children. This is currently undermined by the burdensome consequences of the cost of the school day."

From this the Child Poverty Action Group (CPAG) in Scotland were commissioned to carry out research across the city on what the actual cost barriers are, what was already being done to address them, and what more could be done. During 2017, CPAG worked with eleven Primary Schools, two Secondary Schools and two Early Years Centres, speaking with almost 1,000 pupils, parents, carers and school staff.

In general, schools were seen to already be aware of the financial hardships faced by some families and have been taking action to reduce or remove costs. Some of the issues identified that still have an impact included;

- Nursery children not receiving free school meals
- Primary school P7 residential trips, trips in general, and the cost of school lunches. The cost of breakfast clubs and school uniforms were also raised
- In Secondary schools, peer pressure and stigmatising attitudes to poverty became more apparent. The cost of some subjects and the uptake of free school meals were issues, as was staff inconsistency around the lending of resources, homework and attitudes to school uniforms. Trips were also something that young people from low income families struggled to access

The report, available [here](#) provides more detail on the findings, along with the suggestions from those spoken to and the recommendations to schools and Dundee City Council.

Following on from the report, in October 2018 Dundee City Council made four pledges of intent to help tackle poverty-related issues in primary and secondary schools. These are;

- No child or young person in Dundee will start school without a breakfast
- No child in Dundee will miss out on their Primary 7 residential trip due to cost
- All schools will develop a Cost of the School Day action plan by the end of session 2018/19
- All children and young people in Dundee schools will have access to an affordable school uniform

Children and Families Service remains committed to reducing the cost of the school day for our most vulnerable families through building a sustainable model of school-based planning and sharing of successful practice across the city. This will, over time, help to ensure that inequalities and stigma are no longer barriers to success in our schools.

5.3 Dundee Money Action

Within the field of Financial Inclusion work, advice agencies reported that a noticeable proportion of clients given support returned for further support at a later date. To help reduce this, [Dundee Money Action](#) (DMA) was set up to provide a free, Dundee wide service providing long-term advice and support to people experiencing problems with debt, heating their homes, or saving for the future.

DMA is funded by the Big Lottery and European Social Funds and has been designed and implemented in partnership with seven organisations across Dundee. It delivers long term, holistic support to clients, with a focus on money management skills, income maximisation and money advice. The long-term nature of the support aims to provide clients with the skills they need to enable them to be financially independent and be more confident in dealing with any future financial issues as they arise.

The project launched on the 16th March 2018, and started operating from four community hubs and at outreach sites in partnership with a range of other support agencies. A year later DMA have worked with 1,100 clients, from low income households, out of work households and lone parent households.

5.4 Menu for Change Report

Menu for Change: Cash, Rights, Food is a three year project that aims to reduce the need for emergency food aid by ensuring people across Scotland get the support and advice they need before they are in crisis. The project has been working in Dundee since July 2017, undertaking a cross-sectoral action learning process which led to three pilot projects being set up. These projects are focussed on;

- Responding to immediate need in a crisis
- Removing barriers to existing advice services and community food provision
- Preventing occurrence and recurrence of food insecurity
- Providing wider wrap-around support

The three pilot projects will run from October 2018 to September 2019 and are;

- 'What Do I Do If...?', which has created a single, easy to use referral guide for staff and volunteers, to help their clients access appropriate advice services
- Support Worker at the Maxwell Centre. The centre is one of the main referrers to Dundee Foodbank, and the Support Worker is able to engage with those seeking emergency food and make referrals to financial support, advice agencies and community food initiatives
- Inclusion Worker at Yusuf Youth Initiative. To increase engagement with advice agencies by members of minority ethnic backgrounds, and help agencies reduce the barriers to access experienced by black and minority ethnic communities

As part of their first report, Menu for Change identify that Dundee is well placed to reduce the need for emergency food aid, through including those with lived experience in decision making processes.

5.5 Engage Dundee

During the summer of 2016, an extensive community consultation took place, titled '[Engage Dundee](#)'. This made use of the Place Standard Tool as its basis along with a survey of related questions. This enabled capture of not only physical, but also social elements related to place.

In all, over 6,000 responses were received and these were used to inform the key priorities in Local Community Plans and also contributed towards the Dundee City Plan 2017-2026. Twelve common

priorities were identified across the city, including; work & income, housing, health, and transport – all of which have strong influence in relation to poverty & inequality (which was also identified as a common priority).

Engage Dundee captured a great deal of useful information that has been used to inform policies and plans over the last two years. Work is underway for a repeat of Engage Dundee, making use of lessons learned to create an even more successful engagement process.

5.6 Dundee Decides

Area deprivation has an impact on individuals and families, and [Dundee Decides](#) gave people an opportunity to influence how a total of £1.2m was spent on physical projects in their communities. Making use of the Community Infrastructure Fund, £150,000 was allocated to each of Dundee's eight Wards for use in a participatory budgeting process.

Using information from Engage Dundee, a range of potential projects were identified, costed and then put to an online public vote during January to March 2018. Staff and volunteers supported people via public meetings and 1:1 opportunities in public places. As a result, 11,472 people (aged 12+) voted and thirty local infrastructure projects were supported (between three and five in each Ward). Work on these took place during 2018-19, and most are now complete.

Development of next iteration of Dundee Decides is underway, with funding sources being identified in different service areas. It is anticipated that opportunities for local communities to generate ideas with the potential to be voted on will take place in late 2019, and the voting taking place in the first half of 2020.

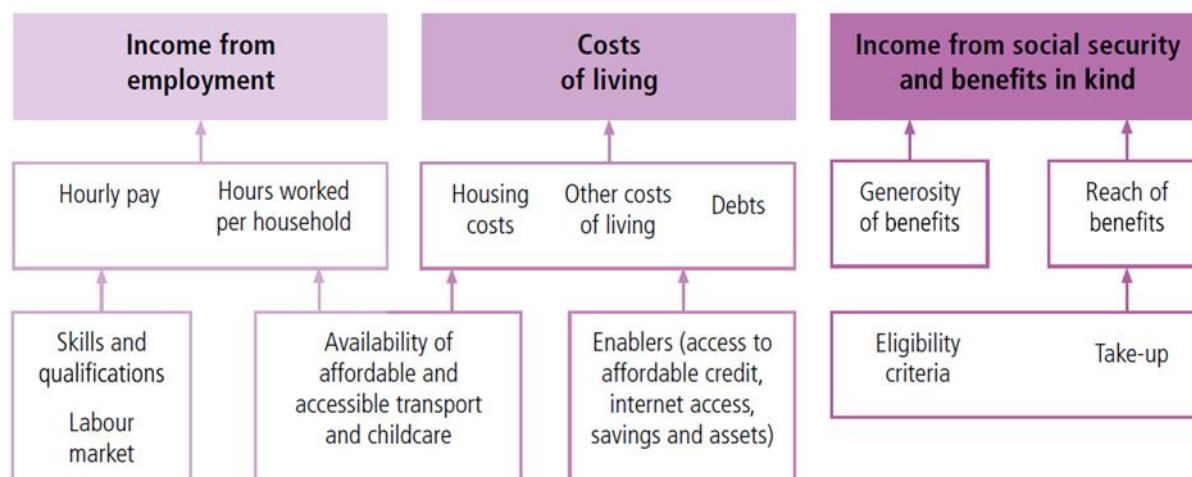
5.7 Fulfilling Commitments

Dundee is fulfilling its commitments to the national duties laid on it through its CPP (the Dundee Partnership). This plan and reporting on it therefore incorporates the Fairer Scotland Duty and the requirement for an annual Child Poverty Action Report.

We have, for several years included socio-economic status as one of the characteristics examined within our Integrated Impact Assessment (IIA), alongside the range of protected characteristics (race or ethnicity, gender or sexual orientation, disability, age, and religion).

The introduction of the Fairer Scotland Duty has prompted a review of our IIA to ensure that the Duty will be met in future. Additional work beyond the IIA will also be undertaken if identified as necessary as part of this review e.g. when working with partners whose processes may differ.

We want Dundee City to be the best place for children to grow up in, and tackling poverty can contribute a large part of achieving this. The national context sets out goals for Scotland in terms three key areas which have been proven to impact on reducing child poverty, shown in the diagram below.



Our local actions will help to achieve this in a variety of ways. These include, but are not limited to;

- Income from Employment, employability training for specific growth sectors and for young people, bringing better jobs to the city, encouraging payment of the Scottish Living Wage to all staff, providing in-work support
- Cost of living; working with private sector landlords, reducing the cost of the school day, provision of free childcare for three and four year olds, increasing availability of low cost credit via Discovery Credit Union, debt reduction with help from the financial advice sector

- Income from social security and benefits in kind; through a new Advice Strategy, campaigning for a Citizens' Basic Income, maximising uptake of free school meals, school clothing grants and Education Maintenance Allowance

6. Delivering on Fairness

When the Dundee Partnership adopted its revised Fairness Action Plan in 2016, it contained 121 actions. These included longstanding commitments to reverse the causes and consequences of poverty demonstrated so vividly by the Scottish Index of Multiple Deprivation. It also responded to the recommendations in the Dundee Fairness Commission's A Fair Way to Go report of May 2016.

The majority of these have been completed and others will be carried forward into our future plans. A [summary report](#) presenting the progress made to May 2019 sets out how far we have come and a full extract showing the status of the actions grouped by theme is contained in [Appendix 1](#).

Notable achievements in addition to those listed in section 5 above include:

- Becoming the first Living Wage City in the UK
- Establishing the Big Noise Orchestra in Douglas
- Launching the Breakthrough mentoring project
- Opening the Lochee Community Hub
- Joining the Stick your Labels anti-stigma campaign
- Significantly raising the value of school uniform grants from £81 to £100
- Reductions in the level of fuel poverty across the city from 35% in 2017/18 to 31% in 2018/19
- Delivering welfare rights support in GP surgeries
- Expanding social prescribing across more services and practices
- An extensive programme of school holiday activity and meals for children and families

7. Developing an Action Plan for Fairness

In developing this Action Plan, all of the Dundee Fairness Commission recommendations have been incorporated, following agreement at the Dundee Partnership in December 2018 and the Council's Policy & Resources Committee on January 2019.

Some of the commitments from the previous Fairness Action Plan remain important and strong commitments. Where these are still relevant, and haven't been superseded by new activities, these have been continued in the new plan, with updated timescales and targets.

A number of other existing plans already include commitments to actions supporting fairness, and these have also been incorporated into this plan. Sources for these actions include the City Plan, the Council Plan, the Health and Social Care Strategic Commissioning Plan, Neighbourhood Services Plan, the Education Plan, the Local Housing Strategy, Community Justice Outcome Improvement Plan, and others.

Some actions are new, as they have recently emerged and this action plan is the first opportunity to formally include them in our plans. These include actions arising from the recommendations in the recent Menu for Change report, work on social isolation, street begging, and funeral poverty.

Even taking all of the above into account and including them in the Fairness Action Plan, there are still many relevant actions that have not been included, in order keep the plan at a reasonable size and maintain a focus on the statutory duties to which the Council and NHS need to respond.

Many of the additional actions that have not been included are being undertaken by the Third Sector and other partners who are not directly required to meet statutory duties. These actions will make an important contribution towards achieving fairness, and will be included in future plans.

Unless stated the due dates for the actions displayed in the table below will be March 2022.

Action Name	Assigned to officer
Theme: Attainment & Child Poverty	
Accelerated closure of the poverty attainment gap (due date March 2021)	Audrey May Children & Families Service, Dundee City Council
Improved pupil attendance within primary and secondary sector	Audrey May Children & Families Service, Dundee City Council
Reduce levels of exclusion across primary and secondary sector	Audrey May Children & Families Service, Dundee City Council
Implement the recommendations of the Cost of the School Day research and pledges	Audrey May Children & Families Service, Dundee City Council
Implement actions in local school plans to improve results and positive destinations for Looked After Children and those who have experience of care in Dundee (due date March 2020)	Fiona Low Children & Families Service, Dundee City Council
Provide 1140 hours of free Early Learning and Child Care for Every 3,4 and Vulnerable 2 year old (due date August 2020)	Lesley Gibb Children & Families Service, Dundee City Council
Establish Holiday Programmes to ensure targeted families have access to free food and activities during the school holidays (due date August 2020)	Anne Leary Children & Families Service, Dundee City Council
Implement 365 Community based schools/campus model of education and support	Pamela Nesbitt Children & Families Service, Dundee City Council
Implement CELCIS Programme addressing neglect and enhancing wellbeing	Kerstin Jorna Children & Families Service, Dundee City Council
Deliver the Big Noise Programme in Douglas	Audrey May Children & Families Service, Dundee City Council

Implement an Eat, Play, Learn Well Pilot	Gillian McFarlane NHS Tayside
Ensure all schools implement the guidance on the provision of sanitary products during term-time, weekends and school holidays	Tracey Stewart Children & Families Service, Dundee City Council
Deliver a Breakthrough Mentoring Programme for Looked After Children in Schools	Jenny Paterson Breakthrough Dundee
Theme: Work & Wages	
Develop Discover Work Employability Challenge Fund pathway which will enable people to progress into better paid employment and tackle in-work poverty	Allan Millar City Development, Dundee City Council
Develop a programme to reach, engage and provide intensive early support to those most at risk of longer term unemployment	Allan Millar City Development, Dundee City Council
Increase the number of young people benefiting from, and taking part in, Dundee and Angus College's Child Poverty Project	Katie Baxter Dundee and Angus College
Improve the range of training and qualifications available as part of the 'other activity' element of the unpaid work requirement of a Community Payback Order	Mike Hendry Children & Families Service, Dundee City Council
Establish an Employability Development Network implementing the Recruit with Conviction approach	Mike Hendry Children & Families Service, Dundee City Council
Develop a single gateway - Scottish Work and Health Service that will provide early support and interventions to those with a health condition or disability who are in work, off sick from work or recently unemployed	Wendy Third Dundee Health and Social Care Partnership
Maximise Community Benefits delivered through Dundee City Council's Procurement (including Scottish Living Wage)	Karen Lawson and Rachael Thomas Corporate Services, Dundee City Council
Increase Scottish Living Wage Accreditation Across Dundee	Peter Allan Chief Executive's Service, Dundee City Council
Promote Payment of Scottish Living Wage in Central Waterfront Locations & Businesses	Robin Presswood City Development, Dundee City Council
Work with employability service providers and employers to improve knowledge of deaf culture, available support and best practice	Scott Mands Chief Executive's Service, Dundee City Council
Theme: Benefits & Advice	
Prepare and implement a new advice strategy for Dundee incorporating the recommendations of the Dundee Fairness Commission	Craig Mason Corporate Services, Dundee City Council
Adopt an "advice first" principle and strategy response to food insecurity, ensuring people in financial crisis are supported to access all the financial support to which they are entitled	Craig Mason Corporate Services, Dundee City Council
Adopt more effective and supportive ways of communicating with clients/tenants about money matters and debt	Derek Miller Chief Executive's Service Dundee City Council
Make a case to participate in the introduction of the Citizens Basic Income Scheme for Scotland (Due Date March 2020)	Derek Miller Chief Executive's Service, Dundee City Council
Maximise take up of school clothing grants, free school meals, Educational Maintenance Allowance and Best Start Grants	Jacqui Kopel Corporate Services, Dundee City Council

Examine repeat Scottish Welfare Fund applicants and identify preventative approaches to achieve longer-term solutions	Craig Mason Corporate Services, Dundee City Council
Work in partnership with the Scottish Prison Service (SPS) and Department of Work and Pensions (DWP) to ensure prisoners have access to their appropriate benefits on release	Martin Dey Children & Families Service, Dundee City Council
Increase fuel debt write-off cases by 10% through Dundee Energy Efficiency Advice Project	Craig Mason Corporate Services, Dundee City Council
Increase take-up of warm home discounts by 7% through the Dundee Energy Efficiency Advice Project	Craig Mason Corporate Services, Dundee City Council
Provide affordable lending and saving opportunities through Discovery Credit Union	Derek Miller Chief Executive's Service, Dundee City Council
Promote financial capability for school pupils through the Save By The Bell Project	Derek Miller Chief Executive's Service, Dundee City Council
Establish Dundee Funeral Link Service on a longer term basis	Derek Miller Chief Executive's Service, Dundee City Council
Maximise take up of the new council promoted Respectful Funeral Service Package	Rod Houston Neighbourhood Services, Dundee City Council
Service Improvement Review of discharge planning to address socio-economic concerns	Aileen Tait NHS Tayside
Theme: Housing & Communities	
Homelessness and Complex Needs - Implement a Lead Professional Model	Gordon Birrell, Neighbourhood Services, Dundee City Council
Review temporary accommodation to ensure it meets changing needs going forward	Gordon Birrell Neighbourhood Services, Dundee City Council
Complete Rapid Rehousing Transition Plan (RRTP)	Gordon Birrell Neighbourhood Services, Dundee City Council
Build 1,000 new units of affordable housing from 2017 to 2021	David Simpson Neighbourhood Services, Dundee City Council
Increase the number of accredited private sector landlords by 5%	Colin McCrae Neighbourhood Services, Dundee City Council
Increase the number of private sector landlords signing up to Homefinder Projects to improve standards	Colin McCrae Neighbourhood Services, Dundee City Council
Develop district heating schemes in non-domestic sectors with a view to expanding into households when and where appropriate	Rob Pedersen City Development, Dundee City Council
Provide external wall insulation to 400 private flats per year to reduce fuel poverty	Gordon Birrell Neighbourhood Services, Dundee City Council
Support to enable private tenants to make Repairing Standard referral to the First Tier Tribunal and Third Party Referrals	Colin McCrae Neighbourhood Services, Dundee City Council
Apply Care Leaver Protocol to ensure young people exiting care are sustaining tenancies	Gordon Birrell Neighbourhood Services, Dundee City Council
Improve affordability and ease of use of public transport	John Berry City Development, Dundee City Council
Introduce the Scottish Government funded Sanitary Products Initiative in community settings	Jill Brash

	Chief Executive's Service, Dundee City Council
Secure funding to develop a long-term co-ordinated project around food insecurity, working with local communities, faith communities and partner agencies.	Faith in Community Dundee
Theme: Health & Inequalities	
Re-model mental health and wellbeing community services by developing early intervention services and crisis care models, including services delivered from GP Practice and 'peer navigation' services within acute hospital and accident and emergency settings	Arlene Mitchell Dundee Health and Social Care Partnership
Extend the AIM (Anxiety in Motion) programme within all secondary schools to support attainment of targeted S1/S2 young people with mental health and wellbeing needs	Jennifer King Children & Families Service, Dundee City Council
Developing a city wide approach to social prescribing and enhancing skills of health professionals (or staff) working in GP practices to use social prescribing approaches	Sheila Allan Neighbourhood Services, Dundee City Council
Implement actions to support the prevention of drug related deaths, taking into account the findings of the Dundee Drug Commission	Vered Hopkins Dundee Health and Social Care Partnership
Improve harm reduction service and responses to non-fatal overdoses	Vered Hopkins Dundee Health and Social Care Partnership
Target and support groups of young people at risk from early initiation into alcohol/drug use	Andrew Beckett Dundee Health and Social Care Partnership
Increase delivery of Mental Health Awareness training	Sheila Allan Neighbourhood Services, Dundee City Council
Reduce teenage pregnancy and implement a Pregnancy and Parenthood in Young People Strategy	Ann Eriksen and Christine Bird NHS Tayside
Expand the Family Nurse Partnership to first time mothers	Jeanette Cairns NHS Tayside
Implement the PAUSE programme for women at risk of children being taken into care	Derek Aitken Children & Families Service, Dundee City Council
Expand and scale up the Making Recovery Real Network approach in localities	Rose Sinclair Dundee Health and Social Care Partnership
Improve access to mutual-aid and peer-support recovery groups to help people avoid relapse into harmful substance use	Vered Hopkins Dundee Health and Social Care Partnership
Increase Crisis and Suicide Prevention Training to front-line staff and communities	Rhian Ferguson and Andrew Beckett Dundee Health and Social Care Partnership
Deliver smoking cessation financial incentives	Aileen Tait NHS Tayside
Deliver a range of Mental Health Awareness Training including Mentally Healthy Workplace, Resilience and Wellbeing and Scottish Mental Health First Aid	Pat Davidson NHS Tayside
Theme: Stigma & Social Inclusion	
Implement 2019-22 Fairness Action Plan and produce annual child poverty delivery reports	Peter Allan Chief Executive's Service, Dundee City Council
Facilitate third Dundee Fairness Commission and present report and recommendations (Due date October 2020)	Peter Allan Chief Executive's Service, Dundee City Council
Establish Fairness Leadership Panel (Due date December 2019)	Peter Allan Chief Executive's Service, Dundee City Council
Expand Poverty Sensitive Practice training	Sheila Allan Neighbourhood Services, Dundee City Council

Produce guidance and materials to enable all service providers to attract, recruit, train and support staff with the right values and attitudes towards people who are experiencing poverty or who are in recovery (Due date November 2019)	Peter Allan Chief Executive's Service, Dundee City Council
Launch a new public campaign for a #FairerDundee with new, positive anti-poverty messages and non-stigmatising stories (Due date December 2019)	Peter Allan Chief Executive's Service Dundee City Council
Develop a joint campaign with local media to challenge and change public perceptions (Due date June 2020)	Peter Allan Chief Executive's Service, Dundee City Council
Undertake research to understand the stigma and challenges experienced by people struggling against in-work poverty (Due date October 2020)	Peter Allan Chief Executive's Service, Dundee City Council
Reduce the barriers to education, employability and volunteering for those with convictions by increasing referrals to Dundee employability, education support services and volunteering agencies from community justice partners	Martin Dey Children & Families Service, Dundee City Council
Develop and Implement Recovery Friendly Lochee Initiative	Sheila Allan Neighbourhood Services, Dundee City Council
Involve people with lived experience of food insecurity in decision-making about preventing and responding to financial crisis	Derek Miller Chief Executive's Service, Dundee City Council
Offer Poverty Sensitive Training to NHS midwifery and health visiting staff	Pat Davidson NHS Tayside
Expand the awareness of Impact of Poverty Training delivered by NHS Tayside in partnership with DCC Welfare Rights Team	Pat Davidson NHS Tayside
Review and co-ordinate local activity to tackle loneliness and social exclusion	Paul Davies Chief Executive's Service, Dundee City Council
Identify measures to reduce street begging (Due date January 2020)	Paul Davies Chief Executive's Service, Dundee City Council
Work with the Scottish Prison Service to develop a Community Custody Unit for Women	Martin Dey Children & Families Service, Dundee City Council




Appendix 1: Previous Fairness Action Plan 2016-2019– Action Status

Theme: Work and Wages

Please note: Where an action is 100% complete, the note displayed in the table below will be as at the point of completion.



Action Name	Organisation	Latest Note	Status	Progress Bar
Increase Scottish Living Wage Accreditation Across Dundee	Dundee Partnership	Dundee City Council won the 2018 Living Wage Champions Award in the Local Authority Leadership category. Officers, partners and local employers have worked with the Living Wage Scotland team and Dundee was accredited as the first Living Wage City in the UK in March 2019. The number of accredited employers based or headquarters in Dundee now stands at 51.		<div><div>85%</div></div>
Implement the Scottish Living Wage across Social Care Services	Dundee Health and Social Care Partnership	Agreement reached with all care providers in relation to the 2016/17 living wage commitment and most recently with regards to the 2017/18 commitment as directed by the Scottish Government.		<div><div>100%</div></div>
Promote Payment of Scottish Living Wage in Central Waterfront Locations & Businesses	City Development, Dundee City Council	All employers within the central waterfront as at 31 st May 2019 have committed to paying Scottish Living Wage.		<div><div>20%</div></div>
Secure Scottish Living Wage accreditation for Leisure & Culture Dundee	Leisure & Culture Dundee	Leisure & Culture Dundee were accredited on 4 th October 2017.		<div><div>100%</div></div>
Secure Scottish Living Wage accreditation for Dundee College	Dundee and Angus College	Dundee and Angus College achieved full living wage accreditation in May 2017.		<div><div>100%</div></div>
Maximise Community Benefits delivered through Dundee City Council's Procurement (including Scottish Living Wage)	Corporate Services, Dundee City Council	The Community Benefit programme continues to deliver outcomes for the people and business of Dundee. While community benefits are entered into diverse contracts the largest programme remains in construction – with current projects including Waterfront 6, Menzieshill Community		<div><div>90%</div></div>


Action Name	Organisation	Latest Note	Status	Progress Bar
		<p>Centre, Regional Performance Sports Centre and Derby Street housing development. Recent outcomes include:</p> <ul style="list-style-type: none"> • Local Spend – from March 2018 to January 2019 £16,941,733 of contract spend was spent locally (within 35 miles of site or 40 miles for Scape projects). Since the beginning of the Community Benefits programme £72,165,329 has been spent locally • Local Labour – local labour rates remain above 70% (71% from March 2018 to January 2019) • Employment Opportunities – from March 2018 – January 2019 – 35 employment opportunities were created across the programmes, 27 of which were allocated to new starts (those who are previously unemployed, new entrants or redundant staff) • Apprenticeships – from March 2018 to end of January 2019 – 8 new apprentice opportunities were created and 57 existing apprentices received an opportunity • Work Experience – from March 2018 to end of January 2019 – 80 work placements were delivered across the projects • Awareness Raising – from March 2018 to end of January 2019 – 47 awareness raising events were delivered supporting 2,177 individuals 		
Maximise Community Benefits including Foundation & Modern Apprenticeships & work placements through new build housing developments	Neighbourhood Services, Dundee City Council	The Alexander Street project is nearing completion with a project review on community benefits about to be undertaken for the project as a whole. The Derby Street development is now on site and reports on community benefits will be updated regularly.		<div><div>60%</div></div>
Use financial surplus to fund apprenticeship and training opportunities in Leisure & Culture Dundee	Leisure & Culture Dundee	Leisure & Culture Dundee secured agreement to invest £100,000 of its surplus generated income in the creation of seven apprenticeships/graduate traineeships.		<div><div>100%</div></div>
Develop and deliver an integrated locality employability project for the East End and North East Wards	Neighbourhood Services, Dundee City Council	This project continues to be delivered and is subject to a final evaluation, after which the partnership will make a decision about taking the work forward.		<div><div>100%</div></div>




Action Name	Organisation	Latest Note	Status	Progress Bar
Provide Digital Skills Programmes Targeted at People who are not at Work	Neighbourhood Services, Dundee City Council	To date this financial year 140 learners. (Figure as at September 2018)	✓	100%
Provide job clubs in each of the City's Community Regeneration Areas	Neighbourhood Services, Dundee City Council	Community based job shops continue to operate in each of the city's Community Regeneration Areas (CRA's).	✓	100%
Invest anticipated ESF employability funds up to £1.3m, over the period 2017-2019 for the supply of employability pipeline services in activity that is demonstrably responsive to employer demand	City Development, Dundee City Council	Spend for the period 2017 – 2019 including anticipated payments in the 2019 – 2020 period, for example for job sustainability payments, totals £569,706.69.	✓	100%
Pilot support to people who have been unemployed for more than 3 years to ensure they have the necessary skills to compete in our current labour market	Department for Work and Pensions and Dundee and Angus College	A 12-week bespoke programme was developed which included 4 weeks training, 2 weeks work placement and 6 weeks intensive mentoring (one to one basis/weekly). The mentoring component was included as a pilot with the aim of participants being continually supported post programme for an extended period to help embed and sustain new behaviours and to continue to make positive steps towards achieving individual goals (as identified as a need within the Rocket Science report). Job Centre Plus (JCP) Dundee was the primary referral partner. 12 candidates were targeted, 9 participated, 89% successfully engaged and completed. 13% moved into employment and a further 38% moved on to further study within the college. The remaining candidates continued to be supported by key stakeholder partner offers post programme. These opportunities may not have been available, appropriate, attractive or known to the target group without having experienced the 12-week intervention.	✓	100%
Develop a Sector Based Work Academy for people aged 50+	Department for Work and Pensions and Dundee and Angus College	Due to the success of the initial Access Academy additional funding was secured to offer a second stream which commenced 15 th January 2018. The target audience continued to be males in the 45+ age range. Job Centre Plus Dundee (JCP Dundee) continued as the primary referring partner with involvement from other key stakeholders including Dundee City Council, The Wise Group, Dundee Voluntary Action and Making	✓	100%

Action Name	Organisation	Latest Note	Status	Progress Bar
		Money Works. 14 unemployed customers started the programme with 93% successfully completing, 100% with positive outcomes. The post diagnostic assessment reported the following: confidence levels +37%, skills and beliefs +18%, selling skills and qualities +24% and interview performance +17%. This is a non-compulsory programme which reports excellent attendance statistics. Participants attending come from diverse backgrounds, many of whom have significant health challenges and many believe employment is no longer an option. The week long intensive behavioural change component is considered to be essential in building the foundations for a brighter future.		
Run Innovative Employability Programmes aimed at adults returning to the labour market	Dundee and Angus College and Job Centre Plus Dundee	Dundee and Angus College in partnership with JCP Dundee continue to collaborate on the delivery of innovative employability programmes. In addition to this, the Prince's Trust have strengthened their partnership with the College and have co-funded a number of Get into programmes. Additional partners include: Scottish Electrical Charitable Training Trust (SECTT), NHS Tayside, private sector (care and hospitality). Employability programmes include Get into Electrical Installation, Get into Healthcare, Get into Hospitality and Healthcare Academy. Three generic four week employability programmes with industry involvement also took place during April-July 2018. A new feeder programme has also been developed entitled Discovery. This was developed in recognition of the number of individuals who are furthest from the labour market and as a result will not be in a position to think of employment at that stage.	✓	100%
Ensure that Work Programme Providers are making appropriate referrals to decision-makers	Department for Work and Pensions	Department for Work and Pensions (DWP) have regular monthly meetings ongoing with providers. Decision Makers have held upskilling sessions with providers.	✓	100%
Ensure all DWP staff are aware of support in the community and how to access this	Department for Work and Pensions	The introduction of the community hub has increased the footfall of our support into the office. Daily emails alert staff to the support attending the hub and staff are encouraged to spend time with the support to increase their knowledge of support available within the community.	✓	100%

Action Name	Organisation	Latest Note	Status	Progress Bar																				
Organise a series of overviews from appropriate partners to brief DWP Staff	Department for Work and Pensions	Weekly staff closure talks from partners ongoing.	✔	<div>100%</div>																				
Develop expansion plan to deliver increased entitlement to free early learning and child care	Children & Families, Dundee City Council	Expansion plan developed and agreed by Committee in May 2018. Implementation was phased-in in four pilot nurseries from August 2018 and one from January 2019. A further 7 nurseries will phase in 1140 hours from August 2019 and another 3 from October 2019.	▶	<div>90%</div>																				
Increase access to training programmes aiming to provide essential skills and work experience leading to employment and other positive destinations through NHS Tayside Employability Services	NHS Tayside	NHS Tayside have been working with Dundee and Angus College to ensure delivery of pre-employment programmes. One 6 week programme has been delivered and recruitment is under way for 32 week clinical and Business+ admin programmes. Additional short courses will be negotiated and reviewed as the year progresses. In addition, NHS Tayside are delivering a Get into Health Care with the Princes Trust and Dundee and Angus College.	✔	<div>100%</div>																				
Offer training to all workplaces within Dundee to provide "good work" for employees through Healthy Working Lives/Workplaces initiative	NHS Tayside	<div>The following training has been provided during the period 1st May 2018 to 1st December 2018. The table shows the numbers who have attended from workplaces within Dundee:</div> <table><tr><th>Training</th><th>No of Participants</th></tr><tr><td>Mentally Healthy Workplace</td><td>27</td></tr><tr><td>Resilience and Wellbeing</td><td>15</td></tr><tr><td>Managers Competencies</td><td>12</td></tr><tr><td>Alcohol and Drugs in the Workplace</td><td>27</td></tr><tr><td>Cancer in the Workplace</td><td>29</td></tr><tr><td>Health & Safety</td><td>41</td></tr><tr><td>Fire Safety</td><td>41</td></tr><tr><td>Responsible Person Skin</td><td>5</td></tr><tr><td>Health & Safety Risk Assessment for SME's</td><td>16</td></tr></table>	Training	No of Participants	Mentally Healthy Workplace	27	Resilience and Wellbeing	15	Managers Competencies	12	Alcohol and Drugs in the Workplace	27	Cancer in the Workplace	29	Health & Safety	41	Fire Safety	41	Responsible Person Skin	5	Health & Safety Risk Assessment for SME's	16	⚠	<div>20%</div>
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Action Name	Organisation	Latest Note	Status	Progress Bar
Increase access to work for people with a disability in partnership with Scottish Government Health Department and Glasgow Centre for Inclusive Living (GCIL)	NHS Tayside	Successful placement from first cohort of students from GCIL which resulted in the individual who experienced the placement securing permanent employment in NHS Tayside as an Inclusion Facilitator. The second cohort will commence in 2018 with a student identified for NHS Tayside.	✓	100%
Launch a new Disability Adviser role shortly that will focus on a consultative role with employers and also provide guidance and support to staff within DWP	Department for Work and Pensions	Two Disability Employment Advisors (DEA) full time, working closely with all staff.	✓	100%
Recruit greater proportion of Dundee College students from Community Regeneration Areas (CRA's) through Dedicated Access Department	Dundee and Angus College	The percentage of total enrolments which were from CRA postcodes in 2016/17 increased to 25% from 24% in 2015/16. As a percentage of full time students at any campus, the percentage of enrolments remained static at 29%. As a percentage of Dundee campus students, the percentage of full time enrolments which were from CRA postcodes increased from 38% to 46% of Dundee full time students.	✓	100%
Collaborate with Third Sector to provide project based learning opportunities to young people furthest from the job market	Dundee and Angus College	Dundee and Angus College have developed a partnership with the HELM to provide pathways to College for young people far from the job market. The pathways include vocational taster courses, advice on careers and guidance and assistance with the application process at College. The relationship with the HELM will extend to continue support for young people during their college course and beyond on to work or further study. This model can be extended to other hard to reach groups and the college is working on a project with Skills Development Scotland (SDS) to identify young people at risk of becoming hard to reach and to put interventions in place to assist.	✓	100%
Deliver the Developing Young Workforce Programme	Developing the Young Workforce Dundee & Angus	Developing the Young Work Force Dundee and Angus (DYW D&A) are still on track as per the operational plan for year 2018/19. New KPIs at national level have been set for 2019/20 - a revised strategy and action plan is being developed to reflect these KPIs and the needs of local industry sectors. Use is continuing to grow of Marketplace and Founders4Schools.	▶	80%

Action Name	Organisation	Latest Note	Status	Progress Bar
Build Capacity for Flexible and Affordable Childcare to be available for all in Dundee	One Parent Families Scotland	Funding from The Robertson Trust has been finalised for the next two years.		<div><div></div>5%</div>

Action Status	
	Action Initiated – The action is up to 33% complete
	Action in Progress – The action is more than 33% complete
	Action Completed

Theme: Benefits and Advice

Please note: Where an action is 100% complete, the note displayed in the table below will be as at the point of completion.






Action Name	Organisation	Latest Note	Status	Progress Bar
Complete and submit a comprehensive partnership bid for Big Lottery and ESF funding to test a new model of service delivery for Budget & Money Advice	Corporate Services, Dundee City Council	A completed comprehensive partnership bid was submitted to Big Lottery Fund in November 2016 and resulted in preferred bidder status for Dundee City Council as lead partner within a public/voluntary sector partnership with Dundee Citizens Advice Bureau, Brooksbank Centre and Services, Shelter Scotland, The Wise Group, Scarf and Discovery Credit Union. Recruitment has led to partnership front line staff starting on 30 th October 2017. Over time the partnership will test the new service delivery model, features of which include multi-agency advice hubs, collective targets and concentration on long term support for clients.	✓	100%
Prepare and implement a new Advice Strategy for Dundee	Corporate Services, Dundee City Council	Work continues with outlining an advice strategy for Dundee. All agencies who have indicated a willingness to link into an advice strategy are currently undertaking Scottish National Standards for Information and Advice Accreditation audits. Additionally, talks are continuing to scope out the main areas of work across the city, with Citizens Advice Bureau (CAB), Brooksbank and Council Advice Services currently in the process of mapping their provision and auditing it against the current City and Council plans.	▶	50%
Examine repeat Scottish Welfare Fund applicants and identify preventative approach to achieve longer-term solution	Corporate Services, Dundee City Council	Although unable to assist with qualitative research at present Scottish Government have advised that they are currently running a short survey for people who have experience of using the Scottish Welfare Fund (SWF.) As many Social Security Experience Panels members have said that they have experience of the Scottish Welfare Fund. The survey is being sent to them to give them the opportunity to feed in their experiences. It will also be distributed through stakeholder organisations. The survey asks about their experiences of Scottish Welfare Fund overall, how they found out about the fund, and any	▶	75%

Action Name	Organisation	Latest Note	Status	Progress Bar
		<p>barriers they faced to accessing it. It also asked about what is working well and how it could be improved.</p> <p>On publication of these research findings and those of Menu for Change in relation to the Scottish Welfare Fund (due June 2019), the intention is to act on recommendations and track the impact on repeat SWF applicants.</p>		
Develop and pilot new holistic and integrated assessment of need connected to referrals to Foodbank or Scottish Welfare Fund	Corporate Services, Dundee City Council	Menu for Change recommendations have been published and aim to be implemented within an advice strategy for Dundee Context going forward. Recommendations included 1) an advice first principle to tackle responses to food insecurity 2) a strategy to ensure that no one is referred to emergency food aid without knowing the emergency cash based options 3) Local advice and support services increasing their presence in non-stigmatising settings such as GP surgeries, community centres and libraries. 4) Involve people with lived experience of food insecurity in decision making about preventing and responding to financial crisis.	✓	100%
Expand co-location of Welfare Rights Services within Job Centres, GP Surgeries and other community facilities	Corporate Services, Dundee City Council	Following the withdrawal of funding from the Integrated Care Fund there has been a restructuring of Council Advice Services in order to maintain the co-location of Welfare Rights Services within GP surgeries. In addition Brooksbank Centre have expanded their provision into Hillbank Health Centre bringing the total GP venues up to 8 GP surgeries in 9 separate locations. This covers 57,045 patients in total across the city equating to 35% of the total patient list count for Dundee. Jobcentre co-location has been expanded to Monday to Friday through the CAB's help to claim scheme for Universal Credit.	✓	100%
Monitor and review numbers of Free School Meals and Clothing Grants to ensure maximum take-up	Corporate Services, Dundee City Council	Take up of Free School Meals and Clothing Grants has increased due to the integration with the Housing Benefit and Council Tax Reduction application form. Customers no longer have to supply evidence to different services within the council. Entitlement is now based on real time information supplied alongside housing benefit application.	✓	100%
Review all benefits administered by Dundee City Council to ensure passported benefits are delivered,	Corporate Services, Dundee City Council	Educational benefits are fully incorporated with the Housing Benefit and Council Tax application form, as a result of this we have seen an increase in the number of awards made.	✓	100%

Action Name	Organisation	Latest Note	Status	Progress Bar
benefits are promoted and that application processes are simple				
Work with DWP and Health partners to ensure benefit decisions are "right first time"	Corporate Services, Dundee City Council	Work is continuing with partners to ensure all benefit decisions are correct first time. For benefits administered by Dundee City Council all application forms have been reviewed to ensure they are easily understandable by the customer and continue to meet with legislative requirements. We will continue to work with partners through the introduction of Universal Credit full service to ensure correct decisions are made.	✓	<div><div>100%</div></div>
Develop further links with DWP to raise concerns with work coaches and decision-makers	Corporate Services, Dundee City Council	Continuous dialogue with DWP managers in advance of Universal Credit Full Service rollout has strengthened partnership working and links into the Local Jobcentre, there are now clear escalation routes in place for legacy benefit issues and a single point of contact route for Universal Credit full service issues.	✓	<div><div>100%</div></div>
Promote & review DWP decision-making escalation procedures through advice agencies in Dundee	Corporate Services, Dundee City Council	Escalation routes are routinely shared through the advice workers forum meetings with advisers throughout Tayside. Updated versions of the email addresses and telephone numbers for each benefit are available to download via the Knowledgehub Group Tayside Advice Workers Forum.	✓	<div><div>100%</div></div>
Promote all advice services in City that are able to appeal decisions on behalf of appellants through postal campaign, social media and co-location	Corporate Services, Dundee City Council	Social Security Scotland and Dundee City Council are still in negotiations to work together in relation to take up of benefit in advance of the roll out of disability assistance. A proposal has been submitted to Social Security Scotland outlining a potential partnership arrangement. Recruitment of Client Support Advisers is currently in progress and once these posts are filled there may be scope for a joint take up campaign to be undertaken.	▶	<div><div>60%</div></div>
Use information sharing protocols across agencies to encourage holistic support models of advice and assistance	Corporate Services, Dundee City Council	An information sharing protocol agreement exists between all Dundee Money Action partners, funded by the Big Lottery and European Social Fund. Dundee Money Action continues to test this model of partnership working until project end on 20 th August 2020 however, the holistic joint working approach that the project tries to embed has been incredibly successful in driving project outcomes and eliminating agency silos.	✓	<div><div>100%</div></div>

Action Name	Organisation	Latest Note	Status	Progress Bar
Provide money and benefits advice to staff, patients and visitors at the new Ninewells Hospital Advice facility	NHS Tayside and Corporate Services, Dundee City Council	The facility opened January 2017 and provides advice on a wide range of topics/issues including welfare benefits, money problems and debt, energy efficiency, housing, and employment support. The service operates Monday to Friday 9am - 12noon and 1pm - 4.30pm. Usage data indicates that the facility is well used by all target groups.	✓	100%
Facilitate and review information sharing through Advice Workers Forum and online knowledge hub	Corporate Services, Dundee City Council	The Dundee Advice Workers Forum has recently evolved to become the Tayside Advice Workers Forum due to its popularity as an awareness raising and information sharing group. The Forum now has 142 members and meets every 2 months to share information, best practice, invite speakers and monitor DWP and HMRC decision making both locally and nationally. Recent new attendees include East Lothian Welfare Rights Service, Employment Unit, Employability Team, Housing Support Team and Central Library staff.	✓	100%
Provide digital access, digital literacy and signposting through city libraries support to maintain claimant commitments	Leisure & Culture Dundee	A part-time, fixed term Project Assistant has been recruited, funded by DCC Welfare Reform Fund. Library staff attended an awareness training session delivered by the Dundee Job Centre on the roll out of Full Universal Credit in Dundee on 8th November 2017. All new claimants for any kind of benefit will be required to make and manage their claims online. This is anticipated to lead to a huge increase in customers using library PCs and requiring IT assistance. Opportunities project volunteers are now delivering drop in sessions in Coldside Library and Ninewells Hospital. One volunteer supports the Hub Job Shop run by the Adult Learning Team. This work is ongoing.	✓	100%
Deliver "In Work Entitlements" awareness sessions to NHS staff in partnership with DCC Welfare Rights Team	NHS Tayside and Corporate Services, Dundee City Council	This training is now included within the Impact of Poverty Awareness Training.	✓	100%
Update the free mobile device app "Money Worries? Find the right help in a crisis" to provide signposting and contacts to more than 200 sources of support including, Welfare Rights and Money Advice Services, Scottish Welfare Fund, Housing, Employability and support for emotional crises	NHS Tayside	Almost 3,500 UK user sessions since launch in May 2015. A high percentage of returning users, indicates that the app is being found useful. Adapted versions have been subsequently developed in four other NHS Boards in Scotland. In July 2017, NHS Tayside purchased access to app content management system and the app can now be updated as and when required but minimum full content review annually.	▶	80%

Action Name	Organisation	Latest Note	Status	Progress Bar
Include a financial stability question for in-patients in the NHS acute sector's Nursing documentation	NHS Tayside	Referral pilots now underway in stroke and neurology wards, Ninewells Hospital to encourage clinical staff to ask questions regarding financial/benefits issues and to refer patients to Ninewells Advice Centre. Awareness raising activities/training for staff across the organisation in relation to poverty/welfare reform and health to encourage referral to money advice services also now in place and a national resource for NHS staff to facilitate referral currently under development.		<div><div>25%</div></div>
Maximise take up of school clothing grants, free school meals and Educational Maintenance Allowance	Corporate Services, Dundee City Council	The uptake of school clothing grants has increased from 6,352 awards in 16/17 to 6,627 awards in 17/18. Benefit Delivery staff identify where a customer should be awarded a grant during the assessment of Housing Benefit and Council Tax reduction. 3,723 young people are in receipt of FSM which is an increase of 245 on the same time last year.		<div><div>100%</div></div>
Increase representation for individuals appealing at Benefit Tribunals	Corporate Services, Dundee City Council	Between the period January 2016 to December 2016 representation for individuals at Benefit Tribunals numbered 166 within Council Advice Services, which works out at an average of 13.8 tribunals per month. In 2017 the average number of tribunals represented at each month has risen to 27.4, an increase of 98% on the previous year. At present 301 tribunals have been represented at since January 2017 with a forecasted total of 329 for the full calendar year.		<div><div>100%</div></div>




Theme: Attainment and Child Poverty



Please note: Where an action is 100% complete, the note displayed in the table below will be as at the point of completion.











Action Name	Organisation	Latest Note	Status	Progress Bar
Commission Child Poverty Action Group in Scotland to carry out a Cost of the School Day project in 20 primary and secondary schools during the session 2016/17	Children & Families Service, Dundee City Council	<p>The Cost of the School Day (CoSD) Project was completed in 20 primary and secondary schools resulting in an evaluation report recommending that the programme is rolled out to all primary and secondary schools.</p> <p>Child Poverty Action Group (CPAG) Scotland have been commissioned to provide development support for a further year. Particular focus will be given to the four corporate pledges regarding uniform, school trips, breakfast and school action plans.</p>	✓	100%
Deliver community based early family learning opportunities and improve skills of 500 parents	Neighbourhood Services, Dundee City Council	There have been 559 parent/carers involved in the learning programme which aims to develop their skill as their child's educator.	✓	100%
Expand Scottish Attainment Challenge to secondary schools and report regularly on progress	Children & Families Service, Dundee City Council	<p>With regards to literacy, Fresh Start Reading Recovery intervention was used in 2018/19. There were 103 students recorded as completing Fresh Start Intervention. 98 students were tracked with comparable standardised scores (pre and post intervention). The city wide average increase in reading age over the duration of the intervention has been +9 months which equates to 2.8 months progress in reading per month on the intervention.</p> <p>In relation to numeracy, as of June 2018 two secondary schools have almost completed the Conceptual Understanding in Number Training with four further secondary schools shortly to commence. A small number of secondary schools have run Maths Recovery Assessments to inform intervention programmes.</p> <p>Evidence from the matrix indicates that pupils participating in maths/numeracy recovery programmes across 4 secondary schools demonstrate improvements in: mental agility, number bonds, recalling sequences and other numerical/mathematical skills. These</p>	✓	100%






Action Name	Organisation	Latest Note	Status	Progress Bar
		<p>interventions are at the early stages and robust data is not yet available to report on progress on outcomes.</p> <p>With regards to Supported Study, the devolution of additional finance to each of the 8 secondary schools to support in-house study/learning support interventions for 'looked after' children/young people has continued throughout the period June 2017-June 2018. All 8 secondary schools have successfully augmented existing approaches to study/learning support for 'looked after' children/young people who live at home /in kinship care. Such augmentation has included: pupil involvement in bespoke residential experiences to raise aspiration and develop core skills; purchase of information technology (lap tops) for pupils to use in and out of school; purchase of bespoke resources for individual LC pupils and, the organisation of targeted study support sessions</p> <p>In relation to Includem, Intensive support has been provided to pupils from across all 8 secondary schools: a notional 47 pupil places are spread across all schools. There have been 101 pupil referrals to Includem with more than half of the pupils male (61%). Three quarters of the pupils were referred when they were in S1 or S2, showing the continued shift towards earlier intervention. The majority (64%) of referred pupils live in SIMD areas 1 and 2. Key outcomes to date include: Improved attendance for some pupils, more positive interactions with peers, increased pupil engagement with school and learning and reduction in violent incidents, demerits, exclusions and behaviour referrals. Up to 7,660 hours has been spent on direct planned contact with young people with an additional 673 hours of unplanned contact delivered to young people. To date, 1,875 calls have been made to the telephone helpline. 47 young people have been supported and successfully exited the Project.</p> <p>AIM (Anxiety in Motion) Core programme and AIM for schools have both evidenced improved attendance and progression in learning for secondary age pupils receiving targeted support to address their wellbeing needs. Young people report a better understanding of their own anxiety and where they can access support.</p>		

Action Name	Organisation	Latest Note	Status	Progress Bar
Publish evaluation and regular monitoring reports on attainment that are submitted to Scottish Government	Children & Families Service, Dundee City Council	<p>Latest attainment updates are available on the Dundee City Council website:</p> <p>Early Years Progress Report: https://www.dundeeccity.gov.uk/sites/default/files/publications/early_years_ca_september.pdf</p> <p>Primary Progress Report: https://www.dundeeccity.gov.uk/sites/default/files/publications/primary_ca_september_pro.pdf</p> <p>Secondary Progress Report: https://www.dundeeccity.gov.uk/sites/default/files/publications/secondary_ca_september_p.pdf</p>		<div>100%</div>
Implement the Big Noise Orchestra in Douglas	Children & Families Service, Dundee City Council	<p>The launch of the in-school programme was marked with a concert in September 2017 at St Pius Primary School. Children from Nursery, P1, P2 and P3 from St Pius and P2 and P3 from Claypotts Castle Primary School attended the short concert, along with representatives from stakeholders and funders. The Big Noise Douglas Programme has received substantial positive press coverage in both local and national publications during the final stages of the agreement reached with Dundee City Council and Optimistic Sound and the launch of the programme.</p> <p>In-school delivery began early in September 2017 for P1-P3 pupils at St Pius and Claypotts Castle Primary Schools with 266 pupils participating in sessions. Training was also undertaken with the principal teacher at Claypotts Castle Primary School to work with children with hearing impairments and strategies have also been explored to include the children fully into Big Noise Sessions. Delivery in Claypotts Castle and St Pius Nurseries began after the October break in 2017 with around 150 children participating each week in activities across both nurseries. An after school programme for primary 3 pupils at both schools also began after the Easter holidays in 2018.</p>		<div>100%</div>
Expand the Aspire Project to 3 more schools (subject to funding)	Children & Families Service,	Roll out was achieved and positively evaluated in 2018.		<div>100%</div>


Action Name	Organisation	Latest Note	Status	Progress Bar
	Dundee City Council			
Deliver follow up to Inclusion Plus Project with schools Skill Force and Outward Bound Trust to reduce school exclusion rates	Children & Families Service, Dundee City Council	Exclusion rates continue to fluctuate but targeted approaches using Inclusion Plus, Skill Force and Outward Bound Trust are having a positive impact on those targeted pupils.		<div><div>70%</div></div>
Commence extended Includem Programme in January 2017	Children & Families Service, Dundee City Council	<p>In September 2018, Blake Stevenson Ltd published their second interim report. The report focused on project implementation and delivery during the period January 2017-June 2018. Overall the report indicated that the Includem Service was continuing to make a positive difference to the lives of young people and families. Key findings included the following:</p> <ul style="list-style-type: none"> • 101 young people and their families have worked with Includem during the period between January 2017 - June 2018 • 47 of the 101 referred young people have exited the project with improved exit procedures established • The average length of support for young people receiving intensive support is 33 weeks • 64% of the pupils receiving support reside in the 20% most deprived areas of Scotland (SIMD 1 and 2) • 61% of pupils receiving support are male and 39% female • The vast majority of referred pupils (75%) are in S1 or S2 • The increased prevalence of contacts with families, including joint appointments with children and their parents/carers, in both strengthening family relationships and supporting parents/carers better support their children • Continued use of the 24/7 telephone helpline which received 1,875 calls between January 2017 and June 2018; of these calls 42% were made by pupils/schools during the school day seeking support 		<div><div>80%</div></div>

Action Name	Organisation	Latest Note	Status	Progress Bar
		<ul style="list-style-type: none"> • A shift in the timing of support provision with a greater proportion of support now being delivered outwith the school day (27%) whilst maintaining a flexible response to school/pupil needs during the school day (26%) • Positive changes in the behaviours of pupils receiving support including – more positive interactions with peers; increased engagement with school and school-related services including Educational Psychology; engagement with school-located health and wellbeing workers; reduction in recorded violent incidents; and reduction in the number of behavioural referrals, demerits and school exclusions. 		
Implement actions in local school plans to improve results and positive destinations for Looked After Children and those who have experience of care in Dundee	Children & Families Service, Dundee City Council	An established LAC School group (Champions Board) continues in Morgan Academy and at least one other secondary school is working towards this. Breakthrough Dundee is now in all eight secondary schools and has a presence in Rockwell Offsite Education Service (OES). They continue to provide group work to S1 and S2 pupils along with a mentoring service for S3 - 6 LAC pupils. Regular meetings between Education Officers and Social Work colleagues take place with an aim of improving communication links regarding Looked After Children across the service. Work is underway to develop a document highlighting the role the school, the Education Psychology Service, Social Work and the Children's Houses play in making the Corporate Parenting Plan 'come to life'. An enhanced transition for P7 LAC pupils in the St. Pauls' and Braeview Cluster is being piloted. Education Officers are also working alongside colleagues in the Discovery Work Service to review post 16 Transition Planning.		<div><div>50%</div></div>
Deliver targeted interventions for enhanced nurture to promote positive mental health under the Attainment Challenge Strategy	Children & Families Service, Dundee City Council	Implementation of Nurture Approaches is steadily increasing across Dundee schools and nurseries, with over two thirds of primary schools and a quarter of secondary schools implementing approaches following training. All 5 Children's Houses have also undertaken training and are implementing approaches. Any correlation with attendance and exclusion data should be treated with some caution as other variables will have influenced changes, such as the new Inclusion-Exclusion Policy. Staff reports/feedback		<div><div>55%</div></div>

Action Name	Organisation	Latest Note	Status	Progress Bar
		however indicate that staff have a better understanding of how the Nurture principles impact on their practice and subsequently children's self-regulation.		
Implement a staged intervention framework for mental health and wellbeing with targeted approaches to preventing and minimising the impact of mental health needs through the AIM (Anxiety in Motion) Programme	Children & Families Service, Dundee City Council	Qualitative data indicates that young people being supported by AIM continue to benefit from the programme and understand their anxiety and how to seek help. Educational Psychologists and Data Analysts are triangulating data for attendance and attainment to identify where there are improvements for young people in relation to their engagement in learning.		<div><div>50%</div></div>
Appoint Early Years Educators (Families) to promote parental involvement in children's early learning	Children & Families Service, Dundee City Council	This action has been completed.		<div><div>100%</div></div>
Develop further parental learning and support programmes	Children & Families Service, Dundee City Council	Additional Early Years Educators (Families) appointed through the Attainment Challenge and will be developing work with families across 19 settings. A network has been set up to share practice and to develop recording mechanisms to capture improvement including Play Do Study Act (PDSA) models. As the work progresses the programmes will develop and improve.		<div><div>100%</div></div>
Share nursery vacancy information with Children & Families Teams and Health Visiting Teams	Children & Families Service, Dundee City Council	This action has been completed.		<div><div>100%</div></div>
Implement a consistent business/school partnership model across the city to support curriculum design and delivery and provide a range of industry related learning experiences	Children & Families Service, Dundee City Council	Audit of Developing Young Workforce (DYW) activity in secondary schools completed in November 2018 shows activity across all 8.		<div><div>100%</div></div>
Update work experience placements in light of new work experience national standard	Children & Families Service, Dundee City Council	Currently in final testing phase of Hanlon (IT System) to ensure all elements of the tender have been delivered as agreed.		<div><div>100%</div></div>

Action Name	Organisation	Latest Note	Status	Progress Bar
Fully implement bespoke senior phase work placement model	Children & Families Service, Dundee City Council	New Work Placement Co-ordinator started on the 27th September 2018. Hanlon IT System is now operational. Schools still want to retain the S3 universal model however there is a steady expansion of work placements for senior phase pupils.		<div><div>95%</div></div>
Implement work placement model for pupils with additional support needs	Children & Families Service, Dundee City Council	Agreed process in place with Rockwell Learning Centre to provide work experience placements for their S4 and S5 pupils. Working with employers: Robertsons, Balfour Beattie and NHS, to develop protocols for data sharing to ensure young people with additional support needs have the right type of placement and support according to their needs.		<div><div>85%</div></div>
Increase number of young people from community regeneration areas moving from college to university through articulation agreements	Dundee and Angus College, Dundee University and Abertay University	23.5% of all 2016/17 students on an articulation programme were from CRA postcodes, up from 16% in 2016. Of all articulation programme students who were successfully placed, 25.8% were from CRA postcodes. The overall articulation acceptance rate of 76% has increased by 3 percentage points on 2016. We are planning to use this data to further increase and enhance our articulation agreements with the universities, however there are already articulation agreements in place for the top 3 areas of study.		<div><div>100%</div></div>
Roll out pilot plans to have young learners participate in new programmes that are part college attendance, part workplace experience and part school attendance - aimed at getting more young people into formal apprenticeships	Dundee and Angus College	<p>Future Skills College (FSC) has been running successfully since it opened at Dundee and Angus College, Gardyne Campus, on 5th June 2017 with its first cohort of students drawn from six Dundee and two Angus secondary schools.</p> <p>As of 8th May 2018 Future Skills College has 27 students:</p> <ul style="list-style-type: none"> • 9 of will complete the plumbing course and will aim to graduate into full-employment as traditional apprentice plumbers • 10 will complete the electrical course and will aim graduate into traditional apprenticeships as electricians • 8 students will graduate into Modern Apprenticeships in early education and childcare working in local authority nursery schools. 		<div><div>100%</div></div>
Provide a work experience programme across NHS Tayside for school-aged children	NHS Tayside	In addition to the school placements negotiated through learning and developments increased negotiations through Developing Young Workforce (DYW) are intended to provide more targeted information for young people still at school from existing NHS staff. DYW will		<div><div>100%</div></div>

Action Name	Organisation	Latest Note	Status	Progress Bar
		present to NHS HR staff to further discuss the importance of work experience and programmes - for example Foundation Apprenticeships.		
Offer placements to school pupils at all city libraries	Leisure & Culture Dundee	Placements continue to be offered to school pupils.	✓	100%
Complete and disseminate the findings of the "Make it Good" insight gathering research that focuses on what young people need to have in order to have healthy relationships, including aspects of emotional and mental health, which is reflected in the findings	NHS Tayside	NHS Tayside continue to promote the use of the "MakeitGood" resource to professionals working with young people through training and networking. It has been used to influence national documents (for example key messages on consent for Scottish Government & current Relationships, Sexual Health & Parenthood (RSHP) Education National Digital Resource). The content has been used in developing relevant training for professionals locally. The quotes are now a separate resource. MakeitGood is available at: https://www.sexualhealthtayside.org/professionals/resources/make-it-good/	▶	60%
Respond to mental health & wellbeing issues through health drop-in sessions in all secondary schools	NHS Tayside and Children & Families Service Dundee City Council	Meeting with Pupil Support Workers (PSWs) from Dundee secondary schools was arranged and took place in June 2018. Discussion took place on how health drop-ins were being planned and delivered. The meeting also provided an opportunity to discuss sources of support and for colleagues to network with others in a similar role from other secondary schools. Challenges faced maintaining health drop-ins this academic year (2018/19) have included competing priorities within school calendars, schools hosting displaced pupils and the challenges associated with lack of space / time. Changes in staffing in some schools have resulted in time being taken to look at the design and delivery of individual drop-ins and how these can be offered to best accommodate changing circumstances and staff availability.	▶	75%
Implement the Eat, Play, Learn Well Project	Children & Families Service, Dundee City Council	Officer appointed and action plan is developing. Progress will be recorded in attainment challenge returns to the Scottish Government.	✓	100%









Action Name	Organisation	Latest Note	Status	Progress Bar
Increase young peoples' financial capability through Curriculum for Excellence	Children & Families Service, Dundee City Council	In session 2018-19, staff tutors attended two meetings of the Scottish Financial Education Forum. These meetings shared the results of the Money Advice Service (MAS) findings from their recent UK wide research and showcased different services in place in schools. Information gathered at these meetings was fed back to the Numeracy Pioneers meeting held in November 2018. During the Numeracy Pioneers meeting it was agreed that a working group should be set up to assist with the launch of the Scotland wide Financial Education Booklet. The launch date of the booklet has still to be agreed.		<div><div>30%</div></div>

Theme: Housing and Communities

Please note: Where an action is 100% complete, the note displayed in the table below will be as at the point of completion.








Action Name	Organisation	Latest Note	Status	Progress Bar
Build 1,000 new units of affordable housing from 2017 to 2021	Neighbourhood Services, Dundee City Council	In 2018/19 a further 161 affordable housing completions have been achieved. The numbers of completions straddle financial years so completions will vary from year to year. We are on target to deliver 1,000 affordable homes by 2021.		<div><div>60%</div></div>
Develop and implement a pilot Private Sector Enhancement project in a selected area to comprehensively tackle housing and environmental conditions of social issues	Neighbourhood Services, Dundee City Council	<p>The work to install secure door entry has been completed on site at 221 Albert Street and new windows have been installed in the common close and stair although the associated plasterwork has yet to be completed. Environmental Compliance Notices have also been served on 221 Albert Street and following the issue of Fixed Penalty Notices resulted in clean-up work being carried out to the environmental area. Formal Notice of Approval has been issued in respect of the installation of secure door entry to the property at 24 Morgan Street, which forms part of the overall project area and it is anticipated that this work will also be completed by the owners in the near future.</p> <p>At a recent Multi Agency Tasking and Coordination group meeting it was noted that the Community Safety Wardens were indicating that since the installation of the secure door entry to 221 Albert Street, there had been no complaints regarding this property which had previously been a very high profile address in the local press.</p>		<div><div>100%</div></div>
Pilot project through Housing Support Team and Homefinder to work with vulnerable private sector tenants and their landlords to sustain tenancies	Neighbourhood Services, Dundee City Council	The pilot has been successful with 8 tenants receiving support. Clients have been supported in maintaining their tenancies achieving their wider personal goals. The pilot has resulted in improved joint working between Homefinder and Housing Support with Housing Support now being discussed with new clients at pre tenancy stage and at reviews and support being provided where necessary.		<div><div>100%</div></div>

Action Name	Organisation	Latest Note	Status	Progress Bar
Increase number of accredited private sector landlords by 5%	Neighbourhood Services, Dundee City Council	The current position is 151 Accredited landlords/agents managing 4,862 properties, with one application in process. Whilst the number of landlords is below target, there has been a significant increase in the number of properties managed by accredited landlords/agents. The application which is being processed will, if approved, add significantly to the number of accredited properties.		<div><div>75%</div></div>
Increase number of private sector landlords signing up to Homefinder Projects to improve standards	Neighbourhood Services, Dundee City Council	Private Sector Services Unit (PSSU) continues with campaigns to encourage landlords to become accredited. Homefinder continues to work with PSSU and landlords to encourage accreditation, with 21 Homefinder landlords accredited.		<div><div>100%</div></div>
Provide external wall insulation to 400 private flats per year to reduce fuel poverty	Neighbourhood Services, Dundee City Council	556 External Wall Insulation Completions in 2018/19. Continuing to make good progress in improving thermal insulation of citizen's homes, reduce carbon emissions and reduce fuel poverty.		<div><div>100%</div></div>
Increase enforcement within the private rented sector through the creation of an additional enforcement officer	Neighbourhood Services, Dundee City Council	The additional Enforcement Officer commenced work in December 2017.		<div><div>100%</div></div>
Implement and evaluate the DCC/Shelter Empty Houses Initiative pilot to bring empty houses into use	Shelter and Neighbourhood Services, Dundee City Council	The pilot was successfully completed in December 2017 with targets to bring 20 Empty Homes per year back into use in Dundee achieved. The second and final update report was presented to committee in November 2017.		<div><div>100%</div></div>
Develop and implement Landlord and Tenant checklists	Neighbourhood Services, Dundee City Council	All planned checklists completed and in use. Additional checklists being developed as the project progresses.		<div><div>100%</div></div>
Evaluate the Youth Housing Options Services test of change pilot to prevent youth homelessness	Action for Children and Neighbourhood Services, Dundee City Council	The project has been successful in the prevention of youth homelessness and securing the best outcomes for potentially homeless young people. This pilot project ended in May 2017. The Council will continue to work closely with Action for Children to ensure the benefits of the pilot project are mainstreamed.		<div><div>100%</div></div>
Review temporary accommodation to ensure that it is affordable to those in employment	Neighbourhood Services, Dundee City Council	A range of temporary accommodation has been made available to suit the varying needs within those who are homeless and requiring temporary accommodation. Low management temporary accommodation is made available to meet the needs		<div><div>100%</div></div>

Action Name	Organisation	Latest Note	Status	Progress Bar
		of those requiring it. Accommodation is available for those in employment.		
Remodel temporary accommodation to meet the needs of applicants	Neighbourhood Services, Dundee City Council	The Rapid Rehousing Transition Plan (RRTP) has been approved by the Council and submitted to the Scottish Government. The temporary accommodation review is part of the RRTP implementation plan and this work has now commenced from April 2019.	▶	40%
Introduce the Lead Professional Model to ensure that those experiencing homelessness are supported to achieve positive outcomes	Neighbourhood Services, Dundee City Council	The Lead Professional Model has been developed and training implemented. It is being rolled out across Housing Options and related Health and Social Care Services from April 2017.	✓	100%
Implement local agreement regarding Universal Credit claimants working closely with Dundee City Council and Housing Associations to ensure a holistic service is in place for tenants	Job Centre Plus	Ongoing at strategic and local level with weekly telekits held with both since the introduction of Universal Credit full service.	✓	100%
Organise and run an action learning pilot on the experience of foodbanks in Dundee in collaboration with the Poverty Alliance	Dundee Partnership and The Poverty Alliance	Menu for Change organisers are in the process of finalising the Dundee report including local recommendations. They are preparing to present these to relevant groups/stakeholders across the Partnership/Council over the next couple of months.	▶	80%
Implement the Transitional Resettlement Independent Pathways Project (TRIP) to support prisoners to achieve positive housing and personal outcomes	Positive Steps and Neighbourhood Services, Dundee City Council	The project in partnership with Positive Steps provides a proactive and positive resettlement for prisoners. The project has successfully supported around 40 cases to April 2017.	✓	100%
Invest in new community facilities in Coldside, Lochee & Menzieshill	Children & Families Service, Dundee City Council	The Coldside Campus which Hilltown Community Centre is part of has been operational from August 2018. Menzieshill building replacement is underway and due for completion in Autumn 2019.	▶	80%
Work in partnership to roll out Equally Well approach to supporting recovery friendly services in community regeneration areas	Neighbourhood Services, Dundee City Council	A city-wide programme of engagement is currently under preparation and will run from end March 2019 to June 2020 following a successful funding bid to the Alcohol and Drug Partnership. The engagement will support local communities, including people in recovery to creatively share their ideas and	▶	70%

Action Name	Organisation	Latest Note	Status	Progress Bar
		<p>experiences in order to influence local and city-wide responses to tackling stigma faced by people in recovery. Alongside this will be a focus on awareness raising across the city to support people to understand recovery and the impact that stigma has on exacerbating substance misuse. Additionally, the Community Health Team Leader has taken over as Chair of the Resilient Communities Work-stream which will guide the work on a city wide level. Local development groups have been/are in the process of being established to progress local initiatives that support recovery.</p> <p>In the financial year 2018/19, 5 Substance Use, Stigma and Supporting Recovery awareness sessions have been delivered. A further 5 sessions scheduled throughout the next financial year.</p>		
Extend volunteering and social activities in sheltered housing	Neighbourhood Services, Dundee City Council	An Activities Co-ordinator is in place within the Sheltered Housing Service. The Co-ordinator has developed volunteering and social activities within sheltered housing complexes. Initiatives include IT courses, inter-generational projects, and leisure and exercise classes. This work will continue to be developed.	✓	100%
Introduce pilot fuel voucher initiative	Dundee Foodbank	Dundee Foodbank were able to deliver 2,034 fuel vouchers, valued at £49 each, to clients attending the foodbank to collect a 3 day emergency food parcel between 1 st November 2016 and 28th February 2017.	✓	100%
Lobby SSE to expand fuel bank initiative to Dundee	Neighbourhood Services, Dundee City Council	This SSE initiative is unavailable.	✓	100%
Increase take-up of warm home discounts by 7% through the Dundee Energy Efficiency Advice Project	Neighbourhood Services, Dundee City Council	In 2018/19, 946 warm home discount applications were made a 19% increase on the 792 warm home discounts applied for in 2017/18.	✓	100%
Increase fuel debt write-off cases by 10% through Dundee Energy Efficiency Advice Project	Neighbourhood Services, Dundee City Council	Fuel debt write off cases totalled £64,200.39 in 2016/17. At present for 2017/18 cumulative debt write off cases to the end of October 2017 total £54,551.91 for a 6 month period this year. £109,000 is the expected total by March 2018.	✓	100%

Action Name	Organisation	Latest Note	Status	Progress Bar
Develop six community gardens and allotments	Neighbourhood Services, Dundee City Council	<p>Community gardens and allotments in Douglas, Ardler, Lochee, St Mary's and Whorterbank have had successful seasons with lots of produce. As well as the gardeners having access to the produce, produce is also distributed to others including foodbanks, local community groups, local families and community cafes.</p> <p>The Tay View Community Garden in Maryfield also had a successful first season producing vegetables and undertaking spin off projects engaging people in art and biodiversity. Produce from this garden is used by plot holders who are individuals or organisations such as Addaction, NHS and Abertay University Students Association. A possible extension is being considered on an area of greenspace nearby.</p> <p>Additional growing projects are planned in Charleston, Whitfield and Linlathen as well as adhoc support for schools/university gardens and community growing initiatives.</p>		<div><div>100%</div></div>
Establish a Green Health Partnership to create health opportunities in local green spaces	Neighbourhood Services, Dundee City Council	The Dundee Green Health Partnership was launched on 5th April 2019 by the Minister for Mental Health, Sport and Wellbeing. It is an ongoing initiative supported by Scottish Natural Heritage through Our Natural Health Service and delivered in partnership between NHS Tayside and Dundee City Council.		<div><div>90%</div></div>
Produce a Food Growing Strategy for Dundee	Neighbourhood Services, Dundee City Council	Guidance has been published by the Scottish Government. A Local Food Growing Strategy is to be in place by 1st April 2020. Officer working on collating information and reference material.		<div><div>40%</div></div>
Develop response to Funeral Poverty	Dundee Partnership	The Dundee Funeral Link Service has been established as a social enterprise and charity. It has begun operating and is to be formally launched on 1st March 2019. Plans are already being made to apply for stage 3 Social Innovation Funding from the Scottish Government. A tender for an affordable and respectful funeral package has been issued.		<div><div>90%</div></div>
Promote access to the full range of library services through the Outreach Services Section, including At Home Delivery	Leisure & Culture Dundee	Services continue to be provided.		<div><div>100%</div></div>

Action Name	Organisation	Latest Note	Status	Progress Bar
Service, Mobile Library, Online Reading Groups, e-resources (LCD)				
Provide access to resources and services via the Opportunities Project based in Central Library targeting all individuals and groups who have additional support needs	Leisure & Culture Dundee	This project continues to expand in partnership with local and national health and caring partners.	✓	<div>100%</div>
Provide awareness raising sessions on using comparability websites to find cheapest energy suppliers	Leisure & Culture Dundee	Staff and volunteers have been trained in identifying and using high quality price comparison websites. These skills are passed on to customers during one to one digital literacy sessions.	✓	<div>100%</div>
Develop district heating schemes in non-domestic sectors with a view to expanding into households when and where appropriate	City Development, Dundee City Council	The Council have been successful in receiving Low Carbon Infrastructure Transition Programme (LCITP) 2 grant to develop the Business Plan for the Dighty Corridor District Heating Strategy. This programme looks to build on and extend the Regional Performance Centre for Sport (RPCS) Energy Centre in Caird Park to link with the Energy from Waste (EfW) at the MEB plant in Baldovie. The Business Plan is scheduled to complete in March 2019.	✓	<div>100%</div>

Theme: Health and Inequalities

Please note: Where an action is 100% complete, the note displayed in the table below will be as at the point of completion.



Title	Organisation	Latest Note	Status	Progress Bar
Address stigma associated with mental health through Breathing Space Day	NHS Tayside	The work associated with the 2017 Breathing Space Day is complete. However work to address the stigma associated with mental health will continue to be progressed.	✓	100%
Roll out peer support approaches to other clinical areas following success including "Breastfeeding Buddies"	NHS Tayside	With support from Scottish Recovery Network and Dundee Voluntary Action, peer support recover volunteers are trained and placed across Mental Health Services in Dundee including Carseview. Services to be expanded further and embedded. A Parkinson's volunteer has been recruited but progress slow with recruitment and placement.	▶	70%
Expand the Community Companions befriending project and establish community cafes in care settings	Dundee Voluntary Action	Mainstream funding for co-ordinator post as well as ICF funding to recruit development worker was secured. Small grants funding was also secured to recruit sessional café worker. The project was expanded and delivering wider services in Dundee ahead of the expected timescale.	✓	100%
Provide early intervention and prevention in Tiers 1-2 for children and young people in the community through the Child & Adolescent Mental Health Services (CAMHS) Innovation Fund	NHS Tayside	<p>The training programme continues to be implemented to community practitioners supporting low level emotional health and wellbeing in practice. A key focus of the training programme is to target education staff across Tayside Schools (primary and secondary); with an emphasis on a 'whole school approach'. The training continues to be extremely well received with evaluations indicating positive outcomes for practitioners. As of December 2018 training has been delivered to 4,107 individuals.</p> <p>To further support practitioners, an E-Learning module was developed and is actively being completed in each of the 3 Local Authority areas. The Innovation Fund Team developed a low level Emotional Health and Wellbeing (EH&WB) Toolkit. This is in draft format and was circulated to a range of schools for comment and</p>	▶	75%


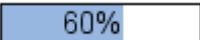

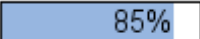
Title	Organisation	Latest Note	Status	Progress Bar
		feedback. The updated draft version is currently in progress to reflect comments received. There has been a delay in launching the Toolkit due to the Tayside Mental Health Strategy work also taking place. The plan is to launch the EH&WB Toolkit in 2019.		






Theme: Stigma and Social Inclusion

Please note: Where an action is 100% complete, the note displayed in the table below will be as at the point of completion.



Title	Organisation	Latest Note	Status	Progress Bar
Create Dundee body modelled on the Poverty Truth Commission	Dundee Partnership	The second Dundee Fairness Commission completed its work in December 2018 and a further, final group is being recruited to begin in April 2019 running to September 2020.		<div><div>90%</div></div>
Expand the Stick Your Labels anti-stigma campaign with support from the Poverty Alliance	Dundee Partnership	Officers are working in liaison with the Joseph Rowntree Foundation to implement the findings from the Frameworks Research on more effective anti-poverty messaging.		<div><div>75%</div></div>
Promote guide on anti-stigmatising to local journalists and media outlets	Dundee Partnership	The Dundee Fairness Commission made particular recommendations regarding media campaigns to reduce stigma in Dundee. Officers are to work with local media outlets and communities to implement these. Commitments will be included in the new Fairness Action Plan.		<div><div>66%</div></div>
Expand poverty sensitive practice training	Neighbourhood Services, Dundee City Council	In the first 6 months of the financial year 2018/19, 60 Health Inequalities and Prevention Toolkit training sessions have been delivered to 698 participants, which is an increase on the same timeframe last year. This is in addition to the Poverty Sensitive Practice training session, which have seen 9 sessions delivered to 195 staff. This again is an increase from the last financial year.		<div><div>55%</div></div>
Offer Poverty Sensitivity Training to any NHS Tayside workplace that has public-facing employees	NHS Tayside	From 1 st May 2018 to 1 st December 2018, 3 additional training sessions have been provided. Thirty-two people have attended this training including representatives from NHS Tayside, Dundee City Council and a Housing Association.		<div><div>75%</div></div>
Prioritise Poverty Sensitivity Training for Community Safety Wardens & ASB Team	Neighbourhood Services, Dundee City Council	All Wardens and ASB Team members have completed the E-learning module		<div><div>100%</div></div>
Expand network of Recovery Cafes	Alcohol and Drug Partnership	Recovery Cafes continue to operate in various locations in the city.		<div><div>80%</div></div>

Title	Organisation	Latest Note	Status	Progress Bar
Develop and Implement Recovery Friendly Lochee Initiative	Neighbourhood Services, Dundee City Council	Development activity for the Recovery Friendly Lochee approach has been restarted due to a new Community Health Inequalities Worker being in post. The learning from Lochee as the pilot community is being rolled out across the city and is recognised in the Resilient Communities section of the ADP Strategic Commissioning Plan.		
Deliver the Making Recovery Real Partnership in Collaboration with the Scottish Recovery Network	Dundee Health and Social Care Partnership	<p>As at December 2018, 33 people in total have completed the Peer 2 Peer training. Some of those who have completed the training have become regularly active within the newly established Dundee Peer Recovery Network, undertaken further learning courses, began volunteering opportunities, started university courses or started new jobs. A revised programme for young people will be delivered in partnership with Feeling Strong in Spring 2019.</p> <p>Dundee Peer Recovery Network now holds quarterly meetings and participants have developed a Facebook page. Participants have also used their own film as a learning resource and have used this to deliver staff awareness and training sessions. The network has more events planned using the Making Recovery Real film throughout 2019.</p> <p>A number of organisations have created new peer recovery volunteering opportunities as a result of their experience of participating in Making Recovery Real. At Dundonald Centre, Peer 2 Peer graduates are working with staff to deliver a range of recovery focused workshops for service users. At Dundee Association for Mental Health, volunteer welcome hosts introduce themselves to newcomers to put them at their ease and to help them to discover how the Association can support them. This has led to a higher conversion rate of people making an initial visit to people continuing in support arrangements at DAMH.</p> <p>Both SAMH and Penumbra have created new peer recovery jobs in Dundee. Funds from the Action 15 monies have also been ring-fenced for four peer recovery posts in Dundee, with early talks</p>		

Title	Organisation	Latest Note	Status	Progress Bar
		taking place about the deployment of these posts within the MHO team and the third sector.		
Deliver Gender Specific Training Focusing on the Impact of Poverty on Women	Violence Against Women Partnership	Discussions have taken place however this action has not been progressed further. We are now in a position that we have some additional funding to deliver training through the ADP underspend monies (assigned to workforce development) and consideration could be given to developing gender specific training which covers the impact of poverty on women and includes issues relating to substance use which are closely linked. Development of the training will be discussed at the Protecting People Learning and Workforce Development cross-cutting group.		<div><div>32%</div></div>
Deliver Growth Mindset Programme for Young People in Community Regeneration Areas (CRA's)	Leisure & Culture Dundee	The project is nearing the end of the initial pilot phase within the Strathmartine Ward. It has also delivered programmes in the East End and North East Wards within the city. In total, the programme has supported 2 high schools, 9 primary schools and 7 nurseries. It has also supported over 20 organisations who directly or indirectly support children, young people and families within CRA's.		<div><div>100%</div></div>
Brief Violence Against Women Specialist Services on Specific Issues Linking Domestic Abuse and Poverty	Violence Against Women Partnership	A brief to the Dundee Violence Against Women Partnership was delivered early in 2018.		<div><div>100%</div></div>
Increase Opportunities for Volunteering/Peer Support in Statutory and Contracted Health & Social Care Services	Dundee Health and Social Care Partnership	Volunteer management arrangements have been reviewed and updated, HSCP "direct" volunteers are now managed under a single system. A number of peer support and volunteering programmes are currently being supported through our Commissioning Plans. A process is established for recruitment and support of volunteers in partnership care homes, with several volunteers being supported over the last year. Links have been made with Dundee and Angus College.		<div><div>100%</div></div>
Create holiday activity programmes for children from families experiencing deprivation	Children & Families, Dundee City Council	By October 2018, the Fun and Food Programme had been operating throughout the city for 22 months and had delivered over 70,000 meals, being a mixture of breakfasts, lunches and supper for tea time clubs. This work was undertaken by working		<div><div>85%</div></div>

Title	Organisation	Latest Note	Status	Progress Bar
		closely with the Communities Officers, and School and Family Development Workers who were able to identify those families in greatest need. This has been the second year in a row whereby we have been able to provide some form of assistance to help alleviate child and family food poverty across one ward of the city. Dundee Bairns are in the process of recruiting a new co-ordinator who will be in post early 2019 to develop the programme further.		