

ANNUAL OUTCOME IMPROVEMENT REPORT

2019/20



FOREWORD

By Councillor Jenny Laing and Chief Superintendent Campbell Thomson

This year's Annual Report is brought to you in exceptional circumstances. The Covid-19 pandemic has impacted on every area of our society. Although the consequences are set to be grave, this has not impacted on our overall performance during 2019/20, given it arrived only a few weeks before the end of the reporting year. This report serves as an important reminder of what we had achieved just weeks prior to the pandemic hitting and, as we approach the fourth year of our [Local Outcome Improvement Plan](#) (LOIP) 2016-26, confirms that our shared vision and priorities for the City remain as relevant as ever.

To tighten up our commitments, we refreshed the LOIP in February 2019 and introduced 15 Stretch Outcomes which provide a clear route map to 2026. The Partnership's ethos of cooperation and collaboration and relentless determination has yielded great results during 2019/20 and it is with pleasure that we offer our third Annual Outcome Improvement Report in demonstration of the work of Community Planning Aberdeen.

Over the course of the year we have initiated 52 improvement projects which seek to tackle diverse issues and deliver wide ranging benefits for our economy, people and place. For example our work to support and sustain new businesses in priority growth sectors and create employment opportunities outwith the prominent oil and gas sector is starting to pay dividends. This year we can report a 4.8% increase in the number of people employed in growth sectors and 45 new enterprises starting up since last year. Digital is a growth sector which is growing rapidly and we are doing a lot of work to upskill our workforce and citizens to be able to take advantage of the opportunities this presents. Our latest City Voice survey of March 2020 shows an increase of 8% in the number of people who have basic digital tools since 2018. We are also delighted to report a 2.3% increase in people in living wage employment since 2018, with five more employers across the City receiving accreditation.

Our enduring ambition, and indeed duty, is to ensure that all people in Aberdeen can enjoy safety, prosperity and dignity. All of our improvement projects are focussed on improving outcomes for people in Aberdeen. From pre-birth to end of life, we are supporting people on their journey and it is fantastic to be able to celebrate in people's great achievements. This year we can report that 93.2% of our young people have reached a positive destination, which is up from previous years, including in the City's most deprived areas. Our work to improve levels of attendance keeps young people engaged in school and encouraging the uptake of foundation apprenticeships offers a solid basis to find employment. This year we saw a significant increase in the number of children undertaking and completing a foundation apprenticeship from 17 last year to 93.

But not all people experience such a positive start in life. Much of the work of the partnership deals with the consequences of adverse childhood experiences and supporting children, people and families to thrive in very challenging circumstances. Through the city's ambition to become a Unicef accredited 'Child Friendly City', we are working increasingly closely with children and young people to provide them with a range of opportunities to directly influence and shape the city they live in and the services that they access.

Our work to improve access to services for families who need additional support means that 93% of families are now receiving an offer of service within 30 days; which surpasses our aim of 80% and is a vast improvement on the 174 days some families had to wait back in 2016.

Care experienced young people face many barriers to achieving positive outcomes and we are taking forward a range of initiatives to help them overcome these. Enabling care experienced children and young people to remain in kinship care can have a very positive impact on mental and physical health and wellbeing and our improvement work in this area has resulted in an increase in 17% of kinship care placements this year. We are also able to report that the proportion of care experienced young people attaining one or more qualifications at SCQF level 4 has increased from 73.9% to 76% since 2016/17 and sustained positive destinations have increased from 73.9% to 79% during the same period.

We have been doing targeted work with our young people in Northfield and Torry to reduce anti-social behaviour which can lead to more serious offences. Working closely with the Police and communities to divert young people into community based activities, we have seen calls regarding anti-social behaviour drop in Northfield by 34% since February 2019. We are also seeing evidence of a similar trend in Torry. It is this type of multi-agency problem solving approach that is helping us divert individuals from the justice system and reduce offending. Latest data available at the end of 2019/20 shows that 743 people aged over 18 received a first court conviction; which is a reduction of 8% overall from data available last year.

The support that the Partnership is offering through our improvement projects this year promises to be life changing for many vulnerable people across the City: supporting people in the justice system get back into employment, helping individuals recover from being involved in cuckooing, organising activities for people with long term conditions to be more active, working with homeless people and others to define and achieve their personal health and wellbeing outcomes, early and preventative interventions for people using drugs and alcohol, and ensuring every person in Aberdeen has access to healthy, tasty ,affordable food.

Looking ahead to 2020/21 we are dealing with the impact of COVID-19, which continues to unfold in a challenging and potentially uncertain financial environment. We would like to take this opportunity to give our sincere thanks to staff across the Partnership for the invaluable work they have undertaken in response to the emergency; and for their contribution to the recovery process that lies ahead. Throughout the report we have identified priority areas for improvement during 2020/21, derived from the one year Aberdeen City Socio-Economic Rescue Plan, which will lead us into the scheduled refresh of the LOIP in 2021.

We are encouraged by the results we have achieved this year and know that it is only by continuing to work together, and with the private sector, to build on these achievements that we remain on track to realise our vision of Aberdeen as a place where all people can prosper.



Councillor Jenny Laing, Chair of Community Planning Aberdeen, Co-Leader of Aberdeen City Council



Chief Superintendent Campbell Thomson, Police Scotland, Vice Chair of Community Planning Aberdeen

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PROSPEROUS ECONOMY



Our Stretch Outcomes

SO1

10% Increase in employment in priority growth sectors by 2026



SO2

90% of working people will earn the living wage by 2026



Headline achievements during 2019/20

9% increase in working age people in employment since 2016

4.8% more people employed in growth sectors and 45 new enterprises

451 people attending our first Annual Business Festival

8% more people able to use digital tools

2.3% increase in people earning living wage and 5 mor employers accredited

Tillydrone community helping shape community benefit clause

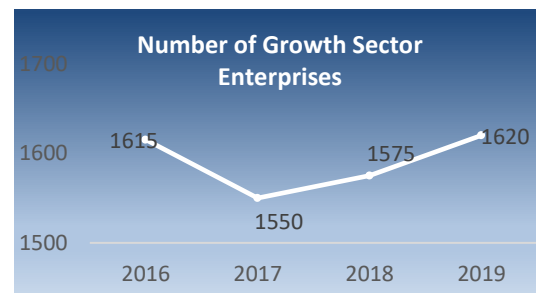
Progress made during 2019/20

Increase in Employment in Growth Sectors

Aberdeen City has one of the largest working age populations of any Scottish local authority areas at 69% compared to 64.5% for the rest of Scotland. The continued diversification of our economy from the prominent oil and gas sector into other growth sectors is vital to secure new and lasting employment opportunities for the people of Aberdeen. Latest data available at the end of 2019/20 showed that 79% of working age people in Aberdeen were in a job (up from 70% three years ago) and employment in growth sectors increased by 790 (4.8%), which is a continuing upward trend.



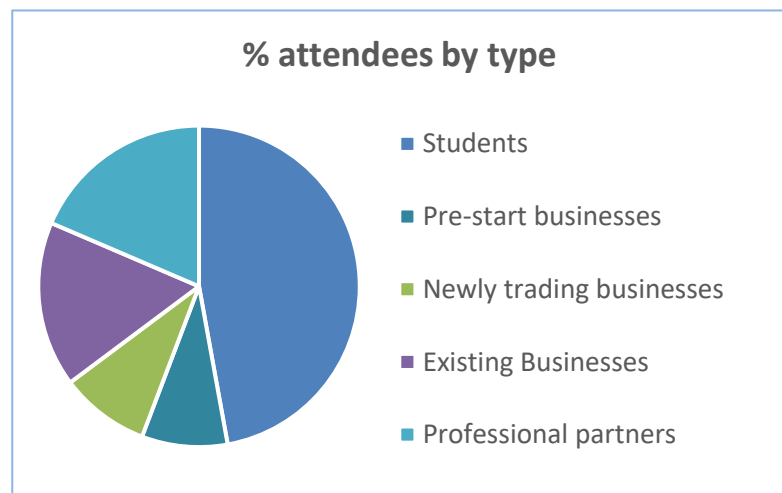
New companies can be the primary creators of new jobs and they also have an important role in sustaining jobs. This is why stimulating growth in start-up businesses across the nationally recognised growth sectors (digital/creative; food and drink; life sciences and tourism) and our locally identified priority sectors (health & social care and construction) is a priority for Community Planning Aberdeen. We are delighted to see that the number of growth sector enterprises is increasing, with 45 new enterprises starting up since 2018/19, offering the potential for more employment opportunities in these sectors.



As part of our improvement work to **increase the number of start-up businesses in growth sectors**, this year we held our first Annual Festival for businesses to: help business growth, challenge and stimulate, and draw attention to support available to new businesses. The event, led by community planning partners Elevator and Scottish Enterprise, was held in October 2019 and attracted 451 people. Feedback from the event was very positive and it is our intention to run it again during 2020/21.



451 people
attended our first
Annual Festival for
Business in October
2019

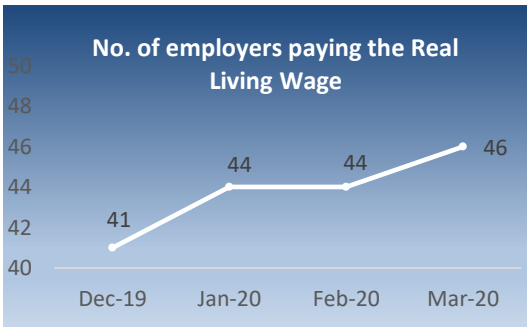
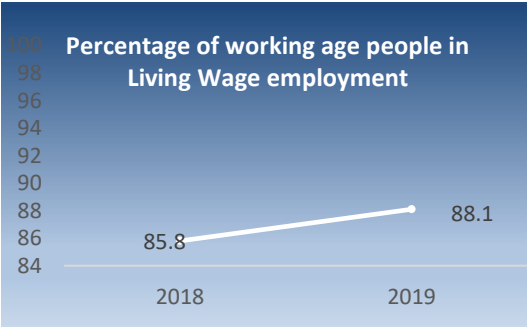


With an increase in jobs in growth sectors, comes an increase in demand for talent and a workforce equipped to support this diversification of business and economy. One of the growth sectors we have prioritised to support is the digital sector, which is growing rapidly, although it is not only the digital sector which is demanding digital skills. These skills are becoming ever more prevalent in roles across a range of sectors and occupations. We are working together to strengthen the talent pipeline for digital jobs through our improvement work to [increase qualifications in ICT and digital skills](#). Our intention is to conduct market research in two schools in Aberdeen City to understand how we can encourage young people, especially females, to pursue a in this qualification in this much sought after area. We are particularly keen to support an increase in people with ICT and Digital skills at SCQF Levels 7 and 8 which we believe will enable them to take advantage of digital opportunities as they arise and ensure a pipeline of talent to fill digital roles in the future.

Gaining a formal qualification is not the only way of acquiring skills in digital technology and increasing employment opportunities is not the only benefit. Digital connectivity can help individuals at risk of isolation and inequality in our communities and we recognise the benefits of upskilling all citizens. Working with community groups such as the Aberdeen Silver Surfers, the Partnership aims to [increase the number of people in Aberdeen who feel comfortable using digital tools](#) through sharing resources, best practice and recruitment of volunteers. We have been trialling community drop-in sessions for customers to learn how to set up and use email at Tillydrone Library and feedback will inform more community events in the future. Data from our City Voice Survey conducted in March 2020, shows an increase in the percentage of people in Aberdeen who have basic digital skills from 70% to 78% since 2018.

Increase in People in Living Wage Employment

Latest data available at the end of 2019/20 showed that 88.1% of employees in the city were in living wage employment, which is 2.3% higher than 2018; giving us confidence that we are well on track to achieve our stretch outcome of 90% by 2026



The number of employers signed up to the real living wage has also increased. Based on data from Living Wage Scotland, there are currently 46 accredited Living Wage employers in the city, which is an increase of five since we started our improvement work to [increase employer sign up to the Real Living Wage](#).



We hope to continue to build on this success through further promotion of the real living wage on Community Planning Aberdeen's new corporate social responsibility platform. The website raises awareness of the opportunity for businesses to support improved outcomes for the City by signing up as a real living wage employer. We are also seeking a champion from one of the 46 accredited organisations in the City to help us raise awareness of the benefits of being a real living wage employer to enlist more employers from the private sector.

An employer's round table is being held to discuss issues around the wage and low pay of people living in priority localities, focussing initially on Torry. Greater uptake of the Real Living Wage helps tackle pockets of in-work poverty within the city, with the added effect of increasing average earnings, productivity and boosting the wider economy. Data available at the end of 2019/20 shows an increase in the median gross weekly pay for Aberdeen from £578 in 2018 to £599 in 2019, which is above Scotland's median of £587.

Community benefits clauses are another way that businesses can contribute to improving the outcomes for communities across Aberdeen. They are included within contracts with Aberdeen City Council and commit the successful bidder to deliver some form of social, economic or environmental benefit in addition to fulfilling the core purpose of the contract. We have been working to improve how communities and partner organisations participate with the process to [increase the impact and measured value of partnership wide community benefits programme](#). Input from communities ensure requirements sought are welcomed, aligned to local need and wherever possible, build on existing initiatives.

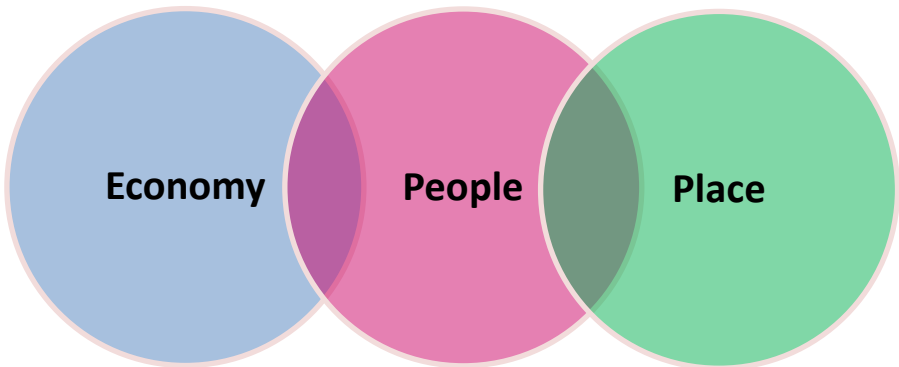
Our first opportunity to test this new approach has been in relation to the new primary school to be built on the site of former St Machar Primary School. We have engaged with various groups within the Tillydrone area and a community engagement session was facilitated in March 2020. As a result, community members have generated a number of ideas which the successful bidder will be asked to consider supporting.



Improvement priorities 2020/21

Next year our overarching priority will be to help the economy recover following the Covid-19 public health crisis, accelerating improvement work planned in the following areas:

- Job creation and skills development to address employment gaps in sectors such as health and care
- Promotion of job and learning opportunities through an online local jobs portal to increase access to jobs at all levels for city region residents
- Work with the business community to align corporate social responsibility efforts to our socio-economic recovery
- Promotion of opportunities for the digital sector to enable new ways of working long-term



Connecting Outcomes: Removing the barriers to employment

Employability

Supporting people to get into employment contributes to improved outcomes across our economy, people and place.

Increasing the pool of available workers supports employers as well the wider community.

But being employed, or volunteering, offers much broader financial, health and wellbeing benefits for an individual.

We take a holistic approach to delivering the positives of employment to all our citizens.

How are we doing this?

Through our multi agency improvement projects we are putting in place changes that open up the options for working and volunteering, for all of our citizens, regardless of their circumstances.

We're taking a multi-faceted approach recognising that the challenges and benefits are interconnected and support the delivery of multiple stretch outcomes.



What changes are we currently testing?

- Employer focus groups/events to raise awareness of employment opportunities from targeted groups and to identify support required to remove barriers
- Developing opportunities for upskilling through training or volunteering
- Introduction of an apprenticeship information pack for guidance teachers
- Identifying single points of contact who can provide support/information to individuals
- Identifying methods that could be used to help support young mums to remain in education

What have we achieved?

- Increase of 76 young people completing a Foundation Apprenticeship or currently training since 18/19
- 951 people attain their own personal outcomes through link work support
- 36 volunteers support the community pantries
- 8 employers attended autism awareness session
- Established a Fair Start Scotland Health and Wellbeing Group

PROSPEROUS PEOPLE

Children & Young People



Our Stretch Outcomes

SO3

95% of children will reach their expected developmental milestones



SO4

90% of children/ young people report feeling mentally well by 2026



SO5

95% of care experienced children have similar outcomes to their peers



SO6

95% of children in localities sustain a positive destination



SO7

Child Friendly City by 2026



SO8

25% fewer young people charged with an offence by 2026



Headline achievements during 2019/20

1.7% more babies being exclusively breastfed at 6-8 weeks

93.2% of young people achieving a positive and sustained destination

More young people living in quintiles 1,2 & 3 with positive destination

Increased qualifications and positive destinations for care experienced young people

17% increase in the number of Kinship Care placements

82% Increase in the number of young people undertaking a Foundation Apprenticeship

34% Drop in the number of youth disturbance calls in Northfield

Progress made during 2019/20

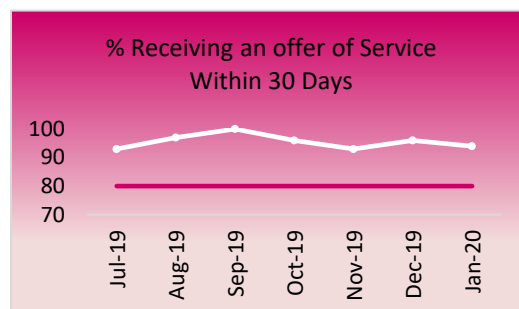
Support to Reach Developmental Milestones

The early years of a child's life are very important for his or her health and development. Developmental milestones offer important clues about a child's developmental health and reaching milestones at the typical ages shows a child is developing as expected. Latest data available at the end of 2019/20 shows, 78.3% of children met their developmental milestones at the time of their 27-30 month review.

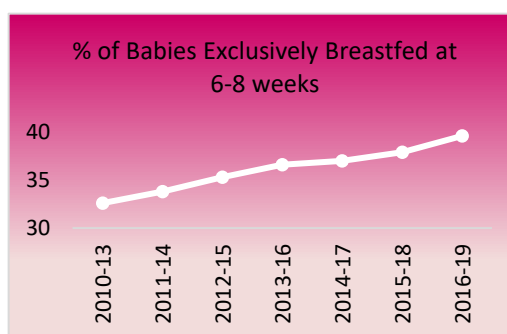


Parents are well supported in Aberdeen to understand the issues which have an impact on the health needs of their children and are able to put that knowledge into practice to help them reach their developmental milestones. However, we recognise that there are times that a family needs some extra support. In 2016 we discovered that some families were waiting as long as 174 days to be referred to specialist services. Since then we have worked with multiple partners to ensure families receive appropriate and timely support. At the time of refreshing our LOIP in 2019 we took this commitment a step further by setting an aim that 80% of families will receive an offer of an appropriate service within 30 days by 2021.

The development of a more effective referral system has achieved rapid improvement and over the past year families have consistently received an offer of service within 30 days at least 93% of the time. This improvement work involved creating a central referral system for all family support, enabling providers to identify and prioritise the families they felt best able to offer support to. Having achieved our aim, this year we aim to decrease the time it takes for our families to receive the service.



An area we seek to support mums with is breastfeeding. There is evidence demonstrating the health benefits of breastfeeding for both mothers and infants and it is recommended that every child should be exclusively breastfed for the first 6 months of life. Aberdeen shows an upward trend in breastfeeding with latest data showing a 1.7% increase from last year to 39.6% of babies being exclusively breastfed at 6-8 weeks. However, this is lower in our priority localities and we are working with local communities to test initiatives that might increase breastfeeding rates. For example, peer support groups to help first time mums to learn how to breastfeed; e-learning supports for dads; and linking in with business across the community to ask them to sign up to breastfeeding friendly Scotland.



Being a parent is one of the most rewarding jobs, but it can also be one of the most difficult. Many parents need support to cope with the change of having a new baby and this can be especially true for young mums. Whilst it is recognised that teenage pregnancy may be a choice and a positive experience, in many situations teenage pregnancy can be linked to adverse childhood experiences. Our improvement work to **reduce teenage pregnancy** tackles the issues which lead to pregnancy in young people, supporting choices and providing opportunities to improve their relationships and sexual health. Latest data at the end of 2019/20 shows that teenage pregnancies continue to reduce in Aberdeen and the rate of teenage pregnancies in under 16 is now lower than the Scottish average.

Young mums are less likely to complete their education, pursue positive post-school destinations (in employment or education), or to attain qualifications in adulthood. We also know from our family nurses that not all pregnant young women are known to their education system which means that they may not receive the support they need to remain. It has been shown that young school age women are considerably more likely to drop out of school if their needs are not met. As part of our work to help **increase the number of pregnant young women who are able to remain in education** during pregnancy we are testing ways to provide online learning opportunities and spaces such as breastfeeding areas/ childcare facilities at school. We are also raising the awareness of pupils, teachers and parents of how they can support pregnant young mums.

Early Intervention for Children’s Mental Health and Wellbeing

The mental health and wellbeing of our children and young people in Aberdeen is of paramount importance. Information from the latest biennial salsus survey (2018) shows that 31% of 13-year olds and 34% of 15-year olds in the city had significant emotional concerns. Further 26% of 13-year olds and 25% of 15-year olds reported peer relationship concerns.

To address the needs of our young people with mental wellbeing concerns we have been working in collaboration with the Pan-Grampian Child and Adolescent Mental Wellbeing group to share intelligence, insight and best practice in delivering interventions which can improve mental health and wellbeing. In response to a deeper understanding of challenges faced by secondary schools, we have invested in a permanent Immunisation Team to release capacity for school nurses to deliver mental health consultations to support children and young people with Tier 1 and 2 mental wellbeing concerns before they escalate. We are developing a more inclusive referral system to ensure that school nurses maximise the number of relevant referrals they receive for children and young people. This involves working with parents, pupils and teachers to increase their confidence to **recognise and respond to young people with mental health concerns**. This has led to the development of the resilience alphabet targeted at both Primary and Secondary Pupils.

We have begun testing interventions in 4 of our schools namely: Bucksburn, Bridge of Don, Hazlehead and Aberdeen Grammar. We’re also testing an app which allows pupils to report how they feel. This will allow us to gather a much more effective picture of the needs of our young people in the area of mental wellbeing

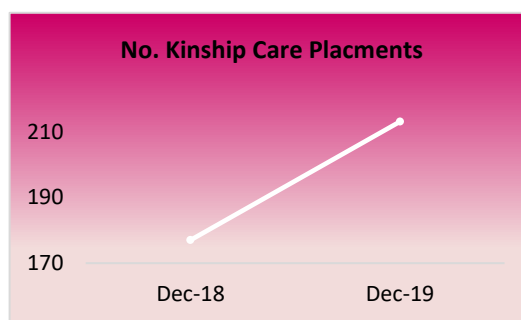


Supporting Improved Outcomes for Care Experienced Children

Care experienced young people face a variety of barriers to achieving positive outcomes. They are more likely to be impacted by adverse childhood experiences which can influence aspects such as attachment, nurture and attainment. However, latest data available at the end of 2019/20 for Aberdeen City shows that the proportion of care experienced young people attaining one or more qualifications at SCQF level 4 has increased from 73.9% to 76% since 2016/17 and sustained positive destinations of the cohort have also increased from 73.9% to 79% during the same time period.

Statistically care experienced young people are more likely to have Additional Support Needs, have disrupted learning, low attendance and ultimately struggle to go on to a positive destination on leaving school. This year one of our improvement projects has been working to provide targeted support for this cohort of young people with a view to **increasing their attendance and reducing exclusions**. Initial data has been very promising, the first young people we worked with saw an overall increase of attendance of 20% and a 10% reduction in exclusions.

Children who grow up within their families have an increased sense of identity and security where they are supported to achieve in all aspects of their wellbeing. It is also very much the case for young people in the care system, being placed within their family reduces the impact of being away from their community network and research tells us these losses impact on mental and physical health and wellbeing. Children being placed with kin at an early stage, minimises the need for unnecessary foster placements which research tells us is not in the best interests of the child. This year our improvement work in this area has resulted in an increase of 17% in **the number of care experienced children and young people who have been able to remain in kinship care**.

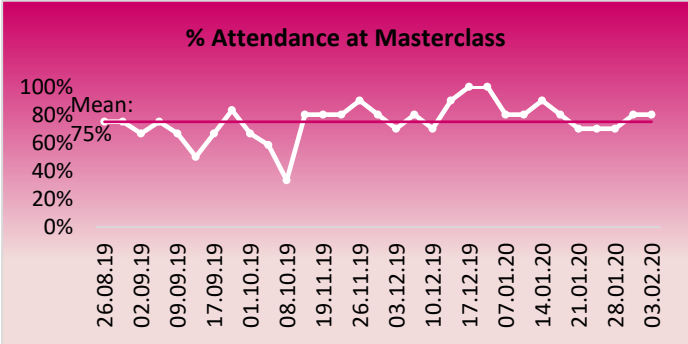


Recording is a crucial part of day to day practice, and for care experienced people, records hold deep meaning and represent their life history and identity. An individual's decision to access their records is not taken lightly, and each person deserves the sensitive, person centred support they require to access and make sense of their records. We have been looking at ways that we can **support individuals to access their records** and train our staff in the gathering of information about our care experienced young people to ensure they feel their record accurately reflects their experience during and after being in care.

Increased Positive Destinations

We are committed to ensuring that our children have the best possible opportunities to enter education, employment or training on leaving school. To achieve this, we have been seeking to improve our support for our most vulnerable young people, those most likely to leave school without a positive destination. As a result, positive destinations among young people in the city has increased significantly. Latest data available at the end of 2019/20 shows that the percentage of young people achieving a positive and sustained destination has reached 93.2% city wide and 80% for young people living in our 20% most deprived communities.

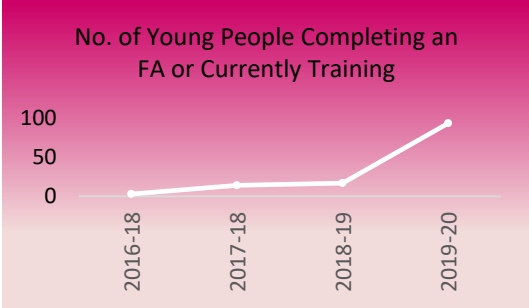
Improving attendance is an area that has a positive impact on achieving positive destinations. In St Machar we have been **working with a group of S2's considered at risk of disengaging from school** to improve their attendance and levels of engagement in school. This has involved providing an intensive masterclass to get young people to reflect on their strengths, weaknesses, aspirations and career choices. The aim has been to help the young people see the value of subject choice and the opportunities available to them on leaving school. The programme has seen attendance at the masterclass increase significantly over time, with the pupils involved indicating that they feel more confident about their career choices and their desire to stay on at school.



We are going to re-engage with those that completed the course this year in S3. Also testing the opportunity to provide these young people with the chance to become career ambassadors for the school and develop other roles to help the pupils gain additional skills for their CV.

An ideal opportunity for young people to secure a positive destination is the foundation apprenticeship. As well as being positive destinations in their own right, foundation apprenticeships also offer a solid basis to find employment on completion. However, uptake across schools can be variable as some communities value foundation apprenticeships more than others and it is not equitably promoted through schools.

This year we have focussed on informing school and parents about the value of **encouraging pupils to take up foundation apprenticeships**. This has had a positive impact and our initial findings have been that the guidance teacher packs promoting them have been well received, those involved reporting that they feel considerably more confident and knowledgeable about their use. Thanks to this, this year we have seen a significant increase in the number of young people undertaking and completing foundation apprenticeships in the city, from 17 to 93.



Progress in Becoming a Child Friendly City

Through the city's ambition to become a Unicef accredited 'Child Friendly City', we have worked increasingly closely with children and young people to provide them with a range of opportunities to directly influence and shape the city they live in and the services that they access.

As a partnership we are fortunate to have a range of staff dedicated to the promotion of children's rights, for example Education Support Officers, a Social Work Children's Rights Service, school nursing teams, school-based Police Officers and a good range of Third Sector supports which empower young people. These key individuals model and champion positive engagement and participation with children, young people and those who are care experienced and help ensure that working practices are challenged to support improvement.

This year, a range of professional learning opportunities on the United Nations Convention on the Rights of the Child (UNCRC) has taken place and those directly supporting children and young people now take better account of Children's Rights in daily practice. We plan to extend the offer across the wider workforce by collaborating with UNICEF to develop an accessible professional learning programme which tracks impact on practice.

Council People and Organisational Development have developed a range of opportunities for young people to gain work experience or employment opportunities within the Council and this focus is reflected in The Council Workforce Plan which was approved in June 2019. Apprenticeship routes are now opening up in the Health Service and from a range of other partner agencies.

There is a guaranteed interview scheme in place for young people aged 16 to 24 (and 29 for care experienced young people) applying for Modern Apprenticeship (MA) roles within the Council. These programmes provide the opportunity to undertake a recognised qualification whilst gaining employment experience in an established role in the Early Years, Social Care, Trades, Business Admin, Customer Service, Finance and Housing. An internship for Care Experienced Young People, positively discriminates for those whom we have Corporate Parenting responsibility for.

The changes required to implement a digital curriculum in light of Covid-19 school closures were implemented at pace. All children and young people were invited to help evaluate the impact of the approach and over 4000 responses were received and are being used to help refine approaches.

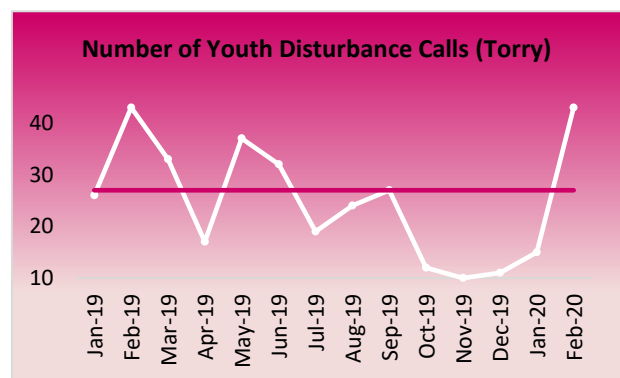
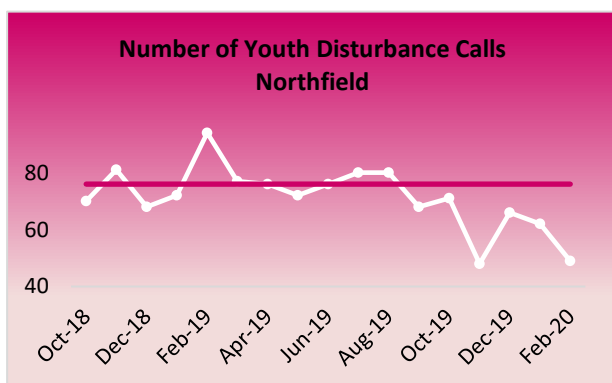
In collaboration with UNICEF, Staff from across the Partnership and Elected Members have taken part in 9 workshops to help raise awareness of children's rights. Elected Members have welcomed children and young people to the Council chamber to help determine how best children can influence the strategic decision making of partners. These workshops have informed the development of our Child Friendly Cities Plan and raised awareness of Children's Rights with decision makers.



Reduction in Youth Disturbance in Priority Localities

There is significant evidence that the younger people enter the criminal justice system, the more likely they are to remain there, and the lower their overall life outcomes will be. This is a complex narrative involving a host of different markers that lead to the point of entry – educational attainment, adverse childhood experiences and experience of poverty for example. It is clear that entering the criminal justice system also poses a significant milestone in the life of a young person, and that keeping them out of the system would be a benefit for both those individuals and public services.

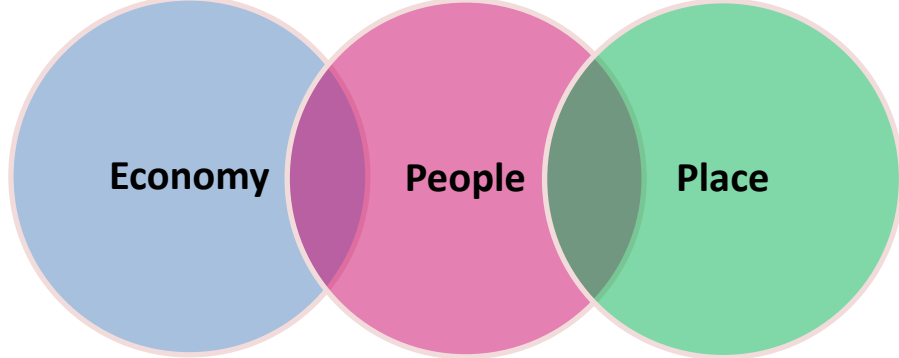
It is on this basis that we are working to reduce anti-social behaviour by providing early intervention support for young people at risk of offending and diverting them to community based activities. This year initial testing in Northfield has progressed, and a shift can be seen in the data relating to the number of calls to the Police regarding anti-social behaviour; calls this year are down by almost 34% from their peak in February last year. We've also seen some initial positive impact in Torry with reduced calls there too, though we have seen a slight rise in recent months which we are investigating.



Improvement priorities 2020/21

Next year our planned improvement programme will be more relevant than ever as we support children and young people in the aftermath of Covid-19. To secure improved outcomes during this time we will want to prioritise improvement activity in the following areas:

- Providing support for mental wellbeing needs of children and young people at all stages through schools, community hubs and online forums
- Continuing to support young people to reach positive destinations, particularly our most vulnerable groups including care experienced young people and those living in priority localities
- Accelerating our Reboot programme to support winter leavers; and piloting an accredited course for young parents to aid them back into education or employment using Google classroom



Connecting Outcomes: Improving Outcomes in Priority Localities

Equity of Outcomes

Young people growing up in areas of deprivation face significant barriers to achieving the same outcomes as their peers and this sets them up for an inequality of opportunity which continues into adulthood and old age.

The challenges priority localities face is multifaceted. Poverty, unemployment, crime, higher drug and alcohol levels among many other's make it difficult for families and children in these communities to have the same opportunities as those in the rest of the city.

Our Approach

Supporting young people living in areas of deprivation requires a whole community approach to give them the best possible start in life. This includes improving safety; working to tackle intergenerational poverty and unemployment; improving the health and wellbeing of residents; and supporting our local schools.



What changes are we currently testing?

Across our themes we have been and continue to test a number of interventions and supports, some of these include:

- Introducing Welcome to Breastfeed throughout local businesses and establishments
- Promoting the availability and eligibility of community pantries
- Working with community members to define community benefit requirements for local developments
- Supporting the educational outcomes care experienced young people in St Machar Academy

What have we achieved?

- An increase in the number of families signed up to the Best Start Pantry
- Improved Substance Misuse curriculum in schools
- A 20% increase in attendance of the Care Experienced young people supported in St Machar

PROSPEROUS PEOPLE Vulnerable Adults



Our Stretch Outcomes

SO9

25% fewer people receiving a first ever Court conviction each year by 2026



SO10

2% fewer people reconvicted within one year of receiving a sentence by 2026



SO11

Healthy life expectancy (time lived in good health) is five years longer by 2026

70-73

SO12

Rate of harmful levels of alcohol reduced by 4% and drug related deaths lower than Scotland



Headline achievements during 2019/20

8% reduction in first ever court convictions

951 people have achieved their identified personal outcomes through the link working approach

17 individuals referred to the My Way To Employment project to-date.

An average of **188** referrals to the Aberdeen Links Service per month

Increase of **14** participants (**70%**) in the Housing First programme and **ALL** have reported improved health and wellbeing outcomes.

Decrease in drug related deaths and harmful levels of drinking

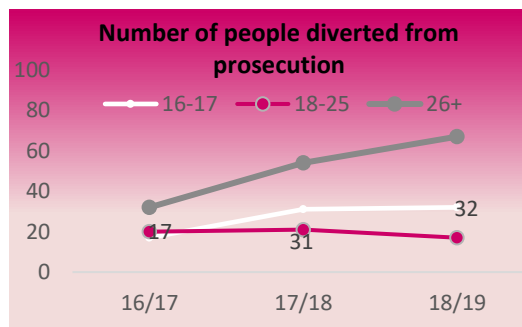
33 people trained in Alcohol brief interventions across new settings

Progress made during 2019/20

Reduction in First Court Convictions for over 18s

Evidence has found that the less contact an individual has with the justice system, the less likely they are to have further involvement in offending. Latest data available at the end of 2019/20 shows that 41 individuals aged under 18 and 743 aged 18+, received a first court conviction; which is a reduction of 8% overall from the baseline figures in the refreshed LOIP.

Diversion from prosecution provides an opportunity to explore and address the factors underlying someone's offending behaviour. This reduces the likelihood of reoffending, as well as related stigma and therefore improves the life chances of people within a community. Through our **Diversion from Prosecution** improvement project, we are raising the awareness of diversionary options and their benefits to increase the likelihood of these being considered (where appropriate). Such steps have seen 136 people referred for diversion and 16 fiscal work orders issued over the year.



Through this project we are extending the multi agency problem solving approach to all 16 and 17 years charged with an offence to reduce the likelihood of reoffending. This approach has seen us focus on key areas for those involved in offending behaviour such as early intervention and diversion by Police and COPFS, where appropriate. These approaches not only benefit the individuals, but also the community resulting from individuals reducing their involvement in offending from an early stage through diversion opportunities, and investing more positively in economic growth and citizenship.

People with Convictions Supported to Get Back on Track

Being employed can contribute to reducing the likelihood of someone reoffending, with the stability and quality of employment being key factors. People with convictions in the community, and those leaving prison, are often unnecessarily excluded from the labour market due to stigma and employer uncertainty. Through the **My Way to Employment (MWTE)** project we are increasing the number of individuals, who are in the community justice system, supported to make progress on the Employability Pipeline. This should result in positive outcomes for individuals, as well as for employers, such as the potential to address skills shortages. So far we have supported 17 individuals through MWTE which sees us half way towards achieving our aim of 30 people by 2021.

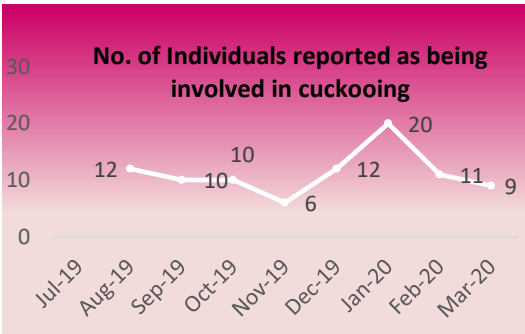
On average, one person a month is being referred to the MWTE project with positive impact on mental health of those referred. We now have a single point of contact in Criminal Justice Social Work Service (CJSWS) and have identified a lead professional to coordinate support for individuals; produced a handbook of project documentation and a flier for clients to explain about the project. Engagement with the Federation of Small Businesses has helped raise awareness and build links with local employers.



As part of our work to support the uptake and retention of people in the Justice System with drug and alcohol related problems in **specialist substance use services**, we have focused on improving co-ordination of care custody nursing and link working at police custody, in particular how prescribing can continue in custody. This year we have recruited a link worker located in Kittybrewster custody to support this co-ordination and to enable us to better understand the unmet needs of people entering the justice system. We're also trialling a clear process to improve case management on liberation from Court using the same systems and to notify ASAP of those liberated where return to HMP was expected.

Multi-Agency Approach to Tackling Cuckooing

'Cuckooing' in Policing terms is described as taking over a person's home by intimidation or other means, including the use of violence, by an Organised Crime Group (OCG) for the purposes of utilising the premises in the course of criminality. The Partnership has introduced a new **Cuckooing** project in Aberdeen, with initial testing in the Seaton, Tillydrone and Kittybrewster areas. The project aims to identify individuals who are 'victims' of cuckooing and then offer them advice and support to help them get out of the situation they have found themselves in. This includes supporting them to protect and maintain their tenancy by referral to appropriate services (eg addictions, mental health and housing services).



Creating partner relationships has been key to the project and although we will continue to develop these, they have already resulted in greater awareness and more efficient management of victim engagement, with engagement rates fluctuating between 45 and 50%. Through raising awareness with the public and partner services and agencies, the introduction of multi agency visits and a case management approach for challenging cases, we've seen between July 2019 (the start of the project) and the end of March 2020, 96 individuals

reported as being involved in Cuckooing. Of these, 23 'new' individuals started engaging with the Cuckooing 'service' and 10 were referred to support services for more specialised support. During this period, 119 multi agency visits were carried out.

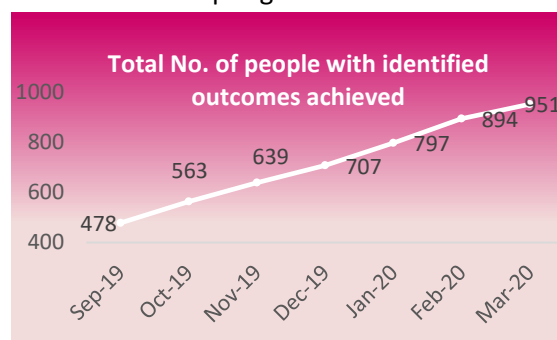
Support for People to Live a Healthier Life

Healthy life expectancy has decreased in each of the last four years, from 64 years in 2013-15 for males and 68.2 years for females to 61 years for males and 63.4 years for females in 2016-18. Providing support to vulnerable and disadvantaged groups to help them enjoy a longer life in good health is a fundamental priority.

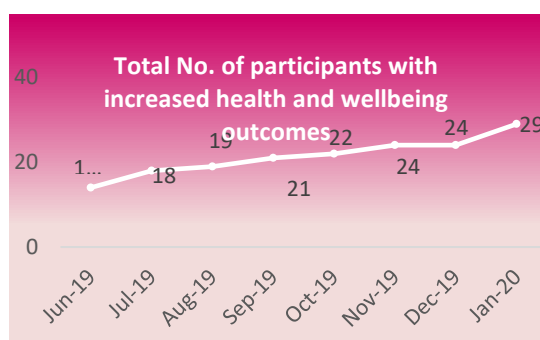
We have been supporting the participation of people with long term conditions to uptake a range of **organised and informal activities**, working directly with existing groups supporting people with diabetes, such as Living Well with Diabetes Peer Support Group. It is hoped this could encourage citizens to better manage their own long-term condition. Focusing, initially in Torry we have added additional health walk classes in the area, as well as further New First Steps classes to Walk Aberdeen. This approach has led to the increase in the number of health walk participants with long term conditions in Torry, with an average of 12 participants each month between July 2019 and January 2020. We have also increased the number of instructors with specialist GP referral qualifications which has increased the capacity to undertake referrals and we are working to further increase this with a programme to train the next cohort of instructors scheduled for Spring 2020.

The Aberdeen Links Service provides holistic care support to enable an individual to access the appropriate services to help them overcome their identified challenges. The service assists general practice teams to develop new capacities to become more effective in enabling patient self-management. This includes supporting people to live more interconnected lives which support their general wellbeing and sense of belonging. We have been working to **extend the link working approach across**

primary care to support 3,000 people attain their own identified outcomes by 2021. Through a number of changes made since August 2019 we've seen the total number of people with identified outcomes achieved more than double, an average of 188 referrals to the Aberdeen Links Service per month and a consistent increase in the number of people who attain their own personal outcomes.



Housing First is an innovative national pathfinder programme which ensures a holistic and joined up approach to **improve the health and wellbeing in Housing First programme participants**, who have a history of cyclical homelessness, chaotic mental health and substance misuse often entwined with repeat offending and custodial periods. Working collectively we aim to reduce their level of chaos and complexity and ultimately support each individual to maintain their own wellbeing and tenancy and reduce mental health and offending episodes.

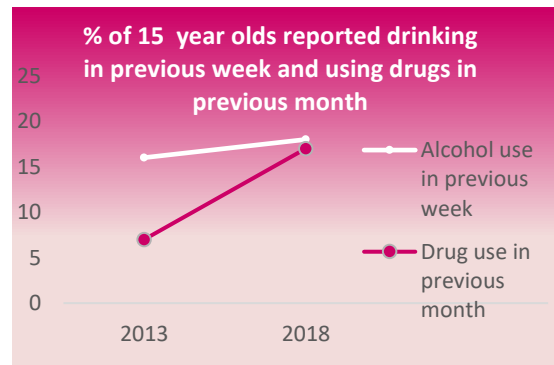


From July 2019 to January 2020 there has been an increase of 14 participants (70%) in the programme with a total of 29 as of January, all of whom have reported improved health and wellbeing outcomes. This work has seen a 70% increase in both the number of participants on the programme and the number of participants with increased health and wellbeing outcomes. There has also been a 7 day reduction in the average wait to move into home by the local authority to 69 days.

Reduction in drug related deaths and harmful levels of alcohol

Latest data regarding drugs and alcohol has shown that in 2018 there were 52 drug related deaths: (36 males and 16 females). While slightly lower than the number of deaths in 2017 (54), the rate of drug-related deaths in 2018 was 24.1 per 100,000 population compared to 22.8 in Scotland. Similarly, in 2015-18 an estimated 26% of the adult population was drinking to hazardous/harmful levels. This is down from 29% in 2014-17 but higher than the rate for Scotland of 25%.

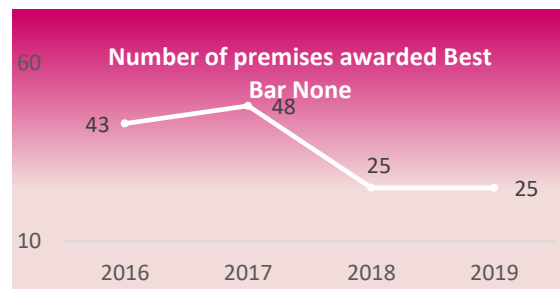
We are taking early intervention approach to alcohol and drugs through our work to develop a progressive, **cohesive and relevant substance misuse curriculum** for children and young people and **improving pathways** to educational support for care experienced children. Latest data at the end of 2019/20 shows 18% of 15 year-olds reported drinking alcohol in the previous week and 17% of 15 year-olds reported using drugs in the previous month. 43% of 15 year-olds reported they thought it was 'ok' for someone of their age to 'try taking cannabis to see what it's like'. Our improvement work aims to see a reduction in these figures going forward.



Although we are focussed on prevention we also need to minimise the harm to people for which drugs has become a problem. Our work to reduce the incidence of fatal drug overdose sees us testing innovative developments and **increasing the distribution of naloxone**. This year we started testing an outreach approach for the issue of naloxone with Police in Torry, targeting rough sleepers. A media campaign is planned to raise awareness of naloxone and enlist people to get involved.

To reduce harmful levels of drinking we have widened the setting for **Alcohol Brief Interventions (ABIs)** beyond the traditional settings of primary care, accident and emergency and maternity services. Since the project starting in December 2019 we have trained an additional 33 people to provide ABIs and are working with link workers, criminal justice social work and police custody health care teams to adopt the approach.

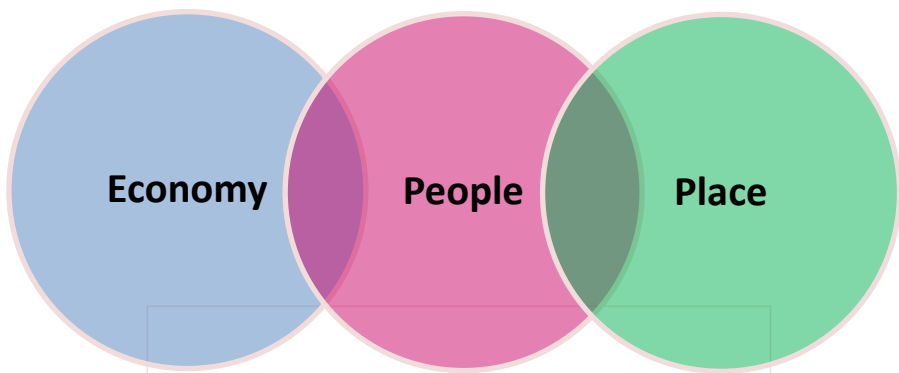
Best Bar None (BBN) was launched in Aberdeen in 2006 to work with the licensed trade to create a safer and more attractive environment. Aberdeen currently has an estimated 274 on-sales premises eligible to apply for BBN status and we are focussed on raising awareness of the scheme and increasing the number of licences premises across the city awarded **Best Bar None** status. This year we again saw 25 premises awarded BBN, with some new venues, both in the city centre and outwith awarded. Of the 25 awards, 17 were Gold Awards and 8 were Silver Awards.



Improvement priorities 2020/21

Covid-19 has undoubtedly impacted on the people of Aberdeen, particularly the most vulnerable, although the precise implications are yet to be fully understood. Many of the areas impacted by Covid-19 align to the improvement aims in the LOIP, but these areas need to be continued at pace:

- Providing measures to support mental wellbeing, such as the creation of a Lived Experience network or panel, increasing the awareness and availability of mental health support for adults and preventing suicide
- Supporting and sustaining the increased level of volunteering seen through Covid-19, by continuing to promote and provide opportunities for volunteering through the development of an adult volunteering scheme
- Increasing support for victims of domestic abuse and improving and providing quicker access to counselling services
- Providing a tailored approach to overcome personal challenges to improve employment prospects and ability to maintain tenancies
- Providing innovative developments to reduce the incidence of fatal drug overdoses



Connecting Outcomes: Changing Lives- Breaking the Cycle

Changing Lives

Involvement in the justice can define a person's life and impact negatively on them, their family and the wider community. A single intervention may have some impact, but we recognise that the barriers to enable a person to succeed outwith the justice system are multi faceted and the interventions to enable success also needs to be.

Our Approach

Through our cross cutting improvement projects we are putting in place changes that are connected and providing a whole person approach with a focus on early intervention.

What we've achieved?

- **136** referrals for diversion from prosecution during 2019/20
- **17** individuals referred to the My Way To Employment project to-date.
- Increase of **14** participants (**70%**) in the Housing First programme and **ALL** have reported improved health and wellbeing outcomes
- An average of **188** referrals to the Aberdeen Links Service per month



Outcomes for Martin

Martin – not his real name – left HMP Grampian in January and was supported by the My Way to Employment project. To prepare for his release, Martin gained work experience at the Mission Café on Union Street, Peterhead, where he helped out for a year as part of a day-release programme. Martin had battled against drug addiction over the course of several years and was suffering from leg ulcers almost certainly caused by intravenous drug use. Despite suffering from depression, Martin managed to reduce his methadone dose from daily collection on his release from prison to monthly collection. His ankle problems have healed, he has moved into permanent housing and has found work at a café.

Martin said, “I’m really enjoying it. The people are friendly, it’s great speaking to the customers – and the food at the café is good. I’m really pleased with the help I’ve had.” Mrs Ferguson, his Work Coach, said, “Martin has been on a journey and is a success story due to his hard work. He claims Employment & Support Allowance and, through the Permitted Work Scheme, can work up to 16 hours a week without losing that. He received help from Fair Start Scotland and his employer has been keen to help. Many ex-offenders who gain work, like Martin, get into a routine and build up confidence and become independent and – in the best way – they no longer need our help.”

PROSPEROUS PLACE



Our Stretch Outcomes

SO13

By 2026, no one in Aberdeen will go without food due to poverty



SO14

Addressing climate change by 2026 by reducing carbon emissions



SO15

38% of people walking and 5% of people cycling as main mode of travel by 2026



Headline achievements during 2019/20

2.5% Reduction in people worried about food

3% reduction in people who have had to skip a meal

52 families registered with the Best Start and Smile Pantry in Torry

36 volunteers support our 3 community pantries

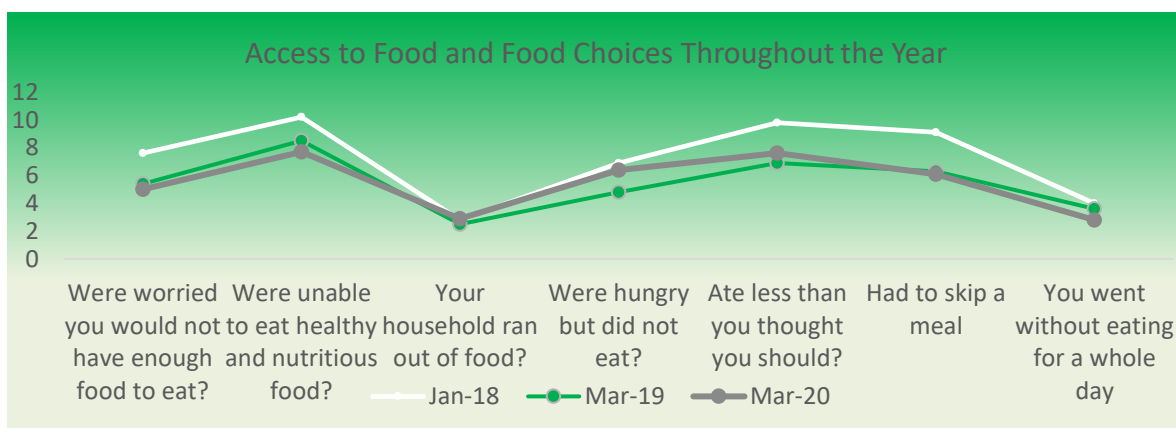
453 members of our 3 community pantries

Increase in the number of workplaces committed to growing food

Progress made during 2019/20

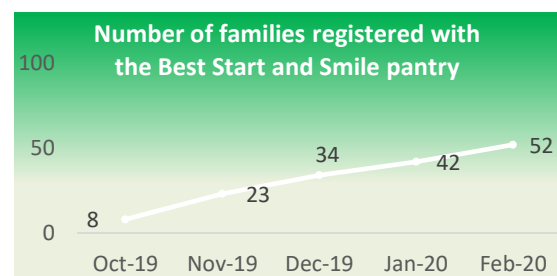
Reduction in Food Insecurity

A families ability to nourish themselves is a key factor in healthy life expectancy and helping people affected by household food insecurity has and continues to be a key focus for the Partnership. Through a number of initiatives, such as free school meals and supporting communities to grow their own food, we have seen improvements since 2018 in all except one area through the City Voice data regarding access to food and food choices as below. Most notably, since 2018 there has been a 2.5% reduction in the number of respondents worried they would not have enough food to eat has been achieved as well as a 3% reduction in respondents who had to skip a meal.



Through our **community food growing project** work is taking place with regards to advancing food growing in schools and communities. Across the City many communities, friends' groups and gardening groups are making use of Aberdeen's plentiful green space to create their own growing spaces. Schools are now more involved in community growing than ever before through project Craster. However, we aspire to build on the good work and further advance food growing in schools and communities and develop workplaces undertaking food growing. We held an awareness raising event for workplaces on 7 October 2019. Following the event, 3 organisations (50% of our target) have signed up to workplace growing so far (ACC, NHS and Scottish Fire and Rescue) and 21 expressions of interest in participating in food growing activities. We've also published a promotional video by NHS Grampian as a signed up workplace to promote workplace growing and sustainability.

Community Pantries are an alternative model to food banks that we have been supporting to provide access to food in a dignified way. While food banks address an immediate need, pantries provide an alternative for local communities by making fresh and healthy food affordable and available. Last year we worked with CFine to launch the Best Start and Smile Pantry (BSPP) and the CFine Community Food Pantry in Torry, building on the success of the Woodside Pantry. The BSSP helps parents provide healthy food for their children and members who are entitled to Healthy Start vouchers and Best Start food cards. It also promotes free dental treatment during pregnancy and up to 12 months after birth and highlights the importance of good oral health through a variety of methods. At the end of 2019/20 52 families had registered with the pantry. Across the city's three pantries, we have 36 volunteers and 453 members.

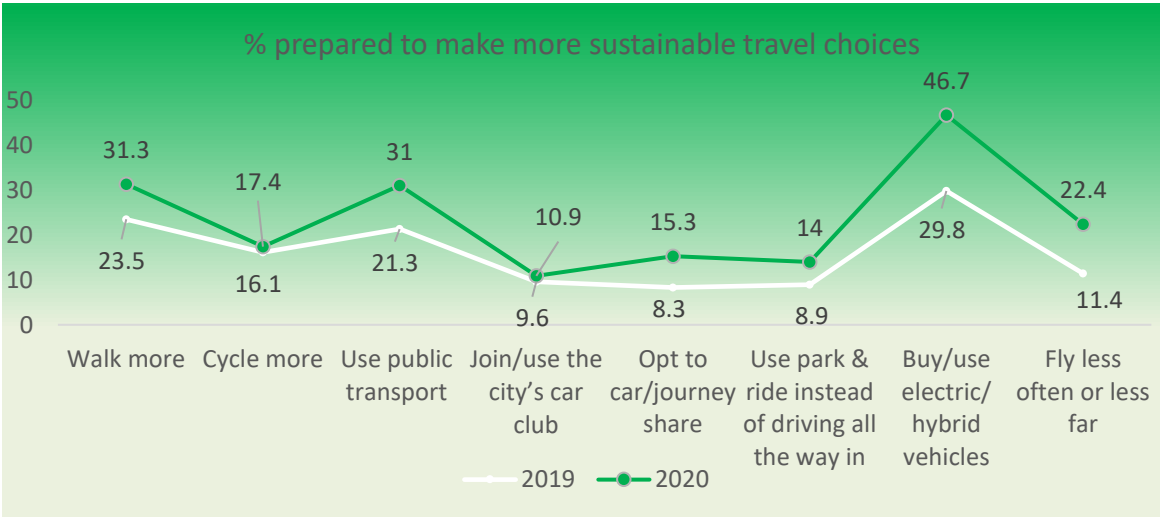


Support for Active Travel

Active travel is good for the environment, helps address climate change and a shift from car dominated transport is needed for population health. There are many national and local strategies to promote and support active travel efforts with considerable effort already happening or underway. Through our improvement work we are seeking to improve access to facilities and equipment for walking and cycling and raise public awareness of the benefits and opportunities for active travel in the area.



Disappointingly, the latest data available from the Scottish Household Survey shows that the percentage of people who cycle as their main mode of travel reduced from 2.4% in 2017 to 1% in 2018. Although, our local City Voice survey does indicate an increase in the percentage of respondents prepared to make more sustainable travel choices.



Improvement priorities 2020/21

Covid-19 has dramatically increased the demand for food parcels across the City and we are as committed as ever to ensuring no one in Aberdeen goes without food as a result of poverty. One of the few positive impacts of Covid-19 has been the reduction in pollution which we would hope to have a lasting impact. Over the next year we will:

- Continue to ensure people in food insecurity have access to food
- Signpost to welfare support, employability, volunteering services
- Continue to promote active and sustainable travel
- Support communities to prepare Community Resilience Plans for the future

WORKING WITH COMMUNITIES



Community Outcomes

Locality Partnerships



Funding for Communities



Empowered Communities



Community Learning & Development



Headline achievements during 2019/20

Locality Partnership Annual Reports published

£1.6m Fairer Aberdeen Fund used to fund 42 community initiatives

£10,000 allocated to community projects through participatory budgeting

1 successful participation request and **30** expressions of interest for asset transfer

Review of CLD Plan well received by CPA Community Engagement Group

Locality Partnership Annual Reports Published

Our three Locality Planning Partnerships have reported progress made in pursuing their local priorities in their most recent Annual Reports for 2018/19. The reports reflect the range of activities being taken forward in collaboration with the Community Planning Aberdeen Outcome Improvement Groups, also highlighted in this report, as well as local actions and initiatives. Information on the three locality partnerships and copies of their annual reports are available at www.communityplanningaberdeen.org.uk/priority-localities/



Torry
Locality



Middlefield, Mastrick,
Cummings Park, Northfield
and Heathryfold



Seaton, Woodside
and Tillydrone

Funding for Community Projects

The Fairer Aberdeen Fund is allocated by Aberdeen City Council and aims to tackle poverty and deprivation within the city, support partners to work together to achieve outcomes and to help more residents access and sustain employment opportunities. The funding supports initiatives and services work in priority areas and across the City with vulnerable groups and individuals. In 2019/20 £1.6m was made available to support this work. Overall a total of 34,235 people were involved in or benefitted from the 42 funded initiatives within the main programme, as well as a Community Support Fund supporting community engagement; an Employment Support Fund to support costs associated with getting people back into work, and a Participatory Budgeting event in Froghall, Powis and Sunnybank. Over 9,272 of the people involved were under 16 years old. 949 volunteers contributed 144,868 volunteer hours valued at over £2.2m more than doubling the value of the Fund.



The Fairer Aberdeen Fund has contributed £30,000 to UDECIDE participatory budgeting (PB) events across priority localities. PB activities were organised by the Locality Partnerships in Northfield and Torry, involving residents and

partners and supported by community staff from Aberdeen City Council. Northfield held a community event, whilst Torry sought participation online and via voting 'roadshows' at 11 venues across the community. PB in Woodside, Tillydrone & Seaton has been deferred to 2019/20.

Twenty two local volunteers were involved in running the events across Northfield and Torry, with Northfield PB (NPB) focusing on increasing the involvement of the young people in the area and delivering the project jointly with pupils from Northfield Academy. Almost 1,250 local residents participated in deciding which projects should be funded. Nineteen local groups submitted bids with 16 successful projects sharing the £20,000 allocated.

In Northfield, projects supported include a weekly Northfield youth group, outdoor activities for Syrian New Scots who have moved to the area as a result of civil war, Streetsport Gazebo, food provision, confidence building workshops for 2 primary 7 classes, the boogie at the bar project; the development of a basketball club for players to continue participation in basketball outside of school and provide

development opportunities in leadership. The projects supported in Torry include the Tullos Garden's Outdoor Activity Programme, developing an edible garden at St Fittick's, Torry Summer Fun trip for families organised by Tullos Community Centre, breakfast, lunch and foodbank services at Jesus House, Walker Road Netball Team, a new Torry support group for diabetics and an arts project in local primary schools run by VictoriArt

Empowered Communities

This year the Partnership's Community Engagement Group, chaired by the Chair of the Civic Forum and Community Council Forum, has led the development of a range of materials to raise awareness and [support communities](#) to be able to engage with asset transfer and participation request process. This includes guidance materials, an information handbook, training for Council staff and identification of community champions.

During 2019/2020 one formal participation request to the city was determined. The request was from Tillydrone Flat Association and proposed that the Tilly Flat did not relocate to the new Tillydrone community campus and remained in its current accommodation. Following submission of requested information this request was granted. Also, 30 expressions of interest in community asset transfers were received from 18 different groups. Two groups have been granted a lease of ground in Torry; one looking to develop a shelter at the Torry Battery for those interested in watching the Dolphins and other wildlife in the area; and a growing group who want to convert a former depot site into a garden and education centre.

Community Learning and Development





The first review of the Community Learning Development (CLD) Plan was presented to the Community Engagement Outcome Group and was well received by Community Partners. It was noted that the CLD Funded projects now report quarterly on the CLD plan and LOIP outcomes. The 11 Partnership Forums were issued with revised guidance and continue to develop work in their local communities using the improvement methodology. During 2019/20 the youth work team supported 186 children and young people to gain an accredited award. A number of notable achievements have been made.

The Adult learning team worked with 266 learners delivering 2,456 Learner hours covering Literacies, ESOL, ESOL for new Syrian Scots, ICT and Health and wellbeing. 23 adult learners achieved an adult learning qualification in 2019 and 12 completed an Adult Achievement Award. Among those learners who have completed an SQA are those on Unpaid Work contracts who attend the Willodale Centre. The Adult Learning team continued to support traveller families who live at the Clinterty travellers' site. The Healthy Minds team have provided support and learning opportunities with adults in recovery of poor mental health. The groups range from guitar, craft, cooking, badminton, men's groups to hillwalking and walking for health groups in the city. This year 1 learner has achieved an Adult Achievement Award and 12 learners have achieved the John Muir Award through the Branching Out course run in partnership with the Countryside Ranger Service. The Family Learning team have provided home support and Family learning opportunities to 10 primary schools in Aberdeen. Bespoke family learning opportunities were delivered through Schools PEF funding. An improvement project was set up to trial Adult Achievement awards and 8 adults were successful. 16 Families achieved the John Muir Family Award.

The Localities teams supported community members to become involved in the 3 locality partnerships and help develop locality projects such as community/wildlife gardens, Cruyff court, Living Streets, Boogie in the Bar. They have also supported the Management committees who organise the activities in the Learning Centres across the city. They have worked with partners such as AFCT and Sport Aberdeen to provide Food and fun for vulnerable families during the school holidays.




Who's Who

CPA Board and Management Group Provides strategic leadership and direction.




<p>Chair CPA Board</p>  <p>Councillor Jennifer Laing, ACC</p>	<p>Vice-Chair of CPA Board</p>  <p>Campbell Thomson, Police Scotland</p>	<p>Partners involved</p> <ul style="list-style-type: none"> • Aberdeen City Council • NHS Grampian • Aberdeen City Health and Social Care Partnership • Police Scotland • SFRS • University of Aberdeen • Skills Development Scotland • North East Scotland College • Nestrans • Active Aberdeen Partnership • Scottish Enterprise • Civic Forum • ACVO
<p>Chair Management Group</p>  <p>Angela Scott, ACC</p>	<p>Vice-Chair of Management Group</p>  <p>Graeme Duncan, Police Scotland</p>	

Outcome Improvement Groups




Integrated Children's Services Board Ensuring children are the future.

<p>Chair</p>  <p>Rob Polkinghorne, ACC</p>	<p>Vice Chair</p>  <p>Graeme Simpson, ACC</p>	<p>Lead Contact</p>  <p>James Simpson, ACC</p>	<p>Partners involved</p> <ul style="list-style-type: none"> • Aberdeen City Council • ACVO • Children's Hearings Scotland • NHS Grampian • Police Scotland • Scottish Children's Reporters Association • Scottish Fire and Rescue • ACHSCP • Active Aberdeen Partnership • Skills Development Scotland
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Resilient, Included & Supported Group Helping people live independently.

Chair	Vice Chair	Lead Contact	Partners involved
 <p>Sandra Ross, ACHSCP</p>	 <p>Derek McGowan, ACC</p>	 <p>Gail Woodcock, ACHSCP</p>	<ul style="list-style-type: none"> • Aberdeen City Health and Social Care Partnership • Aberdeen City Council • ACVO • NHS Grampian • Scottish Fire and Rescue Service • Police Scotland • Alcohol and Drugs Partnership • Active Aberdeen Partnership




Community Justice Group Improving outcomes for people involved in the justice system.

Chair	Vice Chair	Lead Contact	Partners involved
 <p>Derek McGowan, ACC</p>	 <p>David Paterson, Police Scotland</p>	 <p>Val Vertigans, ACC</p>	<ul style="list-style-type: none"> • Aberdeen City Council • Health and Social Care Partnership • Crown Office & Procurator Fiscal • NHS Grampian • Police Scotland • Scottish Courts and Tribunals • Scottish Fire and Rescue • Scottish Prison Service • Skills Development Scotland • ACVO • Alcohol and Drugs Partnership • Civic Forum • Active Aberdeen Partnership • Community Justice Scotland

Alcohol and Drugs Partnership Tackling issues arising from substance misuse.

Chair	Vice Chair	Lead Contact	Partners involved
 <p>Richard Craig, Police Scotland</p>	 <p>Alex Purdie, SFRS</p>	 <p>Simon Rayner, ADP</p>	<ul style="list-style-type: none"> • Police Scotland • Aberdeen City Health and Social Care Partnership • Aberdeen City Council • NHS Grampian • ACVO • Scottish Fire and Rescue Service • Scottish Prison Service • Active Aberdeen Partnership • Alcohol and Drugs Partnership • Aberdeen in Recovery • Civic Forum • Aberdeen in Recovery

Sustainable City Group Creating a safe, attractive, welcoming environment.

<p>Chair</p>  <p>Jillian Evans, Public Health, NHS Grampian</p>	<p>Vice Chair</p>  <p>Gale Beattie, ACC</p>	<p>Lead Contact</p>  <p>Jagui Bell, NHS Grampian</p>	<p>Partners involved</p> <ul style="list-style-type: none"> • Aberdeen City Council • Active Aberdeen Partnership • ACVO • CFINE • Civic Forum • NHS Grampian • Police Scotland • Scottish Fire and Rescue Service • Sport Aberdeen • Nestrans • SEPA • Scottish Natural Heritage
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Aberdeen Prospers Responsible for improving our economy.

<p>Vice Chair</p>  <p>Allison Carrington, SDS</p>	<p>Vice Chair</p>  <p>Duncan Abernethy, NESCOL</p>	<p>Lead Contact</p>  <p>Ishbel Greig, ACC</p>	<p>Partners involved</p> <ul style="list-style-type: none"> • Aberdeen City Council • Skills Development Scotland • North East Scotland College • Nestrans • Robert Gordon University • Scottish Enterprise • Civic Forum • ACVO • DWP
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Community Engagement Group Bringing the community perspective.

<p>Chair</p>  <p>Jonathan Smith, Civic Forum</p>	<p>Partners involved</p> <ul style="list-style-type: none"> • Scottish Fire and Rescue Service • Aberdeen City Council • Police Scotland • NHS Grampian • ACVO • Active Aberdeen Partnership • Civic Forum • Health and Social Care Integration Joint Board • Community Council Forum • Locality Partnerships
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Civic Forum Giving the community a voice.

Community Planning Board: Jonathan Smith	Community Planning Management Group: Lavina Massie	Community Engagement Group: Jonathan Smith (Vice Chair)	Fairer Aberdeen: Jonathan Smith, Arthur Forbes	Sustainable City Group: Arthur Forbes
Aberdeen Prospers: Jonathan Smith, Lavina Massie	City Centre Masterplan Reference Group: Arthur Forbes, Lavina Massie	Resilient, Included and Supported: Norma Grant	Community Justice: Faith-Jason Robertson-Foy, David Henderson	Alcohol and Drugs Partnership: Fay Robertson

Locality Partnerships Responsible for delivering our three Locality Plans.

<p>Torry</p>  <p>Jo Mackie, Locality Manager</p>	<p>Tillydrone, Seaton, Woodside</p>  <p>Paul Tytler, Locality Manager</p>	<p>Northfield, Mastrick, Middlefield Heathryfold, Cummings Park</p>  <p>Martin Smith, Locality Manager</p>	<p>Partners involved</p> <ul style="list-style-type: none"> • Community Representatives • Community Council Forum • Elected Members • School Headteachers • Youth Council • Aberdeen City Council • Police Scotland • NHS Grampian • ACVO • Active Aberdeen Partnership • Scottish Fire and Rescue Service • Aberdeen City Health and Social Care Partnership
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Community Planning Team Provides strategic support to Partnership colleagues.

<p>Community Planning Manager</p>  <p>Michelle Cochlan, ACC</p>	<p>Improvement Programme Manager</p>  <p>Allison Swanson, ACC</p>	<p>Performance and Improvement Officer</p>  <p>James Simpson, ACC</p>	<p>Research Officer</p>  <p>Anne McAteer, ACC</p>
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