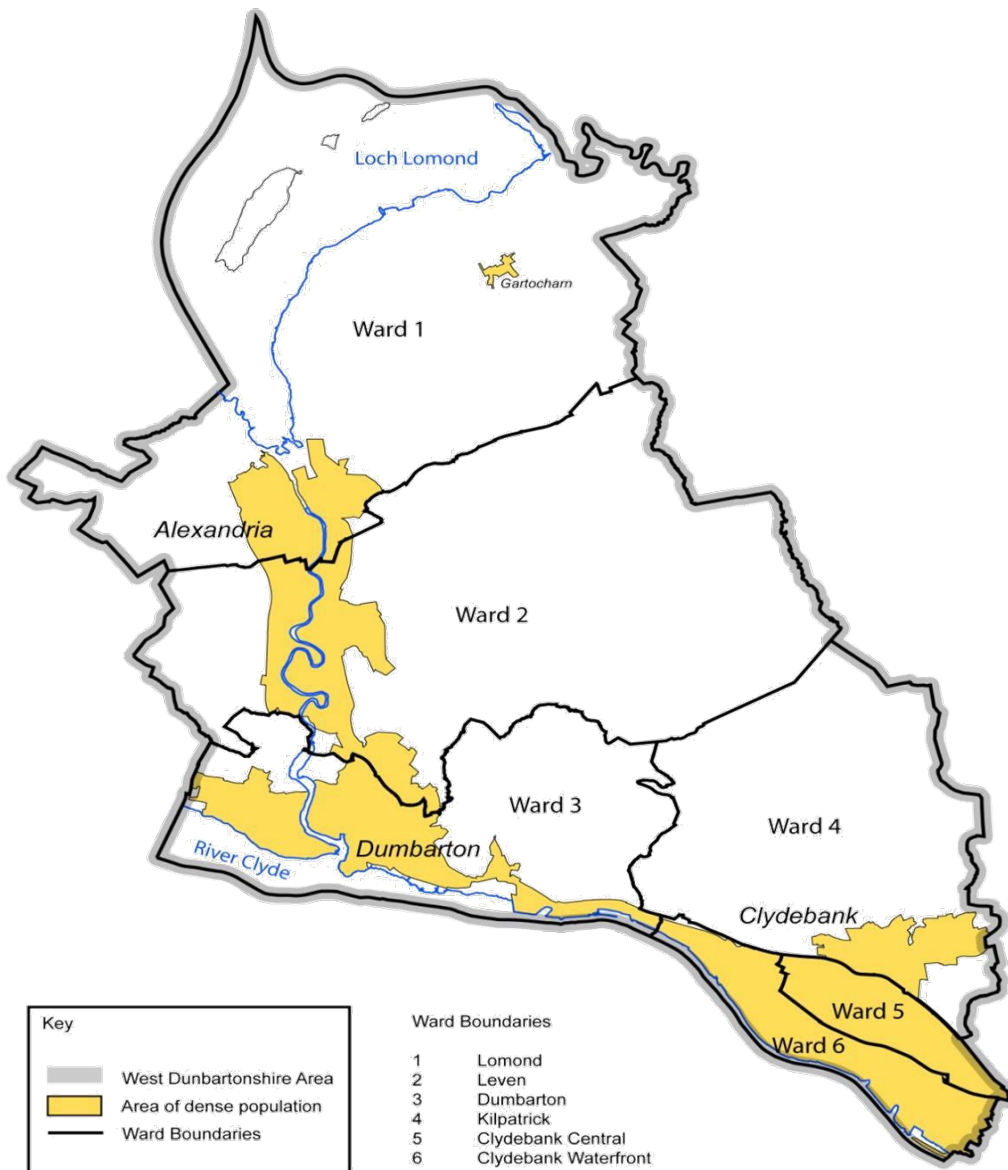


West Dunbartonshire: Local Child Poverty Action Annual Report 2022-2023.



West Dunbartonshire Multi Member Ward Map



West Dunbartonshire Local Child Poverty Action Report 2022/2023

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Foreword

There are a number of ways to define and measure poverty in the UK. In general terms, relative poverty means that compared to the prevailing standards of living in a given society, some people are less well off than others.

We know people are relatively poor if their standard of living is lower than the level most others expect and take for granted. Children may have decent housing and enough food, but if their parents can't afford to put the heating on at home, this will impact on their quality of life. Families and children can have mobile phones, mobile devices and computers, but may not have sufficient connectivity to use the equipment for everyday activity. Children can have decent clothes and footwear for school, but remain disadvantaged if their parents don't have enough money for them to go on the same school trips as their classmates. Unfortunately, these contradictions have always been a reality for some children in Clydebank, Dumbarton and the Vale of Leven.

We also know that people in West Dunbartonshire are facing an economic crisis on a scale that has not been experienced for decades. The price of petrol and power bills are reaching record highs; food prices are increasing almost daily as inflation hits its highest rate for 30 years; and years of cuts to social security have left many exposed to unexpected shocks. As was the case in the pandemic, this economic and cost of living crisis will affect everyone to some extent. Many, who have been able to get by until now, will be pushed into poverty, and those who are already struggling will be pushed into desperation.

While it is clear there will be significant challenges ahead and these will have an impact on household living standards, we know the worst effects are likely to be felt most severely by those already most disadvantaged; with children in less well-off families being the most vulnerable of all.

These are the things we know and these challenges are our motivation to take decisive action. Recently this has comprised of a number of pro-active cost of living measures. These include, for example, support for the most vulnerable to meet some of their most immediate fuel costs and emergency food needs. We have also supported families during the school summer holidays when additional demands are placed on their finances by children who simply want to take part in the same activities as their friends. We have also supported community groups so that they can assist families and individuals in our community.

This report takes that action into account and reinforces our commitment to addressing child poverty. This is done by illustrating a broad range of activity that addresses the drivers of poverty and is set around: income maximisation; cost reduction; and help in other ways. All of which is designed to improve the quality of life for families living in West Dunbartonshire.

The report has been developed as a working document and the expectation is that by providing this as a key reference point, we will raise awareness of available services and their aims and actions. As a result, our services are more accessible for our residents.

More than accessible services, we want to develop actions and services that are based on a keen understanding of people's lived experience and are which are non-judgemental. We also aim to deliver services that are insightful because they understand and respond to people's needs and aspirations. Furthermore, by drawing on the professionalism, knowledge and commitment of staff in the Council and beyond we aim to develop responsive and collaborative approaches that meet these needs.

In effect we are seeking to establish services that are characterised by empathy, services that are insightful; and services, that above all, are kind. There are clear examples of that in this document. That is why I am happy to endorse this report and urge everyone to make use of it as a key resource for tackling child poverty in West Dunbartonshire.

Councillor Gurpreet Singh Johal

Key Messages

The Child Poverty (Scotland) Act 2017 requires the Scottish Government to meet four income based child poverty targets by 2030. Local Authorities in partnership with NHS Health Boards have a duty in this legislation to produce a local child poverty annual report that outlines what they are doing to contribute to national targets.

The headline measures of poverty are defined as:

Relative Poverty: This is the incidence of children living in households with an annual equivalised net income that is less than 60% of median income. While **Persistent Poverty** is the incidence of children that have lived in relative poverty for at least three years.

Combined Low Income and Material Deprivation is the incidence of children living in households whose equivalised annual net income is less than 70% of median equivalised net household income and experiences material deprivation in the year.

The evidence suggests that child poverty in Scotland is driven by structural or institutional factors. These factors include:

- (limited) Income from social security.
- (limited) Income from employment.
- (disparity between income and) Costs of living, including housing, food and fuel costs, the poverty premium, the costs of the school day, and the extra, unavoidable costs of disability.

Almost 90% of all children in poverty in Scotland live within these six priority family types, including:

- Lone Parent Families
- Disabled
- 3+ Children
- Minority Ethnic
- Youngest Child <1 year old
- Mothers Younger than 25 Years

In West Dunbartonshire we have added three additional family groupings to those we perceive to be most in need. These are family groups are those:

- With experience of the care system.
- With caring responsibilities.
- Living in areas of high material deprivation.

The latest figures show that 15,484 of the population (88,340) in West Dunbartonshire are children between the age of 0 and 15 years.

Child poverty indicators state that:

- 4,696 children in West Dunbartonshire are living in poverty (after housing costs);
- This represents approximately 27.6% of the children in West Dunbartonshire.

In 2020/2021 child poverty had decreased from the previous year by 3.4% and was equal to the level in 2014/15. However, the figure in 2021/22 has increased and is now higher than the 2014 baseline figure.

The figure of 27.6% for West Dunbartonshire remains higher than the Scottish (24.5%) and NHS Greater Glasgow and Clyde average (23%).

Save the Children¹ provide some indication of the reason for the sudden improvement in child poverty rates throughout Scotland in their blog ‘Child Poverty in Scotland: What the Numbers tell us’. They say:

‘...although the number of children in poverty in 2020/21 was still unacceptably high, most local authority areas in Scotland did see a slight drop in child poverty rates as compared with 2014/15. It is roundly accepted that this was a result of the temporary £20 increase to Universal Credit payments – which has since been cut’.

In effect, child poverty remains a real cause for concern.

West Dunbartonshire Council through Community Planning West Dunbartonshire aims to develop, deliver and manage strategic and operational activities that will focus on reducing the average levels of child poverty after housing in West Dunbartonshire.

Our aspiration is to reduce the absolute number of children in poverty and close the gap with the comparable figure for child poverty after housing in the NHS Greater Glasgow and Clyde area.

We will do this by will focussing on activities that will:

- **Maximise income from work.** Supporting family members to seek and secure employment.
- **Maximise benefit entitlement.** Ensuring families secure full benefit entitlement, including passported benefits.
- **Reduce the cost of living for families.** Supporting families to manage debt and secure financial support at trigger points in their lives and manage their cost of living more effectively.
- **Provide help in other ways.** Providing access to opportunities and support that will help families to address the cause and effect of poverty. For example, dealing with, food and fuel insecurity, period poverty, digital exclusion.

These activities will be delivered either by West Dunbartonshire Council staff, staff in partnership organisations and/or by organisations contracted or grant-funded to deliver specialist services. Irrespective of the method and delivery organisation we will be committed to fair working practices that commit us to maintaining a positive and inclusive working environment and organisational culture where all the workforce have rights to fair treatment, respect and continuous professional development.

This is our fourth Local Child Poverty Annual Report. In it we provide details of the activity that is tackling child poverty and the contact details for those who want to find out more about the work that is going on.

We hope that the report will be used to access these resources and develop further actions and services that will lead to:

‘Improved Life chances for all Children, Young People and Families’ in West Dunbartonshire’.

¹ [Child Poverty in Scotland: What the Numbers Tell Us \(savethechildren.org.uk\)](https://www.savethechildren.org.uk) (accessed August 2021)

Background

The Scottish Child Poverty Strategy is a framework aimed at reducing the number of children living in poverty in Scotland. It provides a series of targets to eradicate child poverty by 2030 and sets out plans to achieve them through a combination of targeted interventions, policies, and public service reform.

The strategy focuses on enhancing family incomes, improving employability and employment opportunities for parents, providing better education and training opportunities, and boosting support for families and communities.

Further details about the child poverty legislation can be found on the Scottish Government website at: <https://www.gov.scot/policies/poverty-and-social-justice/child-poverty/>

This is the West Dunbartonshire Council and NHS Greater Glasgow and Clyde Health Board's annual report.

Child Poverty Defined

The Child Poverty (Scotland) Act 2017 contains four headline income-based measures of poverty. Income-based measures of poverty are 'equivalised'. This means they are adjusted to take into account household need based on size and composition. The latest figures (2019-22) produced by the Child Poverty Action Group² state that a family is considered to be in poverty if, after housing costs, they are living on:

- Less than £360 a week or £18,700 a year for a single person with children aged 5 and 14 years;
- Less than £485 or £25,300 a year for a couple with children aged 5 and 14 years.

National Child Poverty Targets

The interim and 2030 targets published in: 'Best Start, Bright Futures Tackling Child Poverty Delivery Plan 2022-2026'³ aim to ensure that:

- Fewer than 18% of children living in families in relative poverty in 2023-24, reducing to fewer than 10% by 2030.
- Fewer than 14% of children living in families in absolute poverty in 2023-24, reducing to fewer than 5% by 2030.
- Fewer than 8% of children living in families living in combined low income and material deprivation in 2023-24, reducing to fewer than 5% by 2030.
- Fewer than 8% of children living in families in persistent poverty in 2023-24, reducing to fewer than 5% by 2030.

The Drivers of Poverty

The drivers of child poverty in Scotland can be complex and interrelated, but some of the main factors that contribute to child poverty include:

1. Low income or inadequate wages: Families with low income, including those in low-paid jobs, may struggle to make ends meet, pay for basic necessities, and meet the needs and demands of their children.

² Child Poverty Action Group: <https://cpag.org.uk/scotland/child-poverty/facts> (accessed 12/06/2023)

³ Tackling Child Poverty Delivery Plan 2022-26: <https://www.gov.scot/news/tackling-child-poverty-delivery-plan-2022-26/> (Accessed June 2023)

2. **Poor quality or insecure employment:** Insecure employment, such as zero-hours contracts or part-time work, can lead to fluctuating income and impact families' ability to plan and budget effectively.
3. **Welfare reform:** Changes to the welfare system, including cuts or reductions in benefit payments, can impact low-income families disproportionately, leading to increased financial pressures and difficulties in accessing support.
4. **High costs of basic necessities:** The high costs of essential goods and services, such as housing, food, energy, and childcare, can place a significant burden on families with low income.

These factors all contribute to the risk of children and families living in poverty, and a multi-faceted approach is needed to tackle the issue effectively.

As such, the Local Child Poverty Action Report must set out a range of commitments to address these key drivers of poverty.

Who is Affected

Almost 90% of all children in poverty in Scotland live within these six priority family types.

These groups are set out below, with each more likely to experience poverty than all children in Scotland (24%) and households which do not have any of the priority family characteristics (10%).

Families Most Likely Affected by Poverty					
Lone Parent Families 38%	Disabled 29%	3+ Children 32%	Minority Ethnic 38%	Youngest Child <1 year old 34%	Mothers Younger than 25 Years 55%

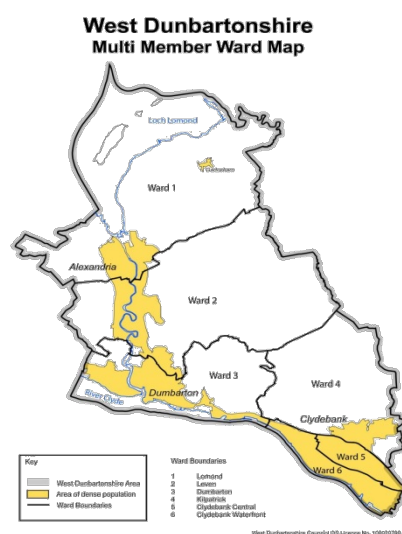
Living in West Dunbartonshire

West Dunbartonshire shares borders with Argyll and Bute, East Dunbartonshire, Stirling, Renfrewshire and Glasgow.

West Dunbartonshire includes the towns of Clydebank, Dumbarton and Alexandria and has a population estimate of 87,790 residents, 15,234 were in the 0-15 years age group with a further 8,538 in the 16-24 years age group⁴.

The local authority consists of 121 of Scotland's 6,978 Scottish Index of Multiple Deprivation data zones and 17 Community Council areas. These are set within six 'multi-member' wards, illustrated in **Map 2**:

1. Lomond;
2. Leven;
3. Dumbarton;
4. Kilpatrick;
5. Clydebank Central;
6. Clydebank Waterfront.



Despite its strengths, West Dunbartonshire is one of the areas in Scotland most affected by post-industrial decline. Its three town centres, Alexandria, Clydebank and Dumbarton have experienced steady decline in their comparative economic performance with some areas affected by wide ranging deep rooted poverty and deprivation.

There are 121 Data zones in West Dunbartonshire:

- All multi-member wards in West Dunbartonshire have areas with comparatively high incidences of multiple deprivation.
- Approximately 35,000 (37%) of the resident population have first-hand experience of multiple deprivation.

Children in West Dunbartonshire

In 2022, 15,243 of the population were children between the age of 0 and 15 years. 12,226 children were attending school⁵:

- 6,577 pupils in the 32 primary schools in West Dunbartonshire.
- 5,408 pupils in the five secondary schools in West Dunbartonshire.

⁴ nrsscotland: Population Estimate: <https://www.nrscotland.gov.uk/files/statistics/council-area-data-sheets/west-dunbartonshire-council-profile.html#:~:text=In%20terms%20of%20overall%20size,out%20of%206%20age%20groups>. (accessed 12th June 2023)

⁵ Scottish Government : Pupils in Scotland: <https://www.gov.scot/publications/pupil-census-supplementary-statistics/> (Accessed 13th June 2023)

- 241 pupils in the three special need schools in West Dunbartonshire.

In September 2022 there were 2,288 primary school children; 1,711 secondary school pupils; and 130 pupils with additional support needs in receipt of a clothing grant. This represents approximately 34% of the school pupil population.

The number of children ‘looked after’ in West Dunbartonshire was 462. This is a decrease of 0.9% from 2021. The rate (per 1,000 of the 0-17 year’s age group) is 26.9. This is greater than the comparator average of 18.3 and greater than the Scottish average rate of 12.3.⁶

4,696 children in West Dunbartonshire are living in poverty⁷.

West Dunbartonshire Drivers of Poverty

The key drivers of poverty identified in the legislation include income levels and the cost of living. Income is determined, to an extent, by levels of economic activity and employment.

While there are many sources of labour market information, examples provided by NOMIS⁸ (Office for National Statistics) will illustrate West Dunbartonshire’s comparative labour market profile to suggest the need for targeted employability support.

Employment and Economic Activity:

West Dunbartonshire has an economic inactivity rate of 22% this has improved from this point last year when it was with 26.2%. The comparative figure for Scotland (22.9%) and Great Britain’s (21.5%) suggests the level of economic inactivity has improved.

At 18.7%, West Dunbartonshire has a higher proportion of workless households than both Scotland (18.6%) and Great Britain (14%). While remaining comparatively higher this figure of 18.7% is an improvement from the same time last year when it was 19%. Of those in employment, there is a higher proportion in West Dunbartonshire reliant on part-time work (36.4%). This is higher than the figure for Scotland (33.6%) and Great Britain (31.9%).

A review of the NOMIS statistics reveals that the job density in West Dunbartonshire is estimated at 0.69; while improving on the figure from last year (0.61) this is much lower than the figure for Glasgow (1.03); Scotland (0.81) and Great Britain (0.85). In effect, although there are comparatively higher numbers of people out of work, there are also comparatively fewer opportunities available in West Dunbartonshire.

Addressing unemployment and underemployment is consistent with addressing the ‘income drivers of poverty’ and will therefore feature extensively in our approach to addressing child poverty.

Benefits

The number of people in receipt of out of work benefits is a contributory factor to the level of child poverty. In West Dunbartonshire 4.6% of the population in the 16-64 years group is in receipt of out of work benefits. This is higher than the average in Scotland (3.3%) and Great Britain (3.8%) and represents 2,555 people.

18.4% of households in West Dunbartonshire are in receipt of the main benefits. This compares unfavourably with the figure for Scotland (13%) and Great Britain (11%).

⁶ Looked after Children statistics 2022: <https://www.gov.scot/publications/looked-after-children-statistics-2022-local-authority-benchmarking-tool/> (accessed June 2023)

⁷ UK Government: Local Child Poverty Indicators 2019/20 – Estimates of Rates, After Housing : [Children in low income families: local area statistics 2014 to 2022 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/children-in-low-income-families-local-area-statistics-2014-to-2022) (accessed June 2023)

⁸ NOMIS West Dunbartonshire Labour Market Profile: <https://www.nomisweb.co.uk/reports/lmp/la/1946157435/report.aspx> (accessed June 2023)

In effect, comparatively more people in West Dunbartonshire rely on benefits for their income. Maximising their entitlement will feature strongly in our approach to maximising income.

Child Poverty in West Dunbartonshire

There are numerous sources of information about child poverty; we have used the UK Government Local Child Poverty Indicators 2014/2020: *‘Children in low income families: Local statistics 2014 to 2022’*⁹.

We have complemented this with the use of information provided by the Glasgow City Region Intelligence Hub’s: No One Left behind Data Toolkit¹⁰. This will act as the baseline and, for consistency, will be used in the forthcoming years to illustrate changes in the level of child poverty in West Dunbartonshire.

These figures are most closely aligned with the Scottish Government’s 2030 target for families living in comparative poverty; which is set at 10%. The equivalent interim figure which the Scottish Government aimed to achieve by 2023 is 18%.

The Local Child Poverty Indicator figures are outlined below with comparative figures for local authorities in NHS Greater Glasgow and Clyde and Scotland.

⁹ UK Government: Local Child Poverty Indicators 2019/20 – Estimates of Rates, After Housing : [Children in low income families: local area statistics 2014 to 2022 - GOV.UK \(www.gov.uk\)](#) (accessed June 2023)

¹⁰ No One Left Behind (NOLB) Data Toolkit: <https://www.improvementservice.org.uk/products-and-services/consultancy-and-support/economic-outcomes-programme/no-one-left-behind-nolb-data-toolkit#:~:text=The%20No%20One%20Left%20Behind%20%28NOLB%29%20Data%20Toolkit,planning%20and%20reviewing%20indicators%20across%20LGBF%20Family%20Groups> (accessed June 2023)

Table 1: Child Poverty Indicators 2014/22, NHS GGC Area									
Estimates of Rates, after Housing Costs									
Local authority	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	annual change
Glasgow City	26,223	28,785	29,230	30,643	31,027	32,480	28,909	35,891	6,982
West Dunbartonshire	3,685	3,836	3,968	4,246	4,122	4,189	3,549	4,696	1,147
North Lanarkshire	15,202	16,075	15,923	16,553	16,090	16,604	14,156	18,252	4,096
Inverclyde	2,757	2,980	2,852	2,957	2,934	3,003	2,213	3,427	1,214
Renfrewshire	5,768	6,099	6,413	6,848	6,589	6,997	5,759	7,840	2,081
South Lanarkshire	11,839	12,346	12,343	12,947	12,466	12,840	10,659	14,292	3,633
East Dunbartonshire	2,799	2,955	3,170	3,149	2,857	3,161	2,383	3,367	984
East Renfrewshire	2,713	2,860	2,904	2,931	2,811	3,064	2,453	3,288	835
NHS Greater Glasgow and Clyde Total	70,986	75,936	76,803	80,274	78,896	82,338	70,081	91,053	20,972
Scotland (Thousands)	200	210	210	220	210	200	187	245	58

- By this measure 4,696 children in West Dunbartonshire are living in poverty;
- This figure has increased by 1,174 since last year and is the highest point since the 2014 baseline figure of 3,685.

Table 2: Child Poverty Indicators 2014/22, NHS GGC Area (%)										
Estimates of Rates, after Housing Costs (%)										
Local authority	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	Annual Change	change (14-22)
Glasgow City	27.1%	29.5%	29.6%	30.9%	31.0%	32.2%	29.4%	32%	3%	4.9%
West Dunbartonshire	23.4%	24.5%	25.1%	26.9%	26.3%	26.8%	23.4%	27.6%	4%	4.2%
North Lanarkshire	23.9%	25.5%	25.2%	26.3%	25.5%	26.5%	23.2%	26.6%	3%	2.7%
Inverclyde	20.9%	23.0%	22.1%	23.3%	23.3%	23.8%	18.2%	24.4%	6%	3.5%
Renfrewshire	19.3%	20.4%	21.3%	22.8%	21.9%	23.1%	19.5%	23.3%	4%	4.0%
South Lanarkshire	21.5%	22.4%	22.5%	23.5%	22.5%	23.1%	19.6%	22.8%	3%	1.3%
East Dunbartonshire	15.2%	15.9%	16.9%	16.6%	14.8%	16.3%	12.5%	14.9%	2%	-0.3%
East Renfrewshire	15.0%	15.6%	15.5%	15.5%	14.6%	15.8%	12.8%	14.4%	2%	-0.6%
NHS Greater Glasgow and Clyde	21%	22%	22%	23%	22%	23%	20%	23%	3%	2.25%
Scotland	22%	23%	23%	24%	23%	24%	20%	24.5%	5%	3%

- The trend of growth in child poverty was temporarily halted in 2018/19 and by 2020/2021 it had decreased to the level in 2014/15.
- By 2021/22 the figure for the proportion of children experiencing child poverty had risen by 4% to 27.6%.
- The figure for West Dunbartonshire remains higher than the Scottish and NHS GG and Clyde average.

In 2021 Save the Children¹¹ provided some indication of the reason for the sudden improvement and subsequent decline in child poverty rates throughout Scotland in their blog, ‘Child Poverty in Scotland: What the Numbers tell us’. They say: ‘...*although the number of children in poverty in 2020/21 was still unacceptably high, most local authority areas in Scotland did see a slight drop in child poverty rates as compared with 2014/15. It is roundly accepted that this was a result of the temporary £20 increase to Universal Credit payments – which has since been cut*’.

Getting closer to and below the current Scottish and NHS Greater Glasgow and Clyde average remains a key step towards the 2030 targets.

¹¹ [Child Poverty in Scotland: What the Numbers Tell Us \(savethechildren.org.uk\)](https://www.savethechildren.org.uk) (accessed June 2022)

Managing the Child Poverty Report

Community Planning West Dunbartonshire and NHS Greater Glasgow and Clyde will provide strategic oversight and scrutiny of the West Dunbartonshire Local Child Poverty Action Report. This will ensure that the report not only complies with the statutory requirements within the Child Poverty (Scotland) Act 2017, but will also ensure that the aims of child poverty legislation and associated actions are considered in the wider strategic and policy context.

Our aim is to ensure our approach is consistent with Community Planning West Dunbartonshire's vision:

‘To develop West Dunbartonshire as a place where people choose to live, work, explore, visit and invest’.

West Dunbartonshire Child Poverty Objective

Our objective is to develop, deliver and manage strategic and operational activities that will focus on reducing the average levels of child poverty after housing in West Dunbartonshire.

Our aspiration is to reduce the absolute number of children in poverty and move towards the comparable figure for child poverty after housing in the NHS Greater Glasgow and Clyde area.

Child Poverty Actions

Each of the key partners in West Dunbartonshire Council and Health and Social Care Services will contribute towards the child poverty objectives through the various local partnership structures/organisations.

These partnerships draw membership from Public, Private and Third Sector organisations who, where appropriate to their remit, will focus on activities that:

- **Maximise income from work.** Supporting family members to seek and secure employment.
- **Maximise benefit entitlement.** Ensuring families secure full benefit entitlement, including passported benefits.
- **Reduce the cost of living for families.** Supporting families to manage debt and secure financial support at trigger points in their lives and manage their cost of living more effectively.
- **Provide help in other ways.** Providing access to opportunities and support that will help families to address the cause and effect of poverty. For example, dealing with transitions, food insecurity, period poverty, digital exclusion.

Key partnerships, areas of work and strategic documents that will guide this work include:

- Local Employability Partnership: providing support to maximise income from work;
- Local Information and Advice Partnership: co-ordinating action to maximise income from benefits and manage debt;
- Integrated Children Services Report (2021 – 2023) and Plan (2023 – 2026): ensuring services focus on outcomes that meet the needs of families and children; and
- The Promise: developing and delivering services with families and care experienced children and young people that are built on the five foundations of voice, family, care, people and support.

What Have We Done?

The responsibility for the production of the local child poverty report lies jointly with the local authority (West Dunbartonshire Council) and NHS Greater Glasgow and Clyde (NHS GG&C). This means, in effect, that there will be a range of interventions, some of which will be delivered at a regional level by NHS GG&C while others will be carried out at a local level in West Dunbartonshire through partnership working.

Activities pursued by NHS GG&C at a regional level include:

- Activity to maximise benefits from procurement, including a supplier development programme and ensuring contracts have implementable social benefit clauses;
- Supporting families at risk of poverty, specifically NHS staff, by providing access to money advice services;
- Facilitating a financial referral pathway for maternity services and health visitors.

Activities carried out at a regional level are summarised in **Appendix 1**.

The locally based activity is outlined in the following sections of the report.

Maximising Earnings from Work

Fair Working Practices

West Dunbartonshire Council has adopted policies, statements and charters that support the development of a positive and inclusive working environment and organisational culture where all the workforce have rights to fair treatment, respect and continuous professional development. These include:

- The Equality and Diversity in Employment Policy;
- The Employee Wellbeing Charter and the Equal Pay Statement;
- Appropriate channels for an effective voice, such as trade union recognition;
- Supporting the real Living Wage by providing fair pay for all the workforce;
- Stability of employment and hours of work and avoiding exploitative employment practices, including no inappropriate use of zero-hours contracts;
- Creating a more diverse and inclusive workplace including flexible working arrangements;
- Investment in workforce training and development opportunities;
- Offering a range of workforce assistance schemes; and
- A commitment to Modern Apprenticeships and the development of Scotland's young workforce.

Furthermore, the Council will aim to fulfil these objectives by working with potential suppliers, sponsorship and other funding arrangements. This includes those organisations that support the delivery of the Local Employability Plan: 'No One Left Behind'.

No One Left Behind/Parental Employability Support

No One Left Behind is the collective name given to the plans in West Dunbartonshire for the integration and alignment of employability support. The aim is to support people into fair, sustainable jobs and is central to priorities set out by Community Planning West Dunbartonshire. This work is led by the Local Employability Partnership.

The 'West Dunbartonshire Local Employability Partnership' supports sustainable and equitable economic growth by encouraging residents to maximise their full potential. We do this by: fully

engaging with West Dunbartonshire residents; providing good quality advice about employment and training options and helping residents to develop their skills and overcome barriers to opportunity.

We will support residents to move towards and secure fair work; and we will assist them to remain and progress within the workplace.

We will know that we are successful when we are confident that local residents know where to secure support and can tell us that the advice and support provided has brought about the required change in their lives.

Success will be identifiable and demonstrated through the:

- Number of people securing an apprenticeship;
- Number of people entering FE/HE/Training;
- Number of people participating in vocational training;
- Number of people securing employment.

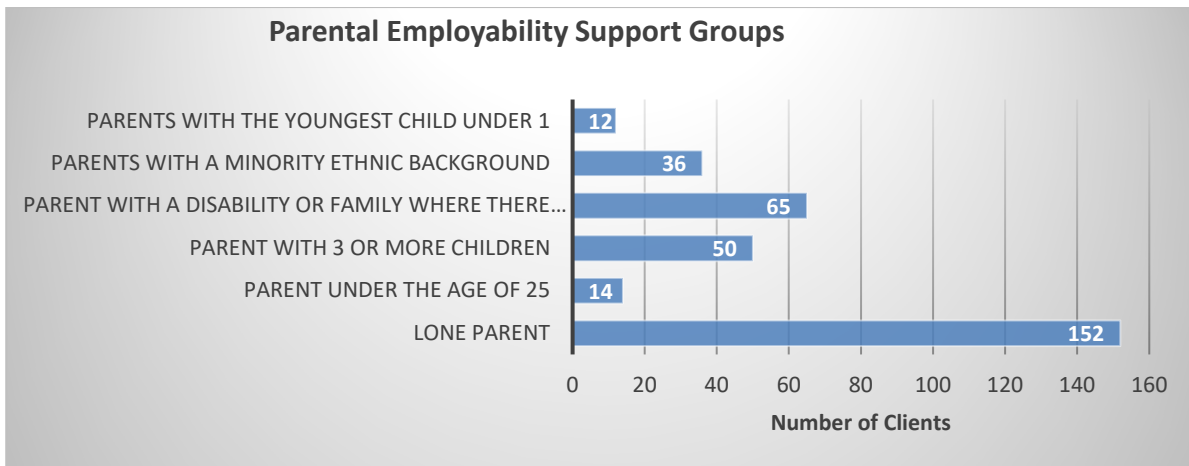
In the previous three years we have set stretch targets that reflect the scale of the challenge and resources available to address that challenge. This allows us to demonstrate the progress made in supporting people to address barriers to opportunity, secure employment and maximise income from work.

Table 3 Employability Progress Indicators					
Progress Indicator	2018/19	2019/20	2020/21	2021/22	2022/23
Total number of local people being supported through apprenticeships and in-work progression	140	184	233	288	373
Number of local people entering education or training	1,180	1,228	454	993	1,469
Number of local people gaining a full qualification	824	667	318	580	756
Number of local people entering employment	459	353	216	420	421

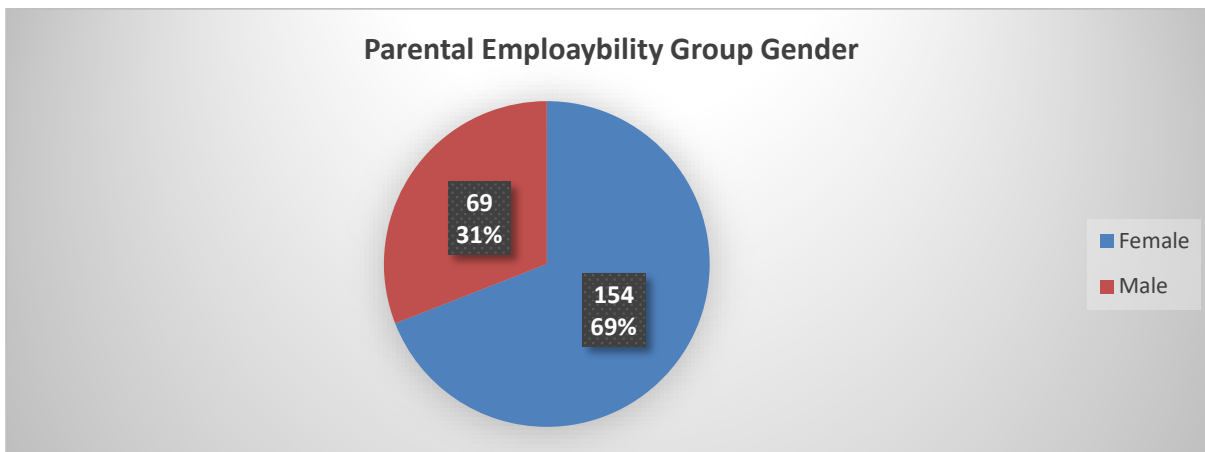
We have made good progress in supporting people to address the barriers that prevent them from securing employment and maximising their income through work. The statistics for 2022/23 include all employability support delivered through our ‘No One Left Behind’ Programme. Of those supported through No One left Behind, 223 people were within the Parental Employability Support group (families likely to be affected by poverty and disadvantage).

The graphs below provide information about the characteristics and outcomes for those parents that we have supported using, for example, parental employability support funds.

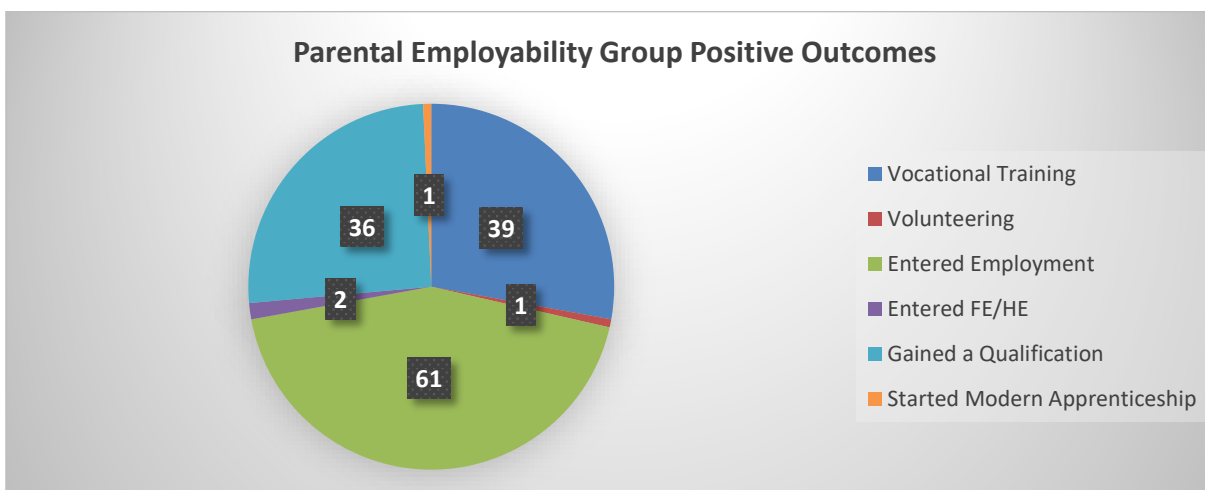
These are funds provided with the specific aim of addressing child poverty.



Of the potentially disadvantaged groups we have been most successful in attracting lone parents to our service. We will be seeking to increase the numbers from other groups in the forthcoming year.



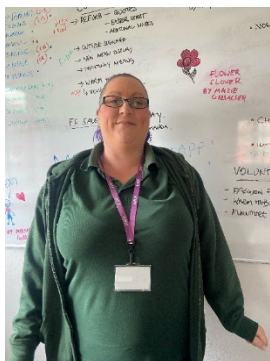
There is a substantial majority of women seeking support. This may reflect the gender imbalance of disadvantage. Nevertheless, our aim in the forthcoming year is to increase the numbers supported and take steps aimed at attracting men to the service.



We have been successful in supporting participants to achieve a number of outcomes that reflect the service users' aims and ambitions.

Maximising Income from Work – Case Study

Cheryl: Tulloch Youth Worker



Cheryl was a full time mum and hadn't worked for nine years after deciding to stop work to bring up her children. She had stayed active however, completing training and qualifications through Working4U and West College Scotland. After lockdown she decided it was time to think about her career and was keen to work with children.

Cheryl wasn't sure where to begin with her CV so asked at her class and they referred her to Working4U. Her keyworker helped her to create a CV and suggested a number of roles that might suit her.

When she heard about the role at Tulloch Futures, a local charity that supports young people, she felt it sounded perfect. Her keyworker helped her to prepare for the interview and while she was nervous she felt the interview went well and said it was: 'like it all fell into place.'

The impact on her life has been huge and she feels she has a totally different lifestyle. She loves being able to tell her kids about her day at work. She has also noticed a financial difference, feeling the benefit of having two incomes in the household.

Cheryl has had the opportunity to do training such as First Aid, Drug and Alcohol Awareness and Child Protection. She also feels she is learning on the job all the time. She says the support from her team at work is great, helping her to develop new skills and experience and adds: 'They are also flexible and understanding to any childcare issues that arise.'

As well the training that she has completed, Cheryl has also had a chance to put previous training in ICT into practice in her role. Putting what she has learnt into practice has helped her to become confident in her ICT ability.

"I am now starting to think about my future here and progressing, I feel good that I am always developing and learning and I can do this in my job."

Maximise Income from Work Summary

In the last year we have consolidated the work of the West Dunbartonshire Local Employability Partnership. Through the use of employability funds we have supported 452 people to secure work and we have evidence to demonstrate that 61 of those were parents in families likely to be affected by disadvantage.

In the forthcoming years, it is our aim to match the level of achievement reached in 2022/23.

Assuming we secure the anticipated level of funding, including UK Shared Prosperity Funds, we expect that we will support:

- 930 people to enter education or training;
- 620 people to secure a qualification;
- 180 people to secure an apprenticeship or progress within the workplace; and
- 400 people to secure employment.

We anticipate that a minimum of 50% of those supported will be parents from families that are most likely to experience disadvantage. We will do this by maintaining the level of support for lone parent households and focussing further efforts on increasing the number of parents from the other groups likely to be at a disadvantage. **Appendix 2** summarises the key employability related supports that will be available in West Dunbartonshire.

Income Maximisation (Benefits and Debt)

Around 30million people in the UK receive income from at least one of the range of social security benefits and tax credits that are available. These benefits are vital to the wellbeing of the most vulnerable in society. However, because of the complexity of the system, claimants do not always secure the benefits they are entitled to.

There are a number of reasons for this:

Take-Up

- People don't always claim what they are entitled to.

Complexity

- The benefit system can be difficult to understand.

Claim Errors

- The claiming process can involve both official and claimant error.

Appeals

- Without help, people are unsure when its right to appeal and how to go about it.

Welfare Reform

- The rules for accessing benefits are constantly changing.

The West Dunbartonshire Information and Advice Partnership is set within the context of strategic planning in West Dunbartonshire and these factors that prevent benefit take-up form the rationale for the provision of welfare and debt management services in West Dunbartonshire.

The partnership aims to deliver advice and information services in West Dunbartonshire where:

‘Anyone who wants to improve their life circumstances, wellbeing, independence and resilience is able to obtain the information and advice and support they need, when they need it and in the way they need it’.

The partnership in West Dunbartonshire consists of locally based Information and Advice service providers that deliver services to resolve issues and deliver services designed to:

- Reduce the proportion of children in West Dunbartonshire who are in poverty.
- Increase the numbers with sustained or increased resources through debt management and income maximisation.

Further Information about the Advice Partnership can be obtained at: <https://www.west-dunbarton.gov.uk/contact-us/other-council-services/welfare-rights-money-advice/>

Measuring and Reporting Progress

Table 4 illustrates the levels of benefit maximised and debts managed by the Working4U Benefit and Debt Advice Team.

Table 4: Information and Advice Key Outcomes

Outcome	2022/23
Debt Managed	£1.80million
Benefit Maximisation/Financial Gain	£8.127million

Of those supported many were from families likely to be affected by poverty and disadvantage.



382 Families with Children/Expectant Mothers have received support to maximise benefit Income.



The value of income generated for families with children and expectant mothers is £1,295,996



102 families and expectant mothers have been supported to manage debt.



£667,852 of debt is managed more effectively by families and expectant mothers.

Maximising Income from Benefits Summary

During 2022/23 we exceeded our targets for the provision of support for income maximisation and debt management.

In addition we refined our data collection processes and are now better placed to report on outcomes for families with children likely to be affected by poverty and disadvantage.

In the forthcoming year, depending on the availability of resources, we will seek to match or exceed the levels of income maximisation and debt management for families that we achieved during 2022/2023.

Case Study: Maximising Income from Benefits and Work

Sarah – Haldane Childcare Support



Sarah was an unemployed single parent of six children. She had been out of formal work for a long time bringing up her children. However, she had remained active and completed an NC and HNC in Early Education and Childcare and knew this was the area she wanted to work. She felt herself at a loss when her youngest started school and she felt now was the time to find something for her.

Sarah lived locally to Haldane Youth Services and used the service for her own children so was excited when she heard there was a role opening up that may suit her. She engaged with Working4U and was supported to apply and found the process straightforward.

Sarah was also referred to the W4U Money Advice team to ensure she had all the benefits she was entitled to and to encourage her transition into work by providing full information about her ongoing benefits entitlement.

Sarah says the impact on her mental health has been huge as she gained some routine in her life; she added that she is: 'Not someone to sit around the house.' She is pleased to set a good example for her six children saying that: 'It shows them if they want something they have to work for it.'

Sarah loves the team at Haldane, saying if there are any issues she can speak to them and they are flexible to her needs. They clearly love her too as they have extended her contract and her manager called through to us: 'She is awesome!' when we were chatting.

Sarah has completed several training courses to help her to keep up to date. This includes, training such as such as an accredited Youth Work course delivered by Youth Scotland.

Sarah says she would recommend Working4U and the other support she received to others who were looking to start work again after a period of not working. She says: 'I would have been bamboozled trying to create a CV and find work myself.' She added: 'The support offered by Working4U is really helpful and I enjoy coming to my work!'

Children and Families Services

In West Dunbartonshire there is a shared commitment to ‘Getting It Right for Every Child’ (GIRFEC). GIRFEC is an evolving process of assessment, analysis, action and review that is based on a National Practice Model. The approach supports staff who are working with children and families to identify the challenges they face and agree solutions that meet the needs of families.

The GIRFEC model is a tool set around eight key indicators that are designed to ensure and demonstrate that all children in West Dunbartonshire are: Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included. (SHANARRI)

The relationship between observation of well-being concerns and desired well-being outcomes are illustrated below:



Integrated Children’s Services Report

The West Dunbartonshire Integrated Services Plan 2023 -2026 (WDISP) provides information on how this is being carried out in West Dunbartonshire. The WDISP report is based on a partnership approach that is consistent with Community Planning West Dunbartonshire’s approach and is set around the local outcome improvement plans (LOIP) and the partnership vision of ensuring:

West Dunbartonshire’s children and young people:

- Have the best possible start in life and to be ready to succeed.
- Are successful learners, confident individuals, effective contributors and responsible citizens.
- Have the same life chances for all children, young people and families at risk.

Addressing child poverty is a key element in developing services that meet the needs of the community.

Children Services Actions

The Integrated Services Plan identifies a range of activities that directly address the drivers of poverty that are set around the SHANARRI Indicators. These activities include, but are not limited to, measures to reduce the cost of participating in education and associated activities; in effect, the cost of the school day.

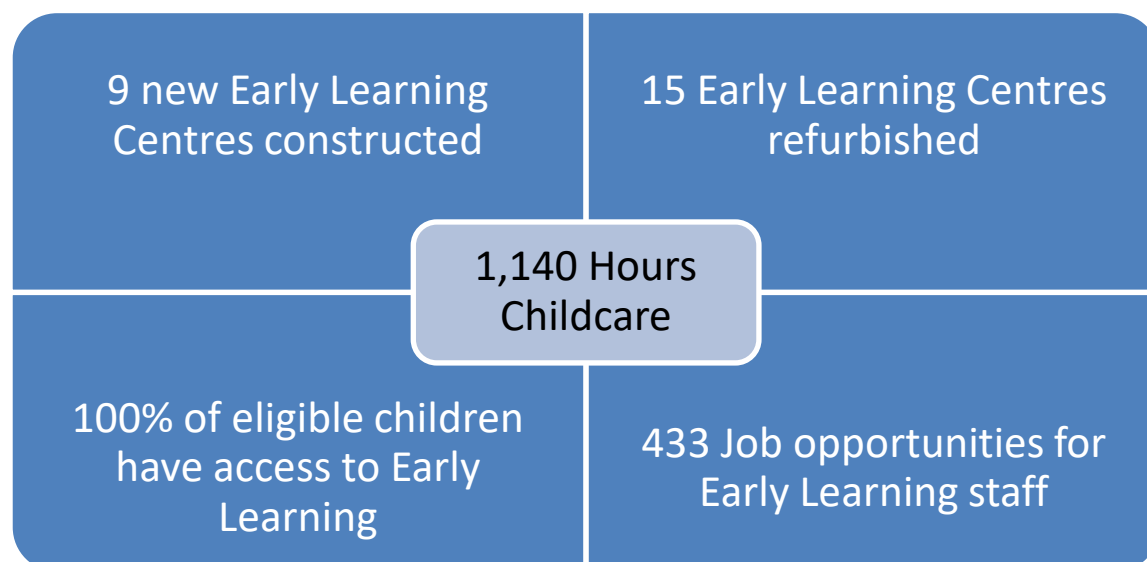
Early Years Expansion.

Substantial progress had been made in providing free access to 1,140 hours of access to early learning; by August 2021, 88% of eligible children had access to 1,140 hours. The final 12% was achieved by April 2022.

As a result there is more flexibility with longer days and different patterns of attendance available in new Early Learning Childcare facilities at: Our Lady of Loretto, Braehead, Dalreoch and Carleith.

Further access is provided in re-furbished Early Learning Childcare facilities at: Brucehill, Whitecrock, Ladyton, Auchnacraig, Kilbowie and Linnvale' All providing choice and flexibility for parents and carers.

Key Achievements in implementing the 1,140 hours programme are:



Further information is available in the <https://www.west-dunbarton.gov.uk/schools-and-learning/early-years/elc-places/>

Free School Meals and Clothing Grants

Free nursery/school meals and the footwear and clothing grant are available for parents on low income in West Dunbartonshire and all children in Primary 1-5 are automatically entitled to free school meals and therefore do not have to apply for access.

Free school meals are available to children who are:

- Looked after by the authority concerned or any local authority; or,
- The subject of a kinship care order.



5,102 Primary School Children are registered for free school meals in West Dunbartonshire



no School Uniform Chec

In 2022/2023 the total value of awards for clothing grants was £680,090 which equates to 4,534 awards

Further Information about free school meals and clothing grants can be found at:

<https://www.west-dunbarton.gov.uk/schools-and-learning/school-and-educational-grants/free-school-meals-and-clothing-grant/>

Educational Maintenance Allowance

An Education Maintenance Allowance (EMA) is a weekly allowance of £30 payable to young people who have achieved 100% attendance each week at school.

West Dunbartonshire Council will continue to review the numbers in receipt of EMA's, ensuring it is accessible to all who require it. Our intention is to ensure that all pupils who are eligible receive the full entitlement. In 2022/23:

333

- Pupils Benefitted from an Educational Maintenance Allowance.

£354,821

- Educational Maintenance Allowances paid to pupils.

£54,000

- worth of payments made above the statutory amount.

More information about Education Maintenance Allowances in West Dunbartonshire can be found at:

<https://www.west-dunbarton.gov.uk/schools-and-learning/school-and-educational-grants/education-maintenance-allowance/>

Young Scot

The Young Scot National Entitlement Card (NEC) is one of the benefits offered the national youth information and citizenship charity 'Young Scot'. The National Entitlement Card (NEC) provides access to discounts that are designed to help young people make the most of their money. This includes, among other incentives, free bus travel for those aged between 5 – 21 years.



10,307 young people between the age of 11 and 21 years have free bus travel. This represents 97% of the young people who are entitled to apply.

Further Information about the Young Scot card in West Dunbartonshire can be found here:

<https://www.west-dunbarton.gov.uk/schools-and-learning/advice-info-support/advice-young-people/young-scot/>

Seasonal Programmes

West Dunbartonshire Council has committed £100,000 to support SHINE Holiday projects. This is a five- week summer activity programme for all children and young people living in West Dunbartonshire and builds on the success achieved in previous years.

Working with community partners West Dunbartonshire Council aims to deliver a diverse range of free activities that will bring our children, young people and families together for some much needed fun and enjoyment.

A full programme of activities has been developed and will be delivered by 20 community-based organisations located throughout West Dunbartonshire.

Further details of the programme can be found at:

<https://www.west-dunbarton.gov.uk/schools-and-learning/extra-curricular-activities/shine/shine-programme-2023/>

Cost of the School Day

In addition to the actions outlined in the Children Services Plan, West Dunbartonshire Education Services has set out some of the key interventions available for pupils from families likely to be affected by disadvantage. These include:

- financial support is available to support families living more than two miles from the school;
- Free breakfast clubs have been established and Early Learning Centre's provide a free snack. In addition 'holiday hunger' actions are set within school holiday programmes that are delivered in partnership with a wide range of community partners.

Schools are working hard to further reduce costs for families by:

- Making washing products available in school;
- Providing access to sanitary products;
- Providing oral hygiene products; and
- Ensuring free school meals remain available to pupils unable to access lunch in school.

The Promise in West Dunbartonshire

In West Dunbartonshire there are proactive steps being taken to mitigate the impact of poverty and this includes the implementation of The Promise. The Promise is the result of the Independent Care Review, a “root and branch” review of the care system which reported in 2019. The Promise made to Scotland’s infants, children and young people is that they grow up loved, safe and respected.

The Promise is a 10 year transformational change programme, which recognises a persistent commitment is required to end poverty and mitigate its impact for Scotland’s children, families and communities. Poverty is identified as one of the five fundamentals that should be acknowledged within all work in this area. This means challenging shame and stigma around poverty, ensuring there is knowledge and understanding across services around the impact of poverty for families, and proactive, supportive approaches to address poverty.

The Promise Lead Officer for West Dunbartonshire came into post in May 2022, and has the remit of leading and supporting on the implementation of the Promise.

There are a number of anti-poverty measures in place within West Dunbartonshire to support our care experienced young people. These include:

- Council Tax exemption for care leavers up to the age of 26 years;
- rent abatement for care leavers in ongoing further education (which now also includes modern apprentice posts), allowing for full access to the Care Experienced bursary.
- Payment of £2,000 available to Care Leavers for setting up their own first tenancy. There is also the Care Leavers Housing Protocol, which provides care leavers with access to affordable, permanent housing,
- Winter fuel payments for Care Leavers.
- Providing support for kinship carers and foster carers through grant payments to families (approximately £120,000).

The priorities around poverty for the coming year within The Promise are set around supporting the re-design of our whole family support services, and ensuring that anti-poverty strategies and approaches are integral to how these supports operate. Our aim is to ensure that people with lived experience are at the heart of how services develop is also a priority within how The Promise is implemented.

Care Connections

The **Care Connections** programme supports young people who are looked after at home and young carers specifically those young people who have disengaged from education.

The programme offers support that is customised to the needs of the individual and their families/carers and aims to close the poverty-related attainment gap by supporting young people to engage with and return to education.

Activity focuses on three key school stages providing continuous support for targeted young people across their school life. The provision typically includes:

- P1 to P3 (prior to and beyond if required) - Out of School Hours Learning/ Homework Clubs;
- P4 to S6 (and beyond up to age 18) - Intandem Youth Mentoring;
- S4 to S6 Access to the Apprenticeship Pathway.

A key element of the support being the provision of a designated Care Connect Worker supporting each young person to address any issues in their School, Community and Family life. At primary school this Care Connect worker role will be managed by Ysort-it and at Secondary Working4U will manage the Care Connect worker.

More information about ‘Care Connectors’ and a range of youth based support can be found at: <https://padlet.com/working4u/youth>

Case Study: Partnership Working Family Opportunity Hubs

The West Dunbartonshire Family Opportunities Hub is a collaborative effort between West Dunbartonshire Council, ‘Housing and Employability Service’ (Working4U) and West Dunbartonshire, ‘Education Services’. The aim is to provide support for families, particularly those on the verge of crisis, to stabilise their family circumstances and help their children to meet the demands of the school day.

The Hubs are located in three secondary schools in West Dunbartonshire (‘Our Lady and St Patrick’s’, ‘Clydebank High School’ and most recently ‘Vale of Leven Academy’. The Hub in the Vale of Leven was launched in February 2020). Hub support is extended to local primary schools and early education and childcare centres.

The Hubs are delivered by staff with experience of employability and welfare rights services. The team uses of a broad assessment tool and work on a 1:2:1 basis with parents to identify and address issues they face in their daily lives.

This self-assessment explores issues such as:

- **‘Pockets’**, - maximising household resources/income from benefits and addressing debt;
- **‘Prospects’**- tackling the underlying barriers that prevent people from capitalising on opportunity, for example issues related to health and wellbeing, numeracy/literacy, confidence, skills;
- **‘Place’** - addressing place based issues that act as a barrier to inclusion and progression, for example, cost of living, energy efficiency housing and community based issues.

Support generally consists of money, welfare, fuel and financial services as well as improving financial capability, access to affordable products. As a result parents will improve financial inclusion and improve their financial capability.

In addition we also support training and learning that will focus on language skills, literacy, numeracy and vocational and non-vocational skills. This will allow participants to make a positive contribution to their families’ development needs; assist them to contribute to their local community; and secure employment.

More information about the Family Opportunity Hub can be found at:

<https://www.west-dunbarton.gov.uk/jobs-and-training/working4u/work/adult/family-opportunity-hubs/>

Cost of Living

There are a number of initiatives and grants available in West Dunbartonshire that are designed to support families at a time of crisis and reduce the cost of living at 'trigger' points in their lives.

Scottish Welfare Fund

The Scottish Welfare Fund managed by West Dunbartonshire Council replaced the discretionary Social Fund provided by the Department for Works and Pensions and offers access to two grants.

Crisis Grants

A grant may be available if residents need help with costs that have arisen as a result of a disaster or emergency or to keep their family safe from harm. This includes, for example: fire or flood; emergencies such as loss of money; or the need to visit a child in hospital.

Community Care Grants

Community care grants may be available for residents if they:

- are about to leave care to live on their own in the community;
- face going into care because they don't have the things you need to continue living at home;
- are struggling to provide a safe and secure home for their family;
- need help to get essential household items like a cooker or washing machine

Welfare Grants can provide an immediate source of funding to support people with limited resources to overcome difficult circumstances at trigger points that challenge their resilience.



£913,428 provided in welfare grants



31% of grants spent on 'white goods'.

Further details of the grants, eligibility and the application process can be found at:

<https://www.west-dunbarton.gov.uk/welfarefund>

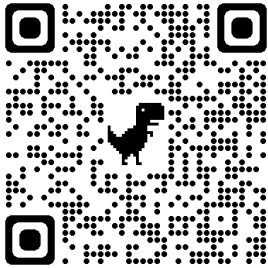
Fuel Poverty

West Dunbartonshire Citizens Advice Bureau (WDCAB) continues to provide advice and assistance to residents experiencing difficulty with paying their fuel bills, experiencing fuel poverty or having issues with energy suppliers. The Citizens Advice Bureau also works to raise awareness of energy efficiency issues with the wider community.

In 2022/2023, WDCAB worked closely with Working4U teams, housing associations and local third sector organisations to raise awareness of rising energy costs and the likely

consequences. Information regarding these issues is publicised via social media and press releases.

In the period April 2022 to March 2023, WDCAB assisted residents with 3637 utilities issues and 519 energy vouchers with a collective value of £18,172 were issued. During the winter



months we participated in a range of Cost of Living events and supported many of the Warm Centres/Heat Hubs set up by community organisations and churches in response to the increase in fuel costs. We assisted a total 58 clients at these community events.

Our Safe and Warm project enters its second year with a clear message that rising energy costs remain a significant challenge and that autumn winter of 2023/2024 will continue to see high costs, without the safety net of the Energy Support Scheme.

The continued funding will enable WDCAB to assist the increasing number of residents seeking advice with issues such as, maintaining fuel supply, minimising fuel debt and supplier disputes.

Ending Period Poverty in the Community

In order to tackle period poverty in the community, West Dunbartonshire Council developed a new project #EndPeriodPoverty. This effort has been aided by grant funding from the Scottish Government.

The aim of the project is to end period poverty and associated stigma by ensuring that those needing sanitary products can obtain them for free, without question at accessible locations.

We have established partnership working with a range of community based organisations and made products available in over 40 locations throughout West Dunbartonshire.

Information about availability can be obtained on the app.

Further information about the project can be found at:

<https://www.west-dunbarton.gov.uk/health-social-care/period-poverty/>

West Dunbartonshire Council Additional Cost of living Support

West Dunbartonshire Council has implemented a number actions to tackle important aspects of poverty and inequality. This includes the creation of a cost of living fund aimed at reducing cost for access to services in West Dunbartonshire.

A summary of ‘Cost of Living’ activity includes...

West Dunbartonshire Council Initiatives to Address the Cost of Living



£250,000
Household Energy Support Fund



£52,000
Local Foodbank Support



£1 Million
Support community organisations with capital costs for cost of living initiatives



£25,000
Antonine Sports Centre to support sports and leisure programme



£22,000
Free summer swim for school pupils initiative



£5,000
Free gym membership over the summer for 14 to 18 years group



£12,500
Free all-inclusive family gym memberships from July to August for families



£50,000
Targeted community bulk uplifts, grass cutting

This funded activity was identified as a means to reduce costs for hard-pressed families and is complemented with the production of a 15-point guide of practical. The guide is available on-line at: [Cost of Living | West Dunbartonshire Council \(west-dunbarton.gov.uk\)](https://www.west-dunbarton.gov.uk/cost-of-living).

Integrated Services

We are working in West Dunbartonshire to establish an integrated approach to service delivery wherever possible. This would encompass a coordinated effort across numerous sectors to address child poverty. By leveraging different sectors and services and fostering partnerships between them, we can achieve more holistic and impactful results. There are a number of benefits to, and examples of, this approach in West Dunbartonshire:

Holistic Service Delivery: In an integrated system, organisations can address the multi-faceted nature of child poverty. This includes areas such as education, health, housing, and social welfare, which all contribute to the experiences and outcomes of children in poverty. A single organisation may lack the resources or expertise to address all these areas effectively.

We have demonstrated our commitment to an integrated approach with clear examples where this is being developed. This includes efforts to reduce the cost of the school day outlined, among a range of other actions, in our Integrated Children Services Plans

Better Data Sharing: An integrated approach allows various service providers to share valuable data regarding child poverty. This improved data sharing can inform better decision-making, identify gaps in service, and allow resources to be directed where they are most needed.

We have established a Local Employability Partnership that incorporates a ‘creative design group’ that draws on the expertise and experience of local employability service providers to ensure that we reduce the barriers to access that prevent parents from accessing vital employability support. Through this partnership we can identify local priorities and co-produce local solutions based on our collective understanding of local demand.

Resource Efficiency: Integrated service delivery can leverage shared resources more efficiently. This is because each organisation can focus on their area of expertise while pooling resources where they can, rather than duplicating efforts.

We have established a Benefit and Debt Information and Advice Partnership with the specific aim of delivering services that focus on the members’ area of expertise. There are examples where we have pooled resources to achieve better outcomes. An example can be found in our approach to the management and delivery of the ‘Energy Hardship Fund’. Trusted partners have been provided with the delegated authority to make ‘cash first’ awards to service users in need of support. This is a ‘light touch’ regime that reduces the grant-related bureaucracy and administration costs and allows the partners to make decisions about the appropriate use of public resources.

Consistent Experience: For families seeking support, navigating various agencies can be challenging and may result in inconsistencies of service. In an integrated model, the journey is more seamless and efficient for those accessing services.

We have established a screening process for service users seeking debt and benefit advice. This is designed to ensure that service users receive the relevant support they need from the organisations best placed to deliver that support. We are co-ordinating these efforts through the Information and Advice Partnership in a way that complements the ‘no wrong door’ approach being adopted by the Scottish Social Security Agency.

Improved outcomes: When service delivery is well-coordinated and holistic, outcomes for children in poverty can be improved. There are better chances of early intervention, more effective targeting of services, and improved upward social mobility. We have established a common approach to assessment of need in our employability support provision. In addition,

we have supported service providers to use our client information database. This not only allows us to share information about outcomes without duplicating effort, it also allows us to identify what support has been brought to bear and what additional support is required.

We have identified a number of examples of an integrated approach within the report. There are more examples, these include...

Case Study Integrated Support - Housing and Support

The cost of housing has a significant bearing on levels of poverty as such activity around housing provision and management and associated services are important weapons for reducing poverty. The Local Housing Strategy (LHS) sets out how West Dunbartonshire Council and its partners plan to address the housing and housing related opportunities and challenges over the five year period from 2017/18 to 2021/2022.

The Local Housing Strategy has a 10-point success plan. Some of the points have a direct impact on the drivers of poverty. These include, for example:

- Maximise the delivery of new affordable housing through the ‘More Homes Better Homes West Dunbartonshire’ initiative;
- Reduce the impacts of climate change and fuel poverty by supporting energy efficiency measures across all housing sectors;
- Introduce a Housing Options approach to prevent homelessness;
- Work with partners to reduce repeat homelessness and increase tenancy sustainment in the social rented sector;
- Improve education, training and job opportunities for West Dunbartonshire residents by building on existing strong links through Working4U.

Case Study: Integrated Support - Family Nurse Partnership

Family Nurse Partnership (FNP) is a preventive licensed voluntary programme for first time mothers aged 19 years and under. It offers intensive and structured home visiting, delivered by specially trained nurses (Family Nurses), from early pregnancy until the child is two years old.

This support is for young first time mothers and their children and aims to maximise their potential. It seeks to do this by assisting young parents to modify behavioural risk factors and enhance protective factors through regular home visits, using motivational interviewing techniques and strengths based approach.

FNP has continued to deliver the programme in West Dunbartonshire in accordance with NHS GGC board and Scottish Government guidance. This includes not only face to face home visiting, but also telehealth contacts using both Attend Anywhere/Near Me and WhatsApp video calling.

A key focus on the impact of poverty and financial inclusion staff have received financial inclusion and home energy training to alleviate fuel poverty implications.

The team is closely aligned to Working4U and has developed excellent relationships with local foodbanks to alleviate impact of poverty. Implications of poor and inadequate housing has resulted in Communication Pathways Developed for young people. This includes established links to Shelter Scotland Project.

As such, the Family Nurse Partnership works with a range of organisations and agencies to facilitate access to support.

An integrated service approach for addressing child poverty requires a shared vision, commitment, and plan to implement effectively. The vision and commitment are clearly evident throughout this report. By continuing to work across sectors we have established the potential to make a positive improvement on the lives of children impacted by poverty.

Summary

The Child Poverty (Scotland) Act 2017, requires Local Authorities and Health Boards to jointly prepare and publish annual Local Child Poverty Action Reports (LCPARs).

The report should illustrate action that will contribute to the reduction of child poverty. Specific emphasis should be placed on income maximisation for families with children and those families whose income/expenditure is adversely affected because of a member's protected characteristics. We have identified, throughout the report, activity and services in West Dunbartonshire that are designed to achieve that aim.

We have outlined activity to maximise income that is being driven by the Local Employability Partnership. This demonstrates the extent of partnership working and the anticipated outcomes we seek to achieve each year. We have demonstrated significant success in this area of work and will continue to pursue our aims through the use of No One Left Behind and Parental Employability Support Funds.

We have also outlined our approach to the provision of benefits and debt advice and once again demonstrated significant progress with the aims set out by the Information and Advice Partnership. We have also made progress in finding methods to report on the support and outcomes achieved for those families most likely to be affected by poverty and disadvantage.

While outlining this income maximisation support, we have also identified the many ways that child poverty is being addressed through the Integrated Children's Service Report and Plan. This includes a range of activity that focusses on the cost of the school day and addressing the disadvantages that are apparent among families and children in schools and those using children's services.

The report also contains information about the additional work being done to complement the income maximisation and cost of living support that is available. Not only does this include the provision of free school meals, education allowances and the Scottish Welfare funds; it also includes efforts to reduce the burden and cost of living for families during school holidays.

All of this demonstrates a clear commitment to addressing the causes and effect of poverty and disadvantage throughout West Dunbartonshire.

Appendix 1: NHS Greater Glasgow and Clyde Addressing Child Poverty

The following tables provide an overview of activity carried out by NHS Greater Glasgow and Clyde that is designed to address child poverty.

Table 5: NHS Greater Glasgow and Clyde Employability Programmes

Summary of activity 2022/23	Plans for 2023/24
<p>Broadly we have been able to continue activity since last year, with some key highlights below:</p> <p>Apprenticeships: ongoing delivery in established activity with planning for new opportunities in 23/24 for Business Administration and Support Services.</p> <p>Academy Programmes: cohorts delivered for 22/23 followed close partnership working with DWP, Job Centre and local authority employability partners, continued offering of guaranteed interview on completion and signposting to flexible bank work as alternative to fixed shift patterns.</p> <p>Partner Engagement - discussions have taken place with all six LEPs to establish connections and agree actions to support understanding of NHSGGC as employer and identify options to access funding through LEPs for workforce employability activity connected to national initiatives aligned to parents and young people.</p>	<p>In 2023/2024 the WATE plan will continue delivery aligned to our Workforce Strategy: Apprenticeships- continue and develop opportunities linked to GGC Workforce Plan and Recruitment and Attraction Plan supporting Foundation Apprenticeship partnerships with FE and Education partners, ongoing recruitment of Modern Apprentices, formal arrangements for Graduate Apprenticeship programmes.</p> <p>Academy Programmes – schedule employability programmes with appropriate partners that will connect to career pathways and support workforce supply requirements for entry level posts.</p> <p>Careers – planned return of full range of careers activity in line with internal stakeholders and Education partners linked to workforce supply forecasts and priority areas, further expand mentoring schemes for young people, align internal career pathways to our workforce plan and Fair Work commitments visible career access, development and progression opportunities for our staff and community.</p> <p>Community Wealth Building – continue to connect our workforce activity to the pillars within CWB as an Anchor institution.</p>

Table 6: NHSGGC as a Service and Contract Procurer

Summary of activity 2022/23	Plans for 2023/24
<p>NHSGGC delivered final report for the Health Anchor Learning Network funded project 'Increasing Diversity in the Supply Chain' which demonstrated we had been successful in engaging with diverse employers in the area around NHSGGC and NHS Lanarkshire opportunities to bid for work.</p>	<p>Our new Procurement Strategy now includes an aim to increase the proportion of local and diverse SMEs supplying NHSGGC. Supplier Development Programme will work with NHSGGC to deliver an engagement programme to SMEs which will allow local businesses to benefit from NHSGGC procurement opportunities. A key focus is to continue the 22/23 development pilot 'increasing Supplier Diversity' which includes businesses owned or primarily staffed by women, BAME people, and people with disabilities.</p>
<p>Community benefits. Work was carried out to promote the new national community benefits gateway to all NHSGGC's Third Sector Interfaces, including promotional materials and presentations at network meetings. This gateway was developed as part of a national working group.</p>	<p>Work will continue to promote and grow the new national community benefits gateway to NHSGGC's Third Sector.</p>

Table 7: NHSGGC Family Friendly Working

Summary of activity 2022/23	Plans for 2023/24
<p>A successful bid from Endowments Committee enabled the development of a Staff Hardship Crisis fund. Staff Financial Wellbeing Action plan delivered including HES workshops, new staff Z card resource on mental Health & Wellbeing / Money advice printed and distributed, Payslip messages, SSTS monthly payroll message added a link to NHSGGC Money advice website. The NHSGGC Staff Money Worries website was refreshed and we introduced regular Staff Money Worries messages within core brief.</p>	<p>We will continue to deliver Staff Hardship Crisis Fund to NHSGGC Staff. We will increase focus on delivering promotional activities to staff via core brief, update Money Worries website as required, deliver HES workshops, Deliver Credit Union workshops and promotions.</p>

Table 8: NHSGGC Royal Hospital for Children Money and Debt Service

Summary of activity 2022/23	Outcome/activity data for 2022/23 by HSCP, including comparison with previous years	Plans for 2023/24														
<p>The Money & Debt with advocacy service supports any families who have a child as an inpatient or who attend the hospital as an outpatient. It sees families from all 6 target groups as identified in Best Start Bright Futures, Scottish Government child poverty delivery plan, 2022. The service works closely with families who often experience major life changing circumstances due to a child being born with a medical condition, or a child suddenly becomes unwell or they are diagnosed with a lifelong or life limiting illness. These Parents often become Carers and they are faced with increasing and additional costs of caring for a child with a disability or lifelong or life limiting illness.</p>	<p>There were a total of 238 referrals into the service during 2022/2022 with a total 273 repeat clients also see. There was a total of £2,537,426.52 in financial gains and a total of £193,287.94 in debt, housing and non-housing managed. Of those who used the service 56% had an annual income of <£15k before seeing the service and were living in poverty. 46% of those who used the service identified as having a disability with the service reaching families with a total of 120 children (<16) who also had a disability. 16% of those who used the service were BAME and 14% required a translator for their appointments.</p> <table border="0" data-bbox="813 911 1227 1166"> <thead> <tr> <th style="text-align: left;">Area</th> <th style="text-align: right;">Total</th> </tr> </thead> <tbody> <tr> <td>East Dunbartonshire -</td> <td style="text-align: right;">5</td> </tr> <tr> <td>East Renfrewshire -</td> <td style="text-align: right;">3</td> </tr> <tr> <td>Glasgow City -</td> <td style="text-align: right;">103</td> </tr> <tr> <td>Inverclyde -</td> <td style="text-align: right;">5</td> </tr> <tr> <td>Renfrewshire -</td> <td style="text-align: right;">11</td> </tr> <tr> <td>West Dunbartonshire -</td> <td style="text-align: right;">8</td> </tr> </tbody> </table> <p>A total of 136 new clients seen were from NHSGGC. A total of 102 clients seen were from out with NHSGGC area.</p>	Area	Total	East Dunbartonshire -	5	East Renfrewshire -	3	Glasgow City -	103	Inverclyde -	5	Renfrewshire -	11	West Dunbartonshire -	8	<p>The service was recently awarded funds from a successful funding bid from the Glasgow Children’s Hospital Charity for 23/24. Plans are underway to review the current delivery model and source new funds for 24/25 and beyond. As with previous years, the service will continue to work with all partners through its multi-disciplinary steering group including Glasgow Children's Hospital Charity, internal & external staff and families. Learning from the pandemic and family’s needs are at the forefront of service delivery for 2023/24.</p>
Area	Total															
East Dunbartonshire -	5															
East Renfrewshire -	3															
Glasgow City -	103															
Inverclyde -	5															
Renfrewshire -	11															
West Dunbartonshire -	8															

Table 9: NHSGGC Special Needs in Pregnancy Maternity Matters Debt and Advocacy

Summary of activity 2022/23	Outcome/activity data for 2022/23 by HSCP, including comparison with previous years	Plans for 2023/24
<p>The Money & Debt with Advocacy Service - Maternity Matters supports any women and when required her family, who attends the SNIPs Maternity Service in Glasgow. It sees women who have multiple vulnerabilities and who may have a disability, BAME, single parents and pregnant and target groups as identified in Best Start Bright Futures and Scottish Government child poverty delivery plan. The service supports women to develop an action plan and an Advocate will work with the women to support the plan and facilitate attendance at other services from anything from 3 months upwards. Maternity Matters deliver a true client centred approach, building the trust of the women, whilst engaging via NHS settings and via the Midwifery team. A number of these women have low level literacy skills and, or, English is not their first language, which makes managing their money and financial literacy an additional challenge. Often their IT skills are also low making UC claimant commitments more difficult.</p>	<p>A total of 190 referrals were made to the service during 2022/23 and a total of 292 repeat clients were also seen. 36% of new clients seen had an annual income of <£6k, 45% had an annual income of <£10k and a further 9% had an annual income of <£15k. Only 10% of new clients seen had an annual income >£15k to £25k. Therefore 90% of those the service has seen would be classed as living in poverty before seeing the service. 50% of service users identified that they had a disability. Financial gains were a total of £552,896.02 and a total of £89,626.05 in both housing and non-housing debt was managed for clients. A total of 45% of new service users were BAME and a total of 22% of service users needed an interpreter to engage with the service. 50% of those who used the service were <25 years old. 35% were lone parents with dependants and a further 45% were single parents who were expecting their first child. A total of 98 travel cards were provided to women who had no money to pay for travel to their Maternity Appointments.</p> <p>HSCP BREAKDOWN: Glasgow city - 168 ED, ER, Ren & WD - 8 (data have been</p>	<p>The service will continue to work with all partners through its multi-disciplinary steering group including Glasgow Children's Hospital Charity, Money Matters and Maternity staff and with pregnant women and their families. The service will continue to provide a holistic approach to the women's needs and everyone seen in the service will receive a full Benefits/ Welfare rights check and an income maximisation check-up is completed, identification of and support with debt, energy support and direct access to grants to ensure that they are not without heating and lighting at home, support for housing issues, support to access food and Foodbanks, support to access grants. The service will support women to access education, training and employment if and when they are ready.</p>

Summary of activity 2022/23	Outcome/activity data for 2022/23 by HSCP, including comparison with previous years	Plans for 2023/24
	consolidated as individual numbers are small) Out with NHSGGC - 14 (data have been consolidated as individual numbers are small)	

Table 10: NHSGGC Black and Ethnic Minority Maternity Support

Summary of activity 2022/23	Plans for 2023/24
<p>A review of interpreting found that 95% of those who use a community language interpreter are from SIMD 1 and 2, confirming that BAME maternity users are often at multiple disadvantage. Given access problems reported by this community to maternity services, a patient code for telephone interpreting was widely distributed in communities and in maternity services. Feedback from third sector organisations indicated that this is making a sustained and meaningful difference in terms of access. Equalities proofing of a refreshed approach to patient engagement was undertaken and an option appraisal for equalities and poverty training for staff developed. A Step By Step Guide to maternity services, which is currently being translated into 33 community languages, easy read and BSL was developed and work to equality proof the maternity website and Badgernet app started.</p>	<p>Key focus areas for the next financial year can be found below:</p> <ul style="list-style-type: none"> -Actions to address structural barriers in the maternity pathway for the BAME community and those living in poverty include issuing and marketing a patient interpreting code to ensure access to the telephone triage system -Development of a simple step by step guide to NHSGGC maternity services -Review of patient facing materials, including the Badgernet app, in community languages; improvement plan for areas of care not meeting the needs of BAME women (e.g. Birthplans) -Improvement plan for patient engagement and developing a staff training plan. <p>The review of NHSGGC’s Maternity Strategy offered an opportunity to review the maternity pathway for BAME women and planning is underway to carry out a suite of Equality Impact Assessments to ensure the pathway is accessible to all.</p>

Table 11: NHSGGC Money Worries in Maternity

Summary of activity 2022/23	Outcome/activity data for 2022/23 by HSCP, including comparison with previous years	Plans for 2023/24																											
<p>A Pilot quality improvement to increase financial enquiry and referral to support within maternity was completed in one (GCC) area in 2021/22, this work will continue in 23/24 and learning will be shared more widely.</p>	<p>Referral pathways have been updated and supporting guidance has been developed and disseminated. Baseline and follow up referral data is being extracted from Badgernet to track progress.</p> <p>Data from local FI service providers for each HSCP/sector show the following direct referrals from maternity services as follows:</p> <table border="1" data-bbox="920 667 1594 1129"> <thead> <tr> <th>HSCP/Sector</th> <th>21/22</th> <th>22/23</th> </tr> </thead> <tbody> <tr> <td>North East Glasgow</td> <td>93</td> <td>177</td> </tr> <tr> <td>North West Glasgow</td> <td>200</td> <td>209</td> </tr> <tr> <td>South Glasgow</td> <td>130</td> <td>181</td> </tr> <tr> <td>East Dunbartonshire</td> <td>1</td> <td>2</td> </tr> <tr> <td>Inverclyde</td> <td>0</td> <td>0</td> </tr> <tr> <td>Renfrewshire</td> <td>15</td> <td>19</td> </tr> <tr> <td>West Dunbartonshire</td> <td>61</td> <td>62</td> </tr> <tr> <td>East Renfrewshire</td> <td>4</td> <td>5</td> </tr> </tbody> </table>	HSCP/Sector	21/22	22/23	North East Glasgow	93	177	North West Glasgow	200	209	South Glasgow	130	181	East Dunbartonshire	1	2	Inverclyde	0	0	Renfrewshire	15	19	West Dunbartonshire	61	62	East Renfrewshire	4	5	<p>This work will continue in 23/24 and the learning from the QI will be shared and rolled out across NHSGGC to ensure the issue is raised with every pregnant woman and an increase in referrals to Money Advice services is recorded.</p>
HSCP/Sector	21/22	22/23																											
North East Glasgow	93	177																											
North West Glasgow	200	209																											
South Glasgow	130	181																											
East Dunbartonshire	1	2																											
Inverclyde	0	0																											
Renfrewshire	15	19																											
West Dunbartonshire	61	62																											
East Renfrewshire	4	5																											

Table 12 NHSGGC Health Visitor and Money Worries

Summary of activity 2022/23	Outcome/activity data for 2022/23 by HSCP, including comparison with previous years	Plans for 2023/24																											
<p>A Scottish Government financial inclusion quality improvement practicum to increase financial enquiry and referral to support within Health Visiting has been completed in one (GCC) area in 2021/22, learning from this will start to be implemented more widely in 2023/24. The QI approach will be supported and rolled out to support the delivery of the Universal Pathway in NHSGGC.</p>	<p>This is the core financial Inclusion service for NHS staff to refer families to for income maximisation. There were 3,764 referrals with an estimated £4 million gain in unclaimed benefits and other financial supports. Data from local FI service providers for each HSCP/sector show the following direct referrals from Health Visitors as follows:</p> <table border="1" data-bbox="943 651 1637 1118"> <thead> <tr> <th>HSCP/Sector</th> <th>21/22</th> <th>22/23</th> </tr> </thead> <tbody> <tr> <td>North East Glasgow</td> <td>674</td> <td>703</td> </tr> <tr> <td>North West Glasgow</td> <td>620</td> <td>603</td> </tr> <tr> <td>South Glasgow</td> <td>1290</td> <td>1307</td> </tr> <tr> <td>East Dunbartonshire</td> <td>69</td> <td>92</td> </tr> <tr> <td>Inverclyde</td> <td>0</td> <td>7</td> </tr> <tr> <td>Renfrewshire</td> <td>137</td> <td>139</td> </tr> <tr> <td>West Dunbartonshire</td> <td>51</td> <td>56</td> </tr> <tr> <td>East Renfrewshire</td> <td>14</td> <td>92</td> </tr> </tbody> </table>	HSCP/Sector	21/22	22/23	North East Glasgow	674	703	North West Glasgow	620	603	South Glasgow	1290	1307	East Dunbartonshire	69	92	Inverclyde	0	7	Renfrewshire	137	139	West Dunbartonshire	51	56	East Renfrewshire	14	92	<p>A Short Life Working group has been established at the end of 22/23 to roll out the learning from the FI quality improvement practicum. This learning will start to be implemented and reviewed across 23/24.</p>
HSCP/Sector	21/22	22/23																											
North East Glasgow	674	703																											
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Renfrewshire	137	139																											
West Dunbartonshire	51	56																											
East Renfrewshire	14	92																											

Table 13: NHS GGC Planned Developments

Activity	Plans for 2023/24
Families with Children with a disability	Children with a disability are a key target group of the CPA, 2017 and BSBF, 2022. Aim to understand families experience and impact of poverty for families with a child with a disability around the 3 key drivers of poverty. Plans to convene a Steering Group, scope out and commission research into needs of families with children and a disability in NHSGGC are underway. This research will identify themes and make recommendations for progress.

Appendix 2 Employability Activity

Table 14 Employability Actions (Income from Work)

Project/Programme	Activity
<p>No One Left Behind Employability Pipeline</p>	<p>The employability support services is an all age service managed by Working4U and are delivered across the five stage employability pipeline; from unemployment to sustained employment.</p> <p>The employability support services at each stage of the employability pipeline are designed to meet the needs of West Dunbartonshire residents who wish to progress towards and into employment and improve their position within the labour market.</p> <p>The services are managed by Working4U and specialist employability support is provided by a range of third sector and private sector employability service providers operating in West Dunbartonshire. This includes, for example: Tell; Tulloch Futures; Street League; SAMH; Action for Children; West College Scotland</p> <p>Information about, and access to, Employability Pipeline services can be found at: https://www.west-dunbarton.gov.uk/jobs-and-training/working4u/get-in-touch/</p>
<p>Parental Employability Support/Child Poverty Support</p>	<p>The Parental Employability Fund investment has been developed in West Dunbartonshire to offer help by providing parents with access to an employability key worker who will help in two main areas:</p> <ul style="list-style-type: none"> • Person-centred help to address parents barriers to work, which might include health support, money advice or motivational support; and • Help to meet the increasing challenge of in-work poverty, targeting in-work support to help parents already in jobs to remain in the workplace and gain progression through a rewarding career. • financial awareness; debt management, benefit maximisation, fuel and food poverty initiatives support from health and social services and housing support services. <p>Information about Parental Employability Support can be obtained at: https://www.west-dunbarton.gov.uk/jobs-and-training/working4u/get-in-touch/</p>

Project/Programme	Activity
Apprenticeship Pathway	<p>West Dunbartonshire Council has created a £1million fund as a commitment to the Apprenticeship Pathway. This funding will be used to support apprenticeship recruitment, primarily school leavers, over four years (2022-26). Our efforts will be placed on supporting young people into a range of opportunities within Council services and the Private sector.</p> <p>The Apprenticeship Pathway will give young people from disadvantaged backgrounds who have not engaged with the school curriculum the opportunity to gain confidence and progress towards work.</p> <p>Information about the Apprenticeship Pathway can be obtained at: https://www.west-dunbarton.gov.uk/jobs-and-training/working4u/get-in-touch/</p>
FIRST STEPS programme	<p>This programme aims to help young people to address barriers that prevent them from fully participating in community and social life and it targeted at young people who have barriers that prevent from them from engaging with support services. The approach centres on assisting personal and social development and involves weekly home visits to encourage young people to engage with a view to progressing the young person to meet out in the community and reduce isolation.</p> <p>This programme focuses on young people at stage 1 of the employability pipeline;</p> <ul style="list-style-type: none"> • socially isolated • are not in education, employment or training; • have low self-esteem and low aspirations; • have poor mental health • have ASN <p>The support will act as a gateway to the stage two provision of the ‘THRIVE’ employability project as well as ‘Parental Employability Support’; ‘No One Left Behind’, mainstream employability and National Training Programmes.</p>
THRIVE	<p>Working4U Thrive programme supports young people taking their first steps into employment by focusing on personal development, learning new skills and gaining confidence.</p> <p>The programme is open to any young person aged between 16 and 24. They will receive one to one support to ensure they have the basic tools, including internet access and a bank account, required to begin seeking employment.</p>

Project/Programme	Activity
	<p>They will then participate in group work for eight hours per week, building on skills for life and work including communication skills, team work and confidence exercises.</p> <p>The course will be tailored to suit the needs of the participants, ensuring they have the time and appropriate opportunities to work towards their next positive destination. Progression routes from the course will be in line with the young person's aspirations, but could include further training with one of our partner organisations, an Apprenticeship, volunteering, college or employment.</p> <p>Participants will have access to additional expertise from partners including Skills Development Scotland during the course, as well as the potential for volunteering opportunities.</p>
Social Benefit	<p>West Dunbartonshire Council is committed to maximising local social value from our procurement activity. This will be achieved through the inclusion of specific clauses within procurement contracts known as Social Benefit clauses. Social Benefit clauses go beyond the core purpose of a contract to deliver wider benefits to the local community. These clauses can be used to build a range of economic, social or environmental benefits into the delivery of Council contracts.</p> <p>During 2021/2022 we have worked with a number of contractors including, for example:</p> <ul style="list-style-type: none"> • Employers attending careers and apprenticeship events; Apprenticeships and job opportunities; and Work experience placements; • Employability skills development - Mock interviews, Site visits and tours • Support from volunteers; • Financial and equipment donations.
NHSGGC Community Benefits	<p>NHSGGC is working with a national 'Once for All' approach to procurement and community benefits clauses which covers poverty and child poverty. This activity has been led by the NHSGGC Procurement team and Community Benefits were considered in all contracts over the value of £50,000. In addition, the Team has established processes which ensured real Living Wage is paid to contracted staff in future contracts as part of NHSGGC Living Wage accreditation which was achieved in Nov 2020</p>

Project/Programme	Activity
	<p>The Team has also developed a local West Dunbartonshire pathway to ensure appropriate Community Benefits requests, aligned to local needs, are added to the National Community Benefits Marketplace Portal.</p>
<p>Skills Development Scotland (SDS).</p>	<p>Skills Development Scotland provides Career Information, Advice and Guidance services to people of all ages with a particular focus on young people at risk of failing to progress into positive destinations. All services are equality assessed and poverty is considered as part of this process.</p> <p>SDS also manages a range of Scottish Government training and employability programmes including the Apprenticeship Family of Foundation, Modern and Graduate Apprenticeships which provide high level on-the-job training and qualifications to the Scottish population.</p> <p>In 2022/23 SDS will continue to deliver a universal and targeted service in all local schools to develop pupil’s Career Management Skills and support their career decision making.</p> <p>In addition, the ‘Next Steps’ service will support the most vulnerable post school young people to overcome barriers to progression and will be delivered through a blended approach of face-to-face and remote approaches.</p> <p>Further details of support provided by Skills Development Scotland can be found at: https://www.skillsdevelopmentscotland.co.uk/local-national-work/west-dunbartonshire/</p>
<p>NHSGGC Employability Programmes</p>	<p>Progress has been made in the implementation of the NHS GGC Widening Access to Employment (WATE) Strategy. Most notably in our modern apprenticeships, the academy model and careers and other employment opportunities.</p> <ul style="list-style-type: none"> • Our NHSGGC Apprenticeship Programme was targeted at excluded and vulnerable groups including young parents and has employability outreach programmes to schools and colleges. • Outreach to schools has utilised online options as placement activity paused. • Continued implementation of NHSGGC family friendly and flexible working policies and procedures • NHSGGC Employability team has led on continuation of NHSGGC learning and education programmes and bursary scheme to enhance career development; and • Liaison with LCPAR local authority leads on the Parental Support Fund. <p>The WATE plan will continue in to 2022/23 through:</p>

Project/Programme	Activity
	<ul style="list-style-type: none"> • ongoing recruitment of modern apprentices and support existing apprentice cohorts; • delivery of sector based work academies and development of other pathways into employment; • revised provision of careers awareness activity; • consider feasibility of developing ‘Academy approach’ within HSCPs recruitment.