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To: Councillor Allard, Convener; Councillor Bouse, Vice-Convener; and Councillors Bonsell, Brooks, Clark, Davidson, Graham, Greig, Hutchison, Kusznr, Lawrence, Mennie and Watson.

Town House,
ABERDEEN 23 August 2023

ANTI-POVERTY AND INEQUALITY COMMITTEE

The Members of the **ANTI-POVERTY AND INEQUALITY COMMITTEE** are requested to meet in **Council Chamber - Town House** on **WEDNESDAY, 30 AUGUST 2023 at 10.00 am**. This is a hybrid meeting and Members may also attend remotely.

The meeting will be webcast and a live stream can be viewed on the Council's website. <https://aberdeen.public-i.tv/core/portal/home>

JENNI LAWSON
INTERIM CHIEF OFFICER – GOVERNANCE (LEGAL)

B U S I N E S S

DETERMINATION OF URGENT BUSINESS

- 1.1. There are no items of urgent business at this time

DETERMINATION OF EXEMPT BUSINESS

- 2.1. Members are requested to determine that any exempt business be considered with the press and public excluded

DECLARATIONS OF INTERESTS OR TRANSPARENCY STATEMENTS

- 3.1. Members are requested to declare any interests or connections

DEPUTATIONS

4.1. There are no requests for deputations at this time

MINUTE OF PREVIOUS MEETING

5.1. Minute of previous meeting of 21 June 2023 (Pages 5 - 8)

COMMITTEE PLANNER

6.1. Committee Business Planner (Pages 9 - 12)

NOTICES OF MOTION

7.1. There are none at this time

REFERRALS FROM COUNCIL, COMMITTEES AND SUB COMMITTEES

8.1. There are no referrals at this time

COMMITTEE BUSINESS

9.1. Video Presentation by Dr Flora Douglas - Infant Food Insecurity research

9.2. Memorandum of Understanding between Aberdeen City Council and the Department of Work and Pensions - CUS/23/251 (Pages 13 - 28)

9.3. Citizens' Assemblies - CUS/23/252 (Pages 29 - 36)

9.4. Family Wellbeing Fund and Fuel Poverty - CUS/23/253 (Pages 37 - 42)

9.5. Initiatives to support bringing people out of poverty - CUS/23/254 (Pages 43 - 48)

9.6. Report on Visit to Aberdeen Foyer - CUS/23/267 (Pages 49 - 62)

EXEMPT/CONFIDENTIAL BUSINESS

10.1. There is no exempt business at this time

EHRAs related to reports on this agenda can be viewed [here](#)

To access the Service Updates for this Committee please click [here](#)

Website Address: aberdeencity.gov.uk

Should you require any further information about this agenda, please contact Emma Robertson, emmrobertson@aberdeencity.gov.uk or 01224 522499

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Public Document Pack Agenda Item 5.1

Anti-Poverty and Inequality Committee

ABERDEEN, 21 June 2023. Minute of Meeting of the ANTI-POVERTY AND INEQUALITY COMMITTEE. Present:- Councillor Allard, Convener; Councillor Bouse, Vice-Convener; and Councillors Brooks, Clark, Davidson, Farquhar (as substitute for Councillor Kusznr), Graham, Greig, Hutchison, Malik (as substitute for Councillor Bonsell), Mennie, Tissera (as substitute for Councillor Lawrence) and Watson.

External Advisers: - Evan Adamson (Instant Neighbour); Dr John Bone (University of Aberdeen), Maggie Hepburn (Chief Executive of Aberdeen Council of Voluntary Organisations); and Phil Mackie (NHS Grampian).

The agenda and reports associated with this minute can be located [here](#).

Please note that if any changes are made to this minute at the point of approval, these will be outlined in the subsequent minute and this document will not be retrospectively altered.

DECLARATIONS OF INTEREST AND TRANSPARENCY STATEMENTS

1. Members were requested to intimate any Declarations of Interest or Transparency Statements in respect of the items on the agenda.

The Committee resolved:-

- (i) to note that the Convener advised that he had a connection in relation to all of the Committee Business agenda items but in particular 9.1 (Child Poverty Action report) as he was a Council appointed representative to Community Food Initiatives North East (CFINE) Board, Aberdeen Foyer and Fairer Aberdeen Fund Board, Chair of the Granite City Good Food Steering Group and Chair of Community Planning Aberdeen, however, having applied the objective test he did not consider that his connections amounted to an interest which would prevent him from participating in the discussion on the items;
- (ii) to note that Councillor Brooks advised that he had a connection in relation to agenda item 9.1 as he was founder and Chairman of the TLC Charity which was part of the Trussell Trust family of food banks however, having applied the objective test he did not consider that his connection amounted to an interest which would prevent him from participating in the discussion on the item; and
- (iii) to note that Dr John Bone advised that he had a connection in relation to agenda item 9.1 as he was a Board member of CFINE however, having applied the objective test he did not consider that his connection amounted to an interest which would prevent him from participating in the discussion on the item.

MINUTE OF PREVIOUS MEETING OF 10 MAY 2023 - FOR APPROVAL

2. The Committee had before it the minute of the previous meeting of 10 May 2023.

The Committee resolved:-

ANTI-POVERTY AND INEQUALITY COMMITTEE

21 June 2023

- (i) to note that in respect of Article 5(i) (Update on Current Initiatives), this instruction was to be issued as a Service Update, however there had been no further information regarding new initiatives in relation to fuel poverty. If there were to be any future information in this regard, it would be circulated as a Service Update from the Director – Customer Services; and
- (ii) to otherwise approve the minute.

COMMITTEE BUSINESS PLANNER

3. The Committee had before it the planner of committee business, as prepared by the Interim Chief Officer – Governance (Assurance).

The Committee resolved:-

- (i) to note the reasons outlined in the planner for the delay to item 11 (Annual Committee Effectiveness Report);
- (ii) to agree to remove items 12 and 16 (Child Poverty Action Plan update) and 21 (Child Poverty Action Plan Annual statutory report); and
- (iii) to otherwise note the Planner.

CHILD POVERTY ACTION REPORT 2022/23 - CUS/23/170

4. The Committee had before it a report prepared by the Interim Director – Children’s and Family Services, and Locality Manager seeking delegated authority to submit the draft statutory Child Poverty Action Report for approval by the Community Planning Aberdeen Board.

The report recommended:-

that the Committee:

- (a) note the attached Child Poverty Action Report;
- (b) note that the Child Poverty Action Report would be considered by the Education and Children’s Services Committee;
- (c) instruct the Interim Director – Children’s and Families Services to submit the Child Poverty Action Report to the Community Planning Aberdeen Board for approval; and
- (d) instruct the Interim Director – Children’s and Families Services, to publish the Child Poverty Action Plan on the Council’s website following approval by the Community Planning Board.

The Committee resolved:-

- (i) to instruct the Interim Director – Children’s and Family Services, to further clarify by way of a Service Update, the integration of the Child Poverty Action Plan update report and Child Poverty Action Plan Annual report into the Children’s Services Plan 2023-2026, including the necessity to incorporate an Integrated Impact Assessment in the Plan but not subsequent outcome reports;

ANTI-POVERTY AND INEQUALITY COMMITTEE

21 June 2023

- (ii) to congratulate the This is Northfield group on their work to date;
- (iii) to instruct the Locality Manager to invite Dr Flora Douglas - RGU Professor in Public Health, to speak to the Committee in respect of her work on the impact of maternal and household food insecurity on parents' infant and young children feeding intentions and practices; and
- (iv) to otherwise approve the recommendations.

FORMATION OF A WORKING GROUP TO SUPPORT THE ANTI-POVERTY AND INEQUALITY COMMITTEE - CUS/23/171

5. The Committee had before it a report prepared by the Corporate Strategy and Community Planning Manager and Locality Inclusion Manager regarding the formation of a working group on anti-poverty and inequality issues in Aberdeen and actions identified to tackle these issues.

The report recommended:

that the Committee:

- (a) note the output from the Anti-Poverty Workshop held on 30 May 2023 and approach taken by the working group; and
- (b) instruct the Chief Officer Early - Intervention and Community Empowerment, to liaise with the Chief Officer - Data and Insights, and align the Committee business planner with key Community Planning Aberdeen deliverables.

The Committee resolved:-

- (i) to note the Horizon Scanning factors identified at item 3.3 of the report; and
- (ii) to otherwise approve the recommendations.

- COUNCILLOR CHRISTIAN ALLARD, Convener.

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	A	B	C	D	E	F	G	H	I
1	ANTI-POVERTY AND INEQUALITY COMMITTEE BUSINESS PLANNER The Business Planner details the reports which have been instructed as well as reports which the Functions expect to be submitting for the calendar year.								
2	Report Title	Minute Reference/Committee Decision or Purpose of Report	Update	Report Author	Chief Officer	Director	Terms of Reference	Delayed or Recommended for removal or transfer, enter either D, R, or T	Explanation if delayed, removed or transferred
3	30th August 2023								
4	Memorandum of Understanding between Aberdeen City Council and the Department of Work and Pensions on preventing homelessness and improving outcomes - CUS/23/251	At the Council meeting on 13 July 2022 the Council resolved to approve the Memorandum of Understanding (MoU); to agree that the Co-Leaders of the Council countersign the MoU on behalf of the Council; and to agree that update reports for the MoU be submitted on a six-monthly basis to the relevant committee.		Paul Tytler	Early Intervention and Community Empowerment	Customer	2.3		
5	Citizens' Assemblies - CUS/23/252	To note detailed plans and costs for a Citizens' Assembly	At the Committee on 8 March 2023, Members agreed (CUS/23/063) that the report planned for May 2023 be submitted for the Committee on 30 August 2023 to allow a final proposal to be brought.	Jacqui McKenzie/ Paul Tytler	Early Intervention and Community Empowerment	Customer	1.2		
6	Family Wellbeing Fund and Fuel Poverty - CUS/23/253	On 10 May 2023, Members agreed to instruct the Locality Inclusion Manager to bring back a report to Committee regarding the review and uptake of the Family Wellbeing Fund.		Paul Tytler	Early Intervention and Community Empowerment	Customer	1.5, 1.8		
7	Initiatives to support bringing people out of poverty - CUS/23/254	On 10 May 2023, it was agreed that External Advisers would bring a report to a future Committee in respect of suggestions for initiatives for supporting to bring people out of poverty.		Jacqui McKenzie, External Advisers	Early Intervention and Community Empowerment	Customer	1.1		
8	Visit to Aberdeen Foyer - CUS/23/267	To provide an update following the Committee visit to Aberdeen Foyer		Paul Tytler	Early Intervention and Community Empowerment	Customer	1.1		

	A	B	C	D	E	F	G	H	I
2	Report Title	Minute Reference/Committee Decision or Purpose of Report	Update	Report Author	Chief Officer	Director	Terms of Reference	Delayed or Recommended for removal or transfer, enter either D, R, or T	Explanation if delayed, removed or transferred
9	1st November 2023								
10	Anti Poverty Strategy	At the Anti Poverty and Inequality Committee on 8 March 2023, Members noted the approach to the development of an anti-poverty strategy (CUS/23/062) and agreed that the Strategy would be developed and submitted to Committee on 1 November 2023.		Paul Tytler	Early Intervention and Community Empowerment	Customer	2.8.1	R	The business planner originally had a report on anti-poverty strategy due for 1 November 2023, but the Committee agreed to align the business planner with Community Planning deliverables and the refreshed LOIP, which is the City-wide anti-poverty strategy and will encompass City Council anti-poverty actions, will be presented to Committee on completion in April 2024.
11	Demographic information on child poverty, in-work poverty and other forms of poverty in the city	Committee agreed on 8 March 2023 to instruct the Chief Officer – Early Intervention and Community Empowerment to undertake further work with the External advisers and working group on poverty demographics in Aberdeen and report back to this Committee.		Jacqui McKenzie	Early Intervention and Community Empowerment		1.1	R	Committee agreed to align the business planner with Community Planning deliverables and to replace this paper with the Population Needs Assessment (PNA) which provides a comprehensive data overview for the City to underpin the refresh of the LOIP, and has been added to the business planner for 1 November 2023.
12	Annual Committee Effectiveness Report	To present the annual committee effectiveness report after a full year of committee.		Andy MacDonald		Customer	GD 8.5		
13	Population Needs Assessment	On 21 June 2023 Members agreed: 5(b) to instruct the Chief Officer Early - Intervention and Community Empowerment, to liaise with the Chief Officer - Data and Insights, and align the Committee business planner with key Community Planning Aberdeen deliverables.	The business planner originally had a report on 'demographic information on child poverty, in-work poverty and other forms of poverty in the city' due for 1 November 2023. However, the Committee agreed to align the business planner with Community Planning deliverables and to replace the paper with the Population Needs Assessment (PNA) which provides a comprehensive data overview for the City to underpin the refresh of the LOIP, and has been added to the business planner for 1 November 2023.	Paul Tytler	Early Intervention and Community Empowerment		1.1		
14	Beyond 2023 or date not confirmed.								

2	A	B	C	D	E	F	G	H	I
	Report Title	Minute Reference/Committee Decision or Purpose of Report	Update	Report Author	Chief Officer	Director	Terms of Reference	Delayed or Recommended for removal or transfer, enter either D, R, or T	Explanation if delayed, removed or transferred
15	Demographic information on child poverty, in-work poverty and other forms of poverty in the city	At the Committee on 8 March 2023, it was agreed (CUS/23/067) to: (1) instruct the Chief Officer – Early Intervention and Community Empowerment to undertake further research into rates of poverty and ‘in work’ poverty in the rented and social housing sectors in Aberdeen and report back to this Committee at a future date; (2) Instruct the Chief Officer – Customer Experience following consultation with the Chief Officer – Data and Insights, to review how the Council records demographic information of residents, and report back to a future Committee with suggestions on how this data can be more effectively used to target key demographics with a higher risk of experiencing poverty; (3) instruct the Chief Officer – Data and Insights to undertake a further survey through City Voice on poverty rates in Aberdeen and report back to a future Committee; and (4) instruct the Chief Officer – Early Intervention and Community Empowerment to report back to this Committee on poverty demographics once the most recent census data was available.		Jacqui McKenzie	Early Intervention and Community Empowerment	Customer	1.1		
16	Equality Outcomes Progress Report	To provide an update on the progress achieved at the end of Year 3 of Aberdeen City Council’s Equality Outcomes for 2021-25. Last reported to Committee on 8 March 2023.		Baldeep McGarry	Early Intervention and Community Empowerment	Customer	2.2		
17	Integrated Children’s Services Plan - Annual Update	The statutory requirement for an integrated plan has resulted in the Child Poverty Action Plan being integrated into the Children’s Services Plan, as reported to Education & Children’s Services (ECS) committee on 21 March 2023. Yearly progress reports will be presented to ECS Committee and thereafter for approval by the Community Planning Management Board. Reporting to the Anti-Poverty and Inequality Committee will therefore align with this reporting cycle.	March 2024	Eleanor Sheppard	Education/ICFS	Children’s and Family Services	1.1		

	A	B	C	D	E	F	G	H	I
	Report Title	Minute Reference/Committee Decision or Purpose of Report	Update	Report Author	Chief Officer	Director	Terms of Reference	Delayed or Recommended for removal or transfer, enter either D, R, or T	Explanation if delayed, removed or transferred
2									
18	Final LOIP and Locality Plans	On 21 June 2023 Members agreed: 5(b) to instruct the Chief Officer Early - Intervention and Community Empowerment, to liaise with the Chief Officer - Data and Insights, and align the Committee business planner with key Community Planning Aberdeen deliverables.	The business planner originally had a report on anti-poverty strategy due for 1st November 2023, but the committee agreed to align the business planner with Community Planning deliverables and the refreshed LOIP, which is the City-wide anti-poverty strategy and will encompass City Council anti-poverty actions, will be presented to committee on completion in April 2024.						

ABERDEEN CITY COUNCIL

COMMITTEE	Anti-Poverty and Inequality
DATE	30 August 2023
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Six monthly update on the Memorandum of Understanding with the Department of Work and Pensions
REPORT NUMBER	CUS/23/251
DIRECTOR	Andy MacDonald
CHIEF OFFICER	Jacqui McKenzie
REPORT AUTHOR	Paul Tytler
TERMS OF REFERENCE	2.3

1. PURPOSE OF REPORT

- 1.1 To provide the Committee with an update on work agreed through the Memorandum of Understanding signed with the Department of Work and Pensions.

2. RECOMMENDATIONS

- 2.1 That the Committee note the report.

3. BACKGROUND

- 3.1 On the 13th July 2022 Council agreed to approve the Memorandum of Understanding with the Department of Work and Pensions.
- 3.2 On the same date Council agreed that update reports for the Memorandum of Understanding be submitted on a six-monthly basis to the relevant committee.
- 3.4 The table at Appendix 1 sets out progress against each aspect of the Memorandum of Understanding.

FINANCIAL IMPLICATIONS

- 4.1 There are no direct financial implications arising from the recommendations of this report.

5. LEGAL IMPLICATIONS

- 5.1 There are no direct legal implications arising from the recommendations of this report

6. ENVIRONMENTAL IMPLICATIONS

6.1 There are no direct environmental implications arising from the recommendations of this report.

7. RISK

Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	*Target Risk Level (L, M or H) *taking into account controls/control actions	*Does Target Risk Level Match Appetite Set?
Strategic Risk		No significant risk identified		Yes
Compliance		No significant risk identified		Yes
Operational		No significant risk identified		Yes
Financial		No significant risk identified		Yes
Reputational		No significant risk identified		Yes
Environment / Climate		No significant risk identified		Yes

8. OUTCOMES

<u>COUNCIL DELIVERY PLAN</u>	
Aberdeen City Council Policy Statement	Impact of Report
A PROSPEROUS CITY	The Memorandum of Understanding will help ensure the Council delivers on its stated vision.

<p>Develop our economy in a genuine partnership with the private sector, third sector and residents.</p> <p>A CARING CITY</p> <p>Work with partners to identify and agree specific integrated solutions for tackling the health and social problems caused by misuse of alcohol and drugs.</p>	
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[Aberdeen City Local Outcome Improvement Plan](#)

<p>Prosperous Economy Stretch Outcomes</p>	<p>1 - No one will suffer due to poverty by 2026</p> <p>2 - 400 unemployed Aberdeen City residents supported into Fair Work by 2026</p> <p>3 - 500 Aberdeen City residents upskilled/ reskilled to enable them to move into, within and between economic opportunities as they arise by 2026</p> <p>10 - 25% fewer people receiving a first ever Court conviction and 2% fewer people reconvicted within one year by 2026</p> <p>11 - Healthy life expectancy (time lived in good health) is five years longer by 2026</p> <p>12 - Rate of harmful levels of alcohol consumption reduced by 4% and drug related deaths lower than Scotland by 2026</p>
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9. IMPACT ASSESSMENTS

Assessment	Outcome
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Integrated Impact Assessment	It is confirmed by Chief Officer Jacqui McKenzie that no IIA is required.
Data Protection Impact Assessment	Not required

10. BACKGROUND PAPERS

None.

11. APPENDICES

Appendix 1 – Progress report on the Memorandum of Understanding.

12. REPORT AUTHOR CONTACT DETAILS

Name	Paul Tytler
Title	Locality Inclusion Manager
Email Address	ptytler@aberdeencity.gov.uk
Tel	01224 067879

MoU action tracker

	Action	Update 30 August 2023
1	<p>Aberdeen City Council and Department of Work and Pensions will work together to support homeless citizens by:</p> <p>a - Working towards a data sharing agreement to allow the sharing and analysis of customer data so changes in benefit status for homeless households can be identified</p> <p>b - Share information within data protocols on new tenancies created through the homeless process to ensure support is provided when starting a new home</p>	<p>Work has been ongoing to ensure financial assessments are available for all housing presentations. Project charters demonstrate excellent progress in achieving increased income, with average monthly totals of around £50,000 since the summer.</p>

<p>c - Co-locate where appropriate to enhance the support available to those experiencing homelessness</p> <p>d - Replicate the Homelessness Reduction Act 2017 “Duty to Refer” arrangement, ensuring that where work coaches are aware of a homeless person, they refer to ACC</p> <p>e - Create a Single Point of Contact Model (SPOC) for homelessness and work together to support homeless applicants with no income, reducing the timescale for support where possible</p>	<p>Aberdeen in Recovery (AiR) attend JobCentre premises regularly. Outreach paused until AiR settled into permanent premises in Union St. DWP/AiR planning joint group employability sessions.</p> <p>This will be replicated by the Housing Bill which is due to be laid by the Scottish Government at the Scottish Parliament. We are expecting a further announcement on this in the Programme for Government when Parliament returns.</p> <p>These have been identified.</p> <p>This is in place.</p>
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	<p>f - Collaborate where possible to determine status of No Recourse to Public Funds groups as quickly as possible.</p>	
2	<p>Aberdeen City Council and Department Of Work And Pensions will continue to work collaboratively, sharing intelligence as per current protocols and seek to further develop these, including supporting Move to Universal Credit when this is planned.</p>	<p>Department Of Work And Pensions and Aberdeen City Council currently work closely in a number of service areas, including revenues and Benefits, Housing and Support, and Homelessness.</p> <p>A date has not yet been confirmed for Move to Universal Credit. The Move to UC will begin in Scotland from August 2023 initially in West Scotland for Tax Credit only customers with a footprint in all Scottish districts by March 2024.</p> <p>This is a controlled approach, gradually increasing to include all Jobcentres so that we build a service that both meets the user needs and is sustainable for the future.</p> <p>Overall timeline is:</p> <ul style="list-style-type: none"> • April 2023 - March 2024 Working Tax Credit (WTC) only / Child Tax Credit (CTC) only / WTC & CTC • April 2024 - March 2025 all others except for ESA Only / ESA & Housing Benefit from 2028 <p>A wide range of comprehensive support will be available, including:</p> <ul style="list-style-type: none"> • a dedicated phone line, run by DWP, - included on the migration notice and letters

		<ul style="list-style-type: none"> • further guidance on gov.uk which will signpost to independent support from Citizens Advice Help to Claim service • specially trained staff in Job Centre Plus's and service centres, including signposting to third parties and stakeholders • support through the Help to Claim service (from Citizens Advice)
3	<p>Department Of Work And Pensions will continue to be an active partner in Community Planning Aberdeen, continuing our work through the Aberdeen Prospers Group, and actively participating in the Anti-Poverty Group and Alcohol and Drugs Partnership. This will include:</p> <p>a) Department Of Work And Pensions advisors co-locating with Alcohol and Drugs Partnership services to support stabilisation and recovery</p> <p>b) Alcohol and Drugs Partnership support to Department Of Work</p>	<p>Aberdeen in Recovery attend JC premises regularly. Outreach paused until AiR settled into permanent premises in Union St. DWP/AiR planning joint group employability sessions</p>

	And Pensions to identify alcohol/drug risks and pathways	
4	<p>Department Of Work And Pensions will continue be an active partner in the Criminal Justice system, building on work already being provided at HMP Grampian through:</p> <p>a. Collaborating with ACC's Prison Liaison Officer to ensure planned support is in place prior to liberation</p> <p>b. Department Of Work And Pensions joining the Multi-Agency Public Protection Arrangements (MAPPA)</p>	<p>There is a lot of good partnership working going on between the Prison Liaison Officer and the Prison Coach, with any identified benefit queries referred to the DWP when needed.</p> <p>A number of national organisations are interviewing in HMP Grampian and are keen to take ex-offenders, with some requiring CSCS cards for employment hence the push to find an acceptable avenue for this to happen. We are working with the Construction Industry Training Board to arrange for Construction Skills Certification Scheme testing to be available. CSCS testing is being progressed, the mobile testing facility was withdrawn but other digital providers have been sourced</p> <p>The plan is to produce a coherent strategy between the five principal employability services to ensure efficient and effective partnering.</p> <p>A large national brewery chain now has the training kitchen operating, with training programmes in place and being followed by a number of prisoners, with the aim of employment on release with the national chain.</p>

	Strategic Oversight Group as required.	There has not yet been a requirement for this.
5	<p>Aberdeen City Council and Department Of Work And Pensions will continue work together to support families in the current Home Office Afghan Resettlement Scheme, with Department Of Work And Pensions</p> <p>a. Actively engaging in Afghan Resettlement Scheme Tactical meetings</p> <p>b - Assigning a work coach to all families or individuals where eligible</p> <p>c - Participating in quarterly reviews of the resettlement scheme, identifying lessons learned and ensuring these are translated into practice</p> <p>d - Participating in any future resettlement schemes.</p>	Department Of Work And Pensions continue to provide active support to refugee work across the city.

6	<p>Aberdeen City Council and Department Of Work And Pensions will work together and in collaboration with other National and Local partners to support employability across Aberdeen. This will include –</p> <ul style="list-style-type: none">a. supporting young people to overcome multiple barriers to employment, including:<ul style="list-style-type: none">i. The establishment of a Youth Hub, as well as introducing Youth Employability Coaches, specifically to work with 18 to 24-year-old unemployed people, in order to increase both skills attainment and employment outcomesii. Continuing to develop the established Local Employability Partnershipiii. Sharing relevant and appropriate information, to enhance	Local Employability Partnership is in place covering these actions.
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	<p>young people's employability and ensure a positive destination is reached.</p> <p>b - Supporting adults to overcome barriers to employment, including:</p> <ul style="list-style-type: none">iv. Aberdeen City Council and Department Of Work And Pensions will collaborate to link local employment opportunities with Community Benefit clauses included in procurement contractsv. Aberdeen City Council and Department Of Work And Pensions will work with key stakeholders to co-ordinate an effective offer for individuals and employers at risk of redundancyvi. Aberdeen City Council and Department Of Work And Pensions will collaborate to maximise the employability of	
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	<p>people with long term health conditions</p> <p>vii. Reviewing these arrangements on an ongoing basis.</p>	
<p>7</p>	<p>Aberdeen City Council and Department Of Work And Pensions will work together to strengthen the support available to lone parent families. This will include:</p> <p>a. An agreed contact point for escalation between both organisations where a lone parent family requires additional support</p> <p>b. Joint access to relevant systems and common data platforms allowing quantitative analysis and prediction. This will include Aberdeen City Council Housing and Council systems, and Stat Xplore.</p> <p>c. Agreement of referral pathways where there are mental health issues</p>	<p>This is in place.</p> <p>These are in place.</p> <p>This is in place.</p>

	<p>being experienced by the lone parent</p> <p>d. Exploring the creation of a Parent Hub to provide wraparound support</p> <p>e. Department Of Work And Pensions as a stakeholder in the development of the Family Support Model in Aberdeen.</p>	<p>ongoing</p> <p>ongoing</p>
8	<p>Aberdeen City Council and Department Of Work And Pensions will collaborate to ensure the new Housing and Support delivery model provides support to tenants:</p> <p>a. At risk of becoming homeless to resolve any housing element issues timeously</p> <p>b. An agreed contact for escalation between both organisations</p> <p>c. Commitment to sharing feedback on the development of the landlord portal, influencing where possible.</p>	<p>This is in place.</p> <p>This is in place.</p>

9	<p>Aberdeen City Council and Department Of Work And Pensions will work together to tackle safeguarding, suicide and drugs deaths. This will include:</p> <p>a - Enhancing and define existing escalation and referral routes where safeguarding concerns are identified, including through the Risk and Concern Hub</p> <p>b - Department Of Work And Pensions becoming an active partner in the City's Alcohol and Drugs Partnership in its attempts to reduce drugs deaths in the City task force</p> <p>c - Sharing of information regarding financial harm</p>	<p>This is in place.</p> <p>This is in place.</p>
10	<p>Department Of Work And Pensions will support Aberdeen City Council wherever possible in its vision to eradicate poverty in all its forms. This will be</p>	<p>Department Of Work And Pensions are an active partner in this work, with a key role in the development of responses to poverty, high profile work recently includes benefit checkers and income maximisation outreach work.</p>

	<p>based on whole and targeted population data, including at locality level, and include the sharing of data through a data sharing agreement on:</p> <ul style="list-style-type: none">a. Child povertyb. Fuel povertyc. Food povertyd. In work povertye. Poverty and employment issues affecting minority ethnic communitiesf. Care experienced young people	
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ABERDEEN CITY COUNCIL

COMMITTEE	Anti-Poverty and Inequality
DATE	30 August 2023
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Citizen Assemblies
REPORT NUMBER	CUS/23/252
DIRECTOR	Andy MacDonald
CHIEF OFFICER	Jacqui MacKenzie
REPORT AUTHOR	Paul Tytler
TERMS OF REFERENCE	1.2

1. PURPOSE OF REPORT

- 1.1 To note detailed plans and costs for a Citizens' Assembly (while noting that budget approval would require to be considered by the Finance and Resources Committee).

2. RECOMMENDATION

That the Committee :-

- 2.1 Approves the approach to deliver an assembly on poverty and gender inequality in Aberdeen.
- 2.2 Report Phase 1 development to committee early in 2024.

3. CURRENT SITUATION

- 3.1 The Citizen Assemblies papers to committee on 11th January 2023, (CUS/23/012) and 8 March 2023 (CUS/23/063) provided background on citizen assemblies and models of engagement.
- 3.2 Work has continued to develop an approach to running an assembly on the identified subject of poverty and gender inequality. A project brief has been developed, describing the approach with indicative timescales and is at Appendix 1.
- 3.3 A procurement exercise will be undertaken in line with the Council's Procurement Regulations, to secure the services of two organisations to support the delivery of the process. While the project specification remains to be developed, a draft is at appendix 2.

4. FINANCIAL IMPLICATIONS

4.1 Subject to approval, this report will lead to a procurement exercise for services which is expected to be below £50,000. A budget up to this level has been approved.

5. LEGAL IMPLICATIONS

5.1 There are no direct legal implications arising from this report

6. ENVIRONMENTAL IMPLICATIONS

6.1 There are no direct environmental implications arising from this report

7. RISK

Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	*Target Risk Level (L, M or H) *taking into account controls/control actions	*Does Target Risk Level Match Appetite Set?
Strategic Risk	Not fulfilling the commitment to undertake Citizens' assemblies	Approval of the paper and agreement to progress with the Assembly	L	Yes
Compliance	No risks identified	n/a	n/a	n/a
Operational	Low level of interest in committing to participation in the assembly	Working through a key local partner to recruit and support participants.	M	Yes
Financial	Bids exceed available budget	Scale of assembly at four sessions (as well as preparation and reporting)	L	Yes
Reputational	Not responding to or implementing the outcomes from the assembly, risking disappointment	Effective planning will ensure that there is a clear timescale for the assembly report and the resolution will be within	L	Yes

	and disillusionment among participants	Council powers. Participants will be advised that the assembly is advisory		
Environment / Climate	No environmental risks identified	n/a	n/a	n/a

8. OUTCOMES

<u>COUNCIL DELIVERY PLAN 2022-2023</u>	
	Impact of Report
Aberdeen City Council Policy Statement <u>Working in Partnership for Aberdeen</u>	<p>The proposals in this report will contribute to the policy aim: A Transparent, Accessible and Accountable Council and in particular, 'Explore options to establish local Citizens' Assemblies – with the first remit of a Citizens' Assembly being to advise the council on what's needed to tackle gender inequality in Aberdeen'</p>
<u>Aberdeen City Local Outcome Improvement Plan 2016-26</u>	
Prosperous Economy Stretch Outcomes	<p>The proposals in this report will contribute to the following stretch outcome:</p> <p>1. No one will suffer due to poverty by 2026</p>
Prosperous People Stretch Outcomes	N/A
Prosperous Place Stretch Outcomes	n/A
Regional and City Strategies	<p>The proposals in this report will contribute to the Council's Equality Outcomes:</p> <p>E.O 1: All people with protected characteristics will access information, goods and services knowing that social and physical barriers are identified and removed, with a focus on Age, Gender reassignment and Disability.</p>

9. IMPACT ASSESSMENTS

Assessment	Outcome
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Integrated Impact Assessment	Stage 1 IIA completed
Data Protection Impact Assessment	Not required
Other	n/a

10. BACKGROUND PAPERS

10.1 CUS/23/012 Citizens' Assemblies 11 January 2023

10.2 CUS/23/063 Citizen Assemblies 8 March 2023

11. APPENDICES

11.1 Appendix 1 Assembly approach Project Brief

11.2 Appendix 2 Assembly approach – draft specification

12. REPORT AUTHOR CONTACT DETAILS

Name	Paul Tytler
Title	Locality Inclusion Manager
Email Address	ptytler@aberdeencity.gov.uk
Tel	01224 067879

Assembly approach - Project Brief

Poverty and Gender Inequality in Aberdeen City

1) Background

We have been working to develop a model of participation that will have a practical impact on local policy making and will result in meaningful engagement on the part of both people with lived experience and policy makers.

As part of this work, we will be establishing a citizen assembly approach to engaging with people with lived experience of poverty and inequality to help us to develop local policy and practice.

We will develop this approach through 2023/24, working in partnership alongside expert and local organisations – and most importantly, people with lived experience of poverty and inequality.

We anticipate the project will run for six months, at which point we will evaluate the process to explore how these types of participation processes can inform our work on an ongoing basis and become an established part of how we work.

2) Approach

Phase 1: Project Development

- Secure budget and approvals required to progress approach
- Develop project timeline
- Commissioning of local third sector partner
- Commissioning of expert partner
- Panel design – agree project team, principles, terms of reference and initial workplan
- Engagement of key local organisations and stakeholders
- Agreeing evaluation approach

Phase 2: Panel Recruitment

- Production of initial materials for publicity and engagement and participants role
- Development of key resources including Terms of Reference, expenses and payment position, practical arrangements agreed
- Identification and induction of participants

Phase 3: Participants deliberation

- Facilitation of four meetings
- Follow up with key local officials on emerging key policy issues

Phase 4: Review and next steps

- Evaluation of process
- Proposal and agreement on next steps for approach

3) Roles and Responsibilities

Aberdeen City Council

The key role for Aberdeen City Council is around the general oversight and management of the process, creating the connections between the participants and local decision makers to maximise impact, and delivering a model which can be embedded into policy and practice on an ongoing basis.

Key tasks:

- Lead on partnership and relationship building and political buy-in
- Facilitate connections between the participants and the Anti-Poverty and Inequality Committee and other decision-makers
- Engage with local community and voluntary organisations
- Produce written materials for participant meetings
- Support implementation of changes

Expert Partner

The key role for the expert partner is around providing expert advice for the participants, Council and partners around good practice in developing models of participation, as well as supporting effective facilitation of Panel meetings.

Key tasks:

- Advise on design of the process
- Facilitate participant meetings
- Conduct an evaluation of the process

Local Delivery Partner

The key role for the local delivery partner is to recruit, train, support and advocate for the lived experience participants

Key tasks:

- Contribute to the design of the process
- Co-ordinate the recruitment of participants
- Participate in engagement and promotion activity supporting the development of the process
- Provide ongoing support for participants, prior to, during and after the four meetings
- Support the design and delivery of the meetings

Assembly Approach – service specification DRAFT

Poverty and Gender Inequality in Aberdeen City

Aberdeen City Council are seeking a partner to help us involve people with lived experience of poverty and gender inequality in local decisions affecting their lives.

We will be establishing an assembly of people across the City with lived experience of poverty and gender inequality to help us to develop and improve local policy and practice.

We are looking for local and expert partners to play a critical role in helping us develop this approach. The key role of our partners will be:

- to recruit, support and advocate for the lived experience members on the assembly, and to support the development and delivery of the process;
- provide independent expertise to the Council and assembly participants on poverty and gender inequality, and support the development and delivery of the process.

We anticipate the project will run for six months, at which point we will evaluate the process to explore how these types of participation processes can inform our work on an ongoing basis.

Key tasks:

- Contributing to the design of the assembly and its processes
- Co-ordinating the recruitment of assembly participants
- Participating in engagement and promotion activity supporting the development of the assembly
- Providing ongoing support for assembly members, prior to, during and after four assembly meetings
- Support the design and delivery of assembly meetings

We're looking for partners who:

- have experience of supporting people to use their voice
- have experience of creating safe, inclusive environments
- understand the nature of how poverty and gender inequality affects people's lives
- are able to work in partnership with a range of public and third sector organisations
- work as a critical friend for the Council and our partners
- are rooted in our local communities

The process

- We will be inviting proposals and quotes for this work by [date to be confirmed].

If you think you would be interested in partnering on this piece of work or have any further queries, please get in touch with [to be confirmed]

ABERDEEN CITY COUNCIL

COMMITTEE	Anti-Poverty and Inequality
DATE	30 August 2023
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Family Wellbeing Fund and Fuel Poverty Update
REPORT NUMBER	CUS/23/253
DIRECTOR	Andy MacDonald
CHIEF OFFICER	Jacqui McKenzie
REPORT AUTHOR	Paul Tytler
TERMS OF REFERENCE	1.5, 1.8

1. PURPOSE OF REPORT

- 1.1 On 10 May 2023, Members agreed to instruct the Locality Inclusion Manager to bring back a report to Committee regarding the review and uptake of the Family Wellbeing Fund. This includes an update on uptake of insulation measures in support of fuel poverty.

2. RECOMMENDATION(S)

That the Committee:-

- 2.1 Approves the re-allocation of funding option recommended at 3.8.

3. CURRENT SITUATION

- 3.1 At Committee on 10 May 2023, a [report](#) was provided on spend and outcomes from the £1m allocated to Supporting People through the Cost of Living. This included two elements of funding that had not delivered as expected and had an underspend on the budgets allocated. These are described below.
- 3.2 The Family Wellbeing Fund (FWF) approach was developed by the Financial Inclusion Team (FIT) to support families affected by the DWP two child limit, through the development of a support plan linked to topics such as money advice, fuel payments and employability. The plan was to provide an initial payment of £100 to the household, with a second payment of £150 as an incentive to engage with services to maximise their income, with the aim being to support 100 families by March 2023 with a cost of £25,000.
- 3.3 While the overall number of families affected in Aberdeen is known to be around 1200, engaging with them has proved to be very difficult. Work has been undertaken with key agencies supporting families to try and increase referrals, with a session with providers taking place on 20 June 2023 involving Citizen's Advice, Homestart, Children 1st, CFINE advice team and ACC Children's and Families service. While there was recognition of the value of the approach and

potential clients, to date there has only been one further referral to the fund, meaning 3 families are being supported.

3.4 The spend on the Family Wellbeing Fund to date has therefore been £750, with an underspend of £24,250.

3.5 The second element of the cost of living support reporting an underspend in May concerned the provision of measures to support home insulation. This included packs of LED bulbs, radiator reflectors etc and were offered by SCARF alongside advice and the provision of fuel vouchers. Funding of £45k had been allocated and in May, a total of £20,262 had been spent. It was expected that the remaining £24,738 would be spent early in 2023/24, but uptake has continued to be lower than expected and that sum remains unspent. In addition, SCARF currently have £6,655 remaining from their allocation of £100k for fuel vouchers.

3.6 The overall current underspend is therefore:

Family Wellbeing Fund	£24,250
SCARF Fuel Vouchers	£ 6,655
SCARF Insulation	£24,738
Total	£55,643

3.7 Discussions with the FIT team and SCARF have included the following suggestions for using the underspend:

Suggestion		Cost
Purchase 100 dehumidifiers	These will help clients control condensation and damp in their properties, especially if they are drying clothing inside. These models have the ability to remove up to 450mls of water per day, can reduce humidity from 80% to 45% and are low cost to run.	£3,082
Purchase 100 fleece blankets	Offer these to clients who are waiting to have gas uncapped or are self-rationing to reduce fuel costs	£1,567
Purchase 50 air-fryers	More cost-efficient cooking method	£3,500
Continued provision of fuel vouchers	A level of demand remains and will likely	£47,494

	increase as we move towards colder months	
Total		£55,643

3.8 The options for consideration are:

1. Return the underspend to Finance as part of the 2023/24 budget management process
2. Agree the funds are allocated as in the table at 3.7;
3. Allocate all available funding for the provision of fuel vouchers.

It is recommended that committee approves option 2. The external advisers have considered the proposed areas of spend and support the recommendations.

4. FINANCIAL IMPLICATIONS

4.1 The funding currently underspent is from an existing approved budget, so no additional funding is required. If the funding is returned to finance, that would contribute to savings required in 2023/24.

5. LEGAL IMPLICATIONS

5.1 There are no direct legal implications arising from this report.

6. ENVIRONMENTAL IMPLICATIONS

6.1 There are no direct financial implications arising from this report.

7. RISK

Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	*Target Risk Level (L, M or H) *taking into account controls/control actions	*Does Target Risk Level Match Appetite Set?
Strategic Risk	There is a risk that failing to support people struggling to meet the increased cost of living could lead to longer term economic harm.	Delivery of recommendation to help mitigate the cost of living impacts for the most vulnerable.	L	Yes

Compliance	There is a risk of failing to comply with a Council decision to spend the allocated £1m to help the most vulnerable in our community with energy costs.	Delivery of recommendations to help mitigate the cost of living impacts for the most vulnerable,	L	Yes
Operational	The project delivery in this report required minimal additional resource from the Council.	Strong partnership working with organisation identified will ensure this risk is minimised.	L	Yes
Financial	No significant risk identified as the budget has already been allocated			Yes
Reputational	There is a risk that failing to support people struggling to meet the increased cost of living could lead to reputational damage.	The delivery described in this report demonstrates a continued commitment to supporting people with allocated budgets.	L	Yes
Environment / Climate	There will be a positive (small) impact on efforts to reduce carbon emissions through the recommendations on tackling fuel poverty.		L	Yes

8. OUTCOMES

<u>COUNCIL DELIVERY PLAN 2023-2024</u>	
Impact of Report	
Aberdeen City Council Policy Statement <u>Working in Partnership for Aberdeen</u>	The delivery of outcomes described in this report align with the Partnership agreement with regard to the mitigation of poverty.

Aberdeen City Local Outcome Improvement Plan 2016-26	
Prosperous Economy Stretch Outcomes	The proposal recommended in this paper impact on stretch outcome 1 – No one will suffer due to poverty by 2026.
Prosperous People Stretch Outcomes	N/A
Prosperous Place Stretch Outcomes	N/A
Regional and City Strategies	There will be a positive (small) impact on efforts to reduce carbon emissions through the recommendations on tackling fuel poverty.

9. IMPACT ASSESSMENTS

Assessment	Outcome
Integrated Impact Assessment	Stage 1 assessment completed
Data Protection Impact Assessment	not required
Other	N/A

10. BACKGROUND PAPERS

10.1 Supporting People through the Cost of Living CUS/23/122

11. APPENDICES

11.1 N/A

12. REPORT AUTHOR CONTACT DETAILS

Name	Paul Tytler
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ABERDEEN CITY COUNCIL

COMMITTEE	Anti-Poverty and Inequality
DATE	30 August 2023
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	External Advisers – Initiatives to support bringing people out of poverty
REPORT NUMBER	CUS/23/254
DIRECTOR	Andy MacDonald
CHIEF OFFICER	Jacqui McKenzie
REPORT AUTHOR	External advisers; Paul Tytler
TERMS OF REFERENCE	1.1

1. PURPOSE OF REPORT

- 1.1 To provide committee with a report from the external advisers on initiatives to support bringing people out of poverty.

2. RECOMMENDATION(S)

That the Committee:

- 2.1 Notes the report from the external advisers.

3. CURRENT SITUATION

- 3.1 The external advisers submitted a [report](#) to committee on 23 November 2022, describing a range of issues affecting the third sector, and people supported by the sector, along with potential solutions.
- 3.2 A workshop took place at the end of May 2023 with the external advisers and members of the Community Planning Aberdeen (CPA) Anti-Poverty Outcome Improvement Group (OIG), presented in a [report](#) to committee on 21 June 2023.
- 3.3 An update report has been prepared by the external advisers and is attached at Appendix 1.

4. FINANCIAL IMPLICATIONS

- 4.1 There are no direct financial implications arising from the recommendation in this report.

5. LEGAL IMPLICATIONS

5.1 There are no direct legal implications arising from the recommendations in this report.

6. ENVIRONMENTAL IMPLICATIONS

6.1 There are no direct environmental implications arising from the recommendation in this report.

7. RISK

Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	*Target Risk Level (L, M or H) *taking into account controls/control actions	*Does Target Risk Level Match Appetite Set?
Strategic Risk	None	None	L	Yes
Compliance	None	None	L	Yes
Operational	None	None	L	Yes
Financial	None	None	L	Yes
Reputational	None	None	L	Yes
Environment / Climate	None	None	L	Yes

8. OUTCOMES

<u>COUNCIL DELIVERY PLAN 2023-2024</u>	
	Impact of Report
Aberdeen City Council Policy Statement <u>Working in Partnership for Aberdeen</u>	There is no proposal in this report
<u>Aberdeen City Local Outcome Improvement Plan 2016-26</u>	
Prosperous Economy Stretch Outcomes	There is no proposal in this report
Prosperous People Stretch Outcomes	There is no proposal in this report
Prosperous Place Stretch Outcomes	There is no proposal in this report
Regional and City Strategies	There is no proposal in this report

9. IMPACT ASSESSMENTS

Assessment	Outcome
Integrated Impact Assessment	It is confirmed by Chief Officer Jacqui McKenzie that no Integrated Impact Assessment is required
Data Protection Impact Assessment	not required.
Other	n/a

10. BACKGROUND PAPERS

10.1 Report from External Advisers CUS/22/266

10.2 Formation of a Working Group CUS/23/171

11. APPENDICES

11.1 Appendix 1 – External advisers: Initiatives to support bringing people out of poverty

12. REPORT AUTHOR CONTACT DETAILS

Name	Paul Tytler
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Initiatives to Support bringing people out of Poverty

The initial external advisers report presented to the Anti-Poverty and Inequality Committee in November 2022 identified a number of issues affecting the third sector and people. These included:

Effect on third sector:

- There has been a huge increase in demand for services as more people in our city struggle to make ends meet
- Third sector income is not keeping up with increasing service delivery costs

Effect on people:

- Increasing numbers of people do not have enough money to support their daily lives to a basic standard.
- Mental health crisis is being exacerbated

The potential solutions included:

- Organisations will need to co-ordinate their efforts more than ever before. ACVO is willing to facilitate discussions between service providers to achieve this.
- Ultimately, the solution must be to reduce the demand by putting more money into people's pockets
- Cash first – expansion of the successful LOIP programme to increase benefit uptake across the board. Cash First approach needs to be better understood, some organisations believe it is to give people more cash, the initial aim is to encourage and educate on how to manage low-income levels instead. Giving cash without real support is pointless.
- As above, cash first approach needs to be at the forefront or taking the immediate pressure off households

Progress

The Scottish Government has launched a £1.8m Cash First Fund, inviting local partnership bids from local authorities and third sector to test approaches to delivering a cash first approach in tackling food insecurity.

ACVO are coordinating the development of a bid with interested third sector organisations and the Council, for submission to Scottish Government by 1st

September 2023, with the outcome being notified in October. If successful, this will deliver against some of the issues identified by the external advisers in November 2022.

Next steps

While it is hoped that the local bid will be successful, if it is not, hopefully consideration can be given to the potential for local support to enable the work to be taken forward. This will be pursued once the outcome of the bid is known in October.

There remain other issues identified in the original report, along with further actions from the workshop at the end of June, involving the external advisers and members of the Community Planning Aberdeen (CPA) Anti-Poverty Outcome Improvement Group (OIG). The actions identified will be taken forward through the Anti-Poverty Working Group, reported to committee on 21 June 2023. The working group will meet on [date to be confirmed].

Short term actions identified by the group include:

- Advisers and partners feeding into the Population Needs Assessment by gathering insights from their customers and clients using a common set of questions;
- Review previous partnership improvement activity and wider local interventions to identify those which show evidence that they can reduce poverty and make recommendations to the Committee of those which should be prioritised for scaling up of action(s) across the City;
- Connecting with the Poverty Alliance, Food Poverty Action Aberdeen and other strategic groups tackling poverty across the City to ensure a collaborative approach;
- Engaging, listening and hearing from people with lived experience, tapping into the work being carried out by the Health Determinants Research Collaborative;
- Building in a focus on collective corporate behaviours, not just Council but all partners;
- Enquiring what the anchor organisations are doing to improve outcomes for our communities;
- Designing a plan / strategy which identifies short to medium and long term action but also creates space to think about how this would evolve in the future.

Ideas about longer term action relate to strategy for change and the content of the Anti-Poverty Strategy and Local Outcome Improvement Plans. These ideas have been

captured and will be shaped and refined further as part of the LOIP development process over the next nine months.

In addition, Food Poverty Action Aberdeen (FPAA) are working to update their action plan from 2019, presenting an opportunity that the ambitions of the Committee to be collaborative are aligned with the refreshed Action Plan.

Anti-Poverty and Inequality Committee External Advisers

August 2023

ABERDEEN CITY COUNCIL

COMMITTEE	Anti-Poverty and Inequality Committee
DATE	30 August 2023
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Aberdeen Foyer Visit
REPORT NUMBER	CUS/23/267
DIRECTOR	Andy MacDonald
CHIEF OFFICER	Jacqui McKenzie
REPORT AUTHOR	Paul Tytler
TERMS OF REFERENCE	1.1

1. PURPOSE OF REPORT

- 1.1 To provide the Committee with a report following the Committee visit to Aberdeen Foyer on 21 June 2023.

2. RECOMMENDATION(S)

That the Committee:-

- 2.1 Notes the report at Appendix 1 provided by Aberdeen Foyer; and
- 2.2 Thank all those at Aberdeen Foyer, including the many staff, volunteers and participants, who welcomed the Committee and provided an informative and interesting afternoon.

3. CURRENT SITUATION

- 3.1 On 21st June 2023, the Anti-Poverty and Inequality Committee visited Aberdeen Foyer as part of the programme of visits to key organisations. Information provided as part of the visit is attached at Appendix 1.

4. FINANCIAL IMPLICATIONS

- 4.1 There are no direct financial implications arising from the recommendation in this report.

5. LEGAL IMPLICATIONS

- 5.1 There are no direct legal implications arising from the recommendations in this report.

6. ENVIRONMENTAL IMPLICATIONS

- 6.1 There are no direct environmental implications arising from the recommendation in this report.

7. RISK

Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	*Target Risk Level (L, M or H) *taking into account controls/control actions	*Does Target Risk Level Match Appetite Set?
Strategic Risk	None	None	L	Yes
Compliance	None	None	L	Yes
Operational	None	None	L	Yes
Financial	None	None	L	Yes
Reputational	None	None	L	Yes
Environment / Climate	None	None	L	Yes

8. OUTCOMES

<u>COUNCIL DELIVERY PLAN 2022-2023</u>	
	Impact of Report
Aberdeen City Council Policy Statement <u>Working in Partnership for Aberdeen</u>	There is no proposal in this report
<u>Aberdeen City Local Outcome Improvement Plan 2016-26</u>	
Prosperous Economy Stretch Outcomes	There is no proposal in this report
Prosperous People Stretch Outcomes	There is no proposal in this report
Prosperous Place Stretch Outcomes	There is no proposal in this report

Regional and City Strategies	There is no proposal in this report
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9. IMPACT ASSESSMENTS

Assessment	Outcome
Integrated Impact Assessment	It is confirmed by Chief Officer Jacqui McKenzie no Integrated Impact Assessment is required
Data Protection Impact Assessment	Not required
Other	N/A

10. BACKGROUND PAPERS

10.1 N/A

11. APPENDICES

11.1 Appendix 1 Report from Aberdeen Foyer of Committee Visit

12. REPORT AUTHOR CONTACT DETAILS

Name	Paul Tytler
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Tel	01224 067879



On 21st June, Aberdeen Foyer welcomed a visit from Aberdeen City Council's Anti-Poverty and Inequality Committee to find out more about our services and how we are working alongside people and communities across the region. The following paper sets out to capture what was shared on the day.

Aberdeen Foyer is on a mission to end youth homelessness and prevent and alleviate the impact of poverty on young people and adults across northeast Scotland. Child poverty is increasing, and the long tail of the global pandemic combined with the impact of climate change and cost of living crisis continues to generate heightened social, political and economic uncertainty.

Aberdeen Foyer exists to create positive and lasting change working alongside people experiencing tough life challenges and the wider system to address and prevent *the root causes of poverty* and youth homelessness across local communities in Aberdeen and Aberdeenshire.

our vision is for people to thrive, feel connected and included in their community, where everyone has a safe, decent place to call home and access to resources to live a good life.

our mission every day is to support people to discover their potential, overcome challenges, and build their own positive future.

We believe there is no limit to what people can achieve in their lives.



Our way of working

We serve and work alongside young people from age 12-25 and adults of all working ages (16-67) living in Aberdeen and Aberdeenshire who are experiencing tough life situations that make it difficult to achieve a good life and a positive future. Decades of experience has taught us that every person's journey is different, that people's problems are often complex and their skills and talents always unique.

Across all our services we start where someone is at and get alongside them to understand and find solutions around any immediate challenges whilst getting to know people's strengths, stories and aspirations. We encourage trusting relationships and support people to build confidence and self-awareness, ensuring access to opportunities and resources they might need to achieve their goals in life, find their purpose and feel valued. We understand the importance of community, of having a sense of belonging and solidarity with others as a way of developing self-esteem and have built this into our range of learning programmes and ways of working across our services.

Developed by the Foyer Federation, Advantaged Thinking is our strengths-based philosophy and challenges deficit-based thinking. It offers a different starting point that identifies, nurtures and invests in each person's skills and talents connecting them to overcoming challenges and achieving their goals and positive futures.

We appreciate our services are part of a wider system and to improve outcomes we need to understand collectively and work collaboratively. The Reboot initiative nurtures a systems thinking approach to tackling the complex social problems that are causing young people to disengage from education at critical points in their lives. Reboot is an offer and an invitation to stakeholders to come together to let go existing paradigms and experience working experimentally, identifying opportunities to act differently as they emerge. Through improving understanding of the problem spaces, we create opportunities to think critically and creatively together. This way of working has been and continues to be experimental and emergent.

We believe change can only happen when people work together, which is why we nurture trusted partnerships and collaborative working as part of the local community, with people who benefit from our services and with stakeholders locally and nationally.

What we do

The Foyer model grew out of a need for young people in post war Europe to have a safe place to call home and support to learn and engage in employment. This model is still as relevant today. Having a safe place to call home is the cornerstone to what we do and we provide a variety of integrated programmes and services which combine to provide wraparound support for young people and adults around 6 key areas:

- **Youth Housing**
- **Foyer Futures**
- **Learning**
- **Employability**
- **Fitmind Psychology and Counselling Service**
- **Communities**

We offer a holistic approach creating opportunity for people to have, and exercise, choice in their lives. Each of our services offers support to address significant challenges people might be facing and inspiration and resources to shape their own future. By wrapping around the people who use our services, we navigate and change the system with them, based on their needs and aspirations.

Service Managers and Team Leaders provided an overview of the 6 Teams and about their current service delivery:

Foyer Youth Housing – working to ensure that homelessness for young people is rare, brief and non-recurring.

Key Service Facts:

- We provide 27 individual tenancies for young people aged 16-25 years at Trinity Court.
- All referrals come via Aberdeen City Council Homeless Team.
- Average stay is 6-8 months
- Young people are provided with support and assistance in budgeting, cooking, cleaning and claiming benefits
- All young people have access to other Foyer services – counselling, digital and financial inclusion offering wraparound support.
- Move on support now included in commissioned service which supports a stronger transition and so far, has led to sustained tenancies.
- Work with partners to enhance service offer, e.g. Homeless Practice Nurse, ADA, various food donations (e.g. Social Bite, Pret a Manger)

Over the last 2 years, Aberdeen Foyer has worked closely with Children and Young People's Social Work teams to support the arrival and integration of young unaccompanied asylum seekers. To date we have supported 15 young people and provided move on support for 4 of them (others supported by Social Work). We currently hold 6 spaces to ensure a rapid response and working with the Homeless team to manage increasing demand.

We aim to find youth focused solutions to ensuring homelessness for young people is rare, brief and non-recurring. We have set up Nightstop, a community hosting initiative jointly commissioned with Aberdeen City Council and Aberdeenshire Council to support a regional approach. It has taken time to build a bank of community hosts and are now actively offering this service to young people.

Early intervention and prevention is a key aspect of our work and for the last 2 years we have been piloting Upstream a screening tool that helps identify risks around homelessness with NESCOL at

their Altens campus. We are about to launch a second pilot in Northfield Academy. The tool helps to identify the key risks individual young people may be experiencing that could result in them becoming homeless in the future. We are drawing on the learning from Upstream Wales and Upstream Australia.

Our work directly support LOIP Outcome 11.5 to Reduce youth homelessness by 6% by 2023 (which was achieved).

Foyer Futures

Key Service Facts:

- Work with young people aged 12 – 24 facing tough life situations who have disengaged with education
- Support to build confidence, develop talents, plan for their future and achieve their goals in getting there.
- We provide personalised 1-to-1 support and group work.
- Positive outcomes may include: reengagement with education, achieving accredited qualifications, making positive steps into employment and training and improved confidence and wellbeing.

Our team consistently achieves over 90% engagement with referrals with 75% achieving positive outcomes. We are working with between 80 – 100 young people at any time across the city.

We support young people from across the city taking referrals through schools, Fitlike Hubs, Outreach Team, other third sector partners and self-referrals. Current demand is high and we are having to work with young people for longer. So much so that we have a waiting list for the first time in the 12 years we have operated this service. Most young people we are supporting have completely disengaged with education and levels of social anxiety and suicide ideation are common.

We are also seeing riskier behaviour increase and use of alcohol and substances increasing. We work in partnership with ADA, funded through Aberdeen City ADP providing early intervention support for young people in local communities who may be affected by alcohol/substance use – their own and those around them. **This links directly to achieving LOIP Outcome 12.1.**

Foyer Learning

The Learning Team delivers three different college accredited programmes: REACH, Prince's Trust Team Programme and Foyer Families in partnership with NESCOL. Each programme runs three times a year with the exception of Foyer Families which deliver twice a year due to it being longer and avoiding summer holidays.

REACH is open to all aged 16+ who are feeling isolated in their community for various reasons, e.g. substance use, mental health, changing life circumstances. REACH offers a 12-week course, 4

days per week that gradually nurtures confidence, connection, teamwork and learning new skills and connecting with existing talents. A key outcome for people is feeling connected to their local community – a sense of belonging which is key to positive wellbeing.

Prince's Trust Team Programme is delivered over 12 weeks Programme offering young people aged 16-25 years an opportunity to experience feeling part of a team, gain qualifications, do outward bound activities and engage in work experience.

Foyer Families offers parents with children aged 12 and under an opportunity to engage in a part time (3 days per week) college accredited (City and Guilds) programme aimed at increasing their confidence, supporting peer connection and support, a safe space to learn and develop their skills and talents as individuals and as parents. Across 16 weeks both online and in person each parent is supported to engage in a variety of activities that have a focus on self-care, personal development and parenting (both as individuals and coming together as families) and learning e.g. child development. Our practitioners are PEEP trained. Free childcare and digital kit is offered.



All learning programmes identify and develop a community project which could be tidying up a community space, painting and refreshing community spaces, etc. Each team fundraises to pay for the project before carrying it out. Over the last year across all 3 learning programmes approximately £15K has been raised by participants which is spent directly in local communities. E.g. Our REACH team from Spring 23 repainted the Sea Cadets space and in turn they kindly hosted the REACH team's graduation ceremony.

Foyer Employability

Key service Facts:

- We continue to see fair employment as a key factor in alleviating poverty.
- Work with 16-67 years
- Employability support is wider than moving into work. For many tackling immediate issues is essential before people are able to think about and feel confident in moving into work. We provide access to food, digital kits and bursaries (cash first approach)
- Work with a variety of local employers, DWP, other training providers and college to provide accredited sector-based training where there is known vacancies.

- Currently supporting 135 individuals; 20 are undergoing sector-based training and 29 are receiving in work support.

Funding for employability support has changed and is moving to more piecemeal commissioning which makes it harder for longer term planning and ensuring stability of support as it is often time limited to a few weeks. Fair Start ends in March 2024 leaving a significant gap in the city. At present the unemployment rate is low however higher levels of vacancies. The challenge can be matching people to opportunities they wish to and are qualified to take up.

Ensuring benefits checks and supporting people access eligible income is carried out across all teams. We work with existing resources including ACC's own FIT team, CAB and CFINE's Safe team. **Foyer's Financial Inclusion team** also provides additional support and expert knowledge for our teams and clients. With Funding from City Council to provide cash first support between June 22 to April 23 we supported 260 individuals which were made up of:

- 50 families (26 of which are lone parents and 8 of which are aged 16-24)
- 160 young people aged 16-24 (26 are part of families, the awards made on behalf of the family)
- 11 individuals with disabilities
- 39 Minority Ethnic households

We provided:

78 Fuel top ups

87 hardship grants

39 household items

56 other essentials, eg warm clothing

From June last year to June 23 the service has supported 128 individuals achieve financial gains to the value of £26,430, some benefit applications are still awaiting an outcome. 19 individuals have been supported to renegotiate their energy debt with three receiving a grant towards reducing their debt.

Fitmind Psychology and Counselling Service

Our Foyer Health team recently rebranded to Foyer Fitmind to better reflect the development of our psychological and psychotherapeutic services.

Key service Facts:

- Counselling service for Aberdeen residents aged 16+
- Multiple referrals routes from professionals and self-referrals.
- Currently two trained counsellors and 10 postgrad student placements.
- Clients are matched after an initial conversation to fit the appropriate modality, age and availability and desired delivery: in-person or online. Parents of small children benefit from online option.
- Offering up to 12 sessions is the standard per client, but sometimes increased to 18. Clients can also be referred back after a 3-month break.
- Fitmind provides support to other Foyer teams: a counsellor is present at Trinity Court (Housing) once per week and Fitmind contribute to Foyer Families curriculum by delivering sessions on child development.
- Our resident Educational Psychologist is on hand to provide direct support E.g. recent Foyer Futures client supported with a distorted sleeping pattern.
- Fitmind has developed a variety of resources and training that is deepening our team's relational practices leading to improved service outcomes.
- Fitmind are now offering learning and training to external partners.
- Fitmind have been a key partner in Suicide Prevention for over 10 years and regularly support awareness raising and training.

On receiving multiple referrals from our Communities Team who support those with experience of community justice, Fitmind Counselling identified a need amongst prisoners on remand. Whilst on remand people have no access to NHS counselling services. Since January 23 we have been visiting HMP Grampian one day per week offering counselling sessions which has had a positive response. Counselling for many continues post release and is offering a key relationship in their rehabilitation.

Foyer Communities

Our multidisciplinary team get to know local communities where people are experiencing high levels of poverty. We seek to work with local communities to co-create solutions and support/resource options resulting in a variety of interventions that are short and longer term. Building trust takes time and it is resulting in emerging activities that are driven by people living in those communities.

Key service facts:

- E.g. through community engagement, young people identified they wanted support with their wellbeing. We piloted a programme with a group in 2022 and are now delivering this on a regular basis. Just recently the last cohort revamped a shelter at the beach (see below).
- We have recently added Living Life to The Full (LLTTF) a short course designed to help people build confidence and skills to self-manage their health conditions and life circumstances
- The team are skilled in delivering 1-to-1 support and engaging people in NESCOL accredited learning as a means of initial first steps enabling people to feel more confident to be able to tackle existing challenges and becoming college students too.
- Have just started a new pilot with Torry GP surgery with Foyer Communities staff based there once a week. GP staff can book in clients who they feel may benefit from our support, the team carry out the initial interview to assess their needs and discuss the support available than can ensure a warm handover to other Foyer or community services. We are also delivering CPD sessions to the Surgery teams on a regular basis.
- Following corporate support and donations through Kier Construction and Veitchi Flooring we have revamped our Marywell kitchen offering free breakfast on a daily basis and lunch twice a week open to all. The Kitchen is run by staff and talented volunteers and since being reopened by the Lord Provost in May has served over 600 breakfasts and 360 lunches.
- 6 new mobile cooking units have just been purchased and will use to engage people in local communities around cooking where there is little access.
- Our Digital Inclusion coach delivers a weekly digital café as well as outreach support across local communities improving digital skills.
- For a number of years, we have had a great partnership with Aberdeen City's parks and hundreds of individuals have benefited from access to our Grove Allotment and the therapeutic space that growing plants and vegetables brings. During the pandemic a team of four volunteers worked a timetable – all are in recovery and stated this kept them living.

The team also deliver support to those who are on Community Payback Orders working closely with Community Justice. Over 22-23 out of a possible 2328.50 hours the team supported individuals to complete 1897.50 of payback orders focusing on employability skills

Across the last year 98 out of 123 referrals engaged with the voluntary programme (80%). Of these:

- 13 secured employment to date (directly supporting the LOIP Project Charter Project Ref 10.2 and surpassing target)
- 38 completed qualifications including CSCS, C&G units
- 16 moved on to other Foyer training programmes
- 18 referred to counselling



Foyer Social Enterprises

Our businesses provide valuable income to support the work of the Foyer, raise the profile of the organisation in the wider community and provide employment, work experience and training opportunities. All profit from our commercial ventures supports the wider work of the Foyer.

Foyer Graphics provide high quality design services to clients across all sectors - businesses large and small. Services include branding / logos / design for print / digital design / animation. www.foyergraphics.com

Roadwise Driver Training is a Community Interest Company (CIC) providing various driver development programmes from learner driving tuition through to a range of driver safety training for young drivers, company employees and individuals who want to improve their driving skills or those who have, or wish to have, a career as a driving instructor. www.roadwisedrivertraining.co.uk

Immediate Outcomes from the Visit

We would like to take the opportunity to thank those who visited the Foyer and engaged with staff and people using Foyer services. Within 24 hours of the visit, our Foyer REACH team received a donation to their fundraising efforts to support their community project in Tullos Community Garden. In addition, a young person from the Princes Trust Team 66 was supported to connect to the local fire brigade having expressed interest in a career with the fire service. In both instances, people felt listened to and that their time in meeting with the committee mattered. This was much appreciated.

Key Questions and Challenges for the Committee

The committee tasked us with sharing key questions and challenges in tackling poverty and inequalities across the city:

1. Tackling poverty and youth homelessness is complex. Safe homes are key. We are keeping a watching brief on the developing legislation around Prevention Duties for Homelessness as a lever for supporting 'Ask and Act' duties across all public sector

bodies. *How might the work of the committee tie back to the Ending Homelessness in Aberdeen Working Group and what would Ask and Act look like across the public and third sector locally?*

2. *How might public procurement improve the lever of Fair Work Practices to support more employers to ensure they are achieving Living Wage and Community Benefit clauses to support jobs and apprenticeships (as appropriate)?*
3. Fair Work Employment remains a key factor in lifting yourself out of poverty. Employability support is wider than moving into work. It can often be the first form of contact that people are able to engage with and for many that we work with the first steps are dealing with immediate issues that are preventing them from being able to think about moving into work, e.g. debt, mental health issues, poverty. Our employability teams are supported by other Foyer services - counselling, financial and digital inclusion and learning resources. *How might the committee ensure that employability support provision across the city is held as a key essential factor in alleviating poverty and that resources take people's needs locally into account in the service design? How does this link to Community Wealth Building Strategy?*
4. *Linked to q.3 is access to affordable childcare – what can be done to build on access and flexibility?*
5. The cost of living continues to increase with food costs especially rising dramatically at rates even higher than general inflation. The numbers of people living in deep poverty (40% or below of the median household income) continues to increase (estimated at around 460,000 people across Scotland in 2017-20) and the economic uncertainty around rents, mortgage payments is driving uncertainty around housing (26% increase in homeless presentations in Aberdeen in the last 12 months). Geopolitical unrest and potential changes to national and local government make it hard to gauge which policies will develop and impact further. Arrears are increasing and little in the way of safety nets. When every day becomes an all-consuming battle to afford essentials and deal with the effects of hardship including negative mental wellbeing, threat of eviction and fear around provision for your children, these become a barrier to securing employment. Based on our experience being able to provide immediate relief can open up further solutions and space to think about solutions. Flexible Family Fund and Cash First approach are both Scottish Government funding possibilities. *How might the committee support cash first initiatives with linked support that offers flexibility and lived experience to drive solutions?*

To find out more about Aberdeen Foyer please go to www.aberdeenfoyer.com and/or follow our social media channels on Instagram, LinkedIn and Facebook.