

LOCAL CHILD POVERTY ACTION REPORT 2019





Introduction

The Child Poverty (Scotland) Act 2017 places a duty on Local Authorities and NHS Boards to jointly develop and publish an annual Local Child Poverty Action Plan (LCPAR), with the first to be published by June 2019.

Child poverty can undermine the health, wellbeing and educational attainment of the children who experience it. It also has a wider cost for society. A 2013 study found that child poverty in the UK was costing at least £29 billion per year.

The Child Poverty (Scotland) Act 2017, requires the Scottish Government to reduce the number of children who live in poverty. The following targets have been set for 2030:

- **Fewer than 10% of children living in families in relative poverty.** This means fewer than one in ten children living in households on low incomes, compared to the average UK household (the average household income for 2018 in the UK was £28,400).
- **Fewer than 5% of children living in families in absolute poverty.** This means fewer than one in twenty children living in low income households where living standards are not increasing.
- **Fewer than 5% of children living in families living in combined low income and material deprivation.** This means fewer than one in twenty children living in low income households who can't afford basic essential goods and services.
- **Fewer than 5% of children living in families in persistent poverty.** This means fewer than one in twenty children living in households in poverty for three years out of four.

Whilst these are the long term targets set by Scottish Government, the Act also sets out interim targets that require to be met by 2023:

- Less than **18%** of children are in relative poverty
- Less than **14%** of children are in absolute poverty
- Less than **8%** of children are in combined low income and material deprivation
- Less than **8%** of children are in persistent poverty

(NB- all these targets are set on an "after housing costs" basis)

For ease of reference the definition of these poverty classifications is provided below:

- **Relative poverty** – Children in families with incomes less than 60% of the contemporary UK median income
- **Absolute poverty** – Children in families with income less than 60% of inflation adjusted 2011-12 medial income

- **Combined low income and material deprivation** – Children in families with incomes less than 70% of the contemporary median and who cannot afford a number of essential goods and services
- **Persistent poverty** – Children in families who have been in relative poverty for three out of the past four years

As part of the Child Poverty (Scotland) Act 2017, the Scottish Government must publish child poverty delivery plans in 2018, 2022, and 2026. They must also report on these plans annually.

The first plan was published in March 2018 and called 'Every child, every chance - The Tackling Child Poverty Delivery Plan 2018-22'. It sets out new policies and proposals to help reach the 2030 child poverty targets. Actions included are to:

- **Make progress on the three main drivers of child poverty** – income from work and earnings, costs of living, and income from social security
- **Help children and young people in poverty avoid bringing up their own children in poverty** – including a focus on quality of life and partnership working.

The Child Poverty (Scotland) Act 2017 comes into force at a time when the UK Government's welfare reforms are impacting on those on the lowest levels of income. The UN Rapporteur, Professor Alston, in November 18 reported; "...the full picture of low-income well-being in the UK cannot be captured by statistics alone. Its manifestations are clear for all to see..." Professor Alston reported that people were dependent upon foodbanks, homeless people and children were living with no safe place to sleep, and that children were growing up in poverty unsure of their futures.

The Rapporteur in studying the UK Government's record on social security found "*great misery has also been inflicted unnecessarily, especially on the working poor, on single mothers struggling against mighty odds, on people with disabilities who are already marginalised and on millions of children who are being locked in a cycle of poverty from which most will have great difficulty escaping.*"

As recently as February 2019, The Resolution Foundation – a think tank which focuses on raising living standards – said that typical working age households' incomes were "*not forecast to rise materially over the next two years,*" following two years of stagnation.

The Resolution Foundation also state that their projections suggest child poverty will rise to record levels within the five years, and will be 6% higher in 2023/24 than that of 2016; equivalent to an extra 1 million children in poverty.

The Scottish Government's targets are therefore timeous and ambitious in view of current research and projections. Under the legislation, North Lanarkshire and NHS Lanarkshire have a responsibility to tackle the key drivers of child poverty, alongside wider community planning partners and communities and as a result to reduce child poverty levels within North Lanarkshire.

North Lanarkshire context

As part of the Child Poverty (Scotland) Act 2017, Local Authorities and NHS Boards must jointly report annually on the activity they are taking, and will take, to reduce child poverty. These reports are called Local Child Poverty Action reports and this document is the first of these reports for North Lanarkshire covering our activities during 2018/19 and outlining our future plans for 2019 onwards.

It is clear that both the Local Authority and NHS are key partners in supporting the Scottish Government to achieve these ambitious targets, however these will not be achieved by these two organisations but will require collaboration with our partners to ensure that we are developing and delivering focused services which address the causes of poverty in our communities.



Child Poverty in North Lanarkshire

In Scotland almost one in four children are officially recognised as living in poverty, this equates to some 230,000 children. This is higher than many other European countries.

North Lanarkshire is the fourth largest authority area within Scotland, with a population of 339,960. It is situated in the heart of Scotland with connectivity to the rest of Scotland, the UK and the world. As the fifth most densely populated council area, North Lanarkshire is divided into 21 wards which are represented by 77 elected members.

Within North Lanarkshire there are still unacceptably high levels of deprivation and child poverty and clear areas of inequity and inequality, as a result there is a degree of social exclusion across our diverse towns and communities. A profile of North Lanarkshire is shown in Appendix One and the remainder of this section details the current context for deprivation, poverty and specifically child poverty.

Historically the local authority has experienced higher than average levels of deprivation with the Scottish Index of Multiple Deprivation (SIMD) 2016 indicating that 21,500 of our residents live in datazones within the 5% most deprived and 75,000 within the 15% most deprived. Although the SIMD ranks datazones based on their combined deprivation scores, it is possible to generate rates for residents who are considered 'income' or 'employment' deprived and therefore more likely to experience poverty. A total of 52,325 (15.5%) of the overall population are estimated to be 'income' deprived while 29,585 (13.6%) of the working age population are estimated to be 'employment' deprived. This represents a combined total of 81,910 (14.7%).

North Lanarkshire has significantly high levels of child poverty with 24.9% of children estimated to be in poverty (Sept 2017), with all but two North Lanarkshire wards above the Scottish average of 21.7%. According to Scottish Government statistics, 21% of children live in households that experience both low income and material deprivation, 32% of children in North Lanarkshire live in a low income household (but not in material deprivation, although may still be at risk of poverty) and 41% live in a household in material deprivation (but not on a low income and may have only recently moved out of poverty).

As with all indicators levels of child poverty vary widely across the area with the highest level seeing one third of the children in Airdrie Central living in poverty and even at its lowest level almost 12% of children in Cumbernauld North live in poverty. The table below provides information on child poverty levels across all North Lanarkshire wards.

Percentage of children in poverty, July-Sept 2017 Local Authority and wards*	After Housing Costs	
	Number of children	%
North Lanarkshire	17,922	24.87%
Airdrie Central	1,133	32.98%
Cumbernauld South	1,148	29.07%
Coatbridge North and Glenboig	1,019	28.44%
Airdrie North	1,235	28.33%
Mossend and Holytown	778	27.54%
Motherwell South East and Ravenscraig	1,044	27.48%
Wishaw	1,032	27.22%
Kilsyth	651	26.89%
Fortissat	737	26.79%
Motherwell West	833	26.78%
Murdostoun	1,068	26.47%
Coatbridge West	928	25.86%
Bellshill	808	25.73%
Motherwell North	1,035	24.73%
Coatbridge South	826	24.00%
Abronhill, Kildrum and the Village	714	23.40%
Airdrie South	1,005	22.02%
Thorniewood	673	21.58%
Strathkelvin	735	15.73%
Cumbernauld North	489	11.57%

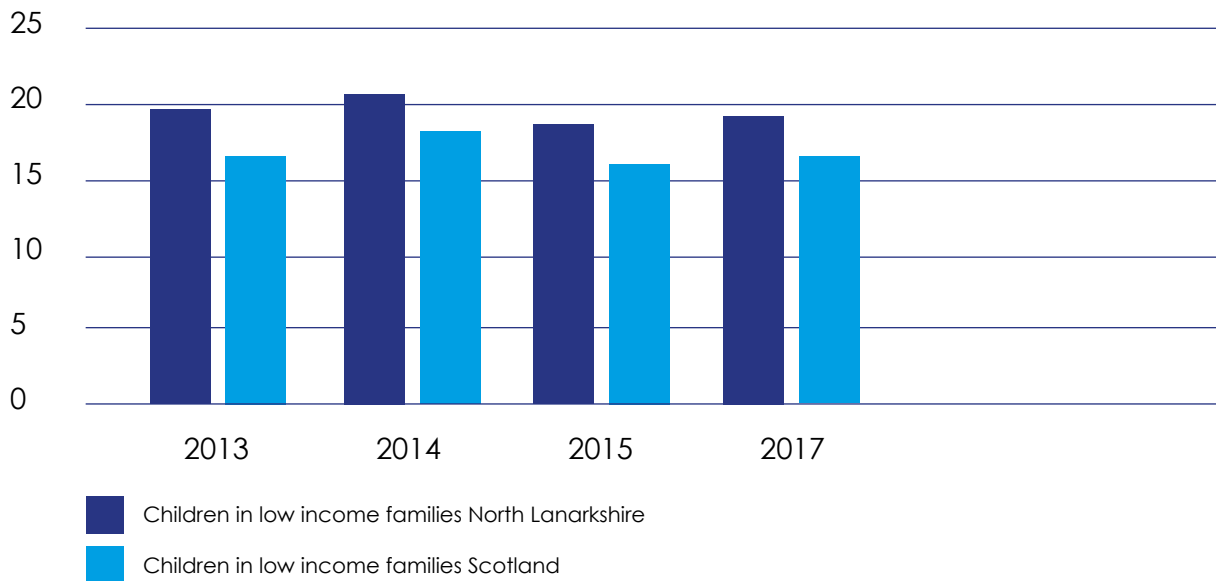
Definition: Household income (adjusted to account for household size,) is less than 60% of the average.

Source: End Child Poverty 2018

The Children and Young People's Health Plan (2018 – 2020) reports that since 2012, there has been an increase in the number of children in low income families. This is defined as dependent children under 20 years old in families in receipt of out of work benefits or child tax credits (reported low income less than 60% of the UK median). The graph below shows children in low income families in North Lanarkshire.

In 2009, 18.9% of children in North Lanarkshire were in low income families, falling to 17.7% in 2012. Data for 2013 shows that 19.6% of children in North Lanarkshire were in low income families; significantly worse than the Scottish average of 17.2% at this time. In 2016 the figure falls to 18.8%, however still remains higher than the Scottish average of 16.7%.

Children in low income families



When considering the nationally identified drivers of child poverty of income from employment, cost of living, and income from social security and benefits in kind there are significant differences between North Lanarkshire and Scotland as a whole:

- The average (full time) earnings per week of people who both live and work in North Lanarkshire is £548.90 (2018) compared to a Scotland average of £562.70. Earnings in North Lanarkshire have seen a year on year increase but at a lesser rate than the national average.
- 13.6% of North Lanarkshire's working age population (aged 16 to 64) have no formal qualifications (2017), this equates to 29,400 people. Despite showing improvement and dropping from 20.1% in 2011, this remains higher than the Scotland average of 8.7%.
- 3.6% of working age people claim one or more benefits (2018) compared to a Scotland average of 2.8%
- 92.3% of North Lanarkshire's pupils enter a positive destination upon leaving school (2016/17) compared to a Scottish average of 92.3%. This is an improvement from 87.6% in 2011/12
- 32% of pupils gained 5+ awards at level 6 compared to a Scotland average of 34% (2017/18) and 18% of pupils living in the 20% most deprived areas gained 5+ awards at level 6 compared to a Scotland average of 16%.
- 97.4% of all pupils achieved one or more qualification at SCQF level 3 or above in 2017 compared to a Scottish average of 98.7%. This rate drops to 78% for pupils who are looked after, compared to a Scotland average of 86%.

The North Lanarkshire Approach

The Plan for North Lanarkshire

The council and its partners have recently developed a new strategic plan for North Lanarkshire – *The Plan for North Lanarkshire* – which sets the direction for all – partners, the council, stakeholders and, most importantly, for each of our unique communities and the people who live, learn, work, invest and visit within North Lanarkshire.

The plan recognises that while trends show strong improvements in areas such as economic growth, investment, employment and educational attainment, there are still unacceptably high levels of deprivation and child poverty and clear areas of inequity and inequality. It is clear that not all of North Lanarkshire's people share equally in the improving picture and the plan sets out a vision of inclusive growth and prosperity with a shared ambition that aims to ensure the benefits reach all our communities and there is a fairer distribution of wealth.

North Lanarkshire will be a place where everyone is given equality of opportunity, where individuals are supported, encouraged and cared for at each key stage of their life. This approach within North Lanarkshire underpins the intention of The Fairer Scotland Duty to reduce the inequalities of outcome caused by socio-economic disadvantage.

To deliver this shared ambition of inclusive growth and prosperity, our work will be focused on five complementary priorities:

1. Improve economic opportunities and outcomes
2. Support all children and young people to realise their full potential
3. Improve the health and wellbeing of our communities
4. Enhance participation, capacity and empowerment across our communities
5. Improve North Lanarkshire's resource base.

These are in turn supported by 25 high level ambition statements that collectively support the shared ambition and are aligned to the 5 priorities. This vision, priorities and shared ambition statement are supported by a Strategic Policy Framework which maps our strategic policies to our shared ambition.

In relation to child poverty, the planning alignment is with both our overall approach to tackling poverty together with our partnership planning for children's services. A diagram of our policy framework in relation to children services is attached as Appendix Two and an outline of each of these policy planning areas is provided in the following section.

The Plan for North Lanarkshire is also supported by a Programme of Work which currently includes 75 key activities which council services will deliver in the period to 2020. Partners are also currently mapping the previous Local Outcome Improvement Plan and partner activities to the plan and, where appropriate, these will be included in the Child Poverty Action Plan moving forward.

Children's Services Planning

We want children and young people in North Lanarkshire to be safe, healthy, achieving, nurtured, active, respected, responsible and included so that they can realise their potential and grow to be successful learners, confident individuals, effective contributors and responsible citizens.

North Lanarkshire Children's Services Partnership (NLCSP) brings together public bodies and third sector representation to identify shared priorities and coordinate services and supports that improve outcomes for children, young people and families. The Children's Services Plan 2017 - 2020 provides an overview of the current priorities and partnership activity.

Our planning and delivery of children's services in North Lanarkshire is underpinned by the principles of the 'United Nations Convention on the Rights of the Child' (UNCRC).

Linked to this, we are currently involved in a range of improvement activity, the outcomes from which will continue to shape our future direction of travel. This improvement activity is a combination of local and nationally supported activity including:

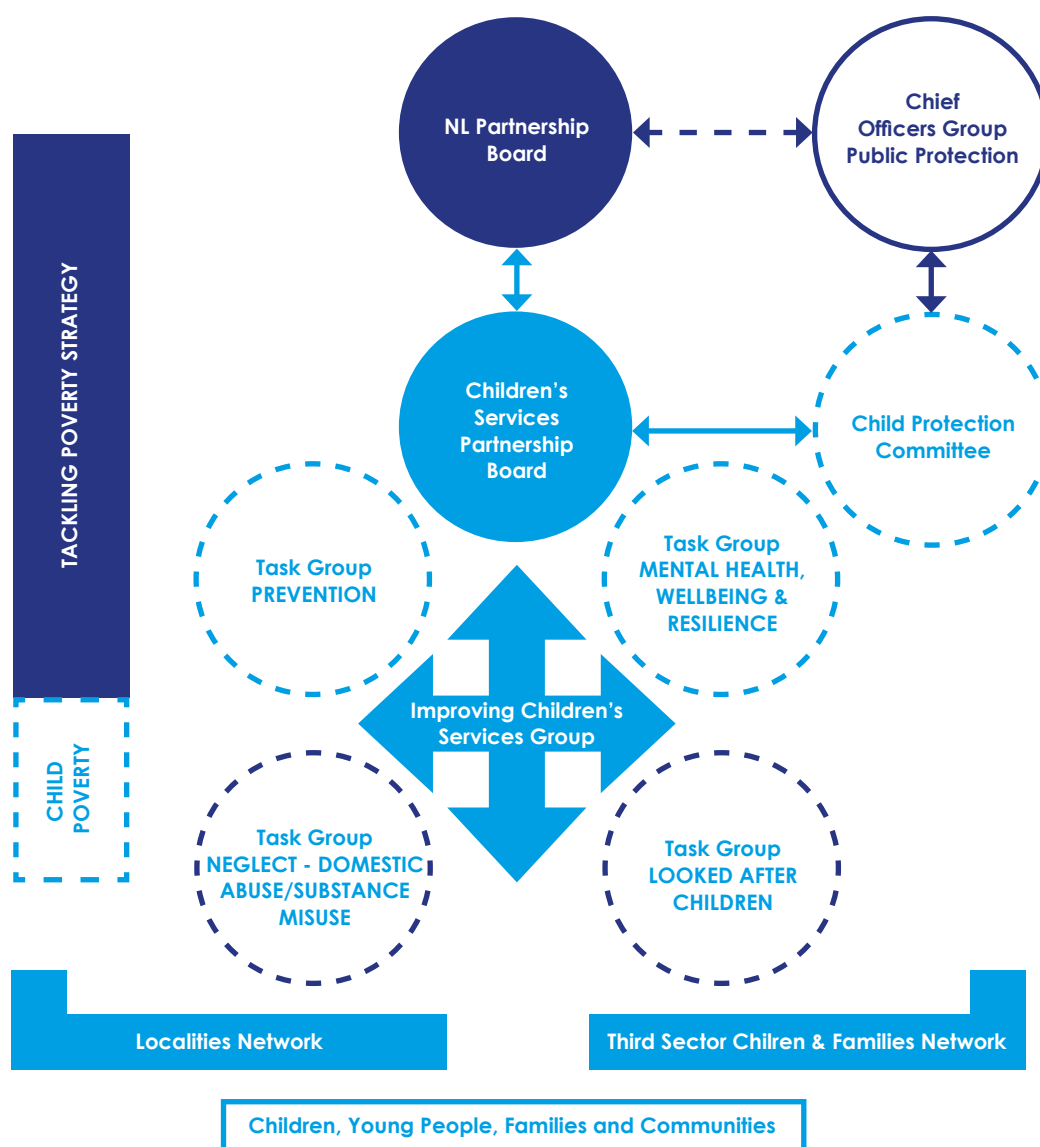
- Realigning Children's Services programme
- Scottish Attainment Challenge
- Children and Young People's Improvement Collaborative
- Permanence and Care Excellence
- Transforming Pathways
- Child Protection and Improvement Programme
- National Third Sector GIRFEC Project

The North Lanarkshire Children's Service Plan identifies four emerging priorities based on the evidence to date from these programmes, other strategic documents and available information:

- Prevention
- Neglect, domestic abuse and substance misuse
- Promoting mental health, wellbeing and resilience
- Looked after children and young people.

The diagram below describes the current partnership structure whose aim is to support the delivery of the priorities identified within the children's services plan. A key consideration moving forward was to develop a structure which had the flexibility to respond both to internal and external changes and also to reflect emerging legislative and policy developments. Also in an increasingly complex environment it was crucial that individual members/ partner agency contributions were maximised and effective. The diagram outlines the new structure and is designed to provide the required flexibility but with clear lines of accountability and governance.

In relation to child poverty, whilst being mindful of the statutory responsibilities, the Children's Services Partnership Board recognised that children live within families and communities and therefore any tackling poverty work which was being developed and supported at a strategic level would in turn impact on the children of North Lanarkshire. To this end it was agreed that rather than create a separate task group within the children's services planning structure to deal with child poverty instead this work stream would be aligned with the wider Tackling Poverty agenda but with clear oversight by the Children's Services Partnership Board.



Tackling Poverty

As mentioned above, North Lanarkshire has taken forward the approach that tackling child poverty will be part of the overarching Tackling Poverty Strategy, which in itself is a key strategic policy which underpins The Plan for North Lanarkshire. This is a vision that outlines the future direction for the partnership in terms of shared ambition for inclusive growth and prosperity for the people and communities of North Lanarkshire.

We recognise that securing long term successful change requires a balance between economic and social wellbeing. Joseph Rowntree Foundation identified that some of the consequences of poverty are:

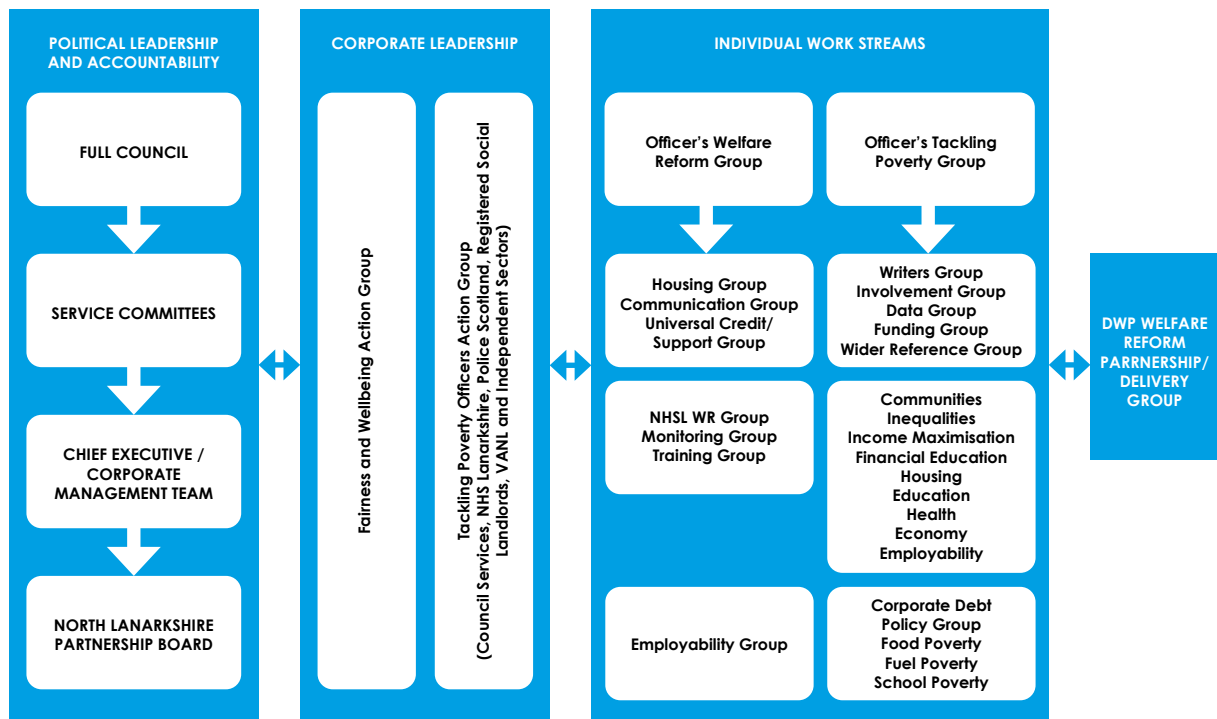
- Health problems – this would include both physical and mental health
- Housing problems
- Being a victim or a perpetrator of crime
- Drug or alcohol problems
- Lower educational achievement
- Poverty itself – poverty in childhood increases the risk of unemployment and low pay in adulthood and lower savings later in life
- Homelessness
- Teenage parenthood
- Relationship and family problems
- Biological effects – poverty early in a child's life can have a harmful effect on their brain development.



A collective and re-emphasised corporate approach is therefore needed to tackle the barriers to growth by unlocking the potential in the most deprived areas, breaking the cycle of poverty and opening up opportunities to create more equal communities. It also requires moving individuals from dependence to independence and enabling them to be part of the decision that affect them. Thus helping to achieve one of the goals set out in Every Child, Every Chance that children who live in poverty do not become adults living in poverty.

Sustainable communities address challenges through integrated solutions, rather than through fragmented approaches that meet one goal at the expense of another. The approach therefore to tackling child poverty has to follow this same route, statutory services, the third sector and the community have to come together to tackle this issue.

The establishment of A Fairness and Wellbeing Action Group will steer the partnership's approach in relation to Tackling Poverty, Child Poverty and Welfare Reform Issues. The governance chart for this is shown below:



Governance Chart North Lanarkshire Council

The governance structure and The Plan for North Lanarkshire will have at their heart the identified priorities:

- 1. Improve economic opportunities and outcomes**
- 2. Support all children to realise their full potential**
- 3. Improve the health and wellbeing of our communities**
- 4. Improve relationships with communities and the third sector**
- 5. Improve the councils' resource base**

The tackling poverty strategy plays a key role in delivering against all the priorities but in particular priorities 1, 2 and 3.

The Council and its partners within Health and Social Care made a practical commitment to assist in tackling poverty across North Lanarkshire in 2018, by making 15.5 temporary posts within the Financial Inclusion Team permanent, and committing £60,000 to allow the purchase of laptops/tablets to allow the team to be flexible and mobile and provide quality information and advice services in any location across the council area.

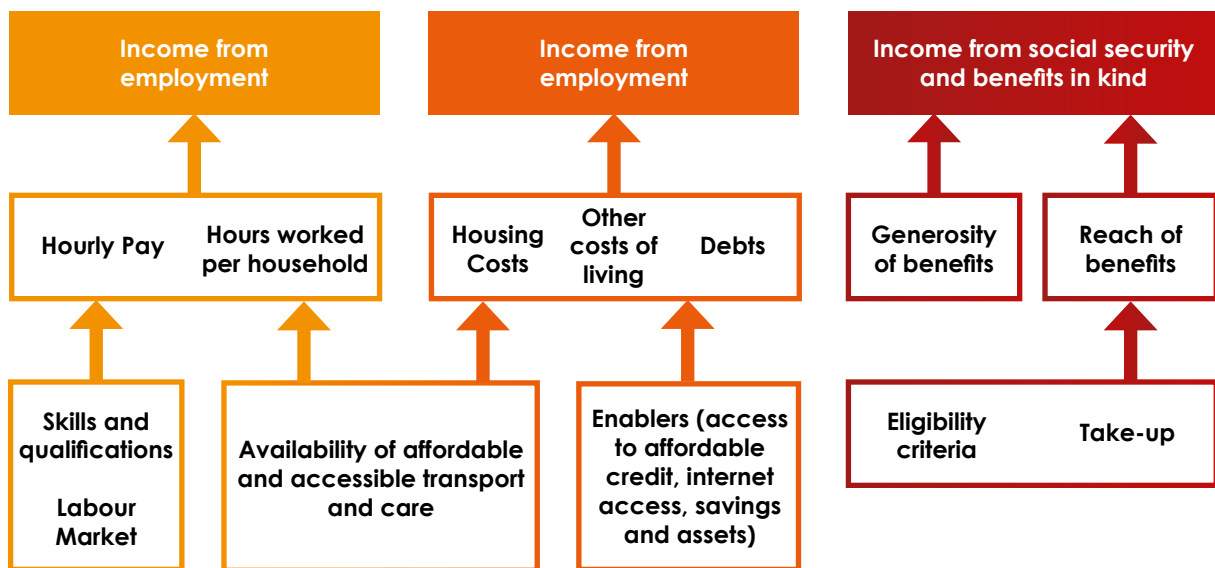


The Drivers of Child Poverty

In tackling poverty we must first of all know what it means for individuals, Joseph Rowntree provides a descriptive practical definition:

“Poverty means not being able to heat your home, pay your rent, or buy the essentials for your children. It means waking up every day facing insecurity, uncertainty, and impossible decisions about money. It means facing marginalisation – and even discrimination – because of your financial circumstances. The constant stress it causes can lead to problems that deprive people of the chance to play a full part in society.”

The reasons why families and children are living in poverty will therefore, vary from household to household, and will derive from different circumstance and life events, however, at their core, the drivers fall into three main categories:



Prioritising Families at High Risk

The Poverty and Inequality Commission, established by the Scottish Government in July 2017, has provided expert, independent advice on these issues and the Scottish Government Tackling Child Poverty Delivery Plan follows the structure of that advice. The Commission recommendation was to focus on families most at risk of poverty and this is the approach taken. Assessment of the evidence base showed the extent to which child poverty and equality overlap, with strong age, gender, ethnicity and disability dimensions. In line with this the local Child Poverty Action Plans have also to target their actions towards these families:

- Lone parent families, the large majority of which are headed by women.
- Families which include a disabled adult or child.
- Larger families.
- Minority ethnic families.
- Families with a child under one year old.
- Families where the mother is under 25 years of age.

It is known that structural factors out-with the control of these households can lead to many becoming trapped in poverty. Often, the main issue is lack of flexibility around work and care, but there are many factors at play including discrimination, which leads to the far higher poverty rates for children in these families.

Historically data on these specific family types and the impact of anti-poverty action on them has not been routinely gathered however whilst local data on these priority groups is currently unavailable, the national picture is as follows:



This lack of local information around these priority groups is an issue for all local authorities and NHS Boards. This has been recognised by the National Co-ordinator, Scottish Poverty and Inequality Research Unit (SPIRU) and other bodies during discussions with partners about the production of Local Child Poverty Actions Plans. It is imperative that the Scottish Government work with all partners to ensure a baseline can be established to allow us to measure the impact of our work undertaken within North Lanarkshire and to ensure it is making a difference to our children, young people and families most in need.

To compliment this quantitative information, it is imperative that the partners within North Lanarkshire develop a tool to gather qualitative information. Research into the impact income maximisation had on children and families and justice service users was carried out in North Lanarkshire in 2006, the information gave a proper insight into the impact income maximisation had on individual families and was more informative than mere income generated figures. It will be a recommendation from the Tackling Poverty Officers Action Group that qualitative information is gathered to help inform the future plan, this will include the engagement of families with lived experience of poverty.

Current Driver Activity in North Lanarkshire

The Action Template provides information on the work going on across North Lanarkshire in relation to both the drivers and the supports that are needed to ensure this work continues. Below are some examples of work currently underway across the authority to tackle child poverty and insecurity.

Income from Employment

Whilst there have been positive improvements in a number of key indicators relating to economic growth, investment, employment and educational attainment, there are still unacceptably high levels of deprivation and child poverty and clear areas of inequity and inequality remaining. There are real challenges facing the sustainability of our future economy. Economic growth has not been inclusive and there are significant risks for the future when considering the predominant sectors within North Lanarkshire, i.e. wholesale and retail, logistics and construction. North Lanarkshire has set ambitious programmes within its plan to ensure we address the need for greater economic diversity in order to achieve our full potential.

Whilst the above is a high level ambition, activity is underway within employability services to secure, assist and place people into employment.



Employability Services offer an all age programme, for those who have barriers to employment, including, but not exclusive to; people who are living in a jobless household, have mental health, long term physical health problems, registered disabled, criminal convictions, lone parents with childcare responsibilities. Specific initiatives and support are being delivered to address these needs. An employability review is currently underway, following a recommendation from the Fairness Commission, which will ensure greater joined up working throughout the public sector. (Further information in relation to the Fairness Commission can be found in the Future Action Section of this report).

Within the council's employability programme 6504 individuals were engaged and supported from April 2016- December 2018, with 3103 securing employment. Of those registered 1374 were parents of children under 18 and 690 of those residents were supported into employment. There is a clear focus on school leavers from the programme with 20% of resources going into supporting those 16 -18 years of age, Over 70% of those supported into work are still in employment at 26 weeks. The council also piloted, with financial support from the Scottish Government, a small scale scheme for 10 lone parents who had been unemployed for up to 2 years and secured employment for 9 of them. Learnings from this programme have been integrated into current provision. The Employability Team also fund a scheme to encourage North Lanarkshire employers to sign up for Living Wage accreditation.

The Council strongly advocate that fair work practices and paying the Living Wage can have a positive effect on people's lives and can help to create a fairer and more equal society. North Lanarkshire Council was awarded accreditation as a Living Wage employer on 29 August 2017 after successful submission of the license to the Living Wage Foundation.

The Living Wage accreditation also extends to contracted staff where they work on Council premises for two or more hours per week, for eight consecutive weeks in the year. Extensive work was undertaken by the Talent and Organisational Development Team in conjunction with Corporate Procurement and the Poverty Alliance (a membership organisation aimed at addressing poverty and exclusion) to establish all current council contracts which meet this criterion.

Being a Living Wage employer offers a number of business benefits including:

- enhancing the quality of work and staff;
- improved loyalty and customer service;
- positive impact on the employers reputation;
- reducing sickness absence rates
- improved retention rates and;
- ensuring the Council is an employer of choice

North Lanarkshire Council will take forward a plan to fully consolidate the living wage into its pay and grading model, this will deliver a further salary enhancement for the council lowest paid employees. Completion of this work fully meets the councils' commitment to its joint trade unions to achieve consolidation before 2021.

NHS Lanarkshire is committed to the national Fair Work Framework and is a Living Wage Accredited employer. A range of policies exist to support this, including, flexible working, health, safety and wellbeing, and employee assistance and recognition schemes.

NHS Lanarkshire considers both corporate and social responsibility factors when evaluating tenders and procuring services, in order to recognise employers who pay the real living wage, employ local people through apprenticeship schemes, or are involved with local charities. In 2017/18, 21% of trade spend by NHS Lanarkshire was with suppliers based within the Lanarkshire area (target 25%) and £2.47m of £213m core trade spend (1.16%) was with Living Wage accredited employers (this does not include suppliers where aggregate annual spend was less than £1,000 or spend via national procurement mechanisms). It should also be noted that a proportion of trade spend will be with suppliers who pay the Living Wage but are not yet accredited.

Within NHS Lanarkshire, supported employment opportunities are provided through Modern Apprenticeships and Project Search, which offers employment to around 24 individuals per year who have an additional support need. NHS Lanarkshire also offers pre-employment programmes, through New College Lanarkshire and the Princes Trust to those who may be further from employment due to life circumstances.

NHS Lanarkshire recognise that to improve in this area it will maintain its commitment to the Fair Work Framework and explore how best to reduce levels of underemployment amongst key staff groups.

Working together North Lanarkshire Council and NHS Lanarkshire will ensure that their role as a Corporate Parent is maximised and that care experienced young people are offered suitable work placements and employment opportunities, where these align with the young person's needs and aspirations. In support of this the council has developed "family Firm" placement and training programme which offers looked after young people a range of training and work placement opportunities with the council, independent, third sector and private business organisations.



Reducing the Cost of Living

Launched by the Local Authority's Energy Team, "It Pays to Switch" was mainly known as a collective switching campaign which looked to encourage households to switch their energy supplier(s). The main focus was to tackle fuel poverty in a meaningful way, with a view that any savings from fuel bills would ultimately improve the quality of life of each participant household. Engagement with residents was a priority, particularly those on prepayment meters. In ensuring an inclusive approach the Energy Team provided assistance to those who did not have access to the online platform to ensure that they could participate and benefit from cheaper tariffs.

There were 6 campaigns hosted between 2015 and 2017. During that time over 6,300 households fully participated in the registration process and of these 36% accepted their new tariff offers. The savings for each household varied and ranged from a few pounds through to in excess of £400.

Going forward, the campaign and its delivery is under review. The council are looking to maximise the opportunities to assist households in terms of fuel poverty. It is anticipated that It Pays to Switch version 2, will be launched late 2019, early 2020.

Introduction of Club 365

North Lanarkshire also looked at how it could assist people who experience increased costs during the school holidays, recognising that the holidays put a significant burden on the pockets of parents and based on evidence that children were returning to school from school holidays not properly fed. The Council launched its initiative Club 365.

North Lanarkshire then considered the academic evidence that indicated weekend and holiday hunger impacts on children's life chances. Researchers link this growing awareness that school holidays present a problem both for the poorest families and for inequalities of attainment in the school system. Child Poverty Action Group (CPAG) alongside academics at the University of Glasgow, have highlighted the "cost of the school holidays" as a major public policy problem. This resulted in North Lanarkshire launching Club 365, an initiative that would tackle holiday and weekend food provision, by providing a meal and activities to those children who qualified for free school meals.

To develop the initiative further consultation, including with the families, will explore how those involved want us to address the issue of food provision for children during school holidays and weekends. A full evaluation of the initiative will also be undertaken to ensure that this programme is the most effective way to provide assistance for children, young people and families during school holidays and weekends.

Income from Social Security and Benefits in Kind

The Council's Financial Inclusion Team (FIT) comprises of Welfare Rights and Debt Advice. The financial inclusion team is a council service, with its officers based within health and social care, to ensure that they are available to provide service and support to the most vulnerable in society as well as to the staff who will also be supporting these individuals. The team is responsible for delivering both an inward looking service toward its health and social care service users and an outward facing service to the residents of North Lanarkshire.

Due to the complexity of the benefits system, general and specialist welfare rights services are crucial to individuals and families dependent on benefits. Members of the Financial Inclusion Team provide support and assistance about the range of state benefits and assist North Lanarkshire residents to claim all benefits to which they are entitled. The main thrust of all welfare rights work is the maximisation of income for individuals and for the community as a whole. Given the poverty indicators within North Lanarkshire, it is important that the council and partners mobilises its resources to tackle poverty amongst service users and in the wider community.

Health and social care have Income Maximisation Procedures in place which should ensure that everyone who receives a service from Children and Families, Justice and Community Care will receive a benefit check and assistance with income maximisation. Health and social care recognise that this is not done as routinely as should be and are working together with the Financial Inclusion Team to address this.

North Lanarkshire Council and NHS Lanarkshire are currently taking steps to address some of the high priority family groups listed previously via their Midwife/Health Visitor Pilot Project. The project created a referral pathway for midwives and Health Visitors to refer expectant and new mothers to the financial inclusion team for benefit, debt and budgeting advice. The Health Visitor involvement means that parents can be referred into the service at any of the milestones in the child's life. The information that is gathered from this activity will also feed into our monitoring moving forward

North Lanarkshire Council is the largest local authority landlord in Scotland with approximately 36,315 houses. In addition, the local Registered Social Landlord sector owns and manages approximately 8,000 properties. It is estimated that around 60% of social tenants are in receipt of Housing Benefit (62% in the council housing sector).

Early intervention with income maximisation assists in the prevention of rent arrears and the sustainability of tenancies.

Housing advisors provide basic information and advice to vulnerable tenants and homeless people, concentrating on housing benefit to ensure people can pay their rent. They receive welfare rights training and are supported by Welfare Rights Officers from the Financial Inclusion Team (FIT).

The Financial Inclusion Team together with its partners in Health and Social Care and Housing, last year generated an additional £35.6 million in benefit income for residents within the authority seeking assistance with social security issues. The Team are currently unable to categorise this by the priority groups, however, this is an identified action for the coming years.

The Financial Inclusion Service is accredited to Type III in all areas of welfare law under the Scottish National Standards for Advice and Information Providers and have generated £192.6 million (£35.6m in 2017/18) in benefit income for the residents of North Lanarkshire since the introduction of the current Welfare Reform programme in 2011. The team have also been central to the North Lanarkshire Partnership response to welfare reform. Key activity has included:

- Completing over 136,674 benefits checks for residents of North Lanarkshire since 2012.
- Providing representation at 12,532 Social Security Appeal Tribunals with a success rate of 67% against a national average of 64%.
- Delivering training to over 6,000 Council, NHSL, Police Scotland, SFRS and third sector staff in both welfare reform and benefits.



Sharing Good Practice

Food Poverty

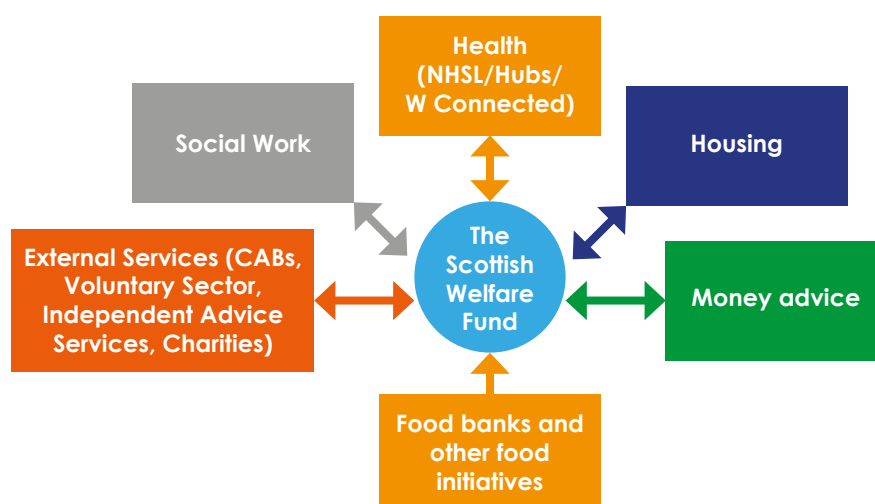
Food poverty and insecurity has been the subject of much discussion and debate across Scotland and the UK in recent years. The plight of people has been highlighted across much of the media, with foodbanks opening across many towns in Scotland as people struggle in the current economic climate of austerity.

To tackle food poverty and insecurity in North Lanarkshire, it was agreed that we would take an advisors approach to this; it was not enough to provide someone with a food parcel, you have to ask 'why they are in food crisis?', 'Why has this happened?', and look to address these causes to ensure people have a longer term solution to food insecurity.

The Food Poverty Referral Pathway was introduced to ensure that the cause of the food crisis was addressed together with a resolve to the immediate problem. Without addressing the cause, a food parcel can be a temporary fix, in North Lanarkshire we wanted to assist people with a more long term resolution.

North Lanarkshire together with its internal and external partners wanted to ensure that when someone presents in Food Crisis, the first port of call should not be "a food parcel". The person is first of all in "crisis" and therefore we should look toward the Government funded scheme for this, i.e. The Scottish Welfare Fund.

Recognising that not all applicants to the Scottish Welfare Fund would receive an award, it was agreed that all parties wanted to ensure that anyone entering the pathway would receive a positive outcome, whether in the form of a grant and help with the cause of the crisis, or a food parcel and help with the cause of the crisis. From this the pathway was created, the diagram below shows that Scottish Welfare Fund is the hub, ensuring where the referrer may not have the skills to illicit or deal with the information relating to the cause of the crisis, e.g. Benefit sanction, late payment of benefit, creditors etc. the Scottish Welfare Fund staff can refer to the appropriate agency.



The introduction of the pathway resulted in referrals to foodbanks decreasing by 22% prior to Universal Credit full service being rolled out in October 2018. The gateway is being reviewed in June 2019 to consider the impact this has had on foodbank use.

The MACA Project (Money Advice / Consumer Advice)

The Financial Inclusion Team wanted to take a long term approach and target young people, believing that this could reduce the number of North Lanarkshire residents having to access the Money Advice Service in the future. A pack was produced to increase children's financial awareness and included; budgeting, priorities and the consequences of debt.

The aim of the project was to give young people the knowledge, understanding, ability and confidence required to ensure their own health and wellbeing, it is very much a preventative approach around managing money. Specifically, the project is about increasing financial awareness and helping people understand more about money, budgeting, priorities and the difference between want and need, debit and credit.

The project also embraces the ethos of the Curriculum for Excellence developing effective contributors, successful learners, confident individuals and responsible citizens through history, solo working, group working, interactive participation, games and, above all, skills for life-long learning.

Two programmes have been developed for primary schools: 'Money Tree' and 'Money Savvy'. The programmes consist of different lesson plans and participation styles, all developed alongside teachers from the Maths Champion Group to ensure they support Curriculum for Excellence. The course is usually delivered in 45 minute sessions over three consecutive days, led by two staff. It uses interactive technology such as the voting system to encourage participation and make it both enjoyable and interesting.

The course has also been adapted and built upon to allow us to deliver this in secondary schools, further education colleges and community groups.

During the financial year 17/18 - 241 sessions were delivered to 2269 pupils in primary schools. 6 Sessions were delivered to 43 pupils within additional support needs schools.

The project has delivered to those SIMD areas identified as having high levels of deprivation, and will continue in this and the following financial years to deliver the programme to ensure our children are financially aware, thus helping with the goal of children who live in poverty do not grow up to be adults in poverty.

The success of the project is evident from the feedback received from both teachers and students and it is hoped that with partnership working and investment across the council this can be rolled out to ensure that every pupil in North Lanarkshire will receive this training throughout their school career.

North Lanarkshire Council, NHS Lanarkshire and Partners – Current Activity 2018/19



Action	Who is delivering this?	Resources Allocated	Poverty Drivers	Monitoring Information	Timescales if appropriate	Group the action is intended to reduce poverty amongst
Health Visitor & District Nurse pilot project (embedding money issues into the assessment process) in Coatbridge and Airdrie locality (From November 18)	North Lanarkshire Council and NHS Lanarkshire	Temporary funding until June 2019- 1 FTE WRO	Maximise income Reduce the cost of living	240 referrals from November 18 to April 19 £6558 in additional benefit income generated from 43 claims in the project from November 18 to date. 2 debt packs completed	1 year pilot future funding of the project being considered to allow roll out across 6 localities	Children under 5
8 Families Project	North Lanarkshire Partnership and local Third Sector organisations	SAC Funding £10,000 within Health & Wellbeing strand of Education & Families Attainment Challenge Plan for 2019/2020	Maximise income Reduce the cost of living Income from employment	*Impact on the families *school attendance *school attainment	Pilot phase, roll out of inter-agency staff professional development programme & future planning activities Apr18- May 19. Year One of Family and Young People Support Programme June 19 – June 20	Families and young people at risk
Health Hubs for information and advice	North Lanarkshire Council and NHS Lanarkshire	Temporary funding until June 2019- 1 FTE WRO	Maximise income Reduce the cost of living	406 referrals £812,533 additional benefit income generated from 314 claims in 18/19 12 debt packs completed	1 year funding future funding of the project being considered	People and families with health and disability issues
Kinship Carers Income Maximisation	North Lanarkshire Council	Embedded into social worker and Financial Inclusion Team practice	Maximise income Reduce the cost of living	88 benefit checks completed £59,396 additional benefit income generated from 93 benefit claims in 18/19	Ongoing	Children and families
Club 365	North Lanarkshire Council	Budget allocated from SAC and NLC budgets - works with existing staff	Maximise income Reduce the cost of living	June 18 – December 18 950 children attended Club 365	Ongoing	Primary school aged children

Action	Who is delivering this?	Resources Allocated	Poverty Drivers	Monitoring Information	Timescales if appropriate	Group the action is intended to reduce poverty amongst
Provision of free sanitary products in school	North Lanarkshire Council	Scottish Government funding (temporary)	Reduce the cost of living	Monitoring work on going in this area	Year on year funding from Scottish Government	School aged children
Supported Enterprise	North Lanarkshire Council	15 Job coaches and 0.5 WRO (in core funding)	Maximise income from employment	242 people in work	Ongoing	Children leaving care Children with additional support needs People with mental health issues People with disabilities
Prospects Programme	North Lanarkshire Council	Part funded by European Social Fund and NLC until December 2022. 21 NLC staff including employability development and compliance. Also funds Council ALEO, Routes to Work Ltd, which has 56 staff.	Income from employment	Supported 3,103 residents into employment in phase 1 and has a target of supporting a further 4,000 into employment in Phase 2 which runs from Jan 2019 until Dec 2022 and is designed to support those further from the labour market	2022	Unemployed people and specifically those furthest from the labour market
Developing Young Workforce	North Lanarkshire Council	Embed into practice	Income from employment	Provides support to school leavers at risk of not entering employment, training or further education	2021	Young school leavers

Action	Who is delivering this?	Resources Allocated	Poverty Drivers	Monitoring Information	Timescales if appropriate	Group the action is intended to reduce poverty amongst
Child Care Development Fund	North Lanarkshire Council and Routes to Work	2 child care case workers	Maximise income Reduce the cost of living Income from employment	*Fund is available for unemployed parents who enter employment whereby their child care will be paid for the first four weeks until their benefit processed	Ongoing	Parents and families
Project Search	North Lanarkshire Council, NHS Lanarkshire, SERCO, and New College Lanarkshire	Embedded into practice	Income from employment	Project involves a year long placement and training within the hospital environment. 128 young people in total have gone through the programme	Ongoing	Young people between the age of 18-24 who face barriers to employment (care experienced of have a health/disability issue)
Financial Education	North Lanarkshire Council	Currently being met as additional duties in core funding, seeking funding to continue	Maximise income Reduce the cost of living	2018/19 information – 4205 primary children 219 ASN secondary school children	Ongoing	Primary children Secondary children Young adults
Food Poverty Referral Gateway	All internal and external agencies	Embedded into practice	Maximise income Reduce the cost of living	*Crisis grants claimed *Income maximised *Referrals to foodbanks	Ongoing	Families
Income maximisation via benefit uptake	North Lanarkshire Council and External Commissioned Independent Advice Services	Embedded into practice North Lanarkshire Council Funding	Maximise income	2018/19 figures – 11,196 benefit checks carried out £26,573,536 additional benefit income generated	Ongoing	All NL residents

Action	Who is delivering this?	Resources Allocated	Poverty Drivers	Monitoring Information	Timescales if appropriate	Group the action is intended to reduce poverty amongst
Debt Advice	North Lanarkshire Council and External Commissioned Independent Advice Services	Embedded into practice North Lanarkshire Council Funding	Maximise income Reduce the cost of living	2018/19 figures – 1402 referrals to the service 868 debt packs completed 609 people given further assistance £9,741,289 debts assisted	Ongoing	All NL residents
MacMillan Advice Service	North Lanarkshire Council, MacMillan and DWP	Temporary funding from MacMillan Cancer Support	Maximise income Reduce the cost of living	2018/19 figures 1005 referrals £4,012,220 additional benefit income generated 2 debt packs completed	2020	All NL residents with a cancer diagnosis, families and carers of patients
Fuel Poverty	North Lanarkshire Council	Staffing within existing resource. Funding amount to be confirmed – expenditure expected to initially be for marketing and anticipated that following successful relaunch campaign will eventually become self funding.	Reduce the cost of living	Average per campaign: 1,197 completed registration with 32% switching Average saving per household £262 with total savings over 6 campaigns £545,265	This is to be confirmed. We are going out to tender later this year and it will be dependent on what the market can offer.	Families and people within NLC

In delivering both current and future activity in relation to the North Lanarkshire Local Child Poverty Action Report, strategic and support work is required to be completed in order to allow the operational work to be carried out. Below is listed some of the supports that allow the operational work to be piloted or embedded into practice:

Support Activity	Description	Responsible Service / Organisation
Income Maximisation and Charging Procedures	The procedures detail each officer's responsibility within health and social care in ensuring people's income is fully maximised.	Financial Inclusion Team – North Lanarkshire Council
Free fruit to all nursery children	Fruit is provided and promote free of charge to nursery children across North Lanarkshire to ensure all children have access to a healthier diet	Education – North Lanarkshire Council
Promote and support implementation of living wage	North Lanarkshire Council and NHS Lanarkshire are the two main employers in North Lanarkshire. They are committed to paying the living wage to their employees.	North Lanarkshire Council and NHS Lanarkshire
Joint delivery of NHSL employability scheme		North Lanarkshire Council and NHS Lanarkshire
Business Gateway Lanarkshire	Provision of support to individuals thinking of starting up their own business and to support existing businesses to grow providing employment opportunities.	Enterprise Services
LEADER programmes	Provision of support within rural communities to support projects which build capacity in the local community and can support rural enterprises to diversify or set-up and grow.	Enterprise Services
Overcoming health issues as a barrier to work		

North Lanarkshire Council – Future Activity 2019 onwards

The North Lanarkshire Fairness Commission was set up with a fundamental mission; to inspire concerted action to bring about substantial, enduring transformative change in the levels of fairness in North Lanarkshire.

The recommendations from the Commission have been identified below as a plan for future activity across the local authority. They have been placed under the drivers to tackle child poverty, with other supports required to help achieve North Lanarkshire's requirements under the Act.



Income from Employment	Costs of Living	Income from social security and benefits in kind
REC 2 – Supporting good employment practices	REC 7 – Extend the fuel switching campaign to ensure those most vulnerable are switching	Local authority and partners to carry on existing work in this area
REC 4 – All school leavers should receive the support they need to achieve and sustain a positive destination	REC 8 – Access to fairer credit, including credit union payroll deductions	
REC 5 – The public sector partners should conduct a thorough systematic review of employability services	REC 9 – Discuss funding lending opportunities with social lenders	
REC 6 – The partners should develop an employability plan for care experienced young people	REC 12 – Child care provision should meet the needs of low income parents and those in insecure or precarious employment.	
Other Supports		
REC 1 – Inclusive growth should be at the heart of all public investment in North Lanarkshire, with a developed meaningful set of standards for how inclusive growth is measured.		
REC 3 – The poverty related attainment gap and inequalities in the health and well-being of young people should be tackled more fundamentally.		
REC 10 – The council should establish a community connector post in the most deprived areas to act as a link between local people, all council and partner services as well as the voluntary sector organisations to provide access and referral to service.		
REC 11 – The partners should seriously examine how services can be delivered to ensure the widest possible access in community hubs.		
REC 13 – The production of a tackling poverty strategy.		
REC 16 – All partners work should be included in the community plan and contribute to the community empowerment and capacity building		

As mentioned previously The Plan for North Lanarkshire is supported by a programme of work which contains a range of actions which will support council and its partners to deliver against the targets and priorities identified within the Tackling Child Poverty Delivery Plan and the Child Poverty (Scotland) Act. These actions are identified overleaf.

Fairness Commission recommendation	Relevant Programme of Work (see appendix 3)
REC 1 – Inclusive growth should be at the heart of all public investment in North Lanarkshire, with a developed meaningful set of standards for how inclusive growth is measured.	<ul style="list-style-type: none"> • Included in New Supply Programme (P013); will also feed into the Local Housing Strategy review and update.
REC 2 – Supporting good employment practices	<ul style="list-style-type: none"> • Living wage consolidation(P065)
REC 3 – The poverty related attainment gap and inequalities in the health and well-being of young people should be tackled more fundamentally.	<ul style="list-style-type: none"> • Getting It Right for Every Child (GIRFEC)(P031) • Mental health, well-being, and resilience(P032) • Improve attainment and qualifications(P033) • Additional support Needs (ASN) provision (P035) • Developing the Young Workforce - curricular provision (P036) • Developing the Young Workforce – employability (P037) • Scottish Attainment Challenge and Pupil Equity Fund (P039)
REC 4 – All school leavers should receive the support they need to achieve and sustain a positive destination	<ul style="list-style-type: none"> • Developing the Young Workforce - curricular progression (P036) • Developing the Young Workforce – employability (P037) • Young people on the edges of care (P043) • Looked after children and young people (P044)
REC 5 – The public sector partners should conduct a thorough systematic review of employability services	<ul style="list-style-type: none"> • Employability services review (P024) • Developing the Young Workforce - curricular progression (P036) • Developing the Young Workforce – employability (P037) • Young people on the edges of care (P043) • Looked after children and young people (P044)
REC 6 – The partners should develop an employability plan for care experienced young people	<ul style="list-style-type: none"> • Employability services review (P024) • Young people on the edges of care (P043) • Looked after children and young people (P044)
REC 7 – Extend the fuel switching campaign to ensure those most vulnerable are switching	<ul style="list-style-type: none"> • Fuel poverty (P017)
REC 8 – Access to fairer credit, including credit union payroll deductions	<ul style="list-style-type: none"> • Tackling Poverty Strategy (P005) • Employee engagement and wellbeing (P064) • Living wage consolidation (P065)
REC 9 – Discuss funding lending opportunities with social lenders	<ul style="list-style-type: none"> • Tackling Poverty Strategy (P005)

Fairness Commission recommendation	Relevant Programme of Work (see appendix 3)
<p>REC 10 – The council should establish a community connector post in the most deprived areas to act as a link between local people, all council and partner services as well as the voluntary sector organisations to provide access and referral to service.</p>	<ul style="list-style-type: none"> • Community engagement / community visioning framework (P057)
<p>REC 11 – The partners should seriously examine how services can be delivered to ensure the widest possible access in community hubs.</p>	<ul style="list-style-type: none"> • Town centre and community regeneration (P020)
<p>REC 12 – Child care provision should meet the needs of low income parents and those in insecure or precarious employment.</p>	<ul style="list-style-type: none"> • Early year's expansion (P030) • Child poverty - anti-poverty approaches (P041)
<p>REC 13 – The production of a tackling poverty strategy.</p>	<ul style="list-style-type: none"> • Tackling Poverty Strategy (P005) • Child poverty - anti-poverty approaches(P041)
<p>REC 16 – All partners work should be included in the community pan and contribute to the community empowerment and capacity building</p>	<ul style="list-style-type: none"> • Community matters / local governance system (P065) • Community engagement / community visioning framework (P057)

Over and above these adopted recommendations and identified actions, North Lanarkshire Council, NHS Lanarkshire and partners will also continue the range of activity outlined in our current work plan for 2018/19 which is outlined in the following pages.

North Lanarkshire Council, NHS Lanarkshire and Partners – Future Activity 2019



Action	Who is delivering this?	Resources Allocated	Poverty Drivers	Monitoring Information	Timescales if appropriate	Group the action is intended to reduce poverty amongst
North Lanarkshire Plan	North Lanarkshire Council, NHS Lanarkshire and all partners	Embed into practice	Maximise income Reduce the cost of living Income from employment	Maximise income Reduce the cost of living	Ongoing	North Lanarkshire residents
Poverty Proofing Schools	North Lanarkshire Council		Maximise income Reduce the cost of living			
Roll out of Health Visitor & District Nurse pilot	North Lanarkshire Council and Health and Social Care North Lanarkshire	Dependent upon funding from Health and Social Care North Lanarkshire	Maximise income Reduce the cost of living	*No of referrals *No of people helped *Income generated *No of appeals *Debt packs completed	Would be on going and embedded into practice	Children under 5 residents within North Lanarkshire
It Pays To Switch – fuel poverty initiative	North Lanarkshire Council		Reduce the cost of living	*No of completed registrations and switches		All residents
Roll out of MACA Project	North Lanarkshire Council	Dependent upon funding from Education, Children & Families	Maximise income Reduce the cost of living	*No of children going through programme *Study of referrals for younger people (future)	Would be on going and embedded into practice	
Improve social work involvement in income maximisation procedures	North Lanarkshire Council	Embed into practice	Maximise income	*No of referrals *No of people helped *Income generated *No of appeals	Would be on going and embedded into practice	People accessing health and social care services
Recording Priority Group information in relation to income maximisation	North Lanarkshire Council		Supporting the report	Reports available	Would be on going and embedded into practice	

Action	Who is delivering this?	Resources Allocated	Poverty Drivers	Monitoring Information	Timescales if appropriate	Group the action is intended to reduce poverty amongst
NHS Lanarkshire will establish a process in partnership with North Lanarkshire Council, to ensure care experienced young people are offered appropriate work placements and employment opportunities within the organisation.	NHS Lanarkshire	To be identified	Income from employment	Number of young people from North Lanarkshire offered work placements/ employment opportunities in NHS Lanarkshire.	Would be on going and embedded into practice	Care experienced young people.
NHS Lanarkshire will continue to monitor (and where possible increase) the proportion of trade spend to Living Wage accredited suppliers and will explore an increase in trade spend to Supported Businesses.	NHS Lanarkshire	From within existing resources.	Income from employment	Proportion of trade spend to Living Wage accredited suppliers. Proportion of trade spend to Lanarkshire based suppliers. Proportion of trade spend to Supported Businesses.	Would be on going and embedded into practice	Low income. Disabled. Ex-offenders
Where opportunities arise, NHS Lanarkshire will be proactive in reducing levels of underemployment amongst key staff groups	NHS Lanarkshire	From within existing resources.	Income from employment	Number of staff supported to increase contracted hours.	Would be on going and embedded into practice	Low income families

In relation to any future activity, as with the current activity supports are required to ensure key people are fully trained and supported to carry out their operational role in tackling child poverty across the authority. Further supports required are detailed below;

Support Activity	Description	Responsible Service / Organisation
Free School Meal Uptake Research Project		North Lanarkshire Council and SNOOK (researchers)
Cost of the school/nursery day training		North Lanarkshire Council and Child Poverty Action Group
Engagement with people who have lived experience		Tackling Poverty Officers Action Group (involvement group)
Review of data systems	To allow more accurate recording	Tackling Poverty Officers Action Group (Data Group)
Wider workforce development and awareness training		North Lanarkshire, NHS Lanarkshire, Partners across the authority



Appendix One

The North Lanarkshire profile

North Lanarkshire is Scotland's fourth-largest local authority area.

It is ideally situated in the heart of Scotland with first-rate connectivity to the rest of Scotland, the UK and the world. As the fifth most densely populated council area, North Lanarkshire is divided into 21 wards which are represented by 77 elected members.*

*(as at date of publication)

POPULATION

North Lanarkshire has an estimated resident population of 339,960 (2017); 18.5% Adults of working age (16-64) 64.7% Pensioners (65+) 16.8%

Currently the population is predicted to increase by 1% (3,421 people) by the year 2026, compared to growth of 3.2% in Scotland. The change in population by age group is shown below:

age 0-11	age 12-15	age 16-64	age 65+
-3,363	+530	-5,026	+11,280

The population is then predicted to decrease by 0.9% (3,188 people) from the years 2026 to 2041:

age 0-11	age 12-15	age 16-64	age 65+
-1,783	-1,329	-17,461	+17,385

Total net migration rate is +2.16 per thousand (2017) compared to +4.4 per thousand in Scotland; meaning more people are coming into North Lanarkshire than leaving, but this is at a lower rate than Scotland.

2.1% of our population belong to an ethnic minority, this equates to 7,048 people as at the 2011 census.

There are 151,000 households in North Lanarkshire (2017)

- 57% are owner occupied compared to national average of 58%
- 24% are local authority compared to national average of 12%
- 6% are housing association compared to national average of 11%
- 12% are private rented compared to national average of 15%
- 1% are vacant compared to national average of 4%

The council is the largest local authority landlord in Scotland with a stock of 36,315 homes (2018).

21,500 of residents live in the 5% most deprived areas of North Lanarkshire, according to the Scottish Index of Multiple Deprivation (SIMD); 75,000 of residents live in the worst 15% datazones (2016).

3.6% of working age people claim one or more benefits (2018) compared to a Scotland average of 2.8%.

21% of children live in households that experience both a low income and material deprivation:

- 32% live in a low income household (but not in material deprivation, although may still be at risk of poverty)
- 41% live in a household in material deprivation (but not on a low income and may have only recently moved out of poverty)

24.8% of children live in poverty (after housing costs), compared to a national average of 23% (2017).

EDUCATION

32% of pupils gained 5+ awards at level 6 compared to a Scotland average of 34% (2017/18). This is an improvement from 23% in 2011/12.

18% of pupils living in the 20% most deprived areas (according to the SIMD) gained 5+ awards at level 6 (2017) compared to a Scotland average of 16%. This is an improvement from 12% in 2011/12.

The literacy attainment gap in Scottish Attainment Challenge schools has reduced by 1.7% from 2016/17 to 2017/18. This means that pupils in the trial schools who were scoring below average in 2015/16 improved their reading and phonics scores following the increased support they received.

97.4% of all pupils achieved 1 or more qualification at SCQF level 3 or above in 2017 compared to a Scotland average of 98.7%. This rate drops to 78% for pupils who are looked after children; compared to a Scotland average of 86%.

35 pupils per 1,000 were excluded from school in 2016/17 compared to a Scotland average of 26.8 per 1,000. In 2017 there were 47,898 pupils in North Lanarkshire's schools (27,522 in primary schools and 20,376 in secondary schools).

North Lanarkshire has the highest rate of exclusion from school for looked after children with latest figures (2016/17) showing a rate of 137.1 exclusions per 1,000 pupils, compared to a Scotland average of 79.9 per 1,000.

79% of people were very or fairly satisfied with local schools (2015-18) compared to a Scotland average of 72.3%. This has reduced from 91% (2010-14) which is in line with the drop in the national average over this period from 82.4%.

91.8% of North Lanarkshire's pupils enter a positive destination upon leaving school (2016/17) compared to a Scotland average of 93.7%. This is an improvement from 87.6% in 2011/12. 8.2% of pupils not entering a positive destination include those children who are hardest to reach and engage with.

13.6% of North Lanarkshire's working age population (aged 16 to 64) have no formal qualifications (2017); this equates to 29,400 people. Despite showing improvement and dropping from 20.1% in 2011, this remains higher than the Scotland average of 8.7%.

ECONOMY

Latest GVA per head is £19,605 (2016) rising from £15,980 in 2010; this is the fastest growing GVA in Scotland. This means that North Lanarkshire's economy is expanding as can be seen from the latest growth figures which show growth of 3.7% per annum compared to 3.2% in Scotland overall.

GVA per head is £16,052 in sustainable tourism employment compared to a Scotland average of £19,314.

The sustainable tourism employment sector in North Lanarkshire saw 25.2% growth from 2016 to 2017, compared to 28.7% in Scotland overall. This means that growth in this sector is slower than the national average and employment gain is less.

There are 9,930 enterprises located within the area. Almost 95% of these enterprises employ less than 50 employees. 12.5% of enterprises are in the wholesale and retail sector, 16.7% in construction (2018).

57.6% of VAT/PAYE registered businesses in North Lanarkshire survive for at least three years (2017) compared to a Scotland average of 60.4%.

77.8% of all people economically active are in employment (October 2017/September 2018) compared to a Scotland average of 77.6%.

- 3.6% are unemployed (2019) compared to a national average of 2.8%
- 7.7% are self employed (the highest figure ever since 2004) compared to a national average of 6.2%

The average earnings per week of people who both live and work in North Lanarkshire is £548.90 (2018) compared to a Scotland average of £562.70. Earnings in North Lanarkshire have seen a year on year increase, but at a lesser rate than the national average.

75.8% of North Lanarkshire's population is estimated to live within 500 metres of a derelict site (2017) - this is land available for development. This is much higher than the Scotland average of 29.8% demonstrating the potential for investment opportunities in North Lanarkshire.

COMMUNITIES

Total recorded crime shows no increase in North Lanarkshire from 2016/17 to 2017/18, compared to a 1% increase in Scotland.

- Crime rates (493 per 10,000 population) are the seventh highest in Scotland and higher than the national average (451 per 10,000 population, 2017/18)

- The highest crime rates tend to relate to fire raising and vandalism and other crimes (e.g. drug related), and miscellaneous offences (such as common assault, breach of the peace, drunkenness and other disorderly conduct)

Residents recycle 41.1% of household waste each year compared to a national average of 45% (2016).

95% of residents living in accessible small towns rate their neighbourhood as a very good or good place to live, compared to an average rating of 97% in Scotland overall (2016).

77% of residents living in the 20% most deprived areas think their neighbourhood has improved, or stayed the same in the past three years, compared to an average rating of 72% in Scotland overall (2016).

43.8% of North Lanarkshire's residents turned out to vote in the local elections in 2017; this compares to 46.9% nationally. This has reduced from 50.4% in 2010.

27% of adults provided unpaid help to a local organisation in the last twelve months (2017), an increase from 16% in 2014. This compares to 28% nationally. This type of unpaid help generally refers to formal volunteering, for example running a scout's group or coaching a sports team.

North Lanarkshire is home to a wide range of opportunities for the promotion of leisure activities that can benefit the health and wellbeing of individuals - this includes 6 country parks and gardens, 6 town parks, 9 local nature reserves, over 350 sites of importance for nature conservation, and 171 play areas.

This profile highlights some of the social, environmental and economic circumstances that shape North Lanarkshire.

The figures provide a baseline which uses the most up-to-date information available at the time of publication. Progress will be monitored and reported against this baseline.

HEALTH, WELLBEING AND CARE

Mortality rates (for those aged under 75) are well above the Scottish average for cancer and coronary/heart disease.

Hospitalisation rates for emergencies and chronic obstructive pulmonary disease are also well above the national rates.

The percentage of the population prescribed drugs for anxiety/depression/psychosis in 2016/17 was 20.2% against a Scottish figure of 18.5%. This has risen steadily from 2009/10 at 15.2% (14.4%) and the gap has widened.

When asking a sample of patients (adults) registered with general practitioners in North Lanarkshire they reported that:

- **75% of those supported at home agree they are supported to live as independently as possible** compared to the Scotland average of 81% (2017/18)
- **76% of those supported at home agree that their services and support has an impact on improving or maintaining their quality of life** compared to the Scotland average of 80% (2017/18)
- **33% of carers feel supported to continue in their caring role** compared to a Scotland average of 37%

23.1% of babies are breastfed at 6-8 weeks compared to a Scotland average of 41.7% (2017/18), suggesting fewer babies get the best start in life in North Lanarkshire.

81.1% of children reviewed at 27-30 months had no concerns recorded compared to a Scotland average of 82.4% (2017/18). Early identification of developmental issues is crucial to ensuring that children reach their full potential.

95% of looked after children are looked after in a community setting - this is one of the highest rates in Scotland. Of these, on average:

- 70% are looked after in a home setting
- 25% within another community setting, such as foster care
- less than 5% in residential setting, such as children's houses

In line with the national position, child protection registrations in North Lanarkshire have fluctuated but with a general upward trend.

- In 2006 there were 61 (approximately 0.9 per 1,000 of the 0-15 population) children's names on the child protection register compared to a total of 115 (approximately 1.8 per 1,000 of the 0-15 population) in 2017
- While North Lanarkshire continues to have one of the lowest rates of Child Protection Registration in Scotland, we have not experienced a fall in the rate which has been seen across Scotland as a whole

Appendix Two

Support all children and young people to realise their full potential				
6. Raise attainment and skills for learning, life, and work to enhance opportunities and choices.	7. Enhance collaborative working to maximise support and ensure all our children and young people are included, supported and safe.	8. Engage children and families in early learning and childcare programmes and making positive transitions to school.	9. Invest in early interventions, positive transitions and preventative approaches to improve outcomes for childrens and people	10. Engage with children, young people, parents, carers, and families to help all children and young people reach their full potential.

Digital and IT Strategy

Children and Young Peoples Strategy

Education Annual Plan

Tackling Poverty Strategy

Children's Services Plan

Child Protection Business Plan

Health and Social Care Strategic Plan

Communications Strategy

Media Policy

Appendix Three

The Plan for North Lanarkshire – Programme of Work Descriptions of each activity area

P005: Inclusive growth (tackling poverty)

Following consideration of a wide range of evidence, the Fairness Commission (created to examine issues of fairness, inequality, and poverty) recommended actions that challenge poverty and inequality in North Lanarkshire. The focus on poverty means tackling some of the greatest hardships experienced by people living in North Lanarkshire - such as low pay, expensive fuel, or inadequate support to meet life's challenges. The focus on inequality means action that reduces the gaps between people living in different circumstances - gaps in relation to health and wellbeing, educational achievement, having a decent job that pays a decent wage, transport to get to work, and good quality services and facilities. While the Fairness Commission recommendations are integrated within The Plan for North Lanarkshire / supporting Programme of Work, full governance and oversight will be maintained through the Member / officer Fairness and Wellbeing Action Group. In support of this, and to tackle poverty and promote inclusive growth, officers from across the council and a range of partner organisations are committed to producing a Tackling Poverty Strategy for North Lanarkshire. The development and implementation of this strategy will encapsulate the Fairness Commission recommendations as well as the intentions outlined in a range of national strategies. This work will also link to the review of employability services.

P013: New Supply Programme

The revised target to deliver 5,000 new homes by 2035, approved in May 2018, includes over 500 homes to be acquired through the Open Market Purchase scheme. This has proved successful and enabled the council to extend off the shelf purchases, buy back ex council stock to meet identified need, and progress common property works by purchasing flats which give the council 100% (or at least majority ownership) within a block. In the short-term the new supply programme will be delivered using existing national frameworks, but a key priority is to establish a longer term delivery vehicle to help accelerate the programme and maximise benefits for local people and businesses. The Strategic Housing Investment Plan (SHIP), which helps deliver Local Housing Strategy (LHS) priorities, will be updated annually to help maximise resources in the Affordable Housing Supply Programme.

P017: Fuel poverty

Work is currently underway to determine the best way forward, following the Fairness Commission recommendations, to refocus and extend the council's fuel switching campaign and improve the provision of information and advice to better help those most vulnerable. Options being explored include collective switching, improving online information and marketing approaches, and energy advice training for frontline staff to be able to provide more effective face to face guidance. This work will be aligned with the Tackling Poverty Strategy and an outline is scheduled to be provided to Committee in cycle 3.

P020: Town centre and community regeneration

A key priority within the Economic Regeneration Delivery Plan (ERDP) is the regeneration of North Lanarkshire's town centres and their redevelopment as modern, high quality, mixed use spaces with a much stronger focus on residential provision. To support and guide the long-term transformation of the town centres, work is underway to develop vision plans for each.

These plans will be underpinned by wider community and stakeholder engagement, and will link to the wider area asset plans. The eight draft town centre vision plans will be reported to Committee in advance of public consultation.

The wider area asset plans will drive investment in the development of community hubs to provide services at the point of need (and based on the needs of each unique community). Based primarily in the wider secondary school estate, these hubs will provide local touch points for communities to access a range of locality based council services, as well as workspace for council and partnership staff to work and collaborate at a local level. It is expected that this will include a wide range of council services and be shared with partners, such as Police Scotland, and third sector organisations. This work will incorporate the progression and implementation of the Sports Pitch Strategy.

It is recognised that there are a number of strategic buildings or sites within town centres which are currently vacant and/or derelict that impact negatively on the quality of the town centre environment. Therefore, running in parallel to the development of town centre vision plans, a number of approved strategic town centre projects are currently being progressed. These mainly involve the acquisition of buildings / land assembly for the purposes of new housing development.



Although North Lanarkshire has a significant amount of industrial land and premises, some are not suitable for today's needs. It has been previously agreed that three industrial areas (Blairlinn in Cumbernauld, and Newhouse and Braidhurst in Motherwell) should be subject to feasibility studies to determine the intervention required to bring them to an appropriate standard for businesses to invest and grow. The preparation of the feasibility studies will be subject to a tender process commencing in spring 2019.

P024: Employability services

A review of employability services is underway to ensure that the council's activities, and those of its arm's length external organisations, and strategic partners, are aligned to address current and future economic opportunities and maximise outcomes for young people and unemployed / underemployed adults within North Lanarkshire's communities. The review encompasses the full spectrum of employability activities ranging from:

- Advisory, guidance, and support services.
- Specialised support services (e.g. criminal justice, care experienced, and people with disabilities).
- Careers advice.
- The school curriculum.
- Positive destinations for school leavers.
- The apprenticeship family (foundation, modern, and graduate).
- Further education and training provision.
- The council's own workforce and leadership development plans.

Working across the council and with partners, the Employability Working Group will aim to shape a new approach to deliver meaningful improvement in key employability outcomes. Key areas of focus will include a reshaped school curriculum, a focus on sustained positive destinations for all school leavers, the increased uptake of apprenticeship programmes and other post school vocational activities at all levels, and focus on alignment with key growth sectors (such as construction, and health and social care) to support the development of North Lanarkshire's labour force aligned to future economic growth. Options for the establishment of a single integrated employability and training academy will be brought forward focussing on opportunities for employment (sectoral and occupational), and addressing key skills gaps and shortages.

P030: Early year's expansion

The national programme, agreed with Scottish Government, is to provide a full entitlement of 1140 hours of early learning and childcare for all 3 to 4 year olds, annually, as well as for some two year old pupils, based on deprivation factors. As part of this approach an effective partnership with funded providers requires to be established. Giving young people the best start in life is a crucial means of breaking the cycle of disadvantage, therefore a plan for 0 to 2 year old provision (for those most disadvantaged) will be brought forward. It will prioritise those who need the most help to succeed, integrating practice with that developed through the Scottish Attainment Challenge (SAC). Specific programmes of learning and capacity building for parents and staff will be incorporated.

P031: Getting it Right for Every Child (GIRFEC)

To ensure effective planning for all children and young people, a refresh of GIRFEC systems will be progressed as part of a wider review of planning for health and wellbeing. The wider approach to encouraging and promoting effective provision for family learning and support will also be progressed. This will ensure that the conditions in which young people learn and grow are addressed by programmes of learning and support. This work will be done in conjunction with the Children's Services Plan 2017-20.

P032: Mental health, well-being, and resilience

In line with the planned Lanarkshire Mental Health Strategy and the work of the national taskforce, the council intends to implement a progressive strategy to address the mental health and well-being of children and young people. This will be delivered through a range of curricular and support approaches to address needs and promote resilience in collaboration with the wider Children's Services Partnership. This will involve training for staff in approaches that aim to support young people in identifying and addressing mental health issues and integrating counselling services with practice. It will also address the needs of parents and carers and focus on building the capacity of young people to support one another.

P033: Improve attainment and qualifications

The requirement to improve attainment is part of the national driver to deliver Excellence and Equity in Scottish education. This is based on the importance of systems that raise the bar for everyone, while closing the poverty related attainment gap. To this end, the council will develop a Raising Attainment Strategy. This will also focus on improving teacher understanding of standards and a strategy for improving learning. A National Improvement Framework (NIF) strategy group (which is led by a head teacher) oversees this, and a core group of head teachers oversee the What's the Story? data system. The approach will involve a greater emphasis on improving classroom practice and pupil ownership of learning. A network of support will be developed to increase the confidence of teachers and this will be subject based in secondary education and comprise literacy and numeracy champions in primary education. Matters relating to improving uptake and outcomes in Gaelic medium education will also be progressed as part of this.

P035: Additional Support Needs (ASN) provision

A major review of ASN provision is being progressed to revise the approach taken to meeting the additional support for learning needs of young people. This will include a remodelling of service provision, strategic approach, systems, and processes, and ultimately the ASN sector estate. There is a Member / Officer working group overseeing this work. This group will examine workforce development, policy and practice, future delivery models, and capacity building, and will consider future ASN estate upgrade.

P036: Developing the Young Workforce (DYW) - curricular progression

Developing the young workforce is a national strategy based on the Wood Commission report, Education Working for All. It is a core curricular element and figures in all inspections in schools. It is a key component of the National Improvement Framework (NIF) as well as a driver for improvement in education and economic development. To ensure all young people achieve positive outcomes from education, it is important to enable effective pathways and packages of learning and support. Therefore a review of curricular progression, leading to improved practice, will be brought forward; this will include further and higher education and Gaelic medium education. This work will link to the review of employability services underway. Progressed through National Improvement Strategy groups incorporating practitioners, this work will ensure links between aspects of curricular innovation, as well as scaling up of good practice incubated in the Scottish Attainment Challenge (SAC) and Pupil Equity Fund (PEF). Through SAC, a pedagogy team is being established to enable improvements in curricular progression to be spread throughout the system.

P037: Developing the Young Workforce (DYW) - employability

Implementation of a Developing the Young Workforce (DYW) Strategy will enable a comprehensive approach to support schools through three principles:

- **Universal** - this principle refers to the offering (i.e. supports and services) for all young people (enterprising learning).
- **Additional** - this principle refers to the offering for particular young people who need support to achieve (pathways to employment and work related learning).
- **Intensive** - this principle refers to the offering to young people most at risk (mentoring for the most vulnerable and the family firm).

It is important that the needs of young people, and the future employment requirements of North Lanarkshire, drive this provision. Part of this work will be a STEM Strategy for North Lanarkshire schools, as part of the pan-Lanarkshire approach. This work will link to the review of employability services underway.

P039 Scottish Attainment Challenge (SAC) and Pupil Equity Fund (PEF)

Effectively implement the SAC and PEF plan to ensure an increased focus on research and evidence based practice and a more explicit outcomes focus.

P041: Child poverty - anti-poverty approaches

In response to the Fairness Commission recommendations, there will be a comprehensive approach to building programmes to promote equity. These will include the roll out of anti-poverty approaches, including pedagogical practice and support programmes to address food poverty. This work will be carried out in line with the Child Poverty Delivery Plan and Tackling Poverty Strategy. Evidence based planning will govern the development of these programmes, including a more forensic approach to measuring success in a quantifiable way. Resources will aim to be maximised through an enhanced partnership approach. In addition, working with partners to improve data to support the new child poverty duties, the council will develop local action plans and measure progress against child poverty targets. This will take cognisance of recent comparative research linking poverty and inequalities with significantly enhanced rates of statutory child welfare interventions (Nuffield Foundation).

P043: Young people on the edges of care

A major advantage of integrated service provision is being able to align planning for those who are most vulnerable, from young people who are on the edges of the care system to those who are looked after formally, and those who have convictions or suffer from the impact of domestic abuse. Work with CELCIS (the Centre for Excellence for Looked After Children in Scotland), on reconfiguration of services for young people on the edges of care, includes the Transforming Pathways pilot in the North area of North Lanarkshire. This is a critical means by which effective systems of prevention can be established and support can be enhanced for young people and families identified as experiencing challenges. This work has identified risks for children in the upper stages of primary education and is focused on improving support packages and pathways, based on a multi-agency approach. The proposal is to roll out such systems as part of the area model of support around the child. The opportunity to develop a business case for support to facilitate this change (via the Robertson Trust) will be part of the process.

P044: Looked after children and young people

A number of linked programmes aimed at improving outcomes for care experienced children and young people are being brought forward. This includes the Virtual School to facilitate a comprehensive package of support for this group and ensure a focus on:

- Education planning.
- Building the capacity for improved engagement with education.
- Providing greater monitoring of educational journeys.
- Enabling more effective data about progress.
- Providing more effective advocacy and mentoring support.

In addition, there will be a specific focus on supports for the families of those who are looked after at home, or through Kinship Care arrangements. Alongside this, the wider service support arrangements for kinship families will be reconfigured and this will aim to establish a new continuing care service and further develop the whole system approach for young people at risk of involvement in offending and anti-social behaviour.

P056: Community matters / locality governance system

To nurture and support a bottom up, community led approach to inclusive growth, an improved and fully integrated community engagement and locality / community governance structure will be required across the Community Planning Partnership (CPP). This will enable a more focussed approach to delivering on Community Empowerment legislation and areas of work such as participatory budgeting, community asset transfers, and participation requests. Work to develop Community Matters will also enable determinations to be made in terms of not only the council's new process for considering petitions, but also in respect of the Local Development Programme (LDP) and associated participatory budgeting. In this respect local people will have a direct say in how public funds are used to address local needs within a clear participating framework.

P057: Community engagement / community visioning framework

This review of the former North Lanarkshire Partnership (NLP) Community Engagement Strategy is required to align activity with The Plan for North Lanarkshire. A revised framework to shape and guide engagement with communities will be developed to ensure that all citizens and communities are involved, ambitious, and empowered to work with the council and partners to shape future public services.

P064 Employee engagement and wellbeing

Develop employee engagement and wellbeing programme, including roll out of Investors in People and evaluation of impact.

P065: Living Wage consolidation

The council will take forward its plan to fully consolidate the Living Wage into its pay and grading model by April 2019. This will deliver a further salary enhancement for the council's lowest paid employees across grades NLC1, NLC2, and NLC3. The completion of this work fully meets the council's commitment to its Joint Trade Unions to achieve consolidation before 2021, and it is and it is also fully in line with the recommendations set out in the Fairness Commission.







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