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**REPORT TO: AUDIT AND PERFORMANCE COMMITTEE ON 16 DECEMBER 2009**

**SUBJECT: TACKLING INEQUALITIES**

**BY: CHIEF EXECUTIVE**

**1. REASON FOR REPORT**

- 1.1 Audit & Performance Committee are asked to consider the progress to date on progress towards National Outcome 7: Tackling Inequalities and to discuss the impact the proposed use of the recently released Scottish Index of Multiple Deprivation (SIMD) in tackling inequalities.
- 1.2 This report is submitted to Committee in terms of Section G(9) of the Council's Administrative Scheme relating to Scrutinising the policies of the Council and their effectiveness in meeting the Action Plans of the Council as set out in the Corporate Development Plan.

**2. RECOMMENDATION**

- 2.1 The Audit & Performance Committee are asked to scrutinise the performance to date of developments on tackling inequalities and consider the proposals to take account of the Scottish Index of Multiple Deprivation.**

**3. BACKGROUND**

- 3.1 The Partnership identified that priority areas to address were to ensure that vulnerable groups in society are supported and tackling health inequality in Moray. This work was to be carried out under the Fairer Scotland Fund, the More Choices More Chances initiative and the Social Inclusion Strategy.
- 3.2 The report will indicate the progress achieved within each of the key areas and will also indicate how the SIMD 2009 will be used in order to target inequalities. Progress in tackling the key milestones in each of the local delivery plans (attached as appendices)

**4. FAIRER SCOTLAND FUND**

- 4.1 Provide a brief introduction to the project /area of work/strategy**  
The Fairer Scotland Fund is a fund aimed at tackling poverty and deprivation across Scotland. The approach differs from previous deprivation funding that it seeks to tackle poverty at its root cause rather than just tackling the symptoms. It also seeks

facilitate the provision of an evidence base which can be used to influence future mainstream resource and inform developments within the SOA. In order to develop the use of the fund and wider identification of rural poverty a Fairer Scotland Fund team was appointed. The remit of the team was to put in place processes to develop the use of the fund in line with the agreed priorities. The team were also responsible for undertaking research and consultation into poverty and deprivation which could be utilised as an evidence base to influence future provision to tackle deprivation in Moray.

#### 4.2 **What was the objective of the project/area of work/strategy?**

The objective was to target the resource on:

- Regenerating the most disadvantaged areas
- Improving life chances for individuals and groups experiencing poverty and disadvantage
- Improving employability

#### 4.3 **What timescales applied?**

The fund was awarded to the Moray Community Planning Partnership in March 2008 to run for 3 years until March 2011. The team were recruited in February 2009. The development of the fund was delayed and initially transitional funding was awarded to projects previously funded through the Regeneration Outcome Agreement, until a process was put in place. Team performance indicators were agreed which would; allow the progress of the fund to be measured:

- 75% of the Fund will be allocated by March and 100% will be allocated by August 2010.
- Following completion of the research and production of the Strategic Assessment for the Fairer Scotland Fund, accurate poverty indicators for Moray will be established by September 2009

Milestones were agreed within Local Delivery Action Plans (*please see Appendix 1*)

#### 4.4 **Did we complete the objectives against the objective remaining within expected timescales?**

- 4.4.1 The FSF team have exceeded one of the agreed performance indicators as noted and following completion of the research and production of the Strategic Assessment for the Fairer Scotland Fund, accurate poverty indicators for Moray will be established by September 2009. This will now follow the lead of the Scottish Government who are currently looking at establishing poverty indicators

FSF team performance indicators progress:

75% of the Fund will be allocated by March and 100% will be allocated by August 2010– 78% of the fund has been allocated to date.

- 4.4.2 The milestones for the Fairer Scotland Fund for the end of quarter 2 indicate good progress with all milestones being met.

This includes:

- FSF strategic assessment has been produced and has contributed to identify areas of deprivations and where resource should be targeted.
- Employability assessment has also been produced and has contributed towards the development of the employability service.
- Employability action plan revised and finalised

- Financial Inclusion seminar undertaken and led to the production of the Financial Inclusion Strategy and action plan.
- Process for applicants to indicate their interest in the fund has been finalised and 3 rolling programmes of proposals have been undertaken, 9 projects have been awarded funding to date.
- Supported apprenticeship scheme (MARS) has been developed and match funding proposals have been written. Employers have been contacted and work is currently underway to identify suitable employment opportunities.

#### **4.5 Is there evidence, where available, to support the impact of achieving or impact of achieving or progressing the strategy**

- 4.5.1 The process to facilitate the development of the fund has been fully implemented and evidence has indicated the usefulness of this process in ensuring that interested parties are clear on the priorities of the fund.
- 4.5.2 Robust monitoring and evaluation systems have been put in place and will allow effective monitoring and reporting of the impact the funded programmes will have in meeting the local and national priorities.
- 4.5.3 It is too early at this stage to measure the impact the funded programmes will have on meeting the fund priorities as many have only recently been implemented.

### **5 MORE CHOICES, MORE CHANCES (MCMC)**

#### **5.1 Provide a brief introduction to the project /area of work/strategy**

More Choices More Chances is the Government Strategy to reduce the proportion of young people not in education employment or training in Scotland and seeks to stem the flow of young people 'at risk.'

#### **5.2 What was the objective of the project/area of work/strategy?**

- 5.2.1 The Moray More Choices, More Chances Strategy was launched in 2007 and has 5 key aims:
- To establish accurate baseline figures in order to set targets and develop the Strategy for Moray.
  - Establish early intervention Strategies
  - Develop and enhance partnership working including the detail of the key worker
  - Ensure Strategic planning and integrated working
  - Establish a comprehensive shared system for tracking of young people
  - Celebrate Success.
- 5.2.2 Within the strategy targets were set and agreed by the Scottish Government. These included an overall reduction in the number of young people not in employment education or training by 20%.
- 5.2.3 A MCMC Strategy group was formed within the CPP Structure reporting to the Children and Young Persons Partnership. This group consisted of senior officers from the Council, Skills Development Scotland, NHS Grampian, Moray College, Voluntary sector, Highland Employer Coalition and the Department of Work and Pensions.

This group were responsible for the development of the Strategy and monitoring progression towards the outcomes.

5.2.4 In 2008 a MCMC development team was appointed in order to drive the strategy and ensure the implementation of the key themes. This work included:

- Identify and needs of the young people in the target groups.
- Map existing services working with young people from the target groups.
- Map existing education, employment and training opportunities currently available in Moray
- Analyse strengths, weaknesses, opportunities and threats in Moray for the target group.

5.2.5 When the Fairer Scotland Fund was introduced in 2008, MCMC funding was merged into this larger pot. There was a need identified at this time for the development of a Workforce plus Strategy for Moray. Following a stakeholder day with the Scottish Government in March 2009 it was agreed that the most effective option was to merge MCMC with Workforce plus to create an employability group who would be responsible for addressing the employability agenda for all working age population. This would develop in line with a number of priorities within the Single Outcome Agreement and the priorities of the Fairer Scotland Fund.

5.2.6 The original structure and membership of the MCMC Strategy group was revised and the Employability Action group was formed. The Employability action group is currently responsible for overseeing the progression towards the actions and the milestones contained within the MCMC Local Delivery Plan. Much of the activity of this group also contributes to the work of the 16+ Strategy group (NO4).

### 5.3 What timescales applied?

Funding was awarded in 2007 – 2008 to take forward work to meet the objective of the Strategy and targets and in 2008 this funding was merged within the Fairer Scotland Fund. Dates for completion of the actions in the current action plan vary (*please see appendix 2*) however most are on track to be met by their target dates. The Local Delivery plan is attached (*please see appendix 3*)

### 5.4 Did we complete the objectives against the objective remaining within expected timescales?

5.4.1. The original targets set within the MCMC Strategy were reviewed on the quarterly basis and positive progress was made in meeting those targets. The numbers which related to a total evaluation of the direct delivery activity indicated a great deal of success in achieving positive outcomes for the young people involved. Local targets to reduce the overall numbers of young people not in employment, education or training by 20% (100 young people) were agreed with the Scottish Executive. The original targets were based on a baseline of 500 as this included those young people who were categorised as unknown of whom there were 100 in 2004.

The most recent figures on the number of known young people aged 16 – 19 within the More Choices; More Chances Category indicates an overall reduction from 9.1% (400) in 2004 to 7.4% (330) in 2007 then 7.7% (350) in 2008 which is below the target figure of 400.

5.4.2 When MCMC and Workforce plus merged a revised action plan was developed. This sets out a number of actions based on the original aims of the MCMC Strategy but including additional targets and actions to meet with the requirement of the Workforce plus agenda.

This action plan is reviewed on a quarterly basis and early indications are that many of the actions are being met and to the agreed target dates. (Actions will contribute to the local delivery plan for MCMC)

The milestones within the local delivery plan for MCMC activity are making good progress with 9 out of 11 (having been met). These include:

- Revision of the Employability Action group structure and membership. .
- Development of short life task group to take forward the actions, including the identification of additional interventions for young people.
- Training sessions aimed at front line staff have been developed. Money management and welfare benefits training have been held and attended by a total of over 60 staff. Disability awareness and equalities and employability session are planned for Quarter 1 and Quarter 2 of 2010.
- The Employability service has been commissioned and is now operational. This will focus on target groups identified through the work of the Employability action group and the research and consultation undertaken through the FSF.
- The pathway mapping event was held in October and generated a large amount of useful information to inform the ongoing work of the partnership.

5.4.3 Milestones that have not been met:

- The production of the Employability Strategy – this action will now be achieved in Quarter 4
- The 16+ Strategy group is to submit funding application to the FSF for flexible pot of money to support interventions to young people – it was agreed that this action would be more effectively implemented following the appointment of the 16+ development officer who has just recently been appointed.

5.4.4 The first revision of the new Employability action plan due in January will inform additional progress toward the milestones.

**5.5 Is there evidence, where available, to support the impact of achieving or impact of achieving or progressing the strategy**

5.5.1 The recently published school leaver's destination figures have indicated that Local Delivery plan target of no more than 12% of school leavers to be in the MCMC target group has been met.

5.5.2 Scottish Government figures indicate that Moray's More Choices, More Chances Strategy met the targets set for 2008

5.5.3 Improved tracking of school leavers has reduced the unknown figure from 20% (MCMC Strategy 2007) to 0% (school leaver destination figured December 2009)

5.5.4 The Partnership are now more readily able to access and share information about the client group and therefore make effective decisions based on evidence.

5.5.5 There is evidence of greater awareness of the MCMC agenda among education and other providers. Education are more responsive to the different needs of young people and 16+ learning Choices the senior phrase of Curriculum or Excellence will

further develop this. Tracking of school leavers has improved with the numbers of unknown destination reduced from the original number of 100 to 41 (2008) to zero (December 2009).

- 5.5.6 The initial funded initiatives have provided a strong evidence base to inform decisions to address the needs of young people in Moray and this includes decisions around investment of the FSF resource.

## **6 SOCIAL INCLUSION STRATEGY**

### **6.1 Provide a brief introduction to the project /area of work/strategy?**

- 6.1.1 The Social Inclusion Strategy of The Moray Community Planning Partnership set out it takes account of existing strategies and plans  
Many of the actions relate to the work undertaken by the Fairer Scotland Fund (Financial Inclusion and Employability) and therefore actions within the Strategy will to a degree have been addressed. A full review of the Strategy will be undertaken early in 2010.

### **6.2 What was the objective of the project/area of work/strategy?**

The objective of the strategy is to tackle inequalities in health, social care, housing and education and to promote community involvement in Moray. The key actions agreed were to; agree a set of poverty indicators for Moray that take local and rural factors into account and set 2009/10 baseline for measurement of progress in work against social exclusion from 2010/11 onwards. This was to be achieved in conjunction with the following actions –

- Identify areas of deprivation in Moray, consult on and agree accurate poverty indicators for Moray
- Review Social Inclusion Strategy and finalise new version.
- Finalise Financial Inclusion Strategy
- Finalise Employability Strategy
- Develop targeted interventions to support socially excluded individuals (responding to needs identified through research).

### **6.3 What timescales applied?**

The initial action plan referred to a range of existing strategies and plans that cut across national outcomes .In terms of the relevant local delivery action plan (**see appendix 4**). Production of the initial Strategic assessment for the Fairer Scotland Fund was targeted for the completion in quarter I and the Financial Inclusion Strategy was due to be initiated with a seminar which was set for June. The reviewed strategy was due to be presented in December 2009. The establishment of Poverty Indicators was to be complete by March 2010. The Financial Inclusion strategy and action plan was scheduled to be distributed in December 2009

### **6.4 Did we complete the objectives against the objective remaining within expected timescales?**

- 6.4.1 In relation to the key actions all have met their milestones for the first two quarters of the year with the exception of the review of the Social Inclusion Strategy which

has been delayed, the draft employability Strategy and a finalised Action Plan is partially complete

- 6.4.2 The development of poverty indicators for Moray is being developed but the Scottish Government is now addressing the issue of rural poverty indicators. It is important that we are involved in that work. Also the issuing of the Scottish Index for Multiple Deprivation (SIMD) means that existing work needs to take account of new figures so the provision of poverty indicators for Moray has been delayed
- 6.5 **Is there evidence, where available, to support the impact of achieving or impact of achieving or progressing the strategy?**
- 6.5.1 It is too early to measure the overall impact of the Social Inclusion strategy the recently released SIMD figures are a useful measurement but are based on figures from 2007. The development of Moray based indicators will provide clearer evidence of change. Progress was being made over 2008/09 on the reduction of those in need of "More Choices More Chances" though these figures have increased. It has been difficult to measure the impact of other strategies in terms of Social inclusion. Impact can be measured and evidenced against the constituent elements of the strategy i.e. Fairer Scotland Fund and More Choices More Chances initiative; however some of these require a longer term approach to impact measurement..

## 7. SCOTTISH INDEX OF MULTIPLE DEPRIVATION (SIMD)

- 7.1 The SIMD identifies small areas of multiple deprivations across Scotland through the use of datazones. It is used as a measurement tool to assist in tackling deprivation and poverty, It provides a relative ranking from most deprived (10 to least deprived (rank 6,505) data zone in Scotland in each of 7 domains (**See appendix**)
- 7.2 Since the first issue of the SIMD Moray now has one data zone in the bottom 15% and another two data zones in the bottom 20% this is a worsening of the situation since 2004 and has significant implications for the development of tackling poverty and deprivation in Moray
- 7.3 More than half the datazones in Moray are in the 50% least deprived on the overall SIMD and in individual domains: Education, access and crime are in the 25% most deprived lower than the overall SIMD.
- 7.4 There will be more detailed analysis carried out of the SIMD results for Moray over December and should influence the work of the Council and Community Planning partners through;
- The development of the Strategic Assessments and the overall Single Outcome agreement.
  - The review of the Social Inclusion Strategy
  - Contribution towards the research currently being carried out to identify key areas of deprivation in Moray.
  - Influencing the ongoing developments of the individual funded provision through the Fairer Scotland Fund's rolling programme.
  - Influencing the development of the Fairer Scotland Fund employability service.

- The development of the Moray Financial Inclusion Strategy ensuring that activity will be directed towards areas of deprivation particularly the areas identified as income deprived.
- Influencing the future activity of the Social Inclusion Implementation group and the Employability Action Group.

## 8. SUMMARY OF IMPLICATIONS

### (a) **Single Outcome Agreement/Service Improvement Plan**

The Fairer Scotland Fund is closely aligned to the Single outcome Agreement and any investment in the fund will contribute towards the actions and outcomes contained in the SOA, particularly national Outcome 7. The SIMD 2009 results will influence through strategic assessments the development of future Single Outcome Agreement and will support the development of the Fairer Scotland Fund and the Social Inclusion Strategy. It will also contribute to a number of outcomes and priorities contained in the SOA, particularly national outcome 7.

### (b) **Policy and Legal**

The Moray Council has a statutory duty under the Local Government in Scotland Bill 2003 part 2 section 16 (1) to initiate, maintain and facilitate the process of Community Planning. The introduction of a 'Duty of Community Planning' through the Local Government (Scotland) Act 2003 emphasises the importance of considering social inclusion in the Community Planning process.

### (c) **Resources (Financial, Risks, Staffing and Property)**

The main source of funding for the Social Inclusion is the Fairer Scotland Fund and the More Choices More Chances Initiative has been funded by the Fairer Scotland Fund

The allocation has been ring fenced in the first two years of the spending review period to ensure Community Planning Partnership engagement in driving "strategic investment of these resources". It is envisaged that the ring fencing will be removed in 2010/11 as Single Outcome Agreements are concluded with Community Planning Partnerships.

The funding allocation for Moray from the Fairer Scotland Fund is:

2008/09	£343,000
2009/10	£422,000
2010/11	£500,000

The fund is made up of a number of other funds, which include the Community Regeneration Fund, More Choices More Chances Community Voices Fund and an element of the changing children's services funds. As stated earlier there are projects still funded by these funds that will be affected by the changes.

The total amount spent from the Fairer Scotland Funding in 2008/9 was £197,216 (this includes staff and running costs). The unspent funds of £149,090 were approved by the Scottish Government to carry forward into 2009/10.

The total funding available for the two years 2009 to 2011 is £1,071,090, within which £230,000 relates to staffing and running costs, which leaves the balance of £841,090 available for allocation.

Projects	Funding Committed	Balance of funding available
Funding available to allocate 2009-2011		£841,090
Funding awarded to projects (as at 19/11/09)	£366,474	
<b>Moray Assisted Recruitment Scheme (MARS)</b>	<b>£267,000</b>	
Indicative amount for financial inclusion	£200,000	
<b>Total funding allocated</b>		<b>£833,747</b>

(d) Consultations  
None

9. CONCLUSION

9.1 The Moray Council and the Community Planning Partnership have taken steps to implement action around National Outcome Seven there have been positive developments in the implementation of the Fairer Scotland Fund, the More Choices More Chances initiative and the Social Inclusion Strategy. The Social Inclusion Strategy requires to be reviewed in the light of the recently issued SIMD figures.

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Background Papers:  
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Designation: CHIEF EXECUTIVE