

## Appendix 4

### All Recommendations and Responses

**Priority Key** High: Urgent/ legally mandated/ significant positive impact **Medium:** Important **Low:** Minimal impact expected/ already in place

No.	Category	Theme	Recommendation	Current Position	Proposed Improvement Action	Timescale	Priority Level (High, Med, Low)	Financial Implications
1	Continue	Child Care	continue to support third sector childcare providers with more affordable rents/ concessionary models	Approaches from third sector groups to provide school age child care are considered where there is available space. Any childcare providers operating in Aberdeen City Council buildings receive a subsidised let to reduce outgoings. This subsidised cost includes janitorial and cleaning provision. This is reviewed regularly as part of updates to the School Age Childcare Policy.	This work is ongoing as part of our remit and will be reviewed as part of updates to School Age Childcare Policy.	Ongoing	Low	No immediate financial impact
2	Continue	Child Care	continue to build on the success of the flexible childcare model being implemented at Cummings Park Nursery and Tillydrone Nursery.	The flexible models at both Tillydrone and Cummings Park were established with Scottish Government funding to extend the provision of Early Learning and Childcare to 1140 hours. The provision of statutory Early Learning and Childcare is monitored and reviewed annually. We gather the views of parents and carers annually to ensure that our offer matches the demand and that we have the right balance and mix of Local Authority and Funded Provider Early Learning and Childcare provision.	We will continue to gather the views of current and future parents to ensure the services we provide are agile enough to meet needs. Consider utilising a concessionary model if/when there is funding to further extend the provision of Early Learning and Childcare. Offer the ability to purchase additional hours of Early Learning and Childcare in some settings where capacity allows.	Review annually	Medium	No immediate financial impact
3	Continue	Child Care	continue to monitor the cost of the school day on a regular basis to identify how families can be supported with this.	We have taken steps to remove all costs relating to participation in core curriculum subjects for all learners in our schools. Schools monitor other costs to ensure that any parental contributions are manageable and that parents are given prior notice of any costs. Schools provide support for items such as school trips, uniforms, and learning materials for use at home. Families are regularly informed about Free School Meals and School Clothing Grants, with information sent out through the Support for Families booklet three times per year to ensure no eligible family misses out.	The Education Service will continue to monitor the cost of the school day and share best practice through our established Equity Network. The Education Service will continue to share targeted information with parents and carers to help them access their full entitlements by helping fund access to Money Advisors in schools.	Ongoing	Low	None

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6	Consider	Child Care	how business support grants could be used to encourage people into childminding. At present grants of £3000 are provided to those who take on business premises. The criteria for this could be amended to support those setting up childminding businesses with support from Business Gateway or the Scottish Childminding Association (SCMA).	<p>We are promoting the National Childminding Recruitment programme - with support, training and start-up support.</p> <p>We held a Childminding Discovery Session on 3 September 2025 to promote childminding as a career and to find out about becoming a childminder in Aberdeen.</p>	<p>We will monitor number of childminders recruited as part of National Childminding Recruitment programme and in line with Aberdeen City ELC Delivery Plan 2024-26</p> <p>The Scottish Childminding Association digital campaign launched in June 2025 to promote childminding. There is specific content for Aberdeen. Specific page and content has been created for Aberdeen City.</p> <p>We are establishing a Family and Friends Referral Scheme is to encourage existing childminders to promote childminding as a career and encourage their family and friends to consider it.</p> <p>Quarterly meetings with Aberdeen City Council Early Years Team to monitor progress and identify issues/risks.</p>	Ongoing	High	No immediate financial impact
7	Consider	Child Care	ensuring employees who are kinship carers can access paid leave and flexible working to support a child/young person moving into their care.	<p>Employees who are kinship carers can access the following:</p> <p>Parental Leave: Up to 18 weeks unpaid leave per child (including adopted children) until their 18th birthday. Requires 1 year of continuous service.</p> <p>Carers Leave: One week of unpaid flexible leave per year for those caring for a dependent with long-term needs. Available from day one of employment.</p> <p>Flexible Working: Employees may submit up to two formal requests per year, including reduced hours (temporary or permanent), under the Flexible Working Policy approved in January 2025.</p>	<p>We will review our offer to kinship carers as part of the Family Friendly Project.</p> <p>Flexible working has recently been updated and approved and is referred to in the Family Friendly Policy and suite of associated guidance.</p>	Family Friendly Project reporting to Committee in February 2026	Medium	Costs will be managed within existing budgets.

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8	Consider	Child Care	extending free travel to parents of children who need accompanied to school on public transport.	Free bus travel is a national scheme with policy and legislation set by Transport Scotland. This recommendation is for Aberdeen City Council to look at a local scheme.	We will explore the data we hold on school-aged children and their families to determine whether we can identify pupils who may require additional support with bus travel to school, focusing on children in low-income households who are not entitled to school transport. The first step will be to assess whether we hold the necessary data to carry out this analysis. If the data is available, we will estimate how many children and families may benefit from assistance with bus travel costs and consider the most effective way to deliver this support.	Data exploration and analysis by December 2025  6 - 12 months for a 'local' solution.  12-24 months for a solution via the national infrastructure.	Medium.	No immediate financial impact
14	Do	Child Care	run a campaign highlighting the benefits of flexible working to employers and review its own provision	Flexible Working - the Flexible Working Policy and Guidance was approved at Staff Governance Committee in January 2025. The review and updates were in response to the rapid changes brought about by COVID19 which saw everyone adapting to new ways of working back in March 2020. The new Policy and updated Guidance ensured compliance with updated Flexible Working legislation and introduced 2 workstyles, Hybrid Worker and Fixed Location Worker and introduced an ethos of wider flexibility which goes beyond the statutory entitlement.  We promote Flexible Working on My Job Scotland and within various council guidance such as the Family Friendly Policy.  We don't currently report on requests to flexible working and those that have been approved and those that have not been approved.  The Employee Experience Survey show that the impact of Flexible Working has been perceived by staff to be positive and overall hybrid working and increased flexibility is seen as highly positive for employees and the organisation, where roles allow for it. 72% of respondents stated that the feel flexibility supports Equality, Diversity and Inclusion across the organisation and 85% of respondents agree that hybrid working helps their work/life balance.	The Flexible Working Policy and Guidance will be reviewed in February 2027. We will gather information and feedback from services on what has worked well and also areas to consider for change/improvement. We aim to build some case studies and expand our FAQs.  When promoting the Council as an employer of choice we will continue to promote flexible working on My Job Scotland, Social Media posts, careers fairs etc.  Review data recording of flexible working requests. This data is not currently recorded on CoreHR but will be considered as part of data recording as part of the D365 project.  We will examine ABZ Works running a campaign encouraging employers to embed flexible working practices.  Aberdeen City Council is taking part in Business in the Community's In-Work Poverty Lab. Over the course of this year-long project, Aberdeen City Council will develop an action plan designed to tackle in-work poverty among council employees at risk of experiencing this problem.	February 2027  Ongoing  To be confirmed in line with D365 implementation  To be confirmed  September 2026	Low  Low  Medium  Medium  Low	No  No  None - D365 is being implemented and this will form part of reporting requirements  A campaign targeting employers in the city would require £20,000. £40,316.22 could be used to create an employer engagement post within ABZ Works
15	Do	Child Care	ensure health visitors are aware of and able to refer families for Eligible 2 childcare	This approach is in place and many referrals come directly from Health Visitors. There is positive partnership working via Best Start in Life Outcome Group and regular communication.	We will continue to publicise and promote Eligible 2s provision to increase uptake.	Ongoing	Low	None

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16	Do	Child Care	provide alternative booking options beyond online, i.e. in-person/ by telephone	We offer support for those without digital access.	We will look into alternative to online bookings for future iterations of Spring, Summer and Autumn in the City.	January 2026	Low	None
17	Do	Child Care	undertake a mapping of childcare provision for disabled children (0-18) across the City to identify any gaps and develop a plan for addressing these gaps.	Aberdeen City Council offers School Age Childcare for Children with Additional Support Needs after school and during school holidays at Mile End School and at Orchard Brae School for those with more complex needs. There is growing demand for this type of provision and the offer at Orchard Brae was established to go some way to meeting this.	The Education Service will undertake a review of the childminders open to undertake child care for those with additional support needs and ensure the map is kept up to date on an annual basis.	Ongoing	Medium	None
18	Do	Child Care	provide clear accessible information about the childcare support available for families with disabled children.	Childcare support is available through the Aberdeen City Council website. Locally, schools promote childcare services that run in their area to parents at the point of enrolment. Childcare sessions are available during holiday periods and these are shared through the website, as are Easter, Autumn and Summer of Play promotional materials.	Information on the website has been reviewed and improvements are being made as the Council transitions to a new website.	To be confirmed	Medium	None

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19	Do	Child Care	develop early intervention approaches to address school refusal linked to mental health issues.	Approaches and strategies for supporting Emotionally Based School Non Attendance are shared through the universal professional learning offer from our Educational Psychologists. Their Emotionally Based School Non-Attendance offer is comprised of digital training that school and staff groups can access at times that is convenient for them, this followed up by at least two coaching implementation sessions where attendees discuss their setting, particular situations - barriers and potential opportunities. Schools and Early Learning Centres can access this support and arrange early intervention consultations through their Locality Educational Psychology Service. Bespoke support is available for schools with specific needs. Last year, 82 Early Intervention Consultations took place relating to Emotionally Based School Non-Attendance, and one Associated School Group began whole-group training to ensure consistent approaches across its schools.	<p>The offer will continue to be available to schools throughout session 25/26 and has been included as a topic in the education Stronger Families Series. The Educational Psychology Service Digital Resource Hub update, which has gone live recently, will make information on Emotionally Based School Non-Attendance easier for Parents and Carers to access.</p> <p>Promotional materials will be created and shared from the Educational Psychology Service at School Receptions and Community Spaces. For example, posters with QR codes for mobile devices to scan to take the parent or carer to helpful resources. Emotionally Based School Non-Attendance Universal Training offer will be extended to other partners, such as Family Learning Service, who work to support Parents and Carers. This will allow more targeted support to families in need.</p>	Ongoing	Medium	No immediate financial impact
20	Do	Child Care	extend the eligibility criteria for 2-year-old funded Early Learning and Childcare to second and subsequent children born as part of a multiple birth event.	Following national guidance, funded places are currently offered to all eligible children through direct mailing and advertisements. If a family meets the eligibility criteria all children in the family aged 2 would be eligible, including twins and triplets	The Education Service will continue to promote the offer ensuring any literature is clear about the eligibility for families where there are twins, triplets etc.	Ongoing	Medium	None

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21	Do	Child Care	analyse data on the provision of school age childcare to ensure provision is supporting kinship care families.	There is no statutory duty to deliver School Age Childcare. The service available across the city offers spaces where there is sufficient demand to cover costs, the service continues to be highly evaluated by external inspection agencies. Provision is currently located where there is the greatest demand for placements in order to ensure that the model is financially viable, as a result, the provision may not be located within communities with a high proportion of kinship carers.	<p>We will confirm whether providers and or kinship team currently collect data on whether those attending services are living in a kinship placement. Council staff will explore options to raise profile of this offer and opportunities to mitigate costs. The Education Service will collaborate with Children's Social Work to enable us to determine the level of demand from kinship carers to help determine next steps.</p> <p>Additionally, we will update our training provision to staff delivering school age childcare to include a closer focus on support for kinship carers and parents with disabilities.</p>	April 2026	Medium	None
22	Do	Child Care	undertake a cost/benefit analysis of paying the Scottish Recommended Allowance for foster and kinship carers versus paying an increased rate.	The Scottish Government provided funding to support an inflationary uplift to the Scottish Recommended Allowance (SRA) for kinship and foster carers back dated to 1 April 25. These are for the following age groups 0-4 £171.17, 5-10 £199.14, 11-15 £199.14 and 16+ £272.97	This funding has been passed onto the relevant carers in the form of the uplifted rates detailed in the previous column and back dated from 1 April 25.	Completed	Medium	No immediate financial impact

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23	Do	Child Care	ensure all frontline practitioners are supported to be able to address financial circumstances with families involved in the care system.	<p>Children's Social Work have good awareness of the impact of poverty on families. They would recognise the impact of poverty as an adverse childhood experience.</p> <p>The vast majority of children open to Children's Social Work live in a SIMD 1 or 2 area of the city. The majority of children in our care or on the Child Protection Register will have experienced the impact of childhood poverty. Staff are aware where families can access support to mitigate immediate needs. In addition, the Children's (Scotland) Act 1995 allows Children's Social Work staff to provide cash or kind support to families.</p> <p>The Fit Like Service have an embedded money welfare worker who supports families to claim their full benefit entitlement. This has enabled many families to receive additional income.</p>	<p>Children's Social Work leaders will explore options to enhance colleagues' understanding of how families can maximise their incomes, get help with debt and seek other forms of support</p> <p>Specifically, these options will include:</p> <p>Training delivered by Fife Gingerbread to Children's Social Work staff on supporting parents around Child Maintenance Service Confident Conversations.</p> <p>Offering training to frontline staff who may support parents entitled to receive or pay child maintenance.</p> <p>Ensuring staff can explain how to make a claim, dispute decisions &amp; access additional support.</p> <p>Exploring whether there is a gap in Aberdeen, providing advice and advocacy in this area.</p> <p>Children's Social Work will explore staff receiving briefings to increase awareness of benefit system and income maximisation.</p>	January 2026	Medium	None
24	Do	Child Care	use discretionary housing benefit to help birth parents to maintain their tenancy and not fall into rent arrears where there is a shortfall in their housing costs or they are affected by the benefit cap	There is a referral pathway in place that allows Health Visitors to refer into the Financial Inclusion Team for both debt and benefit help.	The Financial Inclusion Team will use the Low Income Family Tracker to identify households with a child under three affected by under-occupancy or the benefit cap and target them for Discretionary Housing Payments and other financial support.	December 2025	Low	£32,000 per annum to cover the cost of the Low Income Family Tracker from March 2026 onwards.
25	Do	Child Care	ensure frontline professionals consider the costs of putting contact arrangements in place for birth parents to ensure they are manageable.	Legislation requires Aberdeen City Council to support families to maintain contact with their child when the child is in our care. Children's Social Work provide financial support to parents and families to enable them to maintain contact with their child.	We will keep our approach to this duty under review.	Ongoing	Low	None

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26	Do	Child Care	carry out an analysis of Pupil Equity Funding to understand how this has been used to reduce the cost of the school day and share best practice.	Aberdeen City Council collects information from Pupil Equity Funding trackers, which is used by officers during quality improvement discussions with schools. All schools report on the impact of Pupil Equity Funding through their annual Standards and Quality Reports, which are published on each school's website. As a local authority, Aberdeen City Council also reports on Pupil Equity Funding and other actions to minimise the impact of poverty on learners through the National Improvement Framework and through regular performance updates to the Education and Children's Services Committee. Guidance on Pupil Equity Funding is provided to schools every year, based closely on Scottish Government guidance, which states that funding must be targeted at closing the poverty-related attainment gap, which is broader than just reducing the cost of the school day. Work to reduce the cost of the school day continues in schools separately from Pupil Equity Funding, and guidance on best practice for this has already been developed and widely shared.	Continue to keep Pupil Equity Fund guidance under review. Continue to quality assure the use of Pupil Equity Fund at individual school level.	Ongoing	Medium	None
27	Do	Child Care	ensure all schools operate a pre-loved scheme to encourage the reuse of school uniform to support low-income families and reduce waste	All schools operate a preloved scheme which is easily accessible to all families. This is overseen by the school but generally managed by parent councils.	Maintain and promote pre-loved schemes.	Ongoing	Low	None
28	Do	Child Care	ensure all schools maximise uptake of School Clothing Grants and Free School Meals by providing information on a yearly basis.	Schools and Early Learning and Childcare settings circulate information three times a year in collaboration with the Financial Inclusion team.	The Financial Inclusion Team, in collaboration with Education, will carry out a data match using the Low Income Family Tracker Dashboard to identify families entitled to Free School Meals, School Clothing Grants, or Education Maintenance Allowance who are not currently claiming these benefits. Following this, we will auto-award eligible households where possible and proactively contact families to request any required information, such as bank details, to ensure they receive their full entitlement.	October to December 2025	Medium	£32,000 per annum to cover the cost of the Low Income Family Tracker from March 2026 onwards.



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29	Do	Child Care	explore placing financial inclusion workers in associated school groups to ensure that families have access to support in a way that reduces stigma.	Strategic Equity Funding, allocated as part of the Scottish Attainment Challenge, helps schools support pupils and their families. Financial Inclusion workers funded through Strategic Equity Funding now operate through a central contact point, making it easier for parents and carers to access advice and support. Pupil Equity Funding is allocated directly to schools to help them provide opportunities for children's learning and the planned use of this is carefully targeted to help close the poverty related attainment gap. Pupil Equity Funding is used to help schools support children who experience barriers to learning or not having the same chances in their education because their family is experiencing poverty or other financial difficulties. Schools report on the use and impact of Pupil Equity Funding in their annual Standards and Quality Reports, and the Council provides guidance and shares best practice to help schools ensure these resources are used effectively.	The Financial Inclusion Team will continue to distribute the Support for Families booklet three times a year, detailing advice agencies and available support, and ensure centralised access routes are clearly promoted.	Ongoing	Medium	None
30	Do	Child Care	remove the need for someone to provide a mobile number as well as an email address from the free school meal/school clothing grant application.	Currently, asking for a mobile number is a mandatory question on the free school meal/clothing grant application form, as it is sometimes necessary to contact someone by phone to resolve an issue with their application.	Aberdeen City Council will remove the requirement to provide a mobile phone number on all educational benefits application forms, making it optional while maintaining alternative contact methods.	Completed	Low	None
31	Do	Child Care	identify what data is collected which could help identify groups/individuals who are entitled to the School Clothing Grant and who have not applied for it.	We use benefits system data to identify eligible families who haven't claimed the School Clothing Grant and invite them to apply. To improve uptake, we'll also consider why people don't claim—such as lack of awareness, stigma, complex forms, or missing documents.	The Financial Inclusion Team, in collaboration with Education, will carry out a data match using the Low Income Family Tracker Dashboard to identify families entitled to Free School Meals, School Clothing Grants, or Education Maintenance Allowance who are not currently claiming these benefits. Following this, we will auto-award eligible households where possible and proactively contact families to request any required information, such as bank details, to ensure they receive their full entitlement.	October to December 2025	Medium	£32,000 per annum to cover the cost of the Low Income Family Tracker from March 2026 onwards.

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82	Do	Child care	review the provision of free holiday activities and analyse data to understand how provision helps prevent child poverty.	Data is analysed to assess programme impact, including uptake by priority groups, total bookings, and participant feedback. Activities mainly target children aged 5–14, with a focus on families most at risk of poverty. A small universal offer is available to all families. Programmes are free and often include food, helping remove financial barriers. Community-based delivery ensures support reaches those in areas most affected by poverty. Insights from each programme are used to improve future delivery.	The Council will continue to measure and evaluate impact of free holiday activities through agreed metrics, including; percentage uptake from each of the six priority groups, total bookings, breakdowns of priority and non-priority participants, meals provided, and average enjoyment ratings as reported by children and young people who took part in the activities.	Ongoing	High	None
9	Consider	Unpaid Care	funding a community navigator role (as piloted by Glasgow Disability Alliance) who can work with individuals who require help navigating the care and other systems, helping them to get the appropriate support at the right time.	Integration of health and social care has improved professionals' awareness of available services and referral pathways. People using one service can now be more easily supported to access additional or alternative help. Every GP practice has at least part-time Link Worker. The Wellbeing Team and Health Improvement Team also help people navigate the system. The Aberdeen Guide to Independent Living and Enablement provides information on local support, available both online and in print. Locality Empowerment Groups, made up of community volunteers, act as ambassadors. However, Link Workers are at capacity, and Local Empowerment Group membership is limited, so support for navigating the system can be inconsistent.	We are developing a Single Point of Access, initially as a digital tool for health and care professionals, with plans to extend it to other public sector partners and the public. As part of this, we will explore with third sector partners whether volunteers can support navigation. Community representatives have consistently called for clearer communication about available services, which remains a key improvement priority. Development costs are included in the Year 2 Delivery Plan, the Link Worker contract is fully funded, and any additional resource must be cost-neutral.	March 2027	High	Costs will be managed within existing budgets.
32	Do	Unpaid Care	allocate sufficient funding to ensure the provision of support to carers as outlined in the Carers (Scotland) Act 2016.	Carers funding provided by the Scottish Government is currently allocated to delivering the commitments within Aberdeen City's Carers Strategy 2023 -2026 which covers both Adult and Young Carers.	Consultation is currently underway as part of the process to develop a refreshed Carers Strategy for April 2026. We would welcome input from the SWBG Steering Group as part of that refresh to help us consider the commitments we make in the refreshed strategy with a 'gender lens' and ensure we capture the key challenges for women carers and identify suitable support to overcome these. Some of our Carers Funding is allocated to an Improvement Fund where community groups or third sector organisations can make a bid for funding to provide bespoke support in certain areas. The funding for 25/26 has all been allocated but we would be delighted to assist SWBG or others in making a bid for future years.	February 2026	Medium	None

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33	Do	Unpaid Care	ensure its non-residential social care charging policy and financial assessment adequately takes into account disability related expenditure.	Our non-residential social care charging policy is called 'Contributing to your Care and Support'. The reason for that is that people are only asked to contribute towards the cost of their care if they can afford to do so. A financial assessment takes place which considers income available and deducts all necessary expenditure such as rent and Council Tax. There is a formula that determines whether from the remaining disposable income a contribution to costs of social care can be made. Disability related expenditure is taken into consideration as part of the necessary expenditure aspect of that calculation.	The non-residential social care charging policy is currently under review. We will ask the team that are undertaking this review to consider whether the policy adequately takes disability expenditure into account by referencing the Convention of Scottish Local Authorities guidelines and benchmarking with what other Health and Social Care Partnerships across Scotland do.	March 2027	Medium	No immediate financial impact
34	Do	Unpaid Care	analyse how non-residential social care charges impact on child poverty levels in the City.	Our non-residential social care charging policy is called 'Contributing to your Care and Support'. The reason for that is that people are only asked to contribute towards the cost of their care if they can afford to do so. A financial assessment takes place which considers income available and deducts all necessary expenditure such as rent, council tax etc. There is a formula that determines whether from the remaining disposable income a contribution to costs of social care can be made. There is an assumption that those households where 'child poverty' is deemed to exist would not be financially assessed as being able to contribute anything toward the cost of social care so the impact would be neutral.	Aberdeen City Health and Social Care Partnership will work with the Aberdeen City Council's Data and insights Team to see if there is a way we can prove or otherwise our assumption around the neutral impact of non-residential care charges on child poverty. Should our assumption be wrong we will review the reason for that and consider how this might require a change to policy.	March 2027	Low	No immediate financial impact

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97	Do	Unpaid care	use data to identify areas with high levels of unmet need in relation to social care and work with communities to develop responses to support families.	In Aberdeen City Health and Social Care Partnership we understand 'unmet need' to be where individuals have been assessed as having a need for funded social care or support and where we are either unable to provide that care or support or the offer of care or support that we can make has been refused. We have a database in respect of that unmet need and are actively working to address it. We understand that the unmet need referred to in this recommendation is more about those individuals whose needs do not meet our eligibility criteria for a funded care or support service. When this happens we do try to signpost individuals to other support available to them however we do not hold data on this type of 'unmet need'.	We will investigate how we can capture data on needs that are not assessed as meeting our eligibility criteria and work with communities and third sector organisations to understand how these needs could be met. This could also contribute to the work we are doing on a Single Point of Access as information on non-statutory services available in the community is equally important.	March 2027	Medium	None
98	Do	Unpaid care	ensure the Annual Performance Report provide details of support for carers and other information in relation to the implementation of the Carers Act.	Aberdeen City Health and Social Care Partnership produce an annual performance report on delivery of the Carers Strategy. The partnership Annual Performance Report is to demonstrate progress against the Strategic Plan and whilst reference may be made to carers in that there is more scope to provide greater detail in the Carers Strategy Annual Report.	We will ensure wider circulation and promotion of the annual performance report on the delivery of the Carers Strategy.	February 2026	Low	None
35	Do	Safety	ensure that applications to the Scottish Welfare Fund from survivors of domestic abuse consider the additional costs these households face.	There is provision for this within the Scottish Welfare Fund Statutory Guidance. The revised version of Scottish Welfare Fund Statutory Guidance from 1/4/25 now provides Local Authorities with low-income earnings thresholds to use. However, it also states Local Authorities can make a judgement that an applicant on a seemingly higher income can still be considered for a grant (for example, relating to domestic abuse). This has been highlighted and reinforced to the Scottish Welfare Fund team.	Existing staff have been made aware and this guidance will be incorporated in to our training for any new staff. We will examine potential data analysis of applicants who have survived domestic abuse as part of a broader data analysis exercise described in recommendation 50.	Ongoing	Low	None

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36	Do	Safety	adopt a feminist urban planning approach, as being developed in Edinburgh and Glasgow and used in other European Cities such as Vienna and Barcelona.	Motions have been tabled by Councillors in both Edinburgh and Glasgow on feminist town planning, but this has not been the case in Aberdeen to date. It is recognised by the Strategic Place Planning team that a safe space for women is a safe space for all. The Scottish Governments 'National Planning Framework 4' notes one of the six qualities of successful places is: "Healthy: Supporting the prioritisation of women's safety and improving physical and mental health".	The Council's Strategic Place Planning team will monitor the work being undertaken elsewhere and, where appropriate, look at opportunities where approaches could be incorporated in Aberdeen, for example through the revised Local Development Plan. Proposed Local Development Plan programmed to be reported to Council in Autumn 2026, with public consultation thereafter	September 2026	Low	No immediate financial impact
37	Do	Safety	embed safety audits/walks of areas being redeveloped or those identified as high risk to improve access/accessibility.	The Disability Equity Partnership and some of other third sectors provide this support already. But potential to expand it as a project group. The placement and location paths and routes would be better considered at design stage so poor design can be made better before it is built out. Existing areas can provide lessons learned examples.	Use conclusions / outputs of both the Path Network Audit and Open Space Audit to help identify areas flagged as needing improvement.	Ongoing	Low	No immediate financial impact
38	Do	Safety	invest in community-based youth work as a preventative measure to fight anti-social behaviour.	Mentors in Violence Prevention is a peer mentoring programme that gives young people the chance to explore and challenge the attitudes, beliefs and cultural norms that underpin all forms of gender-based violence in our society. All secondary schools engage with this programme and we have 75 staff trained across the city.	We expect a primary version to be launched within the next year and will explore how this might support primary schools in this area. Youth workers are funded across all city Associated School Groups using Scottish Government Strategic Equity Fund funding and will continue to work closely with schools and other agencies to tailor their offer to address local needs.	Ongoing	High	None

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39	Do	Safety	undertake work to ensure teachers and youth workers feel able to address issues associated with the manosphere, porn etc.	The Relationships, Sexual Health, and Parenthood Collaborative Resource, developed by local authorities and health boards with input from the Scottish Government and Education Scotland, is now publicly available online. Schools decide how best to use this resource based on their local context. In the senior phase, the Health and Wellbeing curriculum includes a range of courses, with a significant proportion of National Progression Awards at Scottish Credit and Qualifications Framework levels 5 and 6 coming from Health and Wellbeing subjects. Pupils in Primary 6 and 7 and all secondary learners complete an annual, anonymised mental health and wellbeing survey, which helps schools identify needs and tailor programmes accordingly. Professional learning and leadership opportunities, such as recent events on online influences and violence against women and girls, are shared with relevant staff. All schools and outreach staff can seek support from the Educational Psychology Service for early intervention consultations on a range of topics, including harmful sexual behaviours, pornography, self-confidence, and consent.	These offers are ongoing across Education and Lifelong Learning and will continue to be promoted within and across. Health and Wellbeing Advisory Group is working with schools across Scotland, including Aberdeen in relation to the proposed Personal and Social Education curriculum review. This should incorporate the hoped for changes in relation to Relationships, Sexual Health & Parenthood. As part of the Curriculum Improvement Cycle, Health and Wellbeing Groups are meeting monthly. There will be a separate activity for primary school staff.	Ongoing	Medium	None
40	Do	Safety	encourage schools to consider toilet provision particularly for younger year groups to address feelings of safety.	Individual schools make local arrangements for toilet provision for different year groups based on facilities available and physical layout of the establishment.	All schools will be made aware of this recommendation and asked to review allocation of toilet facilities within their buildings to take account of perceived safety issues, subject to the building layout within individual schools. It may be the case that the layout cannot be changed and this dictates local arrangements.	December 2025	Medium	None
91	Do	Safety	review the cost of temporary accommodation for women with experience of domestic abuse who are in work and do not qualify for housing benefit.	Based on initial calculations, a person would have to be earning in excess of £2000 per month to not qualify for any housing benefit to support payments towards temporary accommodation. The cost of temporary accommodation is set up to cover the costs associated only and does not generate any income for the local authority. It would be challenging to change the cost of temporary accommodation for one cohort only.	Aberdeen City Council will consider further options to avoid the need for temporary accommodation, linking into work in the city as part of the Homewards coalition, which has a preventative focus on reducing homelessness in the city, and in turn reducing reliance on temporary accommodation.	Ongoing	High	None

No.	Category	Theme	Recommendation	Current Position	Proposed Improvement Action	Timescale	Priority Level (High, Med, Low)	Financial Implications
92	Do	Safety	review the placement of taxi-ranks.	Taxi ranks are located on side roads between the hours of 5am to midnight and they are closed whilst the night time ranks on Union Street operate between midnight and 5am. This approach provides greater space for queuing with higher levels of surveillance at hours when highest volumes of customers can be expected. All ranks have CCTV surveillance.	We will continue to monitor provision of taxi ranks in the city centre.	Ongoing	Low	None
115	Do	Safety	Police Scotland to work with Aberdeen City Council to increase the number of community police across the city to build trust within the community, address issues, and promote safety.	Community Safety Partnership system in place for responding to issues daily, deploying police as appropriate.	Aberdeen City Council has recently revised its Community Safety Governance model to strengthen partnership working and improve outcomes. This model is designed to identify opportunities for early intervention and supports direct tasking to Police Scotland's Community Policing Teams and other services such as City Wardens. The governance groups rely on ongoing data analysis to inform priorities and actions. Police Scotland are currently developing a new operational policing model. This model emphasises a stronger community policing presence, increased visibility in neighbourhoods, and improved problem-solving approaches at the local level. Aberdeen City Council will work jointly with them to shape this approach, using existing Community Safety Partnership structures to provide strategic direction and support implementation. Close collaboration will ensure that public spaces are supported by responsive policing and that safety improvements align with community needs. The new policing model is expected to be implemented during the course of Summer 2026.	Summer 2026	High	None
4	Continue	Welfare Benefits	continue to provide upfront support with childcare costs to families. Undertake a review of how this grant is advertised to improve uptake and collect disaggregated data on the use of it to monitor impact.	There is a flexible support fund available through the Department for Work and Pensions for upfront childcare costs as well as ongoing and ability to utilise free hours. Locally, the Anti-Poverty and Inequality Committee allocated non-recurring funding for upfront childcare costs for families to support parents into work.	We will improve advertising of support that is available for children, bringing information together in a way that is easy to understand. It will be available for partner organisations to use. We will consider whether this information could sit on ABZ Works website. Staff will apply to Anti-Poverty and Inequality Committee next year for Job Start Payment for parents, which cover childcare costs and be used to address other needs.	March 2027	High	£150,000 would support 150 parents.

No.	Category	Theme	Recommendation	Current Position	Proposed Improvement Action	Timescale	Priority Level (High, Med, Low)	Financial Implications
5	Continue	Welfare Benefits	continue to use Housing Benefit/Council Tax Reduction data to ensure households who may be entitled to Pension Credit are aware of this.	The Financial Inclusion Team uses data from the Low Income Family Tracker to identify households entitled to Pension Credits and not claiming. We then proactively engage households to claim.	Continue to use Low Income Family Tracker to identify households eligible for Pension Credit and proactively contact them through multiple communication channels to support successful claims.	Ongoing	High	£32,000 per annum to cover the cost of the Low Income Family Tracker from March 2026 onwards.
10	Consider	Welfare Benefits	how it communicates with its citizens about Council Tax and what it funds, including this as part of budget consultation.	In the previous year, two rounds of public consultation have taken place with an online consultation tool and a suite of public engagement session held in person and virtually. Digital support has also been offered for those without digital access. Social media campaign and webpage for information on how we make budget decisions.	Planning for the 2026/27 budget consultation is underway and this group will engage the Scottish Women's Budget Group to promote the public consultation.	December 2025	Medium	None
11	Consider	Welfare Benefits	how they advertise the Scottish Welfare Fund to ethnic minority groups.	Currently, communities are signposted to the Council's website which also supports translation into several community languages for accessibility. In some cases, communities tend to use support workers or third sectors to help them find this information.	We will enhance use of existing information platforms by raising awareness of them. Set up a short-term focus group of diverse members to better understand how people like to access and receive information. Highlight Scottish Welfare Fund information through existing channels like Newsbite and the Aberdeen Council of Voluntary Organisations bulletin.	May 2026	Medium	No immediate financial impact
41	Do	Welfare Benefits	publish Pay Gap data disaggregated for teaching and non-teaching staff.	Aberdeen City Council publishes pay gap data for teaching and non-teaching staff. The Council also publishes workforce data by protected characteristics where the information has been shared by the employee. The reported data shows occupational segregation for all employees and for Education staff. The data is broken down by salary band, gender, ethnicity and disability. The data is available here:  <a href="https://www.aberdeencity.gov.uk/sites/default/files/2025-04/Appendix%203%20%20Employee%20Information%202020-%202024%20%281%29.pdf">https://www.aberdeencity.gov.uk/sites/default/files/2025-04/Appendix%203%20%20Employee%20Information%202020-%202024%20%281%29.pdf</a>	No further action proposed currently as the Council reports this data through the Equality Outcomes and Mainstreaming report.  The protected characteristics data we hold is based on what has been shared by employees. Work is ongoing via the Employee Equality, Diversity and Inclusion Action Plan 2025 - 2029 to increase the number of employees completing their Equality, Diversity and Inclusion data on the HR system.	Ongoing	Low	None



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42	Do	Welfare Benefits	publish disaggregated employee data by job type, pay grade, work pattern.	<p>After further consultation with Scottish Women's Budget Group, we have clarified that this recommendation related to how Aberdeen City Council promotes its roles, potential pathways and the benefits of working for the Council like flexible working.</p> <p>Aberdeen City Council already promotes the benefits of working for the Council on its website and My Job Scotland, the platform used for advertising all Council vacancies. We promote some of our vacancies on social media.</p>	<p>Review the information contained on the Council Jobs website pages and My Job Scotland for potential applicants.</p> <p>Build a social media campaign to promote the Council as an 'Employer of Choice' sharing the range of job roles, pay grades and working patterns along with the benefits of working for the Council.</p> <p>Review other opportunities to promote the Council as an 'Employer of Choice'.</p>	Ongoing	Medium	None
43	Do	Welfare Benefits	carry out an analysis of the eligibility criteria it uses for all grants it provides to understand who this is helping and impact of conditionality requirements, Living Wage and Department for Work and Pensions.	The benefits that Aberdeen City Council administer on behalf of the Department for Work and Pensions - Housing Benefit and Council Tax Reduction - are governed by legislation. We also administer educational benefits - Free School Meals, School Clothing Grants, Educational Maintenance Allowance - in line with Scottish Government income limits. We have previously added additional eligibility to the School Clothing Grant for households receiving Housing Benefit and/or Council Tax Reduction.	We will undertake an analysis of household data to assess the impact on families working 16 hours at National Minimum Wage or Real Living Wage, and in relation to the DWP conditionality threshold (Administrative Earnings Threshold, set at £952 (2025/2026)). Based on this analysis, we will prepare costings for potential options to support those just above the current thresholds. Any proposed changes to national criteria would require Aberdeen City Council funding and formal committee approval.	April 2026	Medium	No immediate financial impact

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44	Do	Welfare Benefits	gather data on how many of its citizens experience the challenges posed by the UK's 'hostile environment' and lobby the UK Government to tackle the issues.	The definition of 'hostile' is wide and open to interpretation by both who are experiencing this and those who may be supporting them through this. Current political climate has also meant there is an increase in challenges being faced by citizens / migrants.	Council co-leader Christian Allard has written to the UK Government with the findings of the Scottish Women's Budget Group Report, which includes evidence on the impact that immigration policy has on people's incomes.	Complete	Medium	None

No.	Category	Theme	Recommendation	Current Position	Proposed Improvement Action	Timescale	Priority Level (High, Med, Low)	Financial Implications
45	Do	Welfare Benefits	have easy-to-understand information about entitlement to benefits/support available, including translation into main minority languages.	We have collated what has already been produced in easy-read formats and are identifying topic areas.	We will review existing easy-read materials and identify gaps, then engage with groups with lived experience to confirm relevance and preferred formats. Incorporate feedback to develop a comprehensive communications plan, including translation into priority languages, with cost implications assessed.	November 2025 to April 2026	Medium	Costs will be managed within existing budgets.
46	Do	Welfare Benefits	make the formula used by the DWP to calculate Universal Credit available to help those with variable incomes.	Currently Aberdeen City Council does not have information publicly available on this. The Financial Inclusion Team would explain this when working with citizens.	We will create a clear, user-friendly resource on Universal Credit calculations, starting with a simple introduction, followed by a worked scenario, and bullet points explaining how the calculation is made. Include direct links to the official GOV.UK guidance on Universal Credit and an link to the online benefit calculator for personalised calculations.	February 2026	Medium	None
47	Do	Welfare Benefits	ensure all staff dealing with income maximisation have undertaken Fife Gingerbreads Confident Conversations training.	Fife Gingerbread's "Confident Conversations" training helps practitioners confidently discuss child maintenance with parents. Following a recent study, Aberdeen City Council invited Fife Gingerbread to deliver two free in-person sessions for up to 40 participants. The training is open to teams including Financial Inclusion, Family Support Services, SMART, CFINE, Citizens Advice Bureau, and other community groups (subject to availability).	Aberdeen City Council will deliver Fife Gingerbread's Confident Conversations training online to frontline staff, embedding child maintenance into income maximisation work. Key actions include:  Online Training: Live sessions completed by March 2026.  Partner Mapping: Gather information on current child maintenance support and training from council partners by March 2026.	March 2026	Medium	None

No.	Category	Theme	Recommendation	Current Position	Proposed Improvement Action	Timescale	Priority Level (High, Med, Low)	Financial Implications
48	Do	Welfare Benefits	ensure questions about child maintenance are asked as standard as part of conversations about income maximisation.	Financial Inclusion Team staff discuss this and wording has been updated on our online benefit calculator to let household know, this income is disregarded for benefit purposes and also links them to the child maintenance website.	We will embed the Fife Gingerbread 'Confident Conversations' principles into all income-maximisation interactions by ensuring staff routinely and sensitively ask: 'Is your child receiving child maintenance?'. Update Financial Inclusion Team scripts, online benefit calculator prompts, and case-note templates to include this question, with clear guidance that any maintenance income is disregarded for benefit purposes.	Completed October 2025	High	None
49	Do	Welfare Benefits	further analyse Scottish Welfare Fund (SWF) data to explore how different characteristics impact on the outcome of applications.	A quarterly data extract is taken from the Scottish Welfare Fund system and uploaded to the Scottish Government statistical system. The data extracts provide details on applications, reason for application, processing times, awards, rejections, expenditure, items awarded, payment method and reviews of unsuccessful applications.	We will explore options for producing internal analysis on Scottish Welfare Fund application outcomes, in collaboration with the Data and Insights team. This will include assessing the feasibility of using available equalities data, acknowledging current data limitations. This analysis could highlight potential disparities in application success rates and identify underrepresented groups. Where patterns emerge, targeted promotional activity and further analysis will be considered to improve equity of access.	Ongoing	Low	No immediate financial impact
50	Do	Welfare Benefits	ensure households are aware that they have the option to pay council tax over 12 months instead of 10.	The Aberdeen City Council website provides all details of discounts and exemptions that are available and provides links to forms. Council Tax documentation signposts to the website.	We will make information on exemptions and discounts clearer on our website. A flyer could be added to the Council Tax letter to highlight this information as well as other support available for households to cope with the cost of living, at an additional cost.	March 2026	Low	£5,000-£10,000 for 130,000 leaflets
51	Do	Welfare Benefits	provide clearer information online about who is entitled to council tax reduction.	We have been working to ensure information on our website is clear.	<p>We will create a dedicated a plain-English webpage explaining Council Tax Reduction, starting with an introduction on what Council Tax Reduction is and how entitlement is calculated, while making it clear that individual circumstances and Council Tax banding affect the outcome.</p> <p>We will create a worked case study (for example, a single person and a family) to illustrate how Council Tax Reduction can apply in real life.</p> <p>We will carry out a strong call-to-action encouraging users to check their entitlement using the online benefits calculator, with a direct link provided.</p>	February 2026	Medium	None

No.	Category	Theme	Recommendation	Current Position	Proposed Improvement Action	Timescale	Priority Level (High, Med, Low)	Financial Implications
52	Do	Welfare Benefits	run a campaign to encourage take up of single person council tax discount.	Our website provides all details of discounts and exemptions that are available and provides links to forms. Council Tax documentation signposts to the website. Currently, of 126,846 properties, 51,889 households are receiving a "single " discount , 10,841 are exempt and 6,124 properties are empty.	We will create a simple explanation of the calculation process, without jargon.	February 2026	Low	None
53	Do	Welfare Benefits	make information on circumstances in which they would backdate claims for Council Tax reduction readily available.	The backdating section on website has been updated to include examples of circumstances where a backdate of Council Tax Reduction could be considered.	We will worked case study (for example, a single person and a family) to illustrate how Council Tax Reduction can apply in real life.	Ongoing	Medium	None
54	Do	Welfare Benefits	ensure information about reductions for disabled households is accessible and relevant professionals are able to provide this information to relevant households.	Our website provides all details of discounts and exemptions that are available and provides links to forms. Council Tax documentation signposts to the website. Currently, of 126,846 properties, 51,889 households are receiving a "single " discount , 10,841 are exempt and 6,124 properties are empty.	We will roll out a strong call-to-action encouraging users to check their entitlement using the online benefits calculator, with a direct link provided. We will share Citizens Advice Scotland's Council Tax Reduction tool to professionals, enabling them to provide accurate information on Council Tax Reduction to disabled households.	April 2026	Medium	None
55	Do	Welfare Benefits	analyse data on council tax arrears to understand which households are being affected by its current practices.	We do not capture data on individuals.	We will review what household data could be captured beyond those in receipt of council tax discounts and exemptions.	April 2026	Low	None
56	Do	Welfare Benefits	carry out a cost benefit analysis of debt recovery practices and its use of private debt recovery companies.	Councils have only certain powers to collect debt. Therefore, Sheriff Officers are procured to collect monies due to the council. Cost benefit analysis shows that use of sheriff officers is cost effective for the Council.	We will continue to ensure minimal fees are charged to people in arrears via the contractual agreement with debt collection agent.	Ongoing	Low	None
57	Do	Welfare Benefits	develop debt recovery policies that recognise the impact of domestic and economic abuse and prevent victims being pursued for coerced debt in their name as a result of abuse.	Aberdeen City Council takes each case of Council Tax arrears on its merits and our staff approach people experiencing domestic and economic violence sympathetically.	Officers are in contact with Aberlour in relation to our corporate debt policy to explore unintended consequences of recovery actions and compare practice to other local authorities where compassionate debt management policies have been introduced.	December 2025	Medium	No immediate financial impact
58	Do	Welfare Benefits	pilot a community diner project as developed by Nourish Scotland.	Nourish Scotland is launching a 3-year research project on public diners as a way to support the right to food, sustainability, and public health. The study will explore funding needs, operations, and potential impact on health and wellbeing. A feasibility study for Aberdeen has been submitted to the NHS Grampian Charity by the Rowett Institute, Nourish Scotland, and CFINE, with a decision pending.	We will monitor the work being undertaken by Nourish Scotland, who are piloting a public diner in Dundee. There may be an update on the funding bid by Committee date. Current Nourish Scotland pilot started in 2025 and will run for 3 years.	Ongoing	Low	No immediate financial impact.

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59	Do	Welfare Benefits	use the development of the local Good Food Nation Plan (GFNP) to tackle food poverty and builds gender analysis into the policy development. The plan should include options to improve access to healthy food, cash first approaches to emergency food aid and supporting communities to use appropriate community space to grow their own vegetables	The Scottish Government's draft National Good Food Nation Plan has been presented and is currently being consulted on. The final plan has yet to be lodged. Once it is, Local Authorities and NHS Bodies will be expected to develop their own plans. The statutory timelines for these are yet TBC. Local Good Food Nation Plans will be supported by or link with Aberdeen's 'Gold' Sustainable Food Places Partnership & Action Plan, Aberdeen's Food Growing Strategy, Healthy Weight Aberdeen and planning policies within National Planning Framework 4 and the Aberdeen Local Development Plan that support access to healthy foods, and the provision of food growing spaces within open space.	We are awaiting the final Scottish Government Good Food Nation Plan to be published so we can the scope of national ambition and local expectations, relevant stakeholders and delivery timelines.  Immediate next steps will be to establish a Good Food Working Group with interested stakeholders to shape the way forward, including consideration of this Scottish Women's Budget Group recommendation. The Working Group will commence once the national plan is presented.	To be confirmed. Awaiting timelines on Good Food Nation Plan from the Scottish Government	Medium	No immediate financial impact.
60	Do	Welfare Benefits	carry out a scoping exercise to see if it's possible to build on the allotment market stall and the CFINE box scheme to improve access to quality fresh food.	The Allotment Market Stall is a community enterprise to redirect excess allotment products for sale, with funds going back to allotment sites for communal use. This is entirely self- and grant-funded and voluntary run. CFINE box scheme provides fresh & local (where possible / available), foods to those who wish to procure them.	Implementing this recommendation requires Aberdeen City Council and CFINE to liaise and understand the resources available. Consideration will take place in the context of other current organisational priorities.	Completed September 2025	Low	No immediate financial impact.
61	Do	Welfare Benefits	ensure that provision of period products meets the needs of women with heavy menstrual bleeding.	Period products are provided through Access to Free Period Products by Aberdeen City Council in partnership with CFINE. These include super tampons, super and night time towels, menstrual cups and reusable towels. Procurement of product is planned using data from consultations and ongoing feedback. Community venues can request provision of all products or request specific items.	CFINE have sourced heavy bleed (super plus) products that are comparatively priced and will now provide these as part of the provision. Organisations that ask for a mixed supply will now receive heavy flow products as part of their standard delivery. Super plus products are approximately 20% higher in price. This will be incorporated into existing budget. Any impact on the budget for products will be monitored by CFINE and reported to ACC.	Completed September 2025	Medium	None
70	Do	Welfare Benefits	provide clearer information about eligibility criteria for Scottish Welfare Fund.	The Council website provides details about the grants available through the Scottish Welfare Fund, basic eligibility criteria, information on how to apply and how to request a review of an application decision. Our website has a separate page signposting people in crisis to support services like food banks, money advice and housing and homelessness services.	Council staff will consider how to circulate Scottish Welfare Fund eligibility criteria more prominently, and in ways that enhance the likelihood of reaching people who need Scottish Welfare Fund support. Potential options include adding a Scottish Welfare Fund information to a booklet on support for families, updating the council website, distributing promotional material to community centres and imparting information visually to assist people with limited literacy	Ongoing	Low	None

No.	Category	Theme	Recommendation	Current Position	Proposed Improvement Action	Timescale	Priority Level (High, Med, Low)	Financial Implications
88	Do	Welfare Benefits	review the eligibility criteria for all child related benefits in light of rises in the Real Living Wage and Department for Work and Pensions conditionality rules, considering a taper to support families just above the threshold.	Aberdeen City Council administers benefits such as Housing Benefit and Council Tax Reduction in line with UK and Scottish legislation. The Council also manages educational benefits, including free school meals, school clothing grants, and the Education Maintenance Allowance, based on Scottish Government income thresholds. Additional eligibility for the school clothing grant has previously been extended to families receiving Housing Benefit or Council Tax Reduction.	We will undertake an analysis of household data to assess the impact on families working 16 hours at National Minimum Wage or Real Living Wage, and in relation to the DWP conditionality threshold (Administrative Earnings Threshold, set at £952). Based on this analysis, prepare costings for potential options to support those just above the current thresholds. Any proposed changes to national criteria would require Aberdeen City Council funding and formal committee approval.	November 2025 to February 2026	Medium	No immediate financial impact.
93	Do	Welfare Benefits	review its job evaluation scheme to identify if there are any biases built into this which results in women being in lower paid roles.	<p>Aberdeen City Council uses the Scottish Joint Council for Local Government Employees Job Evaluation Scheme. We have developed local guidance and specific processes. These allow us to ensure that we adopt a consistent and structured approach to job evaluation for ACC.</p> <p>The Job Evaluation Scheme is used to measure the size of job roles, which is key to ensuring we meet our equal pay obligations for all employees, eliminate any bias in our pay systems and provide a fair and transparent pay system.</p> <p>The development of the Job Evaluation Scheme included compliance with the Equal Pay Act, adopted the good practice guidance of the Equal Opportunities Commission and ACAS utilised recognised statistical techniques.</p> <p>The scheme was reviewed during 2024 by the Councils Joint Working Group and as part of this consideration was given to ensure any gender biases were avoided.</p>	<p>In August 2025, Aberdeen City Council published an Employee Equality, Diversity and Inclusion Action Plan for 2025 to 2029. The wide ranging improvement actions in this strategy include developing a framework to capture intersectional pay gap data, with a focus on gender, disability and ethnicity. Furthermore, we will evaluate our recruitment and selection process to ensure it continues to be current, accessible and inclusive and make any identified improvements.</p> <p>As part of the strategy, we will review the new start process to include improved guidance on equality data collection. We will conduct an ongoing policy review develop or refresh policies to ensure equality impact is considered, supports inclusive working environment and reflects the needs of current and potential workforce. Additionally, we will promote internal CV workshops and Interview Skills training programmes for development of internal employees.</p> <p>In line with our commitment to ensure a robust JE process, we will explore the potential for using Gauge+, a factor based job evaluation software. This could enhance our JE practice and reporting, by supporting in safeguarding against potential discrimination challenges and ensuring a process free from gender bias.</p>	April 2027	Medium	None

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94	Do	Welfare Benefits	review its practice around council tax arrears, charges and repayment plans for those who fall behind for the current council tax year.	Aberdeen City Council recovers Council Tax arrears in line with its Corporate Debt Policy.	<p>We will consider a proposal to introduce a discretionary council tax allowance scheme for Aberdeen City Council, based on the successful model used by Fife Council since 2021. The allowance would allow for the reduction or clearance of historic, uncollectable Council Tax arrears for households experiencing severe financial hardship, particularly in cases where pursuing recovery is uneconomical.</p> <p>As part of a wider campaign, the Council will encourage people to get in touch early if they are experiencing financial difficulty.</p>	2025-26	Medium	<p>None as this proposal is about using the debt write off costs for council tax in a different way.</p> <p>Foregone income driven by increased demand for CT Reduction present a financial implication.</p>
95	Do	Welfare Benefits	review the threshold for income-based support to understand the costs/benefits of keeping these the same or amending them.	<p>This recommendation is linked to recommendation 88 and 43</p> <p>The benefits that Aberdeen City Council administer on behalf of the Department for Work and Pensions - Housing Benefit and Council Tax Reduction - are governed by UK or Scottish Legislation. Aberdeen City Council also administer educational benefits - Free School Meals, School Clothing Grants, Educational Maintenance Allowance - in line with Scottish Government income limits. We have previously added additional eligibility to the School Clothing Grant for households receiving Housing Benefit and/or Council Tax Reduction.</p>	We will undertake an analysis of household data to assess the impact on families working 16 hours at National Minimum Wage or Real Living Wage, and in relation to the DWP conditionality threshold (Administrative Earnings Threshold, set at £952 (2025/2026). Based on this analysis, we will prepare costings for potential options to support those just above the current thresholds. Any proposed changes to national criteria would require Aberdeen City Council funding and formal committee approval.	April 2026	Medium	No immediate financial impact.
99	Do	Welfare Benefits	pilot the provision of support to girls and their families who hit puberty early.	Support is provided as and when individuals are made known to us.	We will deliver a Community Appointment Day specifically in relation to tackling the taboo around menstruation.	February 2026	Medium	None



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12	Consider	Health and Wellbeing	how access to their site for Gypsy/Travellers can be improved for non-drivers.	A review of the site on a map shows that the closest bus stop is at a distance and the location is surrounded by privately owned land, which will make it difficult to make any changes or add stops. More information gathering would be needed to balance cost of any additional bus service in the area. Other options include subsidised taxi services, offer the use of Dial-a-Bus, which can cost around £4.50 for a single journey or a return of £7.00, or a Bus pass that you can make 10 journeys for £30.00. This would also require access to a phone / digital access to make bookings.	We will set up a focussed session with the community to understand number of people impacted and explore options.	January 2026	Medium	No immediate financial impact
13	Consider	Health and Wellbeing	using LEZ funds to support a taxi card or dial a bus service.	Community Transport (Dial-a-Bus) and the Transport to Healthcare Information Centre are available in Aberdeen and meet demand, though about 13% of requests cannot be accommodated. Aberdeen's taxi card scheme ended in 2010 when Community Transport was introduced. Reintroducing a taxi card scheme would require further investigation, with estimated annual costs around £230k. Funding from the Low Emission Zone surplus is uncertain and declining, creating a potential risk if a taxi card scheme was funded through it. All local bus services are required to be accessible for people with disabilities.	We will consider how to improve publicity around what community transport schemes are currently in operation. We will consider the financial implications of aligning LEZ surplus to this recommendation.	A report on the costs and income associated with the LEZ during 2025/26 will be presented to Committee in Spring 2026.	Low	None
62	Do	Health and Wellbeing	ensure Council digital systems can be accessed easily by using smart phones.	Our current website and portals are mobile responsive.	We are currently working on a new website and continue to ensure that the website and related systems can be accessed using smart phones.	To be confirmed	Medium	None
63	Do	Health and Wellbeing	work with a group of citizens to ensure the website is fully accessible and user friendly and that key information is translated into key minority languages.	The website has a tool that makes it easy to translate content. It also meets the 2018 accessibility regulations for public sector websites and mobile apps.	The website is a live platform, which means we can keep it up to date as new information becomes available. We are planning to meet with different citizen groups soon and would welcome representatives from the Scottish Women's Budget Group to join one of these sessions. We're also working on a section about important life events, and hearing real experiences will help us create useful content to support people as they navigate these moments.	December 2025	High	None

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64	Do	Health and Wellbeing	promote the availability of social tariffs for Broadband to low-income households.	We currently have a webpage directing citizens to the broadband providers.	We will develop a clear communications campaign to raise awareness of low-cost broadband options ('social tariffs') for households on a low income. This will include, creating a simple, accessible flyer listing current social tariffs, eligibility criteria, and how to apply. We will distribute the flyer through schools, libraries, community hubs, and advice partners. We will run a targeted social media campaign with key messages and links to providers' pages and the Aberdeen City Council Cost of Living hub. We will embed this information in the Support for Families booklet and on the ACC website.	February 2026	Medium	This information could also be incorporated into the leaflet proposed for inclusion in the Council Tax letter proposed for recommendation 50, costing £5,000-£10,000 for 130,000 leaflets.
65	Do	Health and Wellbeing	embed citizen participation in service design processes using a trauma informed and gender lens.	Trauma informed training has just been rolled out as an e learning module for staff.	All Customer Experience Officers to undertake the training and ensure we take this into ongoing project work.	December 2025	High	None
66	Do	Health and Wellbeing	ensure there are clear non-digital options for people to access support at community level and embed a no-wrong door approach to their services.	We acknowledge that not all of our citizens have access to online or digital equipment so will always support them to meet their needs.	Distributing the flyer through schools, libraries, community hubs, and advice partners.	To be confirmed	High	Costs will be managed within existing budgets.

No.	Category	Theme	Recommendation	Current Position	Proposed Improvement Action	Timescale	Priority Level (High, Med, Low)	Financial Implications
67	Do	Health and Wellbeing	analyse housing and homelessness data with a gender lens and consider the need for larger properties in its plans to address the Housing Emergency.	Housing Need and Demand Assessment which is the evidence base for the Local Housing Strategy highlights the need for family homes and is being addressed through delivery through Strategic Housing Investment Plan. Focus on discussions with developers and Registered Social Landlords is for large family homes to be included as part of the proposed mix. Three bedroom homes and larger are required but securing them is a challenge in the current financial context.	We will continue to seek delivery of large family homes through the Strategic Housing Investment Plan that is updated on an annual basis. The need for larger properties is also detailed in the Housing Asset Plan being presented to Council in October 2025 as part of the 30 Year Business Plan.	Ongoing	High	No immediate financial impact.
68	Do	Health and Wellbeing	ensure that the action plan to deal with the housing emergency takes a gendered lens to developing solutions to this issue.	The Cross Party Working Group has defined our housing emergency as being directly associated with the level of housing voids and the pressure on homelessness services. The Housing Emergency Action Plan is being developed to address these two agreed areas and will focus on Council systems, given the considerable partnership focus associated with the Royal Foundation's Homewards initiative.	As part of our preventative work linked to both Homewards and to the development of our Family Support Model, we will undertake a deep dive and undertake subsequent service design around domestic violence.	From October 2025	High	None
69	Do	Health and Wellbeing	increase the supply of affordable/social housing.	Significant work takes place to increase supply of affordable housing across the city through the Affordable Housing Supply Programme.	Continue to work with Registered Social Landlords partners, Scottish Government and developers to deliver affordable homes across the city. Ensure we are well positioned to obtain additional funding if it becomes available.	Ongoing	High	None
71	Do	Health and Wellbeing	speed up plans to retrofit properties to energy efficiency and reduce fuel poverty.	We are in the process of appointing a new insulation contractor, pending further discussions with the Council's legal team. This is to allow mixed tenure properties where the council has partial ownership to install loft insulation. Within most flatted properties the loft space is deemed to be a shared space and so we are required to inform all owners of our plans.	The main works that will be taking place within the mixed tenure flatted properties is loft insulation. There will be some cavity wall and underfloor insulation works also being carried out.	Ongoing	High	None
72	Do	Health and Wellbeing	ensure clear up to date information about support available to migrant women and their families in an easily understandable format.	We would refer to the No Recourse to Public Funds Network website for up-to-date information on entitlement.	We will create a single, translated 'Support for Migrant Families' hub on the ACC website with plain-English information and a prominent link to the No Recourse to Public Funds Network, supported by an intranet microsite and micro-learning for staff. Distribute QR-coded flyers via schools, Early Learning and Childcare settings, libraries, and partners; include summary content in the Support for Families booklet.	March 2026	Medium	Costs will be managed within existing budgets.

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73	Do	Health and Wellbeing	provide clear guidance to its staff about what support is available including financial help for migrant women.	We would refer to the No Recourse to Public Funds Network website for up-to-date information on entitlement.	We will create a single, translated 'Support for Migrant Families' hub on the ACC website with plain-English information and a prominent link to the No Recourse to Public Funds Network, supported by an intranet microsite and micro-learning for staff. Distribute QR-coded flyers via schools, Early Learning and Childcare settings, libraries, and partners; include summary content in the Support for Families booklet.	March 2026	Medium	Costs will be managed within existing budgets.
74	Do	Health and Wellbeing	ensure staff have appropriate training on domestic abuse, risk and no recourse to public funds.	Domestic abuse training is provided to all Aberdeen City Council staff. Staff are aware of the support available those who have an No Recourse to Public Funds visa condition affected by domestic abuse around accessing the Migrant Victims of Domestic Abuse Concession.	We will promote domestic abuse training to increase uptake, promote the internal Domestic Abuse team to provide support to people experiencing domestic abuse. Promotional activities will include a webinar explaining what the team can offer to staff.	Ongoing	Medium	None
75	Do	Health and Wellbeing	extend the contents insurance cover provided to Council tenants to families staying on the Gypsy/Travellers site.	Council house insurance cover is available to all our tenants, which includes those tenants within the Clinterty Site. This will only cover contents only and the tenants are aware of the availability of this scheme.	Promote availability of scheme for any new tenants.	Ongoing	Medium	None
76	Do	Health and Wellbeing	monitor the time taken to deal with repairs on the Gypsy/Travellers site and report on this separately from repairs to general housing stock.	Repairs priorities for the Gypsy/Travellers site have the same timescales as our other housing provision and current performance is positive.	Ensure all tenants are aware of the repairs timescales	Ongoing	Medium	None
77	Do	Health and Wellbeing	investigate the viability of replicating the approach taken by Manchester and Highland Council which has seen buses taken back under public control.	The Council has considered the provisions available to them under the Transport (Scotland) Act 2019, including Franchising models and Local Authority operated bus services. It was determined that as the vast majority of services in Aberdeen are commercially operated not to proceed due to the significant costs required to them. The Council continues to pursue Bus Service Improvement Partnerships through the North East of Scotland Bus Alliance and in line with the awarded Bus Partnership Funding / Bus Investment Fund funding from Transport Scotland, which will drive significant improvements and transformation in public transport in the city. The North East of Scotland Bus Alliance has considered bidding for any Scottish Government trial on a bus fare cap and would make a bid for this should this be launched by the Scottish Government. The North East of Scotland Bus Alliance Quality Partnership has an objective to improve access to public transport for all. It will be driven by the proposed introduction of Bus Service Improvement Partnerships and ongoing work to develop Aberdeen Rapid Transit.	The ongoing workstreams through the North East of Scotland Bus Alliance will continue to consider the most appropriate method of public transport delivery for the region and the proposed projects and to work to ensure bus fares are of value for money.	Ongoing	High	None

No.	Category	Theme	Recommendation	Current Position	Proposed Improvement Action	Timescale	Priority Level (High, Med, Low)	Financial Implications
78	Do	Health and Wellbeing	run a safety survey to identify high priority areas for improvements to support women and other disadvantaged groups' ability to access public transport.	The North East of Scotland Bus Alliance has undertaken Bus Passenger Satisfaction Surveys, which does include some basic questions on Personal Safety for Public Transport use. In 2023 for Aberdeen City, 60% of respondents were Female / Woman (incl trans) and 40% were Male / Man (incl trans). 86% of respondents were either satisfied or very satisfied with their safety at bus stops and 88% were either satisfied or very satisfied with their safety on board the bus,	A safety survey will be considered by North East Bus Alliance as part of planned surveys.	To be confirmed	Low	None
79	Do	Health and Wellbeing	review the area covered by the Low Emission Zone to identify if changes to this are required to make the bus and train stations more accessible.	The railway station is not situated within the LEZ, and the pick-up and drop off area within the station, accessible via Guild Street, can be accessed by all vehicles without entering the LEZ. Similarly, the Union Square and College Street car parks are not within the LEZ so remain fully accessible to drivers of non-compliant vehicles.	As the station and surrounding car parking opportunities can be accessed by all vehicle drivers without having to enter the Low Emission Zone, no change is proposed. Communication of how to access the bus and train stations could however be reviewed to see if improvements could be made.	Date for review of comms needed	Medium	Costs will be managed within existing budgets.
80	Do	Health and Wellbeing	analyse exemption data to identify any groups who have been impacted by the introduction of the Low Emission Zone and what support they may require to become Low Emission Zone compliant.	Analysis of exemption data shows there has not been a pattern in the exemption requests received to date that suggests that the Low Emission Zone has a disproportionately negative impact on any group with protected characteristics. Any individual or business can request a time-limited exemption from the Low Emission Zone, and requests are considered on a case-by-case basis. Funding has been, and continues to be, available via Transport Scotland to support low-income households and small businesses with the costs of Low Emission Zone compliance, and the Council regularly signposts this on our website and social media.	Continue to monitor Low Emission Zone exemption data to ensure the scheme remains fair and does not disproportionately impact any group	Ongoing	Low	None

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81	Do	Health and Wellbeing	ensure those in decision making roles clearly understand that the way in which money is raised and spent is not a gender-neutral process. Any decisions taken at the Council level can drive work forward to tackle the root causes of gender inequality and poverty or make life harder for women and other disadvantaged groups	<p>Aberdeen City Council uses the Integrated Impact Assessment as a process to ensure that we:</p> <ul style="list-style-type: none"> <li>- Understand the impact of our business proposals, policies or decisions on different groups of people within our community or workforce</li> <li>- Develop better policies and practices based on evidence and data</li> <li>- Help prevent or mitigate against potential negative impacts and reduce disadvantage</li> <li>- Meet our legal, moral and business requirements in terms of Equality, Human Rights, Children's rights and poverty.</li> </ul> <p>Typically, we use an Integrated Impact Assessment (IIA) when we plan a new service, review an existing one, or develop a policy we think about the range of people who might use that service, or be affected by that policy and what barriers to access they may experience. As part of this process, authors are asked to evidence impact on 'sex' as a protected characteristic, highlight any data on intersectionalities and consider impact of those in socio-economic disadvantage. As part of the training on completing impacts assessments, we highlight examples of how decisions and policies can impact women differently and should not be seen as a gender neutral process.</p>	We will increase training and awareness of gendered budgeting through case studies, raise awareness of the Scottish Women's Budget Group report, and increase targeted consultation and engagement with groups impacted by any such policies and decisions	Ongoing	Low	None
83	Do	Health and Wellbeing	monitor who accesses discounted school aged childcare to understand who is benefitting from this and how the criteria used helps prevent child poverty.	It would be possible to monitor data around the uptake of discounts on school aged childcare. Aberdeen City Council could offer discounts but this option is not financially sustainable for private and voluntary sector providers.	We will monitor uptake of discounted School Age Childcare.	Ongoing	Medium	None.
84	Do	Health and Wellbeing	review the criteria for accessing discounted school aged care ensuring it is accessible to single parents who receive the Real Living Wage.	Aberdeen City Council has a School Age Childcare Policy that outlines its commitment to supporting provision. While the Council does not have control over external providers' decisions, such as fees and discounts, it does offer its own discounts based on family income and entitlement. As School Age Childcare is not a statutory service, it must operate sustainably and is primarily funded through fee income.	The Council will continue to offer a 50% discount for Aberdeen City Council School Age Childcare provision in line with other entitlements based on low income like Free School Meals and School Clothing Grants.	Ongoing	Medium	None.

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85	Do	Health and Wellbeing	review the provision of before and after school provision and work with schools and community and learning centres to identify possible solutions to address gaps.	We do this on a regular basis, as outlined in our School Age Childcare Policy. Gaps in provision are addressed. However, any new provision has to be sustainable as it is funded via fees.	We will continue to monitor our provision regularly.	Ongoing	Medium	None
86	Do	Health and Wellbeing	review transition arrangements and support between P7 and S1 to identify improvements needed to keep young people engaged in education at this key point.	Transition arrangements are an ongoing priority for the council. They have been reviewed to ensure those at risk of non-attendance are provided with an enhanced transition. This includes the opportunity to build relationships with key staff prior to any visit involving large numbers of young people. There is an Aberdeen City Council Transition Standard which supports all schools plan robust transitions for learners with a particular focus on three key areas: arrangements to support learners and their families; collaborative planning and delivery; and continuity and progression in learning.	A working group of head teachers and central officers is currently reviewing and updating the existing transition standard. This will be completed and the updated version shared with all schools by the end of Term 2 2025. All schools and Associated School Groups will review transition arrangements in light of updated guidance.	Session 2025-26	Medium	None
87	Do	Health and Wellbeing	review data to identify the characteristics of, and areas where, kinship carers reside to help understand the wider support needs families may have related to low income.	Most kinship carers are grandparents living in areas of high deprivation, as defined by the Scottish Index of Multiple Deprivation. A financial assessment is carried out when placing a child to ensure carers receive the recommended allowance and are supported to claim full benefits. Support is provided by Citizens Advice or the Council's Money Advice Service. If essential items are needed, the Council has legislative powers to provide them.	We have conducted analysis of postcodes of kinship carers to identify how many of them live in Scottish Index of Multiple Deprivation 1 or 2 areas. These areas are the most deprived based on the Scottish Index of Multiple Deprivation. We will continue to use financial assessment to understand the support requirements of kinship carers. Data as of Sept 2025: SIMD1 - 16% SIMD2 - 36% SIMD3 - 12% SIMD4 - 21% SIMD5 - 10% UNKN - 6%	Complete	Medium	None
89	Do	Health and Wellbeing	review the process for renewing Blue Badges and bus passes, to reduce the evidence requirements and speed up the time taken.	Transport Scotland is responsible for the policy and legislation that sets out the eligibility and evidence requirements framework for Blue Badge and Free Bus Travel schemes. We have a shortened renewal application online and paper form for Blue Badge holders who have previously been assessed by a healthcare professional and decision was made that no further assessments would be required.	Evidence requirements for the National Entitlement Card and Blue Badge are linked to the eligibility criteria set by Transport Scotland. Aberdeen City Council staff now have access to Social Security Scotland's Data Sharing Portal. This portal allows verification of Adult and Child Disability Payment, which is one of the more common criteria for the National Entitlement Card and Blue Badge. There is also an ongoing Council review of the Blue Badge process and this recommendation can be further looked at within the review. The Council is committed to reviewing the assessment and renewal process for Blue Badges to identify how this could be improved.	September 2026	Medium	None

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90	Do	Health and Wellbeing	review how eligibility criteria for Blue Badge access is assessed to ensure it meets the needs of those with neurological conditions (such as dementia) as well as mobility issues.	Transport Scotland sets the eligibility criteria. There is a 'Risk in Traffic' criteria for applicants, whose diagnosed mental disorder or cognitive impairment results in difficult to control behaviours which put themselves or others at risk in situations involving traffic.	As per current position there is a 'Risk in Traffic' criteria for Blue Badge but all eligibility criteria is set by Transport Scotland and is not within the powers of the Council to change. However, we are committed to reviewing the assessment and renewal process to identify how this could be improved and as part of this we will consider the needs of those with neurological needs. To better understand these needs, we will engage Aberdeen Action on Disability to determine how processes could be improved.	To be confirmed	Medium	None
96	Do	Health and Wellbeing	review its performance for housing repairs to drive improvements	Performance is monitored on a monthly basis and reported to housing regulator and committee, any issues are highlighted and acted on	Our new repair digital platform will allow for the introduction of more digital and mobile working practices. The system will allow for a more efficient work practice creating improvements for the service and our customers	Ongoing	Medium	None
100	Do	Health and Wellbeing	Work with local authorities and health boards to improve outcomes for women in light of increasing rates of economic inactivity due to poor health.	Like the rest of the UK, Aberdeen has experienced a rise in the number of people unable to work due to ill health or disability. This can have negative impacts for individuals and also at a population level.	Preliminary analysis is required of existing universal and targeted interventions to support women remain in or return to the workforce. This is likely to focus on Health and Social Care as well as employability support services. We will consider scheduling a Community Appointment Day focused on women whose health needs impact on them being able to work.	March 2027	Medium	None