

# Inverclyde

## Local Child Poverty Action Report 2018/19



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## Foreword

We are pleased to introduce the first Inverclyde Child Poverty Action Report.

Inverclyde is an area with many strengths and a great deal to be proud of, however there are communities where levels of poverty and inequality are disproportionately high. Too many children in Inverclyde are currently living in poverty and experiencing poorer outcomes as a result of this. Urgent action is needed now, both to help these children and to prevent future generations of children growing up in poverty.

Poverty however is multi-dimensional in nature and one organisation alone cannot deliver the change that is required to tackle its root causes. Collaboration is essential to bring resources, knowledge and expertise together that can make lives better for those children and young people in our communities experiencing the greatest inequalities.

That is why, to inform the development of this Inverclyde Local Child Poverty Action Report, we held a dedicated Inverclyde Child Poverty Event 'Every Child, Every Chance' in October 2018. This event was the first of its kind locally and was attended by more than 100 representatives from across the public and the third sectors. It provided an invaluable opportunity to learn more about the drivers of poverty, to discuss the particular issues prevalent in our communities and to forge closer professional relationships. The event was a great success and provided a robust platform on which to develop this Inverclyde Child Poverty Action Report.

We know that poverty is not inevitable and we are committed to working together, sharing our learning and developing new ways of working in order to deliver improved outcomes and life chances for the children and young people of Inverclyde.

**Aubrey Fawcett**  
**Chief Executive**  
**Inverclyde Council**

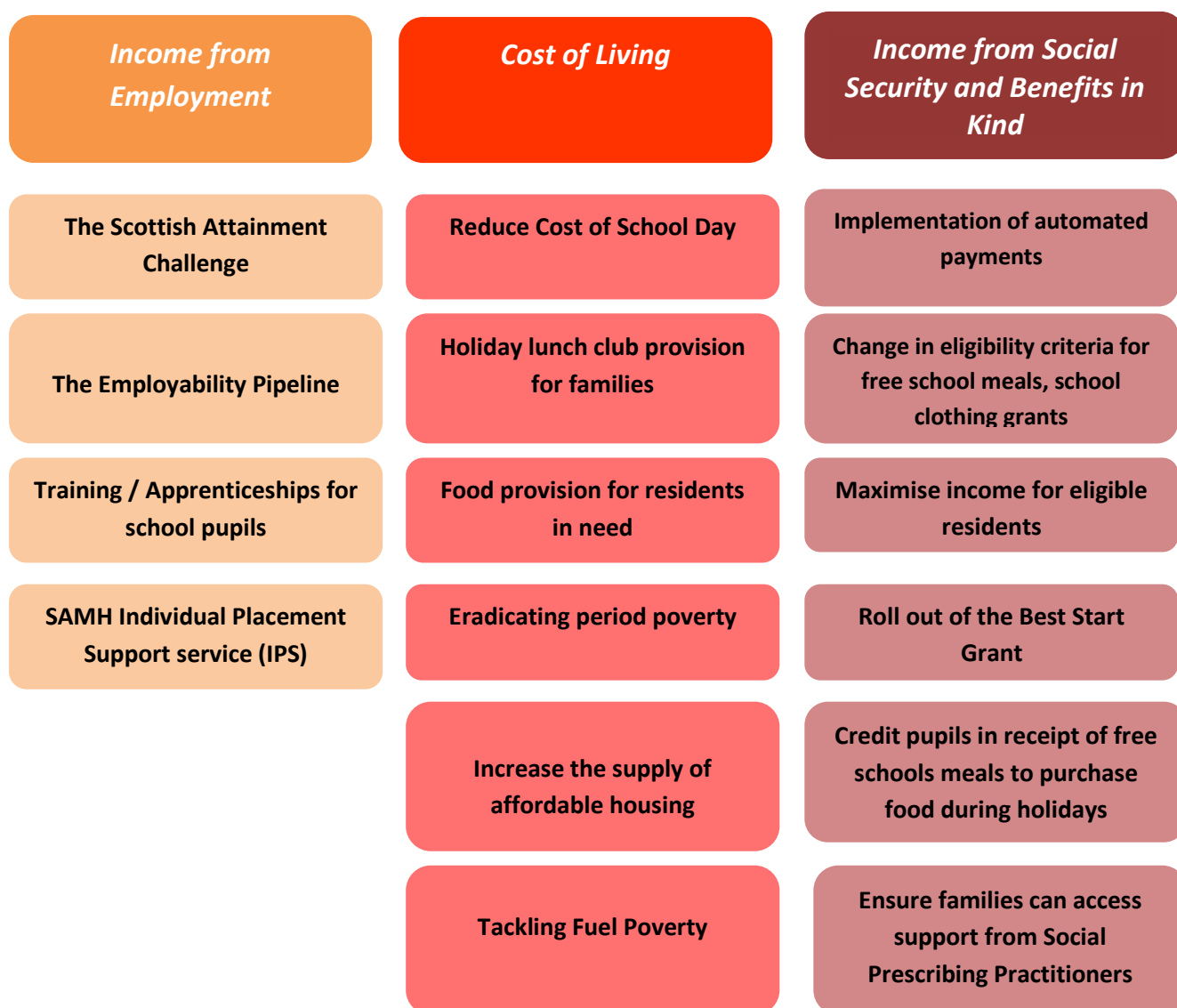
**Jane Grant**  
**Chief Executive**  
**NHS Greater Glasgow and**  
**Clyde**

# Executive Summary

Just over 1 in 4 children in Inverclyde is living in poverty, increasing to 1 in 3 in some of our communities. Partners in Inverclyde recognise that child poverty and deprivation limits opportunities and choice and that by tackling child poverty; alleviating the financial strain on low income households and improving the living standards of families in poverty, we will help to improve outcomes for our children and young people and create thriving, sustainable communities across Inverclyde. In doing this, we will achieve our vision of 'Getting it right for every child, citizen and community'.

This Inverclyde Local Child Poverty Action Report sets out what actions Inverclyde Council and NHS Greater Glasgow and Clyde, along with partners, will take to reduce child poverty in Inverclyde. The report sets out what we have done in the past year and what we plan to do in the year ahead.

The diagram below provides an overview of the local actions for delivery within this Inverclyde Child Poverty Action Report and how they link to the national drivers of poverty:



In developing this Child Poverty Action Report we have looked at what we know is working, sharing our learning and developing approaches, however radical, to doing things differently to tackle the poverty and inequalities that exist in our communities. The initiatives described below are intended to provide a flavour of the work that is being taken forward in Inverclyde to tackle child poverty.

### **Implementation of Automated Payments**

We have identified that the application process for school clothing grants, free school meals and EMAs can act as a barrier to some families, resulting in them not claiming what they are entitled to. Work is currently being carried out to explore how information currently held by Council Tax for Council Tax reduction purposes can be used to provide automated payments to those eligible families, to ensure that they receive these benefits without the additional requirement to complete the application forms.

### **Income Maximisation for pregnant women and families with children**

NHS Greater Glasgow and Clyde received £63,750 in 2018/19 for the enhancement of referral pathways into income maximisation for pregnant woman and families with children. Specifically, this money will be used to:

- Create local capacity in Health Board areas to establish or enhance referral pathways;
- Plan and delivery of training on child poverty, money matters and referral pathways for universal maternity and health visiting workforce;
- Develop formal referral pathways; and
- Negotiate additional capacity with local advice services.

Inverclyde Council has been allocated £2,704 of this funding and Child Poverty Action Group will use this to deliver input to midwifery, family nurse and health visiting staff around maternity and other benefits.

### **Cost of the School Day**

'Cost of the School Day' awareness raising sessions have been carried out with the Head Teachers of all Inverclyde schools. As a result, new projects and initiatives have been adopted by local schools to reduce the cost of the school day, including:

- The purchase of additional PE kits to increase participation and allow children to exercise in comfort;
- Uniform swaps / banks;
- A reduction in the number of non-uniform days with no set donation;
- A reduction in fundraising events; and
- Offers of support for school trips to ensure opportunity for all.

The next stage will be to train local 'Cost of the School Day Champions' who will work to raise awareness amongst staff, parents and carers within the school community.

# Our Plan

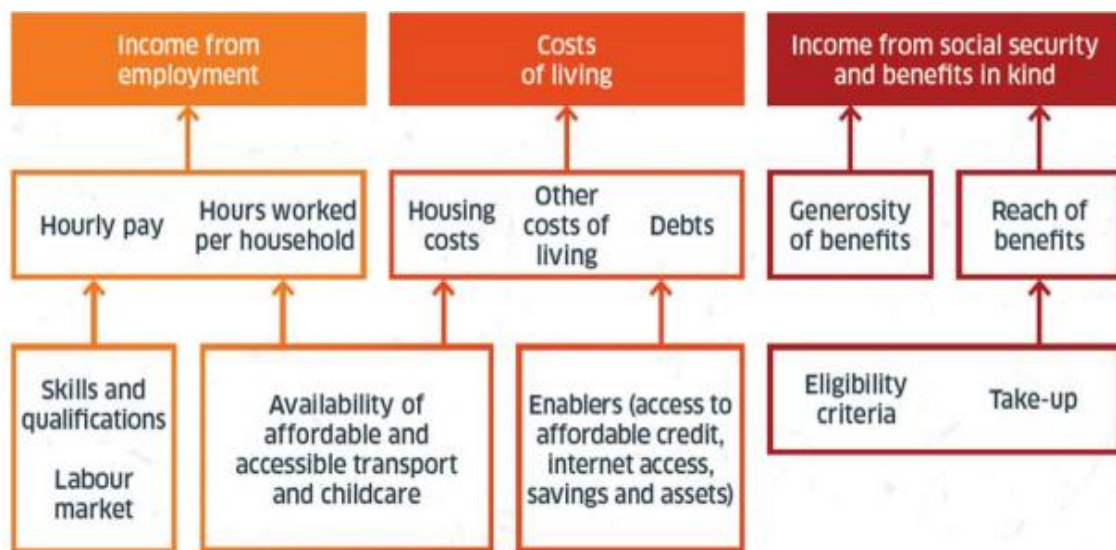
## Introduction

Under the Child Poverty (Scotland) Act 2017 there is a requirement for all local authorities and relevant Health Boards across Scotland to reduce child poverty. The Act sets out four national statutory income based targets to be achieved by 2030. The four targets are:-

- Less than 10% of children live in households that are in relative poverty
- Less than 5% of children live in households that are in absolute poverty
- Less than 5% of children live in households that are in combined low income and material deprivation
- Less than 5% of children live in households that are in persistent poverty

The Act requires that each local authority and relative NHS Health Board must jointly prepare annual Child Poverty Local Action Reports (LAR's). The first report will cover the financial year 2018/19. These annual reports must set out the activity undertaken during the reporting period and those planned going forward to meet the 2030 targets.

The direct drivers of poverty fall in to 3 main categories:-

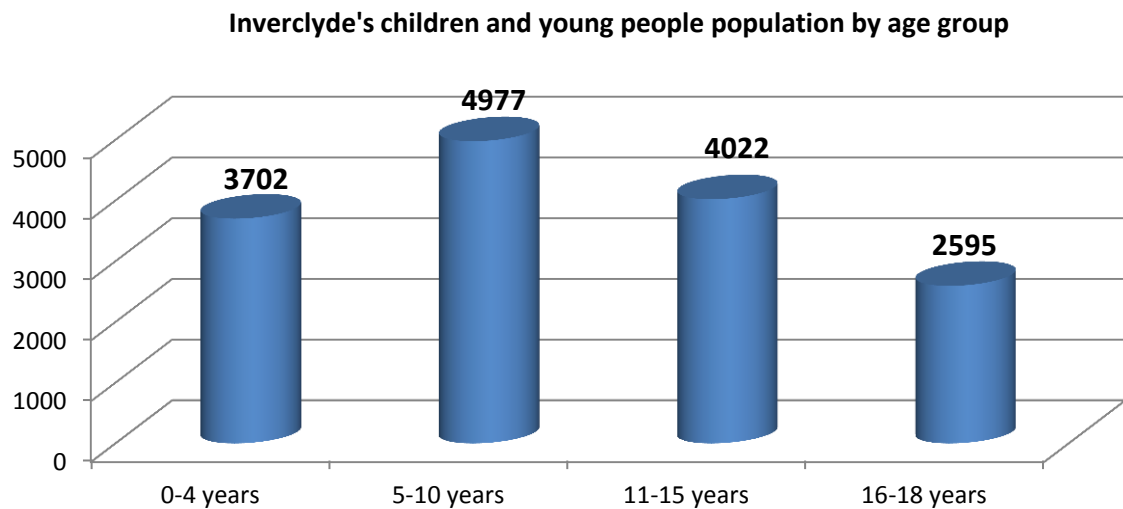


## How the risk of child poverty varies between different groups

Lone Parents 36% of children in relative poverty	Disabled 30% of children in relative poverty	3+ Children 30% of children in relative poverty	Minority Ethnic 37% of children in relative poverty	Youngest Child Aged <1 32% of children in relative poverty	Mothers Aged <25 44% of children in relative poverty
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## Child Poverty in Inverclyde

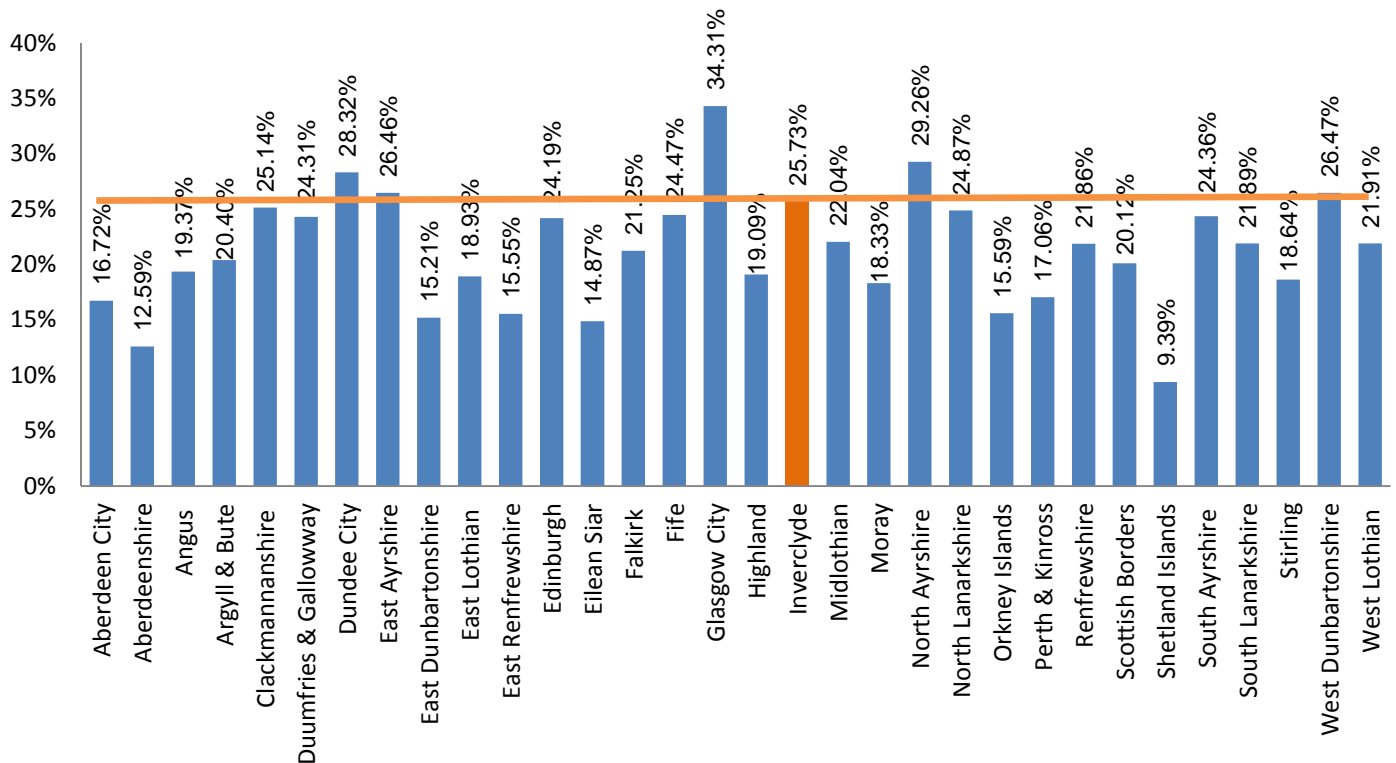
Inverclyde's population in 2017 was estimated to be 78,760. Just under one fifth, (19.4%) of the population is aged 18 years or younger. The age breakdown is shown in the graph below.



*Source: NRS, Mid-year population estimates, 2017*

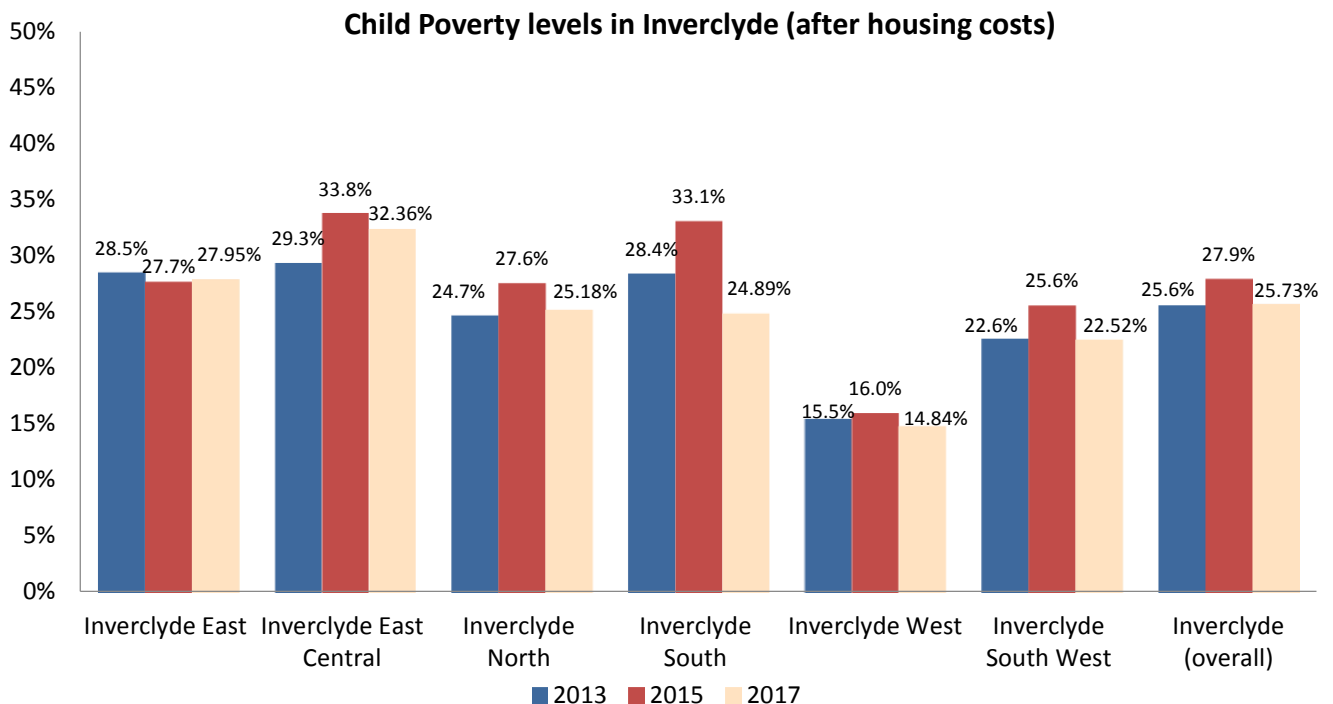
According to poverty figures published by End Child Poverty, Inverclyde has the sixth highest level of child poverty in Scotland, after housing costs. It is estimated that just over 1 in 4 (25.7%) children and young people in Inverclyde are living in poverty.

### Comparison of child poverty levels across Scottish LA areas, 2017



Source: End Child Poverty, published January 2018

However, poverty levels vary significantly across the authority. The graph below shows that in Inverclyde East Central, child poverty levels rise to almost 1 in 3 children and young people.



(n.b ward boundaries as of 2013)



## The Attainment Challenge

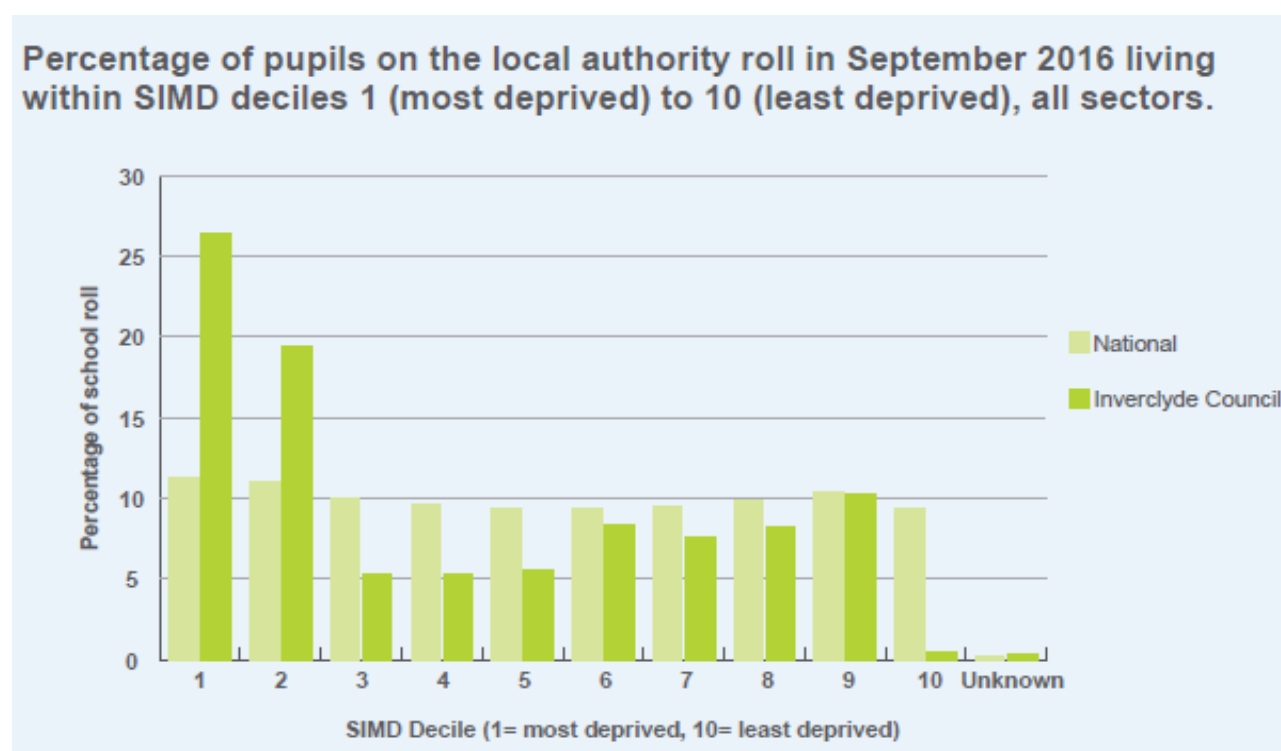
Differences in educational attainment can be a consequence of poverty but can also drive it too. It has been recognised nationally that there is a clear and persistent gap in attainment between pupils living in Scotland's most and least deprived areas. Educational attainment affects employment prospects later in life and in turn, the risk of future poverty. Children who achieved higher qualification levels increase their probability of being employed and having access to increased earnings.

The Scottish Attainment Challenge was launched by the Scottish Government in February 2015 with a focus on improving outcomes in literacy, numeracy and health and wellbeing for children from disadvantaged backgrounds.

Inverclyde was one of the first attainment challenge authorities in Scotland. This funding has been used to implement proven interventions designed to improve outcomes for children, and their families, including:

- increasing leadership at all levels, including parents and children;
- further strengthening links with third sector partners, including Barnardo's;
- embedding nurture across the education system; and
- supporting the skilled understanding and use of data for improvement.

The graph below shows that just under half of all pupils in Inverclyde schools live in the areas of highest deprivation categorised as SIMD 1 and 2. This is well above the national average. Moreover, Inverclyde has more than twice the national average number of pupils living in SIMD 1.



## Locality Planning

Partners have recognised that there are particular communities in Inverclyde that suffer from higher levels of multiple deprivation and experience the greatest inequalities and therefore require targeted support and attention.

The Inverclyde Alliance is currently developing its approach to locality planning in Inverclyde and has produced Locality Plans for three areas in Inverclyde which experience the greatest level of inequality and deprivation.

Inverclyde has committed to developing these plans with communities, co-producing them using asset based community development. Work with communities has been going on via Aspiring Communities funded activity and is being used to inform the Locality Plans for Port Glasgow, Greenock East and Central and Greenock South and South West. This is in addition to the large scale community engagement programme 'Our Place, Our Future' which informed the Inverclyde Outcome Improvement Plan, and the responses from that have been broken down into the localities.

## Developing our Local Child Poverty Action Report

Tackling child poverty, alleviating the financial strain on low income households and improving the living standards of families in poverty is key to improving outcomes for future generations and creating thriving, sustainable communities across Inverclyde.

Research has shown that childhood experiences have a strong bearing on a child's prospects in adulthood. Children that have grown up in poverty have a much higher likelihood of having poorer experiences than those who have grown up in better off households.

The Scottish Public Health Network report 'Polishing the Diamonds', Addressing Adverse Childhood Experiences (ACEs) in Scotland highlighted that ACEs have been shown to be related to deprivation with the experience of four or more ACEs being reported by 4.3% in the least deprived quintile and 12.7% in the most deprived quintile. ACEs and particularly childhood abuse and neglect are linked to poverty in adulthood.

- ### Inverclyde Child Poverty Action Group (CPAG)

Poverty is multi-dimensional, many people move in and out of poverty during the course of a year or over their lifetime, while a minority are in poverty for longer periods of time. Levels of poverty also vary, from people who are just under the poverty threshold to those who are in severe poverty or destitute and struggle to acquire the basic necessities of life. A partnership approach is essential to ensure that we develop a holistic approach locally to tackling poverty. Partnership working also has the benefit of collaborative gain, where we can achieve more than the sum of our parts.

Recognising this, we have established an Inverclyde Child Poverty Action Group, encompassing a wide range of partners:

Designation	Service
Corporate Director	Education, Communities and Organisational Development
Corporate Policy Officer (Poverty)	Corporate Policy
Service Manager	Children's Specialist Service
Children's Planning and Improvement Officer	Children & Families
Manager	Corporate Policy, Performance and Partnership
Principal Benefits and Customer Services Officer	Finance
Service Manager	Children & Families
Team Leader	Public Health and Housing
Head of Inclusion, Culture and Communities	Inclusion, Culture and Communities
Quality Improvement Officer, Early Years	Education
Head of Organisational Development, Policy and Communications	Organisational Development, Policy and Communications
Service Manager	Community Learning & Development, Community Safety and Resilience
Acting Head of Education	Education
Implementation Lead	CELCIS
Health & Wellbeing and Poverty Linked Initiatives Officer	Education

Designation	Service
Chief Executive Officer	CVS
Operations Manager	The Trust Employability Service
Service Manager	Strategy and Support Services
Service Manager	Primary Care, Public Health & Equalities
Project Manager	Scottish Attainment Challenge

An essential element in reducing child poverty in Inverclyde is effective engagement with those coping with the challenges of living in poverty. By developing a greater understanding and raising awareness across partners of the causes and effects of poverty, we can deliver services in a more targeted way as well as enhance the service that we are providing. Most importantly of all, it will ensure that the voices of those that are experiencing poverty are being heard.

Strengthening and building on the engagement that has already taken place is a key priority for the Inverclyde Child Poverty Action Group and we are currently looking at the best ways to develop our community engagement further.

### • **Inverclyde Child Poverty Event ‘Every Child Every Chance’**

The Inverclyde Child Poverty Event ‘Every Child, Every Chance’ was the first event locally where services and organisations came together as a whole to discuss how together, we can work to eradicate child poverty.

The event was attended by 103 people from various Services, organisations and the 3rd Sector. Of those attending, 26% of participants were from Inverclyde Council (Education Services); 17% from other Services within Inverclyde Council and 15% of participants were from the HSCP. The remainder of participants, 42%, were from the 3rd Sector.

The event was a success for Inverclyde, providing participants with the opportunity to gain an insight into the requirements for the Local Action Report, providing networking opportunities with other Agencies/Services and increasing the knowledge and understanding of participants as to what services are available that can support families living in poverty. An evaluation of the event was carried out which showed that it was positively received.

### • **Clyde Conversations 3**

The third annual Inverclyde ‘Clyde Conversations’ event, which is an event solely for our young people in secondary schools took place in February 2018, with a follow up event in November 2018. Clyde Conversations is planned and co-delivered by the young people of Inverclyde, including agreeing a series of workshops to enable young people to have the opportunity to take part in decisions that affect their lives. The focus of the workshops was:

- Mental Health
- Career & Job Prospects
- Alcohol & Drugs
- Pupil Voice
- Hate Crime
- Sexual Health
- Young People’s Reputations

83 young people from across Inverclyde secondary schools attended the event. A number of actions emerged from the event and these will be taken forward by partners.

- **Our Place Our Future**

As part of the development of the Inverclyde Outcomes Improvement Plan, an Inverclyde-wide conversation was generated by the Our Place Our Future survey.

This survey used the Place Standard tool and delved into a wide range of themes that affect an individual's overall health and wellbeing, from streets and spaces, to work, care, housing and local amenities. The first phase was coordinated and delivered by community planning partnership, the Inverclyde Alliance, with funding support from the Big Lottery Fund Awards for All Scotland.

1,310 people completed the main survey and an additional 83 young people responded to an adapted survey featuring some of the same questions. This represents 1.75% of the total population of Inverclyde and is the highest number of respondents Inverclyde Alliance has ever had to an engagement process.

Results have been segmented down to locality level to provide the partnership with a greater understanding of the issues that are affecting residents in their communities and what changes residents would like to see in their area.

## **NHSGGC Child Poverty Leads Network**

In December 2017, NHS Greater Glasgow and Clyde established a pan-GGC child poverty action co-ordination network. The purpose of the network is to co-ordinate board-wide corporate/acute service NHS action to reduce child poverty with local-partnership strategies and reports and to provide a forum for sharing evidence and learning across NHS GGC's six partner local authority areas. The network, is chaired by NHSGGC's Lead for Child Poverty, meets three times per year and involves senior maternity and children services staff, child poverty leads from each of the health board's six partner local authorities and health and social care partnerships, Glasgow's Child Poverty Co-ordinator and representation from the Glasgow Centre for Population Health. Outputs include a development session sharing local successes – including description of automation of local authority provided benefits – a best practice guide and local child poverty data resource. The network links into NHS GGC's Maternal and Child Health Strategy, Health and Employment, HR and Equalities and Financial Inclusion committees and reports to the Board Public Health subcommittee. **Appendix 3** details NHS child poverty actions undertaken in the main at a pan-GGC level.

## **Resources**

It is anticipated that cost of some of the projects in our delivery plan will be met from existing resources. Where indicative costs have been identified, these are noted in the plan. Opportunities to access external funding streams will also be explored where appropriate.

## **Equality Impact Assessment**

You can find the equality impact assessment on our Local Action Report here (weblink to be inserted)

## Links to other plans and strategies

The Inverclyde Alliance vision for Inverclyde is:

### **‘Nurturing Inverclyde: Getting it Right for Every Child Citizen and Community’**

This means that the Alliance will work in partnership to create a confident, inclusive Inverclyde with safe and sustainable, healthy, nurtured communities, and a thriving, prosperous economy, with active citizens who are resilient, respected and responsible and able to make a positive contribution to the area.

Partners in Inverclyde recognise that poverty and deprivation limits opportunities and choice. That is why, within the Inverclyde Outcomes Improvement Plan, reducing inequality has been established as one of three strategic priorities that the Community Planning Partnership will focus on.

In addition to this, this delivery of the actions and projects within this Local Action Report, will make a significant contribution to the delivery of a range of strategic plans and priorities for partners across Inverclyde and these are noted in the Delivery Plan in Appendix1.

The links between the LAR and the area’s high level strategic Plans is shown below:

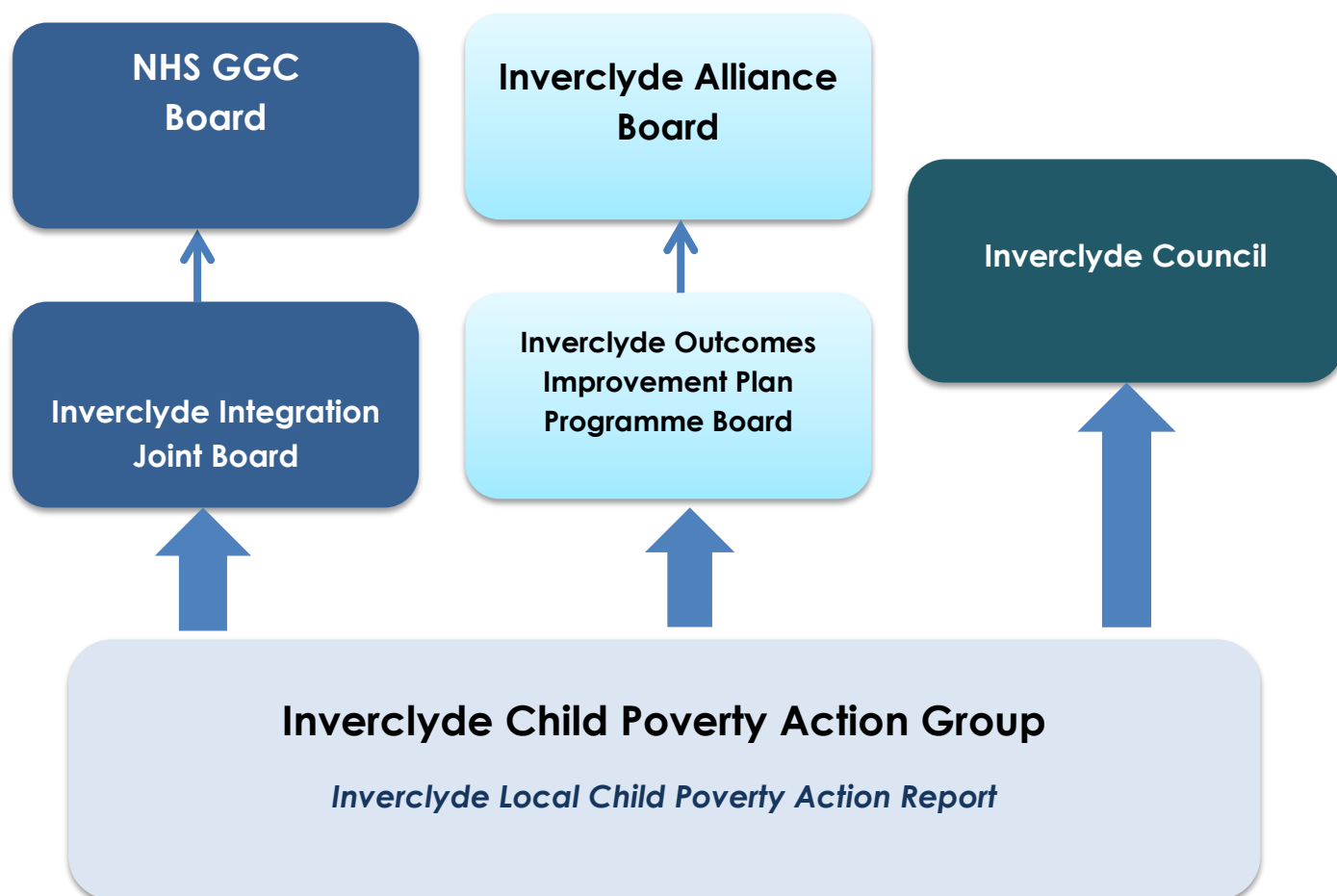


## Governance Framework

Immediate responsibility for the governance of this Inverclyde Local Child Poverty Action Report rests with the Inverclyde Child Poverty Action Group. This group meets on a regular basis and is chaired by the Corporate Director of Education Communities and Organisational Development, Inverclyde Council.

The cross-cutting nature of this Report and its central focus on reducing child poverty, means that it has a key contribution to make to the Community Planning Partnership's strategic aim of tackling inequalities. The Inverclyde Alliance Board, supported by the Programme Board will therefore provide leadership and scrutiny to the work of the Child Poverty Action Group, as well as helping to co-ordinate partnership activity.

Both the Council and NHS Greater Glasgow and Clyde have the lead responsibility for the delivery of projects and initiatives within this Report and as such, the management teams and relevant committees of both organisations will receive progress reports on the Delivery Plan.



## **Appendix 1**

### **Inverclyde Child Poverty Action Report Delivery Plan**

**June 2019**



## INCOME FROM EMPLOYMENT

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
The Scottish Attainment Challenge – maximise every child and young persons opportunity to achieve their potential and succeed by providing equity in education.	Education Services	<p>£3506,002 (Scottish Attainment Challenge)</p> <p>£2,428,800 (Pupil Equity Fund)</p>	<p>Particular focus is on closing the poverty-related attainment gap by improving activity in literacy, numeracy and health and wellbeing in our communities with the highest concentrations of deprivation.</p> <p>The aspirational local vision is to develop practice which is both effective and sustainable. In order to improve outcomes in literacy, numeracy and health and wellbeing as well as narrow the attainment gap, parental engagement, workforce expertise, meeting learning needs and leadership will be transformed. Our vision is that every school will be a nurturing school, with benefits to the pupils of improved attendance, attainment and well-being. New interventions are implemented alongside the scaling up of interventions that have been developed as small pilots or tests of change.</p> <p>Inverclyde's project is based on a sustainable model which focusses on upskilling our permanent workforce. This has led to the establishment a range of posts with an emphasis on a coaching and modelling role. Our CMOs are leading improvements in pedagogy across the authority.</p> <p>There are opportunities for leadership development at all levels, recognition of and use of staff skills to develop practice across our community of schools. The programmes implemented for literacy, numeracy and health and well-being are evidence based. All</p>	August 2023	This action covers all priority groups as the Scottish Attainment Challenge covers all young people living in SIMD 1 & 2 areas within Inverclyde.	<p>Attainment Challenge Plan,</p> <p>Inverclyde Council Corporate Plan,</p> <p>Education, Standards and Quality Report,</p> <p>Inverclyde Outcomes Improvement Plan,</p> <p>Inverclyde Children's Services Plan</p>	

## INCOME FROM EMPLOYMENT

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			<p>changes to practice are monitored for impact and effectiveness. Practice which has been measured for impact and found to be effective is then shared across the authority, leading to long term improvements.</p> <p>Parental engagement is a focus within our Families and Communities workstream, with Family Support Workers providing bespoke packages of support, Community Learning and Development staff delivering tailored learning packages to young people and parents and our libraries staff supporting parents to support literacy at home.</p> <p>There have been improvements across the authority in the quality of learning and teaching, matched by improvements in the progress of learners, especially P1 – P3, particularly in relation to literacy and numeracy. There are noticeable improvements in numeracy at S3. Across the broad general education and into the senior phase there is clear evidence that Inverclyde is making progress in narrowing the poverty-related attainment gap.</p> <p>Pupil Equity Funding (PEF) has been paid by Scottish Government to local authorities by means of a ring-fenced grant with indicated amounts that should be allocated directly to each school. The mount allocated to each school has been decided according to the number of pupils in P1 – S3 who are eligible to be registered for free school meals.</p>				

## INCOME FROM EMPLOYMENT

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			<p>Schools submit annual plans to the authority officers outlining how they intent to use their PEF. The plans are supported by national and local guidance. All schools are expected to link their PEF plans to their annual improvement planning process through the ongoing Standards and Quality and Improvement Plan. The table on the following page outlines Spending proposals of Pupil Equity by Equity Intervention.</p> <p>The latest key findings from Mid-Year Progress Report shows at June 2017:-</p> <p><b>Primary</b></p> <ul style="list-style-type: none"> <li>• P1 Pips results have improved in average scores for all focus schools in reading and maths, with 8 out of our 9 target schools above the national average for Maths and 4 of our target schools above the national average for Reading.</li> <li>• 92% of pupils in P1 made appropriate progress, or better, according to their Maths standardised assessments, with Attainment Challenge focus schools improving from 8% from last year's figures, compared to an overall gain of 4% across the authority.</li> <li>• 90% of pupils in P1 made appropriate progress, or better, according to their Reading standardised assessments, with Attainment Challenge focus schools improving by 5% from the previous years</li> </ul>				

## INCOME FROM EMPLOYMENT

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			<p>figures, compared to the same figure across the authority.</p> <ul style="list-style-type: none"> <li>Teacher Professional Judgements this year demonstrate increased number of pupils achieving appropriate levels of Curriculum for Excellence.</li> <li>Overall attendance at professional learning opportunities has increased.</li> </ul> <p><b>Secondary</b></p> <ul style="list-style-type: none"> <li>Teacher Professional Judgements this year demonstrate increased numbers of pupils achieving appropriate levels of Curriculum for Excellence.</li> <li>Professional Learning opportunities</li> <li>Attendance at professional learning opportunities has increased.</li> </ul> <p><b>The Year Ahead</b></p> <ul style="list-style-type: none"> <li>Increase in attainment for targeted groups of pupils in literacy and numeracy.</li> <li>Increase in teachers' knowledge and skills to engage children in learning in literacy and numeracy.</li> <li>Increased confidence in assessment and planning.</li> <li>Increased teacher skill in on-going assessment and reflective planning to meet the needs of children.</li> <li>Increase in parental awareness of children's</li> </ul>				

## INCOME FROM EMPLOYMENT

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			<ul style="list-style-type: none"> <li>learning in literacy and numeracy.</li> <li>Consistent use of common tracking system to effectively use data to support learning and teaching, and the identification of target cohorts.</li> <li>Increase in children's reading for pleasure.</li> </ul>				
<b>1. Early Intervention</b>		<b>2. Social &amp; Emotional Well being</b>		<b>3. Health &amp; Well being</b>		<b>4. Targeted Support Literacy</b>	
Eyecos Classroom Assistants Early Years Learning Assistants Active Play Programmes Language Assistants Staff Additional Responsibilities		Counselling Programmes Bespoke Counselling Play Therapists Welfare Officers		Health & Well-being coaches Nurture Groups Breakfast Clubs Outdoor Learning Play Coaches Counselling Programmes		Staff Development Accelerated Reading Numeracy Recovery SEAL Targeting Phonics Development Reading Programmes Additional Staff Targeted Support Differentiated Support Classroom Assistants Staff Additional Responsibilities	
<b>5. Professional Development</b>		<b>6. Wider Engagement</b>		<b>7. Partnership Working</b>		<b>8. Resources</b>	
High Quality Learning and Teaching Developing Pedagogy Coaching Support Visible Learning Literacy training PEF PT's Differentiated Support		Family Learning Officers Extra-Curricular Sport Clubs Family Library Outdoor Play Areas Family Support Residential Seminars Enhanced Supported study STEM Weekends		Counselling Services Cluster Welfare Officers CLD Support Coaching Support Outreach Workers Children's Advocacy Officer Residential		Administrative Assistants Digital IT Wi-Fi	

## INCOME FROM EMPLOYMENT

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
Employability			<p>The purpose and structure of the Employability Pipeline is to provide Inverclyde residents with a tailor made pathway of support, where their individual circumstances, barriers, needs and aspirations are assessed and delivery organisations work collaboratively to support and progress each individual through their personal pathway towards, and into, a positive destination.</p> <p>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.</p> <p>The Council contract with relevant organisations to deliver services that are of high quality and provide best value for money.</p> <p>Currently, three main contractors deliver services on behalf of the Council (see below)</p>			Inverclyde Council Corporate Plan, Inverclyde Outcomes Improvement Plan, Inverclyde Children Services Plan	
Employability	<b>Stepwell Consultancy Ltd</b>	£117,500	<p><b>Stepwell Consultancy Ltd</b> is a local Social Enterprise company specialising in improving the health, well-being and employment opportunities of local people who have a health condition that is preventing them from moving into employment.</p> <p>Their “<b>Progress</b>” programme delivers support that enables people to identify their barriers and builds</p>	Initial funding agreed until 31 <sup>st</sup> March 2019	This action covers all priority groups given the eligibility criteria of the programme.	Inverclyde Council Corporate Plan, Inverclyde Outcomes Improvement Plan,	

## INCOME FROM EMPLOYMENT

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			<p>positive coping strategies whilst working on a plan to improve their physical and mental health activities available through "Progress" include Stress and Condition Management, Counselling, Mentoring, Vocational Training, Personal Development and Supported Employment/Work Placement opportunities.</p> <p>Stepwell work in partnership with a number of local services and employers to provide specialist client support when needed, ensuring a connected quality service is provided for every client's individual needs.</p> <p>Commissioned by Inverclyde Council as part of the wider Inverclyde Resilience Project with funding from Scottish Government, Whole Life Restore employability programme was established.</p> <p>Whole Life Restore is an innovative employability programme that is locally delivered, specialist in nature, inventive in its flexibility and utilises a holistic, person centred and asset based approach within a restorative and supported employment delivery model.</p> <p>Whole Life Restore is for residents of Inverclyde who:-</p> <ul style="list-style-type: none"> <li>• Are in receipt of unemployment benefit</li> </ul>			Inverclyde Children Services Plan	

## INCOME FROM EMPLOYMENT

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			<ul style="list-style-type: none"> <li>Have a 'lived experience' of criminal justice, addictions and/or homelessness</li> <li>Are ready to explore their future aspirations including actively looking to progress into employment or other positive destinations.</li> </ul> <p>Attending Whole Life Restore will not affect any benefits and provides access to an extensive and collaborative range of therapeutic interventions, life skills training, resilience workshops, pre-vocational and vocational qualifications, one2one employability support, work placements and supported employment opportunities.</p>				
Employability	Trust Employability Services	£2,061,000	<p>Trust Employability Services is funded by Inverclyde Council (ESF) and delivered by Inverclyde Community Development Trust. The Trust aims to assist residents of Inverclyde to access opportunities in education, training and employment by providing them with advice, information, guidance and practical support.</p> <p>Contracted Volumes 1050 individuals over 12 months with specific eligibility criteria</p> <p><b>What's on Offer</b>  <b>Training</b> - The Trust offers a variety of training; accredited, non-accredited and e-learning opportunities. Once a person is registered with the</p>	Ongoing		Inverclyde Council Corporate Plan, Inverclyde Outcomes Improvement Plan, Inverclyde Children Services Plan	



## INCOME FROM EMPLOYMENT

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			<p>Trust this will be discussed more fully during a one to one appointment with one of the team.</p> <p>This will include where relevant; <b>Prevocational training, Work Preparation Workshops, Pre-employment training, Vocational training, Practical Work place training and Industry specific options relevant to the prevailing labour market demand.</b></p> <p>The team will actively support <b>Work Preparation</b> – providing hands on assistance with job applications, online recruitment, CV &amp; interviews. <b>Travel expenses</b> - Travel to arranged appointments and training will be reimbursed when using public transport</p> <p><b>Funded Training package</b> - Funding assistance can be offered for external training, any required licences relevant to the job opportunities a person is seeking, travel to interviews, specific clothing for the job and travel expenses while waiting on first salary payment. All funding is subject to evidence of securing an interview or job offer, a member of the team will work with an individual to support any relevant funding requirements.</p> <p><b>Partners</b> - Financial Fitness and Community Learning &amp; Development will offer benefits assessment &amp; literacy and numeracy support where required.</p>				

## INCOME FROM EMPLOYMENT

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			<p><b>Employment &amp; Work Experience</b></p> <p>The Trust team works in collaboration with local &amp; national partners, local employers and businesses to support the creation of employment opportunities &amp; work experience.</p> <p>The Trust offers a <b>Job Matching Service</b> designed to alert relevant jobs to match a persons skills and experience.</p>				
<b>Employability</b>	Inverclyde Advice & Employment Rights Centre	£65,900	<p><b>Inverclyde Advice &amp; Employment Rights Centre</b> is a local organisation providing a unique service to Inverclyde by supporting people in work who are experiencing difficulties with their employer. The organisation works with the client and their employer at the earliest possible stage, to resolve issues with a view to maintaining the client in employment.</p> <p>Inverclyde Advice &amp; Employment Rights Centre works in partnership with a range of services including Welfare Rights, Local Trade Unions, Legal firms and Occupational Health units to ensure the required mix of expertise is available for an individual client.</p>	Ongoing		Inverclyde Council Corporate Plan, Inverclyde Outcomes Improvement Plan, Inverclyde Children Services Plan	
<b>Training / Apprenticeships for school pupils</b>	Regeneration and Planning Service	£90,000	Within Inverclyde Council we aim to recruit young people to the workforce through an Apprenticeship Programme, which will be open to young people attending Secondary School.	August 2019 – June 2020	This action will benefit school pupils within the Senior age group of	Inverclyde Council Corporate Plan, Inverclyde	

## INCOME FROM EMPLOYMENT

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			<p><b>The year ahead</b></p> <p>Recruit 12 secondary school pupils to take part in this apprenticeship. This will give an opportunity to gain qualifications and receive work experience.</p>		school.	Outcomes Improvement Plan, Inverclyde Children Services Plan	
<b>Employability</b>	SAMH Individual Placement Support service (IPS)		<p>The Individual Placement and Support (IPS) Model is a specialist service supporting people to engage in work and work related activity. It places people into employment quickly and then provides open-ended 'in-work support' to both employee and employer.</p> <p>The IPS employment model is internationally recognised as the most effective way to support people with mental health problems and/or addictions to gain and keep paid employment and assist in their Recovery.</p> <p>Co-location of IPS within Community Mental Health Teams is a fundamental part of IPS, and fits well with the Scottish Government's commitment to joining up health and employability.</p> <p>IPS is an integrated service requiring the IPS Specialists to be co-located with all aspects of the Inverclyde Adult Mental Health Services, including specialists and clinicians. This approach helps to ensure collaborative working and integrated care planning resulting in successful and positive employment and job outcomes.</p>	May 2019 - May 2020	People with long term Enduring Mental Illness of Working Age	Mental Health 5Yr Strategy  HSCP Strategic Plan	

## INCOME FROM EMPLOYMENT

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			<p>The Model operates on six key outcome principals:</p> <ul style="list-style-type: none"> <li>• Outcome 1: Employment support is embedded within the Inverclyde adult community mental health service.</li> <li>• Outcome 2: People with mental health problems access paid employment.</li> <li>• Outcome 3: People with mental health problems sustain paid employment.</li> <li>• Outcome 4: Partnerships with employers, and other relevant partners and organisations, are developed and sustained.</li> <li>• Outcome 5: People with mental health problems are involved in shaping the service and central to the development of a Quality Assurance Framework which is used to obtain stakeholder experiences of IPS.</li> <li>• Outcome 6: People experiencing mental health problems from all backgrounds and circumstances are able to access IPS.</li> </ul> <p>Individual recovery Outcomes include:</p> <ul style="list-style-type: none"> <li>• People have knowledge and tools to better self-manage their mental health and wellbeing</li> <li>• People are more resilient</li> <li>• People have increased self esteem</li> </ul>				

## INCOME FROM EMPLOYMENT

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			<ul style="list-style-type: none"> <li>• People have improved life skills to live independently</li> <li>• People are more connected to their communities which have an Employment focus.</li> </ul> <p>Wide Actions 2019:</p> <ul style="list-style-type: none"> <li>• To extend the work of IPS within the service for a further two years (2019/2021)</li> <li>• To link wider to local Employability Pipeline and Employability Health Outcomes</li> <li>• Explore options to extend provision to include pathways related to Primary Care</li> <li>• Strengthen the linkages within Fairstart projects to enable local reporting and monitoring.</li> </ul>	2019/21			

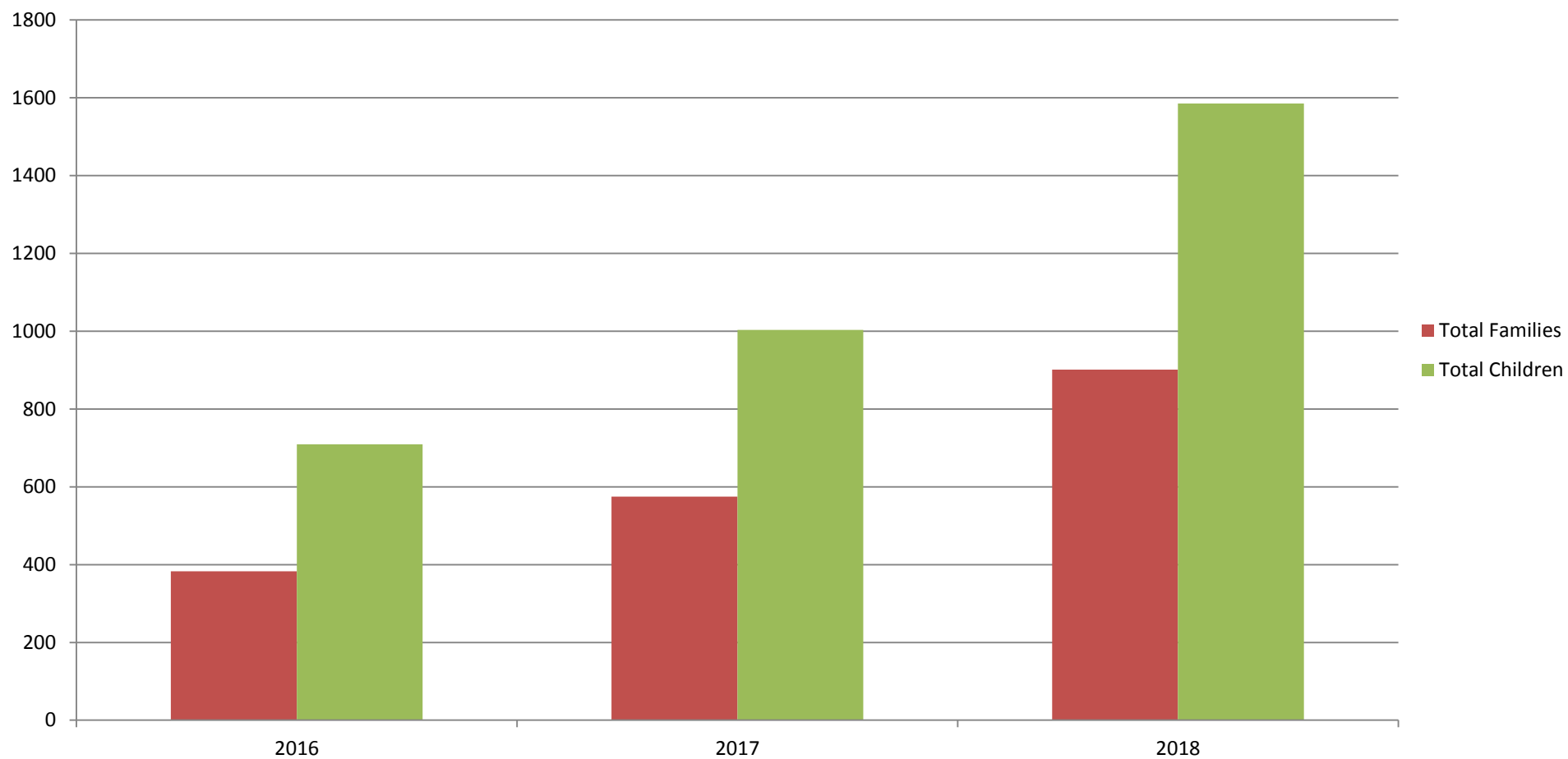
## COSTS OF LIVING

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
<b>Reduce cost of school day within Inverclyde's schools and nurseries.</b>	Education Services	£3,706	<p>Head Teachers attended both a workshop and Inverclyde's Child Poverty Event where there were presentations with regards to the Cost of the School Day and how schools can assist in reducing this.</p> <p><b>The Year Ahead</b>            Whilst Schools have implemented ways to assist with reducing the cost of the school day (see below for some of examples from our local schools), further awareness is required for school staff, pupils and parents/carers. Inverclyde has agreed to train local Cost of the School Day 'champions' who in turn will raise awareness within all schools.</p> <p>Some of the ways in which our local schools are assisting to reduce the cost of the school day:-</p> <ul style="list-style-type: none"> <li>• Purchase of additional PE kits to increase participation and allow all children to exercise in comfort (kept and laundered in school)</li> <li>• Uniform swap/bank</li> <li>• Reduction in the amount of non-uniform day with no set donation</li> <li>• Reduction in fundraising for charities</li> <li>• Offer support for school trips to ensure everyone gets the opportunity to attend.</li> </ul>	Commencing August 2019	This action covers all priority groups as raising awareness will cover all families with school aged children within Inverclyde.	Inverclyde Corporate Plan, Inverclyde Outcomes Improvement Plan, HSCP Strategic Plan 2019 – 2024, Inverclyde Children's Services Plan	
<b>Provide holiday clubs for Inverclyde families.</b>	Education Services	£54,000 currently funded from the Attainment	<p>Families within Inverclyde Council are benefitting from school holiday clubs which offers family play and fun with a light lunch.</p> <p>Families were able to enjoy a range of activities</p>	Ongoing	This action covers all priority groups as the holiday clubs are open	HSCP Strategic Plan 2019-2024	

## COSTS OF LIVING

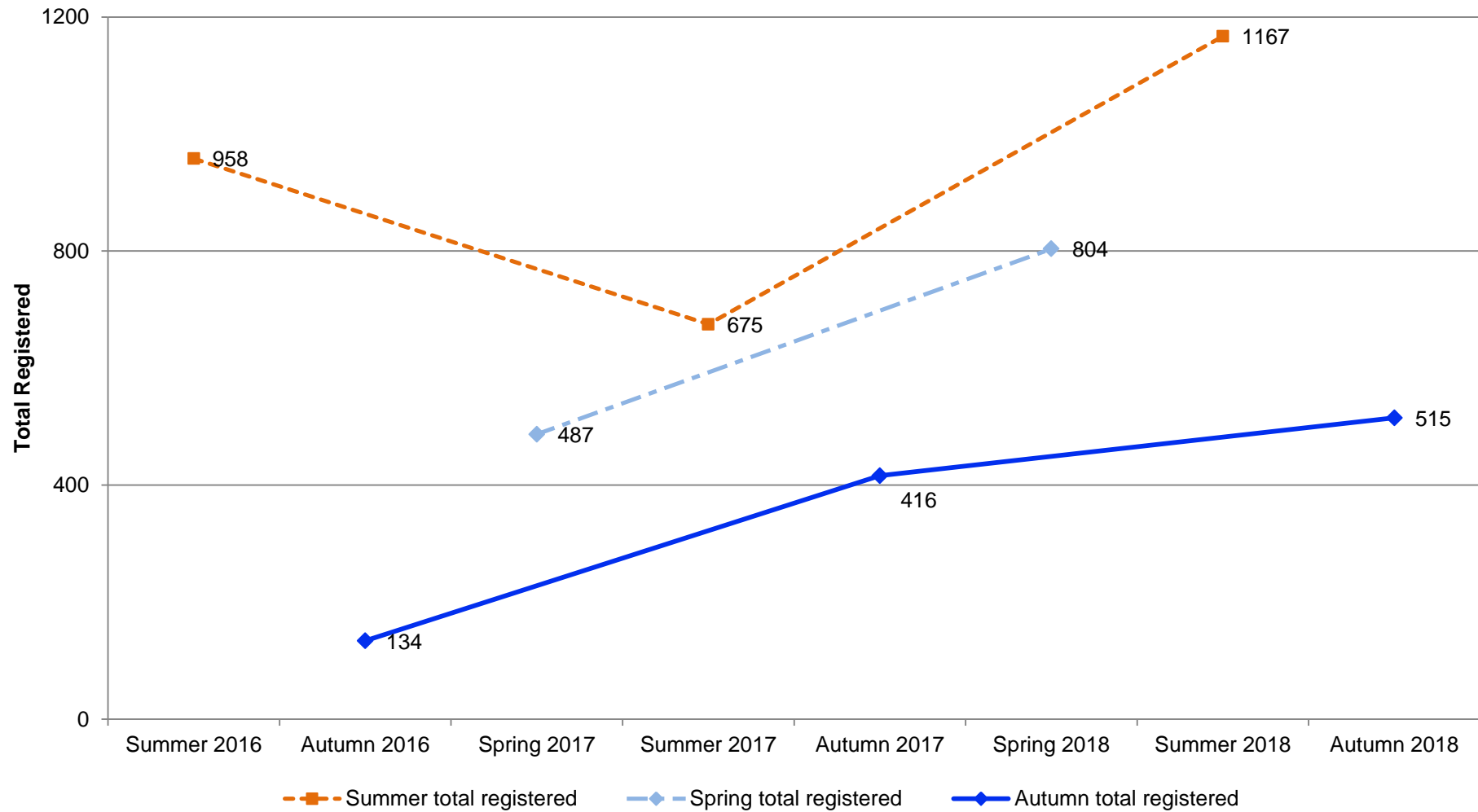
Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
		Challenge	<p>including reading, arts and crafts and outdoor games.</p> <p>Families had access to the school family support workers, arts, craft, Bookbug sessions and family cooking. Children were encouraged to take part in the Inverclyde libraries Summer reading challenge.</p> <p>Families were welcome to attend any of the hubs at dates and times that suit their needs.</p> <p>In addition and for the first time the Scottish Attainment Challenge also provided lunch for the Stay and Play project that is offered from Play4All in Craigmarloch Additional Support Needs School.</p> <p><b>The Year Ahead</b></p> <p>There will be holiday hubs running in 9 locations over the spring break. This will provide a total of 29 play sessions. Consultation with CLD, libraries, Barnardo's, CMO's and Family Support Workers has taken place to begin planning for Spring, Summer and Autumn 2019 holiday hubs. Additional resource is available during 2019 as Home School Link Workers will be supporting the family support workers running the holiday hubs.</p>		to all families with Primary School aged children (siblings welcome).		

**Total number of families / children benefitting from Holiday lunch clubs within Inverclyde**





### Total Registered Attendees for Summer Holiday Clubs

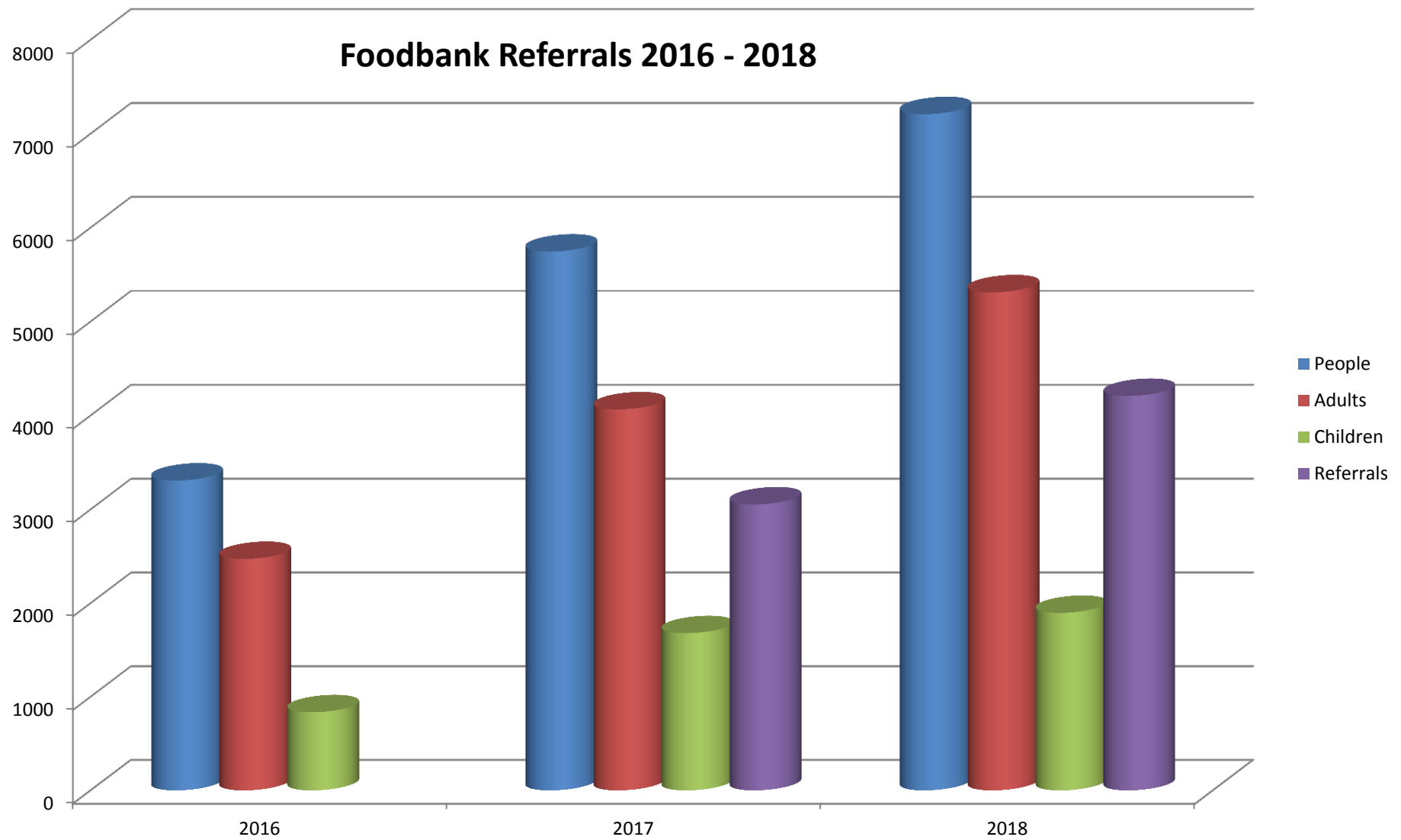


## COSTS OF LIVING

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
<b>Provision of food to Inverclyde residents in need</b>	I58 Project	N/A	<p>INVERCLYDE FOODBANK I58 PROJECT All food given out by Inverclyde Foodbank is donated. Non-perishable, in date food is donated via 'Supermarket Collections, Schools, Churches, Businesses and Individuals. There are currently 25 volunteers who meet clients over a cup of tea and are able to signpost people to agencies able to solve the longer-term problem.</p> <p>Foodbank has seen a significant rise in referrals over the last 2 years with the roll out of Universal credit having an impact on this increase. Referrals to the foodbank are received from 137 local agencies / services.</p> <p>Services available in addition to Foodbank are as follows:-</p> <ul style="list-style-type: none"> <li>Fuel bank – referring clients for fuel vouchers</li> <li>Baby bank – referrals specifically for baby items such as food and nappies</li> <li>Uniform bank – referrals for school uniforms. Foodbank are also keen to support local schools in promoting ideas within schools to have their own uniform banks.</li> <li>Christmas hampers – self referrals accepted</li> <li>Christians against Poverty – free debt counselling charity with money management and budgeting courses available for adults, adults with literacy needs, Students, Secondary School pupils, Primary 7 pupils.</li> </ul>	Ongoing	This action covers all priority groups.	Inverclyde Corporate Plan, Inverclyde Outcomes Improvement Plan, HSCP Strategic Plan	

## COSTS OF LIVING

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			<p><b>The Year Ahead</b></p> <p>Foodbank will continue to provide and support local residents in need, and refer to other agencies where appropriate. They will continue to raise awareness of the Services available to residents through liaising with referring agencies.</p>				



## COSTS OF LIVING

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
<b>Putting an end to Period Poverty in Inverclyde</b>	Education Services	£28,000	<p>Menstruation, or periods, is a natural bodily function of women and young girls. There are a number of women and girls in Scotland who are unable to afford essential sanitary products during menstruation due to poverty. Inverclyde Council have rolled out access to free sanitary products for pupils across all of its primary, secondary schools, libraries, youth clubs and community centres.</p> <p>Inverclyde have received £28,000 to purchase the sanitary products and suitable storage for the schools. Workshops and training sessions will also be organised to promote access.</p> <p>Providing access that protects dignity and avoids anxiety, embarrassment and stigma, will ensure that everyone can participate in education at all levels.</p> <p><b>The Year Ahead</b></p> <p>In addition to the plastic boxes located in toilets, there will be tote bags purchased for the back of toilet cubicle doors in secondary schools to ensure a variety and quantity of products can be accessed in privacy.</p> <p>On 30 November 2018, COSLA Leaders agreed to the proposed funding to expand access to free sanitary products and “aim to increase the number and range of places where sanitary products are</p>	Ongoing	This action covers all menstruating people.	Inverclyde Corporate Plan, Inverclyde Outcomes Improvement Plan, HSCP Strategic Plan	

## COSTS OF LIVING

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			available for those who need them. We will do this through working with a range of public and private sector organisations and with additional third sector partners to expand the geographical spread of support". The budget allocated for 2019/20 is £72,947.				
<b>Increase the supply of affordable housing</b>	Housing Strategy / Developing Registered Social Landlords / HSCP	£32 million Scottish Government grant funding	<p>Good housing has the potential to play a central role in poverty reduction and increasing housing affordability is a key lever in reducing poverty for households with children.</p> <p>National and local housing providers will receive around £32 million grant funding from the Scottish Government's Affordable Housing Supply Programme and will deliver over 800 new homes (including specialist provision homes to cater for our disabled population) in Inverclyde over the next 3 years.</p> <p><b>£17m has been spent and 234 socially rented homes completed so far in the area from 2015 – 2018. These homes all address fuel poverty through increased energy efficiency.</b></p> <p>To secure funding every local authority is required to prepare an annual Strategic Housing Investment Plan (SHIP). The SHIP sets out the key investment priorities for affordable housing in Inverclyde over a five year period to achieve the outcomes of the Local Housing Strategy (LHS) 2017-2022, and help the</p>	March 2021	This action includes all priority groups.	<p>Local Housing Strategy 2017-2022</p> <p>Strategic Housing Investment Plan 2019 – 2024</p> <p>HSCP Strategic Plan 2019 2024</p> <p>Housing Contribution Statement 2019 - 2024</p>	

## COSTS OF LIVING

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			<p>Scottish Government reach the national target of providing 50,000 new affordable homes by 2021/22.</p> <p>The SHIP will Increase the supply of affordable housing in the area and mitigate against fuel poverty, Reducing housing costs will positively contribute to one of the 3 key drivers of reduced child poverty: 'Reduced cost of living for families'.</p> <p>Our LHS mentions the need to tackle fuel poverty and our SHIP notes that all new homes will be developed to the Greener Standard. This compliments the successful recent work by Inverclyde Council and partners on delivering our HEEPS ABS programme.</p>				
<b>Continue tackling fuel poverty in the area through the Home Energy Efficiency Programme: Area Based Scheme (HEEPS: ABS).</b>	Housing Strategy / Developing Registered Social Landlords / HSCP	£1,015,000 HEEPS resource in 18/19.	<p>In Inverclyde as across Scotland, many people do not live in a house that is warm, dry and affordable, with people on low incomes being disproportionately affected.</p> <p>Local Councils, COSLA and the Scottish Government are working hard to deal with fuel poverty, and to reduce greenhouse gas emissions in order to tackle the threat of climate change. As part of a range of programmes aimed at achieving these objectives, the Scottish Government has developed and funded the Home Energy Efficiency Programme: Area Based Scheme (HEEPS: ABS).</p>		This action includes all priority groups.	Local Housing Strategy 2017-2022	

## COSTS OF LIVING

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			<p><b>From 2013 to date a total over £8m HEEPS funding has been awarded to Inverclyde from the Scottish Government.</b> This has helped the Council in collaboration with RSLs to provide External Wall insulation to over 2000 properties in Inverclyde, making homes more energy efficient and cheaper to keep warm and dry.</p>				



## INCOME FROM SOCIAL SECURITY AND BENEFITS IN KIND

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
<b>Implement Automated Payments (School Clothing Grant, Free school meals, EMA)</b>	Education Services and Finance Services, Inverclyde Council	£0 contained within overall budget	<p>Education Services currently provide application forms directly to families who have previously received School Clothing Grants/Free School Meals. The application forms are also sent to schools to encourage families who may be eligible to complete and return the application forms. There is also a full communication exercise using social and local media to encourage an increase in the take up of the benefits. Inverclyde uses the same form for applications for free school meals and clothing grants.</p> <p><b>The Year Ahead</b></p> <p>Work is currently being undertaken to explore methods of using information already held by Council for Council Tax Reduction purposes to automate payments to ensure families received the benefits without the need to complete additional application forms. The application process may be a barrier to some eligible families so removing the responsibility to complete and submit a form with supporting evidence would increase the number of families receiving payments. It is acknowledged that not all scenarios will fit an automated process so the manual application will remain for those who require this.</p>		This action covers families with school aged children who are eligible for School Clothing Grants, Free School Meals and EMA	Inverclyde Corporate Plan, Inverclyde Outcomes Improvement Plan, HSCP Strategic Plan, Inverclyde Children's Services Plan	Cost of Living
<b>Change the eligibility criteria for Free School Meals, School Clothing Grant to</b>	Education Services and Finance Services, Inverclyde Council	£100,000	Education Services provide Free School Meals in accordance with Scottish Government legislation. Entitlement for working families is approximately the equivalent of working no more than 16 hours per week at the National Minimum Wage. The same qualifying criteria are used for the provision of School Clothing Grants.		This action covers working families on low earnings with school aged children.	Inverclyde Corporate Plan, Inverclyde Outcomes Improvement Plan, HSCP Strategic Plan,	Cost of Living

## INCOME FROM SOCIAL SECURITY AND BENEFITS IN KIND

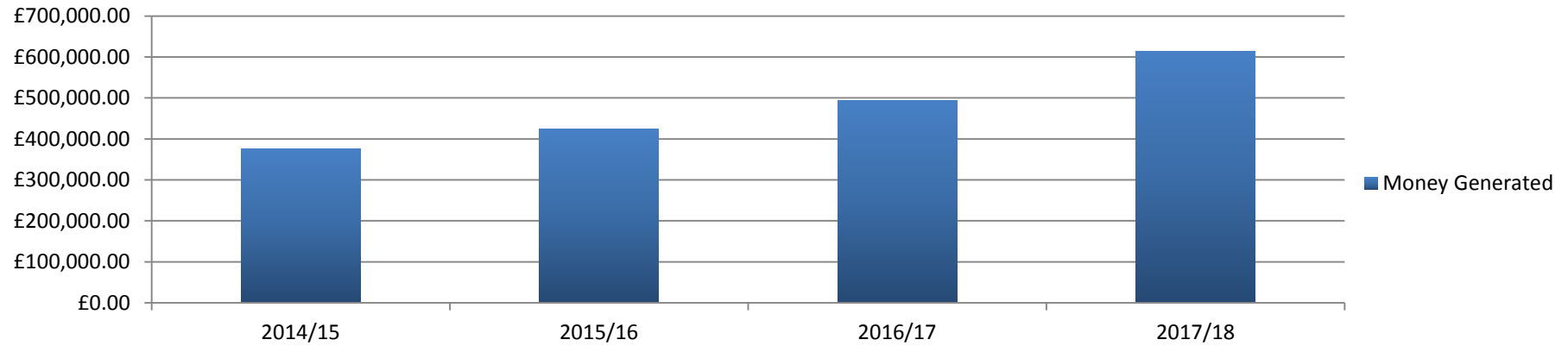
Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
allow more families to qualify			<p><b>The Year Ahead</b></p> <p>To widen support, a local scheme will be introduced providing universal entitlement to Primary 4 pupils and new enhanced qualifying criteria for P5 to S6 pupils will be introduced. Criteria will be based on the equivalent of working no more than 24 hours each week at the Scottish Living Wage.</p>			Inverclyde Children's Services Plan	
Ensure eligible families receive appropriate Kinship Payments	HSCP	<p>£563,250</p> <p>This is the overall Kinship amount. The child poverty element is contained as part of the overall figure.</p>	<p>Social Work Services has a general duty to safeguard and promote the welfare of children in their community who are in need by providing a range of services. This means that kinship carers and the children for whom they are caring can ask for assistance under this provision. Kinship payments are paid until at least the young person's 18<sup>th</sup> birthday. Inverclyde Council provides a kinship allowance to carers who meet certain criteria and have been assessed and approved by social work services as formal kinship carers.</p> <p>Examples of the kind of help offered are outlined below:            Access to individual social work support            Financial support            Advice on welfare rights and legal options            Training in relation to behaviour management, child development, attachment, effects of separation and loss            Advice on managing difficult behaviours            Advocating on behalf of carers to relevant agencies such as health, housing and education</p>	Ongoing	This action is intended for children subject to legal status of Section 11 Children (Scotland) Act 1995' or Section 83 Children's Hearing (Scotland) Act 2011.	Inverclyde Corporate Plan, Inverclyde Children's Services Plan, HSCP Strategic Plan	

## INCOME FROM SOCIAL SECURITY AND BENEFITS IN KIND

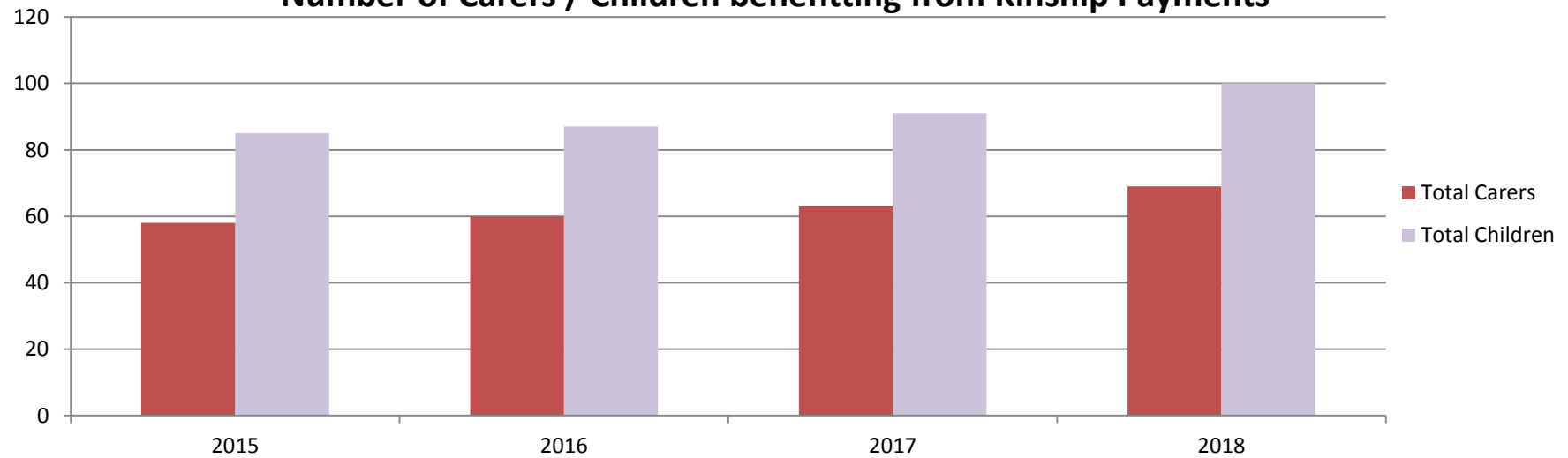
Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			<p>Regular local support group meetings for kinship carers</p> <p>All kinship carers have an Income maximisation check from a welfare rights officer, supporting the notion that good advice is crucial in ensuring the financial basis of a placement is sound. This formed part of the Healthier Wealthier Children programme and involves the following robust process :-</p> <ul style="list-style-type: none"> <li>Identifying the correct kinship allowance</li> <li>Identifying the correct level of benefit and tax credit entitlement</li> <li>Kinship allowance paid by the local authority</li> </ul> <p>The above demonstrates ways that efficiencies can be realised from the local authority budgets and most importantly, it plays a part in developing a stable secure and nurturing placement for children and young people. The following page shows both total money paid in Kinship Payments and the number of carers/young people benefitting from Kinship Payments from 2014/15 to 2018/19.</p> <p><b>The year ahead</b> Continue to provide a robust process to ensure families are receiving correct benefits.</p>				

## INCOME FROM SOCIAL SECURITY AND BENEFITS IN KIND

### Total Kinship Payments



### Number of Carers / Children benefitting from Kinship Payments



## INCOME FROM SOCIAL SECURITY AND BENEFITS IN KIND

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
<b>Maximise Income for eligible residents</b>	HSCP	£616,300. This is the overall advice resource. The child poverty element is contained within this.	<p>Inverclyde HSCP Advice Service providing money advice, benefits advice and welfare rights representation, is predicted on a rights-based perspective that contributes to the alleviation of poverty and effects of debt in the community. It plays a vital role in working to protect the well-being of vulnerable claimants and consumers; and also supports the wider Inverclyde economy by ensuring residents receive the support they require during these times of change and uncertainty. The challenges facing Inverclyde residents are diverse and vary from the effects of continuing austerity, growing reliance on personal debt and continued welfare reform.</p> <p>The provision of an effective one stop, holistic advice service is an effective method of delivering advice and is relevant to the Statutory duty of Inverclyde Council to deliver advice and assistance to promote the social welfare of Inverclyde residents.</p> <p>Within the context of the continuing impacts of welfare reform and devolved social security, Inverclyde Council commissioned a review of all advice provision across Inverclyde. This offered the opportunity for Inverclyde HSCP Advice Service, and other partner organisations, to consider if the current models of service delivery best meet the needs of service users going forward.</p> <p>In March 2018 the positioning statement of Social Security Scotland Agency (SSSA) was published with a strapline of 'Dignity, Fairness, Respect.' Advice Services have engaged</p>	Ongoing	Due to the Service and Advice available, this Action covers all priority groups.	Inverclyde Corporate Plan, Inverclyde Outcomes Improvement Plan, HSCP Strategic Plan	

## INCOME FROM SOCIAL SECURITY AND BENEFITS IN KIND

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			<p>in a discussion with SSSA to explore job shadowing opportunities for SSSA workers to understand the role of Advice Services and the challenges of dealing with the current social security system. SSSA are keen for this to happen viewing it as 'an opportunity that will be of great benefit.'</p> <p>The following page shows statistics from Advice Services from 2015/16 to 2017/18.</p> <p><b>The Year Ahead</b>            Advice Services will continue to offer high standard advice, information and support to Service Users.            A key task for Advice Services will be to revisit the 'Healthier Wealthier Children' income maximisation model currently operating in Inverclyde to consider improvements in referral pathways and explore how to further extend the coverage and effectiveness of the initiative.            Advice Service remains as committed as ever to make an active contribution to Inverclyde HSCP's vision of improving lives.</p>				

## INCOME FROM SOCIAL SECURITY AND BENEFITS IN KIND

	2015/2016	2016/17	2017/18
Advice First Calls Handled (Inbound and Outbound – includes calls from internal departments. N.B. some enquiries may require multiple calls to resolve the issue)	10,945	12,435	11,209
Face to Face Appointments Scheduled (Port Glasgow and Greenock) (Many clients require multiple appointments to resolve their issue <sup>1</sup> )	2776	3414	3390
Home Visits	214	222	166
Vulnerable Groups – New Clients (Advice Outreach for Hard to Reach Groups – Homelessness, Addictions, Mental Health)	315	444	278*
Macmillan Cancer Support Advice and Welfare Rights - New Clients	370	384	329*
Welfare Rights appeals scheduled (Some clients may require multiple appeals, e.g. appeal is adjourned, goes to Upper Tribunal or is revised in client favour prior to hearing)	698	591	1033
Welfare Rights Cases with final outcome decision in favour of the appellant	74%	70%	75%
Money/debt interventions carried out with clients (2 new Money Advisors started in August 2017)	258	824	1021 <sup>2</sup>
Amount of multiple debt managed by Money Advice Team	£1,393,712	£2,098,654.95	£2,178,052.28

<sup>1</sup> Universal Credit issues are requiring multiple interventions/appointments to attempt to resolve.

<sup>2</sup> Money Advice interventions now include all correspondence on behalf of client, including liaising with creditors.

## INCOME FROM SOCIAL SECURITY AND BENEFITS IN KIND

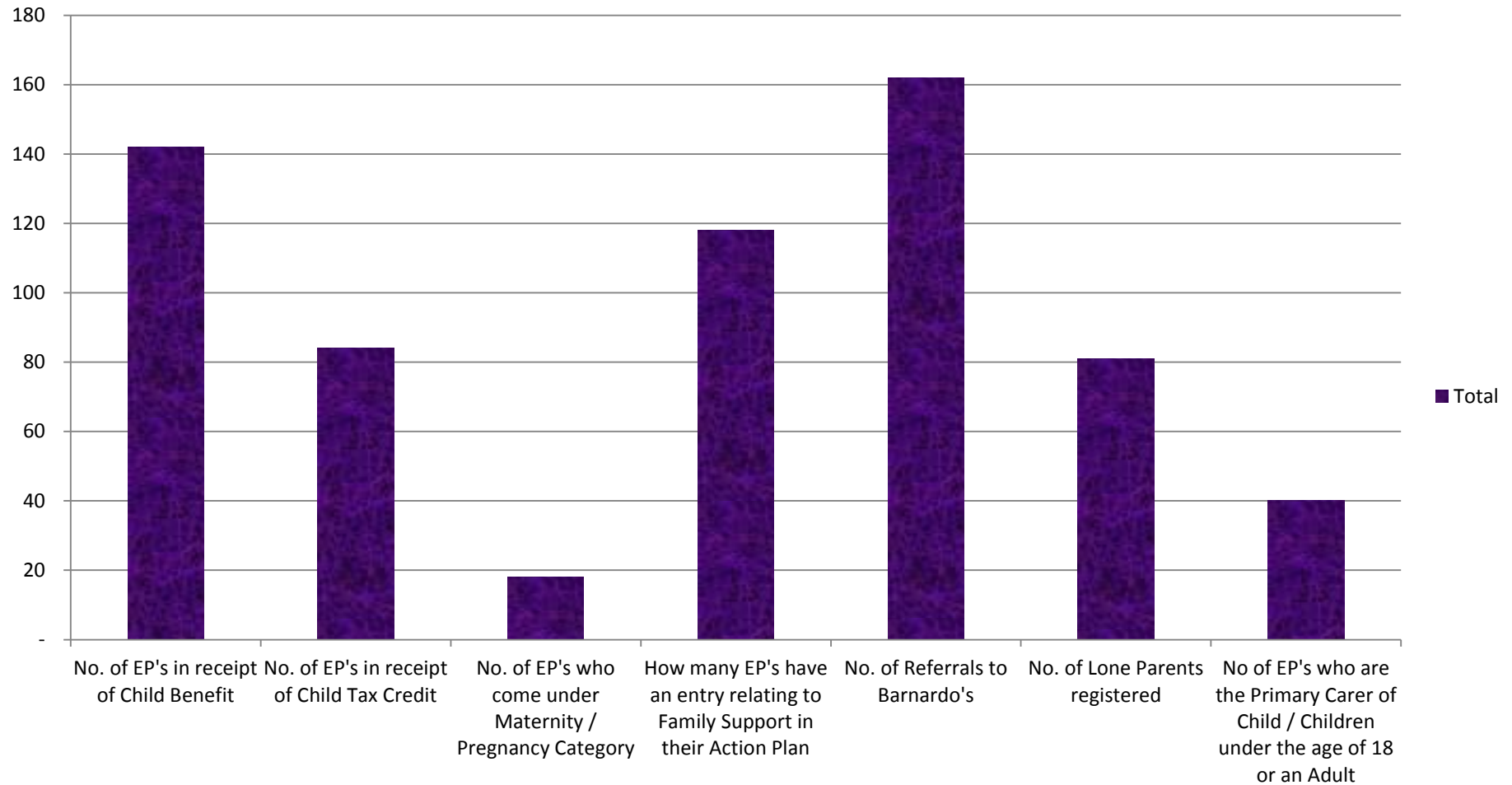
Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
	I:DEAS project	£2,270,000 The total I:DEAS budget supports a number of priorities including child poverty.	<p>I:DEAS (Inverclyde Delivering Effective Advice and Support) Project offers a service to individuals/families who:-</p> <ul style="list-style-type: none"> <li>• Live in a workless household</li> <li>• Live in a low income household</li> <li>• Living in a single parent household (could also be homeless and meet one of the above)</li> </ul> <p>Eligible participants (Eps) go through a registration process and have an allocated Mentor who will support them as much or as little as they require.</p> <p>I:DEAS offer a truly holistic service with regard to finances and inclusion in society. Partners are:-</p> <ul style="list-style-type: none"> <li>• CVS</li> <li>• Future Stills</li> <li>• HSCP Advice First</li> <li>• Barnardo's</li> <li>• The Wise Group</li> <li>• Financial Fitness</li> <li>• Scotcash</li> <li>• Community Learning Development</li> </ul> <p>There are dedicated workers in each of these organisations who all work together as a wider team.</p> <p>The allocated Mentor will walk hand in hand with the participant and will provide ranging degrees of support dependant on the individual. From the Services available</p>	Ongoing	This action benefits all priority groups given the eligibility criteria.	Inverclyde Corporate Plan, Inverclyde Outcomes Improvement Plan, HSCP Strategic Plan,	



## INCOME FROM SOCIAL SECURITY AND BENEFITS IN KIND

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			<p>above, I:DEAS will improve a person's current situation with their finances and ensure they have the skills and capacity to be able to continue with positive finances through their lives. A big part of the service is to ensure that those who are socially excluded due to debt will no longer be, I:DEAS will provide family support if required.</p> <p><b>The Year Ahead</b></p> <p>Funding (by European Social Fund and The Big Lottery) has been sourced until March 2020. This project will continue to support local eligible participants. I:DEAS project are looking for volunteers and peer supporters to support the good work.</p>				

## I:DEAS project from September 2017



## INCOME FROM SOCIAL SECURITY AND BENEFITS IN KIND

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
<b>Improve income maximisation referral uptake within antenatal, community child health, early years education and other community based services.</b>	Advice Services & NHS	£2,704 from NHS GGC	<p>Healthier Wealthier Children (HWC) was a project that aimed to help families at risk of poverty. The project worked closely with antenatal and community child health, early years education and other community based services working with families at risk of poverty. It aimed to target pregnant women and families with young children experiencing, or at risk of, child poverty, as costs increase and employment patterns change around the birth of a child. Following the cessation of funding in October 2010 there was agreement for Inverclyde Advice First to provide income maximisation services and collate numbers of people benefiting and report on the financial gains received. Funding was then withdrawn in 2013. Inverclyde no longer had a dedicated resource which meant that the publicity and promotion to Health Visitors and Midwives to encourage referrals greatly reduced. Initially Health Improvement staff picked this up, however, due to lack of capacity this ceased. There is no longer a separate referral form or process meaning referrals have been subsumed into the generic referral process for Inverclyde Advice First.</p> <p><b>The Year Ahead</b> NHS GGC have received £63,750 for 2018/19 for enhancement of referral pathways into income maximisation for pregnant woman and families with children. This funding will also be available next year. The money should be used for:-</p> <ul style="list-style-type: none"> <li>• Create local capacity in Health Board areas to establish or enhance referral pathways</li> <li>• Plan and delivery training on child poverty, money matters and referral pathways for universal maternity and health visiting workforce</li> <li>• Develop formal referral pathways (including consideration of</li> </ul>		This Action covers all priority groups due given it is aimed at antenatal, community child health, early years education and other community based services.	Inverclyde Corporate Plan, Inverclyde Outcomes Improvement Plan, HSCP Strategic Plan,	

## INCOME FROM SOCIAL SECURITY AND BENEFITS IN KIND

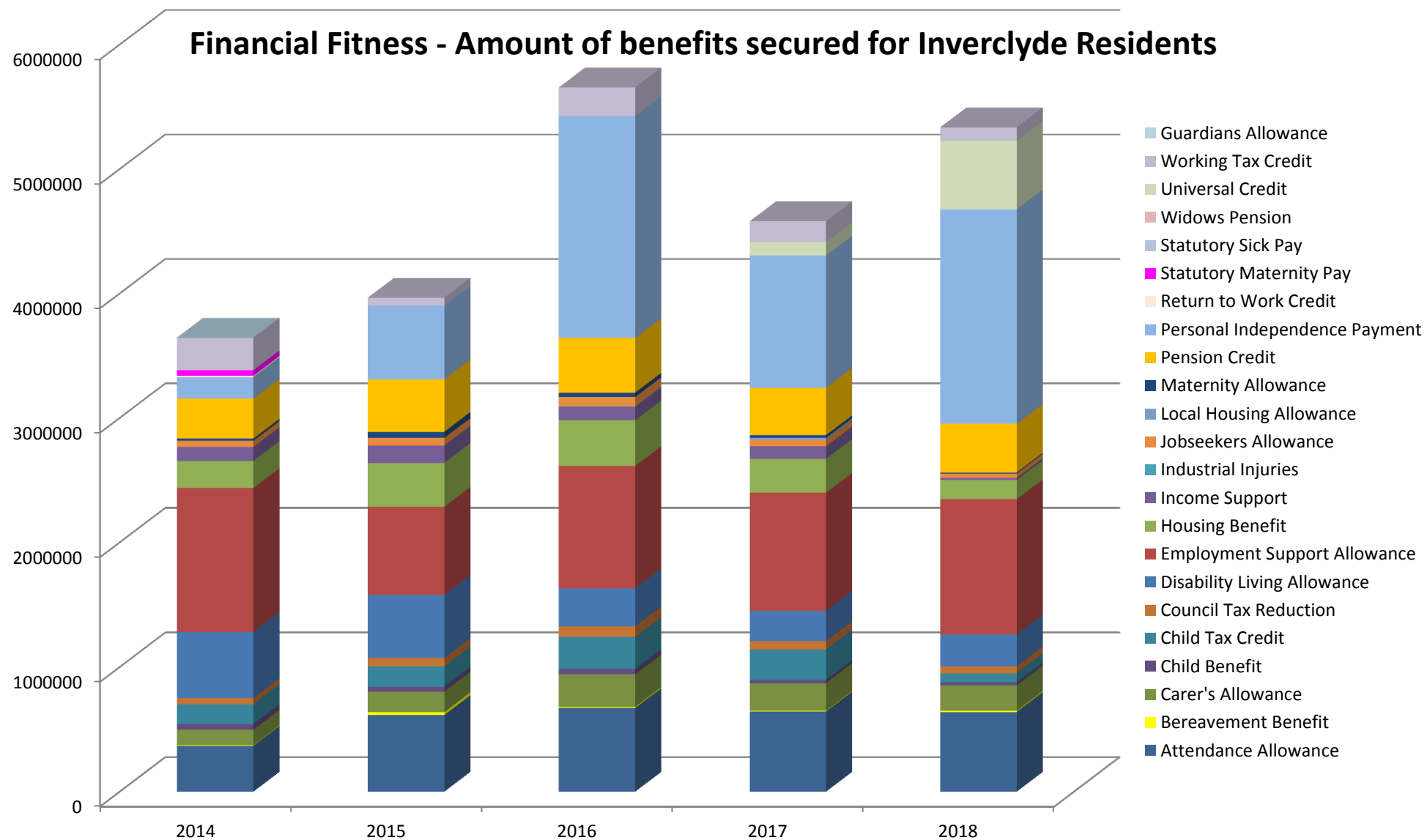
Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			<p>electronic referrals)</p> <ul style="list-style-type: none"> <li>Negotiate additional capacity with local advice services.</li> </ul> <p>Inverclyde Council has been allocated £2704 of the £63,750. The proposed way to spend the money locally is to commission CPAG (Child Poverty Action Group) to deliver input around maternity and other benefits. At the same time we will ask them to do a refresh on HWC (Healthier Wealthier Children) and set up an inbox for HWC referrals. The training will be delivered to approximately 25 Health Visitors and midwives before the end of the financial year. In turn, the 25 Health Visitors/Midwives will become local 'champions' and train all Health Visitors/Midwives locally. Impact will be measured by the increase in referrals from Health Visitors/Midwives.</p> <p>On a pan-NHSGGC basis NHS Greater Glasgow and Clyde staff have also worked to review and refresh the Healthier Wealthier Children intervention. Workshops and training sessions for new and existing midwives and health visitors were delivered to raise awareness of the new statutory duty on the NHS to work with local authorities to maximise the incomes of pregnant women and families with children and revise how to raise the issue of money worries and pathways into money advice services. Staff and client facing promotional materials were produced and development of electronic referral pathways explored.</p> <p>A money advice service continues to be provided to families in Royal Hospital for Children with average annual income gains of over £8,000 per family eligible for financial support.</p>				
<b>Maximise Income for</b>	Financial Fitness	£140,000	Financial Fitness's aim is to tackle poverty by ensuring local people have access to welfare benefit and financial advice and information		Due to the Service	Inverclyde Outcomes	

## INCOME FROM SOCIAL SECURITY AND BENEFITS IN KIND

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)										
eligible residents.			<p>in their own communities. They therefore tackle social exclusion, poverty and deprivation by providing a grass roots service of advice which is free, independent, impartial and confidential. Furthermore, this service is provided in the local communities, through home visits or the use of various local venues which are easily accessible. The following page shows the amount of benefits Financial Fitness has secured for Inverclyde Residents from 2014 – 2017 split by benefit type. The total amount secured for each year is as follows:-</p> <table><tr><td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td></tr><tr><td>£3,646,480</td><td>£3,966,258</td><td>£5,655,419</td><td>£4,580,191</td><td>£5,335,741</td></tr></table> <p>This is an indication of just how many benefits are going unclaimed in the area and highlights the continuing need for the service across the district. These statistics, however, fail to show the full extent to which people's lives have been impacted upon. Many Inverclyde residents are able to make informed lifestyle choices based on need rather than affordability. Clients have been affected personally in the following ways:-</p> <ul style="list-style-type: none"><li>Increased income leads to healthier living as clients have greater access to better foods, exercise and leisure facilities.</li><li>Clients are now able to deal with existing debt and budget accordingly due to higher household income.</li><li>Many locals now experience greater self-esteem and confidence due to higher household income.</li><li>Many locals now experience greater self-esteem and confidence due to increased social inclusion.</li><li>Clients will tend to spend relatively high amounts of their extra income on local services and businesses, thus improving the local economy.</li></ul>	2014	2015	2016	2017	2018	£3,646,480	£3,966,258	£5,655,419	£4,580,191	£5,335,741		and Advice available, this Action benefits all priority groups.	Improvement Plan	
2014	2015	2016	2017	2018													
£3,646,480	£3,966,258	£5,655,419	£4,580,191	£5,335,741													

## INCOME FROM SOCIAL SECURITY AND BENEFITS IN KIND

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			<ul style="list-style-type: none"> <li>Higher incomes generally lead to less erratic lifestyles, as rent/mortgage, council tax and other household priorities can be paid timeously.</li> </ul> <p><b>The Year Ahead</b> Financial Fitness will continue to support clients through the benefits system's biggest change since its conception, with a host of benefits affected. Clients are being notified of changes and up-to-date advice.</p>				



## INCOME FROM SOCIAL SECURITY AND BENEFITS IN KIND

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
<b>Best Start Grant – Local Roll Out</b>	<b>Social Security Scotland</b>		<p>Initial roadshows were arranged and held in various locations in Scotland, stakeholders were invited to attend. Inverclyde were included in events in Glasgow on Wednesday 24 October and Johnstone on Monday 5 November however a full timetable was issued to allow flexibility of venues and dates. Following the roadshows the presentation, links to Web pages, advice etc was shared together with Q&amp;A docs. Stakeholders were asked that this was shared across the LA area.</p> <p>Best Start Grant opened at 00:01 on Monday 10 December. The response to the launch of Best Start Grant Pregnancy and baby Payment has been unprecedented with more than 4000 claims being submitted on the first day. This incredible response is largely down to the excellent support from stakeholders.</p> <p>Meetings have taken place with local groups to promote the benefits and raise awareness. One group have requested information packs in other languages. These will be given out January 2019 and a session planned for the families. Calls have been made to; play group, Local Nurseries etc to further raise awareness. National Engagement lead and local delivery for Social Security Scotland have engaged with CVS Inverclyde and other partners and stakeholders regarding sharing publicity and publications to utilise their communications routes. Information has also been publicised through Inverclyde Council's Social Media.</p>	10th December 2018 (Pregnancy and Baby Payment), Summer 2019 (Early Learning Payment), Summer 2019 (School Age Payment)	This action will benefit all priority groups.	Inverclyde Corporate Plan, Inverclyde Outcomes Improvement Plan, HSCP Strategic Plan	



## INCOME FROM SOCIAL SECURITY AND BENEFITS IN KIND

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			<p>Social Security Scotland have appointed a Local Delivery Relationship Lead for Inverclyde who will work on building relationships, work collaboratively with existing local agencies and services and provide face to face pre-claim support in offices, outreach centres or home visits.</p> <p>Organisations and individuals have made enquiries about BSG as a result of the publicity already out there. . To Summarise BSG;</p> <p><b>A Pregnancy and Baby Payment</b>, available from 10.12.18 - will help with expenses in pregnancy or having a new child, for example maternity clothes, a pram or additional heating. This replaces the DWP's Sure Start Maternity Grant. Pregnancy and Baby Payment - pays £600 for a first child, and £300 for other children. There will be an extra £300 if there is a multiple birth.</p> <p><b>An Early Learning Payment</b>, available by Summer 2019 – will help with costs during nursery and early learning years to support child development, for example travel costs, trips out and toys for home learning. Early Learning Payment – A payment of £250 when a child reaches the age of 2 or 3 years.</p> <p><b>A School Age Payment</b>, available by Summer 2019 – will help with the costs of preparing for school, for example a school bag, after school activities such as swimming or football, or helping with the cost of school trips. School Age Payment – A payment of £250 around the time a</p>				

## INCOME FROM SOCIAL SECURITY AND BENEFITS IN KIND

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
			<p>child would usually start school.</p> <p><b>The Year Ahead</b></p> <p>Moving forward engagement will continue within Inverclyde to ensure that the information surrounding not just the pregnancy and baby payments but the additional elements due to be available from Summer 2019 are publicised and available to ensure families in Inverclyde are aware of Best Start Grant and support them to claim these new benefits. Inverclyde would benefit from receiving Local statistics in order to measure against local information.</p>				
Use of Young Scot card to allow secondary pupils on Free School Meals to be credited during school holidays.		To be determined	<p>Whilst holiday clubs are available for Primary school children, their siblings and parents/carers, there is currently no provision for Secondary school pupils to receive food during holidays.</p> <p><b>The Year Ahead</b></p> <p>It has been agreed by Inverclyde Child Poverty Action Group to liaise with Young Scot to discuss the possibility of progressing towards achieving electronic payments during school holidays for pupils in receipt of Free School meals. Discussions are currently in progress.</p>		<b>Secondary School Pupils receiving Free School Meals</b>	Inverclyde Corporate Plan, Inverclyde Outcomes Improvement Plan, HSCP Strategic Plan, Inverclyde Children's Services Plan	Cost of Living

## INCOME FROM SOCIAL SECURITY AND BENEFITS IN KIND

Action	Who action is carried out by	Resources allocated	Summary and how impact has/will be assessed	Timescale for action	Group(s) the action is intended to reduce poverty amongst	Link to other plans	Links to other Poverty Driver(s)
Ensure families can access support from social prescribing practitioners	HSCP	£250,000 estimate including 5.5 WTE Community Links Worker, 1.00 WTE Social Prescribing Co-ordinator, 0.2 WTE Welfare Rights Officers	<p>Social prescribing is provided by a range of third sector organisations in their day to day services however the most notable impact for families will come from Community Links Workers attached to GP practices. Whilst the majority of referrals will be for adults – both services work across the range of age groups and will be supporting families. Most referrals include support around money – benefits &amp; debt, housing, social isolation, emotional and practical support and resilience.</p> <p><b>The Year Ahead</b></p> <p>A commissioning process for community links workers will take place in 2019/20.</p> <p>Welfare rights officers based and embedded in GP practices will be tested and evidence collected.</p>			Inverclyde Corporate Plan, Inverclyde Outcomes Improvement Plan, HSCP Strategic Plan	

## **Appendix 2**

# **Inverclyde Local Child Poverty Action Report**

**Short, Medium and Long Term Planning Framework**

**June 2019**

### **Long Term Plan/Outcomes: (3-5 years)**

- To reduce inequalities (Inverclyde Local Outcome Improvement Plan)
- To reduce the prevalence of child poverty in our communities. (Inverclyde Corporate Plan)

### **Medium Term Plan/Outcome (1-3 years)**

- To maximum social security and benefits in kind for eligible children and families living in low income
- To support priority groups to ensure that they receive support and advices they need to increase their skills and move into work employment and training.
- To provide enablers such as affordable child care and transport to reduce the cost of living for families on low income

### **Short Term Plans/Outcomes; (12 months)**

- Automate payments for free school meals, school clothing allowance and educational maintenance allowance for families in receipt of Council Tax Reduction
- Provide a robust system that ensures all families are receiving maximised benefits.
- Train local champions within schools to raise awareness of cost of the school day
- Tackle Food Inequalities during the weekend and school holiday period.
- Provide training opportunities for young people through an expansion of the Apprenticeship Programme

### **What data evidence informs this long term outcome?**

- Every Child, Every Chance - The Tackling Child Poverty Delivery Plan 2018-22
- Understanding Society <https://www.understandingsociety.ac.uk/>
- JRF Research highlighting the link between poverty and attainment - <https://www.jrf.org.uk/report/closing-attainment-gap-scottish-education>
- <https://www.jrf.org.uk/report/poverty-scotland-2018>
- Child Poverty Action Group for Scotland <http://www.cpag.org.uk/cost-school-day>
- Scottish Government National Performance Framework <https://nationalperformance.gov.scot/national-outcomes/poverty>

### **Drivers/Interventions:**

- Income from Employment
- Cost of Living
- Income from social security and benefits in kind

### **Measures (How will we know we are successful):**

**2019/20 short term plan - 12 months**

Intervention	When?	Who?	Measure / questions	Expected Impact
Implement Automated Education Benefits Payments (School Clothing Grant, Free School Meals and Education Maintenance Allowance)	By Christmas 2019 and ongoing	Revenue and Benefits and Education Services	% increase in the number of families receiving these benefits	The eligible families will be in receipt of benefits without having to complete further forms/documentation
Increase the qualifying criteria of families in receipt of Council Tax Reduction to enable eligibility of Education Benefits	From April 2019	Revenue and Benefits.	Increase in the number of families who are eligible for these benefits.	<i>217 families 316 children</i> will benefit from receiving FSM/SCG.
Eligible Families receive appropriate benefit payments			<p>Number of Kinship payments provided</p> <p>Number of Kindship Carers who have received an income maximisation check.</p> <p>Healthier, Wealthier Children will consider extending coverage and</p>	



Intervention	When?	Who?	Measure / questions	Expected Impact
			<p>effectiveness to providing support to families in receipt of benefits. There will be an increase in local capacity to establish or enhance referral pathways. Plan and deliver training on child poverty, money matters and referral pathways for universal maternity and health visiting workforce.</p> <p>The IDEAS group will support eligible participants and recruit volunteers to provide information and advice.</p>	
SSSC – Benefits			Role out the new SSS benefits to eligible families including Pregnancy and Baby Payments, Early Learning Payment School Age payments.	
Foodbank Referrals			Raise awareness of local foodbank support that is offered including financial awareness and support.	





Intervention	When?	Who?	Measure / questions	Expected Impact
Reduce the Cost of the School Day within Secondary, Primary and Early Years Establishments			<p>Train local champions to raise awareness and share good practice across all schools.</p> <p>Provide children and families with food and play activities during the holiday and weekend period to reduce food insecurity.</p> <p>Provide funding to families in receipt of free school meals to impact on food insecurity during the weekend and holiday period.</p>	
Inverclyde Attainment Challenge in Schools				<p>Increase in Attainment for targeted groups of pupils in literacy and numeracy.</p> <p>Increase in teachers knowledge and skills to engage children in learning in literacy and numeracy.</p> <p>Increase in confidence in assessment and planning</p> <p>Increase in parental awareness of children's learning in literacy and numeracy.</p>



Intervention	When?	Who?	Measure / questions	Expected Impact
Employability			Provide 12 Apprenticeship opportunities for young people unlikely to gain attainment in school.	

### 2020-2023- Medium term plan

To maximum social security and benefits in kind for eligible children and families living in low income

What data/ evidence informs these priorities	Outcomes	How are you going to achieve it? / Interventions	How are you going to measure the impact? What questions are you going to ask?	Expected Impact
To support priority groups to ensure that they receive support and advices they need to increase their skills and move into work employment and training.				



What data/ evidence informs these priorities	Outcomes	How are you going to achieve it? / Interventions	How are you going to measure the impact? What questions are you going to ask?	Expected Impact
To provide enablers such as affordable child care and transport to reduce the cost of living for families on low income				
What data/ evidence informs these priorities	Outcomes	How are you going to achieve it? / Interventions	How are you going to measure the impact? What questions are you going to ask?	Expected Impact



**NHS Greater Glasgow and Clyde**

**Public Health Standing Committee**  
**17 April 2019**

**Paper No: You will be given this**

**Dr Sonya Scott, Consultant in Public Health**  
**Dr Noreen Shields, Planning and Development Manager**

### **NHS GGC Child Poverty Action Report 2018**

#### **Recommendations**

The Public Health Committee is asked to:

- Note the work undertaken by NHS GGC staff in 2018/19 to meet our statutory duty to contribute to reductions in child poverty rates in Scotland.
- Approve the planned deployment of health resource in pursuit of reduced child poverty levels in 2019/20 as described in our six local area child poverty action reports and summarised in this paper.
- Note the wider partner actions undertaken and planned to reduce child poverty in each of our six community planning partnership areas and continue to influence development of these through appropriate local partnership structures.

#### **Purpose of Paper**

This paper aims to summarise the range of activities undertaken in 2018/19 by NHS GGC staff which contribute to reducing child poverty rates in Scotland and outline planned future actions for approval.

#### **Summary of Key Messages:**

- The NHS has a new statutory duty to report in partnership with local authorities, action taken to reduce child poverty and maximise the incomes of pregnant women and families with children.
- A range of activity has been undertaken by corporate, acute and health and social care partnership (HSCP) health staff to contribute to reducing child poverty across Greater Glasgow and Clyde (GGC).
- Employability actions have focused on promoting NHS career opportunities and pathways into NHS employment via a range of activity including awareness and guidance sessions for unemployed people in the community and awareness and guidance training sessions for staff in Jobcentre Plus and employability advisors in partner agencies.
- Work has also been undertaken to understand and support staff financial wellbeing, with training for managers on universal credit and available sources of support for staff experiencing money worries.
- There has been a substantial amount of work undertaken to refresh and extend the Healthier, Wealthier Children Programme (HWC)<sup>3</sup>, including staff information and training sessions and the development of staff support materials and promotional materials.
- HWC continues to result in substantial financial gains for families resident in GGC.

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<sup>3</sup> HWC is a programme routine enquiry about family financial wellbeing by maternity and health visiting staff and referral to money advice services where required.

- An innovative and enhanced model of co-located money advice support for families has been piloted with our Special Needs in Pregnancy Service, highlighting the significant financial vulnerabilities of this patient group (average household income <£6000).
- Co-location of money advice services in GP practices in deprived areas has been successfully piloted.
- Evidence and data briefings have been produced and a development session hosted by NHS GGC to support evidence-informed action in partner local authority areas.
- In 2019/20 there will be a continued focus on improving the practice of routine enquiry of financial wellbeing. We will develop electronic referral pathways into money advice services for health visitors and in some HSCP areas pilot the co-location of money advisors with vaccination clinics in deprived communities. We will also explore how we can have a focus on parents within our employability programmes and understand current gains from community benefits with a view to maximising for children and families.

### **Any Patient Safety/Patient Experience issues**

This work seeks to improve patient experience by ensuring assessment and treatment of social health has parity with physical and mental health.

### **Any Financial Implications from this Paper**

NHS GGC received a small amount of funding (£2, 640) to provide for one month of a band 7 officer's time to report on child poverty reduction actions and an additional £63, 750 to: enhance referral pathways from maternity and children's services into money advice services, provide training for midwives and health visitors on family financial wellbeing and provide capacity in money advice services for responding to referrals from maternal and child services.

A recent review of NHS GGC's Healthier Wealthier Children (HWC) programme<sup>4</sup> noted the precarious nature of funding for money advice services, which are often reliant on non-recurrent funding and funding from charitable sources.

NHS GGC's Child Poverty Strategy seeks to ensure maximal community benefits are gained from our procurement spend.

### **Any Staffing Implications from this Paper**

Effective action requires strategic leadership on a board-wide and community planning partnership-specific basis and therefore time of health staff working in corporate and acute directorates and health and social care partnerships.

The new statutory duty requires that midwives and health visitors in particular, support action to maximise the incomes of pregnant women and families with children.

### **Any Equality Implications from this Paper**

Some members of our population are at greater risk of experiencing poverty in childhood. Action to reduce child poverty should therefore particularly benefit children of lone and/or young parents, children with disabilities and/or children of parents with a disability and black and minority ethnic children.

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<sup>4</sup> Naven, L. Review of Healthier, Wealthier Children (HWC) in NHS Greater Glasgow and Clyde. Glasgow Centre for Population Health. 2018. Available at: [https://www.gcph.co.uk/assets/0000/6927/Review\\_of\\_Healthier\\_Wealthier\\_Children\\_HWC\\_for\\_Financial\\_Inclusion\\_Group.pdf](https://www.gcph.co.uk/assets/0000/6927/Review_of_Healthier_Wealthier_Children_HWC_for_Financial_Inclusion_Group.pdf) [Accessed 4 February 2019]

**Any Health Inequalities Implications from this Paper**

Health inequalities are fundamentally caused by inequalities in income, resource and power. Work to reduce child poverty will contribute to reduced inequalities in income and therefore inequalities in health outcomes.

**Has a risk assessment been carried out for this issue? If yes, please detail the outcome.**

No

**Highlight the Corporate Plan priorities to which your paper relates**

Produce and implement joint reports and plans on tackling child poverty including maintaining and developing the healthier, wealthier children programme and exploring how to use our role as an employer and procurer of goods and services to help tackle child poverty.

**Authors – Sonya Scott and Noreen Shields.**

**Tel No – 01412014888**

**Date –**

## • NHS Greater Glasgow and Clyde Child Poverty Report 2018/19

### 1. Purpose

This paper aims to summarise the range of activities undertaken in 2018/19 by NHS GGC staff which contribute to reducing child poverty rates in Scotland and outline planned future actions for approval.

### 2. Background

The Child Poverty (Scotland) Act 2017 placed a new statutory duty on health boards to maximise the incomes of pregnant women and families with children and to jointly plan and report on these and other actions taken to reduce child poverty in each local authority area. The submission deadline for the first local area action reports is 30<sup>th</sup> June 2019.

Family poverty is associated with a range of health risks and adverse outcomes including unplanned pregnancy, smoking in pregnancy, stillbirth, injury in childhood, child neglect and maltreatment, emotional and behavioural problems and adverse health-related behaviours. Furthermore it is now known that household income is a cause factor in a child's cognitive, emotional, behavioural and physical development. It is estimated that £78 billion (£1 in every £5) is spent in the public sector each year dealing with the consequences of poverty.

Twenty-nine percent of children are living in relative poverty after housing costs<sup>5</sup> in NHS GGC. Over 40% of all children in poverty in Scotland are in the Greater Glasgow and Clyde Valley Region. Rates vary across local authority areas from 1 in 7 children in East Dunbartonshire and East Renfrewshire to 1 in 3 in Glasgow City. As a result of welfare reform it is predicted that if we do nothing child poverty rates in Scotland will increase from 26% to 38% by 2030.

Child Poverty is not inevitable, indeed rates halved in the UK between 1997 and 2012. The causes of poverty are often confused with the consequences which can impede progress in reducing rates of poverty. The new legislation and accompanying guidance makes clear that poverty is caused by the costs of essential goods and services outstripping household income from employment and/or social security. It requires local authorities and health boards to work with other community planning partners to consider and act on powers they have to maximise incomes and reduce costs for families.

In 2018/19 NHS GGC received Scottish Government funding of £2, 641 to report on child poverty actions and an additional £63, 750 to enhance the Healthier Wealthier Children (HWC) Programme. HWC is a programme of routine assessment of the financial wellbeing of pregnant women and families with children by health staff and where required referral into money advice services. This programme was established in NHS GGC in 2010. In the last eight years the programme has resulted in over £20 million financial gain for families living in GGC. Due to its success in NHS GGC it is currently being rolled out across all Scottish health boards. Recent funding has been provided to: enhance or develop referral pathways from maternity and children's health services into money advice services, provide training on addressing family financial wellbeing for midwives and health visitors and/or fund increased capacity within money advice services to respond to referrals from maternity and children's health services.

The majority of HWC monies (£35812) were disbursed according to the national funding formula to Health and Social Care Partnership (HSCP) health improvement teams. These

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<sup>5</sup> defined as living in a household with less than 60% of the average household income for equivalent family size and composition

teams have been strategically leading HWC in their areas since 2013. The remaining £27938 (including South Glasgow and Renfrewshire's HWC funding) has been used to fund continued provision of a co-located money advice service with our Special Needs in Pregnancy Service.

### 3. Approach

While statutory responsibility for local area planning and reporting falls to the NHS and Local Authority the guidance accompanying the legislation states, "we know that solving poverty requires collaborative working across a range of partnerships. In many cases it will make sense for the Community Planning Partnership process to provide a helpful vehicle to coordinate reports."

Community Planning Partnerships (or similar partnership fora e.g. Glasgow City Poverty Leadership Panel) have therefore often been the structures through which local partnership strategies have been created, agreed and delivered.

Health staff have contributed to reducing child poverty on both a board-wide and locally specific basis. Board-wide actions are delivered through the following existing strategic groups: The Financial Inclusion Group, The Employment and Health Strategic Group and The Equalities and Health Group. At a local level health improvement staff in health and social care partnerships have been integral to, sometimes leading, local partnership planning processes.

NHS GGC staff can and have taken action to increase family incomes and reduce family costs in our role as an employer and in the provision of our service. Staff have also advocated evidence informed action to relevant partners where authority for action lies out with our control. Appendix 1 describes the range of action undertaken in 2018/19 within these categories.

### Impact

Action to maximise incomes and reduce costs for pregnant women and families with children through Healthier, Wealthier Children and the Neonatal Expenses Fund have resulted in the financial gains for families in NHS GGC detailed in tables 2 and 3. Referrals and average financial gain have increased substantially between 2017 and 2018 for all services. This could be the result of improved detection of need and/or increasing levels of financial needs.

**Table 2. Healthier Wealthier Children referrals and financial gain Jan-Dec 2017 & 2018**

Year	Midwifery referrals	Health visiting referrals	Other referrals*	Average gain per family p.a.	Total gain
2017	293	1581	708	£2,100**	£2,498,258
2018	304 (4% ↑)	1965 (24% ↑)	767 (8% ↑)	£2,533**	£4,415,769

\*GPs and health care assistants

\*\*Approximately 46% of those referred take up the referral.

**Table 3. Money advice referrals from wards and Family Support and Information Service (FSIS) in the Royal Hospital for Children (RHC) and families supported through the Neonatal Expenses Fund 17/18 &**



#### 18/19 (Q1-3)

	Number of families supported	Average gain per family p.a.	Income gained
<b>17/18</b>			
Referrals to money advice services from RHC wards and FSIS	361	£6,743	£2,434,358 (income)
<b>18/19 (Q1-Q3)</b>			
Referrals to money advice services from RHC wards and FSIS	332	£8,024	£2,664,077
Neonatal expenses fund	206	£195	£40,201

#### 4. Future Areas of Development

Appendix 2 details child poverty reduction-relevant actions which are planned for 2019/20.

#### 5. Challenges

- Local action to reduce child poverty necessarily requires relationships, intelligence and influence across a complex range of internal and external policy areas.
- Funding to NHS boards has been provided for one month of reporting activity only and being the same for all boards does not reflect local levels of child poverty or the number of local authority reporting partners.
- Despite clear and compelling evidence of effectiveness in maximising incomes, referral rates from maternity and health visiting services into money advice service are less than we might expect, more work is required to develop relationships between health and money advice services, embed routine enquiry in practice and reduce stigma of accepting a money advice referral.
- Demand for money advice services is increasing at a time of static or decreased funding<sup>6</sup>.

#### 6. Recommendations

The Public Health Committee is asked to:

- Note the work undertaken by NHS GGC staff in 2018/19 to meet our statutory duty to contribute to reductions in child poverty rates in Scotland.
- Approve the planned deployment of health resource in pursuit of reduced child poverty levels in 2019/20 as described in our six local area child poverty action reports and summarised in this paper.
- Note the wider partner actions undertaken and planned to reduce child poverty in each of our six community planning partnership areas and continue to influence development of these through appropriate local partnership structures.

<sup>6</sup> The Improvement Service. *Money Advice Services – Investing in the Future*. 2018. Available from: [http://www.improvementservice.org.uk/documents/em\\_briefing\\_notes/em-briefing-future-money-advice-svcs.pdf](http://www.improvementservice.org.uk/documents/em_briefing_notes/em-briefing-future-money-advice-svcs.pdf) [Accessed Feb 2019].

**Actions undertaken by NHSGGC staff to maximise incomes and reduce costs for families in 2018/19**

A	Employer-related actions	Poverty driver	Partners involved	Priority Groups <sup>7</sup>	How measure success?	Timeframe
A1	<p>Promotion of NHS career opportunities and pathways into NHS employment via:</p> <ul style="list-style-type: none"> <li>schools engagement activity</li> <li>awareness and guidance sessions for unemployed people in the community</li> <li>awareness and guidance training sessions for staff in JobcentrePlus and employability advisors in partner agencies</li> <li>college visits</li> <li>attendance at community jobs fairs and careers events</li> </ul> <p>. A total of 84 events have been hosted in 2018/19</p>	Income from employment	<p>NHS Workforce Employability Team Local Authority Education Services Developing the Young Workforce Regional Groups Jobcentre Plus Clyde Gateway Rosemount Learning Centre Prince's Trust Jobs and Business Glasgow</p>	All	May be possible in future to report activity by SIMD of school, community organisation and report the number of parents reached.	2018/19
A2	NHSGGC pre-employment training programme delivered to 21 people, 13 of whom gained employment following the programme, 11 within NHSGGC.	Income from employment	<p>NHS GGC Workforce Employability Team Clyde Gateway and partner agencies</p>	All	Number of people supported into good quality employment.	2018/19
A3	<p>Apprenticeship opportunities provided for young people including:</p> <ul style="list-style-type: none"> <li>3 Foundation Apprenticeship Engineering placements for senior phase school pupils hosted by hospital based Estates Teams</li> </ul>	Income from employment	<p>NHS GGC Workforce Employability Team and range of services across NHS accepting MAs.</p>	All	Number of apprentices securing positive destination	2018/19

<sup>7</sup> Lone parents, families with disabled member, families with child aged <1y, families with three or more children, BME families.

	<ul style="list-style-type: none"> <li>Modern Apprenticeship Programme recruitment (20 MAs starting with NHSGGC in next 6 months).</li> </ul>				following programme.	
A4	Research on staff financial health needs and creation of an action plan to address those needs.	Income from employment, social security, reduced costs and mitigation of impact.	Public Health, staff participants across range of directorates.	All	As below for actions A5-A7	2018/19
A5	Poverty Awareness training for HR, occupational health and support and information services staff, delivered by Public Health Staff in partnership with Poverty Alliance and Child Poverty Action Group. Training content included Welfare Reform and 'in work' benefits, the rise in 'in work' poverty and the impact of poverty, how to raise the issue of money, the support and resources available and appropriate pathways for referral and signposting staff.	Income from employment, social security, reduced costs and mitigation of impact	Public Health Poverty Alliance Child Poverty Action Group	All	Number of staff trained (100 in 2018/19) Pre and post training assessments  Explore feasibility of monitoring number of staff supported through support and information services.	2018-20
A6.	Money advice information to be included with standard Payroll letters informing staff of either move from full to half or half to no pay during sickness absence or recovery arrangements for overpayments.	Income from social security. Reducing household costs.	HR and Payroll staff.	All	Standardisation of process.	2018/19

A7.	Money and debt advice webpage developed for managers and staff on NHSGGC intranet.	Income from social security. Reducing household costs. Mitigation of impact.	Public Health	All	Number of visits to website.	2018/19
A8.	Continued provision and promotion of family-friendly working policies and opportunities.	Income from employment and reduced costs.	HR	All but may particularly benefit lone parents and families with disability.	.	Ongoing
A9.	Continued provision of monthly payment scheme for annual travel cards for staff.	Reduced costs	First Glasgow, ScotRail, Scottish Passenger Transport.		890 staff benefited during 2018 calendar year.	Ongoing
A10	Provision of educational bursaries to support in-work progression for staff.	Income from employment	Learning and Education Team.	All	Number of applications received and awarded by job band.	2018/19
<b>B</b>	<b>Service-related actions</b>	<b>Poverty driver</b>	<b>Partners involved</b>	<b>Priority Groups</b>	<b>How measure success?</b>	<b>Timescale</b>
B1	Four child poverty information sessions reaching 70 staff in total across all HSCP areas, two chaired by Director of Nursing and in collaboration with University of Stirling, to raise awareness of new child poverty legislation and new statutory income maximisation duty , provided for health visiting, family nurse and senior midwifery staff.	Income from social security. Reduced costs	Director of Nursing, public health, health visitors, midwives, family nurses, academic colleagues.	All	Post-event evaluation on knowledge and confidence responding to money worries	2018/19
B2	Development of refreshed staff and patient-facing	Income from	Public Health	All	Number of	2018/19

	materials to promote new statutory duty, routine enquiry of financial wellbeing, maternity benefits available and referral pathway into money advice services.	social security. Reduced costs	Communications colleagues		referrals from midwifery and health visiting colleagues into money advice services.	
B3	Development of materials for staff on sources of support for asylum seekers who have no recourse to public funds.	Mitigation of impact	Public Health	All particularly black and minority ethnic families.		2018/19
B4	Further development and promotion of a poverty and financial inclusion e-learning module for staff. 83 staff have completed in 11 months from 1/4/18	Income from social security, reduced costs and mitigation	Public Health	All	Number of staff completing e-module	Ongoing
B5	Face-to-face briefing sessions for new midwives and Royal Hospital for Children staff on assessment of family financial wellbeing. 32 new midwives and 16 RHC staff attended these briefings.	Income from social security, reduced costs and mitigation of impact.	Public Health, midwifery and paediatric staff.	All	Number of staff trained	2018/19
B6	Development of team-level training programme on raising issue of money worries for existing midwifery staff.	Income from social security and reduced costs	Public Health, Glasgow City Health Improvement.	Priority groups highlighted	Increased referrals from midwifery teams into money advice services.	2018/19
B7	Training for new health visitors on financial wellbeing, benefits of income maximisation, referral pathways and broader employability services available from money advice providers.	Income from social security and reduced costs	Public Health HSCP Health Improvement teams.	Priority groups highlighted	Increased referrals from health visiting teams into money advice	2018/20

					services.	
B8	Use of health visiting peer champions for promotion of routine financial health enquiry and referral in Glasgow City HSCP.	Income from social security and reduced costs	HSCP Children and Families Teams and Health Improvement	All	Increased referrals from health visiting teams into money advice services.	2018/20
B9	<p>Training and information for adult health service staff on assessment of patient financial wellbeing.</p> <p>Information provided at nursing induction sessions in both Greater Glasgow and Clyde.</p> <p>FI briefings provided to Diabetes MCN, Beatson and Pulmonary Rehab staff. 78 staff in total attended these sessions.</p>	Income from employment, social security, costs of living and mitigation of impact.	Public Health and range of community and acute adult service staff.	All	Number of staff attending sessions.	2018/19
B10	<p>Inclusion of a question on financial wellbeing in adult acute ward nursing admission documentation and associated staff training.</p> <p>Three training sessions for senior nursing staff and 26 ward briefings delivered.</p>	Income from employment, social security, costs of living and mitigation of impact.	Public Health and acute adult service nursing staff.	All		2018/19
B11	Development of a NHSGGC briefing for organisations representing priority groups on referral pathways from maternal and child services into money advice services.	Income from social security and reduced costs	Public Health		Increased referrals into money advice services for priority groups.	2018/19
B12	Management of the Financial Inclusion, Money Advice service in the Royal Hospital for Children (RHC) which provides parents/carers with a range of services to	Income from social security and reduced	Public Health	All	Number of families' supported,	Ongoing

	support their financial wellbeing including: benefits checking, income and expenditure support, financial capability and budgeting information debt management support, assistance with housing and eviction issues and energy advice. Parents and carers can also access emergency family funds and foodbank vouchers via the Family Support and Information Service co-located with the Financial Inclusion service at the RHC.	costs. Mitigation of impact.			average and total financial gain.	
B13	Management of neonatal expenses fund for parents or guardians with either premature or sick babies in neonatal care to claim reimbursement for food and travel expenses.	Reduced costs	Public Health	Families with child under age of one.	Number of families supported and average financial gain.	Ongoing
B14	Facilitation of co-location of money advice services with Special Needs in Pregnancy Service (SNIps) to target income maximisation support and advocacy to those with greatest financial health needs (e.g. average household income for this client group <£6000 per annum).	Income from employment, social security, reduced costs of living and mitigation of impact.	Third sector money advice service SNIps staff, Glasgow City and Renfrewshire HSCP Health Improvement, Public Health	All, particularly pregnant women, young families.	Number of families' supported, average and total financial gain.	Ongoing
B15	Development of electronic referral pathway into money advice services developed for health visiting staff.	Income from social security, reduced costs.	Public Health, children and families staff, e-health, local authority and third sector money advice providers	All	Increased number of referrals into money advice from health visiting.	2018/20
B16	Regular feedback to health visiting teams on money advice referrals and patterns.	Income from social security and reduced	HSCP health improvement teams	All	Increased number of referrals into	Ongoing

		costs.			money advice from health visiting.	
B17	Analysis of uptake of healthy start food vouchers for low income families to support ongoing promotion to families by midwifery and health visiting staff.	Income from social security	Public Health, midwifery and health visiting teams.	All, particularly Pregnant women and families with children under one.	Increased uptake of health start benefit.	2018/20
B18	Survey of family financial health needs undertaken for families of children with disabilities attending child development centres.	Income from social security and reduced costs.	Families with lived experience of poverty. Specialist Children's Services. Glasgow City Council, Third sector Carers' Centre and Money Advice Services Public Health, Glasgow City HSCP Health Improvement.	Families with a disabled household member.	Increased money advice referrals from CDC staff. Average financial gain of £5000 per family supported.	2018/19
B19	Proposal developed and funding secured for research into the financial impact of pregnancy and possible cost-related barriers to attending antenatal care for low income families living in NHS GGC	Reduce costs, mitigation of impact.	NHS Health Scotland, NHS Ayrshire and Arran, Glasgow Centre for Population Health (GCPH), The Poverty Alliance, Child Poverty Action Group, Midwives, Family Nurses, Health Visitors,	All, with particular focus on pregnant women and families with children under one year and	Funding secured.	2018/19



			Public Health.	inclusion of BME families.		
B20	Financial incentives for pregnant women to stop smoking in pregnancy.	Mitigate impact of poverty	Midwives, Lead Midwives, University of Glasgow, Corporate Communications, HSCP Health Improvement Teams, eHealth, Public Health Directorate, Quit Your Way Services (Pregnancy, Pharmacy, Community, Acute)	All eligible pregnant women.	Number of women who receive full incentives by SIMD.  Number and rate of women who maintain quit at 12 and 24 weeks post-quit date.	2018/20
B21	Colocation of money advice service in nine GP practices in deprived areas in North East Glasgow. Over 350 people supported in the first three quarters of 2018/19 with total financial gain of £1,148,423 for those benefiting financially.	Income from social security and reduced costs	Money Advice services, Clyde Gateway, Primary Care Teams, Glasgow City Health Improvement Team	All	Total and average financial gain	2018/19
<b>C</b>	<b>Advocacy</b>	<b>Poverty driver</b>	<b>Partners involved</b>	<b>Priority Groups</b>	<b>How measure success?</b>	<b>Timescale</b>
C1	Child Poverty Action network for local authority and HSCP leads established to co-ordinate board-wide and local area action and to share evidence and best practice across GGC.	All	All six local authorities and HSPCs, NHS Health Scotland, Public Health.	All	A number of supporting resources have been developed for local areas including an evidence	2018 -

					briefing and data guide.	
C2	Development session for local area child poverty leads organised with input from NHS Health Scotland, The Improvement Service and the Scottish Poverty and Inequalities Research Unit – focus on advocacy of automation of local area benefits and return on investment from referrals into money advice services from health service sources.	All	All six local authorities and HSPCs, NHS Health Scotland, The Improvement Service, GCPH, Public Health.	All	A number of areas are now exploring automation of local benefits.	2018/19
C3	Presentations on impact of child poverty on health, new statutory duty and evidence base for local action presented to: - NHS GGC Board Heads of Children's Health and Social Care Services and Area Partnership Forum and also -partnership forums in each local authority area -the national Scottish Local Authority Economic Development Conference.	All	Public Health	Priority risk groups highlighted.	Child Poverty plans discussed at and endorsed by senior strategic partnership committees.	2018/19
C4	Guidance on evidence informed action to reduce child poverty at a local level produced.	All	Public Health	All		2018/19
C5	Guidance on data available at local authority level to measure poverty and its drivers produced.	All	Public Health	All	Indicators being used in local child poverty action reports	2018/19
C6	A range of articles produced for staff news, core brief and hot topics related to child poverty.	All	Communication Staff and Public Health	All	Increased awareness of child poverty legislation amongst staff	2018/19
C7	A blog on evidence informed local action to reduce child poverty written for GCPH -	All	Public Health and GCPH	All	Increased awareness of	2018/19

	<a href="https://www.gcph.co.uk/latest/news/861_poverty_isn_t_in_evitable_local_action_is_possible">https://www.gcph.co.uk/latest/news/861_poverty_isn_t_in_evitable_local_action_is_possible</a>				causes of poverty and evidence informed actions which can be taken at local level in local policy makers and practitioners	
C8	A blog on the benefits of integrating money advice into primary care health services written for GCPH <a href="https://www.gcph.co.uk/latest/news/877_at_the_deep_end_integrating_money_advice_workers_into_gp_practices">https://www.gcph.co.uk/latest/news/877_at_the_deep_end_integrating_money_advice_workers_into_gp_practices</a>	All	Glasgow City Health Improvement Team and GCPH	All	Further roll out of co-location of money advice support in general practice.	2018/19

## APPENDIX 2. Planned actions to maximise incomes and reduce costs for families in 2019/20

FA	Employer related actions	Poverty driver	Partners involved	Priority Groups	How measure success?	Timeframe
FA.1	Implementation of the NHS GGC Widening Access to Employment Strategy recommendations with specific action to support parents to access NHS job opportunities	Income from employment.	Widening Access to Employment Strategic Group, Workforce Employability Lead, Public Health Employability partner agencies	All	Number of parents accessing employability programmes going on to sustained employment.	2019/20
FA.2	Explore how we could optimise the impact of our procurement spend on local job creation and/or job quality for low-wage employees <sup>8</sup> .	Income from employment	Head of Procurement, Commodity Manager Corporate Services, Public Health	All	Number and type of community benefits gain through capital spend and contracted services.	2019/20
FA.3	Plans in place to deliver Poverty Awareness training to Payroll staff in 2019/2020	Income from employment, social security, reduced costs and mitigation of impact.	Public Health	All	Number of staff trained. Pre and post-training assessments.	2019/20
FA.3	Include information on support for financial wellbeing in attendance	Income from social security and reducing costs of	Public Health and HR	All	Staff know sources of support for financial wellbeing.	2019/20

<sup>8</sup> Earning less than £17,550 per year whilst working full-time (based on living wage rate of £9 per hour and 37.5h week.

	management policy guidance and processes.	living.				
FA.4	Payslip messages signposting to sources of money advice and support to be issued quarterly from April 2019.	Income from social security and reduced costs of living.	Public Health and Payroll colleagues.	All	Staff know sources of support for financial wellbeing.	2019/20
<b>FB</b>	<b>Service-related actions</b>	<b>Poverty driver</b>	<b>Partners involved</b>	<b>Priority Groups</b>	<b>How measure success?</b>	<b>Timeframe</b>
FB.1	Develop electronic prompt for routine financial health enquiry and promotion of Best Start Pregnancy and Baby grant at 22 week antenatal appointment.	Income from social security.	Maternity services, Public Health.	All, particularly pregnant women	Midwifery referrals to money advice services increase. High levels of uptake of Best Start Pregnancy and Baby Grant in GCC	2019/20
FB.2	Explore development of electronic prompt for promotion of Best Start Grant Nursery and School grant payments at 27month and pre-school health visiting assessments on EMIS Web.	Income from social security	Children and Families, e-Health, Public Health	All	High levels of uptake of Best Start Nursery and School grant payments in GGC.	2019-21
FB.3	Develop quality assurance process for electronic referrals into money advice services from maternity service IT system.	Income from social security and reduced costs of living.	Maternity services, public health, money advice providers.	All, particularly pregnant women.	We can evidence referrals made are being received by the eleven money advice providers across GGC.	2019/20

FB.4	Facilitate targeted co-location of money advice services in vaccination settings in East Dunbartonshire, East Renfrewshire HSCPs.	Income from social security and reduced costs of living.	Children and Families teams, money advice services, health improvement teams.	All particularly families with a child under the age of one.	Referrals made, families engaging with service and financial gain.	2019/20
FB.5	Provide dedicated money advice support for family nurses in North East Glasgow City.	Income from social security, reduced costs of living.	Family nurses, health improvement staff.	All, particular young parents.		2019/20
FB.6	Expand provision of co-located money advice service in GP practices in Glasgow	Income from social security, reduced cost of living	Money advice services, primary care teams, Glasgow Health Improvement Team.	All	Referrals made, average and total financial gain	2019/29
FB.7	Raise awareness of child poverty legislation, statutory duty and available support services with GPs working in Deep End practices.	All	GPs, public health.	All	Increased referrals to money advice services from primary care.	2019/20
FB.8	Undertake research into the cost of the pregnancy pathway to explore the financial impact of pregnancy on low income families and how services can mitigate, given	Reduce costs, mitigation of impact.	Families with lived experience of poverty, NHS Health Scotland, NHS Ayrshire and Arran, GCPH, The Poverty	All, with particular focus on pregnant women and families with children under one year and inclusion of BME families.	Breadth of participants recruited. Useful insights and actionable recommendations generated.	2019/20

	evidence that this can be a point of transition to poverty for some families.		Alliance, Child Poverty Action Group, Midwives, Family Nurses, Health Visitors, Public Health.			
FB.9	Develop questions on money worries for Children's Hospital admission documentation.	Income from social security, reduce costs, mitigation of impact.	Public Health, acute children's services.	All	Families are routinely asked about social health when child admitted for acute care.	2019/20
FB.10	Disseminate findings of family financial health needs of families attending child development centre (CDC) to improve pathways into support services for families of disabled children.	Income from social security, reduce costs.	Public health, specialist children's services	Families with a disabled child	CDC staff are aware of new statutory duty on child poverty, the likely levels of need in families using their service and the benefits or referring to money advice services.  Referrals into money advice from CDC's increase.	2019/20
FB.11	Develop child poverty microsite for staff, partners and general public on causes, relevance for health, local rates and current NHS actions.	NA	Public Health	All	Number of visits to site	2019/20
FB.12	Continue to deliver and improve routine financial	Income from social security and	Maternity, family nurse, children and	All, with focus on pregnant women	Recorded enquiry Referrals made	Ongoing.

	health enquiry and referral into money advice in midwifery, family nurse and health visiting services.	reduced costs of living.	family services, public health and health improvement.	and young parents.	Number of families engaged Total and average financial gain.	
FB.13	Continue to monitor and feedback on income maximisation referrals from maternal and child services.	Income from social security and reduced costs of living.	Public health and health improvement in HSCPs	All	Increasing enquiry and referrals made.	Ongoing.
FB.14	Research into the prevalence of financial hardship in families of children attending outpatient ENT clinics in Royal Hospital for Children	Income from social security, reduced costs.	ENT staff, public health, service users.	All	Completion of results with actionable recommendations to improve health and/or care.	2019/20
<b>FC</b>	<b>Advocacy</b>	<b>Poverty Driver</b>	<b>Partners involved</b>	<b>Priority Groups</b>	<b>How measure success?</b>	<b>Timeframe</b>
FC.1	Analysis and reporting, in partnership with GCPH, on indicators of child poverty and economic, housing, childcare and transport drivers in the Glasgow and Clyde Valley Region.	Income from employment and costs of living.	GCPH, Glasgow City Region, Glasgow City Council, Children's Specialist Services, Public Health, Health Improvement.	All	There is a greater understanding of levels and distribution of determinants of child poverty amongst relevant senior decision makers across GGC	2019/20



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