



# Local Outcome Improvement Plan

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Community Planning  
Aberdeen

2016-26

**Refresh April 2024**

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# FOREWORD



***Councillor Allard, Co-Leader of Aberdeen City Council and Chair of Community Planning Aberdeen***



***Susan Webb, Director of Public Health, NHS Grampian, Vice Chair of Community Planning Aberdeen***

A place where all people can prosper – that remains our collective vision for Aberdeen. Regardless of our background or circumstance, everyone in our great city should enjoy the same opportunities to flourish. The Local Outcome Improvement Plan (LOIP) sets out the means for achieving this. Launched in 2016, the 10-year Plan is led by Community Planning Aberdeen, the local partnership of public, private and third sector organisations and communities all working together to improve people’s lives across Aberdeen.

A huge amount of work had already been done across the partnership to take forward LOIP projects, and this positioned us well for the final two years of our ten year plan. On behalf of the CPA Board, we want to thank you for your ongoing commitment and support to delivering the LOIP and to achieving our collective vision for Aberdeen.

We know it has been a challenging period for people, and as we continue our recovery from the Covid-19 pandemic, people, families, businesses, communities have also had to deal with the rising cost-of-living. Like all areas of Scotland, public services in Aberdeen are facing increasing demand with reducing resources.

With people having to make difficult decisions between heat and food, evidence shows that general physical and mental health have been affected, with our most deprived communities most impacted. The scale of the challenge is understood and we are committed to taking forward actions that aim to increase access to food, fuel, homes and financial support. In addition, we will continue to look at how we best support, engage with and provide services to people living in our priority neighbourhoods to reduce inequalities. Whilst taking a targeted approach to support our most vulnerable communities, we are keen to ensure our universal services create a culture in which healthy behaviours are the norm for everyone; starting in the early years and consistent throughout our lives.

We are proud of our achievements and progress to date from supporting people and families across the City with 696 households helped with fuel bills to achieve £134,464.52 in fuel bill savings; increasing household income by helping 7677 people to access £1,185,861.93 per week of unclaimed benefits; supporting 53 unemployed people to start a business and 228 people into sustained, good quality employment; helping 595 people to upskill and reskill to access employment opportunities; an 98% increase in Real Living Wage employers, with 103 employers seeing over 1,800 workers receive an increase in wages since the establishment of the real Living Wage movement in the city.

These achievements highlight the benefits of Community Planning working effectively together across all areas that impact the place we live; from mitigating the acute impact of the cost of living crisis, the transition to a low-carbon economy, and the need to tackle poverty, reduce inequalities and empower communities. Notwithstanding the work already undertaken across the partnership to take forward LOIP projects, we know from our engagement with the communities that we have more to do collectively. We are not complacent. Let us consider the challenges and our response.

Aberdeen's progress in reducing homelessness stalled with a 25% increase in homelessness applications in 2022/23 caused by post-pandemic movements, rising rents, and economic uncertainty. As a Partnership we are committed to reducing homelessness and last year we were delighted when Aberdeen was successful in its bid to join the Homeward programme, led by The Royal Foundation of The Prince and Princess of Wales. The programme aims to end homelessness, making it rare, brief, and unrepeatable and through the addition of a new Stretch Outcome "Reduce homelessness by 10% and youth homelessness by 6% by 2026, ensuring it is rare, brief and non-recurring with a longer term ambition to end homelessness in Aberdeen City" shows our determination to reduce homelessness in the city.

We know that the effects of harmful drinking and substance use on individuals, their families and communities are wide-ranging, and we strive to sustain the positive outcomes shown in latest data available at the end of 2022 and our commitment to take forward a range of interventions in our communities to achieve this is evident in the plan.

We believe that by enabling individuals and communities to take control of their lives and their local environment, we can build a stronger, more resilient city for the people who live here. We have seen a 7.3% reduction in the number of people reporting that they feel they have influence and sense of control. That is why we are adding Stretch Outcome 16 "50% of people report they feel able to participate in decisions that help change things for the better by 2026" from the Community Empowerment Strategy into the LOIP. Our ambition is to work in partnership with all communities, valuing their vital role in improving outcomes for our city.

The Covid-19 pandemic has had a profound impact on our children, young people, and their families. It has affected the economy, opportunities, mental health and wellbeing, and highlighted the needs of our most vulnerable young people and the inequalities they face. We have six stretch outcomes within the LOIP focused on children and young people, which show our commitment to addressing these challenges and our ambition to support every child, irrespective of their circumstances; to grow, develop and reach their full potential.

The ‘natural’ and ‘built’ environment can have a significant role in determining the quality of life for the people who live here and is vital to improving health and reducing inequality. We know that we need to do more to mitigate the risk from climate change and to support our communities to be resilient in taking independent action towards understanding the risks presented by climate change and adapting to them. We are focusing on reducing carbon emissions, increasing sustainable travel, protecting our natural environment and ensuring that our spaces and buildings are well cared for.

In line with the Sustainable Development Goals, we recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality and support economic growth which doesn’t compromise the climate and nature – issues at the core of our Local Outcome Improvement Plan. We have shown the alignment of our projects across each of our four strategic themes with the United Nations Sustainable Development Goals. Through delivery of our projects, we are determined to create a more equitable, sustainable and robust future for all.

The refreshed Local Outcome Improvement Plan and our updated Locality Plans, allow us to reach out to our people, communities and businesses, and by continuing to work collectively and successfully we can help to make life better for everyone, leaving no one behind, in this great city that we call home.

### Community Planning Aberdeen Board Members

<b>Angela Scott</b> Chief Executive Aberdeen City Council	<b>Graeme Mackie</b> Chief Superintendent Police Scotland	<b>Adam Coldwells</b> Chief Executive NHS Grampian	<b>Susan Webb</b> Director of Public Health NHS Grampian	<b>Andy Wright</b> Local Senior Officer Scottish Fire and Rescue Service	<b>Susan Elston</b> Regional Chair North East Scotland College	<b>Sarah Chew</b> ACVO	<b>Duncan Cockburn</b> Vice Principal for Strategy and Planning Robert Gordon University
<b>Councillor John Cooke</b> Chair of Integrated Joint Board	<b>Councillor Christian Allard</b> Aberdeen City Council	<b>Councillor Kate Blake</b> Aberdeen City Council	<b>Councillor Martin Greig</b> Aberdeen City Council	<b>Councillor Miranda Radley</b> Aberdeen City Council	<b>Yvonne Boyd</b> Head of Operations North East Skills Development Scotland	<b>Pete Edwards</b> Vice Principal University of Aberdeen	<b>Matt Lockley</b> Head of Innovation & Place, Scottish Enterprise



# THE ABERDEEN CONTEXT



Like all areas of Scotland, public services in Aberdeen are facing increasing demand with reducing resources. In order to understand how best to prioritise our shared resources, we need clarity on the current and future needs of local people in Aberdeen. Our approach to [Population Needs Assessment](#) ensures we systematically analyse data across a broad range of indicators to identify the major issues facing the City. The following paragraphs provide a summary of findings from the most recent data available as of August 2023.

## Our Economy

While the gap between the wealth of the North East region and Scotland has been progressively narrowing since 2015, Aberdeen remains a competitive and productive city with GVA (Gross Value Added) per head in Aberdeen City and Aberdeenshire being 23.7% higher than the Scottish average in 2021. However there have been challenges. Between 2019 and 2022 the number of growth sector enterprises decreased by 830 and the number of people employed in these enterprises has fallen from 60,890 to 52,630. Similarly direct employment in the Oil and Gas sector has decline from its peak of 30,600 in 2015 to 21,000 in 2021. Nevertheless, the oil and gas sector continues to be a significant employer, directly and indirectly (i.e. within the wider supply chain) supporting around 60,000 jobs in the North East. The region is now embracing an economic diversification strategy, transitioning to new forms of renewable energy and supporting the growth of high-value jobs in non-energy sectors.

In the year from April 2022-March 2022, 76% of Aberdeen's working age population was economically active and 71.9% were in employment – lower than the respective rates for Scotland (77.4% and 74.4% respectively). Following a drop in average weekly wage (median gross) in 2020, the weekly wage for people living in Aberdeen City has increased

and at £637.90 in 2022 was similar to the rate for Scotland of £640.30. The proportion of people earning less than the living wage has decreased from 11.9% in 2020 to 6.7% in 2022 and is lower than the rate for Scotland of 9.0%.

Data from SIMD 2020 suggests that overall Aberdeen remains a relatively affluent city - based on SIMD 2016, 40% of Aberdeen's data zones are in the 20% least deprived areas of Scotland. However, there remain areas of deprivation, with 8% of Aberdeen's data zones being classified as being in the 20% most deprived areas of Scotland. More recent data suggests that in 2021/22, 20.5% of children in Aberdeen were living in poverty – up from 18.3% in 2020/21. While there is limited data on the effect of the cost of living crisis, it is likely to have an impact on many households with particular groups of people being more likely to feel the effects. These include: lone parent families; households where someone is disabled; families with three or more children, minority ethnic families; families with a child under one year old and families where the mother is under 25 years. Results from the City Voice show an increase in the proportion of respondents who worried they would not be able to afford to heat their home or have enough food to eat and data from food banks shows an increase in uptake with almost 62,000 emergency food parcels being distributed in 2022/23. In the year 2022-23, there were 1,762 applications under the Homeless Persons legislation in Aberdeen City Council. This is up from 1,404 in 2021-22 – an increase of 25%.

## Our People (Children and Young People)

In 2021 there were 35,860 children (0-15 years) in Aberdeen City – this equates to 15.8% of the City's total population which is slightly lower than the Scottish figure of 16.6%. In 2022 there were 14,573 primary school pupils and 10,430 secondary school pupils in Aberdeen City. There were also 140 pupils enrolled in Special Schools.

In July 2022 there were 480 Looked After Children and young people in Aberdeen City – equivalent to 1.2% of the 0-17 years population (same as Scotland). Foster care is the most common setting for Looked After Children in Aberdeen City. At 38.5%, the proportion of children in kinship care (at home with parents or with friends/relatives) is lower in Aberdeen City than in Scotland. While improved, as in Scotland the attainment outcomes for CECYP are still lower than those for all pupils. In 2021/22 in Aberdeen City 76.1% of Looked After Children left school with 1 or more qualification at SCQF (Scottish Credit and Qualifications Framework) level 4 (78.3% for Scotland). Similarly, 67.4% were in a positive destination at follow-up compared to 90.8% for all pupils and 70.4% for Scotland. The percentage of school leavers (all pupils) in a positive follow-up destination varied by deprivation (based on SIMD) with 85% of school leavers in the most deprived quintile having a positive destination compared to 95.3% of those in the least deprived quintile. The number of children on the Child Protection Register increased from 83 in 2021 to 115 in 2022.

In the 12 months to March 2023, there were 4,144 referrals received to Child and Adolescent Mental Health Services (CAMHS) in Grampian of which 3,135 (75.6%) were accepted. Data from the Mental Health and Wellbeing Survey suggests that those in the low family affluence group and those who did not disclose their gender were more likely to report a range of negative outcomes and feelings across nearly all measures.

### **Our People (Adults)**

Based on Census data, at March 2022 Aberdeen City had a population of 224,000. This equates to 4.1% of Scotland's population. Between 2011 and 2022, the population in Aberdeen City grew by 0.5% (from 222,793) compared to an increase of 2.7% for Scotland as a whole. Compared to Scotland, Aberdeen city has a higher proportion of people aged 16-64 years (68.2% compared to 64.6%) and a lower proportion of people age 65+ years (17.1% compared to 20.1%) and under 15 year-olds (14.7% compared to 15.3%).

Aberdeen City has a relatively diverse population. The most recent available figures (year ending June 2021) show an estimated 22.5% of the City's population was born outside of the UK compared to 9.7% for Scotland.

Estimated life expectancy at birth in Aberdeen is broadly in line with Scottish averages at 80.7 years for females and 76.9 years for males (80.7 years 76.5 years respectively for Scotland). However, as in Scotland, life expectancy is strongly associated with deprivation, with those in the most deprived areas having a lower life expectancy than those in the least deprived areas with a difference between those in most and least deprived areas of 10 years for males and 8.1 years for females. Healthy life expectancy measures years lived in good health. While life expectancy has remained broadly stable, healthy life expectancy has decreased for both males and females from 66.3 years in 2014-16 to 61.4 years in 2019-21 for females and 62.8 years to 60.2 years for males.

There is a mixed picture in relation to health behaviours. Positive signs are lower than average rates of smoking and smoking during pregnancy, and higher than average rates of active travel. At 25%, the rate of adults drinking above the guideline recommendations of 14 units per week has also decreased but is still slightly higher than the rate for Scotland of 24%. There has been a drop in the number of drug-related deaths with 42 drug-related deaths in 2022 in Aberdeen City – down from 62 deaths in 2021. Five year age-standardised rate for 2018-2022 was 22.0 per 100,000 population which is lower than the rate for Scotland of 23.4.

In 2020/21, 16.3% of people in Aberdeen City were prescribed drugs for anxiety, depression or psychosis. While lower than the national rate (19.3%), consistent with trends in Scotland the proportion of people receiving prescriptions for these conditions has been increasing in recent years, from (13% in 2010/11). In 2022, there were 28 probable suicides in Aberdeen City (22 males and 6 females) – up slightly from 27 in 2021.

In general, where data is available, it shows a strong relationship between deprivation and health and health behaviours, with those in the most deprived areas having worse outcomes than those in the least deprived areas.

### Our Place

Aberdeen has the 8th largest local authority population in Scotland. The city is made up of 37 neighbourhoods, 13 of which are recognised as deprived based on Scottish Index of Deprivation (SIMD).

The importance of Community Empowerment has been recognised in the Community Empowerment Strategy. In June 2023, most respondents (71.8%) to the City Voice agreed that efforts to address community issues are worthwhile and that they would like to be involved in decisions that affect their community (70.5%). However only 31.8% said they knew how to get involved in decisions and 22.1% that they were currently involved. There are currently over 80,600 volunteers in Aberdeen City, contributing 6.2 million hours of help every year in Aberdeen.

In 2022/23 the most common crimes and offences recorded in Aberdeen City were Crimes of Dishonesty (5,449), Road Traffic Offences (4,162) and Non-sexual Crimes of Violence (3,608). In 2021/22 there were 2,579 recorded incidents of domestic abuse in Aberdeen City – down slightly from 2,610 in 2020/21. The rate of accidental dwelling fires is slightly higher in Aberdeen (163 per 100,000 dwellings) than in Scotland (157). The number of people injured in road traffic accidents increased from 64 in 2021 to 82 in 2022.

There is a national and local commitment to meet the target of Net Zero Emissions by 2045. Since 2005, CO<sub>2</sub> emissions in Aberdeen have fallen by 40.4% since 2005 to 1,130 kt in 2021. In 2021, per capita levels were slightly lower in Aberdeen (4.97 tCO<sub>2</sub>e) compared to Scotland (5.1 tCO<sub>2</sub>e). While the amount of household waste generated increased in 2020 and 2021 compared to the preceding years, the amount going to landfill has decreased – falling from 58,021 tonnes in 2016 to 9,376 tonnes in 2021.

The carbon impact of household waste has fallen from 253,016 tonnes CO<sub>2</sub>e in 2016 to 224,544 tonnes CO<sub>2</sub>e in 2019 (although again there were increases in 2020 and 2021 compared to the immediately preceding years). Active travel can also play a part in reducing emissions. In 2021, an estimated 24% of people in Aberdeen City used active travel (walking or cycling) to get to work or education. This is an increase from 21.4% in 2018/19. However, climate change is being experienced now across Aberdeen with changes to local rainfall patterns and weather events putting increasing numbers of people and property at risk. In December 2022, almost 60% of City Voice respondents reported being worried about their home and community being vulnerable to severe weather events – double the response in 2020. The most recent Flood Risk Management Strategy produced by SEPA for the North East Local Plan District (2022-2028) identifies 4 areas in Aberdeen City that are potentially vulnerable to flooding – Aberdeen City North (Bridge Of Don, Dyce, Kingswells-north), Aberdeen City – South (Central), Peterculter, Cove and Nigg Bay (Cove Bay and Nigg Bay). The total number of people at risk from flooding for the North-East Local area is 51,000. The number of people at risk of flooding for Aberdeen City is 32,510. This means that 63.75% of the number of people at risk from flooding in the North-East are within Aberdeen City.

Greenspace is important for a range of reasons, including health and well-being, economic benefit and environmental protection. Our greenspaces also play a crucial role in mitigating the negative impacts of climate change. While Aberdeen has a diverse mix of greenspaces for people and wildlife, the types, quantities, quality and accessibility of these are not evenly distributed across the City. Areas of social deprivation tend to have lower diversity and quality spaces which in turn can impact on the health outcomes for those communities. In December 2022, 69.9% of City Voice respondents reported that they were satisfied with their local greenspace – up from 65% in March 2020.

The Partnership's response to these challenges is set out in this Local Outcome Improvement Plan which details the improvement activity the Partnership will prioritise and resource to effect change.



## Place Standard Engagement

Between 6 October and 5 November 2023, Community Planning Aberdeen carried out an engagement exercise, based on the national Place Standard tool, to discover what things people of Aberdeen think are good now and improvements they think would make our city and our communities better in the future. 470 people participated (309 through the online engagement; 55 through the locality events and 106 through the children and young people's version).

Participants were asked to score 14 themes on a scale of 1-7, where 1 meant there was a lot of room for improvement (very bad) and 7 meant there was very little room for improvement (excellent). The themes covered both physical (for example its buildings, spaces, and transport links) and social (for example whether people feel they have a say in decision making) aspects of our City and all aligned to our current priorities (Stretch Outcomes). To help identify potential areas for improvement participants were also asked:

- What are top 3 things that are good now?
- What are the top 3 things we could make it better in the future?

The data and comments gathered by the simulator have been considered alongside the population needs Assessment in making decisions about which improvement projects should be within the Local Outcome Improvement Plan. Our improvement projects will test change ideas gathered from stakeholders and communities to support achievement of our Stretch Outcomes.

The five highest ranking themes were:

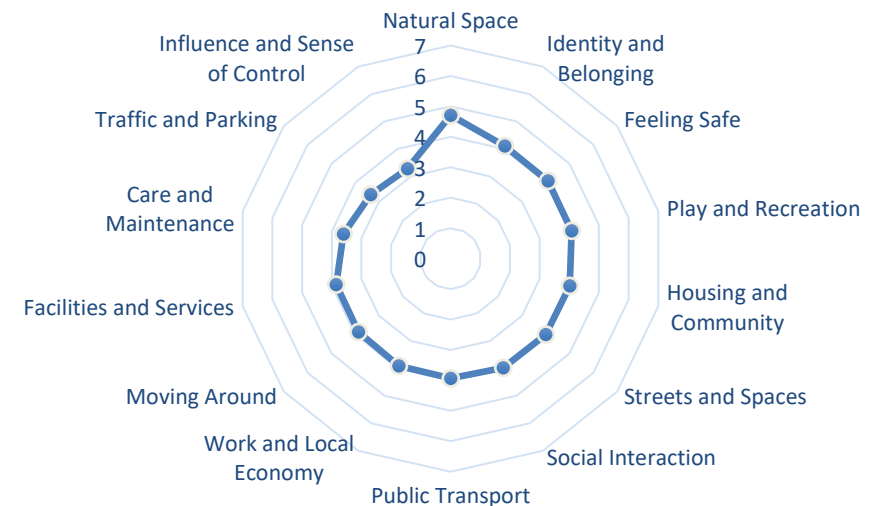
1. Natural space (4.7)
2. Identity and belonging (4.1)
3. Feeling safe (4.1)
4. Play and recreation (4.1)
5. Housing and community (4.0)

A total of 11,394 comments were received across each of the 14 themes, combining all 'good' now comments, and all 'improve' comments by respondents.

The top 5 themes for 'good' comments were:

1. Moving around
2. Public Transport
3. Streets & Space
4. Natural space and
5. Play and recreation.

## Mean scores - all participants



# OUR VISION FOR ABERDEEN CITY



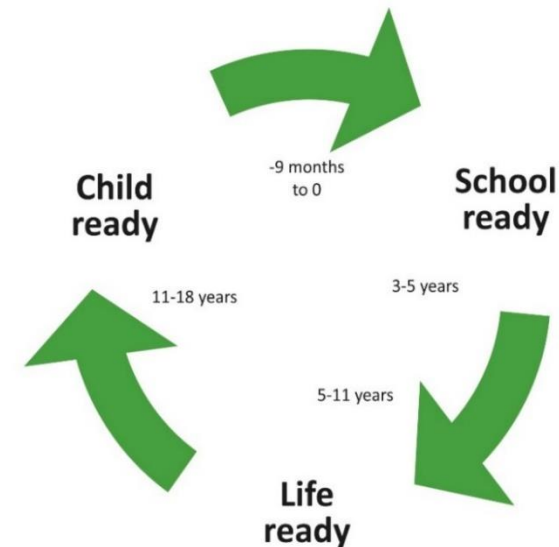
## ***'A place where all people can prosper'***

Our vision for 2026 is Aberdeen as a place where all people can prosper. This means all people being able to access the opportunities available in our great City, regardless of their background or circumstances. This reflects our desire to help all people, families, businesses and communities to do well, succeed and flourish in every aspect. To achieve this vision we are committed to tackling the issues that exist in our society which prevent equal opportunity for all to lead a happy and fulfilling life.

Despite the relative prosperity that Aberdeen has enjoyed compared to other areas of Scotland, there are problems faced by our City which have endured for decades and have been stubbornly resistant to improvement. Our evidence confirms what we already know; that inequalities in health, education and employment opportunities continue to exist in some communities and that this is most acute for those families living under the grip of poverty.

Through early intervention and prevention, we aim to create the conditions for prosperity and support future generations to be prepared and made **ready for school, for work, for adulthood** and for life itself – see diagram 1. This calls for attention to be paid to care experienced children, young offenders, children of offenders and those living in poverty - because their levels of risk are very much higher than those of other children and young people of their age.

Diagram 1 – Whole life approach



No single sector or profession can improve outcomes for people and place alone. Collaborative efforts across the Community Planning Partnership are key to achieving our ambitions for the City of Aberdeen.

We understand that real transformation will come from acting beyond the walls of our public service organisations and infrastructures and thinking about Aberdeen as a **'City of Learning'**.

Becoming a **City of Learning** means capitalising on the vast opportunities, resources and potential for enabling people to learn and develop themselves in ways that meet their needs, interests and ambitions. In this way they can participate more fully in their own lives and in the life of the City to help their families and communities prosper. This approach builds on the pioneering work of the Learning Cities in the USA and the UNESCO Global Network of Learning Cities movement. It recognises the lifelong opportunity that exists for people to learn to address gaps in their opportunity, achievement and/or skills – see diagram 2.

Diagram 2 – Lifelong learning approach



## How will we know we are making a difference?

Setting out a vision for how we want things to be in the future is the easy part. Believing that it is possible and making it happen is entirely different.

This plan sets out the improvement projects we will take forward to achieve our vision as **a place where all people can prosper**.

Our ultimate measures of success in achieving this vision will be that **by 2026:**



We still have the **highest** GVA (Gross Value Added) per head in Scotland



**Fewer than 10%** of our children are living in poverty



We are living in good health for at least **five years longer**



Our carbon emissions are **61% lower**

## How will we make it happen?

Our 16 Stretch Outcomes break down our overall vision into four themes of People, Place, Economy and Community Empowerment and into manageable thematic programmes of work. The Stretch Outcomes are the overarching aims we are working towards achieving through our improvement projects. Whilst we don't have overall control of the Stretch Outcomes we are ambitious to use our multi-agency influence to make changes that we hope will have an impact. In taking a structured approach to improvement we are very clear about what it is we are trying to accomplish, how we will know whether a change is an improvement and what changes we will make to secure this improvement. These stretch outcomes tackle poverty as they manifest at every stage of a person's life journey. The following chapters in this document include the detailed improvement projects we will take forward to influence the achievement of these stretch outcomes.

### OUR 16 STRETCH OUTCOMES

ECONOMY	PEOPLE (Children & young people)	PEOPLE (Adults)	PLACE
<ol style="list-style-type: none"> <li>20% reduction in the percentage of people who report they have been worried they would not have enough food to eat and/ or not be able to heat their home by 2026.</li> <li>74% employment rate for Aberdeen City by 2026.</li> </ol>	<ol style="list-style-type: none"> <li>95% of all children will reach their expected developmental milestones by their 27-30 month review by 2026</li> <li>90% of children and young people report they feel listened to all of the time by 2026.</li> <li>By meeting the health and emotional wellbeing needs of our care experienced children and young people they will have the same levels of attainment in education and positive destinations as their peers by 2026.</li> <li>95% of children living in our priority neighbourhoods (Quintiles 1 &amp; 2) will sustain a positive destination upon leaving school by 2026.</li> <li>83.5% fewer young people (under 18) charged with an offence by 2026.</li> <li>100% of our children with Additional Support Needs/disabilities will experience a positive destination.</li> </ol>	<ol style="list-style-type: none"> <li>10% fewer adults (over 18) charged with more than one offence by 2026</li> <li>Healthy life expectancy (time lived in good health) is five years longer by 2026.</li> <li>Reduce the rate of both alcohol related deaths and drug related deaths by 10% by 2026.</li> <li>Reduce homelessness by 10% and youth homelessness by 6% by 2026, ensuring it is rare, brief and non-recurring with a longer term ambition to end homelessness in Aberdeen City.</li> </ol>	<ol style="list-style-type: none"> <li>Addressing climate change by reducing Aberdeen's carbon emissions by at least 61% by 2026 and adapting to the impacts of our changing climate.</li> <li>Increase sustainable travel: 38% of people walking; 5% of people cycling and wheeling as main mode of travel and a 5% reduction in car miles by 2026.</li> <li>26% of Aberdeen's area will be protected and/or managed for nature and 60% of people report they feel that spaces and buildings are well cared for by 2026.</li> </ol>
<b>COMMUNITY EMPOWERMENT</b>			
<ol style="list-style-type: none"> <li>50% of people report they feel able to participate in decisions that help change things for the better by 2026.</li> </ol>			

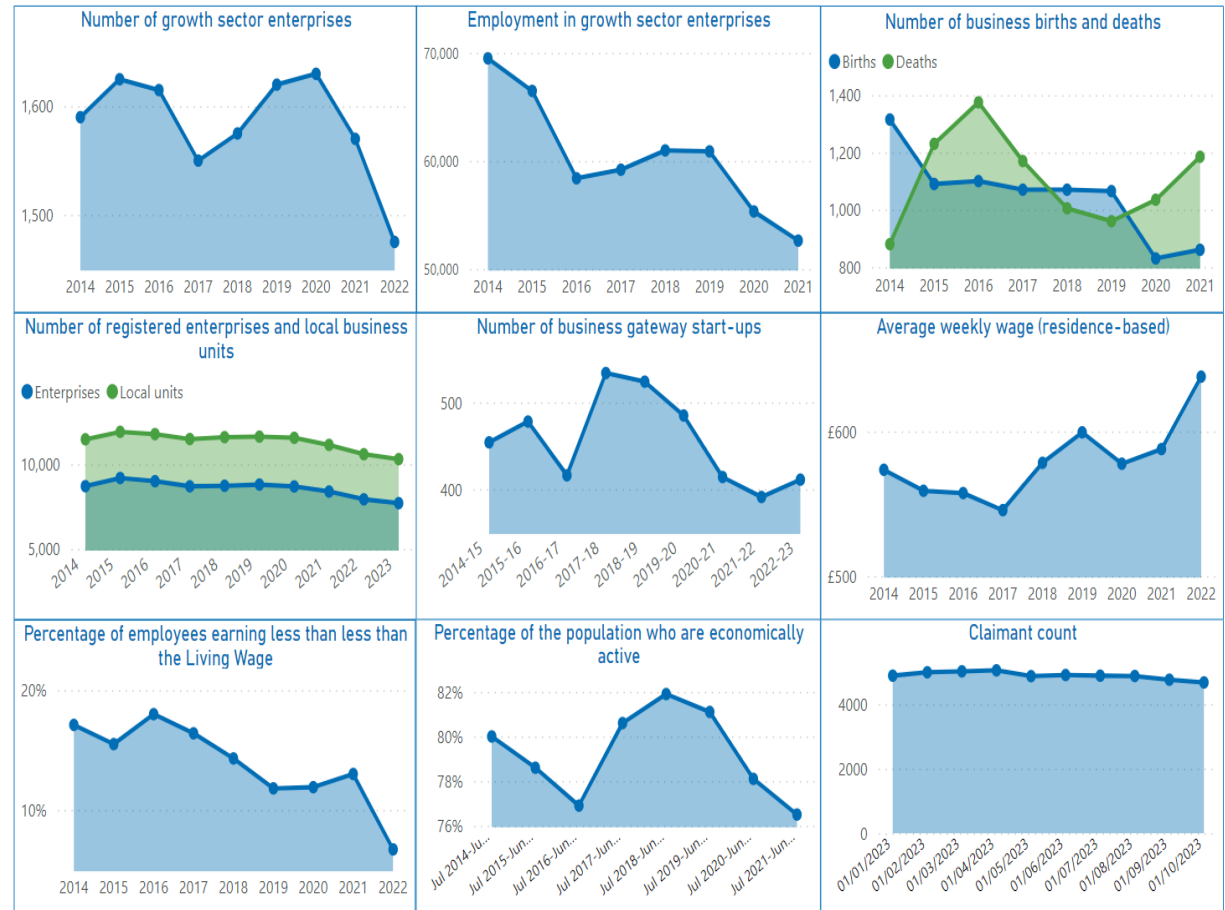
# PROSPEROUS ECONOMY



A healthy economy supports a healthy population. People who are economically secure, have better health and wellbeing. We want everyone in Aberdeen to benefit from a healthy economy and to have equal opportunities to be economically active. However, Aberdeen continues to experience the impact of the economic change that has arisen from the Covid-19 pandemic, and the cost of living with increased inflation, food and energy prices. Our employment in the city is at its lowest level since 2016, with roughly 1 in 4 of the working age population economically inactive. This is impacting on people across the city, but we know that people living in our priority neighbourhoods, women, children, people with a disability, minority ethnic communities and on a low income are more likely to be affected.

The cost of living crisis, combined with existing inequalities, increase the risk of acute poverty and reduce wellbeing. We are committed to working in partnership, with our communities, to develop and provide targeted, locally based solutions to mitigate against the cost of living and support the long term financial security of all households. For example, we have projects supporting people access affordable and healthy food, as well as being able to live in homes suitable to their needs and which can be kept warm and dry.

## POPULATION NEEDS ASSESSMENT DATA:



Linked to a rise in poverty is growing financial insecurity. A primary focus will be supporting people access the financial support they are entitled to, whilst enabling their financial resilience in the longer term by increasing the opportunities for unemployed residents to gain good quality work opportunities, where they are able to. Accessing support and the type and range of employment opportunities were key themes from our public engagement. Our plans are focused on providing targeted support for people who need help in removing the barriers to accessing employment opportunities; and creating and giving people greater opportunities to develop and gain new skills at all points in their life. Business creation continues to be key to both developing new employment opportunities and to diversifying the economy. Aberdeen Prospers is committed to improvement activity around providing the correct support for those wishing to start or expand their own business, including social enterprises.

A common theme from our public engagement was the cost of public transport and the challenges this caused for people accessing services and job opportunities. To mitigate against this we are aiming to reduce transport poverty and support people to access the opportunities that are available, connect in their communities and engage with services.

We know that people in work are also experiencing poverty. Employers paying the real living wage can mean the difference between surviving and thriving. Over the past two years we have been working in partnership to increase the number of employers paying the real living wage and 100 employers are now living wage accredited. We are committed to sustaining and expanding this with our goal to achieve real living wage city accreditation by 2026.

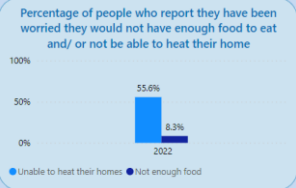
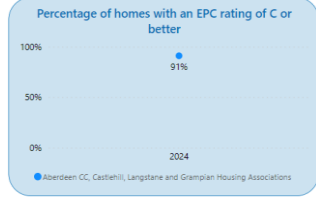
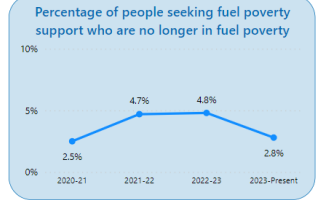
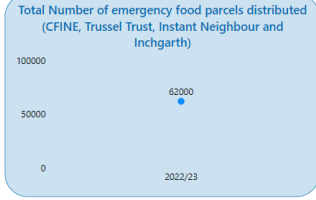
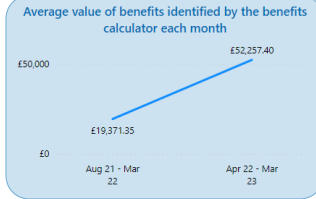
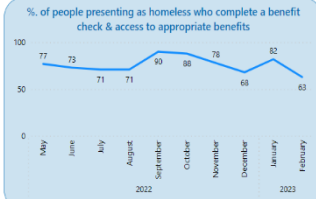
### STRETCH OUTCOMES

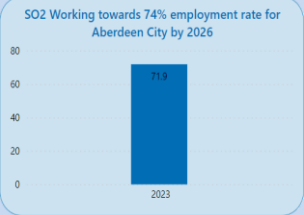


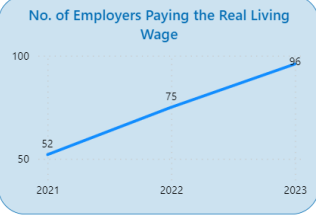
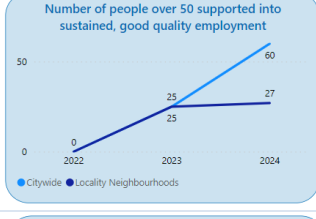
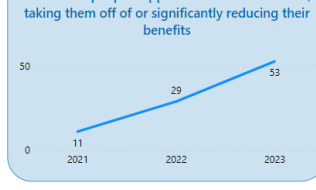
1. 20% reduction in the percentage of people who report they have been worried they would not have enough food to eat and/ or not be able to heat their home by 2026.
2. 74% employment rate for Aberdeen City by 2026

### LEAD PARTNERS:

- Aberdeen City Council
- Aberdeen Council of Voluntary Organisations (ACVO)
- Business Gateway
- Culture Aberdeen
- Grampian Regional Equality Council (GREC)
- North East Scotland College (NESCol)
- NHS Grampian
- SCARF
- Scottish Enterprise
- Skills Development Scotland



Stretch Outcome	Key Drivers	Improvement Project Aim and Reference	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner
<p><b>1. 20% reduction in the percentage of people who report they have been worried they would not have enough food to eat and/or not be able to heat their home by 2026.</b></p>  <p><b>Responsible Outcome Improvement Group: Anti-Poverty Group</b></p>	<p>Mitigating the causes of poverty and supporting those experiencing poverty.</p>	<p>1.1 Increase to 92% the number of homes that meet an EPC rating of C or better by 2026.</p>		<p>Social housing; City Wide; Early Intervention</p>	<p>Aberdeen City Council</p>
		<p>1.2 10% of people seeking fuel poverty support are no longer in fuel poverty by 2026.</p>		<p>City wide; people living in social housing Early Intervention</p>	<p>SCARF</p>
		<p>1.3 Increase the number of people referred from food banks to cash first initiatives by 10% by 2026.</p>		<p>City Wide; Early Intervention</p>	<p>Cash First Partnership</p>
		<p>1.4 Increase the uptake of unclaimed benefits across Aberdeen City by 10% by 2025.</p>		<p>City Wide; Early Intervention</p>	<p>Aberdeen City Council</p>
		<p>1.5 Ensure 100% of those assessed as homeless are offered a financial assessment to check they are accessing all appropriate benefits by 2025.</p>		<p>City Wide; people presenting as homeless; Response</p>	<p>Aberdeen City Council</p>

Stretch Outcome	Key Drivers	Improvement Project Aim and Reference	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner
<p><b>2. 74% employment rate for Aberdeen City by 2026</b></p>  <p><b>Responsible Outcome Improvement Group: Aberdeen Prospers</b></p>	Supporting labour market to recover from impact of Covid-19 on employment.	2.1 Support 25 people from ethnic minorities into sustained, good quality employment by 2026.		City Wide; Ethnic minorities; Early Intervention	Aberdeen Council of Voluntary Organisations (ACVO) / Grampian Regional Equality Council (GREC)
		2.2 Support 25 people into good quality jobs within Health and Social Care by 2026.		City Wide; Long term health conditions and/or disabilities; Early Intervention	NHSG
	Increasing the number of people in Aberdeen in sustained, fair work.	2.3 Increase employer sign up to the Real Living Wage by 5% year on year to 2026 to achieve Real Living Wage City Status by 2026.		City Wide; Employers Early Intervention	Scottish Enterprise
		2.4 Support 100 people into sustained, good quality employment by 2026, with a particular focus on those from priority neighbourhoods and people over 50.		Priority neighbourhoods and people over 50; Early Intervention	Skills Development Scotland
		2.5 Supporting 100 people to start a business in Aberdeen who will be coming off the benefits system or significantly reducing their benefits through starting a business by 2026.		City wide; benefits claimants; Early Intervention	Business Gateway

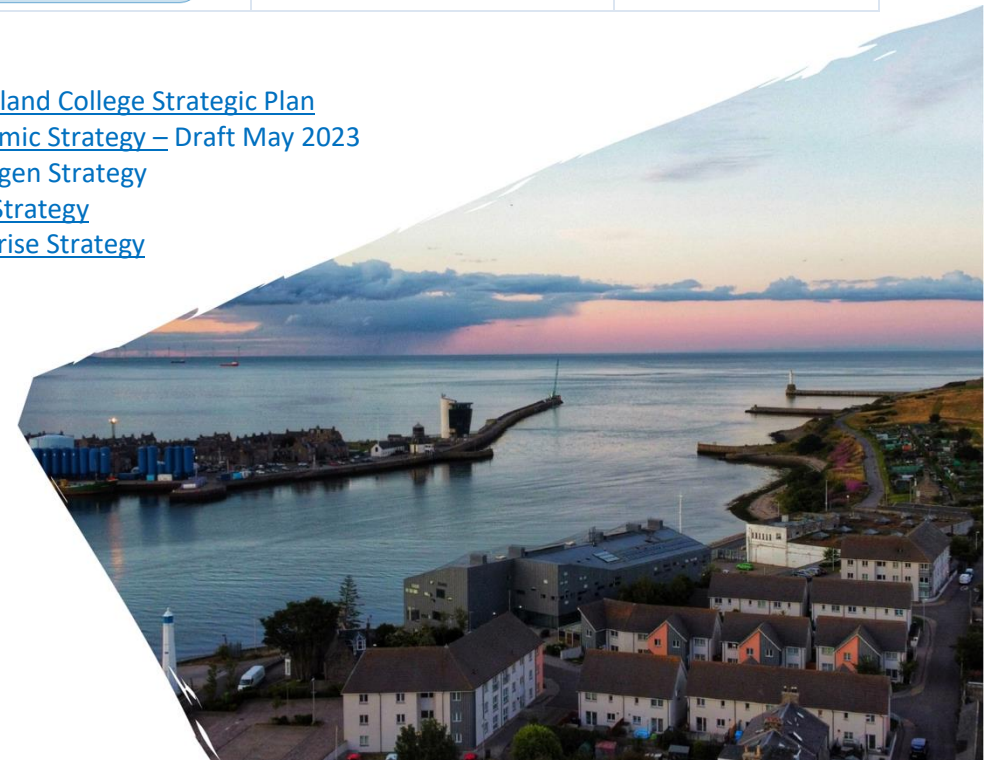


Stretch Outcome	Key Drivers	Improvement Project Aim and Reference	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner				
	Fewer employers reporting skills gaps	2.6 Support 40 young parents into training and / or employability provision by 2026.	<p>Number of young parents supported into training and / or employability provision</p> <table border="1"> <tr><th>Year</th><th>Count</th></tr> <tr><td>2023</td><td>0</td></tr> </table>	Year	Count	2023	0	City wide; Young parents (mothers and fathers) aged 16 to 25 Early Intervention	Aberdeen City Council
		Year	Count						
		2023	0						
2.7 Upskill 50 individuals who are experiencing digital barriers to apply for employment opportunities by 2026.	<p>Number of individuals experiencing digital barriers supported to apply for jobs</p> <table border="1"> <tr><th>Year</th><th>Count</th></tr> <tr><td>2023</td><td>0</td></tr> </table>	Year	Count	2023	0	City Wide; People experiencing digital barriers; Early Intervention	Aberdeen City Council		
Year	Count								
2023	0								
2.8 Support 25 individuals to gain employability skills through volunteering opportunities by 2026.	<p>Number of individuals who have gained employment through volunteer opportunities</p> <table border="1"> <tr><th>Year</th><th>Count</th></tr> <tr><td>2024</td><td>0</td></tr> </table>	Year	Count	2024	0	City Wide; People experiencing barriers to employment; Early Intervention	Culture Aberdeen		
Year	Count								
2024	0								

**LOCAL SUPPORTING STRATEGIES**

- [City Region Deal 2021-2025](#)
- [City Centre Masterplan](#)
- [Council Delivery Plan](#)
- [Cultural Strategy for Aberdeen](#)
- [Destination Tourism Strategy 2022-2030](#)
- [Granite City Growing; a food growing strategy for Aberdeen 2019-24](#)
- [Granite City Good Food Plan - Plan of the Sustainable Food City Partnership](#)
- [Net Zero Aberdeen Building and Heating Strategy](#)
- [Net Zero Aberdeen Energy Supply Strategy](#)

- [North East Scotland College Strategic Plan](#)
- [Regional Economic Strategy – Draft May 2023](#)
- [Regional Hydrogen Strategy](#)
- [Regional Skills Strategy](#)
- [Scottish Enterprise Strategy](#)



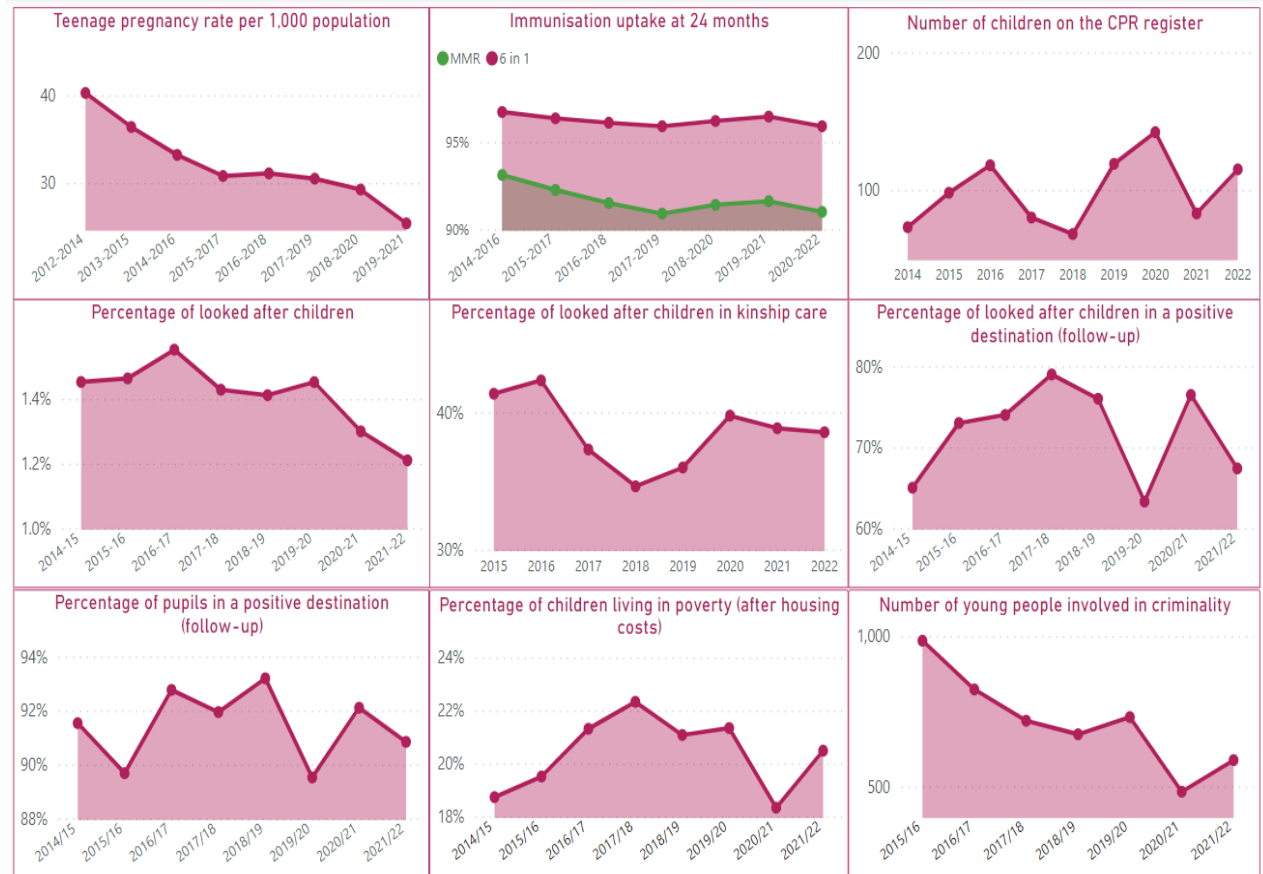
# PROSPEROUS PEOPLE (CHILDREN & YOUNG PEOPLE)



Our ambition is to make Aberdeen a place where all children and young people can grow up loved, safe and respected so that they can realise their full potential. The Stretch Outcomes outlined below and the improvement aims aligned to them reflect these aspirations and support the delivery of the Children Services Plan.

Over the next few years we will work with families and young children to ensure they have the best possible start in life by helping them reach their developmental milestones. We continue to have a focus on improving mental health and wellbeing and increasing the attainment of our children and young people. Our improvement projects also provide focussed interventions for those who require the most support such as: those from our priority neighbourhoods; those experiencing poverty; those who are Care Experienced; at risk of entering the Justice system; or who have additional Support Needs/disabilities ensuring they have the same opportunities to thrive as their peers.

## POPULATION NEEDS ASSESSMENT DATA:



Co-location and co-delivery are increasingly evident across the universal services and our multi-agency Fit Like Hubs provide a model for targeted partnership integration and delivery. We now need to build on this positive start to ensure services at universal, targeted and specialist levels of our Tiered Intervention Framework provide effective early and preventative Family Support. We recognise that co-designing more integrated services with service users and their families will be critical to the delivery of the Stretch Outcomes for Children and Young People.

There is also a need to improve the alignment of children's services with adult services in order to take a whole family approach and address issues that can arise at transition points. In developing our stretch outcome outcomes, we have listened to the priorities of our children and young people, their families and those who support them through opportunities to engage with the data informing our planning and monitoring and from survey data held across the Community Planning Partnership. We undertake a yearly review of the data as part of our statutory reporting on progress and use the insight gleaned to validate or help reset our Plans.

Meaningful and effective participation will be central to the delivery of our LOIP Improvement aims and we will monitor and report on how our children and young people have directly influenced service delivery through Community Planning Aberdeen.


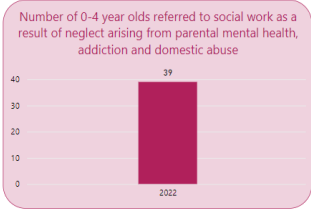
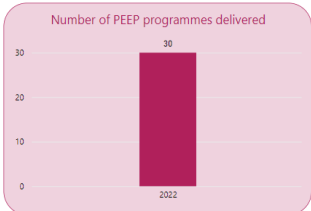
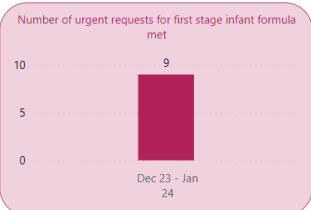
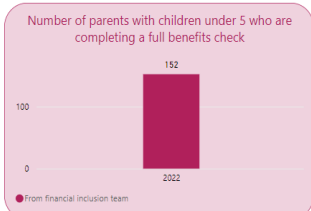
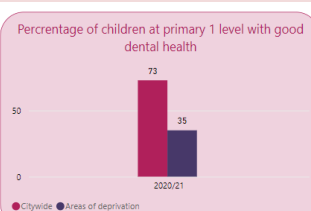
### **STRETCH OUTCOMES**

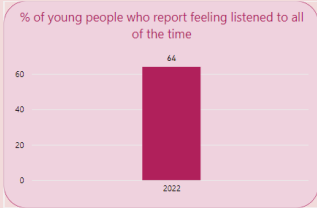

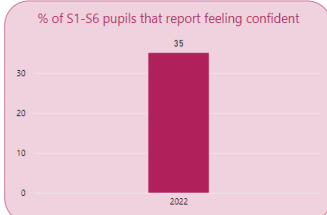
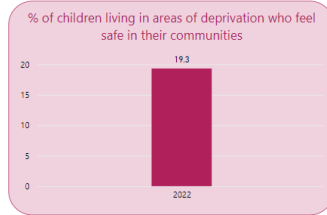
3. 95% of all children will reach their expected developmental milestones by their 27-30 month review by 2026.
4. 90% of children and young people report they feel listened to all of the time by 2026.
5. By meeting the health and emotional wellbeing needs of our care experienced children and young people they will have the same levels of attainment in education and positive destinations as their peers by 2026.
6. 95% of children living in our priority neighbourhoods (Quintiles 1 & 2) will sustain a positive destination upon leaving school by 2026.
7. 83.5% fewer young people (under 18) charged with an offence by 2026.
8. 100% of our children with Additional Support Needs/disabilities will experience a positive destination.

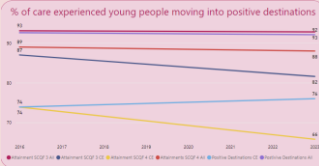
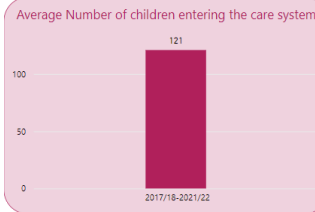
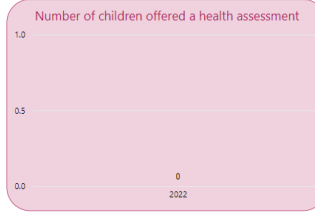
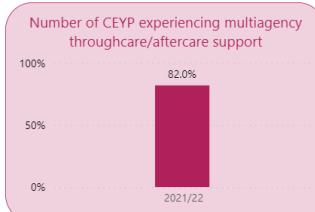

### **LEAD PARTNERS:**

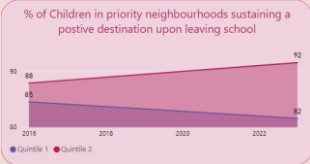

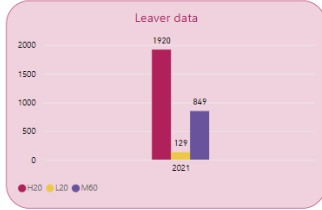
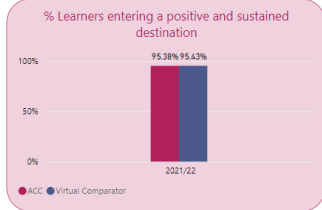
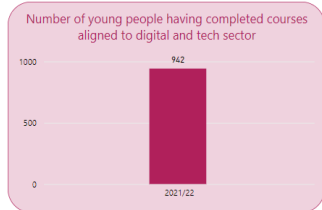
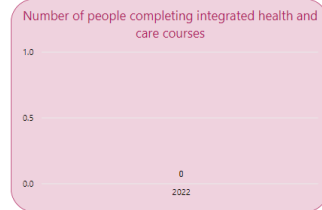
- **Aberdeen City Council**
- **Aberdeen City Health & Social Care Partnership**
- **ACVO**
- **NHS Grampian**
- **North East Scotland College**
- **Police Scotland**
- **Scottish Children's Reporter Administration**

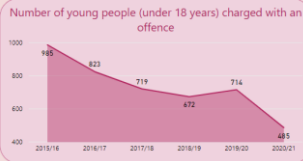
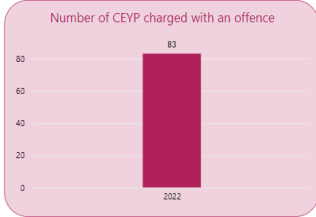

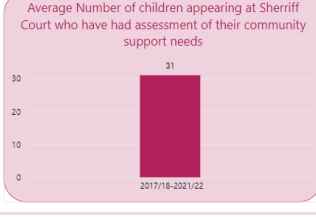

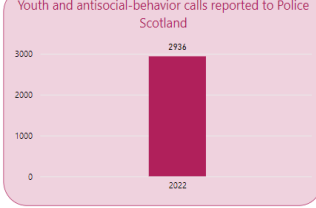


Stretch Outcome	Key Drivers	Improvement Project Aim and Reference	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner
<p><b>3. 95% of all children will reach their expected developmental milestones by their 27-30 month review by 2026</b></p>  <p><b>Responsible Outcome Improvement Group: Children's Services Board</b></p>	<p>Ensuring that families receive the parenting and family support they need.</p>	<p>3.1 Reduce by 5% the no. of children aged 0-4 who are referred to Children's Social Work as a result of neglect arising from parental mental health, addiction and domestic abuse 2026.</p>		<p>City Wide; children aged 0-4; Early Intervention</p>	<p>ACHSCP</p>
	<p>Improving health and reducing child poverty inequalities.</p>	<p>3.2 Increase by 40% the number of Peep programmes delivered by multi-agency partners by 2025.</p>		<p>Priority Neighbourhoods; Early Intervention</p>	<p>Aberdeen City Council</p>
	<p>Improving health and reducing child poverty inequalities.</p>	<p>3.3 100% of urgent requests for first stage infant formula and nutritional support for pre-school children are met by 2024.</p>		<p>City Wide; Early Intervention</p>	<p>NHSG</p>
	<p>Improving health and reducing child poverty inequalities.</p>	<p>3.4 Increase by 10% the no. of parents with children under 5 who are completing a full benefits check by 2024.</p>		<p>City Wide; All new Parents and Parents of Pre-school Children; Prevention</p>	<p>NHSG</p>
	<p>Improving health and reducing child poverty inequalities.</p>	<p>3.5 Improve dental health at primary 1 to the national average by reducing the levels of dental health decay in areas of deprivation to 50% by 2025.</p>		<p>Priority Neighbourhoods; Children pre primary 1; Early Intervention</p>	<p>NHSG</p>

Stretch Outcome	Key Drivers	Improvement Project Aim and Reference	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner	
<b>4. 90% of children and young people report they feel listened to all of the time by 2026.</b> 	Improving timely access to support.	4.1 Reduce demand on Tier 3 services by 5% by 2026.		City wide; Early Intervention	NHSG, CAMHS	
		4.2 Reduce waiting time for interventions starting, by each tier 2/3 service by 5% by 2026.	Baseline to be established as part of the project.	City wide; children and young people requesting Tier 2 and 3 mental health assistance; Prevention	NHSG, CAMHS	
		4.3 100% of children leaving care are referred to services that can meet assessed mental health needs within 4 weeks of the health assessment being completed by 2024.	Baseline to be established as part of the project.	City wide; Looked After Children leaving care; Early Intervention	NHSG	
	<b>Responsible Outcome Improvement Group: Children's Services Board</b>	Increasing children's knowledge and understanding of their own physical and mental wellbeing and take an early intervention and prevention approach.	4.4 Increase by 5% the number of S1-S6 pupils who report that they feel confident by 2025.		City wide; S1-S6 pupils; Prevention	Aberdeen City Council (Education)
			4.5 Increase by 10% the % of children living in areas of deprivation who feel safe in their communities by 2025.		Priority Neighbourhoods; Children; Prevention	Aberdeen City Council (Community Safety)

Stretch Outcome	Key Drivers	Improvement Project Aim and Reference	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner
<p><b>5. By meeting the health and emotional wellbeing needs of our care experienced children and young people they will have the same levels of attainment in education and positive destinations as their peers by 2026</b></p>  <p><b>Responsible Outcome Improvement Group:</b> Children's Services Board</p>	<p>Improving education and health outcomes for care experienced children and young people.</p>	<p>5.1 Reduce by 5% the number of children entering the care system by 2024.</p>		<p>City wide; Children and young people at risk and entering care; Early Intervention</p>	<p>Aberdeen City Council</p>
		<p>5.2 100% of children and young people leaving care are offered a health assessment to identify gaps in their health provision and needs by 2024.</p>		<p>City wide; Looked After Children and young people leaving care; Response</p>	<p>NHSG</p>
		<p>5.3 Increase the number of care experienced young people by 10% receiving multiagency throughcare/aftercare support by 2024.</p>		<p>City wide; Care experienced children and young people; Response</p>	<p>Aberdeen City Council</p>
	<p>Supporting attainment of balance of care where children are able to remain more often at home and or with kin.</p>	<p>5.4 80% of care experienced parents will report that they believed they were sufficiently prepared for parenthood by 2026.</p>	<p>Baseline to be established as part of the project.</p>	<p>City wide; Care experienced parents; Response</p>	<p>NHSG</p>
	<p>Supporting children and young people to understand and access multiagency throughcare and aftercare services.</p>	<p>5.5 80% of the identified multi-agency workforce successfully complete Corporate Parenting training aligned to the Promise by 2025.</p>		<p>City wide; Multi-agency staff; Early Intervention</p>	<p>Aberdeen City Council</p>

Stretch Outcome	Key Drivers	Improvement Project Aim and Reference	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner
<p><b>6. 95% of all our children, including those living in our priority neighbourhoods (Quintiles 1 &amp; 2), will sustain a positive destination upon leaving school by 2026</b></p>  <p><b>Responsible Outcome Improvement Group: Children's Services Board</b></p>	<p>Improving pathways to education, employment and training for all our children</p>	<p>6.1 75% of identified multi-agency staff reporting confidence in identifying and taking action on harm by 2026.</p>	<p>Baseline to be established as part of the project.</p>	<p>City wide; Multi-agency staff; Prevention</p>	<p>Aberdeen City Council</p>
		<p>6.2 Increase to 3 the delivery of co-located and delivered services by health and education by 2024.</p>		<p>City wide; Young people in school; Early Intervention</p>	<p>Aberdeen City Council</p>
		<p>6.3 Increase by 10% the rate of completion of NPA/FA/HNC courses available to young people across the city by June 2024.</p>		<p>City wide; Young people; Prevention</p>	<p>Aberdeen City Council</p>
		<p>6.4 Increase the % of learners entering a positive and sustained destination to be ahead of the Virtual Comparator for all groups by 2025.</p>		<p>Each SIMD quintile; Young people; Early Intervention</p>	<p>Aberdeen City Council</p>
		<p>6.5 Increase by 20% the number of young people completing courses aligned to support the digital and tech sector by 2026.</p>		<p>City wide; Young people; Prevention</p>	<p>Aberdeen City Council</p>
		<p>6.6 Increase to 50 the no. of people completing more integrated health and care courses by 2025.</p>		<p>City wide; Children and young people; Prevention</p>	<p>NESCOL</p>

Stretch Outcome	Key Drivers	Improvement Project Aim and Reference	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner	
<p><b>7. 83.5% fewer young people (under 18) charged with an offence by 2026.</b></p>  <p>Number of young people (under 18 years) charged with an offence</p>	<p>Young people receive the right help at the right time to improve outcomes for young people at risk of becoming involved in the Justice System.</p>	<p>7.1 Reduce by 20% the number of care experienced young people charged with an offence by 2025.</p>	 <p>Number of CEYP charged with an offence</p>	<p>City wide; Care Experienced Young People; City wide; Early Intervention</p>	<p>Police Scotland</p>	
		<p>7.2 Reduce by 15% the number of care experienced young people reported missing from Children's homes to Police Scotland by 2024.</p>	 <p>Number of CEYP reported missing from Children's home</p>	<p>City wide; Care experienced young people in Children's homes; Early Intervention</p>	<p>Police Scotland</p>	
	<p><b>Responsible Outcome Improvement Group: Children's Services Board</b></p>	<p>More people appropriately diverted from Justice System to effective interventions aimed at reducing the likelihood of reoffending, where appropriate.</p>	<p>7.3 90% of 16/17 year olds appearing at Sherriff Court in relation to Lord Advocate's guidance will have had an assessment of their community support needs by 2025.</p>	 <p>Average Number of CEYP appearing at Sherriff Court who have had assessment of their community support needs</p>	<p>City wide; 16 and 17 year olds appearing at Sherriff Court; Response</p>	<p>Aberdeen City Council (Children's Social Work)</p>
			<p>7.4 Increase by 5% the no. of 16/17 year olds who are diverted from prosecution by 2025.</p>	 <p>Number of 16/17 year olds diverted from prosecution</p>	<p>City wide; 16 and 17 year olds in conflict with the law; Early Intervention</p>	<p>Aberdeen City Council (Children's Social Work)</p>
		<p>Tackling antisocial behaviour in problem areas with appropriate and effective interventions.</p>	<p>7.5 Reduce by 15% the number of instances of youth anti-social behaviour calls to Police Scotland by 2025.</p>	 <p>Youth and antisocial-behavior calls reported to Police Scotland</p>	<p>City wide; Under 18s; Early Intervention</p>	<p>Police Scotland</p>



Stretch Outcome	Key Drivers	Improvement Project Aim and Reference	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner
<b>8. 100% of our children with Additional Support Needs/ Disabilities will experience a positive destination by 2026.</b>	Improving pathways to education, employment and training for our children with ASN/disabilities.	8.1 Increase by 10%, the percentage of children and young people with additional support needs (ASN) and/or a disability accessing full time education by 2026.	<p>% of children and young people with ASN/Disability with more than 20% absence</p> <p>2020/21: 17</p>	City wide; YP with additional support needs/disability; Early Intervention	Aberdeen City Council
		8.2 Increase by 5%, the percentage of young people with additional support needs/disability entering a positive destination by 2025.	<p>% of young people with additional support needs/disabilities entering a positive destination</p> <p>2021/22: 91</p>	City wide; Young people with additional support needs/disability; Early Intervention	Aberdeen City Council
	<p>% of children with additional support needs/disabilities who experience a positive destination</p> <p>2017/18: 84.85, 2018/19: 90.85, 2019/20: 84.17, 2020/21: 94.00, 2021/22: 93.04</p>	Ensuring young carers receive the support they need.	8.3 Increase by 20% the number of registered young carers accessing support from the Young Carers service by 2025.	<p>Number of young carers accessing support</p> <p>2022: 135</p>	City wide; Young carers; Early Intervention
<b>Responsible Outcome Improvement Group: Children's Services Board</b>	Ensuring our children with ASN/disabilities and their families receive the support they need	8.4 By 2025, 90% of families with children with an additional support need or disability will indicate that they have access to peer and community support that meets their needs.	Baseline to be established as part of the project.	City wide; Families with children with an additional support need/disability; Early Intervention	NHSG
		8.5 90% of identified multi-agency staff working with children and young people with disabilities will report confidence in identifying and taking action on how harm presents in children with additional support needs/disabilities by 2026.	Baseline to be established as part of the project.	City wide; Multi-agency staff working with children and young people with disabilities; Early Intervention	NHSG
	Improving timely access to support.	8.6 Increase by 20% the number of families of children with autism or awaiting diagnosis accessing support prior to diagnosis and reduce the interval between referral and diagnosis by 2024.	Baseline to be established as part of the project.	City wide; Families of children with autism or awaiting diagnosis; Early Intervention	NHSG

## Local Supporting Strategies

[Aberdeen City National Improvement Framework Action Plan](#)

[Aberdeen Playing Pitch Strategy](#)

[Aberdeen Aquatics Strategy](#)

[Aberdeen Sports Facilities Strategy](#)

[AHSCP Strategic Plan High Level Plan 2022-26](#)

[Children's Services Plan](#)

[Child Poverty Plan](#)

Local [Autism](#) and [Carers](#) Strategies

[Strategy for Active Aberdeen](#)

[Corporate Parenting Plan](#)

[Child Protection Improvement Plan](#)

[Community Learning & Development Plan](#)

[Children's Rights Report](#)

Early Learning & Childcare [Delivery](#) and [Accessibility](#) Plan

# PROSPEROUS PEOPLE (ADULTS)



We want Aberdeen to be a place where everyone can live long and healthy lives. The rising cost of living is a key risk to population health and is likely to increase the existing inequalities in healthy life expectancy, with people from areas with higher deprivation having shorter lives and being more likely to live with poorer health for longer. With people making difficult decisions between heat and food, evidence shows that general physical and mental health will be affected.

There will be long term consequences of the cost of living crisis, many of which are preventable. Mitigating the impacts on people, communities, as well as the inequalities currently experienced, can only be achieved by us working together in partnership and through targeting improvement activity for vulnerable and disadvantaged people, families, and groups. Food, water, clothing, sleep and shelter are the basic human needs for survival but for our most vulnerable people, each day consists of trying to meet these needs. Our improvement activity is focused on supporting the people most vulnerable to harm due to poverty, homelessness, mental health and drugs and alcohol in the short term as well as making changes to our systems to prevent these harms in the future.

## POPULATION NEEDS ASSESSMENT DATA:



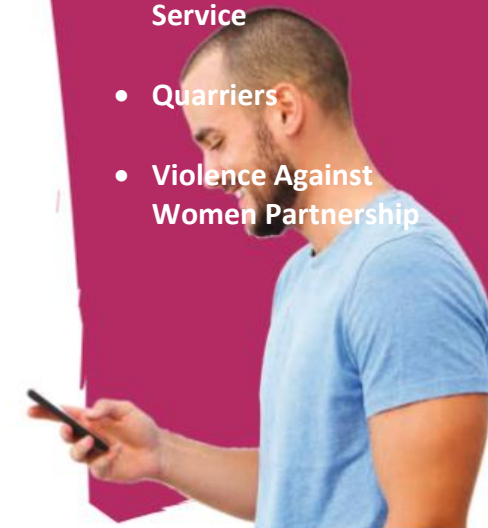
As part of the city's ongoing efforts to enact change and reduce homelessness locally, Aberdeen is delighted to be one of the six flagship locations of Homewards, a five year locally led programme launched by Prince William and The Royal Foundation of the Prince and Princess of Wales. Through Homewards, Aberdeen is being supported over the next five years to create a coalition of committed people and organisations from private, public and voluntary sectors who will work together to create and deliver an action plan, as well as an Innovative Housing Project that aims to unlock homes at scale. The Homewards Aberdeen coalition will work in collaboration with existing programmes and working groups, and will enhance ongoing work rather than duplicate it. It will also be given the space, tools and expertise to focus on preventing homelessness in all its forms, and put Aberdeen on a trajectory to ending it, making it rare, brief and unrepeatable.

Whilst taking a targeted approach to support our most vulnerable communities, we are also ensuring our universal services create a culture in which healthy behaviours are the norm starting with the early years and persisting throughout our lives. We are taking a whole family approach to providing all individuals and communities with the social resources needed to make informed decisions about health and lifestyle. We recognise that information alone is not enough and we need to ensure the right environment is available to facilitate and support people to make the right behavioural choices. Our projects focus on access to affordable healthy food, reducing tobacco smoking and vaping. Evidence shows that there are factors that increase the likelihood of some people using alcohol and drugs and the harm caused to them and their family. Through our improvement activity, we are increasing access to alcohol and drug support for the whole family within their community, including early identification of children requiring preventative support to mitigate the risk of future harm in relation to drug and alcohol use. Each individual's recovery will be unique and their, and their families' voice will be critical to the success of our improvement activity and will be a key part of the shaping of the projects and ensuring a whole system approach.

Through our engagement, our communities have expressed the importance of access to improvements to community health services and support services, as well availability of activities within their communities to stay connected. We need to ensure that people have access, when needed, to the health and support services, at the earliest opportunity and in the setting that enables them to engage. To support this, we have projects focused on increasing uptake of cancer screening of people in our priority neighbourhoods, support for chronic pain management, as well as access to drug and alcohol education and support across a range of settings. We are committed to providing and raising awareness of accessible opportunities to stay well and connected in your community through a range of activities and access to interventions to identify, at an early point, when behaviours could turn to harm.

## LEAD PARTNERS:

- Aberdeen City Council
- Aberdeen City Health & Social Care Partnership
- Aberdeen Council of Voluntary Organisations (ACVO)
- Alcohol and Drugs Action
- NHS Grampian
- Police Scotland
- Homewards Aberdeen Coalition
- Sport Aberdeen
- Scottish Fire & Rescue Service
- Quarriers
- Violence Against Women Partnership



All people in Aberdeen are entitled to live within our community in a manner in which they feel empowered, resilient and safe. People sometimes need others to support their achievement of a full, active, safe citizenship. Through our partnership working, we are seeing increases in diversion out of the justice system, and we are committed to continue to reduce the number of people and communities affected or harmed by crime through an early intervention approach to offending through preventative aims. We recognise that we need to support people who have offended, to turn their behaviour around and become contributors to society. Research shows that maintaining and building upon protective factors such as access to housing, healthcare, employability, financial stability and professional support, such as intervention and access to drug and alcohol support, assists in reducing repeat offending and a return to custody, with all of the associated financial and human costs. We are focussed on identifying all need and developing a whole system approach enabling people to access the support they require at the earliest opportunity and creating opportunities for engagement on the issues which are contributing to reoffending behaviour. Our plans take targeted interventions to reduce the impact of crime on communities, such as hate crimes through improving awareness and expanding Third-Party Reporting Centres. We are taking a whole population approach to changing attitudes and recognising domestic abuse, because we are acutely aware of the unseen and unreported abuse and we are committed to working with partners and communities in making all people feel safe.

## **STRETCH OUTCOMES**

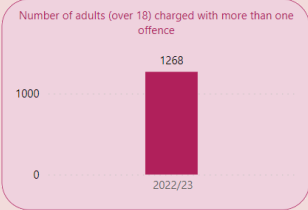


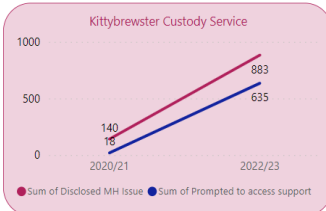

9. 10% fewer adults (over 18) charged with more than one offence by 2026

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

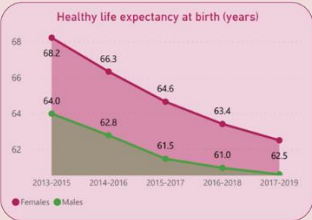
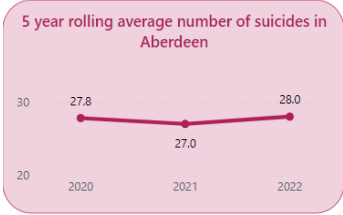
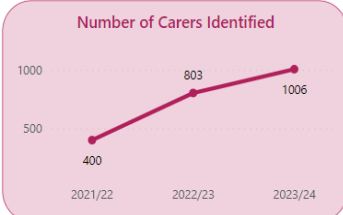
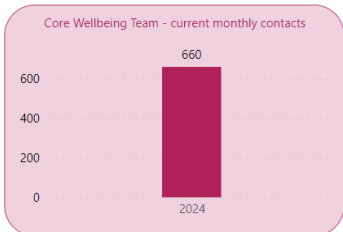

11. Reduce the rate of both alcohol related deaths and drug related deaths by 10% by 2026

12. Reduce homelessness by 10% and youth homelessness by 6% by 2026, ensuring it is rare, brief and non-recurring with a longer term ambition to end homelessness in Aberdeen City.





Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner
<p><b>9. 10% fewer adults (over 18) charged with more than one offence by 2026</b></p>  <p><b>Responsible Outcome Improvement Group:</b> Community Justice Group</p>	<p>Those who are convicted are supported to engage with relevant services and reduce re-offending.</p>	<p>9.1 Increase by 50% number of work able people on orders and leaving prison engaging with employability support by 2026.</p>		<p>City Wide; people on orders and leaving prison; Prevention</p>	<p>Aberdeen City Council /Scottish Prison Service</p>
		<p>9.2 Reduce by 90% the number of people released from prison in to Aberdeen City without suitable accommodation by 2026.</p>		<p>City Wide; people released from prison; Early Intervention</p>	<p>Aberdeen City Council (Housing)</p>
		<p>9.3 Reduce by 10% the number of people entering police custody with additional support needs by 2026.</p>		<p>Kittybrewster Custody Suite; people in police custody; Early Intervention</p>	<p>Police Scotland</p>
		<p>9.4 Increase to 80% the number of community justice clients completing exit questionnaires with 90% of those showing an improvement by 2026.</p>		<p>City Wide; Community Justice clients Prevention</p>	<p>ACHSCP, Justice Social Work</p>
		<p>9.5 80% of individuals in the Justice system that identify to have concerns with their substance use are offered or accessing support by 2026.</p>	<p>To be established as part of the project.</p>	<p>City Wide; people in the justice system requiring substance use support; Response</p>	<p>ACHSCP, Justice Social Work</p>

Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner									
	Taking targeted interventions to reduce the impact of crime on communities.	9.6 80% of multi-agency staff report awareness and understanding of the links between gender equality and gender based violence by 2026.	<p>% of multi-agency staff report awareness and understanding of the links between gender equality and gender based violence</p> <table border="1"> <tr> <th>Year</th> <th>Percentage</th> </tr> <tr> <td>2023</td> <td>0</td> </tr> </table>	Year	Percentage	2023	0	City Wide; multi-agency staff Prevention	Aberdeen City Council / Violence Against Women Partnership (VAWP)					
		Year	Percentage											
		2023	0											
		9.7 85% of people report they have confidence in Community Justice by 2025.	To be established as part of the project.	City Wide; Prevention	Aberdeen Council of Voluntary Organisations (ACVO)									
	9.8 Increase by 10% community confidence to report hate crimes by 2026.	<p>Hate crimes reported to police</p> <table border="1"> <tr> <th>Year</th> <th>Number</th> </tr> <tr> <td>2018/19</td> <td>231</td> </tr> <tr> <td>2019/20</td> <td>305</td> </tr> <tr> <td>2021/22</td> <td>336</td> </tr> <tr> <td>2022/23</td> <td>344</td> </tr> </table>	Year	Number	2018/19	231	2019/20	305	2021/22	336	2022/23	344	City Wide; Early Intervention	GREC
Year	Number													
2018/19	231													
2019/20	305													
2021/22	336													
2022/23	344													
9.9 Reduce by 10% the number of adult anti social behaviour calls to Police Scotland by 2026.	<p>Number of adult anti social behaviour calls to Police Scotland</p> <table border="1"> <tr> <th>Year</th> <th>Number</th> </tr> <tr> <td>2023</td> <td>11809</td> </tr> </table>	Year	Number	2023	11809	City Wide; Early Intervention	Police Scotland							
Year	Number													
2023	11809													
Changing attitudes about domestic abuse in all its forms and ensuring victims receive access to the right support.	9.10 Increase by 15% the reports of domestic abuse to Police Scotland by 2026.	<p>Reports of domestic abuse to Police Scotland</p> <table border="1"> <tr> <th>Year</th> <th>Number</th> </tr> <tr> <td>2018/19</td> <td>2499</td> </tr> <tr> <td>2019/20</td> <td>2566</td> </tr> <tr> <td>2020/21</td> <td>2610</td> </tr> <tr> <td>2021/22</td> <td>2597</td> </tr> </table>	Year	Number	2018/19	2499	2019/20	2566	2020/21	2610	2021/22	2597	City Wide; Early Intervention	Aberdeen City Council / Violence Against Women Partnership (VAWP)
Year	Number													
2018/19	2499													
2019/20	2566													
2020/21	2610													
2021/22	2597													

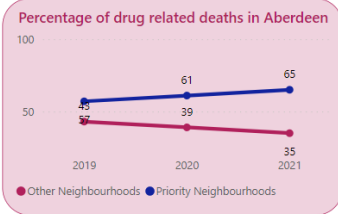
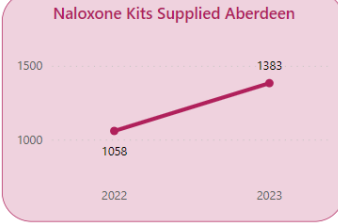

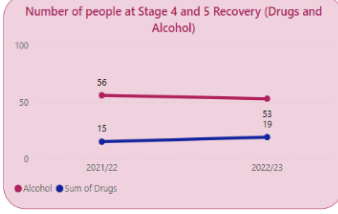
Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner
<p><b>10. Healthy life expectancy (time lived in good health) is five years longer by 2026</b></p>  <p><b>Responsible Outcome Improvement Group:</b> Resilient, Included &amp; Supported Group</p>	Supporting vulnerable and disadvantaged people, families and groups.	10.1 Reduce the 5 year rolling average number of suicides in Aberdeen by at least 5% by 2026.		City Wide; Adults; Prevention	ACHSCP
		10.2 Increase the number of carers identified by 20% by 2025.		City Wide; Unpaid carers; Early Intervention	Quarriers
	Provide individuals and communities with the social resources needed to reduce feelings of loneliness and social isolation.	10.3 Increase by 50% the number of people engaged with Stay Well Stay Connected initiatives by 2025.		City Wide; Over 45s; Prevention	ACHSCP
	Encouraging adoption of healthier lifestyles through a whole family approach.	10.4 To support 50 low-income families in priority neighbourhoods to improve healthy eating behaviours and adopt good life choices to support healthy weight by 2026.		Priority neighbourhoods; Low income families; Prevention	ACHSCP
		10.5 Increase by 5% the number of people living in identified priority neighbourhoods who accept the invitation of cancer screening on the basis of informed consent by 2026.	To be established as part of the project.	Priority neighbourhoods; Prevention	NHSG



Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner				
		10.6 Decrease the number of women who are smoking in pregnancy in the 40% most deprived SIMD by 5% by 2026.	 <p>Number of women who are smoking in pregnancy in the 40% most deprived SIMD</p> <table border="1"> <tr> <th>Year</th> <th>Percentage</th> </tr> <tr> <td>2019/20 - 2021/22</td> <td>23.9%</td> </tr> </table>	Year	Percentage	2019/20 - 2021/22	23.9%	SIMD1; Women in pregnancy; Early Intervention	NHSG
		Year	Percentage						
		2019/20 - 2021/22	23.9%						
10.7 Increase by 20% the number of individuals living with Chronic Pain into self-management and other pathways initiatives to support their conditions by 2026.	To be established as part of the project.	City Wide; People living with chronic pain; Early Intervention	Sport Aberdeen						
10.8 Reduce to 4% the number of 13-18 year olds in regular use of Vaping products by 2026.	 <p>Number of 13-18 year olds in regular use of Vaping products</p> <table border="1"> <tr> <th>Year</th> <th>Percentage</th> </tr> <tr> <td>2022/23</td> <td>5.6%</td> </tr> <tr> <td>2023/24</td> <td>5.6%</td> </tr> </table>	Year	Percentage	2022/23	5.6%	2023/24	5.6%	City Wide; 13-18 year olds; Early Intervention	Aberdeen City Council (Education)
Year	Percentage								
2022/23	5.6%								
2023/24	5.6%								

Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner
<p><b>11. Reduce the rate of both alcohol related deaths and drug related deaths by 10% by 2026.</b></p> <p>Rate of Alcohol and Drug related deaths Aberdeen</p>	<p>Whole family approach to prevention of young people developing alcohol and drug problems</p> <p>Reducing harm, morbidity and mortality caused by alcohol and drugs.</p>	<p>11.1 Reduce the average age from 14 to 12 at which children are identified as requiring preventative support to mitigate the risk of future harm in relation to drug and alcohol use by 2026.</p>		<p>City Wide; Children at risk of future harm in relation to drug and alcohol use; Prevention</p>	<p>Aberdeen City Council (Social Work)</p>
		<p>11.2 Reduce the % of 13-15 year olds reported as using each sub group of drug by 50% and cannabis by 20% by 2026.</p>		<p>City Wide; 13-15 year olds; Prevention</p>	<p>Aberdeen City Council (Education)</p>
		<p>11.3 Decrease the number of women who are drinking in pregnancy in the 40% most deprived SIMD areas by 5% by 2026.</p>		<p>Priority neighbourhoods; Women in pregnancy; Early Intervention</p>	<p>NHSG</p>
		<p>11.4 Increase by 10% the number of individuals who are screened for alcohol consumption and by 10%, year on year, the number of individuals in our priority neighbourhoods receiving alcohol support by 2026.</p>		<p>Priority neighbourhoods; Moderate to hazardous drinkers; Early Intervention</p>	<p>Alcohol and Drugs Action</p>

**Responsible Outcome Improvement Group:**  
Alcohol and Drugs Partnership/  
Children Services

Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner																		
		11.5 Reduce by 20% the number of drug related deaths in our priority neighbourhoods by increasing the distribution of naloxone by 25% year on year by 2026.	<p><b>Percentage of drug related deaths in Aberdeen</b></p>  <table border="1"> <thead> <tr> <th>Year</th> <th>Other Neighbourhoods</th> <th>Priority Neighbourhoods</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>47</td> <td>45</td> </tr> <tr> <td>2020</td> <td>39</td> <td>61</td> </tr> <tr> <td>2021</td> <td>35</td> <td>65</td> </tr> </tbody> </table> <p><b>Naloxone Kits Supplied Aberdeen</b></p>  <table border="1"> <thead> <tr> <th>Year</th> <th>Naloxone Kits Supplied</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>1058</td> </tr> <tr> <td>2023</td> <td>1383</td> </tr> </tbody> </table>	Year	Other Neighbourhoods	Priority Neighbourhoods	2019	47	45	2020	39	61	2021	35	65	Year	Naloxone Kits Supplied	2022	1058	2023	1383	Priority neighbourhoods and people at risk of drug overdose that are not in treatment; Response	ACHSCP
		Year	Other Neighbourhoods	Priority Neighbourhoods																			
		2019	47	45																			
2020	39	61																					
2021	35	65																					
Year	Naloxone Kits Supplied																						
2022	1058																						
2023	1383																						
11.6 80% of people closed from Assertive Outreach as no longer considered at risk by 2026.		<p><b>Percentage of people closed from Assertive Outreach as no longer considered at risk</b></p>  <table border="1"> <thead> <tr> <th>Period</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>1/11/23 - 23/01/24</td> <td>49</td> </tr> </tbody> </table>	Period	Percentage	1/11/23 - 23/01/24	49	City Wide; People with multiple complex needs; Response	ACHSCP															
Period	Percentage																						
1/11/23 - 23/01/24	49																						
Supporting Recovery from alcohol and drug issues.	11.7 Increase by 10% the number of people in active recovery from drug and alcohol by 2025.	<p><b>Number of people at Stage 4 and 5 Recovery (Drugs and Alcohol)</b></p>  <table border="1"> <thead> <tr> <th>Year</th> <th>Alcohol</th> <th>Sum of Drugs</th> </tr> </thead> <tbody> <tr> <td>2021/22</td> <td>56</td> <td>15</td> </tr> <tr> <td>2022/23</td> <td>53</td> <td>19</td> </tr> </tbody> </table>	Year	Alcohol	Sum of Drugs	2021/22	56	15	2022/23	53	19	Priority neighbourhoods; Early Intervention	ACHSCP										
Year	Alcohol	Sum of Drugs																					
2021/22	56	15																					
2022/23	53	19																					

Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner	
<p><b>12. Reduce homelessness by 10% and youth homelessness by 6% by 2026, ensuring it is rare, brief and non-recurring with a longer term ambition to end homelessness in Aberdeen City.</b></p> <p><b>Responsible Outcome Improvement Group:</b> Homelessness Outcome Improvement Group</p>	Reframing perceptions of homelessness.	12.1 Increase % of people who feel more informed about preventing homelessness and % of people who feel able to 'ask and act'.	To be established as part of the project	City Wide Prevention	Homewards Aberdeen Coalition	
		12.2 Improve the effectiveness of an increased number of public, private, third and faith sector organisations contributing to preventing homelessness in Aberdeen.	15 partners (Ending Homelessness Group)	City Wide Prevention	Homewards Aberdeen Coalition	
		12.3 Increase % of decisions which impact on preventing homelessness are informed by and co-produced by people with lived experience.	To be established as part of the project	People with lived experienced of homeless Prevention	Homewards Aberdeen Coalition	
	Universal prevention of homelessness and addressing root-causes	12.4 Integrate housing, employment, employability and mental health support pathways for young people to support prevention of homelessness.	To be established as part of the project	Young people at risk of homelessness Early Intervention	Homewards Aberdeen Coalition	
		12.5 Increase % of housing option assessments undertaken using an integrated, multi-agency, person centred approach.	To be established as part of the project	City Wide Prevention	Homewards Aberdeen Coalition	
		12.6 Reduce the no. of evictions and increase % of people supported to sustain their tenancy across private and social landlords.	To be established as part of the project	Social and private tenants Prevention	Homewards Aberdeen Coalition	
		12.7 Increase no. of families accessing mediation support	To be established as part of the project	Families at risk Early Intervention	Homewards Aberdeen Coalition	
		12.8 Increase education and skills relating to tenancy management and housing rights for young people	To be established as part of the project	Young people Prevention	Homewards Aberdeen Coalition	
		Ensuring adequate supply of housing across all tenures and homes are the right size, type and location	12.9 Increase accessibility to a wider range of housing options to people at risk of homelessness	To be established as part of the project	Social and private tenants Early Intervention	Homewards Aberdeen Coalition

**Note: This stretch outcome is subject to amendment as a result of further work taking place with the Royal Foundation as part of the Homewards Aberdeen Coalition.**

## LOCAL SUPPORTING STRATEGIES

[Aberdeen Alcohol and Drugs Partnership Drugs Strategy](#)

[Aberdeen Playing Pitch Strategy](#)

[Aberdeen Aquatics Strategy](#)

[Aberdeen Sports Facilities Strategy](#)

[AHSCP Strategic Plan High Level Plan 2022-26](#)

[Community Learning & Development Plan](#)

[Children's Services Plan](#)

Local [Autism](#) and [Carers](#) Strategies

[Aberdeen City Local Policing Plan 2023-26](#)

[Local Fire and Rescue Plan 2022-23- Aberdeen City](#)

[Local Housing Strategy](#)

[Strategy for Active Aberdeen](#)

[NHS Grampian's Strategy 2022-2028](#)



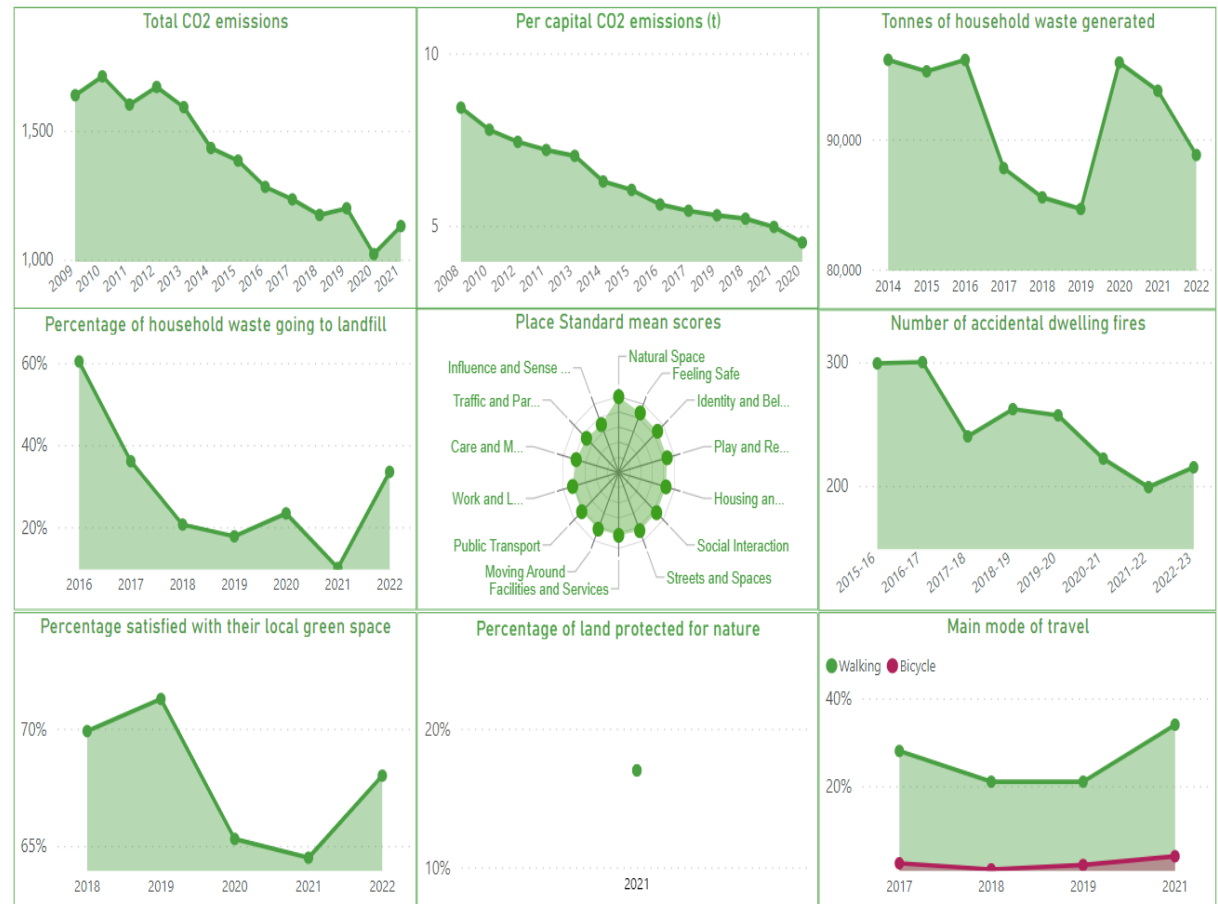
# PROSPEROUS PLACE



The pandemic led to an increased appreciation of nature and the important role it plays in supporting individuals and communities to live in healthy, sustainable ways. The place where we live, both the natural and built environment, plays an integral role in determining the quality of life of people and is vital to improving health; reducing inequality and enabling all people to prosper regardless of where they live in the city. Therefore, while framing our response to these challenges, we continue to have three overarching areas of focus, reducing carbon emissions, increasing sustainable travel and protecting our natural environment.

Research shows that people can benefit from spending time outdoor and the appearance and maintenance of neighbourhoods is a key theme from our public engagement. We are committed to sustaining the increased appreciation for nature and supporting our communities live and have access to sustainable, good quality green and blue space, as well as a well maintained built environment. Our projects are focused on empowering our communities and ensuring good quality natural and built spaces are accessible for all. Through our social prescribing project, where appropriate, people will be prescribed outdoor activities to alleviate their

## POPULATION NEEDS ASSESSMENT DATA:



symptoms. This also supports increased use of community spaces, social contact and community cohesion, all of which were key themes arising from our public engagement.

We have made progress with organisations and individuals already committed to the Climate and Nature Pledge launched in 2022, however we know we need to go further and we will continue to work in partnership with all landowners to achieve a balance of more nature friendly and natural spaces with green space that is safe and accessible for people to enjoy. Our communities and businesses must be engaged and empowered to co-design and deliver the innovative changes required to enable people to lead healthy lives and achieving our national and local environmental targets, such as Net Zero Emissions by 2045.

To reduce carbon emissions and increase climate resilience, our projects will focus on testing innovative ways to adapt and mitigate the effects of climate change. Whilst we have a focus on reducing emissions from our public sector buildings, we recognise the importance of our communities, and the impact that our personal decisions can have on the environment. Therefore, we are committed to empowering our communities to take forward and test initiatives unique to their setting across all our projects. We have supported community resilience, from development of resilience plans through to volunteering opportunities, but we know that there is more to be done.

Increasing sustainable travel continues to be a key priority. Active travel is increasing with nearly 1 in 4 people using bicycle or walking to work or school, and we are committed to sustaining the increase in walking and wheeling. Through our engagement, our communities have expressed the challenges faced with the cost and availability of public transport, in response we have added a new project focused on looking at ways to support people to reduce their use of a car.

### STRETCH OUTCOMES

13. Addressing climate change by reducing Aberdeen's carbon emissions by at least 61% by 2026 and adapting to the impacts of our changing climate.

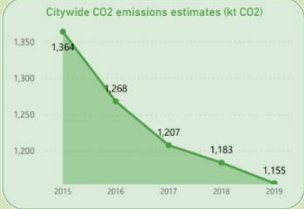
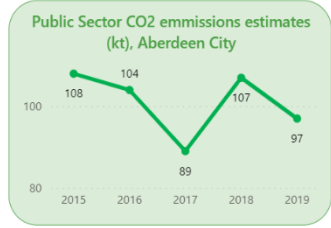
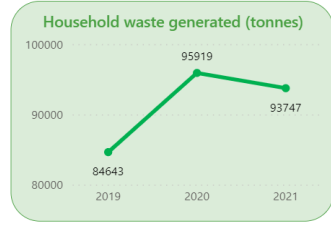
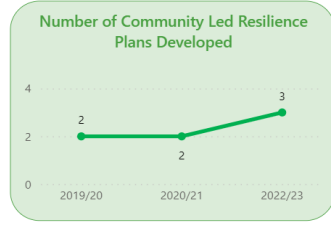
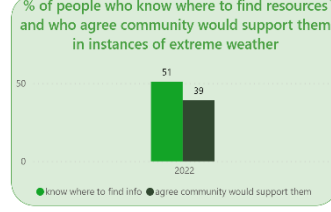
14. Increase sustainable travel: 38% of people walking and 5% of people cycling and wheeling as main mode of travel and a 5% reduction in car miles by 2026.

15. 26% of Aberdeen's area will be protected and/or managed for nature and 60% of people report they feel that spaces and buildings are well cared for by 2026.

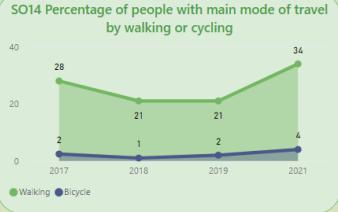
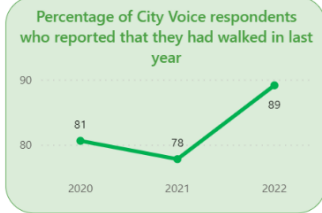
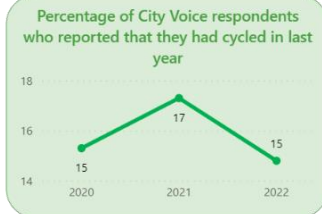
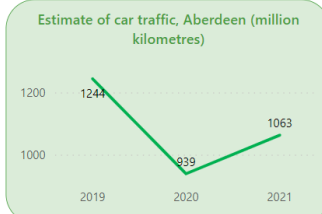
### LEAD PARTNERS:

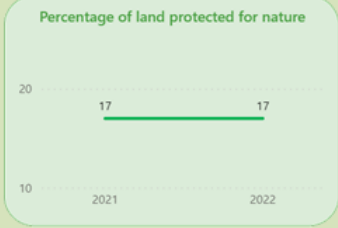
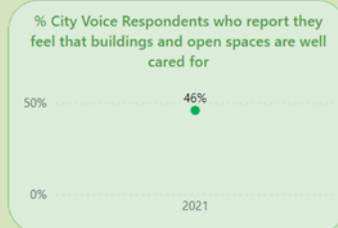


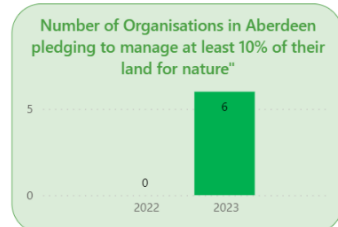

- Aberdeen City Council
- CFINE
- NESCAN
- NESTRANS
- NHS Grampian
- Scottish Fire and Rescue Service



Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner
<p><b>13. Addressing climate change by reducing Aberdeen's carbon emissions by at least 61% by 2026 and adapting to the impacts of our changing climate</b></p>  <p><b>Responsible Outcome Improvement Group: Sustainable City Group</b></p>	<p>Reducing emissions across the city through delivery of Aberdeen's Net Zero Vision &amp; Route-map.</p>	<p>13.1 Reduce public sector carbon emissions by at least 7% by 2026.</p>		<p>Public Sector; City Wide; Response</p>	<p>Aberdeen City Council</p>
		<p>13.2 Reduce the generation of waste in Aberdeen by 8% by 2026.</p>		<p>City Wide; Response</p>	<p>NHSG/CFine</p>
	<p>Contributing to the delivery of Aberdeen Adapts by developing a bottom up approach to community resilience to encourage greater ownership and independent action towards understanding communities' risks from climate change and adapting to them.</p>	<p>13.3 To have Community led resilience plans in place for the most vulnerable areas (6) in the City by 2025 and increase by 10% the % of people who know where to find information and resources to help prepare for severe weather events by 2025.</p>	 	<p>Areas vulnerable to flooding (Deeside – Culter; Bridge of Don and Denmore; Grandhome; The Green and Merchant Quarter; Riverside Drive and Holburn Street and FootDee); Early Intervention</p>	<p>Aberdeen City Council</p>
		<p>13.4 Increase by 20 the number of teams and/or volunteers ready to mobilise in icy weather by 2025.</p>	<p>To be confirmed as part of the project.</p>	<p>Priority Neighbourhoods; Response</p>	<p>NHSG</p>



Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner
<p><b>14. Increase sustainable travel: 38% of people walking; 5% of people cycling and wheeling as main mode of travel and a 5% reduction in car miles by 2026.</b></p>  <p><b>Responsible Outcome Improvement Group: Sustainable City Group</b></p>	<p>Supporting different ways for active travel in everyday journeys, using partners and volunteers to address safety, infrastructure, fitness, well-being and confidence.</p>	<p>14.1 Increase % of people who walk and wheel as one mode of travel by 5% by 2026.</p>		<p>City Wide; Prevention</p>	<p>NHSG</p>
		<p>14.2 Increase % of people who cycle and wheel as one mode of travel by 2% by 2026.</p>		<p>City Wide; Prevention</p>	<p>Nestrans</p>
		<p>14.3 Reduce car kms by 5% by 2026</p>		<p>City Wide; Response</p>	<p>Nestrans</p>

Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner
<p><b>15. 26% of Aberdeen's area will be protected and/or managed for nature and 60% of people report they feel that spaces and buildings are well cared for by 2026.</b></p>   <p><b>Responsible Outcome Improvement Group:</b> Sustainable City Group</p>	<p>Increasing the diversity, quality and use of the Aberdeen's green spaces by facilitating community participation in them to restore nature and increase people's satisfaction, health, and wellbeing.</p>	<p>15.1 Increase to 65% the proportion of people who feel they can regularly experience good quality natural space by 2026.</p>		<p>Priority neighbourhoods; Prevention</p>	<p>Aberdeen City Council</p>
		<p>15.2 100 people to be socially prescribed nature by 2026 to support positive outcomes in relation to their health and wellbeing.</p>		<p>Priority neighbourhoods; Early Intervention</p>	<p>NHSG</p>
		<p>15.3 25% of people report that they understand the importance of nature on both their neighbourhood and individual wellbeing by 2026.</p>	<p>To be established as part of the project.</p>	<p>City Wide; Prevention</p>	<p>Aberdeen City Council</p>
	<p>Increasing the area of public, private and community land managed for nature, in recognition of the <a href="#">nature crisis</a> and in alignment with global and national ambitions to protect 30% of land and 30% of water by 2030 (30-30-30).</p>	<p>15.4 At least 23 organisations across all sectors in Aberdeen pledging to manage at least 10% of their land for nature by 2024 and at least 26% by 2026.</p>		<p>City wide organisations; Prevention</p>	<p>Aberdeen City Council</p>
	<p>Supporting and empowering communities to care for their neighbourhoods to make all feel positive and secure and support their wellbeing.</p>	<p>15.5 Increase by 50% the number of community groups delivering local environmental improvements in their neighbourhoods by 2026.</p>		<p>City Wide; Prevention</p>	<p>NESCAN</p>

## LOCAL SUPPORTING STRATEGIES

[Aberdeen City Waste Strategy 2014-25](#)

[Aberdeen Local Development Plan 2022](#)

[A Climate-Positive City at the Heart of the Global Energy Transition](#)

[Aberdeen Adapts – Aberdeen’s Climate Adaptation Framework](#)

[Core Paths Plan](#)

[Destination Tourism Strategy 2022-2030](#)

[Granite City Growing; a food growing strategy for Aberdeen 2019-24](#)

[Granite City Good Food Plan - Plan of the Sustainable Food City Partnership](#)

[Nestrans Regional Transport Strategy 2013-35](#)

[Net Zero Aberdeen Building and Heating Strategy](#)

[Net Zero Aberdeen Circular Economy Strategy](#)

[Net Zero Aberdeen Energy Supply Strategy](#)

[Local Transport Strategy 2023-30](#)

[Net Zero Aberdeen Mobility Strategy](#)

[Net Zero Aberdeen Natural Environment Strategy](#)

[Net Zero Routemap for the City](#)

[North East Flood Risk Management Strategy](#)

[Open Space Strategy](#)

[Regional Hydrogen Strategy](#)

[Regional Spatial Strategy](#)

[Tree and Woodland Strategy](#)



# COMMUNITY EMPOWERMENT



Community empowerment places a focus on enabling and building strong personal and community resilience, where people have as much control over their lives as possible. It creates the conditions for individuals to come together and work together as a local community to influence and action improvements to their local environment.

Our ambition is for all communities to become equal community planning partners. As a partnership we appreciate, understand and value the vital role that communities must play in improving outcomes for Aberdeen and we want to build on our existing community relationships and to engage all people and community groups.

We know that power inequalities have and continue to exist. Historically, some groups have faced discrimination and disadvantage, and this continues to have an impact today. We want to encourage all individuals, regardless of their background and circumstances, who have available time, resources and capacity to be active in their community. To ensure that all people can participate, and are treated equally, we must consider and address these inequalities.

## POPULATION NEEDS ASSESSMENT DATA:



There is a common belief that the current way of planning and delivering public services is too top down, with not enough control and power sitting with communities. Our aim is to build the capacity of communities and staff to come together and work together to make changes for the better. Communities have expressed that they want more opportunities to get involved in decision making and they want to be consulted more. How and when we are engaging our communities, as well as the outcome of the engagements were also raised as key areas for improvement.

We are committed to addressing the issues raised by increasing awareness of the opportunities that there are for participating in local planning and decision making and through creating the conditions for individuals to come together and work together as a local community to influence and action improvements to their local environment. By increasing our people’s ability and freedom to choose to participate in decisions that help change things for the better, as well as increasing their empowerment and supporting better decision making, it benefits the individual and the community because it creates strong social relationships and builds collective power.

The metaphor of a ladder is used to represent the interactions between Community Planning partners and all people. The top rung of the ladder represents self determination, where activities and decisions are made independently by people in their communities. The further down the ladder, the less influence the community has over decisions. Whilst the aim is to climb the ladder, it is important to recognise that all rungs can be appropriate depending on the context. The ladder rungs represent levels of engagement, not steps.

**STRETCH OUTCOME**


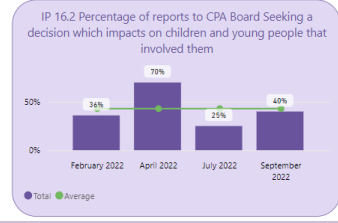
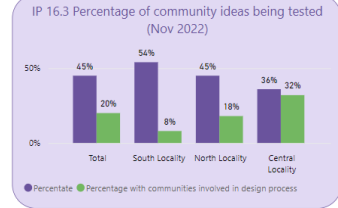

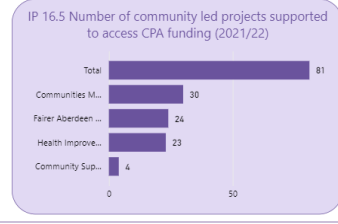
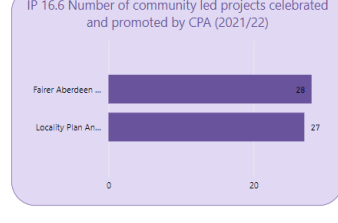
50% of people report they feel able to participate in decisions that help change things for the better by 2026.



**LEAD PARTNERS:**

- Aberdeen City Council
- Aberdeen City Health & Social Care Partnership
- Aberdeen Council of Voluntary Organisations (ACVO)
- NHS Grampian
- Station House Media Unit (SHMU)
- Grampian Regional Equality Council
- Aberdeen Health Determinants Research Collaborative



Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner																		
<p><b>16. 50% of people report they feel able to participate in decisions that help change things for the better by 2026</b></p>  <p>Percentage of respondents who scored 5 and above to feeling able to participate in decisions that help change things for the better</p> <p>2021: 24</p>	<p>Conditions for collaboration enable delivery of shared objectives and a focus on action rather than hierarchy</p>	<p>16.1 100% of decisions which impact on children and young people are informed by them by 2026.</p>	<p>IP 16.2 Percentage of reports to CPA Board Seeking a decision which impacts on children and young people that involved them</p>  <table border="1"> <caption>IP 16.2 Data</caption> <thead> <tr> <th>Month</th> <th>Total (%)</th> <th>Average (%)</th> </tr> </thead> <tbody> <tr> <td>February 2022</td> <td>34%</td> <td>34%</td> </tr> <tr> <td>April 2022</td> <td>70%</td> <td>34%</td> </tr> <tr> <td>July 2022</td> <td>25%</td> <td>34%</td> </tr> <tr> <td>September 2022</td> <td>40%</td> <td>34%</td> </tr> </tbody> </table>	Month	Total (%)	Average (%)	February 2022	34%	34%	April 2022	70%	34%	July 2022	25%	34%	September 2022	40%	34%	Children and Young People; Prevention	Aberdeen City Council			
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<p>16.2 Increase the number of community ideas identified within locality plans being tested by CPA and partners where communities are involved in the design process to at least 50% by 2026.</p>	<p>IP 16.3 Percentage of community ideas being tested (Nov 2022)</p>  <table border="1"> <caption>IP 16.3 Data</caption> <thead> <tr> <th>Category</th> <th>Percentage (%)</th> <th>Percentage with communities involved (%)</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>45%</td> <td>20%</td> </tr> <tr> <td>South Locality</td> <td>54%</td> <td>8%</td> </tr> <tr> <td>North Locality</td> <td>45%</td> <td>18%</td> </tr> <tr> <td>Central Locality</td> <td>36%</td> <td>32%</td> </tr> </tbody> </table>	Category	Percentage (%)	Percentage with communities involved (%)	Total	45%	20%	South Locality	54%	8%	North Locality	45%	18%	Central Locality	36%	32%	City Wide; Prevention	Aberdeen City Council					
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<p>16.3 Increase the number and diversity of community members participating in community planning at a meaningful level (Rung 5 and above) by 100% by 2025.</p>	<p>IP 16.4 Number of community members participating in Community Planning (Nov 2022)</p>  <table border="1"> <caption>IP 16.4 Data</caption> <thead> <tr> <th>Program</th> <th>Number of Members</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>3812</td> </tr> <tr> <td>Citizens Simulator</td> <td>2642</td> </tr> <tr> <td>City Voice Panelist</td> <td>765</td> </tr> <tr> <td>Community Empowerment</td> <td>44</td> </tr> <tr> <td>Locality Empowerment</td> <td>59</td> </tr> <tr> <td>Fairer Aberdeen Panelist</td> <td>28</td> </tr> <tr> <td>Community Connect</td> <td>26</td> </tr> <tr> <td>Inequality Neighbourhood</td> <td>19</td> </tr> <tr> <td>Fairer Aberdeen Board</td> <td>9</td> </tr> </tbody> </table>	Program	Number of Members	Total	3812	Citizens Simulator	2642	City Voice Panelist	765	Community Empowerment	44	Locality Empowerment	59	Fairer Aberdeen Panelist	28	Community Connect	26	Inequality Neighbourhood	19	Fairer Aberdeen Board	9	City Wide; Prevention	Aberdeen City Council / Aberdeen City Health and Social Care Partnership
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<p>16.4 10% increase in amount of funding distributed by local funders across Aberdeen City using non-traditional methods by 2026.</p>	<p>IP 16.5 Number of community led projects supported to access CPA funding (2021/22)</p>  <table border="1"> <caption>IP 16.5 Data</caption> <thead> <tr> <th>Category</th> <th>Number of Projects</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>81</td> </tr> <tr> <td>Communities M...</td> <td>30</td> </tr> <tr> <td>Fairer Aberdeen ...</td> <td>24</td> </tr> <tr> <td>Health Improve...</td> <td>23</td> </tr> <tr> <td>Community Sup...</td> <td>4</td> </tr> </tbody> </table>	Category	Number of Projects	Total	81	Communities M...	30	Fairer Aberdeen ...	24	Health Improve...	23	Community Sup...	4	City Wide; Prevention	Aberdeen Council of Voluntary Organisations (ACVO)								
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<p>16.5 Increase the number of community led projects promoted and celebrated across the City, and increase by 20% the proportion of policy and decision makers who feel they have a good awareness of community-led initiatives in the City by 2025.</p>	<p>IP 16.6 Number of community led projects celebrated and promoted by CPA (2021/22)</p>  <table border="1"> <caption>IP 16.6 Data</caption> <thead> <tr> <th>Category</th> <th>Number of Projects</th> </tr> </thead> <tbody> <tr> <td>Fairer Aberdeen ...</td> <td>28</td> </tr> <tr> <td>Locality Plan An...</td> <td>27</td> </tr> </tbody> </table>	Category	Number of Projects	Fairer Aberdeen ...	28	Locality Plan An...	27	City Wide; Prevention	Station House Media Unit (SHMU)														
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Stretch Outcome	Key Drivers	Improvement Project Aim	Baseline Trend Data	Target Population/ Intervention Tier	Lead Partner								
	Capacity building to support people and communities to work together.	16.6 Increase the number of people (staff and communities) who state that they have the skills, tools and support they need to work together to make improvements in the community to 50% by 2025.	<p>IP 16.7 Percentage of respondents to locality planning survey agreeing that an empowerment toolkit should be co-produced with communities (Nov 2020)</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>84%</td> </tr> <tr> <td>Don't know</td> <td>8%</td> </tr> <tr> <td>No</td> <td>8%</td> </tr> </tbody> </table>	Response	Percentage	Yes	84%	Don't know	8%	No	8%	City Wide; Prevention	NHS Grampian/ Grampian Engagement Network
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## LOCAL SUPPORTING STRATEGIES

[Community Empowerment Strategy 2023-26](#)

[Net Zero Aberdeen Empowerment Strategy](#)

[North Locality Plan 2021-26](#)

[South Locality Plan 2021-26](#)

[Central Locality Plan 2021-26](#)



# HOW WE WILL ACHIEVE OUR OUTCOMES?



## By Working Together

Demand for our services are increasing throughout the city, this continues to stretch the public sector, meaning that much provision is diverted to crisis response. It is difficult therefore as individual organisation to provide **early intervention and prevention**.

This is an issue that we all share and the LOIP represents an opportunity for greater joint effort, in order to work towards **early intervention and prevention**; working in partnership we can better help each other to improve outcomes for people. For example, we can develop shared, whole and targeted population campaigns on issues within the LOIP to bolster our improvement efforts. This **whole systems** and **whole family approach** to our **shared leadership** and increasingly closer delivery means that we can capitalise on the knowledge, skills and tools used across the workforce and communities to meet the needs of changing circumstances.

We already have a shared approach to Quality Improvement which is being used by our multi-agency Outcome Improvement Groups to take forward the LOIP improvement projects. We will encourage further **learning and working together** to continue to build a shared approach to delivering real improvement.

We will work across the CPA, with the Health Research Determinants Collaborative to build on our shared intelligence and research, bringing together our understanding of the needs and data across partners. This will involve sharing our data, understanding the full picture of our population, analysing and understanding demand more fully. Through regular review and scrutiny we will be able to quickly determine and adapt our services and solutions as we progress to meet changing need.

It is essential to the future of the city that our workforce and people have the skills to thrive, can **exploit digital technologies** and can interact using modern tools and platforms in order to ensure that we can more effectively redirect our resources. Our data will become an enabler, supporting and driving the re-design of customer focused services responding to evolving needs and the growing opportunities of digital technologies.

Achieving the ambition of our LOIP is going to require a movement to embed the LOIP across all partners. This will mean the LOIP running through individual partners planning and into individual team and staff objectives. This will be the judgement of real time and skills being deployed to deliver our shared strategy.



Community Planning Aberdeen is the only strategic forum where partners in Aberdeen are able to jointly plan how to deploy **collective resources** to achieve the agreed priorities set out in the Local Outcome Improvement Plan (LOIP). CPA continues to develop its approach to joint resourcing to ensure the LOIP is the focal point for the planning and deployment of resources

To fulfil the LOIP ambition we are going to need to marshal our forces and work together to focus on the right improvement projects. This is going to require a different approach to resource management and a greater sharing of **capability and capacity**.

### **By Working With Our Communities**

Effective engagement with people and communities about how local services are planned and delivered will be integral to how we deliver our plan. Our **Community Empowerment, Engagement and Participation** Strategy ensures we are united in our approach to work with people to help them achieve their aspiration for their communities.

We are committed to becoming a **City of Learning** means capitalising on the vast opportunities, resources and potential for enabling people to learn and develop themselves in ways that meet their needs, interests and ambitions. In this way they can participate more fully in their own lives and in the life of the City to help their families and communities prosper.

It is by focussing on geographies and communities of interest most in need to build **community resilience** that we will achieve better outcomes across our whole city. Our improvement work will be targeted to support these communities initially so we can learn what works for our most vulnerable people before we scale up and spread across the City.

We already have made significant progress through our three priority neighbourhoods. The focus on these areas will continue to be vital because of their levels of need as demonstrated in our **Population Needs Assessment**. What will be different is the way we wrap services around these areas and build even stronger and more resilient communities.

People can also face barriers because of their race, gender, age, disability, sexual orientation, religion or belief. In delivering this plan, the Partnership will seek to tackle inequality in the city and within individual communities in whatever form it manifests itself, through clear and coordinated approaches. This includes **tackling stigma** in all its forms by working in partnership to take forward behavioural campaigns and explore other ways of promoting positive change in people's attitudes. We need to do this in partnership with local media outlets.

### **By Working With the Private Sector**

Greater opportunities for **Private Sector involvement** in the Local Outcome Improvement Plan will allow perspectives and experiences from this sector to be more widely utilised than they have perhaps previously. Whatever methods used to involve the private sector, the objectives for their involvement in Community Planning Partnerships should be mutually supporting - to ensure that businesses fully contribute to the well-being of local communities and, in turn, that the conditions exist for business to thrive and develop in that community thus benefiting the whole community.

# OUR GOLDEN PYRAMID



Our golden pyramid depicts our determination to ensure that Community Planning Aberdeen works together as a whole to enable and empower local people, communities and partnerships to be the makers of their own improved outcomes.

Of topmost importance is the realisation of local partnerships forged by local people and local communities. We are committed to working with people in their ‘places’ – their homes, their streets and their neighbourhoods to support them to plan, resource and deliver community led approaches which will deliver improved local outcomes at a community and city-wide level.

Each of the Community Planning Partners plan the delivery of their services in a range of ways. For example, by Police division, Council function, NHS Boards and Scottish Fire and Rescue Service hubs. As partners we accept these differences in delivery structures, but are united in our commitment to working together and with local people to achieve improved outcomes.

This Local Outcome Improvement Plan (LOIP) represents our ambitions city wide, but is very much grounded in the needs of our most disadvantaged communities. It is by working with these communities to take forward our improvement activity that we will learn how we can change, how we can improve and how we can scale up and spread what works. That is how we will make the difference in Aberdeen and achieve our vision of a Place where all people can indeed prosper.



# ACCOUNTABILITY STRUCTURE



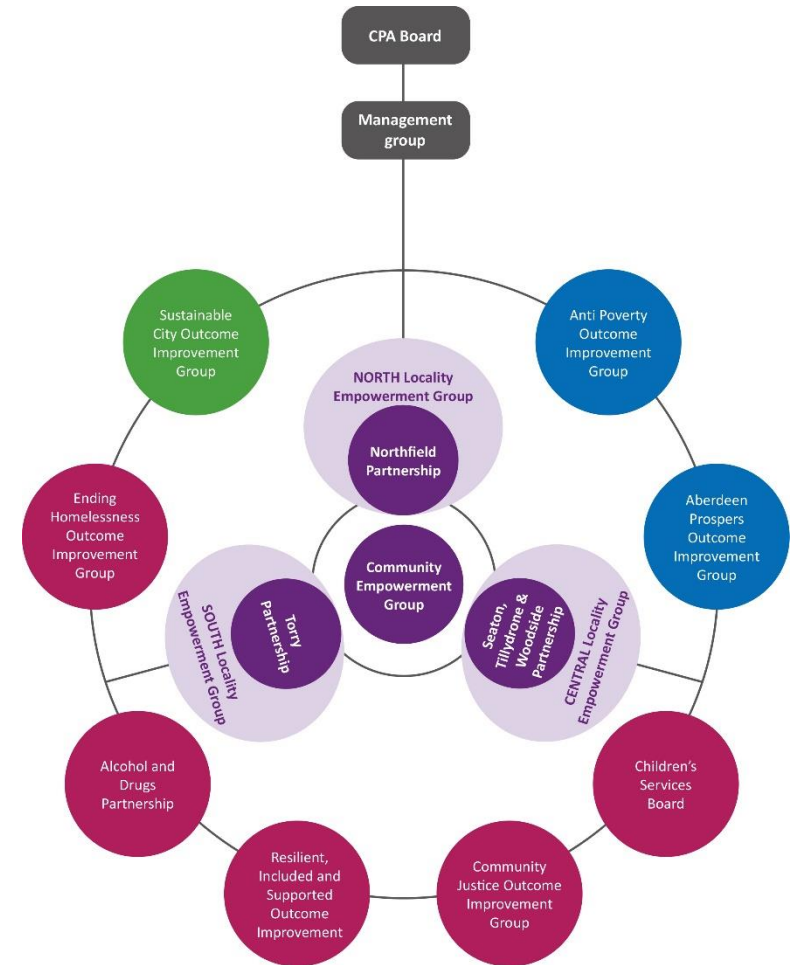
## Community Planning Aberdeen Accountability Structure

The CPA Board provides strategic leadership and direction for Community Planning across Aberdeen. It will scrutinise overall delivery of progress against this Local Outcome Improvement Plan (LOIP) and the underpinning Locality Plans to ensure improved outcomes across all areas of Aberdeen.

The CPA Management Group is accountable to the CPA Board and oversees the delivery of progress by our seven themed Outcome Improvement Groups (OIG). The Anti-Poverty Group is a new addition to the structure, ensuring that the Partnership takes action to alleviate the consequences of poverty in the short term as well as prevent future poverty through the work of all of the OIGs together.

The Outcome Improvement Groups facilitate effective joint working across Community Planning partners and with communities to ensure delivery of the LOIP and locality plans remain on track, and to advise the CPA Board of any additional action required to overcome barriers.

The Community Empowerment Group works with the Locality Empowerment Groups and Priority Neighbourhood Partnerships oversee the delivery of Locality Plans with communities to ensure equality of outcomes being achieved across the City.

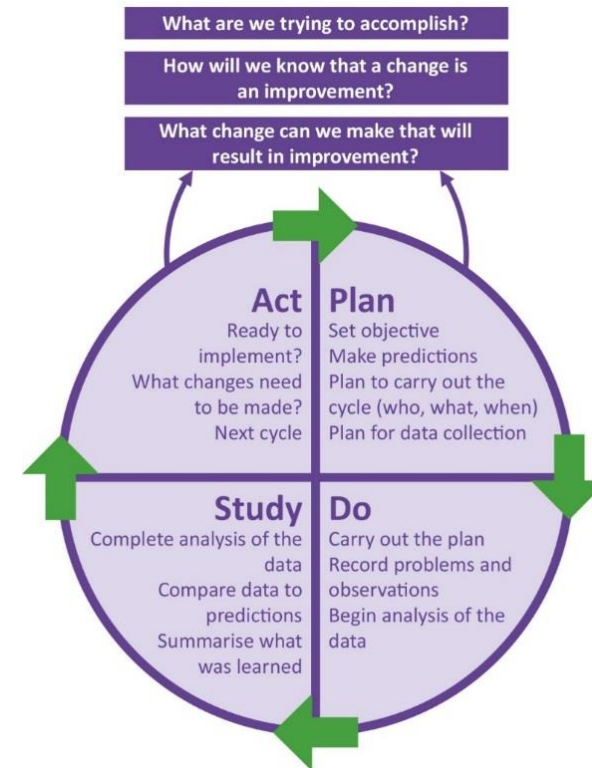


## Improvement and Innovation

CPA will use Quality Improvement (QI) and the Model for Improvement framework for driving improvement activity across the Partnership. The provides us with a systematic approach to improvement which focuses on doing things better at the system level. It can be used for any area of business and is designed to break down change into manageable chunks. Each change idea is tested to make sure that actions taken are leading to improvement. Designed by the Institute of Health Improvement (IHI), this approach is used widely across Scotland as part of the [3 Step Improvement Framework for Scotland's Public Services.](#)

In line with the methodology, initiation of every improvement project listed in this LOIP commence on approval of a project charter. The project charter sets out specifically what we are trying to achieve, by how much and by when. It includes the business case for undertaking the improvement project, drawing on national research to evidence how it supports prevention and early intervention to maximise the use of future resources. Using data is an essential component of the methodology and charters outline the range of process, output and outcome indicators which will be used to assess performance improvement.

To support staff to use the improvement methodology we have developed a comprehensive 'Innovate and Improve' programme to build capacity and capability in QI and the Model for Improvement across our Partnership and Communities. The programme is led by an Improvement Faculty consisting of members from across the Partnership who are committed to sharing their knowledge and expertise in Quality Improvement.



## Evaluation and performance management

Ultimately, improving outcomes will be the test of our success. We have included a carefully chosen list of improvement measures and aims within this document. However, in some areas, for example the early years work, the results may take up to five years to demonstrate success in achieving longer term significant outcomes. It is therefore critical that we use evidence based self-evaluation to ensure we are measuring the impact and outcomes we are having in taking forward this plan. As part of our performance management arrangements we will produce an annual performance report detailing progress against this plan.

# CHANGE LOG



This change log provides record of all approved changes made to the Local Outcome Improvement Plan following approval of the original document by the Community Planning Aberdeen Board on 22 August 2016. Significant changes to the LOIP require approval by the CPA Board prior to incorporating into the document. The latest versions of the LOIP is available online at <https://communityplanningaberdeen.org.uk/aberdeen-city-local-outcome-improvement-plan-2016-26/>.

Version	Changes	Page Number	Approved By	Date
1	Local Outcome Improvement Plan.	1-34 and 42-61	CPA Board	22 August 2016
2	People are resilient, included and supported when in need section added.	35-41	CPA Board	12 December 2016
	Updated governance and accountability structure following approval of the Final Report for the Review of CPA Infrastructure.	59	CPA Board	12 December 2016
3	Priority community justice drivers incorporated into People are resilient, included and supported when in need section.	35-41	CPA Board	24 April 2017
4	Amendments as proposed in <a href="#">2016/17 Annual Outcome Improvement Report</a> pages 81-82.	16-59	CPA Board	4 December 2017
5	Refresh of Local Outcome Improvement Plan 2016-26 following revised Population Needs Assessment 2018. The refresh introduces 15 new Stretch Outcomes which clearly quantify the scale of Partnership's ambition to address key issues. The refresh also includes the specific improvement project aims that Outcome Improvement Groups will be working towards in an effort to achieve our stretch outcomes. The Board was asked to approve these projects based on their confidence that these are the projects that will yield improved outcomes and scalable results.	1-55	CPA Board	26 February 2019
6	Removal of Improvement Project Aim 'Increase the number of 27-30 month reviews completed for eligible children by 5.2% by 2021' further to the decision of the CPA Board that this is a single system improvement project.	20	CPA Board	2 December 2019
	Improvement Project Aim 'Increase the number of people with autism who are supported to be in education, employment or training by 2021' amended to 'Increase the number of autistic people aged 16 to 25 who are supported into employment by 2021.'	38	CPA Board	2 December 2019
7	Improvement Project Aim 'Increase the number of Digital and ICT SVQ level 4 qualifications achieved by 10% by 2021.' amended to 'Increase the number of people within Aberdeen City qualified with ICT and Digital skills at SCQF Levels 7 and 8 by 10% by 2024.'	15	CPA Board	26 February 2020
	Improvement Project Aim 'Increase the number of distress brief intervention opportunities for people with mental health issues by 10% by 2021' amended to 'Increase the number of Distress Brief	38	CPA Board	26 February 2020

Version	Changes	Page Number	Approved By	Date
	Interventions opportunities for people presenting to frontline services in distress by 10% by 2021.'			
8	Removal of Improvement Project Aim "Increase in the MMR vaccine uptake for children at 24 months by 3.9% by 2020. "	19	CPA Board	16 September 2020
9	Refresh of Local Outcome Improvement Plan 2016-26 following revised <a href="#">Population Needs Assessment 2021</a> . The refresh takes place within the context of the Covid-19 pandemic. Key changes include: an increased focus on poverty through new Stretch Outcome 1, new stretch outcome 15 to enhance the natural environment, contraction of improvement projects from 120 to 75 to sharpen focus and inclusion of lead partner, baseline data and target population.	1-49	CPA Board	7 July 2021
10	Improvement Project Aim 'Improve the overall impact of partnership wide community benefits by increasing the number of projects which involve community co-design activities from 0 to 5 by December 2023.' Amended to 'Increase the number of responsible businesses working with Community Planning Aberdeen through Community Benefits and CSR activity by 200% by 2023.'	15	CPA Board	15 September 2021
11	Removal of Improvement Project Aim "The number of children and young people with an eating disorder who are identified within 3 months of onset is increased by 50% by 2023."	20	CPA Board	15 February 2023
12	Replacement of Stretch Outcome 4-9 with Stretch outcome 4-9 as contained in the revised Children's Services Strategic Plan 2023-26 approved by the CPA Board on 19 April 2023	18-25	CPA Board	19 April 2023



# ENDORSEMENTS



This document is endorsed by the following Community Planning Partners:



Aberdeen City Health & Social Care Partnership  
*A caring partnership*



Scottish Enterprise



SCOTTISH  
FIRE AND RESCUE SERVICE  
Working together for a safer Scotland



Skills  
Development  
Scotland



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