

	Aim	Commitment	Deliverable	From Delivery Plan	Lead Officer	Measure of Success	Timescale	RAG Status
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	increase the availability of accurate and relevant health and social care information and work with BSL users to identify this;	British Sign Language	Alison MacLeod	a survey to assess how well all health and social care information has been accessible to BSL users in the format they require (first survey 2021, to be repeated 2024);		
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	increase the availability of accurate and relevant health and social care information and work with BSL users to identify this;	British Sign Language	Alison MacLeod	use of local BSL / English Interpreters and BSL users to provide information in BSL on the Partnership website		
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	raise employees' awareness across the partnership of BSL and Deaf culture by rolling out the national learning resource when this becomes available;	British Sign Language	Alison MacLeod	increased percentage of employees who have made use of the national resource;		
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	raise employees' awareness across the partnership of BSL and Deaf culture by rolling out the national learning resource when this becomes available;	British Sign Language	Alison MacLeod	work with BSL users to increase employee skills in basic BSL.		
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	ensure that BSL users are offered psychological therapies on a fair and equal basis	British Sign Language	Alison MacLeod			
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	consult with NESS and BSL users on our Draft Mental Health Strategy	British Sign Language	Alison MacLeod	involvement of BSL users in consultation around the following strategies: Mental Health Strategy – September/October 2018; Strategic Plan – January/February 2019; Dementia Strategy - Autumn 2019; Carers Strategy – January/February 2021; Learning and Development Strategy – January/February 2021; Others – as required.		
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	Ease the additional financial burden that disability can bring	Disabled Adaptations	Alison MacLeod	Number of Private Sector Grant Applications agreed.		
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	Independent advocacy in Grampian continues to be need and user led and is based on stakeholder involvement through direct involvement;	Grampian Independent Advocacy	Alison MacLeod	Satisfaction rates of Advocacy services provided		
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	Individuals, who need it, have fair and equitable access for the long term;	Grampian Independent Advocacy	Alison MacLeod	Level of Advocacy provided		
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	There is a proper balance between individual and collective advocacy;	Grampian Independent Advocacy	Alison MacLeod	Balance between individual and collective Advocacy		
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	Independent advocacy in Grampian is evaluated and reported, through monitoring tools and service level agreements;	Grampian Independent Advocacy	Alison MacLeod			
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	An effective planning tool is developed to ensure that advocacy is considered by all planning groups in Grampian;	Grampian Independent Advocacy	Alison MacLeod			
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	All strategic planning documents and change projects address advocacy need;	Grampian Independent Advocacy	Alison MacLeod			
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	A three year rolling action plan is developed and implemented that defines collective themes at Grampian level, which are converted into detailed plans by each IAO at local authority level.	Grampian Independent Advocacy	Alison MacLeod	Refreshed Advocacy Plan		
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	Undertake a review of specialist housing requirements for people with mental health, learning disabilities and substance misuse.	Local Housing Strategy	Alison MacLeod	Review completed		

1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	Local partnerships should consider options for the introduction of basic sensory checks for example for people of a certain age, and at agreed times in their care pathway.	SeeHear	Alison MacLeod			
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	Local partnerships should audit their skills base in relation to awareness of sensory impairment in the workforce and take steps to address any deficits identified, targeted in the first instance at older people's services.	SeeHear	Alison MacLeod	Training on sensory impairment for staff		
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	Local partnerships (in this instance local statutory and third sector agencies) should be able to evidence that their service planning reflects the need in their area, and reflects appropriate responses to the hierarchy of need outlined earlier.	SeeHear	Alison MacLeod	Service planning identifies need in relation to sensory impairment and reflects response to this		
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	They should audit current spend and service patterns on sensory impairment, including for carers, in relation to specialist provision and also to those elements of other service provision that impact on people with a sensory impairment. In the light of the findings, consideration should be given to options for service redesign as appropriate;	SeeHear	Alison MacLeod	Spend and usage of NESS service		
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	They should develop care pathways for people with a sensory impairment, which confirm the component parts of the individual's journey. In so doing they should assess performance against the care pathway and the key factors for effective pathways outlined earlier, and use this as the basis for service improvement, and identify the relevant responsibilities across agencies for the delivery of this;	SeeHear	Alison MacLeod	Sensory Impairment pathway developed with individual agency's responsibilities identified. Service improvement identified and Pathway performed managed.		
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	Accessible local information strategies should be developed to include preventative measures and good self-care in retaining sensory health, but also providing information on how to access services.	SeeHear	Alison MacLeod			
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	There should be robust systems for maintaining information locally, and sharing this between agencies, in relation to people who have received a diagnosis of a sensory impairment at any time from birth onwards.	SeeHear	Alison MacLeod	Robust Information systems in place		
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	Agencies should review their compliance with the Equalities Act 2010 and the UNCRPD Article 9 in relation to sensory impairment, particularly in relation to communication, and give consideration to whether any future action may be required.	SeeHear	Alison MacLeod	Compliance reviewed		
1	Prevention	Promote positive health and wellbeing	Healthy life expectancy (time lived in good health) is five years longer by 2026.	LOIP	Gail Woodcock	Increase the number of distress brief intervention opportunities for people with mental health issues by 10% by 2021		
1	Prevention	Promote positive health and wellbeing	Healthy life expectancy (time lived in good health) is five years longer by 2026.	LOIP	Gail Woodcock	Reduce suicide rates amongst men in Aberdeen to below 2016 levels (20) by 2021.		
1	Prevention	Promote positive health and wellbeing	Healthy life expectancy (time lived in good health) is five years longer by 2026.	LOIP	Gail Woodcock	Reduce % of men and women who are obese to 20% by 2021.		
1	Prevention	Promote positive health and wellbeing	Healthy life expectancy (time lived in good health) is five years longer by 2026.	LOIP	Gail Woodcock	Reduce tobacco smoking by 5% overall by 2021.		
1	Prevention	Promote positive health and wellbeing	Healthy life expectancy (time lived in good health) is five years longer by 2026.	LOIP	Gail Woodcock	Increase health literacy		

1	Prevention	Reduce harmful impact of alcohol, drugs, tobacco, obesity and poor oral health	Rate of harmful levels of alcohol consumption reduced by 4% and drug related deaths lower than Scotland by 2026.	LOIP	Gail Woodcock	Increase by 10% the percentage of adults in Aberdeen City who are non drinkers or		
1	Prevention	Reduce harmful impact of alcohol, drugs, tobacco, obesity and poor oral health	Rate of harmful levels of alcohol consumption reduced by 4% and drug related deaths lower than Scotland by 2026.	LOIP	Gail Woodcock	Increase % of the population who feel informed about using alcohol responsibly by 2021.		
1	Prevention	Reduce harmful impact of alcohol, drugs, tobacco, obesity and poor oral health	Rate of harmful levels of alcohol consumption reduced by 4% and drug related deaths lower than Scotland by 2026.	LOIP	Gail Woodcock	Increase number of alcohol brief interventions delivered by Primary Care providers and other professionals by 100% by 2021.		
1	Prevention	Reduce harmful impact of alcohol, drugs, tobacco, obesity and poor oral health	Rate of harmful levels of alcohol consumption reduced by 4% and drug related deaths lower than Scotland by 2026.	LOIP	Gail Woodcock	Increase the uptake of alcohol treatment by improving access to alcohol services and ensuring they are local, integrated and targets areas of greatest need by 10% year on year by 2021.		
1	Prevention	Reduce harmful impact of alcohol, drugs, tobacco, obesity and poor oral health	Rate of harmful levels of alcohol consumption reduced by 4% and drug related deaths lower than Scotland by 2026.	LOIP	Gail Woodcock	Reduce the incidence of fatal drug overdose through innovative developments and by increasing the distribution of naloxone by 10% year on year by 2021.		
1	Prevention	Reduce harmful impact of alcohol, drugs, tobacco, obesity and poor oral health	Rate of harmful levels of alcohol consumption reduced by 4% and drug related deaths lower than Scotland by 2026.	LOIP	Gail Woodcock	Increase opportunities for individuals who have been at risk of Blood Borne Viruses, being tested and accessing treatment by 2021.		
1	Prevention	Reduce harmful impact of alcohol, drugs, tobacco, obesity and poor oral health	Rate of harmful levels of alcohol consumption reduced by 4% and drug related deaths lower than Scotland by 2026.	LOIP	Gail Woodcock	Increase uptake of drug treatment and specifically within Locality Areas by 10% each year by 2021.		
1	Prevention	Reduce harmful impact of alcohol, drugs, tobacco, obesity and poor oral health	Rate of harmful levels of alcohol consumption reduced by 4% and drug related deaths lower than Scotland by 2026.	LOIP	Gail Woodcock	Increase number of people undertaking recovery from drug and alcohol issues who are being supported to maintain drug / alcohol free lives in their community by 2021.		
1	Prevention	Promote positive health and wellbeing	Deliver the Vaccination Transformation Programme	PCIP	Gail Woodcock	Increase vaccination uptake		
1	Prevention	Promote positive health and wellbeing	Promoting health and wellbeing and tackling inequalities	Nursing	Heather MacRae			
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	Promoting health and wellbeing and tackling inequalities	Nursing	Heather MacRae			
1	Prevention	Promote positive mental health and wellbeing	Scale up the Beating the Blues project	Action 15	Karen Gunn			
1	Prevention	Reduce the harmful health impact of alcohol, drugs, tobacco, obesity and poor oral health	More young people and families at risk are supported to stay together	Alcohol	Karen Gunn			
1	Prevention	Reduce the harmful health impact of alcohol, drugs, tobacco, obesity and poor oral health	More children and young people at risk as a result of parental alcohol misuse are safer	Alcohol	Karen Gunn			
1	Prevention	Reduce the harmful health impact of alcohol, drugs, tobacco, obesity and poor oral health	Reduce alcohol related crime, antisocial behaviour, preventable accidents and harms	Alcohol	Karen Gunn	Alcohol related crime is reduced		

Year 2

	Aim	Commitment	Deliverable	From Delivery Plan	Lead Officer	Measure of Success	Timescale	RAG Status
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	Provide training on creation of accessible information & effective communication methods such as talking mats, social stories, videos	Learning Disability	Kevin Dawson	Training will be available	Mar-21	Green
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	Work with Universities and Colleges to explore learning opportunities to increase knowledge and understanding of Autism for a range of stakeholders	Autism	Kevin Dawson	Learning opportunities will be mapped and attendance statistics will be used to create baselines for improvement	Mar-21	Green
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	Develop and launch good practice checklists for 'autism appropriate' environments	Autism	Kevin Dawson	Checklist will be developed and launched; evaluation of its use; anecdotal evidence of improvements	Mar-21	Green
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	Raise awareness of the Appropriate Adult (AA) Scheme	Autism	Kevin Dawson	Analysis of data regarding requests and usage of AAs	Mar-21	Green
1	Prevention	Promote positive health and wellbeing	Provide information on suitable counselling type supports with knowledge of Autism interlinked to Mental Health	Autism	Kevin Dawson	Information will be available; services will be listed on relevant databases	Mar-21	Green
2	Resilience	Promote and support self management and independent living for individuals	Promotion of events & networks that have people with Learning Disabilities at the centre	Learning Disability	Kevin Dawson	People being actively involved	Mar-21	Green
2	Resilience	Value and Support unpaid Carers	Promote awareness of anticipatory/life planning, including Carers Support Plans	Learning Disability	Kevin Dawson	Awareness is raised	Mar-21	Green
2	Resilience	Promote and support self management and independent living for individuals	Review internal assessment & review documents to ensure they capture information on how services are promoting/utilising people's skills & abilities	Learning Disability	Kevin Dawson	Review will be completed & documentation amended to best capture information	Mar-21	Green
2	Resilience	Promote and support self management and independent living for individuals	Promote use of the 'Healthy Hoose' Model for people with Learning Disabilities	Learning Disability	Kevin Dawson	Awareness will be raised	Mar-21	Green
2	Resilience	Promote and support self management and independent living for individuals	Promote Health Passports as model of best practice	Learning Disability	Kevin Dawson	Increasing numbers of Health Passports in place	Mar-21	Green
2	Resilience	Promote and support self management and independent living for individuals	Commence dialogue with staff in General Practice, including Community Link Workers regarding the needs of people with a Learning Disability, resource/supports available & discuss how data can be best captured	Learning Disability	Kevin Dawson	Awareness will be enhanced	Mar-21	Green
2	Resilience	Promote and support self management and independent living for individuals	Promotion of Annual Health Checks & preventative screening to individuals, families and providers	Learning Disability	Kevin Dawson	Numbers of health checks/screenings will increase	Mar-21	Green
2	Resilience	Promote and support self management and independent living for individuals	Raise awareness of the 'Keep Safe' approach	Learning Disability	Kevin Dawson	'Keep Safe' approach will be in operation & supporting people with Learning Disabilities	Mar-21	Green
2	Resilience	Promote and support self management and independent living for individuals	Explore the 'Quality Checkers' model	LD	Kevin Dawson	Scoping will be complete	Mar-21	Green

2	Resilience	Promote and support self management and independent living for individuals	Scope information available regarding Long Term Conditions and promote use of such information to people with Learning Disabilities (considering accessibility)	LD	Kevin Dawson	Information will be widely available to people and accessible versions provided as required	Mar-21	Green
2	Resilience	Promote and support self management and independent living for individuals	Promote the 'Making Every Opportunity Count' model for people with Learning Disabilities	LD	Kevin Dawson	Model will be explored and in use	Mar-21	Green
2	Resilience	Promote and support self management and independent living for individuals	Provide enhanced clarity on the assessment pathway for Children and Young People (as informed by national development work)	Autism	Kevin Dawson	Information on the Pathway will be readily available; reduction in complaints; linkage to children's plan; assessment and diagnosis trends will be measurable	Mar-21	Green
3	Personalisation	Right Care, Right Place, Right Time	Integrated working practices in the Adult Learning Disability Service will be enhanced	Learning Disability	Kevin Dawson	Health & Social Work practices, where possible, will have greater alignment	Mar-21	Green
3	Personalisation	Right Care, Right Place, Right Time	Explore & expand use of Technology Enabled Care (TEC)	Learning Disability	Kevin Dawson	Awareness will be raised, and TEC will have greater usage	Mar-21	Green
3	Personalisation	Right Care, Right Place, Right Time	Develop a 'Transitions Pathway' where changes in practice will be trialled	Learning Disability	Kevin Dawson	Pathway will be developed & in operation/changes will be trialled	Mar-21	Green
3	Personalisation	Right Care, Right Place, Right Time	Raise awareness of the Liaison Nurse Service	Learning Disability	Kevin Dawson	Use of Service will be extended where possible/Awareness will be enhanced	Mar-21	Green
3	Personalisation	? -support to staff	Develop/Cascade Training focussed on what is a Learning Disability, including specific information on the interaction with Mental Health & Communication methods	LD	Kevin Dawson	Training will be developed and launched	Mar-21	Green
3	Personalisation	Right Care, Right Place, Right Time	Provision of flexible and appropriate learning pathways and environments which meet the needs of autistic children	Autism	Kevin Dawson	Analysis of local and national statistics detailing attendance, exclusion and positive educational and wellbeing outcomes; anecdotal evidence of improvements from children and families	Mar-21	Green
3	Personalisation	Right Care, Right Place, Right Time	Develop mechanisms to track unmet need and analyse gaps in provision (from signposting to direct support), to inform future development	Autism	Kevin Dawson	Tracking mechanisms will be identified and in operation; gaps will be mapped; areas for service developments will be identified; reduction in unmet need and complaints	Mar-22	Green
4	Connections	Enable our citizens to have opportunities to maintain their wellbeing and take a full and active role in their local community	Promote Peer Support	Learning Disability	Kevin Dawson	People are aware of & actively involved in peer support	Mar-21	Green
4	Connections	Enable our citizens to have opportunities to maintain their wellbeing and take a full and active role in their local community	Explore ACHSCP signing up to the 'Charter for Involvement' & promotion of the charter to other organisations (wider than Learning Disability Services/Organisations)	Learning Disability	Kevin Dawson	ACHSCP/National Involvement Network/Local Organisations already signed up to the Charter	Mar-21	Green





Year 3

	Aim	Commitment	Deliverable	From Delivery Plan	Lead Officer	Measure of Success	Timescale	RAG Status
1	Prevention	Reduce harmful impact of alcohol, drugs, tobacco, obesity and poor oral health	Ensure access to alcohol services is local, integrated and targets areas of greatest need	ADP Transformation & Delivery Plan	Karen Gunn	Continue the development of Community Alcohol Hubs targeting communities where deprivation is greatest as a whole system / whole population approach to alcohol	Aug-21	Amber
1	Prevention	Reduce harmful impact of alcohol, drugs, tobacco, obesity and poor oral health	Continue to implement improvement activity and further develop our programme of quality assurance within our specialist services that will seek and involve service users views	SMS Transformation & Delivery Plan	Karen Gunn	Measurable and reportable quality assurance measures	Aug-21	Amber
1	Prevention	Reduce harmful impact of alcohol, drugs, tobacco, obesity and poor oral health	Ensure substance misuse treatment programme is in place for those within the criminal justice system and provide opportunities for those not engaged in specialist treatment to engage	LOIP / Community Justice Partnership / ADP	Karen Gunn	Increase the uptake and retention of people in the Justice System with drug and alcohol problems in specialist services by 100% by 2021	Aug-21	Amber
1	Prevention	Reduce harmful impact of alcohol, drugs, tobacco, obesity and poor oral health	Effective joint working arrangements are in place between treatment services and children and family services (including statutory child protection services) which ensure that services work together in the best interest of the child and their family;	ADP Transformation & Delivery Plan	Simon Rayner / Tam Walker	Ensure joint working and robust quality assurance processes are in place that meet best interests of the child and their family are met.	Aug-21	Amber
1	Prevention	Reduce harmful impact of alcohol, drugs, tobacco, obesity and poor oral health	Reduce the adverse and harmful impact of parental drug / alcohol use on children	ADP Transformation & Delivery Plan	Simon Rayner	Ensure family members, partners and carers receive a proactive offer of support and advice in relation to drug and alcohol misuse	Aug-21	Amber
1	Prevention	Reduce harmful impact of alcohol, drugs, tobacco, obesity and poor oral health	Reduce the adverse and harmful impact of parental drug / alcohol use on children	ADP Transformation & Delivery Plan	Karen Gunn	Reduction in number of live births experiencing neonatal abstinence syndrome	Aug-21	Amber
1	Prevention	Address the factors that cause inequality in outcomes in and across our communities	Develop innovative ways to engage those most at risk to drug or alcohol related problems	SMS Transformation & Delivery Plan	Karen Gunn	Increase number of service users from target cohorts engaging services	Aug-21	Amber
1	Prevention	Reduce harmful impact of alcohol, drugs, tobacco, obesity and poor oral health	Take forward recommendations in relation to "The Delivery of Psychological Interventions in Substance Misuse Services in Scotland Report"	SMS Transformation & Delivery Plan	Karen Gunn	Services are trauma informed	Aug-21	Amber
1	Prevention	Reduce harmful impact of alcohol, drugs, tobacco, obesity and poor oral health	Maintain links with local recovery groups, support groups and mutual aid fellowships	ADP Transformation & Delivery Plan	Karen Gunn	Ensure that a range of support mechanisms in place and available to groups who support those in recovery	Aug-21	Amber
2	Resilience	Value and Support Unpaid Carers	Review Eligibility Criteria for Adult Carers after three years.	Carers	Alison MacLeod	Revised Eligibility Criteria approved, published and utilised	Jun-21	Green
2	Resilience	Value and Support Unpaid Carers	Review the Integrated Children's Services Operational Guidance.	Carers	Alison MacLeod	Revised Operational Guidance approved, published and utilised	Jun-21	Green



2	Resilience	Value and Support Unpaid Carers	Review strategy after 3 years	Carers	Alison MacLeod	Strategy revised, approved, published and implemented	Mar-21	Green
2	Resilience	Promote and support self management and independent living for individuals	Promotion of 'Transitions across the Lifespan' national toolkit	Autism	Kevin Dawson	Awareness and use of toolkit will be raised; reduction in unsuccessful transitions; anecdotal evidence of improvements in relation to life transitions	Mar-22	Green
2	Resilience	Promote and support self management and independent living for individuals	Increased use of Care Opinion by Autistic People and their families	Autism	Kevin Dawson	Increased usage evidence through available data	Mar-22	Green
2	Resilience	Value and Support unpaid Carers	Promote the rights of Carers within the Carers Act and local Carers Strategy, including the rights to receive a Carers Support Plan and availability of local support	Autism	Kevin Dawson	Increased awareness of rights will exist; data of carers support plans completed	Mar-22	Green
3	Personalisation	Right Care, Right Place, Right Time	Provision (and revision where necessary) of support at pre-assessment and post-diagnosis stages, including review of supports such as the Cygnet (parent support) programme	Autism	Kevin Dawson	Working group will review supports and analyse gaps and put necessary	Mar-22	Green
3	Personalisation	Right Care, Right Place, Right Time	Creation of 'autism appropriate' integrated assessment pathway for Adults	Autism	Kevin Dawson	Assessment data will be recorded and analysed	Mar-22	Amber
3	Personalisation	Right Care, Right Place, Right Time	Development and implementation of a Transitions Pathway (children to adults)	Autism	Kevin Dawson	Pathway will be developed and in operation; Transitions Planning Documents will be recorded and baselines created to measure improvement; relevant data will be analysed to monitor and evaluate; anecdotal evidence of improvements from young people and families	Mar-22	Amber
3	Personalisation	Right Care, Right Place, Right Time	Ensure that our workforce is appropriately supported and valued in our quality processes to ensure best possible care, recruitment and retention	SMS Transformation & Delivery Plan	Simon Rayner	Staff service feedback and job satisfaction	Aug-21	Amber
3	Personalisation	Right Care, Right Place, Right Time	Build capacity of our specialist services to improve access, waiting times and retention in treatment	SMS Transformation & Delivery Plan	Simon Rayner	We exceed waiting times standard	Aug-21	Amber
3	Personalisation	Right Care, Right Place, Right Time	Ensure access to alcohol services is local, integrated and targets areas of greatest need	SMS Transformation & Delivery Plan	Simon Rayner	Continue the development of Community Alcohol Hubs targeted to communities where deprivation is greatest as a whole system / whole population approach to alcohol	Aug-21	Amber

