



INVERCLYDE ALLIANCE BOARD

MONDAY 18 JANUARY 2021 – 1PM

This meeting is by remote online access only through videoconferencing facilities. The joining details will be sent prior to the meeting.

In the event of connectivity issues, the *join by phone* number in the WebEx invitation can be used.

Please note this meeting will be recorded.

BUSINESS

1. **Apologies for Absence**
2. **Minute of Previous Meeting** (copy attached)
3. **Matters Arising**
4. **Proposed LOIP Priority – Local Economy**
Report by Shared Services Manager, Corporate Policy, Performance & Partnership (copy attached)
5. **Partnership Updates**
- 5a. **Inequalities**
Report by Inequalities Partnership Chair (copy attached)
- 5b. **Culture**
Report by Cultural Partnership Chair (copy attached)
- 5c. **Repopulation**
Report by Repopulation Partnership Chair (copy attached)
6. **Covid-19 Partnership Recovery Update**
Report by Chair of Programme Board (copy attached)
7. **Date of Next Meeting – Monday 15 March 2021 at 1pm**

INVERCLYDE ALLIANCE BOARD

MONDAY 5 OCTOBER 2020 – 1PM

Present: Councillors S McCabe (Chair), G Brooks, L Quinn and E Robertson (Inverclyde Council), Chief Superintendent A Murray (Police Scotland), Group Manager D McCarrey (Scottish Fire & Rescue Service), Ms K Wallace (NatureScot), Ms S Kelly (Skills Development Scotland), Ms S Kearns (Scottish Government), Mr B Clements (CVS Inverclyde), Ms F Calderwood (DWP), Ms S Rae (West College Scotland), Mr A Comrie (Strathclyde Partnership for Transport), Mr R Turnock (River Clyde Homes), Mr S Frew (Scottish Enterprise), Ms A Coulthard (West Dunbartonshire Council) and Ms M Alford (Scottish Youth Parliament representative).

In attendance: Mr A Fawcett, Ms R Binks, Mr S Allan, Mr S McNab, Mr A McEwan, Mr H Scott, Mr I Hanley, Ms G Baxter, Ms L McVey, Ms L Logsdon, Ms D Sweeney, Ms S Lang, and Mr G Barbour (Inverclyde Council), Ms L Long and Ms A Wardlaw (Inverclyde HSCP).

Apologies for absence: Ms A MacPerson (NHS Greater Glasgow & Clyde), Ms M Toal (DWP), Ms C Elliot (CVS Inverclyde), Ms E Connolly (West College Scotland), and Mr S McMillan (MSP).

The meeting was held by video-conference.

PRESENTATION – DISCOVER INVERCLYDE WEBSITE

The Board heard a presentation by Mr G Barbour, Service Manager, Communications, Tourism and Health & Safety, Inverclyde Council on the Discover Inverclyde website and associated marketing campaign. Mr Barbour gave an overview of the content and functionality of the website, advising that it would be rolled out to local businesses and organisations to use to promote their activities and would contribute to strengthening the Inverclyde brand and support the tourism and hospitality sector. After the presentation, Mr Barbour answered a number of questions from Board members.

MINUTE OF PREVIOUS MEETING

The minute of the meeting of 9 December 2019 was submitted and approved.

MATTERS ARISING

There were no separate matters arising.

ALLIANCE PARTNERS - KEY ACHIEVEMENTS AND PRIORITIES

There was submitted a report by the Chair of the Programme Board providing an overview of the key achievements of each Alliance Board partner over the previous two years and their key priorities for the next two years.

The Board then heard presentations from Mr S Frew (Scottish Enterprise), Ms L Long (Inverclyde HSCP - in the absence of Ms A MacPherson, NHS Greater Glasgow and Clyde Ms Long provided the update), Ms F Calderwood (DWP), Ms S Rae (West College Scotland), Superintendent A Murray (Police Scotland), Mr B Clements (CVS Inverclyde), Group Manager D McCarrey (Scottish Fire and Rescue Service), Mr A Comrie (Strathclyde Passenger Transport), Mr R Turnock (River Clyde Homes), Ms K Wallace (NatureScot), Ms S Kearns (Scottish Government) and Ms S Kelly (Skills Development Scotland). Following each presentation, the representative answered questions from Board members.

During the course of this item Councillor McCabe left the meeting due to loss of connectivity

and the Chair was taken by Mr Fawcett. Councillor McCabe returned to the meeting prior to the conclusion of this item but due to ongoing technical issues did not resume the Chair until the following item.

Decided:

- (1) that the key achievements, priorities and progress of each partner in achieving the priorities of Inverclyde's Local Outcome Improvement Plan 2017-22 be noted; and
- (2) that it be noted that the actions detailed in this report have been collated to provide an addendum to the Covid-19 Partnership Recovery Plan report.

COVID-19 PARTNERSHIP RECOVERY PLAN

There was submitted a report by the Chair of the Programme Board presenting the Covid-19 Partnership Recovery Plan for consideration and advising that the expenditure requirements associated with the Plan had been considered by the Policy & Resources Committee of Inverclyde Council on 15 September 2020.

The Board then heard presentations from Ms L Long, Corporate Director (Chief Officer), Inverclyde Health & Social Care Partnership, Mr S Allan, Corporate Director Environment, Regeneration & Resources and Ms R Binks, Corporate Director Education, Communities & Organisational Development, Inverclyde Council. Following each presentation the Officer answered questions from Board members.

During the course of this item Councillor McCabe resumed the Chair.

Decided:

- (1) that the Partnership Recovery plan be approved;
- (2) that it be noted that the expenditure proposed in the Partnership Recovery Plan of £180,000 was approved by Inverclyde Council's Policy & Resources Committee on 15 September 2020;
- (3) that approval be given to the partners contributions, as detailed in the addendum to the report, being incorporated into the Covid-19 Partnership Recovery Plan; and
- (4) that the Partnership Recovery Plan be a standing item at each Inverclyde Alliance Board meeting.

REVIEW OF THE LOCAL OUTCOME IMPROVEMENT PLAN (LOIP)

There was submitted a report by the Chair of the Programme Board advising of a review of the Local Outcome Improvement Plan 2017-2022 and appending the revised Plan.

Decided: that a further report be submitted to the next meeting of the Alliance Board giving consideration to the key priorities already detailed in the LOIP and whether 'local economic growth' should be included as a key priority.

INVERCLYDE LOCAL OUTCOME IMPROVEMENT PLAN – QUARTERLY PROGRESS REPORT

There was submitted a report by the Chair of the Programme Board providing an update on the progress which has been made in implementing the Local Outcome Improvement Plan (LOIP) 2017-2020 and including 'flash' reports for the Cultural Partnership and Repopulation Partnership.

Decided: that the progress made in implementing the LOIP between May and July 2020 be noted.

LOCALITY PLANNING PROGRESS REPORT

There was submitted a report by the Lead Officer for Inequalities, Inverclyde Council providing an update on the progress which has been made in the implementation of locality planning between May and July 2020 and including a 'flash' report for Locality Planning.

Decided: that the progress made in implementing locality planning be noted.

INVERCLYDE ANTI-POVERTY INITIATIVES

There was submitted a report by the Chair of the Programme Board providing an update on the proposals on the Anti-Poverty initiatives to be progressed in the current financial year.

Decided:

- (1) that the proposals detailed in the report for the utilisation of the Anti-Poverty £1 million and other funding received from the Scottish Government be noted; and
- (2) that it be noted that a further progress report providing more detailed information on proposals will be submitted to a future meeting of the Alliance Board.

LOCAL CHILD POVERTY ACTION REPORT

There was submitted a report by the Corporate Policy, Performance and Partnership Manager, Inverclyde Council seeking approval of the Inverclyde Local Child Poverty Action Report 2019/2020 appended to the report.

Decided: that the Inverclyde Local Child Poverty Action Report 2019/2020 be approved.

INVERCLYDE CHILDREN'S SERVICE PLAN 2020-2023

There was submitted a report by the Corporate Director Education, Communities & Organisational Development, Inverclyde Council providing an update on the position of the Inverclyde Strategic Children's Service Planning Partnership in relation to the publication of the 2020-2023 Children's Service Plan.

Decided:

- (1) that the developments in relation to the altered landscape for children's service planning be noted; and
- (2) that the recommendation of the Children's Service Planning Strategic Partnership to revise the draft Children's Service Plan for 2020-2023 and publish a revised and final plan in March 2021 be supported and approved.

INVERCLYDE COMMUNITY JUSTICE PARTNERSHIP ANNUAL REPORT 2019-2020

There was submitted a report by the Corporate Director (Chief Officer) Inverclyde Health and Social Care Partnership (HSCP) appending the Inverclyde Community Justice Partnership Annual Report 2019-2020.

Decided:

- (1) that the Inverclyde Community Justice Partnership Annual Report 2019-2020 be noted; and
- (2) that submission of the Inverclyde Community Justice Partnership Annual Report 2019-2020 to Community Justice Scotland be approved.

INVERCLYDE COMMUNITY SAFETY PARTNERSHIP STRATEGIC ASSESSMENT 'MAKING INVERCLYDE SAFER TOGETHER 2020-22'

There was submitted a report by the Chair of the Community Safety Partnership Strategy Group appending the Inverclyde Community Safety Partnership Strategic Assessment 2020-22, 'Making Inverclyde Safer Together'.

Decided: that the publication of the Inverclyde Community Safety Partnership Strategic Assessment 2020-22, 'Making Inverclyde Safer Together', be approved.

PROGRAMME OF ALLIANCE BOARD MEETINGS TO DECEMBER 2021

There was submitted a report by the Corporate Director Environment, Regeneration and Resources, Inverclyde Council requesting agreement to a programme of dates for meetings

of the Alliance Board to December 2021.

Decided:

- (1) that agreement be given to the programme of Alliance Board meetings to December 2021 as set out in the appendix to the report; and
- (2) that workshop and development sessions be suspended until 4 October 2021 due to the Covid-19 pandemic.

DATE OF NEXT MEETING

It was noted that the next meeting of the Alliance Board would take place at 1pm on Monday 7 December 2020.



Inverclyde Alliance

AGENDA ITEM NO: 4

Report To:	Inverclyde Alliance Board	Date:	18 January 2021
Report By:	Amanda Coulthard, Shared Services Manager Corporate Policy, Performance and Partnership	Report No:	
Contact Officer:	Lynsey Logsdon	Contact No:	N/A
Subject:	Proposed LOIP Priority – Local Economy		

1.0 PURPOSE

- 1.1 The purpose of this report is to present to the Alliance Board the compelling evidence for adoption of “local economy” as an additional priority for the Local Outcome Improvement Plan (LOIP).

2.0 SUMMARY

- 2.1 At its meeting on 5 October 2020, the Alliance Board discussed the adoption of an additional priority on ‘local economy’ and requested that a report be prepared on the evidence to support inclusion of the local economy as a new priority in the LOIP. The Board requested that detail was considered by the Programme Board before being further considered by the Alliance Board.
- 2.2 There is a range of evidence regarding increasing need and deteriorating outcomes in this area. For example:
- Since 2017 there has been significant deterioration in performance across a range of indicators relating to the economy.
 - Community engagement carried out in recent years shows Inverclyde residents consistently express the view that the local economy should be a local priority.
 - Early data anticipates that the Covid-19 pandemic will exasperate existing issues in relation to the local economy in Inverclyde.
- 2.3 While it is recognised that economic regeneration and employability contribute to the achievement of the repopulation and inequalities priorities within the LOIP, there are a limited number of actions focused on this area in the delivery plans for these priorities. This risks a lack of focus and understanding of the particular challenges facing the Inverclyde economy and no cohesive targeted partnership activity to improve outcomes in this area.

3.0 RECOMMENDATIONS

- 3.1 It is recommended that the Alliance Board:
- Agree the “local economy” is adopted as a new LOIP priority
 - Approve the draft priority for the “local economy” contained within Appendix 1.

**Amanda Coulthard,
Shared Services Manager - Corporate Policy, Performance and Partnership**

4.0 BACKGROUND

- 4.1 A desktop review of Inverclyde's LOIP 2017-22 was undertaken in July 2020, looking at the latest data available as well as feedback from local communities in order to assess the existing LOIP priorities against evidence of need. This review provided evidence that the 3 priorities currently described in the LOIP remain appropriate.
- 4.2 However, both available data and feedback from local communities indicated that the "local economy" is a current and growing issue for Inverclyde. For this reason consideration was given to the available evidence with a view to adopting this as an additional priority in the LOIP.
- 4.3 The [findings of the desktop review](#) were presented to the Alliance Board at its meeting on 5 October 2020. Following discussion of these findings, and the outline evidence for adoption of the new priority area, the Board requested that a detailed report be prepared on the evidence to support inclusion of local economy as a new priority in the LOIP and considered by the programme board before any recommendation was made to the Alliance Board.
- 4.4 This programme board considered the evidence, as outlined in this report, and agreed that this should be presented to the Alliance Board with the recommendation that the Local Economy be adopted as an additional priority within the LOIP.

5.0 Evidence of Need

- 5.1 There is compelling evidence, both qualitative and quantitative, of the need to ensure the Local Economy receives increased focus and priority within the LOIP, as outlined below:

5.2 Statistical Information

Since 2017 there has been significant deterioration in performance across a range of indicators relating to the economy:

- Total jobs growth in Inverclyde is forecast to remain at 0% on average each year until 2029, compared to 0.3% jobs growth in Scotland. (Source: [SDS regional skills assessment](#))
- In 2019 gross weekly pay fell by £22.40 to £543.80 and is below the national average. (Source [Nomis](#))
- In 2018 average gross annual pay in Inverclyde was approximately 14% lower than in Scotland £24,159. (Source [ONS](#))
- While there had previously been a growing number of new business start ups, peaking at 250 in 2015, in recent years this number has dropped. At the same time, the number of enterprise deaths in Inverclyde rose to 225 in 2018, the highest level in the previous 8 year period (Source [ONS](#))
- The percentage of the population who are economically active in Inverclyde (70.6%) is lower than that of Scotland as a whole (74.8%). (October 2018-19) (Source [Nomis](#))
- The percentage of young people who are claiming benefits has increased from 7% in 2017 to 13% in 2020. (Source [Nomis](#))
- The percentage of workless households in Inverclyde has increased from 19.2% in 2018 to 23.9% in 2019. (Source [Nomis](#))

5.3 Community Engagement

Community engagement carried out in recent years shows Inverclyde residents consistently express the view that the local economy should be a local priority. For example:

- The economy was one of the key themes that emerged from a series of community engagement events that were held across all six of Inverclyde's localities in 2019.
- Dissatisfaction with the local economy and the opportunity to access good quality work was a key issue to emerge from the 2016 Inverclyde wide survey "Our Place, Our Future".
- In 2016 Inverclyde's Citizens' Panel were asked what they thought the priorities for Inverclyde's Community Planning Partnership should be. The two most popular responses were regeneration and employment.

5.4 Impact of Covid-19

Early data anticipates that the Covid-19 pandemic will exasperate existing issues in relation to the local economy in Inverclyde. For example:

- Scottish Government analysis shows that younger workers are expected to be hardest hit, as those under the age of 25 are more likely to work in a sector that is under restriction or faced with threat of closure. Given that the percentage of young people who are claiming benefits increased from 7% in 2017 to 13% in 2020 and this was prior to the pandemic, it is anticipated that the impact on young people in Inverclyde may be particularly severe.
- Many jobs in Inverclyde are in low skill areas. The measures being implemented to manage the pandemic have had a disproportionate impact on lower paid jobs which are less likely to be suitable for remote/home working.
- The industries which have experienced the greatest impact to date include manufacturing, construction, retail, hospitality, entertainment and recreation. These industries account for 34.3% of jobs in Inverclyde. (Source: [Nomis](#)). Manufacturing, retail & wholesale, and accommodation & food are three of the biggest industries providing employment in Inverclyde.
- Many students rely on part time employment and there is likely to be a reduction in the availability of this type of work. This could lead to an increase in the number of young people dropping out of further education.
- Prior to Covid-19 Inverclyde suffered from high levels of unemployment; with levels of unemployment predicted to rise over coming months and years, again Inverclyde will be greatly impacted.
- The impact of Covid-19 on income and debt management is likely to be significant. The number receiving universal credit in Inverclyde increased by 2,119 between March and May 2020. This includes an increase of over 500 recipients receiving in-work benefit and provides early evidence of the impact of Covid-19 on households in Inverclyde.

5.5 Previously, under the Single Outcome Agreement 2012-17, economic regeneration and employability were agreed local outcomes. During development of the LOIP and supporting governance and delivery structures, it was agreed that the activity around regeneration and employability would become part of the Repopulation Partnership.

6.0 CURRENT APPROACH

6.1 It is important to recognise that economic regeneration and employability do currently feature within the wider work plan of the LOIP, contributing to priorities on repopulation and inequalities. Increasing employment opportunities, attracting private sector business and investment and transforming the area through regeneration are all critical to tackling depopulation. While employability, low pay and deprivation are key issues that drive inequality. However, at present, there are a limited number of actions in the delivery plans for the repopulation and inequalities priorities in relation to the local economy.

- 6.2 The Repopulation delivery plan contains a number of actions which aim to grow local jobs and enable infrastructure. These are:
- Increased resources for council business development support (including business gateway) for local SMEs growth
 - Complete review of public sector opportunities in terms of employment; procurement; community benefit; and local physical assets
 - Progress studies in partnership with trunk road authority in terms of accessibility.
 - Review business property portfolio and identify opportunities for small business.
 - Inverclyde enterprise Initiative high growth start programme.
 - Review potential to create further jobs and opportunities within the third sector economy.

- 6.3 The work of the Strategic Inequalities Group has focused on the development and implementation of locality planning arrangements and therefore there are no direct actions to target issues such as employment opportunities and low pay.

7.0 Local Economy Priority

- 7.1 The evidence outlined above details a need for the Local Economy to be given more focus within the LOIP. There are two options for addressing this within current arrangements. The preferred option, as recommended through this paper, would see Local Economy added as an additional priority within the LOIP, and subsequent supporting structures developed. A draft of this new priority area is attached as appendix 1.
- 7.2 The LOIP Programme Board considered this report at their meeting on the 6 November 2020. It was their recommendation that the Local Economy is added as an additional priority within the LOIP.
- 7.3 However, if there is no desire to add an additional priority it is suggested that the delivery plans of the Repopulation Partnership and the Strategic Inequalities Group are revised to place a greater focus on the economy.

8.0 IMPLICATIONS

- 8.1 Legal: none at present
Finance: none at present
Human Resources: none at present
Equality and Diversity: none at present
Repopulation: If the economy is given greater status in the LOIP it will contribute to achievement of the repopulation priority.
Inequalities: If the economy is given greater status in the LOIP it will contribute to achievement of the inequalities priority.

9.0 CONSULTATIONS

n/a

10.0 LIST OF BACKGROUND PAPERS

- 10.1 Inverclyde's Local Outcome Improvement Plan 2017-2022

Appendix 1

Priority 4: The Local Economy

Inverclyde has a thriving and diverse local economy, economic activity is increased and skills development enables both those in work and those furthest from the labour market to realise their full potential.

Why is this a priority in our OIP?

Inverclyde's local economy has faced a number of challenges in recent years. With a narrow economic base, a high dependence on the public sector as an employer, a shortage of high quality, valuing adding employment opportunities and particularly high levels of unemployment. This makes Inverclyde's economy particularly fragile and vulnerable to any downturn in the national economy.

On top of that, the data we have in relation to how the local economy is performing, shows that there has been a significant downturn and that the local economy is one of the biggest issues in Inverclyde. For example the data is telling us that:

- Total jobs growth in Inverclyde is forecast to remain at 0% on average each year until 2029, compared to 0.3% jobs growth in Scotland;
- In 2019 gross weekly pay fell by £22.40 and is below the national average;
- In 2018 average gross annual pay in Inverclyde was approximately 14% lower than in Scotland;
- Following a significant increase in the number of new enterprise births between 2010 and 2015 peaking at 250 (2015) in Inverclyde, there has been decrease in the number of new enterprise births dropping to 210 in 2018. The number of enterprise deaths in Inverclyde fluctuates from year to year and in 2018 it peaked at 225, the highest level in the previous 8 year period. This is following a similar trend to the Scottish national number of new enterprise births and deaths between 2015 and 2018. This may coincide with the BREXIT vote In June 2016;
- There are a lower number of economically active people in employment in Inverclyde (70.6%) compared to Scotland as a whole (74.8%). (October 2018-19) (Source: NOMIS Labour Market Profile Inverclyde);
- The percentage of young people who are claiming benefits has increased from 7% in 2017 to 13% in 2020;
- The percentage of workless households in Inverclyde has increased from 19.2% in 2018 to 23.9% in 2019.

In addition to what the data is telling us, communities across Inverclyde have also told us that the economy and specifically creating employment opportunities is a key priority for them. We have used a number of mechanisms to engage with communities over the last few years. This includes the "Our Place, Our Future" Inverclyde wide survey, the Citizens' Panel, events held across the six localities in Inverclyde and feedback from the Communication and Engagement Groups that have been established in the six localities. The local economy and employment have emerged as one of the most important themes for local communities in all the engagement we have carried out.

The Covid-19 pandemic will exasperate existing issues in relation to the local economy in Inverclyde and this provides further justification as to why the local economy is a priority in our LOIP. The negative impact that the pandemic has had on businesses and the labour market means that economic recovery must be a priority. It is critical that we closely monitor and analyse economic activity in order to fully understand and react to the economic implications of Covid-19. Having the local economy as a priority in the LOIP will help us to do that.

The following evidence indicates that the economic impact of the pandemic will be particularly severe in Inverclyde. For example:

- Scottish Government analysis shows that younger workers are expected to be hardest hit as employees aged under 25 are more likely to work in a sector that is now shutdown. Given that the percentage of young people who are claiming benefits increased from 7% in 2017 to 13% in 2020 and this was prior to the pandemic, the impact on young people in Inverclyde could be particularly severe;
- Many jobs in Inverclyde are in low skill areas and the pandemic has had a disproportionate impact on lower paid jobs which cannot be done from home;
- The industries which have experienced the greatest impact are manufacturing, construction, retail and wholesale, accommodation and food and arts, entertainment and recreation. These industries account for 34.3% of jobs in Inverclyde; (<https://www.nomisweb.co.uk/reports/lmp/la/1946157422/report.aspx>) Manufacturing, retail and wholesale and accommodation and food are three of the biggest industries providing employment in Inverclyde;
- Prior to Covid-19 Inverclyde suffered from high levels of unemployment and with levels of unemployment predicted to rise, again Inverclyde will be greatly impacted;
- The impact on income and debt management is likely to be significant. The count for those receiving universal credit in Inverclyde increased by 2,119 between March and May 2020. This number includes an increase of over 500 recipients receiving in-work benefit and provides evidence of the impact of Covid-19 on households in Inverclyde.

What have communities told us?

Inverclyde residents have consistently told us that they believe improving the local economy should be a top priority. For example:

The economy was one of the key themes that emerged from a series of community engagement events that were held across all six of Inverclyde's localities in 2019. Communities told us that they are concerned about the limited employment opportunities that are available locally, especially permanent contracts, and as a result people have to travel out with the area in order to find employment.

In 2016, an Inverclyde wide survey was carried out "Our Place, Our Future" to get the views of residents on a wide range of issues. Dissatisfaction with the local economy and the opportunity to access good quality work was a key issue to emerge from the consultation. Respondents expressed their dissatisfaction with the lack of good quality, well paid job opportunities, the lack of provision for training for specific groups such as people with disabilities and people in their 40's and 50's who wish to get back into work. Lack of childcare was also highlighted as a barrier to attending training. In addition, the young people that participated in the consultation provided specific feedback relating to the lack of job opportunities for young people and also their views in relation to identity and belonging.

In 2016 members of Inverclyde's Citizens' Panel were asked a series of questions about what they thought the priorities for Inverclyde's Community Planning Partnership should be. When asked what the key issues are that need to be tackled to encourage people to stay in Inverclyde, the top response given by 88% of Panel members was employment opportunities, followed by opportunities for young people (65%). When asked what issues are important for Inverclyde, the most popular response was employment issues. Members of the Panel were also asked for their views on what they believed were the most important priorities that would make Inverclyde a great place to live, work and visit. The two most popular responses were regeneration and employment. When asked to identify the issues that need to be improved the most, the most popular response was job prospects (53%).

What early intervention and preventative spend approaches are we deploying?

The **Inverclyde Employability Pipeline** provides a range of employability support to local residents looking for work, or looking to improve their employment situation. It also supports Inverclyde businesses to train and grow their workforce.

The **Modern Apprenticeship Programme** provides people with the opportunity to learn new skills, achieve a nationally recognised qualification and enables them to earn as they learn within a range of vocational areas. The programme is a practical way to make the most of people's potential, through a structured learning process aimed at equipping them to do a job, whilst providing the opportunity to obtain a work based qualification.

As a **living wage** employer, Inverclyde Council encourages local employers to pay the living which is currently £9.30 per hour.

The **Wage Subsidy Programme** is funded by Inverclyde Council. Local employers can claim 50% of the actual hourly pay rate, payable to a maximum of £6500 or 52 weeks, whichever comes first. Jobs must be for a 52 week period or more, be in addition to the existing workforce and must not replace a redundant post.

The Glasgow City Region **City Deal** is an agreement between the UK Government, the Scottish Government and eight Scottish councils, Including Inverclyde, across Glasgow and the Clyde Valley. The project will support thousands of unemployed people back into work, greatly improve our local transport network (in terms of roads and public transport), deliver key regeneration and development projects, encourage private sector investment into the area and ultimately provide an enormous boost to the city region's economy. Inverclyde has three City Deal projects, Greenock Ocean Terminal, Inverkip and Inchgreen.

The strategic aims of the **Business Mentoring Service** are to contribute to the improved performance of Scottish businesses and the economy by assisting and encouraging more businesses that are seeking to develop and grow, both domestically and internationally.

The **Supplier Development Programme** supports businesses to improve their knowledge and competency in competing for the £9b of Scottish public sector spend. The programme offers FREE advice, support, training and events covering all aspects of tendering.

What are the key issues we need to tackle?

There are a range of issues that we need to tackle in order to create a thriving and diverse local economy. For example:

Covid-19 – Ensuring that the maximum level of support is available to local businesses, that employees are retained in local businesses and that we work in partnership with businesses, voluntary organisations and leisure sectors will be critical in helping the economy to recover from the impact of the pandemic.

Young people – it is vital we ensure that there are opportunities for young people and that they can access training and employment locally that will help them to realise their full potential.

Unemployment – working in partnership to minimise unemployment and maximise interventions will help us to address the issue of long term unemployment.

Employment – increasing the employment opportunities that are available locally, particularly well paid jobs, will not only help to create a thriving and diverse locally economy but will help to

address issues regarding deprivation.

Business start-ups - it is essential that we support new business start-ups and entrepreneurship if we are to increase employment opportunities and grow the business base.

Training – ensuring that Inverclyde residents have access to high quality training and educational opportunities and that the barriers that prevent people from taking up these opportunities are removed is critical if we are to increase the percentage of the population who do not have any qualifications and help people to re-train in order to find new employment.

What will be different for communities in 10 years?

Although this Plan covers the period 2017/22, the Partnership appreciates that due to the complexity of tackling these issues, improvements in outcomes for residents will not be fully evident until the longer term. The outcomes that we expect to have achieved in 10 years include:

- There will be an increase in employment rates with more well-paid, permanent jobs available
- Businesses will have been sustained through COVID recovery periods
- Citizens will have access to training and employment development supports
- Long term unemployment will be reduced

What local outcomes will this local priority help to achieve?

- **Healthy** – there is a clear relationship between health and employment and both life expectancy and healthy life expectancy.
- **Achieving** – We will ensure that all Inverclyde residents achieve their full potential through access to high quality training and education opportunities.
- **Nurtured** – By nurturing our economy we will provide support and infrastructure to help businesses to grow and develop.
- **Included** – We will ensure that all Inverclyde residents, including young people and those furthest from the labour market have access to training and employment opportunities.

What national outcomes will this local priority help to achieve?

- **Children and young people** - we grow up loved, safe and respected so that we realise our full potential.
- **Economy** – we have a globally competitive, entrepreneurial, inclusive and sustainable economy.
- **Fair work and business** – we have thriving and innovative businesses, with quality jobs and fair work for everyone.
- **Education** – we are well educated, skilled and able to contribute to society.
- **International** – we are open, well connected and make a positive contribution locally.
- **Poverty** – we tackle poverty by sharing opportunities, wealth and power more equally.

What plans, strategies and initiatives support this priority?

- Glasgow and the Clyde Valley Strategic Development Plan (Clydeplan July 2017): Glasgow and the Clyde Valley Strategic Development Planning Authority, Glasgow
- Inverclyde Local Development Plan 2019
- River Clyde Homes Business Plan 2018/22
- Youth Employment Activity Plan
- Inverclyde Alliance Repopulation Outcome Delivery Plan
- Community Learning and Development 3 Year Plan
- Inverclyde Local Development Plan 2019
- The Glasgow Region City Deal
- Inverclyde Council Procurement Strategy 2015
- Inverclyde Economic Development and Regeneration Single Operating Plan
- Not in Employment, Education or Training (NEET)
- Business Start-Up Inverclyde
- Riverside Inverclyde
- Inverclyde Integrated Employability Partnership

Performance Measures- The Local Economy

Issue	Indicator/Source	2016/17	2017/18	2018/19	2019/20
Economic Growth	Improve average gross weekly wages (employees living in Inverclyde) to match or exceed Scottish average Annual/excel spreadsheet/ http://www.nomisweb.co.uk/reports/ Source: ONS annual survey of hours and earnings – resident analysis Inverclyde Scotland	2016 £535.00 £536.00	2017 £549.60 £547.40	2018 £566.20 £562.70	2019 £543.80 £577.70
	Improve the overall employment rate in Inverclyde Annual/ Economically active people in employment figure, expressed as a percentage of the working age population Source: NOMIS Labour Market Profile, Inverclyde https://www.nomisweb.co.uk/reports/lmp/la/1946157422/report.aspx#tabeinact	71.5%	70.4%	70.6%	72.2%
	Reduce the percentage of young people 16 to 24 who are unemployed ONS Claimant Count by age. % is number of claimants as a proportion of resident population of the same age (figures shown are from April of the named year) https://www.nomisweb.co.uk/reports/lmp/la/1946157422/report.aspx#tabeinact	2016 3.1%	2017 4.3%	2018 5.7%	2019 8%
	Reduce the percentage of working age people with no qualifications Source: ONS Annual Population Survey % are for those aged 16-64 https://www.nomisweb.co.uk/reports/lmp/la/2038432138/report.aspx	2016 14.2%	2017 12.2%	2018 13.2%	2019 10.1%
	Increase the number of business gateway start-ups per 10,000 population (LGBF) Inverclyde Scotland	2015/16 19.2 16.9	2016/17 12.8 16.6	2018/19 18.3 16.7	2019/20 No update available
	Percentage the percentage of Inverclyde datazones that are in the 15% most income deprived in Scotland (national share) <i>Scottish Government</i> http://www.gov.scot/Topics/Statistics/SIMD/analysis/councils	2016* 3.7%	No update	No update	2020 4.3%

Issue	Indicator/Source	2016/17	2017/18	2018/19	2019/20
	Reduce the percentage of Inverclyde datazones that are in the 15% most employment deprived in Scotland (national share) <i>Scottish Government</i> http://www.gov.scot/Topics/Statistics/SIMD/analysis/councils	2016* 3.7%	No update available	No update available	2020 4.3%
	Living Wage: increase the number of employers paying the Living Wage <input type="checkbox"/> Scottish Living Wage Accreditation	2017 13 (September 2017)	2018 14 (December 2018)	2019 15 (May 2020)	2020 No update Available
	Reduce the percentage of workless households in Inverclyde NOMIS https://www.nomisweb.co.uk/reports/lmp/la/1946157422/report.aspx	2016 25.1%	2017 22.0%	2018 19.2%	2019 23.9%



Inverclyde Alliance

AGENDA ITEM NO: 5a

Report To:	Inverclyde Alliance Board	Date:	18 January 2021
Report By:	Louise Long Corporate Director (Chief Officer), Inverclyde Health and Social Care Partnership (HSCP)	Report No:	
Contact Officer:	Louise Long	Contact No:	712722
Subject:	Inverclyde Local Outcome Improvement Plan Inequality Priority – Quarterly Progress Report		

1.0 PURPOSE

- 1.1 The purpose of this report is to provide Inverclyde Alliance with an update on delivery of activity which supports the Strategic Inequalities priority of the Local Outcome Improvement Plan (LOIP) 2017-2022.

2.0 SUMMARY

- 2.1 This report provides details of the progress made between September - November in implementing the inequalities priority within the LOIP.

3.0 RECOMMENDATIONS

- 3.1 It is recommended that the Inverclyde Alliance Board notes the quarterly progress update provided.

**Louise Long
Corporate Director (Chief Officer)**

4.0 BACKGROUND

4.1 Inverclyde's LOIP was formally agreed by the Alliance Board on the 11 December 2017. This progress report provides details of the progress that has been made in implementing the LOIP during the last quarter.

4.2 Oversight and delivery of the LOIP priorities sits with:

- Population Partnership,
- Environment Partnership,
- Cultural Partnership, and
- Strategic Inequalities Group

4.3 Many actions associated with LOIP Action Plan for inequalities have been impacted by Covid. The flash report outlines a number of actions reported green with key successes within Child Poverty, Fuel Poverty, Mental Health, Locality Planning and Health Inequalities.

4.4 Localities

The development of 6 localities were delayed by COVID. There is an acknowledgement that localities play an important role in engaging with communities to help in recovery, address inequalities and develop local owned solutions. A virtual locality planning meeting was arranged in September however it was delayed as community members needed more digital support. Port Glasgow's first digital meeting was on 12 November with good engagement. Learning from Port Glasgow and plans to introduce additional virtual locality groups being explored.

4.5 Health Inequalities

Covid has had significant impact on those with underlying health conditions. Life expectancy rates in Inverclyde are subject to a separate report to the Alliance Board.

4.6 Drugs Action Plan

A couple of action in the flash report are amber, these include the Drugs Action Plan which is rated amber due to:

- delay in the implementation of the Alcohol & Drug Service Review
- delay in the employability pilot

Almost all areas of the drugs plan have made good progress.

4.7 Income / Debt Management

Reducing the income / debt within communities has been impacted by Covid with rising unemployment. It is expected there will be an increase of debts for local residents.

5.0 PARTNERSHIP UPDATE

Inequalities

Inequalities Partnership has been focussed on helping support communities recover from COVID and links with Humanitarian Recovery Group.

At the last Strategic Inequalities meeting the group focused on the National and Local research in respect of Child Poverty and considered what actions should be taken.

6.0 IMPLICATIONS

- 6.1 Legal: N/A.
- Finance: N/A.
- Human Resources: N/A.
- Equality and Diversity: N/A.
- Repopulation: N/A.
- Inequalities: N/A.

7.0 CONSULTATIONS

- 7.1 N/A.

8.0 LIST OF BACKGROUND PAPERS

- 8.1 N/A.



Inverclyde Alliance

APPENDIX 1

Inverclyde Alliance – Flash Report (Inequalities)


Lead Officer – Louise Long

LOIP 10 Year Vision Inequalities

There will be low levels of poverty and deprivation and the gap in income and health between the richest and poorest members of our communities will be reduced.

The outcomes that we expect to have achieved in 10 years include:

- ☐ There will be an increase in employment rates with more well-paid, permanent jobs available.
- ☐ There will be a reduction in the number of Inverclyde residents experiencing problems with debt.
- ☐ The number of Inverclyde residents living in fuel poverty will be reduced.
- ☐ There will be a reduction in the number of children living in poverty.
- ☐ There will be a reduction in the attainment gap with an increase in the attainment of pupils living in the 20% most deprived areas in Inverclyde.
- ☐ The life expectancy of males and females living in the 20% most deprived areas in Inverclyde will increase.
- ☐ A reduction in social isolation and loneliness amongst older people will result in improved physical and mental health.

Area of activity	Where are we now?	Where do we want to be?	How will we get there (including timescale)?	How will we know we are getting there?	Progress	RAG Status	Tolerance Level
Establish Locality Plans/Groups in the areas where there are greatest inequalities	Engagement has taken place across the 6 locality areas.	Locality Plans will be established for all areas and Locality Groups will be created in each.	<ul style="list-style-type: none"> Engage with communities Develop models 	By end of Jan 2020 each locality Plan will be published on the Inverclyde Council Website.	Covid has impacted on ability to bring people together. Locality planning meetings have been significantly delayed.		High





Inverclyde Alliance

				By April/May 2020 the localities with the greatest inequalities will have had one meeting			
Area of activity	Where are we now?	Where do we want to be?	How will we get there (including timescale)?	How will we know we are getting there?	Progress	RAG Status	Tolerance Level
Drug Action Plan	A report was submitted to Inverclyde Alliance Board on 7 October 2019 to provide with details of actions identified at the Inverclyde Alliance drug action planning seminar held on 19th August 2019 and to seek approval from the Alliance Board to take forward actions identified by partners at the drug action	Aim is to reduce drug prevalence in Inverclyde	<p>Refresh Alcohol Drug Partnership membership</p> <p>Eliminate Stigma Campaign</p> <p>Develop multi-agency collaboration (MAC)</p> <p>Consultation with young people</p> <p>Create Pathway for young people into service</p> <p>Establish Recovery Strategy including employability/housing offer</p> <p>Fire/Rescue support activities and join</p>	<p>Explore data/reporting</p> <p>Consultation service users, families</p> <p>Better Relationship with young people,</p> <p>Police Scotland, Fire & Rescue</p> <p>Consistent framework across agency on prevention/education</p> <p>Education/CLD consistent prevention strategy</p>	<p>Progress made in:</p> <ul style="list-style-type: none"> - Stigma campaign launched - Recovery Strategy developed - Consultation has taken place - Pathway for young people developed and in place - Pilots developed for commissioned service including recovery, family support. <p>Actions not able to be progressed due to Covid:</p> <ul style="list-style-type: none"> - HSCP service redesign – restarted November - Employability pilot commissioned service 		Medium







Inverclyde Alliance

	planning seminar.		Multi- Disciplinary Collaborative Police Scotland explore opportunity within schools HSCP develop recovery services		has been out to tender no award made		
Health Inequalities	Lower life expectancy than Scottish average	Aim to improve life expectancy	Support development of long term conditions pathway Improve access to support Reduce poverty Increase employment	<ul style="list-style-type: none"> • Pathways and additional support for long term conditions such as COPD, Diabetes • Develop pathways and employability support • Decrease number of people living in poverty • Reduce drug prevalence 	<p>The 2019 figures indicated life expectancy continues to be poorer in Inverclyde.</p> <p>Inverclyde IJB Strategic Plan focuses on inequalities.</p>		High
Child Poverty	A local Child Poverty Action Group has been established to take forward actions that will mitigate Child Poverty in line with the legislation.	Aim to reduce number of children living in poverty	Child Action Programme Board and associated action plan	All partners working together to address actions in Child Poverty Plan.	<ul style="list-style-type: none"> - Child Poverty Action Plan in place - Anti-poverty funding supporting a range of initiatives to support families. 		Medium



Inverclyde Alliance

Fuel Poverty	High levels of poverty impact of vulnerable group		Welfare Programme Board initiative to support fuel poverty	Reduction in residents living in fuel poverty.	Progress made – additional funding given through anti-poverty monies to IHeat to support people over 75.		
Employability	A local Regeneration and Employment Partnership has been established.		Recovery from Covid, increase employability opportunities	Economy Strategy	Council invested in refresh scheme to support / stimulate economy. NHSGGC developed pathways to employability support.		
Income/Debt management	Financial Inclusion Partnership established to take forward aspects of Income/Debt Management	High levels of residents experiencing problems with debt	Reduce citizens in Inverclyde who are in debt	Financial Strategy in place. Link to economy workstream and employability.	Covid has significantly impacted on individuals. Financial inclusion partnership working to mitigate the impact.		
Mental Health	A local Mental Health Programme Board has been established 5-year Mental Health Strategy developed	Higher prevalence of mental health in Inverclyde	Reduce levels of mental health increase inclusion and reduce social isolation	Engage with communities. Undertake actions within 5-year Mental Health Strategy. Develop strategy commission services including social prescribing	Distress Brief Intervention commissioned and in place in October. High levels of third sector engagement supporting people during the pandemic.		



Inverclyde Alliance

Next steps

Covid has significantly impacted on Inverclyde. Significant work has been taken to continue to address inequalities but this has been hampered by the pandemic. The group will review the LOIP Action Plan in the Spring once we move through second / third wave of pandemic.



Inverclyde Alliance

AGENDA ITEM NO: 5b

Report To:	Inverclyde Alliance Board	Date: 18 January 2021
Report By:	Ruth Binks Corporate Director, Education, Communities & Organisational Development	Report No:
Contact Officer:	Alana Ward	Contact No:
Subject:	Inverclyde Local Outcome Improvement Plan Cultural Partnership – quarterly progress report	

1.0 PURPOSE

- 1.1 The purpose of this report is to provide Inverclyde Alliance with an update on delivery of activity which supports the Culture and Heritage priority of the Local Outcome Improvement Plan (LOIP) 2017-2022.

2.0 SUMMARY

- 2.1 This report provides details of the progress made between August and October 2020 in implementing the Culture and Heritage priority within the LOIP.

- 2.2 The key achievements of the Cultural Partnership this quarter include:

- The Watt Institution submitted a successful bid to the National Lottery Heritage Fund to develop strongly inclusive engagement and outreach heritage activities in Inverclyde in response to the Covid-19 pandemic.
- Inverclyde Council working with CVS Inverclyde successfully obtained £26,000 in funding from Creative Scotland to establish and run a network for local creative practitioners and businesses. The project has recently recruited a Creative Industries Co-ordinator and the post-holder, based at CVS Inverclyde, started in Sep 2020.
- The Great Place Scheme Project Officer is working alongside heritage groups to sensitively document the pandemic in Inverclyde to record and archive personal stories and experiences for future generations.
- The *Galoshans* consortium delivered a smaller scale festival for 2020 to help the community reconnect, celebrate and shine a positive light on Inverclyde proving much needed entertainment and fun whilst it deals with and recovers from Covid-19.

3.0 RECOMMENDATIONS

It is recommended that Inverclyde Alliance notes the quarterly progress update provided.

Ruth Binks

Corporate Director Education, Communities and Organisational Development

4.0 BACKGROUND

- 4.1 Inverclyde's LOIP was formally agreed by the Alliance Board on the 11 December 2017. This progress report provides details of the progress that has been made in implementing the LOIP during the last quarter.
- 4.2 Oversight and delivery of the LOIP priorities sits with
- Population Partnership,
 - Environment Partnership,
 - Cultural Partnership, and
 - Strategic Inequalities Group
- 4.3 Recovery plans have also been developed at a Council and Partnership level to ensure collaborative actions are progressed in response to the Covid-19 pandemic. The Cultural Partnership is supporting delivery of these plans.

5.0 Cultural Partnership Update

- 5.1 The Covid-19 pandemic and subsequent UK lockdown has made the continuation of cultural activity very difficult. However, group members are continuing to promote activity online where possible and appropriate, and a great deal of work is still going on behind the scenes. With venues beginning to re-open on a limited basis, the creative and cultural sector in Inverclyde is getting used to the 'new normal' ways of working.

Some of the highlights of this quarter include:

- The Watt Institution submitted a successful bid to the National Lottery Heritage Fund to develop strongly inclusive engagement and outreach heritage activities in Inverclyde in response to the Covid-19 pandemic. The Watt will receive £230,000 to work on re-interpreting the collections (particularly to decolonise these) and will improve all forms of engagement.
- Inverclyde Council working with CVS Inverclyde successfully obtained £26,000 in funding from Creative Scotland to establish and run a network for local creative practitioners and businesses. The project has recently recruited a Creative Industries Co-ordinator and the post-holder, based at CVS Inverclyde, started in Sep 2020.
- The Great Place Scheme Project Officer is working alongside heritage groups to sensitively document the pandemic in Inverclyde to record and archive personal stories and experiences for future generations.
- The *Galoshans* consortium delivered a smaller scale festival for 2020 to help the community reconnect, celebrate and shine a positive light on Inverclyde proving much needed entertainment and fun whilst it deals with and recovers from Covid-19.

6.0 IMPLICATIONS

Legal: none at present

Finance: none at present

Human Resources: none at present

Equality and Diversity: none at present

Repopulation: repopulation remains a key priority within the Inverclyde Outcomes Improvement Plan.

Inequalities: the Locality Partnerships will be working specifically to tackle inequalities on a geographic basis.

7.0 CONSULTATIONS


n/a

8.0 LIST OF BACKGROUND PAPERS


Inverclyde's Local Outcome Improvement Plan 2017-2022

Cultural Partnership - LOIP 10 Year Vision

- There will be increased attendance at cultural events and places of culture.

Area of activity	Where are we now?	Where do we want to be?	How will we get there (including timescale)?	How will we know we are getting there?	Progress	RAG Status	Tolerance Level
Heritage Strategy	ICP to commission development, publication and promotion of a Heritage Strategy for Inverclyde.	Production of a long term strategy for the development of heritage in Inverclyde to help the ICP plan effectively for the future and gain greater leverage with external funding bodies. Partnership working to develop,	Tender for heritage consultant Sept 2018; Contract award Oct/Nov 2018; Anticipated submission Jan/Feb 2019. Strategy and associated action plan are published, promoted and feed into ICP's forward planning mechanisms. Spring 2019	Action plan priorities and objectives taken forward with identified outcomes being successfully implemented.	<p>The Heritage Strategy was approved by Inverclyde Alliance on 17 June 2019 and was formally launched on 5 Feb 2020 (delayed from Nov 2019 due to General Election) to tie in with the re-opening of the Watt Institution.</p> <p>Work has begun on a bid to the National Lottery Heritage Fund (NLHF) for funds to support the building of capacity across the heritage sector in Inverclyde. However, due to the Covid-19 pandemic, NLHF general funding streams have been temporarily halted and all funds diverted to mitigating Covid-19 impacts on the heritage sector. At the time of writing there is no indication when these funds may re-open. Progress reports on this bid will be brought to future Programme Board/Alliance Board meetings.</p> <p>In July 2020, NLHF solicited a bid from Inverclyde Council to develop strongly inclusive engagement and outreach heritage activities in Inverclyde, using the Watt Institution as a key heritage asset, in response to the Covid-19 pandemic. The bid for a project entitled <i>Watt Voices</i> was successful and the Watt will work on re-interpreting its collections,</p>		




		enhance and deliver the strategy building a network and legacy.	onwards.		(particularly to decolonise these), and will improve all forms of engagement, community, digital etc.		
Area of activity	Where are we now?	Where do we want to be?	How will we get there (including timescale)?	How will we know we are getting there?	Progress	RAG Status	Tolerance Level
Arts and Creativity Strategy	<p>Inverclyde's Arts & Creativity Strategy launched in 2017 but did not contain an Action Plan to take the Strategy forward.</p> <p>Arts & Creativity sub-group implemented with representation from a range of partner organisations and individual</p>	<p>Arts & Creativity Strategy and action plan being implemented with actions being delivered;</p> <p>Arts sub-group feeding in to overall Cultural Partnership and cultural delivery plan for the area.</p>	<p>Recruitment of Arts Co-ordinator for Inverclyde, funded by remaining Place Partnership funds.</p> <p>Maintain regular meetings of the Arts & Creativity sub-group, ensuring representation across Inverclyde CPP.</p>	<p>Meetings take place consistently and attendance by all partners remains high.</p> <p>Regular review of members of partnership.</p>	<p>Arts Co-ordinator appointed March 2019 and contract extended until at least January 2021; Arts sub-group established Sep 2019; sub-group currently working on producing an action plan to sit alongside Arts & Creativity Strategy. Updates on progress will be brought to future meetings of IOIP Programme Board.</p> <p>In March 2020, Inverclyde Council working with CVS Inverclyde and Creative Inverclyde, successfully obtained c. £26K in funding from Creative Scotland to establish and run a network for local creative practitioners and businesses. The project has recently recruited a Creative Industries Co-ordinator and the post-holder, based at CVS Inverclyde, started in Sep 2020.</p> <p>RIG Arts have been working hard on various project including <i>Galoshans</i> (see below); the Watt Augmented Reality Heritage Trail which is now available; a Sustrans/ Inverclyde Council project to engage the community in a potential piece of public art on the NCN75 at the waterfront; and moving premises.</p>		

			<p>appointed through Inverclyde Council's "The Recruit" programme to work at the Watt Institution on heritage activities.</p> <p>-Artists residences: commission 3 artists to animate spaces and places, celebrate 'lost' heritage and input into proposed public realm improvements.</p>		<p>1st residency = Surge performance theatre at <i>Galoshans</i> 2018.</p> <p>2nd residency = Yvonne Lyon & Annie Mackay arts & music residency to celebrate James Watt bi-centenary in 2019. When Art Tells Tales: Intergenerational project which facilitated the creation of music and art inspired by James Watt.</p> <p>3rd residency = GPS working with Sustrans on a collaborative project to commission a piece of art and related community engagement on the National Cycle Network by the waterfront. RIG Arts working with artist Tragic O'Hara have been commissioned to take this project forward.</p> <p>See above for more information regarding the Heritage Strategy.</p>		
					<p>The GPS team are working on reshaping the activity plan and remaining months of the project. It is highly unlikely</p>		

			<p>-Inverclyde Heritage Strategy: produce a long-term strategy for the development of heritage in Inverclyde to help the Cultural Partnership plan effectively for the future.</p> <p>Heritage Events: engage large numbers of people in heritage activities through a collaboration of Watt Institution team, commissioned artists and Heritage</p>		<p>that large-scale heritage events will be able to go ahead as planned.</p> <p>The GPS Officer is also working alongside heritage groups to sensitively document the pandemic in Inverclyde to record and archive personal stories and experiences for future generations.</p> <p>Other work includes increasing heritage engagement through informal and formal learning programmes; planning and developing family activities such as “Where’s Watty” bear hunt trail at the Watt Institution for the October break; contribution to Galoshans on ‘magic and spells’ in the Watt Institution (using the Egyptological collection); developing virtual memory boxes for local care homes; arranging oral history training for various volunteers; and Doors Open Day at the Watt Institution.</p>		
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			Apprentices.				
Area of activity	Where are we now?	Where do we want to be?	How will we get there (including timescale)?	How will we know we are getting there?	Progress	RAG Status	Tolerance Level
Festivals and Events	Develop calendar of current and emerging AC&H festivals and events including those within individual communities.	<p>Work to develop, create, deliver and support AC&H events across Inverclyde, both by ICP members themselves, and by building capacity within communities.</p> <p>Effective use of public spaces and venues to support co-ordination of</p>			<p>The <i>Galoshans</i> Consortium agreed to pool resources to deliver a smaller scale <i>Galoshans 2020</i> Festival utilising existing groups, current projects and funding already secured. It was agreed that <i>Galoshans 2020</i> could help the community reconnect, celebrate and shine a positive light on Inverclyde providing much needed entertainment and fun whilst it deals with and recovers from COVID 19. The festival recently published its 2020 programme: https://www.galoshansfestival.com/programme-2020</p> <p>New tourism website <i>Discover Inverclyde</i> is going from strength to strength. The site has a facility for business listings and any info or content can be sent to IC CC/Tourism team to be loaded on to the site.</p> <p>Wyllie100 is being planned to celebrate the artist's centenary in 2021. Arts Co-ordinator working with Wyllie project manager on plans.</p>		

		events.					
Area of activity	Where are we now?	Where do we want to be?	How will we get there (including timescale)?	How will we know we are getting there?	Progress	RAG Status	Tolerance Level
Key Cultural Venues	Central Greenock has 2 major cultural venues: the Watt Institution, and the Beacon Arts Centre, and a third which will open in early 2021 - the Wyllie Gallery.	All 3 centres are represented at the Cultural Partnership and will work together to maximize cultural opportunities for the people of, and visitors to, Inverclyde.		Each centre will report increasing visitor numbers. Cultural participation in Inverclyde will increase.	<p>The <u>Watt Institution</u> re-opened to the public on 22 November 2019 after an almost 3 year closure for refurbishment. The Watt welcomed over 8,000 visitors in the 4 months before it had to close again due to the pandemic. The Watt re-opened again on a limited basis on from 15 July. The museum, art gallery and Watt Hall are open but the Watt Library remains closed for now due to government guidance. The service is currently panning programmng for 2020, as well as the new <i>Watt Voices</i> project (see above).</p> <p>The <u>Beacon Arts Centre</u> – The Beacon is one of 20 venues across Scotland to benefit from the Scottish government’s £12.5m Performing Arts Venues Relief Fund, designed to support performing arts venues that cannot yet re-open due to the ongoing impact of the Covid-19 pandemic. The Beacon will receive £114K from the fund, which, along with funding from Creative Scotland and Inverclyde Council, will help to reduce the threat of insolvency, enable development and delivery of activity, allow for staff to return from furlough, and increase commissioning and employment opportunities for freelance creatives.</p> <p>While The Beacon remains closed, various outdoor performances by Scottish Opera have taken place with great success. Creative learning, including dance and drama</p>		

Next steps will largely be determined by Government guidance and related risk assessments in relation to the Covid-19 pandemic. Inverclyde's cultural sector will do as much as possible to offer Covid-safe activities to residents leading up to and including Christmas 2020.



Inverclyde Alliance

AGENDA ITEM NO: 5c

Report To:	Inverclyde Alliance Board	Date:	18 January 2021
Report By:	Richard Turnock	Report No:	
Contact Officer:	Scott Allan	Contact No:	
Subject:	Inverclyde Local Outcome Improvement Plan Repopulation Priority – quarterly progress report		

1.0 PURPOSE

- 1.1 The purpose of this report is to provide Inverclyde Alliance with an update on delivery of activity which supports the Repopulation priority of the Local Outcome Improvement Plan (LOIP) 2017-2022.

2.0 SUMMARY

- 2.1 This report provides details of the progress made between March 2020 and December 2020 in implementing the Repopulation priority within the LOIP.
- 2.2 The key achievements are the launch of Discover Inverclyde, report back on the Eastern Gateway strategic housing strategy, delivery of the employability part of the repopulation action plan, a completed survey of over 1500 businesses and Covid grant awards of over £12m. In partnership with the Environment Group, a bid has been made to develop a comprehensive costed plan and strategy for connecting green places and culture. Initial feedback indicated that the bid has been successful but an announcement has now been delayed until 2021. This may be associated with pandemic related funding pressures and revised priorities. The bid is with a view to submitting further bids for external funding to deliver a project of the order of £1m - £3m.

3.0 RECOMMENDATIONS

- 3.1 It is recommended that Inverclyde Alliance notes the quarterly progress update provided.

**Chair
Repopulation Partnership Group**

4.0 BACKGROUND

- 4.1 Inverclyde's LOIP was formally agreed by the Alliance Board on 11 December 2017. This progress report provides details of the progress that has been made in implementing the LOIP during the last quarter.
- 4.2 Oversight and delivery of the LOIP priorities sits with:
 - Population Partnership,
 - Environment Partnership,
 - Cultural Partnership, and
 - Strategic Inequalities Group
- 4.3 Recovery plans have been developed at a Council and Partnership level to ensure collaborative actions are progressed in response to the Covid-19 pandemic. The Repopulation partnership is supporting delivery of these plans.

5.0 Repopulation Partnership Update

- 5.1 The Repopulation Action Plan was approved at the May meeting of the Environment and Regeneration committee. Funding of £500k was allocated from Reserves.

Under marketing and communication, the repopulation group has launched the Discover Inverclyde web site. This seeks to bring together into one location all promotional material for Inverclyde. It informs residents, visitors, business, and potential investors and provides an opportunity for all local services and companies to have a link within the site. It will also provide a platform for the marketing of Greenock, Gourock, Port Glasgow and the villages.

A further £40k of external funding has been secured through July/August following bids to Scotland's Towns Partnership.

This is being used to enhance the promotion of Greenock, Gourock and Port Glasgow within Discover Inverclyde. The objective is associated with promoting shop local and supporting our local communities and businesses. The timing of this may be affected however due to the most recent pandemic restrictions.

A housing developer's forum was held in February and further meetings will take place as Covid Recovery progresses. Marketing has been discussed through the Covid Community Recovery sub group as well as the Chamber of Commerce.

- 5.2 The Eastern Gateway housing strategy brief was tendered, awarded and a draft report has been received. Officers are going through this just now. The report has been shared with the Housing service within Scottish Government. A report will be brought to the Environment and Regeneration Committee in March to approve policy around the strategy. A tender for a similar exercise for Greenock has been drafted for consultation with partners prior to tendering.
- 5.3 Enhanced funding of £120k from the Repopulation Fund for employability has been fully committed and compliments the wider repopulation programme. As part of Covid recovery, over 1,500 businesses have been contacted to discuss pressures and priorities. Over £12m of Covid specific grants have been awarded.
- 5.4 The Repopulation Action Plan links culture and leisure with economic regeneration Funding from the Repopulation Fund has supported and facilitated wider bids for external funding including the Create Network project, the Arts Coordinator and a collective bid to NHLF. In

partnership with the Environment Partnership a bid to Sustrans has been made for connecting green spaces and places of culture. Initial feedback was that the bid was successful. An announcement has been delayed however until 2021, potentially associated with the re prioritisation of funds due to the Pandemic. Funding, potentially up to £450k, will allow a detailed scheme to be developed over the next 18 months which will form the basis of future funding bids for delivery, potentially of the order of £1m - £3m.

6.0 IMPLICATIONS

6.1 Legal: None

6.2 Finance: None

6.3 Human Resources: None

6.4 Equality and Diversity: The work of the Repopulation Group supports employability initiatives which tackle equality and diversity issues.

6.5 Repopulation: The work of the Repopulation Group seeks to stem population loss through economic regeneration, housing strategy, culture and leisure strategy and connectivity.

6.6 Inequalities: N/A

7.0 CONSULTATIONS

7.1 N/A.

8.0 LIST OF BACKGROUND PAPERS

8.1 Inverclyde's Local Outcome Improvement Plan 2017-2022.



Inverclyde Alliance

APPENDIX 1

Repopulation Partnership – Flash Report November – December 2020 Lead Officer – Scott Allan / Richard Turnock

Repopulation Partnership - LOIP 10 Year Vision

- Inverclyde will be a more attractive place to live and work with excellent education provision, leisure facilities, transport links, good quality housing and employment opportunities.
- A greater variety of opportunities that meet the needs and aspirations of our young people will be available so that they are encouraged to stay in the area after leaving school.
- Inverclyde's local economy will have grown and be characterised by a diverse business base as a result of an increase in the number of local entrepreneurs and inward investment.
- Communities in Inverclyde will have an enhanced sense of pride, identity and influence, resulting in improved quality of life and satisfaction with living in the area.
- Inverclyde will have a stable population with a good balance of socio-economic groups.

Population Partnership Overarching Goal (March 2019) (EKOS Study 2018/19)


To grow the population of Inverclyde by 2025 through improving the employment, housing and infrastructure offer

Strategic Objectives

Develop and communicate an image for Inverclyde that reflects its many strengths and opportunities for residents, visitors and business
Focus on attracting and retaining young people and families to live in Inverclyde
Increase the level of private house building in spatial priority areas in Inverclyde
Increase the number and quality of jobs and the number of locally based employers
Increase the contribution which the cultural and leisure assets in Inverclyde make to economic growth
Maximise the potential of the workforce through engagement with young people, older workers and disadvantaged groups



Inverclyde Alliance

Area of activity	Where are we now?	Where do we want to be?	How will we get there (including timescale)?	How will we know we are getting there?	Progress	RAG Status	Tolerance Level
1. Marketing and Communication Activity			1. Develop place promotion branding under the 'discover Inverclyde' theme being developed by the local area tourism partnership group 'Tourism Inverclyde' and expand the focus on Inverclyde as a place to visit, live and do business and support events.	<ul style="list-style-type: none"> Marketing & communications plan completed and approved with funding in place and approved within year 1 – (to March 2020) Individual campaigns launched by end year1 (March 2020) 	<p>The Discover Inverclyde website and launch was scheduled to take place on 27 March 2020 but required to be placed on hold due to covid-19 lockdown restrictions.</p> <p>The website was 'soft launched on 17 July 2020 to coincide with the week when Scottish tourism businesses were able to re-open as part of the Scottish Government's phased move out of lockdown.</p> <p>Discover Inverclyde rebranding is complete.</p> <p>Marketing toolkit is in development.</p>	 Green – On Track	



Inverclyde Alliance

			2. Review role of a relocation service to provide support to those moving into Inverclyde.		<p>Tourism Group has been established.</p> <p>Regional Food Group to be incorporated in Discover Inverclyde.</p> <p>Partner access to the site being rolled out.</p> <p>Work focusing on reversing 'Covid Capital' messaging during Summer.</p> <p>Ongoing contact is maintained with business both directly and through the Chamber of Commerce.</p> <p>Housebuilders event was held in February 2020 but couldn't be progressed further due to Covid.</p>		
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Inverclyde Alliance

			3. Seek out opportunities to lever in additional support including financial and logistical from partners to promote Inverclyde's place offer.		<p>Additional support received from Scotland's Towns Partnership to promote towns and villages as part of covid-19 recovery through brand extension of 'discover Inverclyde'. In addition a new one-year post, through the council's existing graduate work experience programme of a digital marketing trainee – communications and tourism to support town centre and tourism businesses to increase their digital presence and support the promotion of the 'discover Inverclyde' call to action.</p> <p>Additional support received from Scotland's food and drink to support the hospitality sector as</p>		
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Inverclyde Alliance

					<p>part of covid-19 recovery including, subject to final agreement, a one year food and drink co-ordinator. The aim of the post is to support the creation of a regional food and drink group aligned to tourism Inverclyde, to support the local hospitality sector and to provide additional support to wider city region tourism and hospitality covid-19 recovery activity.</p> <p>Funding agreed with Event Scotland to support the opening of the new ocean terminal visitor centre. Due to the construction being pushed back and the delay to the year of coasts and waters, the funding is no longer available, though work still</p>		
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Inverclyde Alliance

					<p>ongoing with Visit Scotland to work together on activity to promote coasts and waters including the new shipbuilder statue and ocean terminal building leading up and after opening.</p> <p>Officers exploring available data on profile of potential new residents to develop interventions.</p>		
			4. Support tourism and visitor development in Inverclyde to encourage increased day visitors in line with Glasgow City Region tourism targets		<p>City region tourism and destination marketing portfolio meetings were on hold during lockdown. These have recommenced and a range of tourism support actions have been proposed, including the creation of a virtual chef academy to support the hospitality sector.</p>		



Inverclyde Alliance

			<p>5. Actively seek out high profile, cost effective promotional advertising, sponsorship and marketing opportunities to position Inverclyde as a positive destination for visitors, residents and business.</p>		<p>While a wide scale high profile marketing campaign was planned, these plans have been scaled back to ensure Inverclyde is in-line with the local lockdown and travel restrictions in place.</p> <p>Some smaller scale marketing has taken place since the launch of the website including:</p> <ul style="list-style-type: none"> -Adhsels in Glasgow city centre, Renfrewshire and North Ayrshire the re-opening the watt Institution and golf in Inverclyde. -Billboards in North Ayrshire and southside of Glasgow promoting the re-opening the watt Institution and golf in Inverclyde. -Scotrail panels in the greater Glasgow and 		
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Inverclyde Alliance

					<p>North Ayrshire. Internal panels in trains at the easing of lockdown promoting the Watt Institution re- opening and golf day trips.</p> <p>-Cycling Scotland magazine – advertising feature promoting Inverclyde to day visitors.</p> <p>-Walking Scotland magazine - advertising feature promoting Inverclyde to day visitors.</p> <p>Wider marketing will be scaled up as lockdown phases change towards phase 4 of the Scottish Government's recovery routemap to deliver the previously agreed spend profile.</p> <p>The timeline has been revised following recent</p>		
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Inverclyde Alliance

			<p>6. Create and implement a developer engagement plan to support growth in the housing market.</p>		<p>Covid restrictions and progression of second wave.</p> <p>Developer/ investor engagement event delivered in February 2020 bringing together a range of housebuilders.</p> <p>Community engagement in development for Eastern Gateway project.</p> <p>1,500 local businesses consulted through targeted telephone calls.</p>		
			<p>7. Create and deliver a business growth marketing campaign focussed on Inverclyde to supplement existing national Business Gateway promotional activity.</p>		<p>Links established prior to lockdown with business gateway marketing national to link on national campaigns as they are developed to deliver a local</p>		



Inverclyde Alliance

					promotion to supplement.		
Area of activity	Where are we now?	Where do we want to be?	How will we get there (including timescale)?	How will we know we are getting there?	Progress	RAG Status	Tolerance Level
2. Growing the Housing Market			Develop a private housing strategy with targets	Housing strategy with identified sites/ annual targets – March 2020	Housing supply opportunities are identified in the local plan. Following quashing of the Housing Chapter in the LDP a new plan is currently being progressed. This is being distilled to identify opportunity sites for development.		
			Review private housing land supply	Private sector confirmed interest and engagement – December 2019			
			Identify development opportunities East Greenock/ Port Glasgow - Eastern Gateway.	Development briefs for priority opportunities – June 2019	Brief for Port Glasgow East Strategic Housing issued for tender. Appointment made and report received. Will be submitted to		



Inverclyde Alliance

			Recruitment to communications team leader position including remit to fulfil the local developer/investor liaison contact role.	Local masterplans completed – March 2020	Committee in March 2021. Briefs to follow for Port Glasgow Town Centre and Greenock Town Centre. Communications Team Leader in post	 Green – Complete	
Area of activity	Where are we now?	Where do we want to be?	How will we get there (including timescale)?	How will we know we are getting there?	Progress	RAG Status	Tolerance Level



Inverclyde Alliance

<p>3. Growing Local Jobs and Enabling Infrastructure</p>			<p>1. Increased resources for council business development support (including business gateway) for local SMEs growth</p> <p>2. Complete review of public sector opportunities in terms of employment; procurement; community benefit; and local physical assets</p>	<ul style="list-style-type: none"> New business service with business plan approved and funding secured. – July 2019 	<p>The Councils Business Gateway services have been tendered and awarded to BDA. The specification for this contract includes an enhanced requirement to outreach to possible start-ups. BDA have acquired premises in Clyde Square and as a result are seeing an increase in footfall and interest in the service.</p> <p>The Council's Procurement Strategy is being redrafted and will include action plans that enhance existing strategies that focus on SMEs and local suppliers. The Councils part in Glasgow City Region City Deal will see benefits in terms of the projects that will</p>		
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Inverclyde Alliance

			<p>3 Progress studies in partnership with trunk road authority in terms of accessibility.</p>		<p>be delivered and the joint practices that are being designed to open up opportunities for SME and local supplier growth. Both of these work streams, under the remit of the Procurement and Regeneration services will create further community benefits and enhance employment opportunities.</p> <p>Transport Scotland to date have declined to engage with the council on joint transport studies.</p>		
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Inverclyde Alliance

			<p>4 Review business property portfolio and identify opportunities for small business.</p> <p>5 Inverclyde enterprise Initiative high growth start programme.</p>		<p>225 businesses have received assistance from Business Development I.C. this includes, Grant & Loan support, property assists, start-up support, including Property Enquires - between 1st April 2019 to 21stJan 2020.</p> <p>The Procurement Strategy will include a narrative to look at areas that create opportunities for further jobs in the 3rd sector in line with current and future commissioned services within HSCP, Education and Regeneration.</p>		
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Inverclyde Alliance

			<p>6 Review potential to create further jobs and opportunities within the third sector economy.</p>		<p>The Population Partnership has also agreed to develop a briefing strategy that will include proposals and the preferred approach for Eastern Gateway. This strategy will include confirmation of existing use, who owns what land, voids and demand for the area.</p> <p>The group have proposed that the strategy proposals will be taken to the March Alliance Board for approval.</p> <p>The Population Partnership agreed to provide a Members Briefing on the Scottish Transport</p>		
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Inverclyde Alliance

					<p>Planning Strategy 2 to consider a response to the Scottish Government on the A78/A8 and part of the action plan to enable and improve infrastructure.</p> <p>Community Wealth Building Policy approved at Committee in October 2020. Efforts continue to increase local spend above 32% (Inverclyde Council currently ranks 6th in Scotland for procurement within the Council area).</p> <p>RCH advised that they have an affiliated group known Home Fix Scotland which would align with growing local jobs and infrastructure.</p>		
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Inverclyde Alliance

Area of activity	Where are we now?	Where do we want to be?	How will we get there (including timescale)?	How will we know we are getting there?	Progress	RAG Status	Tolerance Level



Inverclyde Alliance

<p>4. A Region for People of all Ages</p>			<ol style="list-style-type: none"> 1. Strategic skills investment plan and actions. 2. Work with DYW to expand education/ business links. 3. Review option of a relocation office to provide support to those moving into Inverclyde. 	<ul style="list-style-type: none"> • Local Skills Investment Plan developed and agreed – December 2019 • Associate action plan with funding commitments - December 2019 <p>Feasibility study into relocation</p>	<p>Inverclyde Council will take joint Chair of the Inverclyde Regeneration Employability Partnership (IREP) with DWP.</p> <p>An action has been created to progress an Inverclyde Skills plan and is embedded within the actions of IREP. Meetings have progressed with Council, West College Scotland and SDS to create a draft plan which will be a subset of both the West region and City deal region plans.</p>		
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Inverclyde Alliance

			<p>4. Work with HSCP to review opportunities for older workers</p> <p>5. Close working with the college to increase college roll in support of repopulation principles.</p>	office completed by March 2020			
Area of activity	Where are we now?	Where do we want to be?	How will we get there (including timescale)?	How will we know we are getting there?	Progress	RAG Status	Tolerance Level



Challenges this quarter Covid has significantly disrupted the actions across the Repopulation Action Plan, especially the Inverclyde marketing strategy. The approach in the next quarter will need to reflect the national pandemic situation.
Next steps Revise timelines for the Action Plan in the context of the ongoing pandemic. Transition the chair of the Group to Richard Turnock.



Inverclyde Alliance

AGENDA ITEM NO: 6

Report To:	Inverclyde Alliance Board	Date:	18 January 2021
Report By:	Aubrey Fawcett Chair of Programme Board	Report No:	
Contact Officer:	Martin McNab	Contact No:	01475 714246
Subject:	Covid 19 Partnership Recovery Update		

1.0 PURPOSE

- 1.1 The purpose of this report is for the Alliance Board to consider the updates to the Partnership Recovery Plan Action Plans.

2.0 SUMMARY

- 2.1 The Alliance Board will recall the Partnership Recovery Plan brought before its October meeting. This has now been updated to include additional comments provided and is attached at Appendix 1. Appendix 2 is the update to the three recovery action plans, Humanitarian, Economic and Education, Culture, Leisure & Sport, for the Alliance Board's consideration.
- 2.2 Understandably, some aspects of the Recovery Plan have progressed more than others as all partners have focused on the response phase to the Pandemic with the second wave of infection and more recent issues arising from the new genetic variant of the virus. Regardless of this however there remains a need to focus on the medium and long term recovery actions that will support the communities and residents of Inverclyde.

3.0 RECOMMENDATIONS

- 3.1 It is recommended that the Alliance Board:
- a) Notes the updated Recovery Plan addendum.
 - b) Notes the updates to the three action plans.
- .

Aubrey Fawcett
Chair, Programme Board
Chief Executive, Inverclyde Council

4.0 BACKGROUND

- 4.1 The Alliance Board was advised previously of the various multi-agency responses to the first wave of the pandemic. Currently many of those responses have resumed to a greater or lesser extent in order to deal with the second wave. The response has not necessarily been the same as in the first wave as the continuation of services, including education has meant that the situation has been nearer to business as usual than in the spring lockdown. Nevertheless a number of services have been required to step up, albeit often in a slightly different form. The Humanitarian Assistance Centre for example has focussed more on Isolate & Support rather than Shielding.

There has also more recently been a significant response from partners to the issue of planning for and delivering the first stages of the vaccination programme.

5.0 RECOVERY STRUCTURE

- 5.1 The three recovery sub-groups detailed below have continued to meet in the period since the plan was brought before the Alliance Board. The overall Recovery Working Group has also met and has further meetings scheduled in the New Year. The updated action plans from the three sub-groups are included in Appendix 2 for the Alliance Board's consideration.
- 5.2 The humanitarian group aims to support community recovery, engage communities and build on the work of the inequalities work stream of the Local Outcome Improvement Plan (LOIP). The thematic proposals of the Humanitarian Action Plan include:
- Listening to Communities
 - Planned and Co-ordinated Support
 - Develop Wellbeing Services and Support
 - Improve Communication with Communities
- 5.3 The aim of the Economic Recovery Plan is to ensure that the maximum level of support is available to local business, the employees are retained in local businesses and that focus is provided to ensure that recovery of our economy is paramount. The thematic proposals of the Economic Action Plan include:
- Engage with business community
 - Maximise support to business
 - Address long term unemployment
 - Address housing inequalities
 - Keep Communities Safe
- 5.4 The recovery plan to address Education, Culture and Sport will be to ensure every member of the community will have their own journey and it is important to recognise the role that lifelong learning, culture and sport play in that recovery process, especially the impact on health and wellbeing. The thematic proposals of Education, Culture and Sport include:
- Ensuring the needs of all learners are met
 - Maximising digital opportunities
 - Ensure sport culture and the art play a vital role in the recovery process
 - Review funding process to ensure recovery

6.0 **IMPLICATIONS**

- 6.1 Legal: none at present
Finance: none at present
Human Resources: none at present
Equality and Diversity: none at present
Repopulation: repopulation remains a key priority within the Inverclyde Outcomes Improvement Plan.
Inequalities: the Locality Partnerships will be working specifically to tackle inequalities on a geographic basis.

7.0 **CONSULTATIONS**

n/a

8.0 **LIST OF BACKGROUND PAPERS**

- 8.1 Covid 19 Partnership Recovery Plan – Alliance Board 5 October 2020



Inverclyde Alliance

APPENDIX 1



COVID-19

Partnership Recovery Plan



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Foreword

COVID-19 has had a significant impact in Inverclyde with higher levels of COVID deaths within the population. Many of us have been touched by the impact of losing a loved one. The pandemic has impacted on all of our lives and we will need time to recover. The level of deaths in Inverclyde gives the communities extra challenges that need to be taken into consideration. Communities will be apprehensive about what recovery may look like and the pace at which recovery should take place. Many will need the time and space to heal and we need to help people to do that and to give them the opportunity to share their experiences. However, this is also time for renewal. We have all had to re-assess what's important to us and the services and supports that are vital to our communities. The community response to COVID-19 has been remarkable with hundreds of volunteers working together to support the most vulnerable in our society.

As our plans for recovery and renewal evolve we will engage with businesses, voluntary organisations and leisure sectors to help the economy recover; creating jobs, supporting culture and addressing inequalities. We do this through our community planning structure to develop a shared response to the challenges associated with the pandemic and its aftermath. It is our aim to create a lasting legacy that supports the people of Inverclyde to recover from the pandemic.

We are committed to working with and empowering communities to plan, design and deliver services for people as part of our immediate response to the COVID-19 pandemic. In so many ways our communities have risen to the challenge showing compassion,

resilience and the capacity to look after one another. We are committed to listening to and involving communities as we plan for the new normal.

This plan is our response to COVID-19. The plan covers our recovery and renewal through the lenses of our emerging priorities and accelerated transformational aspirations. The Inverclyde collective partnership response to the pandemic has been to maintain essential services, support those most at risk and to reaffirm the central role of communities and partners in local review and recovery plans. Inverclyde is a great place to live and work. We are blessed with wonderful communities with people willing to go the extra mile for one another. Their response to COVID-19 was remarkable. Hundreds of volunteers worked together to support the most vulnerable. As Chairman of the Inverclyde Alliance I would like to thank everyone involved for their outstanding achievements over the past months and to praise the compassion, commitment and cooperation that has taken place.



Councillor Stephen McCabe

Leader of the Council and Chairman of the Inverclyde Alliance





Background

On 23 March 2020, Scotland was placed into lockdown as a response to the worldwide COVID-19 pandemic. Almost all council and third sector buildings closed, including schools and early years' establishments. The majority of businesses stopped trading and only essential businesses remained opened. Civil contingency arrangements were activated and public services moved to provide essential services only.

The COVID-19 pandemic in Inverclyde needs to be understood in the context of the significant impact it has had on communities, many of which were already struggling. Recent Scottish Index of Multiple Deprivation (SIMD) data has shown that Inverclyde has some of the most disadvantaged communities in Scotland. Inverclyde has also suffered a high level of loss due to COVID-19. This gives the communities in Inverclyde extra challenges that need to be taken into consideration. The impact of COVID-19 on the economy, the levels of unemployment and levels of deprivation all need to be factored into the community response to recovery in Inverclyde.

On 23 April 2020, the Scottish Government published 'framework for decision making' outlining its approach and 'route map' as we plan as a country to come out of lock down. The process will be gradual, phased and evidence based. The latest version of this 'route map' is accessible at: www.gov.scot/publications

Recovery planning is a documented and structured approach that describes how sectors, community and organisations can return to normality and resume their core functions. This recovery plan is the Alliance's response to ensure that our efforts are co-ordinated, achieve maximum impact and build resilience. The recovery process may have to proceed in tandem with the response to any subsequent pandemic waves or more localised outbreaks.



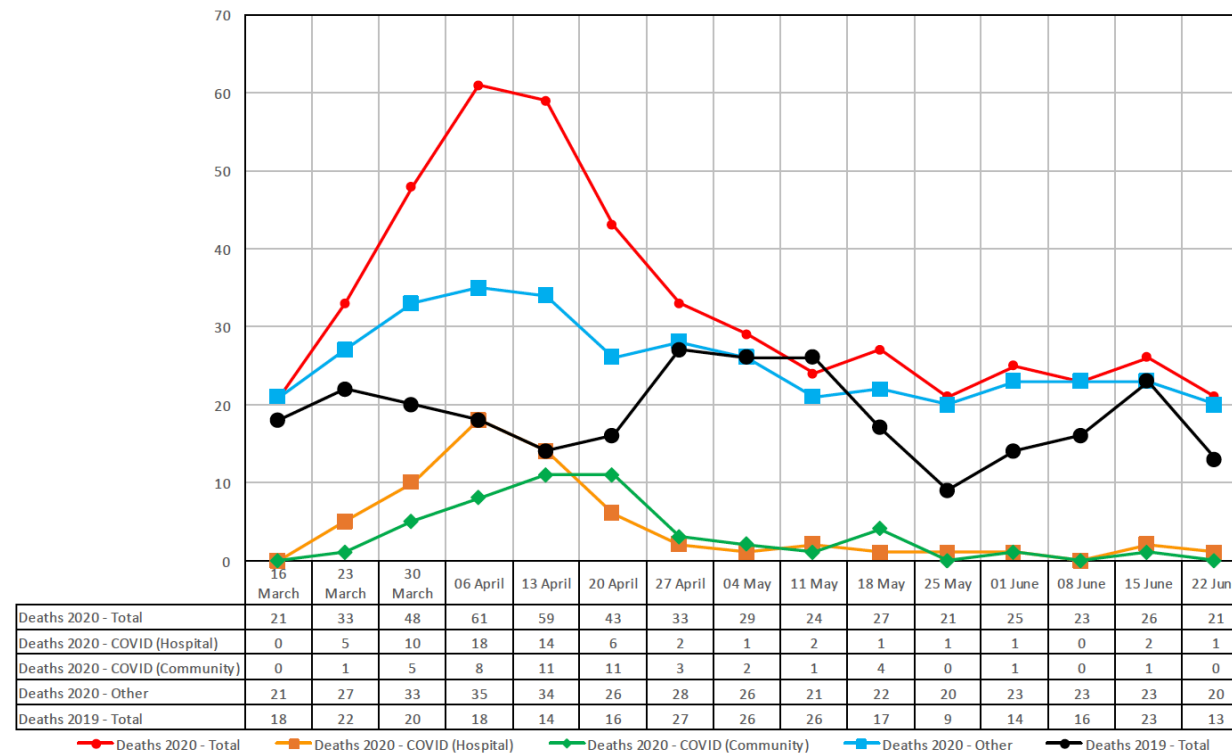


Inverclyde's recovery from COVID-19 and the unique challenges faced

Impact of COVID-19

The first COVID-19 related deaths in Inverclyde were recorded in the week beginning 23 March 2020 and deaths in Inverclyde peaked in the week beginning 6 April 2020 with 26 deaths. The table below shows the chronological impact during the pandemic.

Deaths attributed to COVID-19 in Inverclyde





Inverclyde's recovery from COVID-19 and the unique challenges faced

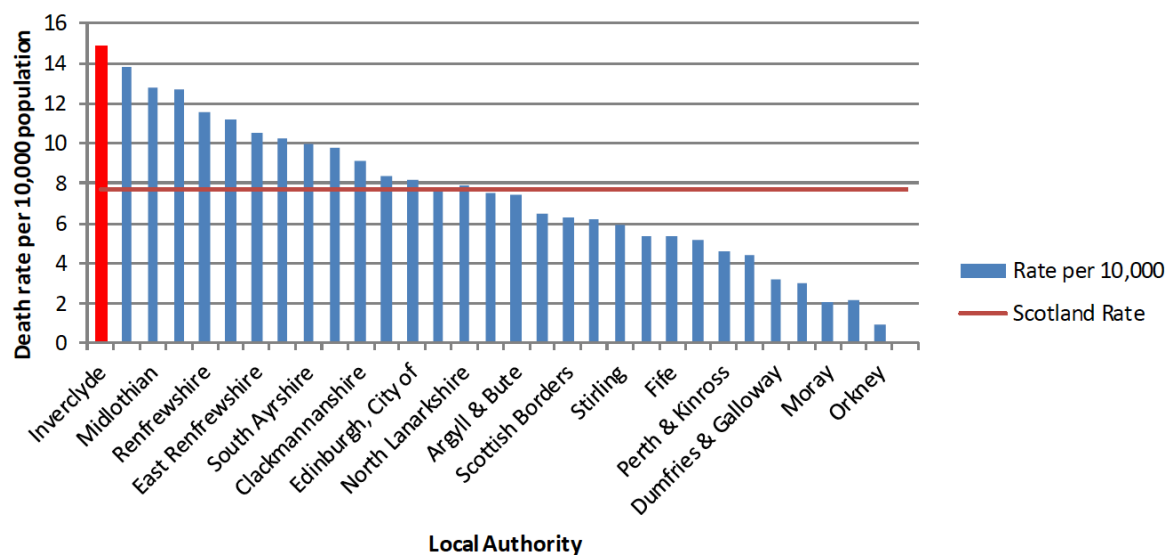
Comparative death rates attributable to COVID-19

Inverclyde experienced an earlier rise in COVID-19 deaths and suffered a higher overall death rate than any other area in Scotland. The table below shows the comparative death rates between Inverclyde and other areas in Scotland.

Areas with similar levels of deprivation to Inverclyde across the United Kingdom do appear to have suffered higher death rates than better off areas. It is likely that this reflects the greater underlying burden of the virus in deprived communities. The fact that Inverclyde has experienced an early outbreak will also have contributed to the higher mortality rate experienced. This is because the outbreak will have been further developed in advance of the national lockdown.

Regardless of the effects of the early outbreak, inequalities have clearly played a significant part in the level of illness and death in Inverclyde.

Fairness, dignity and human rights are key principles that have to underpin our response to the pandemic at all stages. The harms that are caused by the pandemic are, to a greater or lesser extent, being felt by everybody. However, they have not been felt equally, and how we respond has to take account of that inequality. Overall the higher death rate in Inverclyde undoubtedly has implications for the community's recovery. Traditionally Inverclyde has high numbers of people with long term health conditions and a high number of people who were asked to shield.





Inverclyde's recovery from COVID-19 and the unique challenges faced

Impact of inequalities

A report was written by the Improvement Service 'Poverty, Inequality and COVID-19', full details of which can be accessed at www.improvementservice.org.uk. The report provides a brief summary of some of the issues and highlights the potentially disproportionate impact of the pandemic on those already experiencing inequalities due to health, education, housing, transport and domestic violence. COVID-19 has had more of an impact on certain groups including people with disabilities, minority ethnic communities, vulnerable children and adults.

"Many people on low incomes work in key worker roles and will be more exposed to the virus than those who can work from home. People on low incomes are also less likely to own a car and more likely to be reliant on public transport to travel to work or access services." Poverty, Inequality and COVID-19.

Low earners are seven times as likely as high earners to work in a business sector that is shut down according to the Institute of Fiscal Studies. Given the known links between attainment and deprivation, it is particularly important that all providers of education continue with their highly effective work to ensure high attainment and achievement and to reduce the poverty related attainment gap. In Inverclyde learning and achievement is seen as so much more than that which takes place in school buildings. This plan aims to build on the excellent family, community and partnership work that already

underpins education and learning in Inverclyde. This includes adult learners as well as our young people. Through our partnership working we hope to further increase employability pathways, especially for our young people.

Impact on the economy

The UK economy contracted by 20.4% in April, the largest monthly fall since records began. The Organisation for Economic Co-operation and Development (OECD) has said that the UK economy is likely to slump by 11.5% in 2020, outstripping falls in other developed economies of Germany, France, Spain and Italy. Historically the impact of recession on Inverclyde is that it tends to run deeper and for longer than the rest of Scotland. HMRC produced data showing that more than 600,000 workers in the UK lost their jobs between March and May of this year and while it is too early to identify figures in Inverclyde, the number of individuals claiming unemployment benefits in the Glasgow metropolitan city region increased to 7.1%.

The count for those receiving universal credit in Inverclyde has increased by 2,119 between March and May 2020. This number includes an increase of over 500 recipients receiving in-work benefit.





Aim, objectives and principles of this partnership recovery plan

Aim

The aim of this plan is to document the established partnership structure and arrangements for recovery from the COVID-19 pandemic for Inverclyde.

Objectives

The objectives of this plan are:

- To consider Inverclyde's response to the pandemic and any learning for the future.
- To provide support for recovery on behalf of the Inverclyde Alliance and to assist partners' decision-making processes.
- To outline the overall recovery strategy for Inverclyde; including humanitarian, economic and education, culture and sport.
- To ensure that relevant stakeholders, especially the communities affected, are involved in the recovery process.
- To confirm the integrated structure for the recovery process, including the recovery working group and sub-groups.
- To establish the system by which recommendations and actions of the sub-groups are progressed.
- To identify the long-term outcomes linked to the Local Outcome Improvement Plan (LOIP) through the development of action plans.

Principles

The planned actions have been established based on the following principles:

- The response should be system wide, recovery and renewal requires all parts of the system to work together to meet the challenges.
- There should be a clear and consistent framework and the plan must be rooted in The Scottish Government 'route map'.
- The approach to recovery should promote collaboration across all sectors and communities in Inverclyde.
- There should be clear actions with specific timeframes.
- All actions and measurements should link to the Local Outcome Improvement Plan (LOIP).

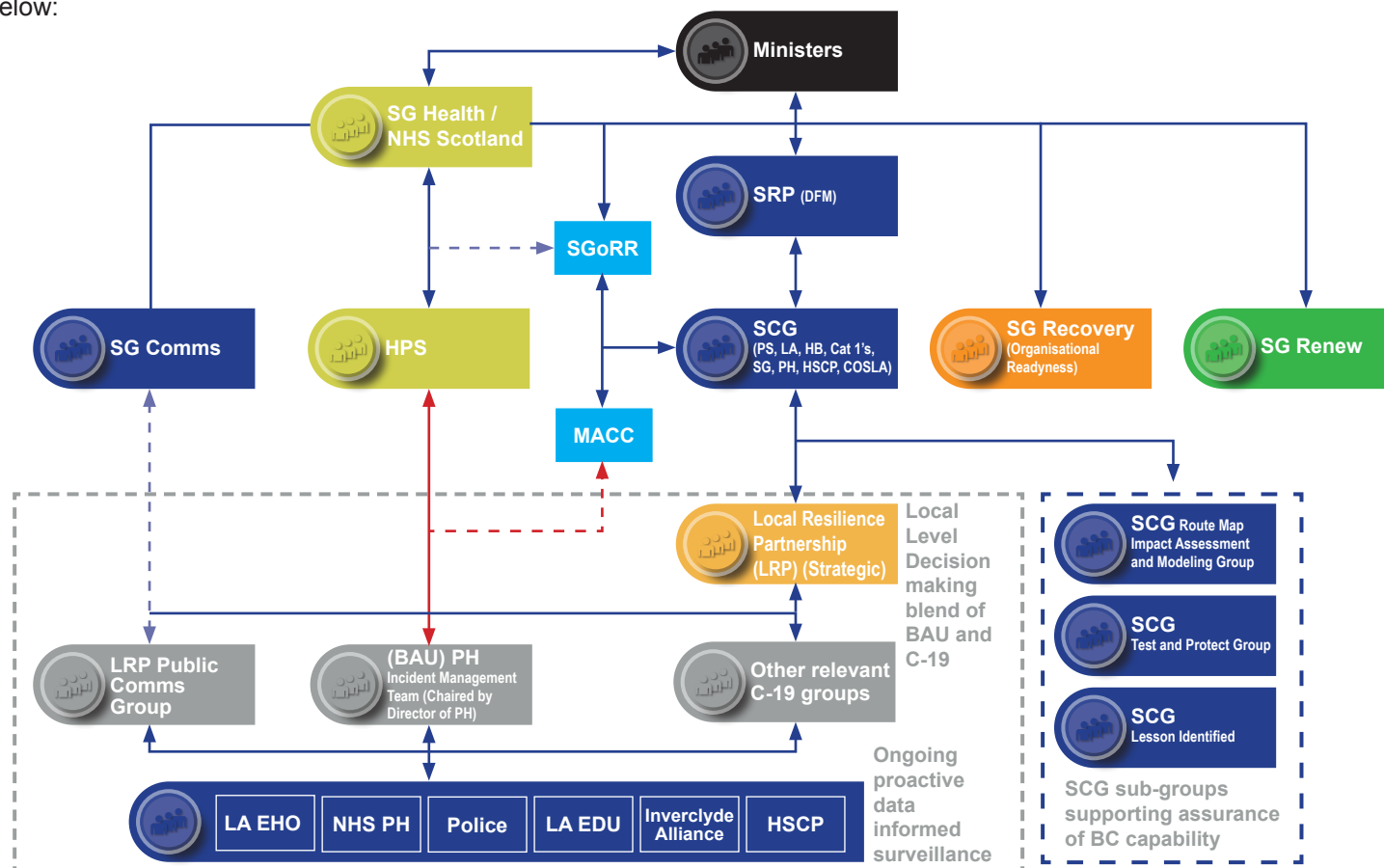




Recovery partnership structure, remit and governance

Regional/national recovery partnerships structure

Any local plan is produced within the context of Scotland's National Performance Framework, wider ongoing work at the Glasgow City Region level and our LOIP. The Inverclyde partnership recovery structure feeds into a wider regional/national governance structure, as illustrated below:

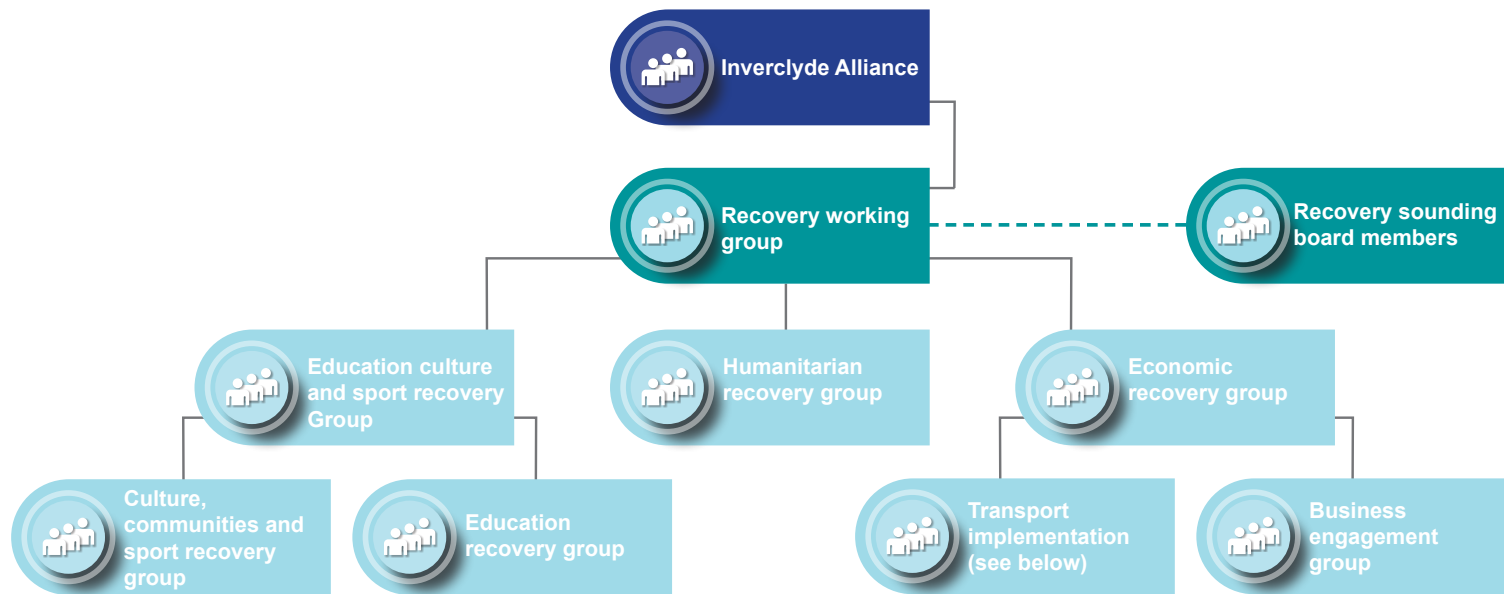




Recovery partnership structure, remit and governance

Inverclyde's recovery structure

Effective planning by our partners is crucial to meet the needs of the Inverclyde population. This includes an understanding of the needs of the population, the economy and our communities. We must understand our assets which will help us align resources to best meet the needs of the people of Inverclyde. The act of aligning resources, restarting the economy and stimulating growth all play a significant role in delivering positive outcomes for people. Planning takes place through the recovery working group and 3 sub-groups: education, culture and sport; economic and humanitarian.





Recovery partnership structure, remit and governance

Recovery working group

A recovery working group, the overall group responsible for recovery chaired by the council's Chief Executive, has been established to coordinate the partnership's recovery activity. It is the strategic decision-making body for the recovery process (see recovery working group terms of reference in appendix A). The recovery working group has established a core membership and can co-opt additional members as and when appropriate.

Following its formal establishment in May 2020, the recovery working group has started the following initial key tasks:

- Determining the level of recovery activity required and specific areas of focus.
- Development of a recovery plan.
- The requirement for the establishment of sub groups to take forward considerations specific to an area of coordinated activity.
- Setting processes in place to monitor the action plans from each sub group.

Elected members input (members' recovery sounding board)

Central to the recovery process is input and guidance from elected members. To facilitate this within the recovery partnership structure, a members' recovery sounding board has been established. The sounding board is an informal advisory group advising the Chief Executive, who chairs the recovery working group, and is not a decision-making body. It is a working group of members. Its remit is to consider the outputs of the recovery working group. The terms of reference for the group is detailed in appendix B.





Recovery partnership structure, remit and governance

Recovery working group sub-groups

Remit, structure and governance

Three sub-groups have been established to focus on recovery activities across key areas:

- The humanitarian recovery group's role is to engage with communities learning from their experience and coordinate recovery. It is responsible for ensuring that vulnerable people are supported. It is chaired by the Chief Officer of the Inverclyde Health and Social Care Partnership - a deputy chair from the third Sector has also been appointed (Chief Executive, CVS Inverclyde).
- The economic recovery group's role is to understand the commercial and economic pressures across Inverclyde through engaging with our business partners and wider business community. This is achieved through two forums; the first is a strategic partnership of the third sector, West College Scotland, Scottish Government, Scottish Enterprise, Federation of Small Businesses, Inverclyde Chamber of Commerce and River Clyde Homes and the second involves representatives from all sectors of the business community. It is chaired by Corporate Director of Environment, Regeneration and Resources. Transport recovery structures have been built up at a Glasgow city region level and Inverclyde Council will participate in these and feed any required actions back to the economic recovery group.

- The education, culture and sport group is split into two reporting groups. Both are chaired by Inverclyde Council's Corporate Director of Education, Communities and Organisational Development. The role of the education recovery group is to ensure a coordinated approach to recovery for all learners and families. The role of the culture and sport reporting group is to ensure that sport and culture is at the heart of the recovery process.

All three sub-groups have developed multi-disciplinary action plans which detail the short and long term actions to support recovery and renewal. Each action plan is monitored by the recovery working group.





Recovery action plans

Each of the three recovery working group sub groups have developed detailed action plans to guide the activity of the Alliance's partners as we move forward, these are detailed below.

Humanitarian recovery plan

The humanitarian group aims to support community recovery, engage communities and build on the work of the inequalities work stream of the Local Outcome Improvement Plan (LOIP).

The sub group has been established to capture and nurture the kindness and compassion shown and experienced during COVID-19 by communities and to explore how we continue to protect those who are vulnerable.

The group of individuals deemed clinically vulnerable has had special status and have been asked to stay at home to keep themselves safe (shielded). A pipeline of support has been developed during the pandemic to help individuals with shopping, food, prescriptions, escorts and repairs. Any move forward needs to consider how we continue to support this group.

The kindness and compassion that has poured out from the people of Inverclyde has been remarkable. People have blossomed through helping one another, both those who have volunteered and those who have felt cared for by neighbours and communities. Building on the work coordinated by CVS, a new social movement 'Inverclyde Cares' is being developed to promote, kindness and

compassion. It is a partnership between services and communities and creates opportunities for acts of kindness. Communities have demonstrated through the pandemic their resilience and capacity to look after each other. Their local knowledge and understanding of their needs has been vitally important. Individuals, third sector groups and others across Inverclyde have supported the response to the COVID-19 pandemic. Going forward the development of locality groups supported by the third sector, and the council will be pivotal to understanding and responding to communities needs. CVS Inverclyde has worked alongside other third sector organisations to recruit volunteers. The Inverclyde Community Action Response Group (ICARG) communication platform has built knowledge and understanding of local services promoting the work of over a dozen organisations.

This extraordinary community response has been financially supported through our community grants. Organisations in Inverclyde have benefitted from more than £700,000 worth of grants from the Scottish Government's various funding streams. In moving into recovery and renewal we will want to build on both the kindness and compassion of our communities and their willingness to engage with and support the delivery of council services. We recognise of course that as we start to return to a new normal and more people return to their jobs, the capacity and willingness of the community volunteers to continue current levels of support may reduce. We will continually learn and reflect and use the active community involvement experienced during COVID-19 to be a springboard for locality planning.





COVID-19 Partnership Recovery Plan

SHORT TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Listening to communities experiences	Feedback from communities	Social media campaign questionnaire	Your Voice		Core HSCP budget and partner budgets
	Communities help to shape future priorities	Develop online localities group	Your Voice/ Inverclyde Council	June - August 2020	
		Lock down exhibition	Inverclyde Council/ 3rd Sector	December 2020	
		Review locality plans	Inverclyde Council		
Plan co-ordinated support to those who are shielded or carers	Telephone support/triage remains in place	Council telephone line remain in place and data base developed	Inverclyde Council		£35k within covid cost allowance
	Volunteer support is co-ordinated	CVS Inverclyde volunteer coordinator recruited	CVS Inverclyde	July - September 2020	Core HSCP budget
	More 'hidden carers' are identified and referred for ongoing information, support and advice.	Adapt carer awareness training to online delivery to partners	Inverclyde Carers Centre		Within Inverclyde Carers Centre budget
	Review pipelines of support such as food/transport	Short life working group on food insecurity to scope/ consider how to meet needs	CVS Inverclyde/Bellville/ Branchton Foodbank/ Salvation Army	July 2020	£120k from Food Fund
	Develop services for food insecurity	Work to establish food pantry	Food Pantry Scotland	December 2020	£60k within anti-poverty funding





COVID-19 Partnership Recovery Plan

SHORT TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Wellbeing	Develop wellbeing services to support people	Offer individual support	Mind Mosaic	Ongoing	Supported by The Big Lottery funding
	Ensure psychological support available	Distress brief intervention (DBI) available across Inverclyde	HSCP	October 2020	HSCP/Health Board core budgets
	Bereavement services for those who died during COVID-19	Plan for primary care access to support	Primary care – HSCP	October/ November 2020	HSCP/Health Board core budgets
		Remembrance programme	Compassionate Inverclyde/Ardgowan Hospice, Inverclyde Council Bellville Garden	Ongoing	£40k to be included in September P&R funding request
		Support to staff in health and social care isolation through PROMIS website	HSCP	September 2020	Scottish Government
Develop neighbour/kind culture to support wellbeing across Inverclyde	Develop social movement to harness, coordinate and support 'Inverclyde Cares'	Programme board established 'Inverclyde Cares'	HSCP/ CVS Inverclyde	July 2020	Funded by The Big Lottery funding
		Culture support		October 2020	Funded by The Big Lottery funding
Co-ordinate / co-operation between all key services	Promote the role of 3rd sector and communities	Develop volunteering opportunities	Compassionate Inverclyde/ CVS Inverclyde/ Inverclyde Community Development Trust	Ongoing	Funded by The Big Lottery funding
Co-ordinate support requests to Community Fund	Develop fully costed proposals	Coordinate funding applications	CVS Inverclyde/ Inverclyde Council	August 2020	N/A
Provide a wide range of support	Review support available and support good communication to ensure it is easily accessible	Website social media	CVS Inverclyde/ 3rd Sector/ Inverclyde Council	October 2020	Funded by The Big Lottery funding





COVID-19 Partnership Recovery Plan

SHORT TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Keep communities safe	Promote public protection message	Social media campaign Public Protection	Police Scotland/Fire and Rescue	June 2020	Police Scotland/Scottish Fire and Rescue Service budget
	Promote health promotion including alcohol, drugs messaging	Alcohol and Drugs Partnership	HSCP	Ongoing	
	Promote Safe/Well fire safety	Media Campaign Falls Programme	Fire and Rescue Council	December 2020	Police Scotland/Scottish Fire and Rescue Service budget
	Communicate government advice	Council	Council	Ongoing	
	Promote Trace/Contact	Develop trace/contact process	NHS	June 2020	Health Board
Communication Communities	Develop platform for feedback	Develop online locality planning	Your Voice/ Inverclyde Council	August 2020	Funded by The Big Lottery funding
	Share best practice across Inverclyde and learn from others in UK	Develop website	CVS Inverclyde	September 2020	
	Good communication with communities	Clear communication plan	Inverclyde Council	July 2020	Existing council core budgets





COVID-19 Partnership Recovery Plan

LONG TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Wellbeing	Wellbeing services continue to support people	Offer individual support	Third sector providers	Ongoing	HSCP. Funded by The Big Lottery funding
	Ensure psychological support continues to be available	Distress Brief Intervention (DBI) available across Inverclyde	HSCP	August 2020	HSCP/Health Board, within current budgets
		Plan for primary care access to DBI support	Primary Care - HSCP	October 2020	
Keep communities safe	Promote public protection message	Social media campaign Public Protection	Police Scotland / Fire and Rescue	Ongoing	Within current budget
	Promote health promotion including alcohol, drugs	Alcohol and Drugs Partnership	HSCP		





Recovery action plans

Economic recovery plan

This plan is our response to COVID-19; the aim is to ensure that the maximum level of support is available to local businesses, that employees are retained in local businesses and that focus is provided to ensure that the recovery of our economy is paramount. It has been produced in partnership with the private sector.

Unemployment in Inverclyde before COVID-19 remained stubbornly above the West of Scotland average. HMRC produced data showing that more than 600,000 workers in the UK lost their jobs between March and May of this year and whilst it is too early to identify figures in Inverclyde, the number of individuals claiming unemployment benefits in the Glasgow metropolitan city region increased to 7.1%. The latest Office of National Statistics (ONS) figures show that unemployment in Scotland is up to 4.6%, up 1.1% from the previous quarter. Unemployment rose by 30,000 to 127,000 between February and April as lockdown hit the labour market. The Office of the Chief Economics Advisor estimates unemployment could take 3 to 6 years to recover to pre-crisis levels in Scotland.

The count for those receiving universal credit in Inverclyde has increased by 2,119 between March and May 2020. This demonstrates the susceptibility of low paid workers. The count includes an increase of over 500 recipients receiving in-work benefit. Within the Glasgow metropolitan city region Inverclyde has had the lowest percentage of staff furloughed while Renfrewshire remains the highest.

Inverclyde has historically suffered from depopulation and a key objective reflected in the Local Outcome Improvement Plan (LOIP) is to reverse population decline. An action plan is in place and outcomes are reported to the Inverclyde Alliance. A key element of the plan includes promoting Inverclyde to business and visitors. Discover Inverclyde, an integrated website encompassing all of Inverclyde's attractions was launched to coincide with the easing of lockdown.

Our economic recovery group has oversight of the action plan and seeks to use both public and private sector partners to influence policy both at a local level and nationally. The plan seeks to ensure that access to transport for our workforce is not a barrier to employment and engages with a wide variety of businesses from a broad range of sectors, representing businesses across Inverclyde. The challenges facing local businesses will be heard and shared in order that we ensure that the impact on the economy of Inverclyde from COVID-19 is minimised.





COVID-19 Partnership Recovery Plan

SHORT TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Engagement with business community, third sector and Inverclyde Alliance Partners	Full understanding of business needs for recovery	Regular monthly meetings with business community through business representatives forum	Inverclyde Council/ business representatives	September 2020	Existing Inverclyde Council core budgets
	Full understanding of strategic opportunities for business recovery	Regular six weekly meetings with strategic partners including 3rd sector representatives, West of Scotland College, Inverclyde Chamber of Commerce	Partners	August 2020	Existing core budgets
	Understanding of the status of a wide range of Inverclyde businesses	Carry out business feedback survey – telephone survey	Inverclyde Council	August 2020	Existing Inverclyde Council core budgets
Maximise support to businesses through existing interventions	Additional businesses supported (numbers to be determined following business contact)	Increase business support function – engage additional business development advisors	Inverclyde Council	September 2020	£120k for 2 posts for 18 months funded from existing earmarked reserve
	Extension of furlough scheme for Inverclyde businesses	Lobby for extension to furlough scheme	All	September 2020	Existing partners core budgets
	Support to 20 staff for 50% of 6 months wages to £6,250 max	Inverclyde furlough scheme operated by the council for specific sectors separate from national scheme	Inverclyde Council	September 2020	£125k funded from Inverclyde Council anti-poverty funding





COVID-19 Partnership Recovery Plan

SHORT TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Maximise support to businesses through existing interventions	National loan fund availability to Inverclyde businesses	Local Inverclyde specific loan fund from former West of Scotland Loan Fund (WofSLF)	Inverclyde Council	October 2020	Former WofSLF funds to £200k
	Inverclyde extension to NDR relief scheme	Loan fund relaxation – seek SG/National Government support for loan fund with less onerous credit status than current schemes	Inverclyde Council	February 2020	Existing Inverclyde Council core budgets
		NDR relief – offer Inverclyde businesses extension to rates relief		See long term projects	Amount to be determined – bid against 2021/22 budget
Addressing long-term unemployment	Maintain Inverclyde count differential to equal pre-COVID-19	Continue to deploy employability scheme Minimise unemployment – working with 3rd sector to maximise intervention	3rd Sector/ Inverclyde Council	July 2020	£533k bid against Anti-Poverty fund for 2020/21. Further bids against future budgets – see long term projects
		Bid for additional funds as part of budget setting process	Inverclyde Council	February 2020	See longer term actions
Addressing housing inequalities	Increase in housing allocations to those in homeless accommodation	Registered Social Landlords to re-engage homeless – work with landlords to re-open activity during the recovery period	Inverclyde Council/ Registered Social Landlords in Inverclyde	August 2020	<ul style="list-style-type: none"> • 43 extra TFA flats – £159k for one off costs • 18 flats for early release of prisoners over and above the 43 TFA – £63k repairs payments to River Clyde Homes and £66k one off costs to set the flats up
Keep communities safe	SG policy	Clarity on social distancing measures – seek clarity on social distancing measures for all business spaces (in context that guidance is consistently being revised)			





COVID-19 Partnership Recovery Plan

SHORT TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Communication with business communities, commercial and educational sectors	Strengthened contact and communication with all business sectors. Targeted support to people who experience digital exclusion due to circumstances	Develop platform for feedback including online communication and engagement with Inverclyde Chamber of Commerce and Federation of Small Businesses	Inverclyde Council	September 2020	Existing Inverclyde Council core budgets
		Share best practice across Inverclyde and learn from others in UK – regular engagement with GCR, SLAED SOLACE	Inverclyde Council	September 2020	Existing Inverclyde Council core budgets
		Explore digital inclusion measures such as making WiFi available to disadvantaged individuals	Inverclyde Council	September 2020	Included in education, culture and sport plan
		Good communication with communities – clear communication plan	Inverclyde Council	October 2020	Existing Inverclyde Council core budgets
Addressing economic and population decline	Growing local economy and stabilised population	Prepare an economic case for special status for Inverclyde	Inverclyde Council	December 2020	£60k allowance included in September funding request





COVID-19 Partnership Recovery Plan

LONG TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Maximise support to businesses through existing interventions	National Loan fund availability to Inverclyde businesses	Longer term loan fund relaxation – seek SG/National Government support for loan fund with less onerous credit status than current scheme	Inverclyde Council	2021/23	Existing Inverclyde Council core budgets
Addressing long-term unemployment	Maintain Inverclyde count differential, to equal pre-COVID-19	Minimise unemployment – working with 3rd sector to maximise intervention	3rd Sector/ Inverclyde Council	2021/22	2021/22 budget bid £750k
		Additional employability activities	Inverclyde Council	2021/22	As above
Addressing housing inequalities	Increase in housing allocations to those in homeless accommodation	Registered social landlords to re-engage homeless – to provide accommodation in the long term investment and letting strategies	Inverclyde Council/ Registered Social Landlords	2021/22	Links to roll-out of the rapid rehousing transition plan. 2021/22 Budget bid – amount to be determined
		Updated local housing strategy to reflect projected demand in homeless accommodation	Inverclyde Council/ Registered Social Landlords	2021/22	Existing core budgets





Recovery action plans

Education, culture and sport recovery plan

This is the community recovery plan for Inverclyde for education, culture and sport as we move towards the recovery stage of services in the context of COVID-19. Every member of the community will have their own journey through these extraordinary times and many will have felt the loss of close families and friends. We cannot underestimate the human and emotional impact that COVID-19 has had on our communities and will continue to have for years to come.

It is also vitally important that Inverclyde recognises the significant role that lifelong learning, culture and sport play in the recovery process, especially the impact on emotional health and wellbeing. The impact of COVID-19 on the culture and leisure industry will be huge and financially some organisations may struggle to survive. However, if we want to ensure repopulation and promote Inverclyde as an excellent place to live and to work then the culture and leisure industry needs to thrive and to maximise opportunities for growth. As Scotland opens up post COVID-19 the simple task of reconnecting through a team sport or a game of bowls could help people who may be struggling with social isolation. The Local Outcome Improvement Plan for Inverclyde has environment, culture and sport as one of the three strategic priorities. This is because, prior to COVID-19 the importance of culture and sport was fully recognised as a strong attribute of a thriving community.

The planning process for recovery will not be linear. External events may overtake any plans and we simply cannot foresee what the future holds. We can however, work together in a systematic way to move things forward at a pace that achieves the best outcomes for our community, the community can manage, makes the best use of the resources available to us and achieves the best outcomes for every citizen of Inverclyde.





COVID-19 Partnership Recovery Plan

SHORT TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Ensuring the needs of all learners are met	A recovery curriculum is in place to support families in Inverclyde	All establishments revise their improvement plans to take account of the curriculum post COVID-19. This will include a particular focus on health and wellbeing	Schools, early years establishments, college	August - December 2020	Existing core budgets
	Attainment gap continues to reduce	The family learning part of the 'attainment challenge' programme is adapted to meet the needs of learners as they return to their place of learning	Attainment challenge strategic group	August - December 2020	Existing attainment challenge funding
	Developing the Young Workforce is revised to take into account employment opportunities post COVID-19	West College Scotland works with partners to identify the skills pipeline needed for future employment	West College Scotland	September - December 2020	Existing core budgets
		Work with partners to create employability pathways for young people (link to economic recovery plan)	All	August - December 2020	Included in economic recovery plan as part of the young persons employability proposal





COVID-19 Partnership Recovery Plan

SHORT TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Making sure digital opportunities are maximised across education, culture and sport	Ensure high quality digital learning opportunities are available in schools and establishments	Education – digital sub group identify the needs of learners for blended learning	Education digital sub group	August - December 2020	£414k within existing education flexibilities funding and £433k Scottish Government funding. Young Scot Funding
	Online learning is best used to support all learners within Inverclyde	School/college partnership and some consortium arrangements are delivered online	All	August - December 2020	Existing core budget
		Council community learning and development (CLD) services and partners – identify the digital learning gaps of adult learners. CLD work with partners to identify digital inclusion opportunities (link to Inverclyde Supports)	CLD/partners	August - December 2020	£60k Bid against 2020/21 Anti Poverty Fund
	A blended approach of activities fully uses online/ digital opportunities	Libraries, museums, theatres and sports centres enhance digital platforms for blended approaches and share best practice	All	August - December 2020	Existing core budget
		Libraries pilot click and collect approach	Libraries	June - October 2020	Existing Inverclyde Council core budget





COVID-19 Partnership Recovery Plan

SHORT TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Ensure sport, culture and the arts play a vital role in the recovery process for Inverclyde	Revise and adapt the events programme to take into account recovery post COVID-19	Cultural partnership to meet to revise the types of events that will now be held over the next year	Inverclyde Cultural Partnership(including Tourism Inverclyde)	June - December 2020	£80k funding request to September P&R Committee
		Adapt some current programmes/initiatives to take into account lock down due to COVID-19 Stories Frae the Street – includes stories from the lockdown and recovery process	Inverclyde Cultural Partnership(including Tourism Inverclyde)	March - December 2020	Grant funding in place
	Ensure all culture and leisure facilities are opened as soon as possible - subject to government guidance.	Ensure short term financial sustainability of Inverclyde Leisure/Beacon Arts Centre for 2020/21	Inverclyde Leisure/ Beacon Arts Centre/ Inverclyde Council	September 2020	Latest estimate is £1.1million including £400k from Inverclyde Leisure reserves
		Inverclyde Leisure/Beacon Arts Centre/Inverclyde Council – action plans in place towards phase 4 recovery programme. Beacon Arts Centres to identify appropriate outdoor events that can be held and revise ways of working e.g. producing own shows	Each venue	August - December 2020	No costs
	Young people have an event to celebrate their achievements through COVID-19	Year of Young People legacy event has a particular focus on COVID-19	CLD	November 2020	Existing earmarked reserve £40k
		Young people are given a sum of money to design and create a legacy piece of art work/project (link to community memorial?)	CLD	November 2020	Possible use of £10k external funding



COVID-19 Partnership Recovery Plan

SHORT TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Promote Inverclyde as a place to visit and live (link to repopulation)	Inverclyde tourism strategy is revised and refreshed post COVID-19	Launch the Discover Inverclyde website	Tourism Inverclyde group/ corporate communications and tourism	July 2020	Existing earmarked reserve £50k
		Review the culture strategy in line with the recovery process	Inverclyde Cultural Partnership	August - December 2020	Existing Budgets
	Build upon the positive impact and culture of exercise (link to spaces for people)	Develop an Inverclyde sports strategy creating sports hubs	Inverclyde Council/ Sports Scotland/ Third Sector	August - December 2020	Council core budget - possible funding from Sports Scotland
Review processes and funding arrangements in place to ensure funding is available for recovery	All plans will have fully costed proposals	Review grants to voluntary organisations (GTVO) process for clubs to ensure sustainability	Inverclyde Council	September 2020	Existing core GTVO budget
		Link with national organisations to maximise and apply for new funding opportunities	CVS Inverclyde/ Inverclyde Council/ Inverclyde Leisure/ Beacon Arts Centre	Ongoing	Existing core budget
		Liaise with all funding organisations (such as Scottish Government/ Funding Council/ Sport Scotland/ Creative Scotland/ Inverclyde Council) to ensure the sustainability of education, culture and sport in Inverclyde	All	Ongoing	Existing core budget





COVID-19 Partnership Recovery Plan

SHORT TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Employees and community buy in to the recovery process	Make sure that human resources are in place to take forward plans and that fair terms and conditions are in place for employees	Employment conditions fully understood by all and maximised where appropriate. Including recruitment of additional staff, use of casual staff and furlough schemes	All	March - December 2020	£53k in covid costs
	Establish communication platforms to gauge the needs and views of the wider community	Surveys, questionnaires and user groups are in place to gauge opinions of all stakeholders.	All	September - December 2020	Existing core budgets
Keep Communities Safe	Promote public protection messages (link to Inverclyde Cares)	Social media campaigns	All	June - December 2020	Existing core budgets
	Communicate government advice	Continually monitor sector guidance and link with sector groups to communicate government advice	Sector specific	June - December 2020	Existing core budgets
	All re-opening of establishments are fully risk assessed in line with latest advice	Undertake risk assessments. Produce videos for establishments e.g. schools/leisure centres/theatres on user journey	Sector specific	June - December 2020	Existing core budgets





COVID-19 Partnership Recovery Plan

SHORT TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Communication	Clear communication channels set up for employees and service users	Ensure regular contact with appropriate unions Meet with stakeholder groups Communications to employees	Sector specific	June - December 2020	£53k in covid costs
	Learn from best practice across the country	Regular meetings with sectors e.g. college networks, regional improvement collaborative, Skills Development Scotland/ Sport Scotland/Creative Scotland/Visit Scotland/ Scotland's Food and Drink	Sector specific	June - December 2020	Existing core budgets
	Further develop Inverclyde Life website and Discover Inverclyde	Online updates provide updates to service users	CVS Inverclyde/ Inverclyde Life/ Corporate Communications/ Discover Inverclyde	July 2020	Community fund/existing core budgets/repopulation earmarked reserves





COVID-19 Partnership Recovery Plan

LONG TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Ensuring the needs of all learners are met	Developing the Young Workforce is revised to take into account employment opportunities post COVID-19	Work with partners to create employability pathways for young people	Developing the Young Workforce/schools/Skills Development Scotland/ college	Academic year 20/21	Contained in economic recovery plan proposals
Promote Inverclyde as a place to visit and live (link to repopulation)	Inverclyde tourism strategy and action plan is impacting on an enhanced visitor experience to Inverclyde	Provide support for local tourism and hospitality businesses	Tourism Inverclyde group/ Corporate Communications/ Scotlands Food and Drink/ Visit Scotland	July 2020 onwards	Potential 2021/22 Budget bid, £75k
	Build upon the positive impact and culture of exercise (link to spaces for people)	Review the culture strategy in line with the recovery process	Inverclyde Cultural Partnership	July 2020 onwards	Starts in July 2020 but will be ongoing
		Continue to develop an Inverclyde sports strategy	Inverclyde Council/ Sport Scotland/ Third Sector	July 2020 onwards	
Ensure sport, culture and the arts play a vital role in the recovery process for Inverclyde	Ensure all culture and leisure facilities continue to operate sustainably	Work in collaboration with Inverclyde Leisure to provide a sustainable community sports and leisure offer	Inverclyde Leisure/ Inverclyde Council/ Community Learning and Development	July 2020 onwards	Costs subject to submission of Inverclyde Leisure's business plan. Potential 2021/22 budget bid. Sustainability for sector beyond March 2021
		Ongoing implementation of action plan	Beacon Arts Centre	July 2020 onwards	Costs subject to submission of the Beacon Arts Centre business plan. Potential 21/22 Budget bid. Sustainability for sector beyond March 21





Conclusion

It is anticipated the recovery phase from the pandemic will be long, and timescales are uncertain. Any immediate response to the impact of COVID-19 will be taken by the recovery working group and its sub-groups and will align with the LOIP strategies for repopulation, culture/arts and inequalities. This plan recognises the economic impact of the COVID-19 pandemic, the associated impact of lockdown measures and the profound and long lasting effect of the pandemic on local communities, particularly those individuals and families living in poverty. Wellbeing features highly on the renewal agenda both for individuals and communities. The planning process reflects the vital role communities have played in the collective response to the pandemic and their pivotal role in helping Inverclyde through recovery.

The actions within this plan build on existing community planning structures and ensure that our priorities on repopulation, arts/culture and inequalities are considered.

The plan has a focus on 3 key areas:

- **Supporting our vulnerable communities**
- **Reigniting our communities commitment to lifelong learning, culture and sport**
- **Supporting the recovery of the economy, including support for local businesses and visitor attractions**





Appendix A - recovery working group terms of reference

Purpose of the recovery working group

- To be the strategic decision-making body for the COVID-19 recovery phase, able to give a broad overview and represent each agency's interests and statutory responsibilities.
- To provide visible and strong leadership during the recovery phase.
- To take advice from the recovery working groups 3 sub groups and the members' sounding board, decide the strategy and ensure its implementation and the rebuilding of public confidence.
- To ensure the coordination and delivery of consistent messages to the public and media.

Role of the recovery working group

- To feed in recovery issues to the Inverclyde Alliance and the relevant partner organisations decision making processes, and to the Scottish Government via the national COVID-19 Strategic Coordinating Group (SCG).
- To set the overall recovery strategy for Inverclyde, including humanitarian, economic and education, culture and sport.
- To ensure that relevant stakeholders, especially the communities affected, are involved in the development and implementation of the strategy.
- To jointly agree appropriate sub-groups as required and commensurate to the partnership's resources.
- To produce a recovery impact assessment, capturing the key issues to be addressed.
- To co-ordinate the recommendations and actions of the sub-groups and monitor progress.
- To monitor financial matters.

- To agree long-term exit strategy criteria and timescales, where appropriate.
- Identify and address any other issues that fall outside the scope of the working groups.
- To provide reassurance and advice to the public to facilitate recovery.

Chair and secretariat

The group is chaired by Inverclyde Council's Chief Executive or nominated director. The secretariat function is provided by the civil contingencies service. The role of the secretariat is to maintain records of all minutes of all meetings and provide the basis for monitoring completion of actions.

Group membership

- Inverclyde Council Chief Executive (or nominated Corporate Director) (Chair)
- Inverclyde Council Corporate Directors
- Police Scotland Area Commander
- NHS GG&C representative
- Inverclyde Council - Chief Financial Officer
- Communities and the Voluntary Sector (CVS Inverclyde) representative
- Business representative
- Registered Social Landlord (RSL) representative
- Inverclyde Council resilience management team chair
- Inverclyde Council Corporate Communications representative
- Secretariat (Civil Contingencies Service)





Appendix B - members' recovery sounding board terms of reference

Name of group

The recovery sounding board – members.

Composition

The recovery sounding board – members will have cross party membership from across the council.

Role

The sounding board is a working group of councillors and meetings will not be held in public. It will consider outputs of the recovery working group and the primary sub-groups reporting to that including consideration of the minutes of those groups and any reports or other outputs from the groups to the Inverclyde Alliance.

The sounding board will also provide input on items on the agenda of forthcoming recovery working group meetings.

The group is an informal advisory group advising the Chief Executive who chairs the recovery working group. It is not a decision making body.

Frequency of meetings

Meetings shall be held at the same frequency as the overall recovery working group and will generally be held in the preceding week to allow input on agenda items to be made timeously.

Quorum

As this is an informal advisory group there is no requirement for it to be quorate.

Reporting procedures

Following each meeting an action note will be circulated to all members of the council and to the recovery working group.





Appendix C - Humanitarian Recovery Plan

LONG TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Keep Communities Safe	More young people will be engaged in services that divert them from substance misuse and have an increased awareness of premature deaths	Engage and divert young people from substance misuse Engage with the most vulnerable in our communities who are at the highest risk of premature death to encourage engagement with existing support services	Alcohol and Drug Partnership (incorporating Police Scotland)	2023	
	More people will be encouraged to provide information about drugs and serious and organised crime	There will be an increase in engagement with communities to encourage information regarding criminal activity, people concerned about the drug supply network and victims of serious and organised crime Victims of anti-social behaviour, violence and disorder will be supported	Police Scotland	Throughout 20/21 and 21/22	





COVID-19 Partnership Recovery Plan

LONG TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Communication with and support for Communities	Communities will be informed and able to access relevant information on the third sector community	Inverclyde Life website will be available across all organisations in the third sector community	CVS Inverclyde	Throughout 20/21 and 21/22	
		People living in the Greenock East and Central locality will be supported to engage in the locality planning process	CVS Inverclyde	Throughout 20/21 and 21/22	
		The third sector community and organisations will be represented as part of the local Inverclyde Recovery programme	CVS Inverclyde	Throughout 20/21 and 21/22	
	Communities will feel supported and listened to and able to be involved in democratic decision making.	Local Governance Review will be implemented though working with COSLA, to take forward place-based work to road-test approaches for public engagement on the future of community decision-making	Scottish Government	During 20/21	
	People and staff living and working in Inverclyde will know how to ensure that their home is safe from fire and hazards	Build on the "Home Safety" and work with partners to provide a holistic "Safe and Well" approach to the safety of all Inverclyde residents	Scottish Fire and Rescue Service	Throughout 20/21 and 21/22	
	People living in Inverclyde will receive a consistent message that supports the safety of communities	Support key Public Protection and Safety messaging across Inverclyde	Scottish Fire and Rescue Service	Throughout 20/21 and 21/22	





COVID-19 Partnership Recovery Plan

LONG TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Supporting people who are marginalised and vulnerable in communities	People who are at increased risk of contracting respiratory infections will be supported	Implementation and expansion of the Test and Protect centres	Inverclyde HSCP/NHS GGC	During 20/21	
		Develop respiratory pathways to support COVID, Flu type symptoms			
	Housing standards will be improved in the social rented housing sector	Support people with long term conditions. Including Smoking Cessation	Inverclyde HSCP/NHS GGC	By March 20/21 and 21/22	
		Invest in housing standards and energy efficiency	Riverclyde Homes	Throughout 20/21 and 21/22	
		Support tenants to maximise welfare benefits	Riverclyde Homes/HSCP		
		Improve partnership working with the Homeless services, HSCP, Inverclyde Council and RCH to meet the demand for temporary flats for homeless households. Implementation of Rapid Rehousing Transition Plan and development of the Housing First Approach	Riverclyde Homes/HSCP/ Council	Throughout 20/21 and 21/22	
		Roll out of Language Matters training to from line staff to challenge the stigma associated with alcohol and drug use	Alcohol Drugs Partnership (ADP)/NHS GGC	During 20/21	





COVID-19 Partnership Recovery Plan

LONG TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
	People in Inverclyde have access to a purpose built health centre that meets their needs	Creating state of the art community hub (Greenock Health Centre) offering advice and support to community	Inverclyde HSCP/NHS GGC		
	Eligible Children and Families will receive benefits and payments	Families in Inverclyde will soon benefit from the Scottish Child Payment - a new benefit to increase family incomes and reduce child poverty. It will pay £10 per week for each eligible child in a family, every four weeks, beginning with families with children under 6, and will be upgraded annually in line with inflation	Scottish Government	During 20/21	
		Scottish Government will aim to start taking applications for under 6s in November 2020 and for first payments to be made to eligible families from the end of February 2021. Despite the delays and pressures caused by COVID-19, that is a delay of only two months to our original timetable	Scottish Government	Throughout 20/21 and 21/22	





LONG TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
		Scottish Government will aim to start taking applications for under 6s in November 2020 and for first payments to be made to eligible families from the end of February 2021. Despite the delays and pressures caused by COVID-19, that is a delay of only two months to our original timetable	Scottish Government	Throughout 20/21 and 21/22	
		Together with the support already in place through the Best Start Grant and Best Start Foods, this will offer families on low incomes over £5,200 of financial support by the time their first child turns six (with up to £4,900 available for second and subsequent children and there will be no arbitrary limits on the number of children who can be supported	Scottish Government	Throughout 20/21 and 21/22	





COVID-19 Partnership Recovery Plan

LONG TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Strong Resilient Partnerships	Services and organisations in Inverclyde will work better together to support the local community	The Local Fire Plan will set out how SFRS will deliver its services within Inverclyde	Scottish Fire and Rescue Service	During 20/21	
		The Regional Transport Strategy will inform the delivery of public transport for Inverclyde	Strathclyde Passenger Transport	Throughout 20/21 and 21/22	
		By working in partnership we will deliver Glasgow City Region strategic priorities	Scottish Enterprise	Throughout 20/21 and 21/22	
	People will be encouraged to participate in more physical activity through partnership working	Development and roll out of social prescribing to improve physical and mental wellbeing	Inverclyde HSCP/NHS GGC	Throughout 20/21 and 21/22	
		Development and Implementation of the Inverclyde Green Connections Network project	NatureScot	Throughout 20/21 and 21/22	





Appendix C - Economic Recovery Plan

LONG TERM ACTIONS					
Theme	Outcomes	Specific Actions	Who (Lead Organisation)	Date/ Timescale	Financial implications
Business Support	Local businesses are sustained and operating efficiently	Scottish Enterprise will maximise Support to businesses through existing interventions	Scottish Enterprise	Throughout 20/21 and 21/22	
		Business in Inverclyde will have access to the guidance and support to enable them to confidently reopen	Scottish Enterprise	Throughout 20/21 and 21/22	
		Scottish Enterprise will fully understand the impact of Covid on national and regional companies and their supply chain	Scottish Enterprise	Throughout 20/21 and 21/22	
		Local businesses will receive more training from the expansion of the Flexible Workforce Development Fund	West College Scotland	Throughout 20/21 and 21/22	
	The self-employed community will be supported by DWP Work Coaches	Upskill, Learning and Development for Work Coaches Work in partnership to develop new and innovative programmes to meet this needs of the community	Department for Work and Pensions (DWP)	Throughout 20/21 and 21/22	





COVID-19 Partnership Recovery Plan

LONG TERM ACTIONS

Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
	Grant and Community Funding opportunities will be promoted to support community recovery	Work with partners to explore and promote funding opportunities through welfare reform programme	DWP	xx Throughout 20/21 and 21/22	
		DWP Flexible Support Funding will be maximised and bespoke provision will meet the needs of our customer	DWP	Throughout 20/21 and 21/22	
		Current projects including Traffic Management Systems, Pedestrian Crossing Accessibility Improvements, Port Glasgow Access Improvements, Programme for Inverclyde will be implemented	Strathclyde Passenger Transport	Throughout 20/21 and 21/22	
	Regions will be strong and resilient	Focus on the delivery of existing pipeline of company, sector and place projects by viewing outcomes through a regional lens including the emerging Clyde Mission	Scottish Enterprise	Throughout 20/21 and 21/22	
		Scottish Government will be focussing on, and working with Inverclyde Council and other partners to take forward the Clyde Mission to make the Clyde and engine of sustainable and inclusive growth for the city, the region and Scotland	Scottish Government	Throughout 20/21 and 21/22	



COVID-19 Partnership Recovery Plan

LONG TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Addressing Housing Inequalities and Population priorities	People in Inverclyde and new residents will have access to new social rented homes as part of the population plan	Construction of 500 new homes Housing led regeneration e.g. Eastern Gateway Masterplan, Greenock and Port Glasgow Masterplans	Riverclyde Homes	Throughout 20/21 and 21/22	
		Develop housing-led regeneration plans for neighbourhoods experiencing a decline in desirability	Riverclyde Homes	Throughout 20/21 and 21/22	
		Build on the success of the pilot nomination agreement with the Scottish Refugee council by encouraging more people to settle in Inverclyde	Riverclyde Homes/HSCP	Throughout 20/21 and 21/22	
Addressing economic decline	Providing jobs for local people through procurement	Develop local companies such as Home Fix	Riverclyde Homes	Throughout 20/21 and 21/22	
		Establish Community Wealth Building processes in Greenock East and Central	CVS Inverclyde	Throughout 20/21 and 21/22	





COVID-19 Partnership Recovery Plan

LONG TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
	Co-ordinate an emergency workforce development programme with responsibility for setting a regional skills programme that cuts across business, educational institutions, SDS and councils.	<p>We will continue to work with Inverclyde Council, West College Scotland and others to ensure that learning and skills provision in Inverclyde meets the needs of employers</p> <p>Ensure that our response is evidence based, to continue to offer Labour Market Insights that provide regional and sectoral insights as well as an analysis of UK and Scotland trends and responses</p> <p>We will continue our commitment to youth employment including apprenticeships. We will look to safeguard work-based learning opportunities for young people in Inverclyde</p> <p>Establish a Glasgow City Region Active Labour Market Programme for over 25s, to quickly help the newly unemployed back into work and continue to support those furthest from the labour market</p>	Skills Development Scotland (SDS)	Throughout 20/21 and 21/22	





COVID-19 Partnership Recovery Plan

LONG TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
	Continue to maximise the potential of the workforce through engagement with young people, older workers and disadvantaged groups with a focus on apprenticeships, youth employment, people at risk of or experiencing redundancy and those who require to reskill or upskill	<p>To support workers in Inverclyde facing redundancy quickly find their way back into employment, along with our partners, we will establish an enhanced package of PACE support</p> <p>We will work with partners to establish a Youth Guarantee that ensures that young people in Inverclyde (25 and under) have the help they need to find or keep an apprenticeship or other job, or to access and progress in college, university or other training.</p> <p>Work with government to establish a Major Green Recovery Job Development Programme (e.g. an energy efficiency retrofit programme to create meaningful local jobs and cut carbon emissions)</p>	Skills Development Scotland (SDS)	Throughout 20/21 and 21/22	





Appendix C - Education Culture and Sports Recovery Plan

LONG TERM ACTIONS					
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications
Ensure the needs of all our learners are met	There will be an improvement in digital technology and digital skills of the learners engaged with West College Scotland	Amend the curriculum to meet the specific employment needs of the region and provide an enhanced package of learning to meet the needs of those unemployed or at risk of unemployment	West College Scotland	Throughout 20/21 and 21/22	
	The attainment gap will be addressed for our learners	Work with partners to provide in work learning and upskilling to improve employment prospects of individual who engage with our services	West College Scotland	Throughout 20/21 and 21/22	
	Investing in the Attainment Challenge	Support schools across Inverclyde to support children and young people. Additional investment to help support Inverclyde's specific plans for care experienced children and young people	Scottish Government	Throughout 20/21 and 21/22	In 2020-21 Scottish Government is investing a further £6.03 million in Inverclyde through the Attainment Scotland Fund, which includes £2.40 million Pupil Equity Funding Along with £3.47 million through the Challenge Authority Funding and £168,000
	Provision of a new local college campus that meets the needs of our local learners	Work with Scottish Funding Council to try and progress with a business case for a new build campus at East India Dock	West College Scotland	During 20/21	



Theme	Outcomes	Action	Who	Anticipated dates	Financial implications	StatusUpdate	RAG Status
SHORT TERM ACTIONS							
Listening to communities experiences	Feedback from communities	Social media campaign questionnaire	Your Voice		Core HSCP budget and partner budgets	Survey undertaken and feedback to recovery groups supported prioritisation of the plan	Green
	Communities help to shape future priorities	Develop online localities group	Your Voice/ Inverclyde Council	June - August 2020		First online locality planning took place in Port Glasgow however there is a delay in developing further virtual locality groups due to Covid	Amber
		Lock down exhibition	Inverclyde Council/ 3rd Sector	December 2020		Lockdown exhibition is available online	Green
		Review locality plans	Inverclyde Council			All locality plans are in place and require locality groups to be established to review	Red
Plan coordinated support to those who are shielded or carers	Telephone support/triage remains in place	Council telephone line remain in place and data base developed	Inverclyde Council		£35k within covid cost allowance	Council help line remains in place	Green
	Volunteer support is coordinated	CVS Inverclyde volunteer coordinator recruited	CVS Inverclyde	July - September 2020	Core HSCP budget	Volunteer coordinator recruited to CVS	Green
	More 'hidden carers' are identified and referred for ongoing information, support and advice.	Adapt carer awareness training to online delivery to partners	Inverclyde Carers Centre		Within Inverclyde Carers Centre budget	Campaign on social media has taken place	Green
	Review pipelines of support such as food/transport	Short life working group on food insecurity to scope/	CVS Inverclyde/Bellville/ Branchton	July 2020	£120k from Food Fund	All pipelines support reviewed by short life working group and additional	Green

		consider how to meet needs	Foodbank/ Salvation Army			projects funded through anti-poverty monies	
	Develop services for food insecurity	Work to establish food pantry	Food Pantry Scotland	December 2020	£60k within anti-poverty funding	Slight delay Trust contracted to deliver the Food Pantry at Grieves Road. It is expected to be operational in the early 2021	Amber
Wellbeing	Develop wellbeing services to support people	Offer individual support	3 rd Sector	Ongoing	Supported by The Big Lottery funding	Additional individual support available through a number of agencies	Green
	Ensure psychological support available	Distress brief intervention (DBI) available across Inverclyde	HSCP	October 2020	HSCP/Health Board core budgets	In place	Green
	Bereavement services for those who died during COVID-19	Plan for primary care access to support	Primary care – HSCP	October/ November 2020	HSCP/Health Board core budgets	In place	Green
		Remembrance programme	Compassionate Inverclyde/Ardgowan Hospice, Inverclyde Council Bellville Garden	Ongoing	£40k to be included in September P&R funding request	Short life working number of initiatives including benches and a dedicated space.	Green
		Support to staff in health and social care isolation through PROMIS website	HSCP	September 2020	Scottish Government	Wellbeing plan in place launched of Caring Cuppa on St Andrews Day. Training being delivered across Inverclyde	Green
Develop neighbour/kind culture to support wellbeing across Inverclyde	Develop social movement to harness, coordinate and support 'Inverclyde Cares'	Programme board established 'Inverclyde Cares'	HSCP/CVS Inverclyde	July 2020	Funded by The Big Lottery funding	In place-project coordinator appointed.	Green
		Culture support		October 2020	Funded by The Big Lottery funding	Kindness campaign being run throughout Inverclyde	Green

Co-ordinate / co-operation between all key services	Promote the role of 3rd sector and communities	Develop volunteering opportunities	Compassionate Inverclyde/ CVS Inverclyde/ Inverclyde Community Development Trust	Ongoing	Funded by The Big Lottery funding	Resilience Network established by CVS. Volunteer training and support in place	Green
Co-ordinate support requests to Community Fund	Develop fully costed proposals	Coordinate funding applications	CVS Inverclyde/ Inverclyde Council	August 2020	N/A	Community Fund agreed by Education and Community Committee	Green
Provide a wide range of support	Review support available and support good communication to ensure it is easily accessible	Website social media	CVS Inverclyde/3rd Sector/ Inverclyde Council	October 2020	Funded by The Big Lottery funding	Inverclyde Life website developed. A communication group in place	Green
Keep communities safe	Promote public protection message	Social media campaign Public Protection	Police Scotland/Fire and Rescue	June 2020	Police Scotland/Scottish Fire and Rescue Service budget	Ongoing Campaign in place	Green
	Promote health promotion including alcohol, drugs messaging	Alcohol and Drugs Partnership	HSCP	Ongoing		Social Media Campaign in place	Green
	Promote Safe/Well fire safety	Media Campaign Falls Programme	Fire and Rescue Council	December 2020	Police Scotland/Scottish Fire and Rescue Service budget	Ongoing Campaign in place	Green
	Communicate government advice	Council	Council	Ongoing		Communication plan in place	Green
	Promote Trace/Contact	Develop trace/contact process	NHS	June 2020	Health Board	Part of Inverclyde's Communication plan	Green
Communication Communities	Develop platform for feedback	Develop online locality planning	Your Voice/ Inverclyde Council	August 2020	Funded by The Big Lottery funding	Port Glasgow Locality Group has met	Amber further work to develop virtual localities
	Share best practice across Inverclyde and learn from others in UK	Develop website	CVS Inverclyde	September 2020		Inverclyde Life Website in place	Green

	Good communication with communities	Clear communication plan	Inverclyde Council	July 2020	Existing council core budgets	In place	Green
LONG TERM ACTIONS							
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications	Status Updates	RAG Status
Wellbeing	Wellbeing services continue to support people	Offer individual support	3 rd Sector	Ongoing	Funded by The Big Lottery funding	In place however subject to review	Green
	Ensure psychological support continues to be available	Distress Brief Intervention (DBI) available across Inverclyde	HSCP	August 2020	HSCP/Health Board, within current budgets	In place	Green
		Plan for primary care access to DBI support	Primary Care - HSCP	October 2020		In place	Green
Keep communities safe	Promote public protection message	Social media campaign Public Protection	Police Scotland / Fire and Rescue	Ongoing	Within current budget	In place	Green
	Promote health promotion including alcohol, drugs	Alcohol and Drugs Partnership	HSCP			In place	Green

Economic Recovery Action Plan – Status Update

Theme	Outcomes	Action	Who	Anticipated dates	Financial implications	StatusUpdate	RAG Status
SHORT TERM ACTIONS							
Engagement with business community, third sector and Inverclyde Alliance Partners	Full understanding of business needs for recovery	Regular monthly meetings with business community through business representatives forum	Inverclyde Council/ business representatives	September 2020	Existing Inverclyde Council core budgets	Meeting taking place. Business sounding group agreed to engage by e mail and meet infrequently.	G
	Full understanding of strategic opportunities for business recovery	Regular six weekly meetings with strategic partners including 3rd sector representatives, West of Scotland College, Inverclyde Chamber of Commerce	Partners	August 2020	Existing core budgets	Strategic opportunities largely understood but progress interrupted by second wave.	A
	Understanding of the status of a wide range of Inverclyde businesses	Carry out business feedback survey – telephone survey	Inverclyde Council	August 2020	Existing Inverclyde Council core budgets	Over 1500 businesses contacted by phone	G
Maximise support to businesses through existing interventions	Additional businesses supported (numbers to be determined following business contact)	Increase business support function – engage additional business development advisors	Inverclyde Council	September 2020	£120k for 2 posts for 18 months funded from existing earmarked reserve	Posts agreed. Links with 'Jobs Fund'	G
	Extension of furlough scheme for Inverclyde businesses	Lobby for extension to furlough scheme	All	September 2020	Existing partners core budgets	National furlough scheme now extended	G
	Support to 20 staff for 50% of 6 months wages to £6,250 max	Inverclyde furlough scheme operated by the council for specific sectors separate from national scheme	Inverclyde Council	September 2020	£125k funded from Inverclyde Council anti-poverty funding	Inverclyde Furlough scheme agreed and funded from anti poverty allocation	G
Maximise support to businesses	National loan fund availability to	Local Inverclyde specific loan fund from former West of	Inverclyde Council	October 2020	Former WofSLF funds to £200k	Complete	G

through existing interventions	Inverclyde businesses	Scotland Loan Fund (WofSLF)					
	Inverclyde extension to NDR relief scheme	Loan fund relaxation – seek SG/National Government support for loan fund with less onerous credit status than current schemes	Inverclyde Council	February 2020	Existing Inverclyde Council core budgets	Extension to NDR done. National Investment Bank may meet objectives of less onerous lending – to be determined	G
		NDR relief – offer Inverclyde businesses extension to rates relief		See long term projects	Amount to be determined – bid against 2021/22 budget	Waiting on guidance nationally	A
Addressing long-term unemployment	Maintain Inverclyde count differential to equal pre-COVID-19	Continue to deploy employability scheme Minimise unemployment – working with 3rd sector to maximise intervention	3rd Sector/ Inverclyde Council	July 2020	£637k bid against Anti-Poverty fund for 2020/21. Further bids against future budgets – see long term projects	Funding agreed for 20/21. Future bids dependent on 21/22 budget	G
		Bid for additional funds as part of budget setting process	Inverclyde Council	February 2020	See longer term actions		
Addressing housing inequalities	Increase in housing allocations to those in homeless accommodation	Registered Social Landlords to re-engage homeless – work with landlords to re-open activity during the recovery period	Inverclyde Council/ Registered Social Landlords in Inverclyde	August 2020	<ul style="list-style-type: none"> 43 extra TFA flats – £159k for one off costs 18 flats for early release of prisoners over and above the 43 TFA – £63k repairs payments to River Clyde Homes and £66k one off costs to set the flats up 	Significant increase in flats delivered. Work ongoing to quantify future needs and cost implications based on revised homeless projections	G
Keep communities safe	SG policy	Clarity on social distancing measures – seek				Detailed guidance has been issued by government across all sectors and is	G

		clarity on social distancing measures for all business spaces (in context that guidance is consistently being revised)				updated in line with Tier system.	
Communication with business communities, commercial and educational sectors	Strengthened contact and communication with all business sectors. Targeted support to people who experience digital exclusion due to circumstances	Develop platform for feedback including online communication and engagement with Inverclyde Chamber of Commerce and Federation of Small Businesses	Inverclyde Council	September 2020	Existing Inverclyde Council core budgets	Communication is ongoing through business sounding group and Chamber of Commerce.	G
		Share best practice across Inverclyde and learn from others in UK – regular engagement with GCR, SLAED SOLACE	Inverclyde Council	September 2020	Existing Inverclyde Council core budgets	Ongoing interaction with groups across Scotland and publications is informing on national position	G
		Explore digital inclusion measures such as making WiFi available to disadvantaged individuals	Inverclyde Council	September 2020	Included in education, culture and sport plan		
		Good communication with communities – clear communication plan	Inverclyde Council	October 2020	Existing Inverclyde Council core budgets		
Addressing economic and population decline	Growing local economy and stabilised population	Prepare an economic case for special status for Inverclyde	Inverclyde Council	December 2020	£60k allowance included in September funding request	Brief being prepared for study	G

LONG TERM ACTIONS							
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications	Status Updates	RAG Status
Maximise support to businesses through existing interventions	National Loan fund availability to Inverclyde businesses	Longer term loan fund relaxation – seek SG/National Government support for loan fund with less onerous credit status than current scheme	Inverclyde Council	2021/23	Existing Inverclyde Council core budgets	As above – National Investment Bank may contribute to this role.	G
Addressing long-term unemployment	Maintain Inverclyde count differential, to equal pre-COVID-19	Minimise unemployment – working with 3rd sector to maximise intervention	3rd Sector/ Inverclyde Council	2021/22	2021/22 budget bid £750k	£5.9m job fund prepared and to be submitted as part of budget process.	G
		Additional employability activities	Inverclyde Council	2021/22	As above		
Addressing housing inequalities	Increase in housing allocations to those in homeless accommodation	Registered social landlords to re-engage homeless – to provide accommodation in the long term investment and letting strategies	Inverclyde Council/ Registered Social Landlords	2021/22	Links to roll-out of the rapid rehousing transition plan. 2021/22 Budget bid – amount to be determined		
		Updated local housing strategy to reflect projected demand in homeless accommodation	Inverclyde Council/ Registered Social Landlords	2021/22	Existing core budgets		

Education, Culture and Sport Recovery Action Plan – Status Update

Theme	Outcomes	Action	Who	Anticipated dates	Financial implications	StatusUpdate	RAG Status
SHORT TERM ACTIONS							
Ensuring the needs of all learners are met	A recovery curriculum is in place to support families in Inverclyde	All establishments revise their improvement plans to take account of the curriculum post COVID-19. This will include a particular focus on health and wellbeing	Schools, early years establishments, college	August - December 2020	Existing core budgets	Establishment improvement plans now in place. Recent input at Heads of establishments meeting identifying next steps	Green
	Attainment gap continues to reduce	The family learning part of the 'attainment challenge' programme is adapted to meet the needs of learners as they return to their place of learning	Attainment challenge strategic group	August - December 2020	Existing attainment challenge funding	Particular focus this term on attendance and officer used to give detailed daily updates. The focus has changed to take an in depth look at attendance and an attendance conference was held at the beginning of November.	Amber
	Developing the Young Workforce is revised to take into account employment opportunities post COVID-19	West College Scotland works with partners to identify the skills pipeline needed for future employment	West College Scotland	September - December 2020	Existing core budgets	West College Scotland are working in partnership with SDS to help with programme and course design.	Amber
		Work with partners to create employability pathways for young people (link to economic	All	August - December 2020	Included in economic recovery plan as part of the young persons employability proposal		

		recovery plan)					
Making sure digital opportunities are maximised across education, culture and sport	Ensure high quality digital learning opportunities are available in schools and establishments	Education – digital sub group identify the needs of learners for blended learning	Education digital sub group	August - December 2020	£414k within existing education flexibilities funding and £433k Scottish Government funding. Young Scot Funding	Lap tops now in place and being distributed. Digital sub-group meeting to identify best use of resources	Amber
	Online learning is best used to support all learners within Inverclyde	School/college partnership and some consortium arrangements are delivered online	All	August - December 2020	Existing core budget	This is progressing very well and Clickview and West Online School now in place. This will take time to complete and expected completion date is now summer 21	Amber
		Council community learning and development (CLD) services and partners – identify the digital learning gaps of adult learners. CLD work with partners to identify digital inclusion opportunities (link to Inverclyde Supports)	CLD/partners	August - December 2020	£60k Bid against 2020/21 Anti Poverty Fund	Digital sub-group has been meeting to identify gaps – needs and suitable resources.	Amber
	A blended approach of activities fully uses online/ digital opportunities	Libraries, museums, theatres and sports centres enhance digital platforms for blended approaches and share best practice	All	August - December 2020	Existing core budget	Libraries have embraced digital platforms and this has proved to be very popular	Green
		Libraries pilot click and collect approach	Libraries	June - October 2020	Existing Inverclyde Council core budget	Click and collect programme in place	Green

Ensure sport, culture and the arts play a vital role in the recovery process for Inverclyde	Revise and adapt the events programme to take into account recovery post COVID-19	Cultural partnership to meet to revise the types of events that will now be held over the next year	Inverclyde Cultural Partnership (including Tourism Inverclyde)	June - December 2020	£80k funding request to September P&R Committee	Although this will be ongoing throughout 21 examples of this are: Online Galoshans Beacon online programme Festive Film rather than pantomime	Green
		Adapt some current programmes/initiatives to take into account lock down due to COVID-19 Stories Frae the Street – includes stories from the lockdown and recovery process	Inverclyde Cultural Partnership (including Tourism Inverclyde)	March - December 2020	Grant funding in place	Successful cultural partnership meeting. Stories Frae the street has been collated and boards are being made up. It was hoped to have the exhibition at the end of the year but this is now inappropriate.	Green/amber
	Ensure all culture and leisure facilities are opened as soon as possible - subject to government guidance.	Ensure short term financial sustainability of Inverclyde Leisure/Beacon Arts Centre for 2020/21	Inverclyde Leisure/ Beacon Arts Centre/ Inverclyde Council	September 2020	Latest estimate is £1.1 million including £400k from Inverclyde Leisure reserves	All facilities open as soon as allowed to do so. Recent guidance has meant that several facilities eg. Indoor bowling/adult football cannot open	Red
		Inverclyde Leisure/Beacon Arts Centre/Inverclyde Council – action plans in place towards phase 4 recovery programme. Beacon Arts Centres to identify appropriate outdoor events that can be held and revise ways	Each venue	August - December 2020	No costs	Detailed plans to be in place by December	Green

		of working e.g. producing own shows					
	Young people have an event to celebrate their achievements through COVID-19	Year of Young People legacy event has a particular focus on COVID-19	CLD	November 2020	Existing earmarked reserve £40k	Revised – all school pupils given a commemorative medal at the end of the year.	Green
		Young people are given a sum of money to design and create a legacy piece of art work/project (link to community memorial?)	CLD	November 2020	Possible use of £10k external funding	Not at the stage to consider legacy art work	Red
Promote Inverclyde as a place to visit and live (link to repopulation)	Inverclyde tourism strategy is revised and refreshed post COVID-19	Launch the Discover Inverclyde website	Tourism Inverclyde group/ corporate communications and tourism	July 2020	Existing earmarked reserve £50k	Website launched. Tourism strategy underway.	Green Amber
		Review the culture strategy in line with the recovery process	Inverclyde Cultural Partnership	August - December 2020	Existing Budgets	Meeting of cultural partnership to adapt plans and identify projects	Green
	Build upon the positive impact and culture of exercise (link to spaces for people)	Develop an Inverclyde sports strategy creating sports hubs	Inverclyde Council/ Sports Scotland/ Third Sector	August - December 2020	Council core budget - possible funding from Sports Scotland		Red
Review processes and funding arrangements in place to ensure funding is available for recovery	All plans will have fully costed proposals	Review grants to voluntary organisations (GTVO) process for clubs to ensure sustainability	Inverclyde Council	September 2020	Existing core GTVO budget	Paper taken to Committee to allocate funding to clubs who are suffering financial hardship. Context changed	Green
		Link with national organisations to maximise and apply for new funding opportunities	CVS Inverclyde/ Inverclyde Council/ Inverclyde Leisure/ Beacon Arts Centre	Ongoing	Existing core budget	Bids in place with a high success rate.	Green
		Liaise with all	All	Ongoing	Existing core budget	Ongoing	Green

		funding organisations (such as Scottish Government/ Funding Council/ Sport Scotland/ Creative Scotland/ Inverclyde Council) to ensure the sustainability of education, culture and sport in Inverclyde					
Employees and community buy in to the recovery process	Make sure that human resources are in place to take forward plans and that fair terms and conditions are in place for employees	Employment conditions fully understood by all and maximised where appropriate. Including recruitment of additional staff, use of casual staff and furlough schemes	All	March - December 2020	£53k in covid costs	Furlough fully utilised where possible and scheme being revised to take into account more flexibility.	Green
	Establish communication platforms to gauge the needs and views of the wider community	Surveys, questionnaires and user groups are in place to gauge opinions of all stakeholders.	All	September - December 2020	Existing core budgets	2 listening events held to seek people's views of COVID experience. Regular meeting with Youth Council Council wellbeing questionnaire	Green
Keep Communities Safe	Promote public protection messages (link to Inverclyde Cares)	Social media campaigns	All	June - December 2020	Existing core budgets		Green
	Communicate government advice	Continually monitor sector guidance and link with sector groups to communicate government advice	Sector specific	June - December 2020	Existing core budgets	All sector guidance continually shared and plans adapted	Green

	All re-opening of establishments are fully risk assessed in line with latest advice	Undertake risk assessments. Produce videos for establishments e.g. schools/leisure centres/theatres on user journey	Sector specific	June - December 2020	Existing core budgets	Risk assessments in place and best practice shared	Green
Communication	Clear communication channels set up for employees and service users	Ensure regular contact with appropriate unions Meet with stakeholder groups Communications to employees	Sector specific	June - December 2020	£53k in covid costs	Regular meetings with stakeholder groups in all sectors	Green
	Learn from best practice across the country	Regular meetings with sectors e.g. college networks, regional improvement collaborative, Skills Development Scotland/ Sport Scotland/Creative Scotland/Visit Scotland/ Scotland's Food and Drink	Sector specific	June - December 2020	Existing core budgets	Collegiality amongst sectors has been a positive aspect of the pandemic	Green
	Further develop Inverclyde Life website and Discover Inverclyde	Online updates provide updates to service users	CVS Inverclyde/ Inverclyde Life/ Corporate Communications/ Discover Inverclyde	July 2020	Community fund/existing core budgets/repopulation earmarked reserves		
LONG TERM ACTIONS							
Theme	Outcomes	Action	Who	Anticipated dates	Financial implications	Status Updates	RAG Status
Ensuring the needs of all learners are met	Developing the Young Workforce is revised to take into account employment opportunities post COVID-19	Work with partners to create employability pathways for young people	Developing the Young Workforce/schools/Skills Development Scotland/ college	Academic year 20/21	Contained in economic recovery plan proposals	DYW project funding being allocated straight to schools initially rather than through DYW workers	Amber

Promote Inverclyde as a place to visit and live (link to repopulation)	Inverclyde tourism strategy and action plan is impacting on an enhanced visitor experience to Inverclyde	Provide support for local tourism and hospitality businesses	Tourism Inverclyde group/ Corporate Communications/ Scotlands Food and Drink/ Visit Scotland	July 2020 onwards	Potential 2021/22b Budget bid, £75k		Amber
	Build upon the positive impact and culture of exercise (link to spaces for people)	Review the culture strategy in line with the recovery process	Inverclyde Cultural Partnership	July 2020 onwards	Starts in July 2020 but will be ongoing		Amber
		Continue to develop an Inverclyde sports strategy	Inverclyde Council/ Sport Scotland/ Third Sector	July 2020 onwards			Red
Ensure sport, culture and the arts play a vital role in the recovery process for Inverclyde	Ensure all culture and leisure facilities continue to operate sustainably	Work in collaboration with Inverclyde Leisure to provide a sustainable community sports and leisure offer	Inverclyde Leisure/ Inverclyde Council/ Community Learning and Development	July 2020 onwards	Costs subject to submission of Inverclyde Leisure's business plan. Potential 2021/22 budget bid. Sustainability for sector beyond March 2021		Amber
		Ongoing implementation of action plan	Beacon Arts Centre	July 2020 onwards	Costs subject to submission of the Beacon Arts Centre business plan. Potential 21/22 Budget bid. Sustainability for sector beyond March 21		Amber