



Council Offices, Almada Street
Hamilton, ML3 0AA

Tuesday, 08 December 2020

Dear Councillor

Executive Committee

The Members listed below are requested to attend a meeting of the above Committee to be held as follows:-

Date: Wednesday, 16 December 2020
Time: 10:00
Venue: By Microsoft Teams,

The business to be considered at the meeting is listed overleaf.

Yours sincerely

Cleland Sneddon
Chief Executive

Members

John Ross (Chair/ex officio), Maureen Chalmers (Depute Chair), Alex Allison, John Anderson, John Bradley, Robert Brown, Stephanie Callaghan, Gerry Convery, Margaret Cooper, Peter Craig, Maureen Devlin, Isobel Dorman, Joe Fagan, Allan Falconer, Eileen Logan, Katy Loudon, Joe Lowe, Monique McAdams, Kenny McCreary, Colin McGavigan, Jim McGuigan, Gladys Miller, Lynne Nailon, Richard Nelson, David Shearer, Margaret B Walker, Jim Wardhaugh, Josh Wilson

Substitutes

Andy Carmichael, Poppy Corbett, George Greenshields, Graeme Horne, Mark Horsham, Martin Grant Hose, Ann Le Blond, Richard Lockhart, Hugh Macdonald, Catherine McClymont, Mark McGeever, Graham Scott, Collette Stevenson, Bert Thomson, David Watson

BUSINESS

1 Declaration of Interests

- 2 **Minutes of Previous Meeting** 5 - 10
Minutes of the meeting of the Executive Committee held on 4 November 2020 submitted for approval as a correct record. (Copy attached)

Monitoring Item(s)

- 3 **Capital Programme 2020/2021 - Monitoring for Period 8 - 1 April 2020 to 6 November 2020** 11 - 18
Report dated 25 November 2020 by the Executive Director (Finance and Corporate Resources). (Copy attached)
- 4 **Revenue Budget Monitoring for Period 8 - 1 April 2020 to 6 November 2020** 19 - 38
Report dated 16 November 2020 by the Executive Director (Finance and Corporate Resources). (Copy attached)
- 5 **Additional Funding - December 2020** 39 - 42
Report dated 26 November 2020 by the Executive Director (Finance and Corporate Resources). (Copy attached)
- 6 **Workforce Monitoring Information - April 2020 to September 2020** 43 - 66
Report dated 9 November 2020 by the Executive Director (Finance and Corporate Resources). (Copy attached)

Item(s) for Decision

- 7 **Land and Property Transfers and Disposals** 67 - 70
Report dated 26 November 2020 by the Executive Director (Housing and Technical Resources). (Copy attached)
- 8 **Review of Current Parking Management Arrangements** 71 - 76
Report dated 15 November 2020 by the Executive Director (Community and Enterprise Resources). (Copy attached)
- 9 **Recommendations Referred from Resource Committees** 77 - 78
Report dated 25 November 2020 by the Chief Executive. (Copy attached)

Item(s) for Noting

- 10 **Local Child Poverty Action Report** 79 - 140
Report dated 17 November 2020 by the Executive Director (Finance and Corporate Resources). (Copy attached)
- 11 **Programme for Government 2020/2021** 141 - 180
Report dated 30 November 2020 by the Executive Director (Finance and Corporate Resources). (Copy attached)
- 12 **Local Governance Review Update** 181 - 184
Report dated 27 November 2020 by the Executive Director (Finance and Corporate Resources). (Copy attached)

Urgent Business

13 Urgent Business

Any other items of business which the Chair decides are urgent.

For further information, please contact:-

Clerk Name: Pauline MacRae/Lynn Paterson

Clerk Telephone: 01698 454108

Clerk Email: pauline.macrae@southlanarkshire.gov.uk

EXECUTIVE COMMITTEE

2

Minutes of meeting held via Microsoft Teams on 4 November 2020

Chair:

Councillor John Ross (ex officio)

Councillors Present:

Councillor Alex Allison, Councillor John Anderson, Councillor John Bradley, Councillor Robert Brown, Councillor Stephanie Callaghan, Councillor Maureen Chalmers (Depute), Councillor Gerry Convery, Councillor Margaret Cooper, Councillor Poppy Corbett (*substitute for Councillor Colin McGavigan*), Councillor Peter Craig, Councillor Maureen Devlin, Councillor Isobel Dorman, Councillor Joe Fagan, Councillor Allan Falconer, Councillor Eileen Logan, Councillor Katy Loudon, Councillor Joe Lowe, Councillor Monique McAdams, Councillor Kenny McCreary, Councillor Jim McGuigan, Councillor Gladys Miller, Councillor Lynne Nailon, Councillor Richard Nelson, Councillor David Shearer, Councillor Margaret B Walker, Councillor Jim Wardhaugh, Councillor Josh Wilson

Councillor's Apology

Councillor Colin McGavigan

Attending:

Chief Executive's Service

C Sneddon, Chief Executive

Community and Enterprise Resources

M McGlynn, Executive Director

Education Resources

T McDaid, Executive Director

Finance and Corporate Resources

P Manning, Executive Director; T Little, Head of Communications and Strategy; P MacRae, Administration Adviser; G McCann, Head of Administration and Legal Services; K McLeod, Administration Assistant

Housing and Technical Resources

D Lowe, Executive Director

Social Work Resources/Health and Social Care

V de Souza, Director; M Kane, Service Development Manager

1 Declaration of Interests

No interests were declared.

2 Minutes of Previous Meeting

The minutes of the meeting of the Executive Committee held on 23 September 2020 were submitted for approval as a correct record.

The Committee decided: that the minutes be approved as a correct record.

3 Capital Programme 2020/2021 Monitoring for Period 6 – 1 April to 11 September 2020

A report dated 14 October 2020 by the Executive Director (Finance and Corporate Resources) was submitted on the physical and financial progress at 11 September 2020 on the various capital programmes.

At its meeting on 23 September 2020, the Committee had approved a General Fund Capital Programme totalling £83,116 million and a Housing Capital Programme of £48.172 million. A revised programme for the General Fund Capital Programme, totalling £85.090 million, was now anticipated. This included adjustments representing an increase of £1.974 million which were detailed in Appendix 1 to the report. No new adjustments were proposed for the Housing Capital Programme

At 11 September 2020, £16.827 million had been spent on the General Fund Capital Programme and £11.959 million had been spent on the Housing Capital Programme.

The programme spend and funding for the General Fund for the period to 11 September 2020 was detailed in Appendices 2 and 3 to the report. Details of the position for the Housing Capital Programme at 11 September 2020 were provided in Appendix 4 to the report.

The Committee decided:

- (1) that the period 6 position of the General Fund Capital Programme, as detailed in Appendices 1 to 3 to the report and the Housing Capital Programme, as detailed in Appendix 4 to the report, be noted;
- (2) that the adjustments to the General Fund Capital Programme, as detailed in Appendix 1 to the report, be approved; and
- (3) that the revised programmes be monitored by the Financial Resources Scrutiny Forum.

[Reference: Minutes of 23 September 2020 (Paragraph 4)]

4 Revenue Budget Monitoring for Period 6 – 1 April to 11 September 2020

A report dated 21 September 2020 by the Executive Director (Finance and Corporate Resources) was submitted:-

- ◆ providing an update on the 2020/2021 Revenue Budget for the General Fund, taking account of the financial implications of the coronavirus pandemic
- ◆ detailing the expenditure and income for the Revenue Budget to 11 September 2020
- ◆ detailing the expenditure and income position for the Housing Revenue Account (HRA) to 11 September 2020

The figures showed an overspend of £0.182 million on the General Fund Revenue Account, after COVID-19 spend and funding, and a breakeven position on the Housing Revenue Account. The forecast to 31 March 2021 on the Housing Revenue Account was a breakeven position.

Details of the COVID-19 pressures across Resources were included in Appendix 1 to the report. Details were also provided on the Council's predicted COVID-19 net spend of £4.657 million for 2020/2021, taking account of additional grant funding and other savings.

The Committee decided:

- (1) that the net overspend of £0.182 million on the General Fund Revenue Account at 11 September 2020, after COVID-19 spend and funding, be noted;
- (2) that the breakeven position on the Housing Revenue Account at 11 September 2020 and the forecast to 31 March 2021 of a breakeven position be noted;

- (3) that the total net expenditure and lost income of £11.272 million in relation to COVID-19, offset by Government Grant included in the Council's position as at 11 September 2020, be noted;
- (4) that the pressures experienced in Children and Families Services and Adults and Older People Services be noted; and
- (5) that the Council's predicted COVID-19 spend of £4.657 million for 2020/2021 be noted.

[Reference: Minutes of 23 September 2020 (Paragraph 3)]

5 Additional Funding from the Scottish Government and Other External Sources

A report dated 24 September 2020 by the Executive Director (Finance and Corporate Resources) was submitted on additional revenue funding, totalling £4.125 million, and capital funding, totalling £1.902 million, which had been made available to the Council by the Scottish Government and other external sources.

The funding had been allocated as follows:-

Revenue Funding

Resource	2020/2021 (£m)
Education	1.206
Resource(s) TBC	2.919
Total	4.125

Capital Funding

Resource	2020/2021 (£m)
Community and Enterprise	1.902
Total	1.902

The Committee decided: that the report be noted.

6 2021/2022 Capital Programme Update

A report dated 15 October 2020 by the Executive Director (Finance and Corporate Resources) was submitted on the General Services Capital Programme 2021/2022, reflecting the anticipated level of spend for the year, as well as taking into account the ongoing implications of the COVID- 19 pandemic.

Funding of £85.244 million was available for the 2021/2022 General Services Capital Programme. A Capital Programme for 2021/2022 totalling £75.244 million, as detailed in Appendix 1 to the report, had been drafted, reflecting a realistic and achievable level of spend.

The available funding and the spend requirement, when compared, showed that £10 million of funding would not be required in 2021/2022 and was currently surplus. Given the significant pressure on the Council's Revenue Budget, it was proposed to use this surplus funding to purchase, rather than lease, £10 million of assets. This would allow for Revenue Budget savings of £1.802 million.

For the financial year 2022/2023, consideration would require to be given to projects which had slipped from the 2021/2022 Capital Programme. The programme for 2022/2023 would be the subject of a future exercise.

There followed a full discussion during which officers responded to members' questions on various aspects of the report.

Councillor Ross, seconded by Councillor Chalmers, moved approval of the recommendations contained in the report. Councillor Allison, seconded by Councillor Nelson, moved as an amendment that recommendations 1 and 3 detailed in the report be approved but that recommendation 2 be not accepted pending a full financial analysis of the Spend to Save proposal including information on taxation, interest and capital repayments.

On a vote being taken by roll call, members voted as follows:-

Motion

John Anderson, John Bradley, Robert Brown, Stephanie Callaghan, Maureen Chalmers, Gerry Convery, Margaret Cooper, Peter Craig, Maureen Devlin, Isobel Dorman, Joe Fagan, Allan Falconer, Eileen Logan, Katy Loudon, Monique McAdams, Jim McGuigan, Gladys Miller, John Ross, David Shearer, Margaret B Walker, Jim Wardhaugh, Josh Wilson

Amendment

Alex Allison, Poppy Corbett, Kenny McCreary, Lynne Nailon, Richard Nelson

5 members voted for the amendment and 22 members voted for the motion, which was declared carried.

The Committee decided:

- (1) that a Capital Programme totalling £75.244 million, proposed for 2021/2022, as detailed in the report, be approved;
- (2) that additional Spend to Save projects totalling £10 million, as detailed in the report, be approved; and
- (3) that it be noted that the 2022/2023 Programme would be the subject of a future exercise.

[Reference: Minutes of 23 September 2020 (Paragraph 4)]

7 Land and Property Transfers and Disposals

A report dated 4 November 2020 by the Executive Director (Housing and Technical Resources) was submitted on recommendations to declare certain areas of land surplus to operational requirements.

The recommendations had been made in terms of agreed procedures for dealing with surplus land and property.

The Committee decided: that the areas of land, as detailed in the appendix to the report, be declared surplus to Council requirements.

8 Recommendations Referred from Resource Committees

A report dated 21 October 2020 by the Chief Executive was submitted on recommendations referred to this Committee by the:-

- ◆ Community and Enterprise Resources Committee of 15 September 2020
- ◆ Housing and Technical Resources Committee of 16 September 2020

The recommendation of the Community and Enterprise Resources Committee was as follows:-

- ◆ that the Community and Enterprise Resource Plan for 2020/2021 be approved and uploaded to the Council's website

The recommendation of the Housing and Technical Resources Committee was as follows:-

- ◆ that the Housing and Technical Resource Plan for 2020/2021 be approved and uploaded to the Council's website

The Committee decided: that the recommendations referred by the Community and Enterprise and Housing and Technical Resources Committees in relation to their Resource Plans for 2020/2021 be approved.

[Reference: Minutes of Community and Enterprise Resources Committee of 15 September 2020 (Paragraph 8) and Minutes of Housing and Technical Resources Committee of 16 September 2020 (Paragraph 12)]

9 South Lanarkshire Local Housing Strategy Annual Review 2019/2020

A report dated 4 November 2020 by the Executive Director (Housing and Technical Resources) was submitted on the progress achieved during 2019/2020 in delivering the agreed outcomes set out in the Local Housing Strategy (LHS) 2017 to 2022.

A summary of significant changes, which had taken place both nationally and locally since the last review of the LHS, was provided in the report.

The LHS was structured around 5 chapters and 9 priority outcomes and was monitored through 97 indicators, comprising 65 actions and 32 measures, which showed that:-

- ◆ 87 indicators were categorised as green and were on course to achieve with no issues anticipated
- ◆ 3 indicators were categorised as amber with some minor slippage against targets
- ◆ 1 indicator was categorised as red with below anticipated performance
- ◆ 6 indicators would be reported at a later date

Actions to address the red and amber indicators were detailed in the report and would be reported to the Housing and Technical Resources Committee as part of the agreed annual reporting arrangements.

Officers responded to members' questions on various aspects of the report and undertook to provide information on the 6 indicators which were to be reported at a later date.

The Committee decided: that the report be noted.

10 Urgent Business

There were no items of urgent business.

Report

3

Report to: **Executive Committee**
 Date of Meeting: **16 December 2020**
 Report by: **Executive Director (Finance and Corporate Resources)**

Subject: **Capital Programme 2020/2021 – Monitoring for Period 8
 – 1 April 2020 to 6 November 2020**

1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ update the Executive Committee of progress on the General Fund Capital Programme and the Housing Capital Programme for the period 1 April 2020 to 6 November 2020.

2. Recommendation(s)

2.1. The Executive Committee is asked to approve the following recommendation(s):

- (1) that the Period 8 position (ended 6 November 2020) of the General Fund Capital Programme itemised at Appendices 1 - 3 and the Housing Capital Programme at Appendix 4, be noted;
- (2) that the adjustments to the General Fund programme listed at Appendix 1, be approved;
- (3) that the revised programmes be monitored by the Financial Resources Scrutiny Forum.

3. Background

3.1. The attached statements to this report provide a summarised monitoring position as at 6 November 2020. Spending has been split into two separate sections:

- ♦ General Fund Capital Programme including Education, Social Work, Roads and Transportation and General Services (Section 4)
- ♦ Housing Capital Programme (Section 5)

4. Financial Implications

4.1. General Fund Capital Programme – 2020/2021 Budget

The budget agreed at Executive Committee on 4 November 2020 was £85.090 million. A revised programme of £83.433 million is now anticipated, which includes adjustments to the programme totalling a net decrease of £1.657 million, which are proposed in Appendix 1.

4.2. These adjustments, totalling a net decrease of £1.657 million, include an amount of estimated project spend moving from financial year 2020/21 into 2021/22. This is not as significant a value as at this point in previous years, as an exercise to review the impact on the programme due to Covid-19 was reported to this Committee in September 2020. However, that exercise is now around 8 to 10 weeks old and across

that period of time it has become apparent that we are experiencing a second wave of movement due to the pandemic and this has had an impact on the spend anticipated between now and the end of the financial year. This will continue to be monitored over the coming months.

4.3. **General Fund – Period 8 Position:** The programme spend and funding for the General Fund is summarised in Appendices 2 and 3. As noted in 4.1, the total capital spending programme for the year is £83.433 million.

4.4. Spend to the 6 November 2020 is £29.242 million.

4.5. Actual funding received to 6 November 2020 is £56.632 million.

4.6. Relevant officers will continue to closely monitor the generation of all income including receipts.

5. Housing Investment Programme – 2020/21 Budget

5.1. The budget agreed at Executive Committee on 4 November 2020 was £48.172 million, as shown in Appendix 4. There are no new adjustments proposed in this report. Programmed funding for the year also totals £48.172 million.

5.2. **Housing Investment Programme – Period 8 Position:** Budget for the period is £19.662 million and spend to 6 November 2020 amounts to £19.797 million.

5.3. As at 6 November 2020, £19.797 million of funding had been received.

5.4. Regular monitoring of both the General Fund Programme and the Housing Programme will be carried out in detail by the Financial Resources Scrutiny Forum and reported on a regular basis to the Executive Committee.

6. Employee Implications

6.1. There are no employee implications as a result of this report.

7. Climate Change, Sustainability and Environmental Implications

7.1. There are no implications for climate change, sustainability or the environment in terms of the information contained in this report.

8. Other Implications

8.1. The main risk associated with the Council's Capital Programme is an overspend. The risk has been assessed as low given the detailed project management plans prepared and monitored for each project. The risk of overspend is managed through four weekly Investment management meetings.

9. Equality Impact Assessment and Consultation Arrangements

9.1. This report does not introduce a new policy, function or strategy or recommend a change to existing policy, function or strategy and therefore no impact assessment is required.

9.2. There was also no requirement to undertake any consultation in terms of the information contained in this report.

Paul Manning
Executive Director (Finance and Corporate Resources)

25 November 2020

Link(s) to Council Values/Ambitions/Objectives

- ◆ Accountable, Effective, Efficient and Transparent

Previous References

- ◆ Executive Committee, 4 November 2020

List of Background Papers

- ◆ Capital Ledger prints to 6 November 2020

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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SOUTH LANARKSHIRE COUNCIL
CAPITAL EXPENDITURE 2020/21
GENERAL SERVICES PROGRAMME
FOR PERIOD 1 APRIL 2020 TO 6 NOVEMBER 2020

Proposed Adjustments

Community and Enterprise Resources

Existing Synthetic and Grass Pitches

Approval is sought to slip £0.266m into the 2021/22 Capital programme to upgrade the pitches at South Lanarkshire Lifestyles, Eastfield. This reflects the revised project timescales, given that the existing pitches are required this financial year to help accommodate the requirement for increased outdoor physical education at Trinity High School. (£0.266m)

Play Areas

Approval is sought to increase the 2020/21 Capital Programme by £0.031m to enable the installation of new play equipment at 3 locations: Fallside Park play area in Bothwell (£0.010m), Forth Play Area (£0.006m) and Hairmyers Play Area (£0.015m). These will be funded by developers' contributions from the Bothwell area, the Forth area and the East Kilbride area respectively. £0.031m

Education Resources

St Mark's Primary School and Nursery

The original 2020/2021 Capital Programme approved a project to extend St Mark's Primary School, Hamilton and to introduce a new nursery class. The total budget for the project was £2m and was to be funded by developer's contributions from the Hamilton Community Growth Area. -

Following completion of detailed design, it is anticipated that the cost of the extension will be £1.575m, meaning an underspend of £0.425m. Approval is sought to reduce the 2021/22 Capital Programme by £0.425m. As this relates to 2021/22 there is no change to the current year programme and therefore no figure shown in the column to the right.

Early Years – 1,140 Hours

Extensions to the nursery classes at St Elizabeth's Primary School, Hamilton and Newfield Primary School, Stonehouse form part of the Council's Early Years 1,140 Hours programme. Following the tender exercise, it has been identified that the complexity of the internal alterations is greater than originally envisaged and an additional requirement of £0.425m is necessary to complete both projects. £0.425m

Approval is sought to increase the 2020/21 Capital Programme for Early Years 1,140 Hours by £0.425m. This will be funded by contributions from developers which will contribute to the 1,140 hours programme overall.

Finance and Corporate Resources

Oracle Upgrade

In order to allow further development work to be undertaken on the Oracle Upgrade project, approval is sought to slip £0.335m into the 2021/2022 Capital Programme. (£0.335m)

New Website / CRM / MDM / Customer Portal /Integration Tools

Approval is sought to slip £0.225m into the 2021/2022 Capital Programme to allow projects in relation to Microsoft to be undertaken next financial year. (£0.225m)

Digital Connectivity

In order to tie into the requirements for wi-fi licences and digital inclusion projects, approval is sought to slip £0.234m into the 2021/2022 Capital Programme. (£0.234m)

Caird Data Centre

As a result of a 3 month delay due to COVID-19, spend of £0.311m is now scheduled for early next financial year. Approval is sought to slip £0.311m into the 2021/2022 Capital Programme. (£0.311m)

Housing and Technical Resources

Central Energy Efficiency Fund

Approval is sought to add energy efficiency projects totalling £0.300m into the 2020/21 capital programme. Projects to be carried out include LED lighting at four Council properties (David Walker Gardens, Dollan Aqua Centre, a Cultural venue and a Phase 1 Primary school). In addition, photovoltaic panels will be installed at Calderwood Primary School, a boiler replacement will be undertaken at Rutherglen Land and Fleet depot and the conclusion of a consultation exercise which will inform future CEEF programmes for the next 3 to 5 years. £0.300m

Lifecycle Replacement Schools

As a result of the ongoing restrictions imposed due to Covid-19, significant works in schools are unable to be undertaken this financial year. Approval is sought to slip £0.562m into the 2021/2022 Capital Programme. (£0.562m)

Principal Offices – Fabric and Service Investment

As a result of the ongoing restrictions imposed due to Covid-19, significant works within the Council's principal offices have been re-scheduled to next financial year. Approval is sought to slip £0.480m into the 2021/2022 Capital Programme. (£0.480m)

Minor Adjustments £0.000m

TOTAL ADJUSTMENTS (£1.657m)

APPENDIX 2

SOUTH LANARKSHIRE COUNCIL
CAPITAL EXPENDITURE 2020/21
GENERAL SERVICES PROGRAMME
FOR PERIOD 1 APRIL 2020 TO 6 NOVEMBER 2020

Total Original Budget	£m 85.090
Proposed Adjustments – Period 8	(1.657)
Total Revised Budget	83.433

<u>Resource</u>	<u>2020/21 Budget</u>	<u>Period 8 Proposed Adjustments</u>	<u>Revised 2020/21 Budget</u>
	£m	£m	£m
Community & Enterprise	37.857	(0.235)	37.622
Education	22.728	0.425	23.153
Finance & Corporate	4.749	(1.105)	3.644
Housing & Technical	11.021	(0.742)	10.279
Social Work	0.844	-	0.844
Total Resources Capital Programme	77.199	(1.657)	75.542
Additional Costs	7.091	-	7.091
Housing and Technical Resources – Additional Overheads	0.800	-	0.800
TOTAL CAPITAL PROGRAMME	85.090	(1.657)	83.433

SOUTH LANARKSHIRE COUNCIL
CAPITAL EXPENDITURE 2020/21
GENERAL FUND PROGRAMME
FOR PERIOD 1 APRIL 2020 TO 6 NOVEMBER 2020

	<u>2020/21</u> <u>Original</u> <u>Budget</u> <u>(inc C/F)</u>	<u>2020/21</u> <u>Revised</u> <u>Budget</u>	<u>2020/21</u> <u>Actual to</u> <u>06/11/20</u>
Expenditure	£m	£m	£m
General Fund Programme	81.003	83.433	29.242
Income	<u>2020/21</u> <u>Original</u> <u>Budget</u>	<u>2020/21</u> <u>Revised</u> <u>Budget</u>	<u>2020/21</u> <u>Actual to</u> <u>06/11/20</u>
	£m	£m	£m
Prudential Borrowing	27.782	21.505	21.505
Developers Contributions	7.021	7.627	3.343
Partners (Including SPT, Sustrans, Blantyre Construction Ltd, Transport Scotland, and Renewable Energy Fund)	5.291	5.644	0.526
Scottish Government:			
- General Capital Grant	21.373	21.373	12.468
- Cycling, Walking and Safer Streets	1.497	1.497	-
- Vacant and Derelict Land	1.000	1.000	1.000
- Early Years 1,140 Hours	12.829	12.829	12.829
- Regeneration Capital Grant	0.482	1.482	-
- Town Centre Regeneration Fund	1.095	1.997	1.997
- Travelling People's Sites	-	0.133	-
- Digital Inclusion	-	1.253	-
- COVID-19 Mitigation for School Transport	-	0.072	-
Glasgow City Region City Deal	-	4.057	-
Specific Reserves	1.133	1.433	1.433
Revenue Contribution	1.500	1.531	1.531
TOTAL FUNDING	81.003	83.433	56.632

SOUTH LANARKSHIRE COUNCIL
CAPITAL EXPENDITURE 2020/21
HOUSING PROGRAMME
FOR PERIOD 1 APRIL 2020 TO 6 NOVEMBER 2020

	<u>2020/21</u> <u>Annual</u> <u>Budget</u> £m	<u>2020/21</u> <u>Budget to</u> <u>06/11/20</u> £m	<u>2020/21</u> <u>Actual to</u> <u>06/11/20</u> £m
EXPENDITURE			
2020/21 Budget Incl. carry forward from 2019/20	48.172	19.662	19.797
	<u>2020/21</u> <u>Annual</u> <u>Budget</u> £m		<u>2020/21</u> <u>Actual to</u> <u>06/11/20</u> £m
INCOME			
Capital Funded from Current Revenue	18.134		13.257
Prudential Borrowing	9.994		-
Scottish Government Specific Grant:			
– New Build	18.124		6.445
– Open Market Purchase Scheme	1.800		-
– Mortgage to Rent	0.120		0.095
TOTAL FUNDING	48.172		19.797

Report

4

Report to:	Executive Committee
Date of Meeting:	16 December 2020
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	Revenue Budget Monitoring for Period 8: 1 April 2020 to 6 November 2020
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1. Purpose of Report

1.1. The purpose of the report is to:

- ◆ advise the Committee on the overall financial position of the Council's General Fund Revenue Account and Housing Revenue Account for the period 1 April 2020 to 6 November 2020, and
- ◆ advise the Committee of an update on the 2020/2021 Revenue Budget for the Council's General Fund, taking into account the financial implications of the coronavirus pandemic.

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the net underspend of £2.980 million on the General Fund Revenue Account at 6 November 2020, after COVID-19 spend and funding (Section 4 and Appendix 1), be noted;
- (2) that the breakeven position on the Housing Revenue Account at 6 November 2020 (section 5 and Appendix 4 of the report), and the forecast to 31 March 2021 of breakeven, be noted;
- (3) that the total net expenditure and lost income of £14.438 million in relation to COVID-19, offset by Government Grant included in the Council's position as at 6 November 2020 (section 4.4) be noted;
- (4) that the pressures being experienced in Children and Families and Adults and Older People (section 4.15 and 4.16), be noted; and
- (5) that the Council's predicted COVID-19 spend of £4.657 million for 2020/2021 (Table 3), be noted.

3. Background

3.1. General Services Position

The report will summarise the actual expenditure and income to 6 November 2020 compared with the budget for the same period. This includes spend to date due to the COVID-19 outbreak. This is summarised in Section 4.

3.2. Housing Revenue Account Position

The report also shows the expenditure and income position for the Housing Revenue Account (HRA) to 6 November 2020. This is summarised in Section 5.

3.3. **COVID-19 Update**

The Council is incurring additional costs in respect of COVID-19. The detail of this is summarised in section 6.

4. **General Fund Revenue Account Position**

- 4.1. As at 6 November 2020, the overspend before COVID-19 funding is £11.458 million. If we include the COVID-19 funding, the position is an underspend of £2.980 million as detailed in Appendix 1. This reflects the pressures in Social Work Resources' Children and Families, offset by an underspend in Community and Enterprise Resources and an underspend in loan charges (see section 4.18).
- 4.2. This position takes account of the fact that all COVID-19 spend has been funded either from unspent budgets or the relevant Fund (Scottish Welfare Fund, Food Fund, Business Grants, Self-Employed Grants), with the balance of COVID-19 expenditure being funded from the Hardship Fund, Consequentials, Education specific funding (Teachers and Support, Mobilisation and Digital Inclusion) and Self Isolation and Support funding (Support for People Teams and Self Isolation Assistance - Outbound Calling).
- 4.3. The Social Care Mobilisation monies received via the NHS have also been included to offset the Social Work spend incurred.
- 4.4. The total Food Fund, Hardship Fund, Consequentials and Education specific funding utilised to 6 November 2020 is £14.438 million, which equates to 63.5% of the total funding confirmed to date (including the £0.751 million of funding used in 2019/2020). The COVID-19 pressures across Resources are included in the position in Appendix 1, and are detailed in Appendix 3. In addition, all of the Social Care Mobilisation monies received to date have been spent.
- 4.5. The position across all Resources, including loan charges, is an overspend of £8.261 million as shown in Appendix 1, and is the result of COVID-19 and pressures within Social Work Resources, partially offset by an underspend in loan charges. This is net of the Social Care Mobilisation monies which sit in the Resource. Spend in relation to the Food Fund (£3.197 million) is recorded under Corporate Items in Appendix 1. This takes the overspend position to £11.458 million (as reported at 4.1).
- 4.6. The spend in relation to the Food Fund includes the cost of Free School Meals (including paypoint charges), the cost of meal provision in Hubs and for the provision of food to vulnerable people and the Homeless.
- 4.7. Approval was received from this Committee (12 August 2020) to make the additional payment of £1.269 million to SLLC to manage the lost income pressure which is included in the Community and Enterprise Resources COVID costs. The loss of income experienced by SLLC is significant, and consideration on the sustainability of services delivered by the Trust will be required. The estimate for the full year included in the Cost of Recovery is £3.200 million.
- 4.8. **COVID-19 expenditure to Period 8:** The total COVID net expenditure as at 6 November is **£14.438 million** which has been funded from the Food Fund, Hardship Fund, Consequentials and Education specific funding.
- 4.9. Government funding notified to the Council and the corresponding expenditure budgets in relation to the Self Employed Hardship Fund are included in the Community and Enterprise Resources budget, while the expenditure budget for Discretionary

Housing Payments and the expenditure and income for the Scottish Welfare Fund payments and Small Business Support Grants are included in the Finance and Corporate Resources' budget.

- 4.10. In relation to the Transitional Funding for Childcare the expenditure and income budgets have both been included in Education Resource budget.
- 4.11. Since the last report the Council has also been notified of its share of the first allocation from the £50 million set aside to assist with Council Tax and Benefits including the cost of the Council Tax Reduction Scheme (CTRS). The budget has been added to the CTRS (£1.286 million) and Finance and Corporate Resources budgets (£0.024 million for the administration costs).
- 4.12. Table 1 provides a summary of this position across the various elements.

Table 1 – Summary of the Cost of COVID-19 (to 6 November 2020)

	Annual Budget £m	Actual to 6 November 2020 £m
Expenditure / Lost Income: (Excluding Social Care Mobilisation)		
Additional Resource Spend	0.000	9.238
Council Tax Income / CTRS	0.000	0.000
Food Fund Spend	0.000	3.197
Lost Income	0.000	3.928
Unachieved Savings	0.000	0.160
Total Expenditure / Lost Income	0.000	16.523
Less: Unspent Budget	0.000	(2.085)
Total Net Expenditure / Lost Income	0.000	14.438
Funded by:		
Government Funding – Hardship Fund	(2.227)	(2.227)
Government Funding – Food Fund (<i>Total allocation</i>)	(3.713)	(3.197)
Government Funding – Consequentials	(12.152)	(7.288)
Government Funding – Education specific (Teachers, Support, Mobilisation, and Digital Inclusion)	(4.889)	(1.726)
Government Funding – Self Isolation and Support (Support for People Teams and Self Isolation Assistance (Outbound Calling))	(0.178)	0.000
Total Funding	(23.159)	(14.438)
Expenditure / Lost Income: Social Care Mobilisation		
Additional Resource Spend	0.000	11.949
Unachieved Savings	0.000	0.435
Lost Income	0.000	0.409
Total Expenditure / Lost Income	0.000	12.793
Funded by:		
Government Funding – Social Care Mobilisation (actual received to date £5.464m – balance accrued)	0.000	12.793
Total Funding	0.000	0.000

- 4.13. Table 1 shows that, by 6 November 2020, excluding Social Care Mobilisation, already £14.438 million of the confirmed funding provided for COVID-19 has been utilised in 2020/2021. In total 63.5% of funding provided has been used to date. Section 6 of this report provides details of the expected shortfall in funding for 2020/2021 in relation to spend made on COVID-19.
- 4.14. **Social Work:** Table 1 also shows that the Social Care Mobilisation monies received to date have been fully spent. As at 6 November 2020, the Council has been advised of £5.464 million of funding, and would need another £7.329 million to meet the spend of £12.793 million incurred to that point. The COVID-19 spend included in the services devolved to the Integrated Joint Board are being included in the Mobilisation Plan which the Scottish Government are using to allocate funds to the Health and Social Care Partnership. Councils have been told that all reasonable costs will be reimbursed. The Social Work Resources position includes the current expenditure and offsetting income of £12.793 million in relation to the cost of additional beds to facilitate discharge from hospital, PPE equipment, support for carers and staff overtime (Appendix 3). Monies received to date total £5.464 million.
- 4.15. There is a continued assumption that this year's additional costs of COVID-19 faced by services devolved to the IJB will be funded through the Mobilisation plan, therefore will be fully funded and therefore there is no account taken of this pressure in the figures. However, there is the real possibility that through actions taken now, there are legacy costs into future years (such as increased care home placements or use of external Home Care providers). Alongside the Health and Social Care Partnership, the Council will require to consider impact of any legacy overspends within the parameters of the current budget.
- 4.16. **Social Care – Children and Families:** Despite investment in the Service to cover pressures, we have seen financial pressures relating to Children and Families. The main reason is additional external residential placements made in the early part of the year. The overspend at period 8 is £0.151 million, a decrease of £0.079 million since last period. Work is ongoing with the Service on actions to reduce this overspend further. However, the projection of costs for the year are increasing due to additional placements required.
- 4.17. **Social Care – Adults and Older People:** In addition to the pressures being experienced in Children and Families, the Resource are also seeing pressures in relation to increasing costs within the Home Care service. Work has been ongoing to identify actions to manage this pressure. At present the pressure faced is now estimated at £0.8million, however, there may be further demands and pressures experienced over the winter period. Such costs will be included in the mobilisation plan if they are not funded from the Winter Planning funding provided by the Scottish Government. There have been discussions with the IJB Chief Financial Officer on recovery plan solutions including further underspends on Equipment and Adaptations, reviewing the current commitments in respect of the Social Care Fund and reviewing the strategic commissioning intentions of the Voluntary Organisations and potentially redirect the budget. These solutions would cover the current predicted shortfall in the budget.
- 4.18. **Loan Charges:** As previously reported, as part of the Loans Fund Review covered in the Revenue Budget Strategy paper (24 June 2020), it was agreed that the findings of the Loans Fund Review would be implemented. This means that loans fund costs for the current year are lower than anticipated. The current year impact is £8.900 million and as agreed by the Executive Committee the underspend will be set aside to

contribute towards the five year budget strategy. To facilitate this, the £8.900 million has been transferred from the loan charges budget line to the Corporate Items - 2021/2022 Strategy budget line and will form part of the year end transfers to reserves.

- 4.19. As reported to this Committee on 4 November 2020, since the 2020/2021 Revenue Budget was set, there is now a lower requirement to borrow as a result of reduced spend levels within the capital programme. Based on current projections of cash balances available, it is anticipated that we will not require to take the predicted 2020/2021 borrowing before the start of the calendar year. The impact of this has resulted in an anticipated underspend of £3.000 million for 2020/2021.
- 4.20. As part of the annual probable outturn exercise which is currently being carried out, the balance within some of the Council's Funds is being addressed. The balances in the 3 funds identified below have been depleted in recent years to the extent that, combined with the projected spend over the coming months, they will not be able to continue without further support. For this reason, it is prudent to consider a transfer of funds to them. The funds affected are:
- ◆ the Winter Maintenance Fund which is used to manage underspends and overspends on winter activity across financial years. The current level of money within the fund, combined with the spend for winter predicted through our probable outturn exercise point to it being a prudent step to allocate further money into this fund.
 - ◆ the Strategic Waste Fund where the fund has been used to supplement the Council's core waste budget including the waste contracts. The additional contribution to the fund will allow us to continue to meet the costs of the Council's waste service from the Fund covering 2021/22
 - ◆ the Insurance Fund which was set up to cover the costs of insurance premiums and claims experienced by the Council over a number of years to prevent the revenue budget being charged large one off claims in a single year. The contribution will allow the increased costs of insurance to be met from the fund for a further year covering 2021/22.
- 4.21. The probable outturn exercise is underway to finalise the expected year end position for all services and, when this overall position is presented to the Executive Committee in February, Members will be asked to consider that this underspend will be required to manage contributions to the Winter Maintenance Fund, Insurance Fund and Strategic Waste Fund. It is suggested at this point that £1 million of contribution into each of these funds would support continued spend in these areas.
- 4.22. We will continue to consider the timing of borrowing which may change the profile of spend on loans charges.
- 4.23. **Corporate Items – COVID-19:** The Corporate Items expenditure budget line in Appendix 1 shows the full year budget allocation for the COVID-19 funding not allocated to Resources (Hardship Fund, Food Fund, Consequentials, Teachers incl Support, Digital inclusion, Mobilisation, Support for People Teams and Local Self Isolation Assistance) and at the 6 November 2020 is showing an underspend of £11.241 million which offsets the spend and lost income shown across Resources.
- 4.24. **Council Tax:** As a result of COVID-19, it is likely that Council Tax cash income will not be collected to the same level as before. Currently, for April to October we have seen cancellations of direct debits, lower arrears collections and higher demand for Council Tax Reduction Scheme (CTRS) payments. However, as we will still look to recover any unpaid council tax, comparing the actual impact on this year's budget will

mean a minimal impact compared to the budget set therefore no costs have been included in the COVID-19 data or the period 8 position shown in the appendices.

- 4.25. This is still very much an estimate dependant on the level of Council Tax paid in year, and progress on collection of Council Tax debts. The position assumed includes the impact so far on the Council Tax Reduction Scheme, and the level of spend on CTRS is anticipated to increase over the coming months.
- 4.26. As noted in section 4.11, the Council has been notified by the Scottish Government of its share of the first allocation from the £50 million of funding set aside to assist with the impact of COVID-19 on Council Tax and social security benefits, which will contribute to the costs of CTRS. The allocation of £1.310 million has been added to the CTRS and Finance and Corporate Resources budgets to cover any increase in costs. The extent of any potential benefit to the Council as a result of this funding will be reported as part of the probable outturn exercise later in the year.
- 4.27. **Former Trading Services Income:** Budgets for former trading services (Roads, Community and Property Services) include income from the HRA and from Capital. In the current COVID-19 financial climate it remains the position that these Revenue Services still need to recover costs as planned.
- 4.28. Arrangements have been made to ensure that budgeted income from the HRA and Capital continues to flow to these services. The position in this paper assumes that this continues to happen.

5. Housing Revenue Account Position

- 5.1. As at 6 November 2020, Appendix 4 of the report shows a breakeven position against the phased budget on the Housing Revenue Account.
- 5.2. The Housing Revenue Account is incurring additional costs in respect of COVID-19. This includes a reduction in rental income collected, an increase in rent loss due to properties remaining void for longer periods, and the purchase of additional PPE. The COVID 19 lockdown has also caused an underspend on Repairs and Maintenance due to the inability to carry out work within homes.
- 5.3. As noted at 4.28 we have assumed that the HRA will continue to make payments to the former Trading Accounts at budgeted levels. These payments will continue until works return to pre-lockdown levels.
- 5.4. The year end transfer to or from the balance sheet is dependant on the actual final outturn. The current shortfall on income suggests the required transfer from the balance sheet may be higher than that estimated when the budget was compiled.
- 5.5. The forecast to 31 March 2021 on the Housing Revenue Account is a breakeven position.

6. Updated Revenue Budget Position 2020/2021 - COVID-19 Expenditure and Income Impacts

- 6.1. The Council's recovery plan was approved by the Executive Committee on 24 June 2020. Updates are being provided to this Committee every period.
- 6.2. The most recent figure reported to the Recovery Board (14 October 2020) showed a revised cost of £4.657 million, following updates to the Resource spend positions and confirmation of the allocations of funding from the Scottish Government.

- 6.3. The position above does not include any costs in relation to the service delegated to the Integrated Joint Board (IJB) (section 4.14 and 4.15). The Council has submitted estimates of the total costs of the Social Care services delegated to the IJB to the Scottish Government as part of their mobilisation plan, totalling £23.6 million. We are still assuming that the Scottish Government will fully fund these costs, however, if we do not receive all of the funding, this is a risk to the Council's financial position.
- 6.4. The net costs to the Council for 2020/2021, along with the Government Grant available, are summarised in Table 2. Table 2 also includes the level of savings not achievable and the SLLCT shortfall. The Table finally shows the net position assuming that the additional cost of Capital is managed through the Capital Programme. The detail of this across Resources is shown in Appendix 5.

Table 2: Net Cost to the Council for 2020/2021 (Revised)

	£m
Identify Costs for 2020/2021 including Recovery Plans	26.710
Lost Income	8.859
Spend Not Made	(4.166)
Net Cost to the Council in 2020/2021	31.403
Government Grant Confirmed to Date (mid-August 2020) - Hardship Funding (£2.227m), Consequentials Funding (£9.233m), Food Fund (£1.937m and £1.345m), Teacher/Support Funding (£2.167m), Digital Inclusion - IT Funding (£1.469m), Teachers (£1.300m), Transport (£0.072m), Mobilisation (£1.206m), and Consequentials (£2.919m)	(23.875)
Net Cost to the Council for 2020/2021 (after Government Grant)	7.528
Savings Not Achievable	1.020
SLLC Shortfall	3.200
Net Cost to Council for 2020/2021	11.748
Less: Costs Associated with Capital	(7.091)
Net Cost to the Council excluding Capital (App 6)	4.657

- 6.5. The Cost of Recovery position will be reviewed to consider any further additional costs in relation to the second wave of the pandemic and the placement of South Lanarkshire into level 4 of lockdown restrictions.
- 6.6. The lost income in Table 2 above includes income in relation to SLLC. The figure shown has been updated following refinement of the estimates by SLLC. However, the final position will depend on the return to service and also on the uptake of those services.
- 6.7. The net cost reported in Table 2 includes a number of assumptions including the assumption that a level of charge is made to HRA and capital programmes (£23.485 million). If this level of recharge was not made, the level of costs would increase to £28.142 million (see Appendix 6).
- 6.8. **Education Flexible Funding:** As reported previously, of the £3.100 million of Pupil Equity funding that could be used to contribute towards the cost of COVID-19 under the flexibility provided by the Scottish Government, £1.500 million is required by schools to address inequity, leaving a balance of £1.600 million that could be spent on COVID-19 costs. This situation continues to be monitored.
- 6.9. **Council Tax / CTRS:** The figure does not include any impact of COVID-19 on Council Tax or CTRS on the basis that a recent projection of the net income position, compared to budget for the year, shows a minimal variance. As detailed in section 4.23, spend

on CTRS is anticipated to increase, however, this will be managed from the Scottish Government funding.

7. Funding Update

7.1. Work continues on ensuring we are aware of all opportunities on funding to help meet costs pressures.

7.2. **Update on Funding Previously Reported:** section 7.2.1 to 7.2.6 provides updates, including confirmed allocations for those funding sources previously reported.

7.2.1. **Loss of Income Scheme:** As reported previously, work continues between COSLA, the Scottish Government and Local Government stakeholders on designing a Loss of Income scheme appropriate for Scotland. Principles for the scheme have now been drafted, and allocation of the national figures of £90m of funding is awaited. It has been confirmed that income lost from capital programmes will not be included in the scheme.

7.2.2. **Fiscal Flexibility:** It was previously reported that six requests were made to the Government for fiscal flexibilities including permission to borrow for revenue costs, flexibility on how capital grant is used, as well as holidays for debt interest and principal payments. The flexibilities requested also included being able to meet the costs of any deficit in our financial position over a number of years, and for flexibility in using any unspent business grants.

7.2.3. Of the six options previously proposed for consideration, three have been approved: the flexibility to use Capital Receipts to fund the Revenue cost of COVID-19, Loans Fund Principal Repayment Holiday and changes to the accounting for Service concessions for PPP/PFI contracts. Work is ongoing to fully understand the implications of the Service Concessions for PPP/PFI Contracts. It is our understanding that we will be able to benefit from the flexibility around capital receipts which would release £5 million of receipts that was identified to pay loan charges. Using this £5 million as flexibility means that the funding plan to use reserves created by the loans fund review will be brought forward. This would affect the period to 2024/2025. Work is ongoing through a separate working group to establish the benefit that can be realised from the Service Concessions option.

7.2.4. As noted previously, COSLA has written to the Cabinet Secretary for Economy, Fair Work and Culture seeking commitment that the £15.5 million of the £107 million Culture Recovery Fund which has not been committed, be made accessible to Local Government to support local authority and ALEO cultural services. No feedback has been received to date.

7.2.5. **Education Funding:** As reported previously, work is ongoing to ensure that the additional costs associated with the safe return to school are captured in a consistent way for the first term, to allow councils to access the additional £30 million nationally that has been committed for this purpose. COSLA have now requested information from councils to allow this funding to be distributed.

7.2.6. **Health and Social Care Funding:** The Scottish Government have provided information on how £1,089 million of funding will be allocated across health boards. Of this, £72 million is being allocated to Lanarkshire at this stage. We are working with the Chief Financial Officer of the IJB to establish the share of funding that will be allocated to the council. There is still confidence that all costs will be reimbursed, however, discussions are still ongoing on the funding for financial impact for councils of unachieved savings.

- 7.3. **New Funding Allocations:** the Scottish Government have announced a number of new funding streams and these are detailed below, along with the Council's share, if known.
- 7.3.1. **Self-Isolation Income Support Grants:** These are £500 payments available to people who are contacted by the Test and Protect Team telling them to self-isolate, but who cannot work from home. The administration costs of this scheme are estimated at £0.9 million nationally across all councils and discussions are currently taking place on the allocations to each council. In addition to this, the Scottish Government will also reimburse councils for all £500 payments made. The expenditure and income will both go through Finance and Corporate Resources, with no impact on the Cost of Recovery.
- 7.3.2. **Local Self-Isolation Assistance Service (Outbound Calling):** The Scottish Government will provide additional funding to local authorities to maintain and enhance the 'support for people' teams that deliver this service. This service is estimated to cost £9.1 million nationally across all councils for the year based on initial modelling. The Scottish Government has allocated the first £2.275 million of this funding nationally for the provision of this service from 12 October 2020 to 11 January 2021. The Council's share has been confirmed as £0.141 million.
- 7.3.3. **Support for People Teams:** The Scottish Government has provided funding of £0.597 million nationally to allow local authorities to continue the 'Support for People' teams until 11 January 2021 in line with the first funding allocation for Outbound Calling. The Council's share of this funding has been confirmed as £0.037 million.
- 7.3.4. **Contact Tracers:** Discussions have taken place with a view to local authority staff assisting in the track and trace service over the coming months. This will require deployment and the recruitment of additional staff, including to backfill posts of staff who have been deployed. The Scottish Government are to provide funding for these additional costs.
- 7.3.5. **Additional Free School Meals Funding:** The Scottish Government have made funding of £6.95 million available nationally for councils to provide free school meals to eligible children over the Christmas and February breaks. This provision includes covering any provision made during the October break, with the option for councils to provide retrospective cash or voucher payments, although this is not compulsory. The Council has not yet been notified of its share.
- 7.3.6. **Funding to Provide Support to Individuals at Financial Risk:** The Scottish Government has made £20 million available nationally, which was previously held in reserves for the Scottish Welfare Fund, to provide to provide councils with a flexible fund to support individuals at financial risk. The Council has been notified that its allocation from this fund will be £1.244 million and this funding will be used to support a number of areas including provision of free school meals for self-isolating children, additional funding to support Discretionary Housing Payments, support for provision of food to Community Food Groups, winter clothing payments, provision of fuel vouchers, support to assist with tenant sustainability to prevent homelessness and social work payments to service users to help prevent children being admitted to care.
- 7.3.7. **Restrictions Fund - Business Closure Grants and Business Hardship Fund Grants:** The Scottish Government are providing financial support through closure grants to the hospitality industry, casinos, bingo, snooker halls and gyms who are unable to operate classes as they have been required by law to close under the

COVID-19 brake restrictions. In addition, through the hardship fund, support is being provided to hospitality businesses and gyms required to operate in a restricted way and also to producers and wholesale suppliers to the hospitality industry required by the regulations to close or operate in a restricted manner who can evidence a 25% reduction in turnover during the brake period. The Council has been allocated £1.390 million.

7.3.8. Financial Support – Contingency Fund and Employee / Furlough Fund: The Scottish Government has made available £20 million of financial support nationally to those businesses not covered under the previous schemes. The Contingency Fund (£11 million) is to provide financial assistance to soft play areas and nightclubs who have been closed since lockdown. The Council has been allocated £0.445 million of this funding. The Employee/Furlough Fund (£9 million) is to provide assistance to businesses with furloughed employees in business closure areas. The Council has been allocated £0.622 million of this funding.

7.3.9. Strategic Framework (Tier) Business Fund – Business Temporary Closure Fund and Business Restrictions Fund: The Scottish Government is making funding aware to assist businesses such as bars who have been forced to close under the new tiered lockdown system and also funding to assist businesses such as restaurants who are currently open but having to operate on a restricted basis under the new tiered lockdown arrangements in place. The level of funding provided to businesses will vary depending on the level/tier of lockdown in place. The Council has been notified that its allocation is £1.870 million.

7.3.10. Care Homes – Funding for Chief Social Work Officers (CSWO) Oversight Responsibilities: The Scottish Government is making additional funding available to Health and Social Care Partnerships to fund the extension of CSWO oversight responsibilities for care homes until 28 March 2021. Each HSCP will be able to apply for £12,500 which should be claimed through the Mobilisation Plan process.

7.4. Additional Lockdown funding: Following the decision to move a number of councils into Level 4 lockdown, the Scottish Government have announced a number of funding packages to assist businesses and councils to manage this.

7.4.1. Discretionary Business Support: There is £30 million available nationally to enable local authorities to provide additional support for businesses where they consider that necessary or justified - for example, for businesses in supply chains, or to taxi drivers suffering a severe but indirect effect.

7.4.2. Self Employed Support: £15 million is being made available nationally to those who are newly self-employed who do not have access to any other support.

7.4.3. Local Community and Social Impact: The Scottish Government is making £15 million available nationally to assist councils with the community and social impact of moving to Level 4 lockdown.

7.4.4. Administration Support: The Scottish Government is providing £5 million nationally to assist councils with the administration of the new package of support.

8. Employee Implications

8.1. None.

9. Financial Implications

9.1. As detailed within this report.

10. Climate Change, Sustainability and Environmental Implications

- 10.1. There are no implications for climate change, sustainability or the environment in terms of the information contained in this report.

11. Other Implications

- 11.1. The main risk associated with the Council's Revenue Budget is that there is an overspend. The risk has been assessed as low given the detailed budget management applied across the Resources. The risk is managed through four weekly Budget Monitoring Meetings at which any variance is analysed. In addition, the probable outturn exercise ensures early warning for corrective action to be taken where appropriate.
- 11.2. There are no implications for sustainability in terms of the information contained in this report.

12. Equality Impact Assessment and Consultation Arrangements

- 12.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore no impact assessment is required.
- 12.2. There is also no requirement to undertake any consultation in terms of the information contained in this report.

Paul Manning

Executive Director (Finance and Corporate Resources)

16 November 2020

Link(s) to Council Values/Ambitions/Objectives

- ◆ Accountable, Effective, Efficient and Transparent

Previous References

- ◆ None

List of Background Papers

- ◆ Financial ledger and budget monitoring results to 6 November 2020

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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SOUTH LANARKSHIRE COUNCIL
Revenue Budget Monitoring Report
Period Ended 6 November 2020 (No.8)

<u>Committee</u>	Annual Budget	Annual Forecast	Annual Forecast Variance	Budget Proportion to 06/11/20	Actual to Period 8 06/11/20	Variance to 06/11/20	
	£m	£m	£m	£m	£m	£m	
Departments:							
Community and Enterprise Resources	108.313	108.313	0.000	63.202	68.553	(5.351)	over
Facilities Streets Waste and Grounds	66.199	66.199	0.000	35.318	35.331	(0.013)	over
Environmental Services (Inc. Projects)	0.968	0.968	0.000	(0.025)	0.402	(0.427)	over
Leisure and Culture Services	19.289	19.289	0.000	14.421	14.401	0.020	under
Planning and Economic Development	2.140	2.140	0.000	2.417	2.861	(0.444)	over
Roads	19.717	19.717	0.000	11.071	12.085	(1.014)	over
COVID19	0.000	0.000	0.000	0.000	3.473	(3.473)	over
Education Resources	350.465	350.465	0.000	183.890	187.898	(4.008)	over
Education	350.465	350.465	0.000	183.890	183.756	0.134	under
COVID19	0.000	0.000	0.000	0.000	4.142	(4.142)	over
Finance and Corporate Resources	35.226	35.226	0.000	27.311	28.470	(1.159)	over
Finance Services - Strategy	1.965	1.965	0.000	2.187	2.163	0.024	under
Finance Services - Transactions	13.726	13.726	0.000	10.216	10.279	(0.063)	over
Audit and Compliance Services	0.330	0.330	0.000	0.376	0.380	(0.004)	over
Information Technology Services	4.757	4.757	0.000	4.855	4.959	(0.104)	over
Communications and Strategy Services	0.957	0.957	0.000	0.810	0.863	(0.053)	over
Administration and Licensing Services	4.204	4.204	0.000	3.191	3.345	(0.154)	over
Personnel Services	9.287	9.287	0.000	5.676	5.601	0.075	under
COVID19	0.000	0.000	0.000	0.000	0.880	(0.880)	over
Housing and Technical Resources	14.244	14.244	0.000	8.997	9.381	(0.384)	over
Housing Services	8.793	8.793	0.000	4.491	4.462	0.029	under
Property Services	5.451	5.451	0.000	4.506	4.535	(0.029)	over
COVID19	0.000	0.000	0.000	0.000	0.384	(0.384)	over
Social Work Resources	172.411	172.411	0.000	109.463	109.822	(0.359)	over
Performance and Support Services	8.043	8.043	0.000	5.019	4.860	0.159	under
Children and Families	35.608	35.608	0.000	20.919	21.070	(0.151)	over
Adults and Older People	127.253	127.253	0.000	82.748	82.780	(0.032)	over
Justice and Substance Misuse	1.507	1.507	0.000	0.777	0.753	0.024	under
COVID19	0.000	0.000	0.000	0.000	0.359	(0.359)	over
Joint Boards	2.245	2.245	0.000	1.280	1.280	0.000	-
	682.904	682.904	0.000	394.143	405.404	(11.261)	over

<u>Committee</u>	Annual Budget	Annual Forecast	Annual Forecast Variance	Budget Proportion to 06/11/20	Actual to Period 8 06/11/20	Variance to 06/11/20	
	£m	£m	£m	£m	£m	£m	
Service Departments Total	682.904	682.904	0.000	394.143	405.404	(11.261)	over
CFCR	1.531	1.531	0.000	0.000	0.000	0.000	-
Loan Charges	40.843	40.843	0.000	23.338	20.338	3.000	under
Corporate Items	5.706	5.706	0.000	0.086	0.086	0.000	-
Corporate Items – COVID-19	23.159	23.159	0.000	14.438	3.197	11.241	under
Corporate Items – 21/22 Strategy	14.289	14.289	0.000	0.000	0.000	0.000	-
Total Expenditure	768.432	768.432	0.000	432.005	429.025	2.980	under
Council Tax	159.471	159.471	0.000	91.126	91.126	0.000	-
Less: Council Tax Reduction Scheme	(22.590)	(22.590)	0.000	(12.909)	(12.909)	0.000	-
Net Council Tax	136.881	136.881	0.000	78.217	78.217	0.000	-
General Revenue Grant	344.049	344.049	0.000	196.599	196.599	0.000	-
General Revenue Grant- COVID19	26.082	26.082	0.000	9.233	9.233	0.000	-
Non Domestic Rates	226.179	226.179	0.000	129.245	129.245	0.000	-
Transfer from Reserves	35.241	35.241	0.000	35.241	35.241	0.000	-
Total Income	768.432	768.432	0.000	448.535	448.535	0.000	-
Net Expenditure / (Income)	0.000	0.000	0.000	(16.530)	(19.510)	2.980	under

SOUTH LANARKSHIRE COUNCIL
Revenue Budget Monitoring Report
Period Ended 6 November 2020 (No.8)

Budget Category**Service Departments:****Expenditure**

	Annual Budget	Annual Forecast	Annual Forecast Variance	Budget Proportion to 06/11/20	Actual to Period 8 06/11/20	Variance to 06/11/20	
	£m	£m	£m	£m	£m	£m	
Employee Cost	529.747	529.747	0.000	308.528	311.599	(3.071)	over
Property Costs	52.636	529.747	0.000	34.894	37.350	(2.456)	over
Supplies and Services	54.473	52.636	0.000	28.580	23.360	5.220	under
Transport Costs	41.511	54.473	0.000	22.593	22.768	(0.175)	over
Administration Costs	15.420	41.511	0.000	8.547	8.380	0.167	under
Payments to Other Bodies	118.196	15.420	0.000	80.395	80.277	0.118	under
Payments to Contractors	200.150	118.196	0.000	106.987	113.529	(6.542)	over
Transfer Payments	5.945	200.150	0.000	4.550	4.626	(0.076)	over
Housing Benefits	70.686	5.945	0.000	38.818	38.277	0.541	under
Financing Charges (controllable)	2.089	70.686	0.000	1.266	1.340	(0.074)	over
Total	1,090.853	1,090.853	0.000	635.158	641.506	(6.348)	over
Service Departments Total	1,090.853	1,090.853	0.000	635.158	641.506	(6.348)	over
CFCR	1.531	1.531	0.000	0.000	0.000	0.000	-
Loan Charges	40.843	40.843	0.000	23.338	20.338	3.000	under-
Corporate Items	5.706	5.706	0.000	0.086	0.086	0.000	-
Corporate Items - COVID-19	23.159	23.159	0.000	14.438	3.197	11.241	under
Corporate Items - 21/22 Strategy	14.289	14.289	0.000	0.000	0.000	0.000	-
Total Expenditure	1,176.381	1,176.381	0.000	673.020	665.127	7.893	under
Income							
Housing Benefit Subsidy	65.542	65.542	0.000	35.140	34.827	(0.313)	under rec
Other Income	342.407	342.407	0.000	205.875	201.275	(4.600)	under rec
Council Tax (Net of Council Tax Reduction Scheme)	136.881	136.881	0.000	78.217	78.217	0.000	-
General Revenue Grant	344.049	344.049	0.000	196.599	196.599	0.000	-
General Revenue Grant - COVID-19	26.082	26.082	0.000	9.233	9.233	0.000	-
Non Domestic Rates	226.179	226.179	0.000	129.245	129.245	0.000	-
Transfer from Reserves	35.241	35.241	0.000	35.241	35.241	0.000	-
Total Income	1,176.381	1,176.381	0.000	689.550	684.637	(4.913)	under rec
Net Expenditure / (Income)	0.000	0.000	0.000	(16.530)	(19.510)	2.980	under

COVID-19 Expenditure to 6 November 2020

Additional Costs

Service	Description of Cost	Value £m
Community and Enterprise Resources		
Fleet, Environmental and Projects	Staffing costs supporting COVID response	0.152
Facilities, Streets, Waste and Grounds (FSWG)	Staffing costs supporting COVID response	0.110
Planning and Economic Development	Staffing costs supporting COVID response	0.006
All Services	PPE, Equipment and cleaning materials for staff.	0.729
All Services	Fleet costs including fuel supporting COVID19 response	0.152
FSWG and Fleet, Environmental and Projects	Printing and Stationery, signage and mobile phones	0.041
FSWG	Increase in domestic waste tonnage	1.004
FSWG	Webcast system and live webcasts	0.010
Leisure	Impact of lost income on SLLCT establishments	1.269
Education Resources		
Schools	Supply Teachers (April, May and June)	0.502
Support Services	Education Additional Staffing (to October)	0.109
Schools	Additional Teachers (to October)	0.749
Schools	Additional School Support Assistants (to October)	0.081
YFCL	Hub School Janitors (April and May)	0.020
YFCL	YFCL Sessional Additional Hours (April and May)	0.032
YFCL	Summer Hubs Sessional Sat (July and August)	0.226
Schools	Additional Cleaning	0.679
Schools	Facilities Orders (Hand sanitisers / soap dispensers / bins / wipes / hand towels)	0.552
Schools / ELC	Central Orders (Gloves/wipes/aprons/ visors / masks)	0.671
Schools / ELC	Hub Schools and Early Years Supplies / Materials	0.134
Schools	Schools Hand Washing Supplies / Home Working Materials etc	0.025
Schools	Hub Schools Replenishment of Supplies / Materials	0.023
Schools	Signage / Posters / Stickers	0.062
Schools	Footwear and Clothing Grants (additional claimants)	0.040
Schools	ICT for Support Staff	0.036
Schools	Digital Inclusion	0.091
Schools	Equity / Information Activity Packs	0.024
ELC	ELC Works	0.043
ELC	ELC Provision to Key Workers	0.043
Finance and Corporate Resources		
IT Services	IT related spend to allow home working and PPP cleaning	0.170
Finance (Transactions), Personnel and Communications and Strategy	Additional staff costs to process Business Grants, Scottish Welfare Fund applications, work on Wellbeing line and provision of additional information on social media.	0.498
All	PPE, Telephones and mail to support COVID response	0.157
Finance (Transactions)	Benefits costs associated with homeless use of Bed and Breakfast	0.055
Housing and Technical Resources		
Housing and Property Services	Temporary accommodation costs for homeless people, set up costs for temporary mortuary facility and the cost of PPE for housing and property services staff.	0.384
Social Work Resources		
Children & Family, Justice	Staffing costs to maintain service in children's home, support to vulnerable families and young people and costs related to the early release from prison	0.359
Total Additional Costs as at Period 8		9.238

Council Tax and Council Tax Reduction Scheme (CTRS)

Service	Description of Lost Income	Value £m
Council Tax	Loss of 2020/21 Council Tax Income including cancelled Direct Debits at end October 2020	0.000
Council Tax	Loss of Council Tax arrears collection income at end September 2020	0.000
CTRS	Cost of additional payments as at end October 2020	0.000
Additional Cost/Lost Income as at Period 8		0.000

Expenditure on Food Fund

Service	Description of Cost	Value £m
Corporate Items	Expenditure on Food Fund related items including Free School Meals provision, paypoint costs for Free School Meals, provision of meals to hubs and social work and food to vulnerable households	3.197
Additional Costs as at Period 8		3.197

Lost Income

Service	Description of Lost Income	Value £m
Community and Enterprise Resources		
Planning and Economic Development	Reduced income from Planning applications	0.520
Roads	Reduced Parking income and income from Roads Act legislation	1.243
Facilities, Streets, Waste and Grounds	Reduced school meals, milk subsidy, care of gardens, special uplifts, sale of bins income	1.390
Fleet, Environmental and Projects	Reduced income from taxi inspections.	0.038
Education Resources		
Early Years	Reduced income from Early Years Fees, playgroups and nursery milk claims	0.345
Support Services	Reduced income from Music Tuition fees	0.102
Support Services	Reduced income from Privilege transport	0.011
Finance and Corporate Resources		
Administration, Legal and Licensing	Reduced income for Licensing and Registration	0.184
Communications and Strategy	Reduced print room income.	0.095
Total Lost Income as at Period 8		3.928

Unachieved Savings

Service	Description of Unachieved Savings	Value £m
Community and Enterprise Resources		
Facilities, Streets, Waste and Grounds	Implementation of work pattern changes within Grounds	0.061
Education Resources		
Support Services	Support Services	0.030
Schools	Curriculum and Quality Improvement Service Budget Realignment	0.020
Early Years	Employment of Early Learning and Childcare Graduates	0.049
Unachieved Savings as at Period 8		0.160

Unspent Budget

Service	Description of Lost Income	Value £m
Community and Enterprise Resources		
Facilities, Streets, Waste and Grounds	Reduced expenditure on food purchases	(1.168)
Facilities, Streets, Waste and Grounds	Reduced expenditure on fireworks display	(0.020)
Planning and Economic Development	Reduced expenditure due to cancellation of Christmas events	(0.045)
Roads	On flooding works	(0.062)
Education Resources		
Support Services	West Partnership Income	(0.012)
Schools	Gas (April and May)	(0.236)
YFCL	Holiday Lunch Clubs	(0.542)
Unspent Budget as at Period 8		(2.085)
Net Cost of COVID-19 as at Period 8		14.438

SOUTH LANARKSHIRE COUNCIL
Revenue Budget Monitoring Report
Period Ended 6 November 2020 (No.8)
Housing Revenue Account

	Annual Budget	Forecast for Year	Annual Forecast Variance	Budget Proportion to 06/11/20	Actual to Period 8 06/11/20	Variance to 06/11/20		%	Note
	£m	£m	£m	£m	£m	£m			
Employee Costs	13.721	13.721	0.000	7.991	7.819	0.172	under	2.2%	1
Property Costs	46.661	46.661	0.000	24.837	25.203	(0.366)	over	(1.5%)	2
Supplies & Services	0.996	0.996	0.000	0.764	0.775	(0.011)	over	(1.4%)	
Transport & Plant	0.195	0.195	0.000	0.037	0.033	0.004	under	10.8%	
Administration Costs	5.644	5.644	0.000	2.911	2.926	(0.015)	over	(0.5%)	
Payments to Other Bodies	3.176	3.176	0.000	1.893	1.894	(0.001)	over	(0.1%)	
Payments to Contractors	0.100	0.100	0.000	0.033	0.034	(0.001)	over	(3.0%)	
Transfer Payments	0.000	0.000	0.000	0.000	0.000	0.000	-	n/a	
Financing Charges	19.448	19.448	0.000	13.307	13.305	0.002	under	0.0%	
Total Controllable Expenditure	89.941	89.941	0.000	51.773	51.989	(0.216)	over	(0.4%)	
Total Controllable Income	(107.634)	(107.634)	0.000	(57.208)	(56.199)	(1.009)	under rec	(1.8%)	3
Transfer to/(from) Balance Sheet	(0.315)	(0.315)	0.000	(0.142)	(1.367)	1.225	over rec	862.7%	4
Net Controllable Expenditure	(18.008)	(18.008)	0.000	(5.577)	(5.577)	0.000	-	0.0%	
Add: Non Controllable Budgets									
Financing Charges	18.008	18.008	0.000	10.854	10.854	0.000	-	(0.3%)	
Total Budget	0.000	0.000	0.000	5.277	5.277	0.000	-	0.0%	

Variance Explanations

1. Employee Costs

This underspend reflects the level of turnover within the Service.

2. Property Costs

This overspend reflects an increase in the level of demand for repairs and maintenance, following the easing of lockdown restrictions. In addition, cyclical rent debt levels are higher than in previous years and this may impact on bad debt levels at the end of the year.

3. Income

The under recovery of income reflects the delay in the level of additional new build properties due to COVID19 lockdown.

4. Transfer to/(from) Balance Sheet

This reflects the current anticipated year end transfer from reserves. The transfer will depend on the final outturn, and currently the transfer required is higher than anticipated due to the under recovery of income as a result of COVID19 lockdown.

Appendix 5

Budget Revision 2020/2021	Community and Enterprise	Education	Finance and Corporate	Housing and Technical	Social Work	Total
Projected Costs including Recovery Plan	8.863	10.331	1.573	5.527	0.416	26.710
Lost Income	7.128	0.755	0.476	0.500	0	8.859
Total Costs	15.991	11.086	2.049	6.027	0.416	35.569
Less: Spend Not Made	(2.880)	(0.850)	(0.436)	0	0	(4.166)
Net Cost to the Council in 2020/2021	13.111	10.236	1.613	* 6.027	0.416	31.403
Funding						
- Hardship Fund (£50m)						2.227
- Consequentials (£155m)						9.233
- Food Fund (£30m)						1.937
- Additional Food Fund (£27.6m)						1.345
- Additional Education Funding Streams (£130m) (confirmed element for 2020/2021 only)						2.167
- IT Equipment (Revenue and Capital)						1.469
- Teachers (£30m)						1.300
- Transport Mobilisation (£1.5m)						0.072
- Mobilisation (£20m)						1.206
- Consequentials (£49m)						2.919
Total Funding						23.875
Add: Savings Not Achievable						1.020
Add: SLLCT Shortfall						3.200
Less: Costs Associated with Capital						(7.091)
Balance						4.657

* these figures assume that income is recharged to HRA and Capital for the period of lockdown

Presentation of costs including recharging to HRA and Capital

	£m	£m
Overall Costs and loss of income (including lost income from Property services, and Ground / facilities and waste services)		54.888
SLLC and Savings not Achievable		<u>4.220</u>
		59.108
Less : Recharging to HRA , General Fund and Capital	** (23.485)	
Less : Capital costs being met from capital	<u>(7.091)</u>	<u>(30.576)</u>
Revised costs		28.532
Less : Government Grant confirmed		<u>(23.875)</u>
Net costs to the council (excluding capital)		4.657

**** As shown at Section 6.7 – if costs are not recharged to HRA and Capital the overall costs increase to £28.142m (£23.485m + £4.657m)**

Report

5

Report to:	Executive Committee
Date of Meeting:	16 December 2020
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	Additional Funding from Scottish Government and Other External Sources
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ advise Members of additional funding that has been made available to the Council by the Scottish Government and other external sources since the last report to this Committee (4 November 2020).

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the additional revenue funding of £5.749m, as detailed at Appendix 1 of the report, be noted.

3. Background

3.1. The Council is periodically advised of additional funding which is made available from the Scottish Government and other sources to enable various initiatives to be undertaken.

3.2. Additional funding may either be paid through the General Revenue Grant mechanism or by the completion of appropriate grant claims.

3.3. Details of the additional funding are attached at Appendix 1 to the report. The report details additional funding that has been reported by Resources as part of the additional resources notification process, as well as any additional funding that has increased the Council's budget by more than £0.100 million.

3.4. As a result of COVID19, the Scottish Government has identified a number of funding streams to assist councils in managing the additional costs related to the crisis. Since the last report to the Committee further funding in relation to COVID19 has been identified and is reflected in Appendix 1. Further funding that has been identified nationally, but where individual allocations have not yet been confirmed to local authorities, will be reflected in a future report to this Committee, including:-

- Additional Mobilisation Funding for Education - based on need (£30m available nationally)
- Free School Meals – funding for school holiday periods (£6.950m available nationally)
- Self-Isolation Support Grant Administration (£0.900m available nationally)
- Discretionary Business Support (£30m available nationally)
- Self-Employed Support (£15m available nationally)

- Local Community and Social Impact (£15m available nationally)
- Administration of Support Packages (£5m available nationally)

4. Employee Implications

4.1. None.

5. Financial Implications

5.1. Additional revenue funding of £5.749 million has been identified for 2020/2021.

5.2. Resource budgets will be updated to reflect this additional funding as required, and where appropriate, details of spending plans will be presented to Resource Committees for approval.

6. Climate Change, Sustainability and Environmental Implications

6.1. There are no implications for climate change, sustainability or the environment in terms of the information contained in this report.

7. Other Implications

7.1. There are no other implications in terms of the information contained in this report.

8. Equality Impact Assessment and Consultation Arrangements

8.1. This report does not introduce a new policy, function or strategy or recommend a change to existing policy, function or strategy and therefore no impact assessment is required.

7.2. There was also no requirement to undertake any consultation in terms of the information contained in this report.

Paul Manning

Executive Director (Finance and Corporate Resources)

26 November 2020

Link(s) to Council Objectives/Values

- ◆ Accountable, Effective and Efficient

Previous References

- ◆ Executive Committee, 4 November 2020

List of Background Papers

- ◆ Additional Funding Reports:-
30 September 2020 to 25 November 2020

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

Lorraine O'Hagan, Finance Manager (Strategy)

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E-mail: lorraine.o'hagan@southlanarkshire.gov.uk

Additional Revenue Funding

Resource	Description	2020 / 2021 £m	Total £m	Method
Finance & Corporate Resources	Local Self-Isolation Support Service	0.141	0.141	Scottish Government Grant
Finance & Corporate Resources	Support for People Teams	0.037	0.037	Scottish Government Grant
Various	Support to Individuals at Financial Risk	1.244	1.244	Scottish Government Grant
Community & Enterprise Resources	Business Closure Hardship Grants	1.390	1.390	Scottish Government Grant
Community & Enterprise Resources	Financial Support Contingency Fund	0.445	0.445	Scottish Government Grant
Community & Enterprise Resources	Employee Furlough Fund	0.622	0.622	Scottish Government Grant
Community & Enterprise Resources	Strategic Framework (Tier) Business Fund	1.870	1.870	Scottish Government Grant
	TOTAL REVENUE FUNDING	5.749	5.749	

Report

Report to:	Executive Committee
Date of Meeting:	16 December 2020
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	Employee Workforce Monitoring Information April 2020 to September 2020 Summary
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ provide employment information relating to the Council for the period April – September 2020.

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the following employment information for April – September 2020 relating to the Council be noted:-
- ◆ attendance statistics;
 - ◆ occupational health;
 - ◆ accidents/incidents;
 - ◆ discipline, grievance and dignity at work;
 - ◆ employee development;
 - ◆ labour turnover/analysis of leavers and exit interviews;
 - ◆ recruitment monitoring;
 - ◆ staffing watch as at 14 September 2020

3. Background

3.1. As part of the Council's performance management arrangements, the following monitoring information is submitted to the Executive Committee. This report for the Council provides information on the position for the period April – September 2020.

4. Attendance Statistics

4.1. Information on absence statistics for April – September 2020 for the Council and each Resource is provided in Appendices 1 – 8. Points to note are:

- ◆ The Council's average absence rate for April – September 2020 is 3.3%, a decrease of 0.8% when compared to the same period last year.
- ◆ The APT&C average absence rate for April – September 2020 is 3.1%, a decrease of 1.0% when compared to the same period last year.
- ◆ The teaching staff average absence rate for April – September 2020 is 1.6%, a decrease of 0.7% when compared with the same period last year.
- ◆ The manual workers' average absence rate for April – September 2020 is 5.1%, a decrease of 0.4% when compared with the same period last year.

In comparison to April to September 2019 (Appendix 8):

- ◆ Musculoskeletal and psychological conditions remain the main reasons for absence.
- ◆ Total days lost due to musculoskeletal conditions have decreased by 5487 days.
- ◆ Total days lost due to psychological conditions have decreased by 3455 days.
- ◆ Total days lost due to stomach, bowel, blood and metabolic disorders have decreased by 5489 days.
- ◆ Total days lost due to respiratory conditions have increased by 6368 days

5. Occupational Health

5.1. Information on Occupational Health for the period April – September 2020 is provided in Appendix 9.

- ◆ Over the year, musculoskeletal and psychological conditions were the main reasons for medical referrals; this remains unchanged from the previous year.
- ◆ During the year, there were a total of 496 employees referred for a medical examination and when compared to the previous year this represents a decrease of 274 when compared to the previous year.
- ◆ During the period, a total of 416 employees attended physiotherapy treatment, which is a decrease of 716 when compared to the previous year. Of the 416 employees referred, 63% remained at work whilst undertaking treatment.
- ◆ Over the year, 459 employees were referred to the Employee Support Officer, a decrease of 193 when compared to the previous year. Of those referrals made during the period, 86% related to personal issues.
- ◆ During the year, there were 177 referrals for counselling, this represents a decrease of 185 referrals when compared to the previous year.
- ◆ Over the year, a total of 50 employees were referred for Cognitive Behavioural Therapy, a decrease of 23 when compared to the previous year

6. Accidents/Incidents

6.1. The accident/incident report for the period April – September 2020 is contained in Appendix 10.

- ◆ The number of accidents/incidents recorded for the year was 283, a decrease of 247 from April – September 2019.
- ◆ During the year, specified injuries/incidents have decreased by 1 when compared to April – September 2019.
- ◆ Overall, minor accidents/incidents have decreased by 213 when compared with April – September 2019.
- ◆ During the year, the number of over 3 days injuries have decreased by 4 when compared with April – September 2019.
- ◆ During the year, the number of accidents resulting in an absence lasting over 7 days has decreased by 29 when compared with April – September 2019

7. Discipline, Grievance, Dignity at Work

7.1. Information on Disciplinary, Grievance Hearings and Dignity at Work for the period April – September 2020 is contained in Appendices 11 and 12.

- ◆ During the period, a total of 17 disciplinary hearings were held across Resources within the Council which represents a decrease of 59 when compared to April 2019 – September 2019. Action was taken in 16 of these cases and there were no appeals raised against the outcomes.
- ◆ Our target is to convene disciplinary hearings within 6 weeks. During the period 47% of hearings met this target which is a decrease of 33% when compared to the same period last year.
- ◆ During the year, 2 appeals were submitted to the Appeals Panel, of which 1 was upheld in part and 1 was not upheld.
- ◆ At the end of September 2020, 4 Appeals Panels were pending.
- ◆ Overall, 13 grievances were raised during the year, an increase of 4 when compared with the previous year.
- ◆ There were 8 dignity at work incidents raised this year, a decrease of 6 when compared with the previous year.
- ◆ During the period, no referrals for mediation were submitted, a decrease of 6 when compared with the previous year.

8. Employee Development

8.1. Information on Employee Development for the period April – September 2020 is contained in Appendices 13 and 13a.

- ◆ The Council is committed to ensuring that every employee has the opportunity to undertake learning and development which relates to their job.
- ◆ During this period, there were 1,766 attendances at training events.
- ◆ As our Learn on Line continues to develop, employees have successfully completed 148,335 e-learning packages covering a wide variety of subjects.
- ◆ There were also 119 attendances at virtual classroom learning and development events.

9. Labour Turnover/Analysis of Leavers and Exit Interviews

9.1. Labour Turnover

Information on the number of leavers and exit interviews for the period April – September 2020 is contained in Appendix 14. Exit interviews are conducted with leavers who leave voluntarily.

The Council's labour turnover figure for April – September 2020 is 2.3% and this figure has decreased by 2.2% when compared to the same period last year.

9.2. Analysis of Leavers and Exit Interviews

- ◆ During April – September 2020 there were 169 leavers eligible for an exit interview, a decrease of 139 when compared with April – September 2019.
- ◆ Exit interviews for April – September 2020 were held with 28% of leavers, compared with 13% in the period April – September 2019.

9.3. When processing an employee termination, managers were asked to identify whether they intended to replace the employee who had left the Council. If they indicated that they did not intend to replace the employee, they were asked to select from four options:-

- ◆ plan to hold for savings
- ◆ fill on a fixed term basis pending savings

- ◆ transfer budget to another post
- ◆ end of fixed term contract

9.4. During April - September 2020, 492 employees (329.99 FTE) left employment and managers indicated that 478 (319.40 FTE) would be replaced. Two (0.60 FTE) posts budget is being transferred to another post, 11 (9.65 FTE) were due to the end of fixed term contracts and for 1 post (0.34 FTE) the manager did not indicate a reason. The cumulative figures for posts being held are shown in appendix 14a.

10. Recruitment Monitoring

10.1. Information on Recruitment Monitoring for the period April – September 2020 is contained within Appendix 15. From an analysis of Equal Opportunities Monitoring Forms, the main points to note are:

- ◆ 97% of applicants completed an Equal Opportunities Monitoring Form, which remains unchanged when compared with April – September 2019.
- ◆ Of the 260 applicants who declared themselves as disabled, 140 were shortlisted for interview and 32 were appointed. This compares to 571 applicants the previous year, of which 258 applicants were shortlisted for interview and 50 were appointed.
- ◆ Of the 173 applicants from a black/ethnic background, 59 were shortlisted for interview and 20 were appointed. This compares to 300 applicants the previous year, of which 98 were shortlisted for interview and 18 were appointed.

11. Staffing Watch

11.1. Details of the number of employees in post at 14 September 2020 are contained in Appendix 16. There were 14,848 employees in post as at 14 September 2020 compared to 14,901 as at 14 September 2019, a decrease of 53 employees.

12. Employee Implications

12.1. There are no implications for employees arising from the information presented in this report.

13. Financial Implications

13.1. All financial implications are accommodated within existing budgets.

14. Climate Change, Sustainability and Environmental Implications

14.1. There are no Climate Change, Sustainability and Environmental Implications arising from the information presented in this report.

15. Other Implications

15.1. There are no implications for sustainability or risk in terms of the information contained within this report.

16. Equality Impact Assessment and Consultation Arrangements

16.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore no impact assessment is required

16.2. There was no requirement to undertake any consultation in terms of the information contained in this report.

Paul Manning
Executive Director (Finance and Corporate Resources)

9 November 2020

Link(s) to Council Values/Ambitions/Objectives

- ◆ Accountable, effective, efficient and transparent
- ◆ Fair, open and sustainable
- ◆ Ambitious, self aware and improving
- ◆ Excellent employer
- ◆ Focused on people and their needs
- ◆ Working with and respecting others

Previous References

- ◆ 4 December 2019

List of Background Papers

- ◆ monitoring information provided by Resources

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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ABSENCE TRENDS - 2018/2019, 2019/2020 & 2020/2021
Council Wide

APT&C				Teachers				Manual Workers				Council Wide			
	2018 / 2019	2019 / 2020	2020 / 2021		2018 / 2019	2019 / 2020	2020 / 2021		2018 / 2019	2019 / 2020	2020 / 2021		2018 / 2019	2019 / 2020	2020 / 2021
	%	%	%		%	%	%		%	%	%		%	%	%
April	4.2	4.0	4.2	April	1.9	2.9	2.9	April	5.7	5.2	6.0	April	4.1	4.0	4.4
May	4.2	4.4	2.9	May	2.1	3.2	1.4	May	6.1	5.6	4.9	May	4.2	4.4	3.1
June	4.2	4.4	2.5	June	2.3	2.7	0.9	June	6.0	5.7	4.5	June	4.3	4.4	2.7
July	3.5	3.5	2.2	July	1.0	1.2	0.5	July	5.1	5.1	4.0	July	3.4	3.4	2.3
August	3.7	3.9	2.9	August	1.2	1.3	1.2	August	5.4	5.5	5.1	August	3.6	3.7	3.1
September	4.4	4.5	4.1	September	2.2	2.5	2.7	September	6.2	6.1	5.8	September	4.4	4.5	4.2
October	4.7	4.7		October	2.2	2.6		October	5.8	6.1		October	4.4	4.6	
November	5.3	5.7		November	3.5	3.8		November	6.0	6.6		November	5.1	5.5	
December	4.9	5.7		December	3.1	3.8		December	6.3	7.2		December	4.8	5.7	
January	4.7	5.2		January	3.3	3.4		January	6.6	7.1		January	4.9	5.3	
February	4.9	5.6		February	4.0	3.8		February	6.7	7.3		February	5.2	5.6	
March	4.7	6.2		March	3.9	4.8		March	6.1	7.3		March	4.9	6.2	
Annual Average	4.5	4.8	4.3	Annual Average	2.6	3.0	2.7	Annual Average	6.0	6.2	6.0	Annual Average	4.4	4.8	4.4
Average Apr-Sep	4.0	4.1	3.1	Average Apr-Sep	1.8	2.3	1.6	Average Apr-Sep	5.8	5.5	5.1	Average Apr-Sep	4.0	4.1	3.3
No of Employees at 30 September 2020			7262	No of Employees at 30 September 2020			3978	No of Employees at 30 September 2020			4589	No of Employees at 30 September 2020			15829

For the financial year 2020/21, the projected average days lost per employee equates to 7.5 days.

ABSENCE TRENDS - 2018/2019, 2019/2020 & 2020/2021
Community and Enterprise Resources

APT&C				Manual Workers				Resource Total				Council Wide				
	2018 / 2019	2019 / 2020	2020 / 2021		2018 / 2019	2019 / 2020	2020 / 2021		2018 / 2019	2019 / 2020	2020 / 2021		2018 / 2019	2019 / 2020	2020 / 2021	
April	3.2	4.0	3.1	April	5.4	4.4	5.3	April	5.0	4.3	5.0	April	4.1	4.0	4.4	
May	2.8	3.6	2.4	May	6.0	5.1	4.3	May	5.5	4.9	4.0	May	4.2	4.4	3.1	
June	3.8	3.9	1.6	June	5.8	5.5	4.0	June	5.5	5.3	3.6	June	4.3	4.4	2.7	
July	4.3	3.9	1.8	July	4.5	4.3	3.6	July	4.4	4.3	3.4	July	3.4	3.4	2.3	
August	4.8	4.0	1.7	August	5.3	5.1	4.9	August	5.2	4.9	4.4	August	3.6	3.7	3.1	
September	6.0	2.9	1.6	September	6.2	5.9	5.8	September	6.2	5.4	5.1	September	4.4	4.5	4.2	
October	3.8	3.4		October	5.8	5.9		October	5.5	5.5		October	4.4	4.6		
November	4.8	4.8		November	6.2	6.6		November	6.0	6.4		November	5.1	5.5		
December	4.1	5.4		December	6.0	7.0		December	5.7	6.8		December	4.8	5.7		
January	3.4	4.1		January	6.1	6.6		January	5.6	6.2		January	4.9	5.3		
February	4.1	3.8		February	6.3	7.1		February	5.9	6.6		February	5.2	5.6		
March	4.8	4.5		March	5.6	7.1		March	5.5	6.7		March	4.9	6.2		
Annual Average	4.2	4.0	3.2	Annual Average	5.8	5.9	5.7	Annual Average	5.5	5.6	5.3	Annual Average	4.4	4.8	4.4	
Average Apr-Sep	4.2	3.7	2.0	Average Apr-Sep	5.5	5.1	4.7	Average Apr-Sep	5.3	4.9	4.3	Average Apr-Sep	4.0	4.1	3.3	
No of Employees at 30 September 2020			550	No of Employees at 30 September 2020			2899	No of Employees at 30 September 2020			3449	No of Employees at 30 September 2020			15829	

For the financial year 2020/21, the projected average days lost per employee equates to 10.8 days.

ABSENCE TRENDS - 2018/2019, 2019/2020 & 2020/2021
Education Resources

APT&C				Teachers				Resource Total				Council Wide							
	2018 / 2019	2019 / 2020	2020 / 2021		2018 / 2019	2019 / 2020	2020 / 2021		2018 / 2019	2019 / 2020	2020 / 2021		2018 / 2019	2019 / 2020	2020 / 2021				
April	4.1	3.5	3.9	April	1.9	2.9	2.9	April	2.8	3.2	3.3	April	4.1	4.0	4.4				
May	4.5	4.2	2.2	May	2.1	3.2	1.4	May	3.1	3.6	1.8	May	4.2	4.4	3.1				
June	4.4	3.8	1.8	June	2.3	2.7	0.9	June	3.2	3.2	1.3	June	4.3	4.4	2.7				
July	2.4	2.4	1.3	July	1.0	1.2	0.5	July	1.6	1.7	0.9	July	3.4	3.4	2.3				
August	2.7	2.8	2.7	August	1.2	1.3	1.2	August	1.8	2.0	1.8	August	3.6	3.7	3.1				
September	4.1	4.3	4.8	September	2.2	2.5	2.7	September	3.0	3.3	3.6	September	4.4	4.5	4.2				
October	4.7	4.5		October	2.2	2.6		October	3.2	3.5		October	4.4	4.6					
November	5.7	5.8		November	3.5	3.8		November	4.4	4.7		November	5.1	5.5					
December	5.4	5.5		December	3.1	3.8		December	4.1	4.6		December	4.8	5.7					
January	5.1	5.1		January	3.3	3.4		January	4.1	4.2		January	4.9	5.3					
February	5.3	5.7		February	4.0	3.8		February	4.5	4.6		February	5.2	5.6					
March	5.0	7.1		March	3.9	4.8		March	4.4	5.8		March	4.9	6.2					
Annual Average	4.5	4.6	4.2	Annual Average	2.6	3.0	2.7	Annual Average	3.4	3.7	3.3	Annual Average	4.4	4.8	4.4				
Average Apr-Sep	3.7	3.5	2.8	Average Apr-Sep	1.8	2.3	1.6	Average Apr-Sep	2.6	2.8	2.1	Average Apr-Sep	4.0	4.1	3.3				
No of Employees at 30 September 2020				3039	No of Employees at 30 September 2020				3978	No of Employees at 30 September 2020				7017	No of Employees at 30 September 2020				15829

For the financial year 2020/21, the projected average days lost per employee equates to 5.1 days.

ABSENCE TRENDS - 2018/2019, 2019/2020 & 2020/2021
Finance and Corporate Resources

APT&C				Manual Workers				Resource Total				Council Wide							
	2018 / 2019	2019 / 2020	2020 / 2021		2018 / 2019	2019 / 2020	2020 / 2021		2018 / 2019	2019 / 2020	2020 / 2021		2018 / 2019	2019 / 2020	2020 / 2021				
April	3.1	3.5	3.5	April	8.6	7.1	8.5	April	3.2	3.6	3.6	April	4.1	4.0	4.4				
May	3.3	3.2	2.3	May	0.4	0.0	16.0	May	3.2	3.2	2.4	May	4.2	4.4	3.1				
June	2.5	3.3	1.9	June	0.0	0.5	7.4	June	2.5	3.2	1.9	June	4.3	4.4	2.7				
July	2.9	3.3	2.0	July	0.0	2.4	3.5	July	2.9	3.2	2.0	July	3.4	3.4	2.3				
August	2.8	3.6	1.8	August	0.4	5.9	12.1	August	2.8	3.6	2.0	August	3.6	3.7	3.1				
September	3.1	3.3	2.3	September	0.0	3.5	13.4	September	3.0	3.3	2.4	September	4.4	4.5	4.2				
October	3.6	3.7		October	0.0	3.6		October	3.6	3.7		October	4.4	4.6					
November	4.6	3.9		November	0.0	2.6		November	4.6	3.8		November	5.1	5.5					
December	3.8	4.6		December	0.0	1.3		December	3.8	4.5		December	4.8	5.7					
January	3.6	3.9		January	0.0	0.0		January	3.5	3.9		January	4.9	5.3					
February	3.7	4.1		February	2.3	7.6		February	3.6	4.1		February	5.2	5.6					
March	3.2	4.5		March	9.8	4.6		March	3.3	4.5		March	4.9	6.2					
Annual Average	3.4	3.7	3.2	Annual Average	1.8	3.3	6.7	Annual Average	3.3	3.7	3.2	Annual Average	4.4	4.8	4.4				
Average Apr-Sep	3.0	3.4	2.3	Average Apr-Sep	1.6	3.2	10.2	Average Apr-Sep	2.9	3.4	2.4	Average Apr-Sep	4.0	4.1	3.3				
No of Employees at 30 September 2020				959	No of Employees at 30 September 2020				10	No of Employees at 30 September 2020				969	No of Employees at 30 September 2020				15829

For the financial year 2020/21, the projected average days lost per employee equates to 5.6 days.

ABSENCE TRENDS - 2018/2019, 2019/2020 & 2020/2021
Housing & Technical Resources

APT&C				Manual Workers				Resource Total				Council Wide							
	2018 / 2019	2019 / 2020	2020 / 2021		2018 / 2019	2019 / 2020	2020 / 2021		2018 / 2019	2019 / 2020	2020 / 2021		2018 / 2019	2019 / 2020	2020 / 2021				
April	3.9	3.9	4.1	April	6.5	6.7	3.5	April	4.9	5.0	3.8	April	4.1	4.0	4.4				
May	3.6	4.2	2.8	May	6.5	5.1	2.0	May	4.8	4.5	2.5	May	4.2	4.4	3.1				
June	4.0	4.8	3.2	June	6.2	5.0	2.0	June	4.9	4.9	2.7	June	4.3	4.4	2.7				
July	3.7	4.1	2.7	July	6.3	5.4	2.7	July	4.8	4.6	2.7	July	3.4	3.4	2.3				
August	4.1	4.0	2.5	August	5.5	5.7	3.4	August	4.6	4.7	2.8	August	3.6	3.7	3.1				
September	4.5	4.4	2.1	September	6.2	5.8	3.3	September	5.2	5.0	2.6	September	4.4	4.5	4.2				
October	4.3	4.3		October	5.9	6.6		October	4.9	5.2		October	4.4	4.6					
November	4.8	5.5		November	6.5	6.1		November	5.5	5.7		November	5.1	5.5					
December	4.4	5.2		December	6.5	6.3		December	5.3	5.6		December	4.8	5.7					
January	4.2	5.8		January	7.0	5.9		January	5.3	5.8		January	4.9	5.3					
February	4.2	5.8		February	6.6	5.7		February	5.2	5.8		February	5.2	5.6					
March	4.2	5.1		March	7.3	6.5		March	5.5	5.7		March	4.9	6.2					
Annual Average	4.2	4.8	4.1	Annual Average	6.4	5.9	4.5	Annual Average	5.1	5.2	4.2	Annual Average	4.4	4.8	4.4				
Average Apr-Sep	4.0	4.2	2.9	Average Apr-Sep	6.2	5.6	2.8	Average Apr-Sep	4.9	4.8	2.9	Average Apr-Sep	4.0	4.1	3.3				
No of Employees at 30 September 2020				883	No of Employees at 30 September 2020				559	No of Employees at 30 September 2020				1442	No of Employees at 30 September 2020				15829

For the financial year 2020/21, the projected average days lost per employee equates to 6.9 days.

ABSENCE TRENDS - 2018/2019, 2019/2020 & 2020/2021
Social Work Resources

APT&C				Manual Workers				Resource Total				Council Wide							
	2018 / 2019	2019 / 2020	2020 / 2021		2018 / 2019	2019 / 2020	2020 / 2021		2018 / 2019	2019 / 2020	2020 / 2021		2018 / 2019	2019 / 2020	2020 / 2021				
April	5.3	5.0	5.5	April	6.2	6.9	10.2	April	5.6	5.6	7.1	April	4.1	4.0	4.4				
May	5.1	5.6	4.4	May	6.2	7.7	8.1	May	5.4	6.3	5.7	May	4.2	4.4	3.1				
June	5.2	5.8	3.9	June	6.3	6.9	7.6	June	5.6	6.2	5.2	June	4.3	4.4	2.7				
July	5.2	5.1	3.7	July	6.4	7.7	6.3	July	5.6	5.9	4.6	July	3.4	3.4	2.3				
August	5.0	5.9	4.4	August	5.9	6.7	6.7	August	5.3	6.2	5.2	August	3.6	3.7	3.1				
September	5.0	6.2	5.4	September	6.1	6.8	7.5	September	5.4	6.4	6.1	September	4.4	4.5	4.2				
October	5.7	6.1		October	5.6	6.5		October	5.6	6.2		October	4.4	4.6					
November	5.4	6.8		November	5.3	6.8		November	5.4	6.8		November	5.1	5.5					
December	5.1	6.9		December	6.9	8.7		December	5.7	7.5		December	4.8	5.7					
January	5.2	6.2		January	8.4	9.5		January	6.2	7.3		January	4.9	5.3					
February	5.5	6.8		February	8.5	8.8		February	6.5	7.5		February	5.2	5.6					
March	5.4	6.8		March	6.5	8.5		March	5.8	7.4		March	4.9	6.2					
Annual Average	5.3	6.1	5.6	Annual Average	6.5	7.6	7.9	Annual Average	5.7	6.6	6.4	Annual Average	4.4	4.8	4.4				
Average Apr-Sep	5.1	5.6	4.6	Average Apr-Sep	6.2	7.1	7.7	Average Apr-Sep	5.5	6.1	5.7	Average Apr-Sep	4.0	4.1	3.3				
No of Employees at 30 September 2020				1831	No of Employees at 30 September 2020				1121	No of Employees at 30 September 2020				2952	No of Employees at 30 September 2020				15829

For the financial year 2020/21, the projected average days lost per employee equates to 12.3 days.

APPENDIX 7

ABSENCE BY LONG AND SHORT TERM

From: 1 April 2020 - 30 September 2020

Resource	April 2020 - September 2020		
	Total Short Term %	Total Long Term %	Resource Total Absence %
Community and Enterprise	1.2	3.1	4.3
Education	0.6	1.6	2.1
Finance and Corporate	0.7	1.7	2.4
Housing & Technical	0.7	2.1	2.9
Social Work	1.6	4.1	5.7

Council Overall for Apr 20 - Sep 20	0.9	2.4	3.3
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From: 1 April 2019 - 30 September 2019

Resource	April 2019 - September 2019		
	Total Short Term %	Total Long Term %	Resource Total Absence %
Community and Enterprise	1.7	3.2	4.9
Education	0.9	1.9	2.8
Finance and Corporate	1.4	2.0	3.4
Housing & Technical	1.9	2.9	4.8
Social Work	1.8	4.3	6.1

Council Overall for Apr 19 - Sep 19	1.4	2.7	4.1
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APPENDIX 8**Absence Monitoring****Absence Classifications****From 1 April 2020 to 30 September 2020**

Reason	Total Work Days Lost	% of Work Days Lost
Musculoskeletal	13967	22
Psychological	21036	34
Stomach	3564	6
Respiratory	10545	17
Others	13169	21
Total Days Lost	62281	100

From 1 April 2019 to 30 September 2019

Reason	Total Work Days Lost	% of Work Days Lost
Musculoskeletal	19454	26
Psychological	24491	32
Stomach	9053	12
Respiratory	4177	6
Others	18292	24
Total Days Lost	75467	100

OCCUPATIONAL HEALTH REPORTS

FROM: 1 April 2020 - 30 September 2020 comparison with 1 April 2019 - 30 September 2019

Medical Referrals							
	Community and Enterprise	Education		Finance and Corporate	Housing & Technical	Social Work	Totals
		Teachers	Others				
TOTAL (Apr-Mar 2019/20)	151	20	43	18	78	186	496
TOTAL (Apr-Mar 2018/19)	171	58	66	44	153	278	770

No of Employees Referred For Physiotherapy		
RESOURCE	Apr-Sep 2019	Apr-Sep 2020
Community and Enterprise	279	102
Education (Teachers)	157	46
Education (Others)	180	67
Finance and Corporate	73	12
Housing and Technical	133	38
Social Work	310	151
TOTAL	1132	416

No of Employees Referred To Employee Support Officer		
RESOURCE	Apr-Sep 2019	Apr-Sep 2020
Community and Enterprise	141	119
Education	215	130
Finance and Corporate	49	29
Housing and Technical	55	46
Social Work	192	135
TOTAL	652	459

No of Employees Referred For Cognitive Behavioural Therapy		
RESOURCE	Apr-Sep 2019	Apr-Sep 2020
Community and Enterprise	6	8
Education	7	4
Finance and Corporate	0	0
Housing and Technical	10	5
Social Work	18	8
Not Disclose	32	25
TOTAL	73	50

Analysis of Counselling Referrals by Cause												
Reason												
Work Stress		Addiction		Personal		Anxiety/ Depression		Bereavement		Total		
M	S	M	S	M	S	M	S	M	S	M	S	
TOTAL (Apr-Sep 2020)	6	0	0	0	142	0	17	0	12	0	177	0
TOTAL (Apr-Sep 2019)	75	0	5	0	213	0	53	0	16	0	362	0
TOTAL								Total Referrals (Apr-Sep 2020)				177
								Total Referrals (Apr-Sep 2019)				362

M = MANAGEMENT REFERRAL S = SELF REFERRAL

ANALYSIS OF ACCIDENTS/INCIDENTS
Comparison
CAUSE OF ACCIDENTS/INCIDENTS TO EMPLOYEES

FROM: 1 April 2020 - 30 September 2020 comparison with 1 April 2019 - 30 September 2019

	Community and Enterprise		Education		Finance and Corporate		Housing & Tech		Social Work		TOTAL	
	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019
Specified Injury	0	0	0	1	0	0	0	0	0	0	0	1
Violent Incident: Physical	0	0	0	0	0	0	0	0	0	0	0	0
Total Specified Injury*	0	0	0	1	0	0	0	0	0	0	0	1
Over 7-day	4	21	2	3	0	0	0	6	5	8	11	38
Violent Incident: Physical	0	0	0	0	0	0	0	0	0	2	0	2
Violent Incident: Verbal	0	0	0	0	0	0	0	0	0	0	0	0
Total Over 7-day**	4	21	2	3	0	0	0	6	5	10	11	40
Over 3-day	2	4	0	0	0	0	1	4	2	1	5	9
Violent Incident: Physical	0	0	0	0	0	0	0	0	0	0	0	0
Violent Incident: Verbal	0	0	0	0	0	0	0	0	0	0	0	0
Total Over 3-day**	2	4	0	0	0	0	1	4	2	1	5	9
Minor	13	35	2	8	0	1	2	10	19	10	36	64
Near Miss	1	11	0	2	0	0	0	3	0	2	1	18
Violent Incident: Physical	0	20	148	283	0	0	0	1	59	25	207	329
Violent Incident: Verbal	1	9	6	26	0	7	0	8	16	19	23	69
Total Minor***	15	75	156	319	0	8	2	22	94	56	267	480
Total Accidents/Incidents	21	100	158	323	0	8	3	32	101	67	283	530

*A Specified Injury is any fracture (other than to the fingers, thumbs or toes), amputation, loss of sight, serious burns, crushing injury, scalping, loss of consciousness caused by asphyxiation/ head injury, a chemical or hot metal burn to the eye or penetrating injury as defined by the HSE.

**Over 3 day / over 7day absence is an injury sustained outwith major injury category that results in a period of absence of absence as defined by the HSE.

*** A minor injury is an injury not covered by " Over 7-day", "Over 3-day" or "Specified".

RECORD OF DISCIPLINARY HEARINGS

FROM: 1 April 2020 - 30 September 2020 comparison with 1 April 2019 - 30 September 2019

RESOURCE	No of Disciplinary Hearings				Outcome of Disciplinary Hearings								No of weeks to convene Disciplinary Hearing			% Held within 6 Weeks
	APT&C	Manual/ Craft	Teachers	Total	No Action				Action Taken				3	4-6	6+	
					APT&C	Manual / Craft	Teachers	Total	APT&C	Manual / Craft	Teachers	Total				
COMMUNITY AND ENTERPRISE	1	3	N/A	4	1	0	N/A	1	0	3	N/A	3	2	0	2	50%
EDUCATION	1	0	2	3	0	0	0	0	1	0	2	3	1	0	2	33%
HOUSING & TECHNICAL	1	1	N/A	2	0	0	N/A	0	1	1	N/A	2	0	0	2	0%
SOCIAL WORK RESOURCES	3	5	N/A	8	0	0	N/A	0	3	5	N/A	8	4	1	3	63%
TOTAL (Apr-Sep 2020)	6	9	2	17	1	0	0	1	5	9	2	16	7	1	9	47%
TOTAL (Apr-Sep 2019)	21	55	0	76	4	10	0	14	17	45	0	62	42	19	15	80%

RESOURCE	No of Appeals				Outcome of Appeals												Appeals Pending
	APT&C	Manual/ Craft	Teachers	Total	Upheld				Upheld in Part				Not Upheld				
					APT&C	Manual/ Craft	Teachers	Total	APT&C	Manual/ Craft	Teachers	Total	APT&C	Manual/ Craft	Teachers	Total	
TOTAL (Apr-Sep 2020)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL (Apr-Sep 2019)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

*Resources nil responses are not included in figures

N.B. Non-White employees refers to those employees who have indicated that they are:- Any other mixed background, Indian, Pakistani, Bangladeshi, Chinese, Any other Asian background, Caribbean, African and any other black background.

APPEAL'S PANEL

FROM: 1 April 2020 - 30 September 2020

APPEAL'S PANEL	UPHELD	UPHELD IN PART	NOT UPHELD	WITHDRAWN	TOTAL	APPEALS PENDING TO DATE
	0	1	1	0	2	4

RECORD OF GRIEVANCES

FROM: 1 April 2020 - 30 September 2020 comparison with 1 April 2019 - 30 September 2019

GRIEVANCES	No of Grievances	No Resolved at Stage 1	No Resolved at Stage 2	No Resolved at Stage 3	Still in Process
COMMUNITY AND ENTERPRISE	1	0	1	0	0
EDUCATION	3	0	1	0	2
HOUSING & TECHNICAL	3	1	1	0	1
SOCIAL WORK RESOURCES	6	5	0	0	1
TOTAL (Apr-Sep 2020)	13	6	3	0	4
TOTAL (Apr-Sep 2019)	9	1	8	0	0

DIGNITY AT WORK

FROM: 1 April 2020 - 30 September 2020 comparison with 1 April 2019 - 30 September 2019

DIGNITY AT WORK	No of Incidents	No Resolved at Informal Stage	No Resolved at Formal Stage	No of Appeals	Appeals in Process	Still in Process
COMMUNITY AND ENTERPRISE	1	0	0	0	0	1
HOUSING & TECHNICAL	3	0	0	0	0	3
SOCIAL WORK RESOURCES	4	0	0	0	0	4
TOTAL (Apr-Sep 2020)	8	0	0	0	0	8
TOTAL (Apr-Sep 2019)	14	3	10	0	0	1

REFERRALS FOR WORKPLACE MEDIATION**As at September 2020**

WORKPLACE MEDIATION	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20
No of Referrals	0	0	0	0	0	0
*No of Successful Cases	0	0	0	0	0	0
*No of Unsuccessful Cases	0	0	0	0	0	0
No of cases unsuitable for mediation	0	0	0	0	0	0

WORKPLACE MEDIATION	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19
No of Referrals	1	1	1	0	2	1
*No of Successful Cases	1	0	0	0	0	0
*No of Unsuccessful Cases	0	0	0	0	0	0
No of cases unsuitable for mediation	1	0	0	1	0	0

*successful/unsuccessful case outcomes may be shown outwith the month they were referred.

Employee Development
1 April 2020 - 30 September 2020

	Attended classroom based training
Community and Enterprise	433
Education	36
Finance and Corporate	1
Housing and Technical	73
Social Work	1223
Total	1,766

	Learn On Line Courses Completed / Passed
Community and Enterprise	16630
Education	94162
Finance and Corporate	5956
Housing and Technical	11955
Social Work	19632
Total	148,335

Employee Development

Monitoring Stats for all Training - 1 April 2020 - 30 September 2020
Finance and Corporate Resources

	Percentage (%)	Count
Male	37.2%	1153
Female	62.8%	1948
Disabled	1.1%	34
Not Disabled	89.6%	2772
Not Disclosed	6.4%	199
Not Entered	2.9%	90
White - Scottish	91.4%	2833
White - Other British	3.6%	111
White - Irish	0.6%	19
White - Any other Background	0.6%	20
Asian - Pakistani	0.6%	2
All Others	3.7%	116
21 Years	3.2%	100
21-29 Years	11.4%	354
30-39 Years	17.1%	531
40-49 Years	19.4%	601
50-59 Years	35.1%	1087
60-65 Years	12.1%	375
Over 65 Years	1.7%	53

ANALYSIS OF LEAVERS AND EXIT INTERVIEWS

EXIT INTERVIEWS (Apr-Sep 2020)

REASONS FOR LEAVING	Community and Enterprise	Education	Finance and Corporate	Housing & Technical	Social Work	Total	%
CAREER ADVANCEMENT	1	4	0	1	3	9	19
FURTHER EDUCATION	0	4	0	0	0	4	9
MOVING OUTWITH AREA	1	3	0	0	0	4	9
DISSATISFACTION WITH TERMS AND CONDITIONS	0	2	0	0	1	3	6
POOR RELATIONSHIPS WITH MANAGERS / COLLEAGUES	0	1	0	0	2	3	6
TRAVELLING DIFFICULTIES	0	0	0	0	2	2	4
CHILD CARING / CARING RESPONSIBILITIES	0	2	0	0	0	2	4
PERSONAL REASONS	0	0	1	0	0	1	2
OTHER	3	9	2	1	4	19	40
NUMBER OF EXIT INTERVIEWS CONDUCTED	5	25	3	2	12	47	
TOTAL NO OF LEAVERS PER RESOURCE ELIGIBLE FOR AN EXIT INTERVIEW	33	73	5	7	51	169	
% OF LEAVERS INTERVIEWED	15	34	60	29	24	28	

EXIT INTERVIEWS (Apr-Sep 2019)

NUMBER OF EXIT INTERVIEWS CONDUCTED	7	16	5	5	8	41	
TOTAL NO OF LEAVERS PER RESOURCE ELIGIBLE FOR AN EXIT INTERVIEW	54	144	21	16	73	308	
% OF LEAVERS INTERVIEWED	13	11	24	31	11	13	

* Note these totals include temporary employees

Posts being held

April – September 2020	Number of leavers		Replace Employee		Filling on a temp basis		Plan to transfer this budget to another post		End of fixed term post		Leave vacant pending savings or service review		Plan to remove for savings		Manager did not indicate a reason	
Resource	Total FTE*	Total H/C**	FTE	H/C	FTE	H/C	FTE	H/C	FTE	H/C	FTE	H/C	FTE	H/C	FTE	H/C
Community and Enterprise	76.04	140	67.39	130	0.00	0	0.00	0	8.65	10	0.00	0	0.00	0	0.00	0
Education	126.99	189	126.55	187	0.00	0	0.10	1	0.00	0	0.00	0	0.00	0	0.34	1
Finance and Corporate	16.24	20	16.24	20	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0
Housing and Technical	22.47	26	22.47	26	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0
Social Work	88.25	117	86.75	115	0.00	0	0.50	1	1.00	1	0.00	0	0.00	0	0.00	0
Total	329.99	492	319.40	478	0.00	0	0.60	2	9.65	11	0.00	0	0.00	0	0.34	1

* Full time equivalent

** Head count/number of employees

RECRUITMENT MONITORING

Analysis of Gender, Disability, Ethnicity and Age

FROM : 1 April 2020 - 30 September 2020

Total Number of applications received:	5640
Total Number of Equal Opportunities Monitoring forms received:	5483 (97%)
Total Number of posts recruited for:	338
Total Number of appointments:	1194

Gender / Disability / Age			
	Applied	Interviewed	Appointed
Total EO Forms Received	5483	2462	1130
Total No of Male Applicants	1963	788	334
Total No of Female Applicants	3501	1633	793
Total No of Disabled Applicants	260	140	32
Total No of applicants aged under 50	4525	1993	949
Total No of applicants aged over 50	915	425	169
Total No of White applicants	5227	2361	1099
Total No of Black/Ethnic minority applicants*	173	59	20

FROM : 1 April 2019 - 30 September 2019

Total Number of applications received:	11053
Total Number of Equal Opportunities Monitoring forms received:	10703 (97%)
Total Number of posts recruited for:	615
Total Number of appointments:	1403

Gender / Disability / Age			
	Applied	Interviewed	Appointed
Total EO Forms Received	10721	3423	1214
Total No of Male Applicants	3779	1189	353
Total No of Female Applicants	6723	2369	853
Total No of Disabled Applicants	571	258	50
Total No of applicants aged under 50	8529	2865	941
Total No of applicants aged over 50	2055	787	225
Total No of White applicants	10263	3559	1087
Total No of Black/Ethnic minority applicants*	300	98	18

*Black/Ethnic Minority applicants includes Mixed, Asian, Black and other backgrounds.

QUARTERLYJOINT STAFFING WATCH RETURN : NUMBER EMPLOYED ON 14 September 2020**Analysis by Resource**

Resource	Total Number of Employees				
	Male		Female		
	Total	F/T	P/T	F/T	P/T
Community & Enterprise Resources	3138	1344	218	188	1388
Education - Others	2870	139	83	509	2139
Education - Teachers	3865	697	67	2351	750
Finance & Corporate Resources	885	203	16	359	307
Housing & Technical	1289	821	26	314	128
Social Work Resources	2801	206	208	991	1396
Total All Staff	14848	3410	618	4712	6108

Full-Time Equivalent Salary Band									
Total	Director	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Fixed SCP	Teacher
2256.15	1.00	1542.75	408.68	231.67	47.05	16.00	4.00	5.00	0.00
2075.85	1.00	1017.21	791.07	136.30	49.64	12.60	4.00	57.63	6.40
3546.60	0.00	0.00	0.00	0.00	0.00	1.00	0.00	4.60	3541.00
782.63	2.00	116.60	345.47	229.92	56.54	25.10	6.00	1.00	0.00
1234.56	1.00	204.30	630.67	356.13	30.46	10.00	2.00	0.00	0.00
2433.15	1.00	1294.96	522.16	564.03	25.00	24.00	2.00	0.00	0.00
8782.34	(excluding Teachers)								
12328.94	6.00	4175.82	2698.05	1518.05	208.69	88.70	18.00	68.23	3547.40

** Change to report this is now run electronically which allows us to report on grade.

QUARTERLYJOINT STAFFING WATCH RETURN : NUMBER EMPLOYED ON 14 September 2019**Analysis by Resource**

Resource	Total Number of Employees				
	Male		Female		
	Total	F/T	P/T	F/T	P/T
Community & Enterprise Resources	3182	1368	218	193	1403
Education - Others	2881	139	82	481	2179
Education - Teachers	3767	699	58	2296	714
Finance & Corporate Resources	913	213	15	381	304
Housing & Technical	1316	862	21	299	134
Social Work Resources	2842	228	195	983	1436
Total All Staff	14901	3509	589	4633	6170

Full-Time Equivalent Salary Band									
Total	Director	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Fixed SCP	Teacher
2295.78	1.00	1569.31	415.60	235.27	47.60	17.00	4.00	6.00	0.00
2062.33	1.00	1367.59	439.20	135.41	30.80	13.00	4.00	59.93	11.40
3464.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	3462.50
811.23	2.00	124.65	349.16	236.18	65.54	26.70	6.00	1.00	0.00
1262.14	1.00	208.63	653.32	351.19	36.00	10.00	2.00	0.00	0.00
2462.00	1.00	1357.30	489.10	563.60	24.00	25.00	2.00	0.00	0.00
8893.48	(excluding Teachers)								
12357.98	6.00	4627.48	2346.38	1521.65	203.94	91.70	18.00	68.93	3473.90

** Change to report this is now run electronically which allows us to report on grade.

Report

7

Report to:	Executive Committee
Date of Meeting:	16 December 2020
Report by:	Executive Director (Housing and Technical Resources)

Subject:	Land and Property Transfers and Disposals
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1. Purpose of Report

The purpose of the report is to:-

- ◆ advise the Executive Committee of the actions required in respect of land and property transactions

2. Recommendation(s)

The Executive Committee is asked to approve the following recommendation(s):-

- (1) that the land and property as detailed in Appendix A be transferred between Resources
- (2) that the land detailed in Appendix B be declared surplus to Council requirements

3. Background

- 3.1. Details of land and property, which is potentially suitable for redevelopment or disposal, are circulated to all Resources and Community Planning Partners to establish if they are suitable for alternative operational use.
- 3.2. The recommendation for the transfer between Council Resources, of the assets detailed on Appendix A, is made following the consideration of planning, title and other legal constraints and Council priorities.
- 3.3. Transactions where there is a requirement to declare land surplus to enable negotiations for minor or adjoining sales to progress are detailed on Appendix B.
- 3.4. These transactions are only included in the report after successful consultation with the Holding Resource(s) and Planning.

4. Property Transactions

- 4.1. Cruachan Road, Springhall and Eastfield Road, Carluke
 - 4.1.1. Education Resources have undertaken a feasibility and established that these sites are suitable for nursery provision. It is recommended that these are transferred to the Education Resources account for operational use.
- 4.2. Appendix B details negotiated transactions where the land requires to be declared surplus in order that Property Services can conclude negotiations for their disposal.

5. Employee Implications

- 5.1. There are no employee implications.

6. Financial Implications

- 6.1. In terms of Scottish Government Guidance, a disposal of land from the Housing Revenue Account must be done at the best consideration that the site could reasonably be expected to achieve and it is, therefore, proposed that the sites in Appendix A will be transferred at Market Value.

7. Other Implications

- 7.1. There is a low risk that the capital receipts anticipated, as a result of declaring properties surplus, may not be realised if, for reasons outwith the Council's control, the purchasers choose not to proceed with the transactions. However, the procedures and consultations described in Sections 3 and 9 of this report have been implemented to minimise this risk.

8. Climate Change, Sustainability and Environmental Implications

- 8.1. There are no issues in relation to climate change, sustainability and environment contained within this report.

9. Equality Impact Assessment and Consultation Arrangements

- 9.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore no impact assessment is required.
- 9.2. Consultation was undertaken with Planning, Roads, Legal, and Housing Services were consulted through the Area Property Groups.

Daniel Lowe

Executive Director (Housing and Technical Resources)

26 November 2020

Link(s) to Council Values/Ambitions/Objectives

- ◆ Achieve results through leadership, good governance and organisational effectiveness

Previous References

- ◆ Executive Committee

List of Background Papers

- ◆ Plans of the land and property referred to in this report

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

Frank McCafferty, Head of Property Services

Ext: 4073 (Tel: 01698 454073)

email: frank.mccafferty@southlanarkshire.gov.uk

APPENDIX A

TRANSFERS

Area	Description	Previous Account	New Holding Account	Transfer	Value Band
4,019 sqm	Open Space, Cruachan Road, Rutherglen	Housing	Education	Immediate	4
4,740 sqm	Open space, Eastfield Road, Carluke	Housing	Education	Immediate	4

Value Bands

1 – over £1 million

2 – £500,000 to £999,999

3 – £100,000 to £499,999

4 – less than £100,000

APPENDIX B

DECLARE SURPLUS

Area	Description	Holding Account	Proposal	Value Banding
109 sq m	132 Balmore Drive, Hamilton	Housing	Garden ground	4

Value Bands

1 – over £1 million

2 – £500,000 to £999,999

3 – £100,000 to £499,999

4 – less than £100,000

Report

8

Report to:	Executive Committee
Date of Meeting:	16 December 2020
Report by:	Executive Director (Community and Enterprise Resources)

Subject:	Review of Current Parking Management Arrangements
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ Update Committee on the Member / Officer Group set up to review current parking management arrangements and to formally agree the Terms of Reference.

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):

- (1) that the contents of the report be noted
- (2) that the Terms of Reference attached as Appendix 1 be agreed.

3. Background

- 3.1. Parking demand management measures (e.g. charges and parking enforcement) are a recognised tool to keep the transportation network and town centres operating safely.
- 3.2. These measures ensure junctions are free from parked cars and that loading bays are free to service businesses as required, ensuring goods can reach their intended destination timeously. Importantly though, they also assist in encouraging greater use of active/sustainable travel in place of the private car and such approaches are routinely adopted by many Councils across Scotland, often aligned to climate change objectives.
- 3.3. On 22 January 2019, the Community and Enterprise Resources Committee agreed to proceed with the first phase of the Parking Demand Management Review (PDMR), across South Lanarkshire, focusing on Hamilton Town Centre.
- 3.4. On 15 September 2020, the Community and Enterprise Resources Committee considered a report which provided feedback on the PDMR review and on a parking impact assessment. The report also recommended reinstatement of all parking charges at previous tariff levels, following suspension due to the Covid global pandemic earlier in the year.
- 3.5. Following debate, members agreed to defer all aspects of the report for further consideration at a future meeting of the Executive Committee. It was accepted, however, that it would be appropriate to report this to the Recovery Board prior to reporting to the Executive Committee.

- 3.6. The Recovery Board, at its meeting on 21 October 2020, subsequently agreed that on street parking charges be reinstated, as soon as reasonably practicable, and that off street charging arrangements be further considered via a Member/Officer Group.
- 3.7. The specific objective of the Member/Officer Group is to review current parking management arrangements, including charging practices, having regard to:-
- whether current arrangements remain appropriate
 - whether current arrangements require to be further developed and, if so, in which areas
 - identifying interim arrangements for reinstatement of off street car parking charges, if considered appropriate
- 3.8. The political representation on the Group has been agreed and the first meeting of the Group took place on 20 November 2020 and the Terms of Reference for the Group, attached as Appendix 1, were agreed. However, for completeness the Terms of Reference now requires to be formally agreed by the Executive Committee.
- 3.9. Particular attention is drawn to the key milestones identified at section 7 of the Terms of Reference which are intended to ensure the work of the group is concluded in sufficient time to allow any consequences to be considered as part of the budgetary process.
- 3.10. Since the PDMR was progressed, the Covid global pandemic has impacted and, as part of the Council's immediate response, parking charges and enforcement were suspended. Enforcement has since recommenced, as have on-street parking charges and a cashless parking application (i.e. Ringo) has also been rolled out.

4. Employee Implications

- 4.1. Depending on the conclusions of this Member/Officer Group and subsequent Committee approval, there may be significant consequences for employment levels in the current Parking Unit, particularly if parking charges are not reintroduced, or are reintroduced but at reduced tariffs.
- 4.2. Any reduction in employment levels will have a direct impact on the Parking Units ability to effectively enforce waiting and loading restrictions across the Council area.

5. Financial Implications

- 5.1. There are no financial implications directly associated with undertaking this review. Any changes to current policies/practices, however, which are implemented as a consequence of this review may result in financial implications.
- 5.2. The total budgeted income for 2020/21 associated with parking charges for the current year is £1.780m. This includes income from car parking charges (on and off street), season tickets, permits and income relating to the Hunter Health Centre in East Kilbride. Budgeted income from enforcement is approximately £0.670m.
- 5.3. Any decision not to reintroduce off street charging will lead to a shortfall in income of up to £1.580m for the 2021/2022 budget. This figure assumes continuing internal recharge income and continuing income related to an agreement with the NHS in relation to the new Hunter Health Centre.

- 5.4. The 2021/2022 budget strategy paper, approved by the Executive Committee in June this year, reported that savings of £20m were being sought. The current estimated savings target would have to be increased by £1.580m for 2021/2022 to accommodate this loss of income.
- 5.5. There will also be one off capital costs should there be a need to change the fee structure or introduce alternative management systems.
- 6. Other Implications**
- 6.1. While there are no defined environmental implications or implications for sustainability in terms of the information contained within this report, failure to have effective demand management measures in place across our towns could see the use of the private car begin to increase at the expense of more active/sustainable transport modes.
- 7. Equality Impact Assessment and Consultation Arrangements**
- 7.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore, no impact assessment is required
- 7.2. There is no requirement to undertake any consultation at this time in terms of the information contained in this report.

Michael McGlynn
Executive Director (Community and Enterprise Resources)

15 November 2020

Link(s) to Council Values/Ambitions/Objectives

- ◆ Improve the quality of life of everyone in South Lanarkshire
- ◆ Improve the road network, influence improvements in public transport and encourage active travel
- ◆ Work with communities and partners to promote high quality, thriving and sustainable communities

Previous References

- ◆ Community and Enterprise Resources Committee 22 January 2019
- ◆ Community and Enterprise Resources Committee 15 September 2020

List of Background Papers

- ◆ Systra Report, Hamilton Town Centre Parking Demand Management Review, 6 February 2020

Contact for Further Information

If you would like inspect any of the background papers or want any further information, please contact: -

Colin Park, Engineering Manager, Roads and Transportation Services
Ext: 3653 (Tel: 01698 453653)

E-mail: colin.park@southlanarkshire.gov.uk

Review of Current Parking Management Arrangements

Terms of Reference

1	Resource	Community and Enterprise					
2	Name of Project	Review of Current Parking Management Arrangements – Member/Officer Group					
	Objective	The objective of the Group is to review current parking management arrangements, including charging practices, having regard to:- <ul style="list-style-type: none">• Whether current arrangements remain appropriate• Whether current arrangements require to be further developed and, if so, in which areas• Identifying interim arrangements for reinstatement of off street car park charges, if considered appropriate					
3	Scope of Project	It is proposed that the Group will:- <ul style="list-style-type: none">• Review current parking arrangements, their background, and whether they reflect current needs having regard to local circumstances, current national, regional and local transport policy and town centre management/economic development policy• Consider the work undertaken by SYTRA who have completed Phase 1 of the Parking Demand Management Review focusing on Hamilton Town Centre• Consider parking charge income generation alongside the role of charges as a demand management measure.• Make recommendations with regard to:-<ul style="list-style-type: none">- Short term reinstatement of current off street parking charges, if considered appropriate- Short term reinstatement of park and ride charges, and associated opportunities- Medium term review of parking demand management arrangements across individual town centres, including timescales and any specific principles which it is considered require to be applied consistently					
4	Resources affected:-						
	Community and Enterprise	Education	Finance and Corporate	Housing and Technical	Social Work		

	X					
5	Financial overview (£m)					
	Refer Service Profile (being prepared separately)					
6	Key aims of/outcomes from project					
	Political consensus around applicability of current parking management arrangements, any further development work required and timescales for reinstatement of off street parking charges, if considered appropriate.					
7	Key milestones					
	<ul style="list-style-type: none"> ♦ Meeting 1 – 20 November - Election of Chair, agreement on Terms of Reference, consideration of Parking Service profile ♦ Meeting 2 – w/c 30 November – Review of Systra report, identification of options and agreement on appraisal criteria ♦ Meeting 3 – w/c 14 December – appraisal of options ♦ Meeting 4 – w/c 11 January - agree conclusions and Executive Committee report 					
8	Monitoring and reporting arrangements					
	<ul style="list-style-type: none"> ♦ Updates will be provided to CMT as required/requested 					
9	CMT Sponsor / Lead Officer					
	Michael McGlynn					
10	Member/Officer Group					
	<p><u>Elected Members</u> 2 SNP (Councillor Anderson and Councillor Ross) 2 Labour (Councillor Fagan and Councillor McLachlan) 1 Conservative and Unionist (Councillor Hose) 1 Liberal Democrat (Councillor McGeever) 1 Independent (Councillor Wardhaugh)</p> <p><u>Officers</u> Michael McGlynn, Executive Director Gordon Mackay, Head of Roads and Transportation Services Colin Park, Engineering Manager Andrei Martucci, Parking Manager</p>					

Report

9

Report to:	Executive Committee
Date of Meeting:	16 December 2020
Report by:	Chief Executive

Subject:	Recommendations Referred by Resource Committees
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ request approval of the following recommendation referred to this Committee by the Climate Change and Sustainability Committee of 4 November 2020

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the recommendation referred by the Climate Change and Sustainability Committee in relation to Council's Food Growing Strategy 2020 to 2025 and action plan for year 1 be approved.

3. Background

3.1. Food Growing Strategy 2020 to 2025— Extract of Minute

A report dated 21 October 2020 by the Executive Director (Community and Enterprise Resources) was submitted on the Council's Food Growing Strategy 2020 to 2025 and year 1 action plan.

The Community Empowerment (Scotland) Act 2015 brought new rights, duties and responsibilities regarding the provision of allotments and food growing opportunities. Part 9 of the Act, governing the provision of allotments and food growing, was enabled on 1 April 2018 and councils were given 2 years to publish a food growing strategy that would outline how they would work towards meeting the legislative obligations set out in the Act.

The Food Growing Strategy was attached as Appendix 1 to the report and covered the period from 2020 to 2025. It included the following sections:-

- ◆ introduction
- ◆ South Lanarkshire Council provision
- ◆ developing food growing in South Lanarkshire
- ◆ key objectives
- ◆ monitoring and review

The Strategy would be reviewed every 5 years, in accordance with Scottish Government legislation. The associated action plan, attached as Appendix 2 to the report, would be updated annually.

**The Committee
recommended to the
Executive Committee:**

that the Food Growing Strategy 2020 to 2025 and year 1 action plan be approved and the Strategy published to meet the legislative requirements of the Community Empowerment (Scotland) Act 2015.

*Minutes of Community and Enterprise Resources Committee of 12 November 2019
(Paragraph 7)]*

4. Employee Implications

- 4.1. All employee implications were highlighted as part of the original reports to Resource Committees.

5. Financial Implications

- 5.1. All financial implications were highlighted as part of the original reports to Resource Committees.

6 Climate Change, Sustainability and Environmental Implications

- 6 There are no implications for climate change, sustainability or the environment in terms of the information contained in this report.

7 Other Implications

- 7.1. Any risks or sustainability issues or other implications were highlighted as part of the original reports to the Resource Committees.

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. Equality impact assessment and consultation arrangements were highlighted as part of the original report to the Climate Change and Sustainability Committee.
- 8.2. There is no requirement to carry out an Equality Impact Assessment or consultation in terms of the proposals contained in this report.

**Cleland Sneddon
Chief Executive**

25 November 2020

Link(s) to Council Values/Ambitions/Objectives

- ◆ Accountable, effective, efficient and transparent

Previous References

- ◆ Minutes of Climate Change and Sustainability Committee, 4 November 2020

List of Background Papers

- ◆ Report to Climate Change and Sustainability Committee

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

Pauline MacRae/Lynn Paterson, Administration Advisers

Ext: 845 4108/ 4669 (Tel: 01698 454108/454669)

E-mail: Pauline.macrae@southlanarkshire.gov.uk
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Report

Report to:	Executive Committee
Date of Meeting:	16 December 2020
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	Local Child Poverty Action Report
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ Provide a copy of the Local Child Poverty Action Report 2020 for information

2. Recommendation(s)

2.1. The Executive Committee is asked to approve the following recommendation:-

- (1) that the content of the Local Child Poverty Action Report 2020 be noted.

3. Background

3.1. The Child Poverty (Scotland) Act 2017 introduced a new requirement for local authorities and each relevant Health Board to prepare **Local Child Poverty Action Reports**, as soon as reasonably practicable after the end of each reporting year.

3.2. The report should describe any measures taken in the area of the local authority during the reporting year and planned measures for the year ahead. These should contribute to the four national income based child poverty reduction targets to be achieved by 2030. These are:-

- (1) Less than 10% of children are in relative poverty;
- (2) Less than 5% of children are in absolute poverty;
- (3) Less than 5% of children are in combined low income and material deprivation; and
- (4) Less than 5% of children are in persistent poverty.

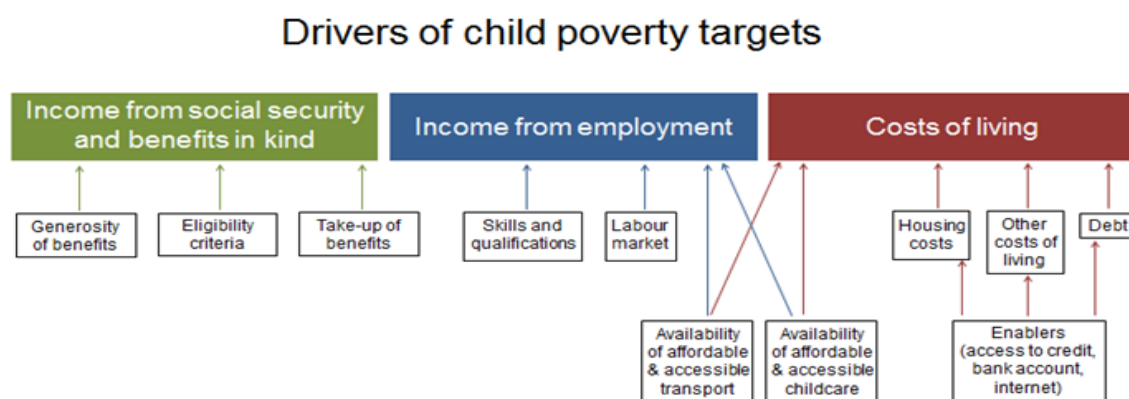
3.3. These national targets cannot all be made available at a council level. The only one which is available relates to the proportion of children in South Lanarkshire in relative poverty - currently sitting at 23%, slightly below the Scottish level (24%).

3.4. The Scottish Government has made it clear that the introduction of the requirement to produce a Local Child Poverty Action Report (LCPAR) signals an imperative to undertake new activity and a new approach to tackling Child Poverty; effectively a step-change in tackling child poverty. Where local partners are continuing with existing activity, they should be clear about the supporting evidence base indicating its effectiveness.

- 3.5. The Poverty and Inequality Commission has been tasked by the Scottish Government to provide feedback on all the local action reports. Feedback on the South Lanarkshire LCPAR 2019/2020 was overwhelmingly positive. In addition, the Improvement Service indicated through feedback sessions that they were directing other councils/health boards towards the report as an example of good practice.
- 3.6. South Lanarkshire Council, NHS Lanarkshire and other South Lanarkshire Partnership members agreed at the Community Planning Partnership (CPP) Board meeting of 6 June 2018 to produce a single Local Child Poverty Action Report recognising that a collective effort would be more effective. A Local Child Poverty Leads group was established to produce the plan. All council departments; NHS Lanarkshire; and Skills Development Scotland are represented on the group. The Voluntary Sector is represented by VASlan; South Lanarkshire CABs; and the Machan Trust. This group has continued to work together to produce the current years LCPAR.
- 3.7. The document has already been scrutinised by both the council and NHS Lanarkshire's Corporate Management Team as well as noted by the CPP Board at it's meeting on 21 October 2020.

4. Scope of the Plan

- 4.1. Child poverty is caused by a complex blend of structural issues relating to macro-economic and political factors governing the labour market, employment and social security. Social factors make particular groups especially vulnerable to poverty, e.g. children, lone parents, disabled people and Black and Minority Ethnic (BME) groups. The following diagram from the Scottish Government provides an overview of what its research indicates are the main drivers of child poverty.



- 4.2. The Local Child Poverty Action Report (LCPAR) is expected to provide background/contextual information; governance and reporting arrangements and a progress and action plan which is organised around the three child poverty drivers above. Key data is highlighted throughout the plan and has been used to inform the actions set out for 2020/2021. In addition, the information gathered from those with lived experience of poverty has been key in identifying future actions and will continue to be a main focus for the partners in delivering and improving upon these.

5. Impact of COVID-19

- 5.1. In normal circumstances, the expectation would be that the LCPAR would be published by the end of June each year. However, the impact of the pandemic has meant that work on the report was delayed and as a result, the report was published in late October 2020. Guidance was sought from the Scottish Government in April 2020 to ensure that this was acceptable.
- 5.2. As well as the short term impact upon capacity to produce the report, it is accepted that there will be a longer term negative economic impact as a result of the pandemic. This is likely to not be felt equally across society; the impact will be particularly severe for those who are already on low and fixed incomes, suffering from poorer health and in insecure work. Therefore, the challenges which were already being faced in reducing child poverty are likely to have been increased by the pandemic and this requires future consideration as the situation becomes clearer over the rest of the 2020/2021 year.

6. The 2020/2021 plan

- 6.1. A copy of the plan is attached as Appendix 1. Partners have been asked, where possible, to provide a baseline and target for their measures. This will ensure that reporting upon progress is accurate and can identify where there is still a need for further action. Partners have also identified resources to ensure that the measures can be delivered upon in the current year.
- 6.2. Key improvement areas were identified from reporting upon last year's plan, and actions against these are presented within the current plan. These are:

Chapter 1. Increased income from benefits and entitlements

- ◆ Continue to embed financial wellbeing assessments in health and other wider health and wellbeing assessments
- ◆ Ensure the impacts of the combined advice services are maximised, including better digital support and engagement opportunities and face to face opportunities in communities as appropriate

Chapter 2. Reducing the costs of living

- ◆ Continue developing additional childcare/early learning hours to be accessible and help parents who are working or progressing towards work
- ◆ Tests of change intended to improve the uptake of free school meals
- ◆ Supporting local digital hubs to continue providing low cost and critical access to online job search and benefit applications
- ◆ Making better use of data to understand what is behind Scottish Welfare Fund (SWF) refusals and what is driving families to apply, as well as increasing partner knowledge of SWF criteria
- ◆ Identifying further actions to support access to affordable transport

Chapter 3. Increasing income from employment

- ◆ Continue to consider how we impact on child poverty through maximising community benefits from procurement and economic growth
- ◆ Ensure that parents and young people with disabilities have access to appropriate employability support

- 6.3. An ongoing action for the year will also be to continue to monitor the impact of the pandemic and any further needs which may arise to mitigate an increase in child poverty. As part of this, listening to the voices of those with lived experience is key to the development of the LCPAR. During the remainder of 2020/2021, partners have agreed to hold informal discussions with the families they support about the challenges they are facing and the ways in which they can be assisted to overcome these. This information will help to form a basis for developing the actions needed in future years.
- 6.4. Initial positive feedback has been received from the National Coordinator for Child Poverty reports based within the Improvement Service, indicating a good use of data and a clarity as to the impact and expectations around Covid. Full feedback is expected once all reports have been submitted and reviewed.
- 7. Employee Implications**
- 7.1. There are no immediate employee implications arising from this report.
- 8. Financial Implications**
- 8.1. Any financial implications will be met within existing budgets.
- 9. Other Implications**
- 9.1. The LCPAR continues to be a point of local and national scrutiny. This could have positive and/or negative impacts on perceptions of the council and proactive PR approaches will be required.
- 10. Climate Change, Sustainability and Environmental Implications**
- 10.1. There are no implications for climate change, sustainability or the environment in terms of the information contained within this report.
- 11. Equality Impact Assessment and Consultation Arrangements**
- 11.1. There is a requirement to carry out an equality impact assessment and an initial assessment has been undertaken. Indications are this will have a positive impact on the protected characteristics of age; disability; race and sex.

Paul Manning
Executive Director (Finance and Corporate Resources)

17 November 2020

Link(s) to Council Values/Ambitions/Objectives

- ◆ Vision: -Improve the Quality of life for everyone in South Lanarkshire
- ◆ Council Values:-Focussed on people and their needs; Working with and respecting others; Fair, open and sustainable; Excellent Employer
- ◆ Council Objectives :-Support our communities by tackling disadvantage and deprivation and supporting aspiration; Support the local economy by providing the right conditions for inclusive growth.

Previous References

- ◆ None

List of Background Papers

- ◆ None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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South Lanarkshire Council Ext: 5783 (Tel: 01698 455783)
E-mail: rhonda.leith@southlanarkshire.gov.uk

South Lanarkshire's



South Lanarkshire
Partnership
Stronger together

Local Child Poverty Action Report



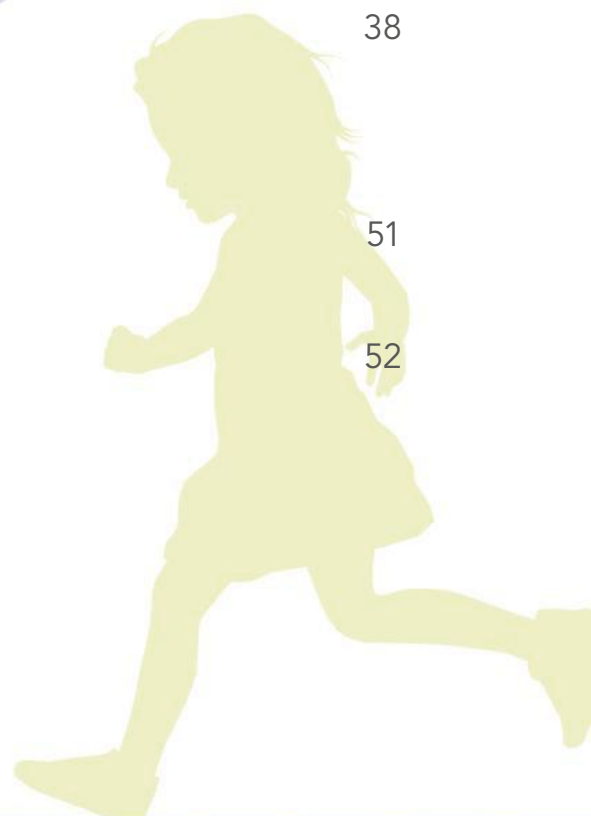
South Lanarkshire Community Planning Partnership's
progress over 2019/20 and our plans for 2020/21

Giving every child
in South Lanarkshire
every chance



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Foreword

This is our second annual Child Poverty Action Report for South Lanarkshire, and we continue to build on our current actions and good practice while seeking innovative ways to work with communities and deliver services that make the greatest difference to those who are struggling. As a partnership our overarching objective remains Tackling Poverty, Deprivation and Inequality and we are committed at all levels to do everything which is in our power to address this.

We were aware that we already faced significant challenges due to the financial climate and that the current COVID-19 pandemic has helped to escalate these for many of our families. We also recognise that we remain limited in our ability to influence some of these factors at a local level but we continue to work to our best efforts and through our actions, we will make a difference to those who are struggling to make ends meet.

In our positions as Leader of South Lanarkshire Council and Chair of NHS Lanarkshire Board, we have already committed to ensuring that the resources required to deliver the actions within our Local Child Poverty Action Report are in place and that we are making the best use of these resources. We continue to commit to this as we face the challenge of recovery and renewal brought about by the COVID-19 pandemic and our collective response to it. However, we recognise that this is a time of change and uncertainty and will ensure that we will keep this under review as we move forward. During this coming year we will be working to make sure that our focus on poverty and the priorities we are delivering on as a partnership, meet current needs of our communities. At the heart of our approach will be our understanding of the impact of poverty has on South Lanarkshire's children and their life chances and outcomes.

We also recognise that we cannot deliver on these promises without the support of all of our community planning partners and will continue to work as a strong partnership so that we are all playing the part we need to in tackling child poverty in South Lanarkshire. Their contribution to the development and delivery of this plan is invaluable and our thanks go to them for their commitment as well.

Finally, and most importantly, families with a lived experience of poverty know more than any of us what will make a difference and we will ensure their voices are heard and acted on as we go forward. If you would like to become involved in these conversations with us, contact details are at the end of this document and we would be glad to hear from you.



John Ross
Leader of South Lanarkshire Council



Neena Mahal
Chair of NHS Lanarkshire Board

1 Introduction

In November 2017, the Scottish Parliament passed the Child Poverty (Scotland) Act 2017 which set in law targets to reduce child poverty in Scotland by 2030:

- less than 10% should be living in relative poverty
- less than 5% should be living in absolute poverty
- less than 5% should be living with combined low income and material deprivation, and
- less than 5% should be living in persistent poverty

The legislation also included a duty on the Scottish Government to produce three national Child Poverty Delivery Plans over the period and placed a statutory duty on local authorities and NHS Boards to report annually on step change and improvement activity to reduce child poverty in their local area. This is our second Local Child Poverty Action Report for South Lanarkshire and follows a decision taken by the Community Planning Partnership Board at its 6 June 2018 meeting to produce a joint report reflecting the Community Planning Partnership approach to tackling child poverty. This is in recognition of the critical contribution all local partners are making to reducing child poverty in our communities.

Our report, in addition to providing an understanding of how poverty impacts on children and families, outlines progress made over the last year (2019/20) in relation to the key poverty drivers and how we intend to build on this progress in 2020/21 highlighting key improvement areas.

This report and action plan has been produced by our community planning partners including South Lanarkshire Council; NHS Lanarkshire; South Lanarkshire Health and Social Care Partnership; Skills Development Scotland and our third sector organisations. Strong partnership working between the statutory and third sectors is key to our approach and is crucial in driving meaningful community engagement and co-design. This flexible, multifaceted model supports the involvement of all stakeholders, including the most vulnerable and disengaged families who may be reluctant to engage with public services e.g. from fear, embarrassment, or lack of knowledge.



Local and national data and information has been used to understand the needs of families and communities at risk of or affected by poverty, helping us to identify activity that is most likely to have a positive outcome for families. We are also informed by existing good practice already in place in South Lanarkshire as well as looking to see what we can learn from other good practice across Scotland.

The Community Planning Partnership continues to be very clear that this report is the basis of a commitment to deeper engagement with families to ensure that priorities and actions reflect the needs of those with lived experience of poverty. Conversations with those with lived experience have been used to shape the improvement areas within the plan and will continue to do so as we move forward.

During the early part of 2020, the COVID-19 pandemic began to spread worldwide, and Scotland went into 'lockdown' at the end of March. This had a huge initial impact on service delivery and focus, with speedy adaptation required to many delivery models and the focus on supporting the most vulnerable within our communities. The ongoing economic impact of the pandemic and the response has yet to be fully understood but it is clear that there will be an increase in unemployment and a fall in income for many families, and that the impact of this is likely to fall disproportionately upon those who were already finding it difficult financially.

We know that in a recent study carried out by Save the Children and the Joseph Rowntree Foundation, seven in 10 families surveyed in Scotland about the impact of COVID-19 have had to cut back on food and other essentials. In addition, 51% of families have fallen behind on rent or other household bills and 55% of families on Universal Credit or Child Tax Credit have been pushed to borrow money since the start of the crisis, with many relying on expensive forms of credit. Furthermore, four in 10 people claiming Universal Credit took an advance which needs to be repaid.

Nearly half of households with dependent children in Scotland find themselves in the two most serious categories of financial stress: 'in serious financial difficulty', or 'struggling to make ends meet,' compared to 30 per cent of all households in Scotland reporting the same levels of financial stress, according to the Institute of Public Policy Research Scotland.

In South Lanarkshire, Universal Credit claims in our wards have so far increased by up to 2.5 times their level a year ago. This creates an additional challenge to the work we are planning to address child poverty and requires our partnership to make sure our recovery and renewal work has alleviating the impact of poverty at its heart. During this year we will continue to assess the local impact of the pandemic and ensure that we are planning and taking actions to address this as needed. We recognise that we are not yet aware of the full impact of the pandemic and of the steps which are having to be taken to mitigate the spread of the virus. As a result we will continue to work in an agile manner to respond to the need which arises within our communities.

2 The scale of the challenge nationally and locally

The South Lanarkshire report measures progress on the issue of child poverty across a range of actions and measures, most of which are based on locally targeted activities and projects. The original Scottish Government advice (June 2018) on the development of Child Poverty Action Reports stressed the importance of the use of high level indicators based on national datasets and surveys (e.g. from sources such as the DWP, HMRC, the Office for National Statistics and the Scottish Government) to allow local authorities to monitor progress on child poverty within a wider national context. A full list of Child Poverty measures comparing South Lanarkshire progress against the national average is included in the appendix.

One of the problems of using national datasets is the difficulty of gauging short-term progress on measures related to child poverty. As with many of the national datasets that break down to council level results, there is a significant time lag between the periods when the data is collected and published (usually one to two years). Many poverty survey results that are published at a local authority level are subsets of data from nationwide surveys that have to be aggregated and averaged over two to three years to provide accuracy. Most of the high-level measures used in this report are based on statistics that are already a year old at the time of publication (e.g. 2019 usually being the most recent). A true picture of the impact of the actions contained in this report on levels of child poverty locally over the past year will therefore not be reflected in any positive changes in the high level measures used until next year at the earliest.

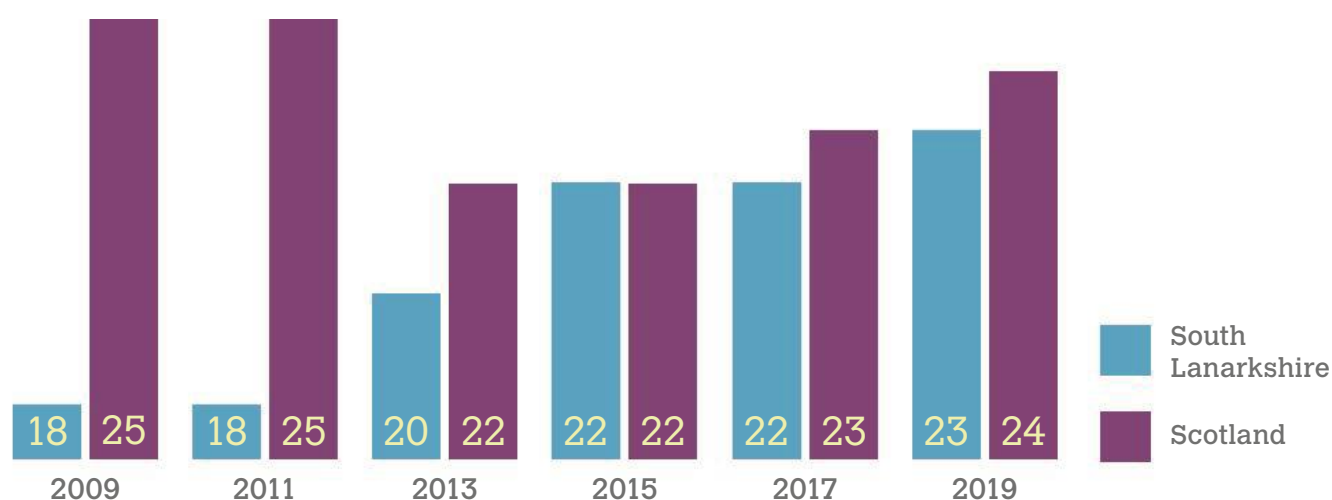
Figure 1 shows the measure used for estimating the number/percentage of children living in relative poverty (a family is judged to be living in relative poverty if their household income is below 60% of the average UK household income) suggests a worrying trend. The most recent median figure prior to the COVID crisis was approximately £29,000 (2019) indicates **that just under 16,000 children in South Lanarkshire (23%) live in relative poverty once housing costs are taken into account. This is a rise of around 2,000 from the 2017 figure recorded in last year's report.**



Figure 1:

% of children (0-19 years) in relative poverty 2009-2019 (after housing costs)

(Source: Child Poverty Action Group)



The graph above shows that relative poverty amongst children (aged 0-19) in families has been progressively increasing in South Lanarkshire over the last decade. Considering the recent COVID-19 epidemic and the economic impact that this is likely to have, this situation can only be expected to get worse over the next few years. Organisations such as the Institute of Public Policy Research have estimated, that across the UK as a whole the number of children in poverty could increase by around 100,000 to 300,000 by the end of 2020. In South Lanarkshire the proportionate increase would be an extra 500 to 1,500 children living below the poverty line by the end of the year.

Figure 2 shows how poverty levels vary across South Lanarkshire between and within our four localities.

Percentage of children in relative poverty (after housing costs) (Child Poverty Action Group)			
Locality area and year	2017	2019	Change 2017-2019
Hamilton	24.3%	24.8%	+0.5%
Most deprived ward (Larkhall)	29.0%	27.9%	-1.1%
Least deprived ward (Bothwell/Uddingston)	14.9%	13.7%	-1.2%
East Kilbride	17.7%	18.3%	+0.6%
Most deprived ward (East Kilbride South)	20.8%	25.5%	+4.7%
Least deprived ward (East Kilbride West)	7.3%	10.3%	+3.0%
Rutherglen/Cambuslang	23.6%	25.3%	+1.7%
Most deprived ward (Rutherglen Central and North)	28.2%	29.2%	+1.0%
Least deprived ward (Cambuslang West)	20.7%	20.7%	0.0%
Clydesdale	21.7%	22.4%	+0.7%
Most deprived ward (Clydesdale South)	25.2%	25.1%	-0.1%
Least deprived ward (Clydesdale West)	19.9%	20.6%	+0.7%

South Lanarkshire average

2017 21.9% 2019 22.5% Change +0.6%

Comparing the most recent figures on relative poverty (2019) with the figures used in last year's report (2017) suggests that levels of child poverty have increased to varying degrees across all four locality areas. It is worth noting that despite falls in levels of child poverty in individual wards, there has been little movement in terms of what ranks as the most deprived and least deprived wards in the four locality areas. Comparison between the 2017 and 2019 data confirms that the same wards continue to rank as the best and the worst in all four areas, illustrating the persistent nature of the problem of child poverty at the local level.

Alternative measures of relative poverty for children are also available. Levels of in work poverty for families with children can be measured through indicators such as children in families on working family's tax credit. The latest figures for this suggest that just under two thirds (63%) of children in South Lanarkshire still live in families that are in employment and in receipt of a Tax Credit (DWP/ HMRC, Aug 2017). This is slightly down on the level recorded in last year's report of 65% (based on Aug 2015 figures). These families might not be on incomes less than 60% of the average household median, but their reliance on top up benefits and tax credits still places them more at risk of poverty than other families on higher incomes.

We know that different types of family/ household structure can also have a bearing on how susceptible households with children are to poverty. Family types such as lone parents, families with more than three dependent children, families with disabled children, ethnic minority families, or a family where both parents are in part-time work are more likely to be affected by poverty and will require particular consideration when developing plans and services. Figure 3 below shows how susceptible different family types with children are to poverty across Scotland.

Figure 3 shows how susceptible different family types with children are to poverty across Scotland.

Priority Group (Source: Scottish Government, Income and Inequality Statistics 2016-19)	% children in relative poverty 2015-2018	% children in relative poverty 2016-2019
Lone parents	36%	39%
Children in households with a disabled adult	32%	31%
Children in households with a disabled child	27%	25%
Families with 3+ children	30%	31%
Minority ethnic families	37%	44%
Youngest child aged under 1 year	32%	32%
Mothers aged under 25	44%	n/a
Part-time employment only	40%	40%
Lives in a property rented from a council/housing association	45%	46%
Lives in a property rented privately	42%	41%

Scottish average – relative poverty (children in all household types)
 2015-2018 **24%** 2016-2019 **24%**

More detail on available poverty related data is contained in the South Lanarkshire Child Poverty Data Profile in Appendix 1.

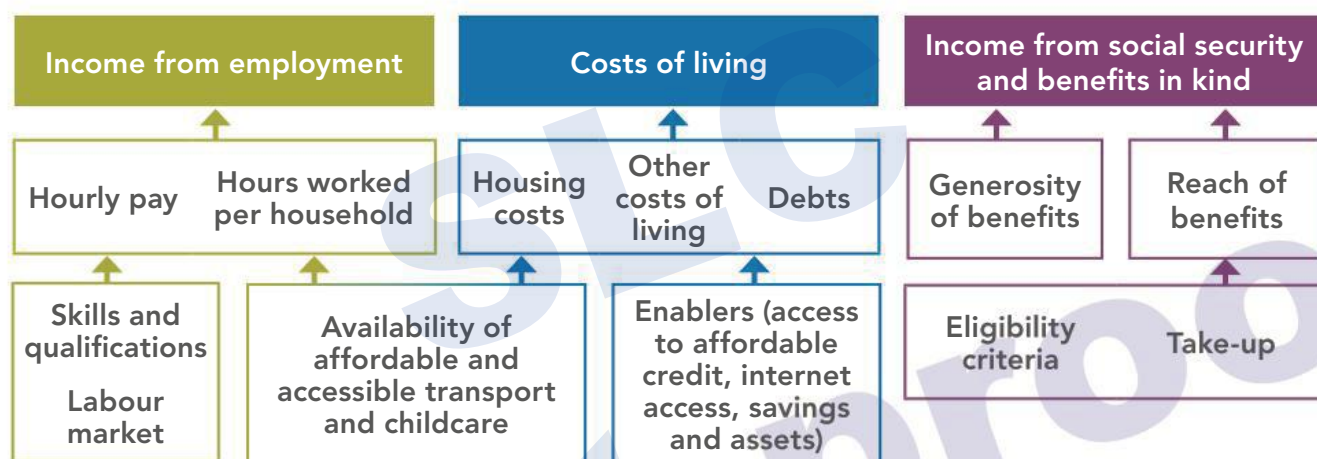


3 Scope of the plan and links to others

The Scottish Government, working with a range of national bodies has provided direction and guidance to ensure that both the National Delivery Plan and Local Child Poverty Action Reports are suitably focussed on policies and activity that evidence shows are most likely to reduce the number of children living in poverty.

This report therefore continues to focus on what are widely recognised as the three key drivers of child poverty, shown in Figure 4. In simple terms what we need to do to put or keep more money in the pockets of low income families struggling to make ends meet.

Figure 4: Drivers of child poverty



It is important to note that tackling child poverty is not a new priority for the South Lanarkshire Community Planning Partnership and partnership improvement plans have included actions to tackle the causes and impacts of poverty over many years.

In 2018 the Board decided that tackling poverty and inequality would become its single overarching objective within the new community plan (Local Outcome Improvement Plan) for South Lanarkshire 2017- 2027 in line with the Community Empowerment Act 2015. This coincided with the aforementioned new statutory duty on local authorities and local NHS boards contained in the Child Poverty Scotland Act 2017 to produce Local Child Poverty Action Reports.

While this report will focus on the three key drivers above, our Community Plan, Children's Services Plan, Health and Social Care Commissioning Plan and other partnership plans all contain a wider set of priorities and actions to prevent and mitigate the impacts of poverty on children and families.

Links to these documents are provided in Appendix 2.

These actions, including early intervention activity, often from pregnancy and the early years of a child's life that in the years to come will lessen their chances of experiencing poverty. Working with families to support early child development and enable all our children and young people to achieve their full potential in and beyond school and within their adult lives is central to this prevention and early support philosophy.

The Fairer Scotland Duty (part 1 of the Equality Act 2010) came into force in April 2018 and places a legal responsibility on public bodies to pay due regard to (or actively consider) how they can reduce inequalities of outcome, caused by socio-economic disadvantage when making strategic decisions.

The work outlined within this report will be an integral part of South Lanarkshire Council and NHS Lanarkshire's contribution to achieving an equality of outcomes for our residents.

We recognise that the most impact on reducing levels of poverty will come from the driver related to increasing income from employment. While increasing income from benefits and reducing the cost of living will improve the day to lives of low income families, our emphasis will remain upon increasing access to quality, appropriately paid employment opportunities which will lift people out of poverty.

At this time, there is a great deal of national interest focused upon work around poverty. We recognise that there is a larger picture at play and that there is a need for us to ensure we focus our energies on actions which can make a difference, while working together to maximise the use of our resources and avoiding the risks which come with a lack of coordination.

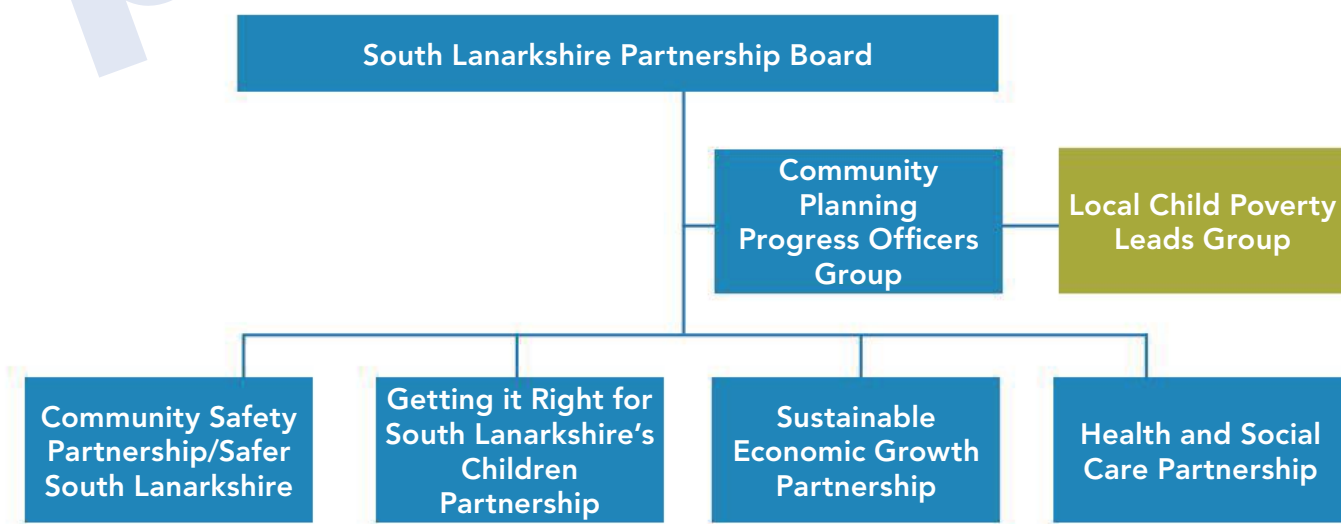
4 Governance and reporting arrangements

The governance structure shown in Figure 5 shows how the South Lanarkshire Community Planning Partnership will be accountable for this report, providing strategic leadership and overseeing the delivery of the improvement actions. A Local Child Poverty Lead Officer Group has been established with representation from all key partners who have produced the plan. The group has worked closely with the relevant community planning partnership thematic boards.

All delivery partners will use the IMPROVE performance management system to report progress on a six-monthly basis, however more regular monitoring will take place at the Local Child Poverty Lead Officer Group. We will have a clear focus on identifying and addressing areas that have not progressed as planned.

An annual progress report will be presented to the Getting it Right for South Lanarkshire's Children Partnership Board and to the Community Planning Partnership Board.

Figure 5: Governance structure around tackling child poverty



5 Using local data to shape our plans

Key data linked to progress and actions is highlighted within the action plan section of this report. A more comprehensive data profile for South Lanarkshire has been produced and used by those developing the actions within this report. (*Appendix 1*)

Since the early days of the Scottish Government led Quality Improvement Collaborative (currently the Children and Young People's Improvement Collaborative), South Lanarkshire partners have embraced the use of the three step improvement framework for Scotland's public services and in particular making better use of data to shape effective policies, plans and services. Partnership progress can be evidenced through a range of quality improvement awards received.

However, we recognise that work still needs to be done to make sure that all partners involved in the development and delivery of this report and related actions. We want to make sure our workforce has the skills and understanding and information systems in place to enable them to ensure that data and evidence is informing our thinking, planning and designing of future interventions.

We continue to work to improve our understanding of data at small, neighbourhood levels and to increase the voice of those with lived experience of poverty in the development of the report and actions.

6 Workforce development

The Independent Advisor on Poverty and Inequality to the Scottish Government recommends that

public service delivery should be respectful, person-centred and preserve the dignity of people in poverty. Pre-employment and in-service training should include the importance of avoiding stigma and developing understanding of the challenges of living on a very low income."

Our overarching objective to tackle poverty, deprivation and inequality includes a commitment to ensuring our services meet this recommendation and our intention is to build on very positive workforce development activity already in place.

Over the last five years during Challenge Poverty Week, and aligned to the Poverty Alliances "Stick Your Labels" campaign we have raised staff awareness of poverty through daily emails extending across all Council departments and various partner organisations and will continue this approach each year given the positive feedback.

In addition to raising awareness across the workforce, we have promoted the Poverty Alliance's "Stick Your Labels" campaign to local partners and 32 have since signed the three pledges:

Poverty is not inevitable:

It is a problem of political choices. It is neither natural nor acceptable.

We all have a role to play in addressing poverty:

We will set out our contribution to tackling poverty in Scotland.

Attitudes matter:

How we talk about poverty and how we portray it can stigmatise and harm people:

We will never use language that might stigmatise people experiencing poverty.

Actions change attitudes:

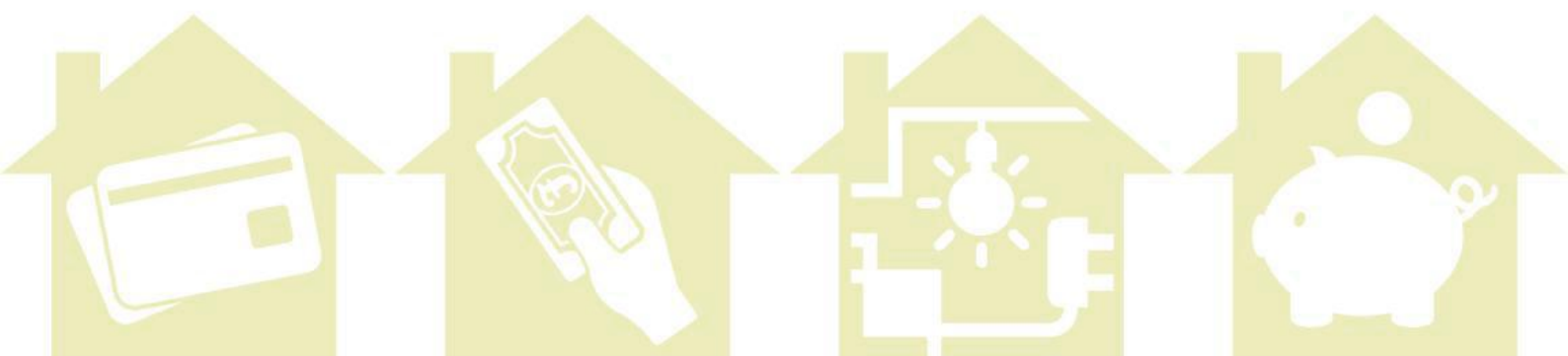
To change beliefs about poverty requires action across our whole society:

We will develop actions that help address negative attitudes towards people experiencing poverty.

An online poverty awareness and tackling stigma training course has also been developed by a multi-agency "Stick Your Labels" group to help further build understanding and commitment. Poverty awareness training with locality health and social care teams working with families has taken place over the last year with a focus on building staff confidence to raise the issue of financial wellbeing with families and utilise active referral pathways to appropriate advice and support colleagues and partners.

As part of children's services partnership workforce activity, locality multi-agency events take place every six months to provide opportunities for staff to work together to jointly evaluate progress, share practice, learn from each other and inform strategic developments. Over the last 12 months approximately 600 staff have participated in these events and the Local Child Poverty Action Report and our work to address child poverty has been a key feature of the programme.

We will continue to develop this work further as well as progress other key workforce development activity including building skills and knowledge to support improvement work around data capture and analysis.



7 Area based approaches/ Neighbourhood Planning

As referred to in section two, there are communities in South Lanarkshire where the levels of poverty are significantly higher than others.

In response to the new requirement through the Community Empowerment Act to develop locality plans for areas where outcomes are poorest, our partnership agreed to establish a new Neighbourhood Planning approach in 2017.

'Our Place Our Plan' has become a consistent feature of our co-design work with communities. Initially it was tested in three 'phase one' areas, Whitlawburn and Springhall in the Cambuslang and Rutherglen Area, Hillhouse, Udston and Burnbank in Hamilton and Strutherhill and Birkenshaw in Larkhall. This work has now been expanded to include neighbourhood plans for Cambuslang East and Burnhill in Rutherglen and Blantyre and Fairhill in Hamilton. There are plans for extending this work into two more areas, Whitehill and Low Waters and Eddlewood, both in Hamilton and these will be developed in the 2020/21 year.

We have worked with communities from the outset to design and implement the 'Our Place Our Plan' process and the communities have recently launched their plans for the year ahead, focussing on key community priorities. More and better facilities and activities for children and young people continue to be a top priority in all neighbourhood planning areas, and this includes the need to consider the cost of access to services and facilities.

We will be testing new approaches to service delivery in these areas, particularly to tackle income and employment deprivation, which will include a specific focus on low income families with children.

The "Our Place Our Plan" approach, driven by local communities, will help us to engage with families who have a lived experience of poverty, which adds great value to our child poverty planning processes.

In addition, other communities across South Lanarkshire are being supported by a range of partners to develop local place plans and we are confident that these community led processes will lead to improvements at a local level that will add value to our activity to address child poverty articulated through this report.

8 Our Local Child Poverty Progress Report 2019/20 and Action Plan for 2020/21

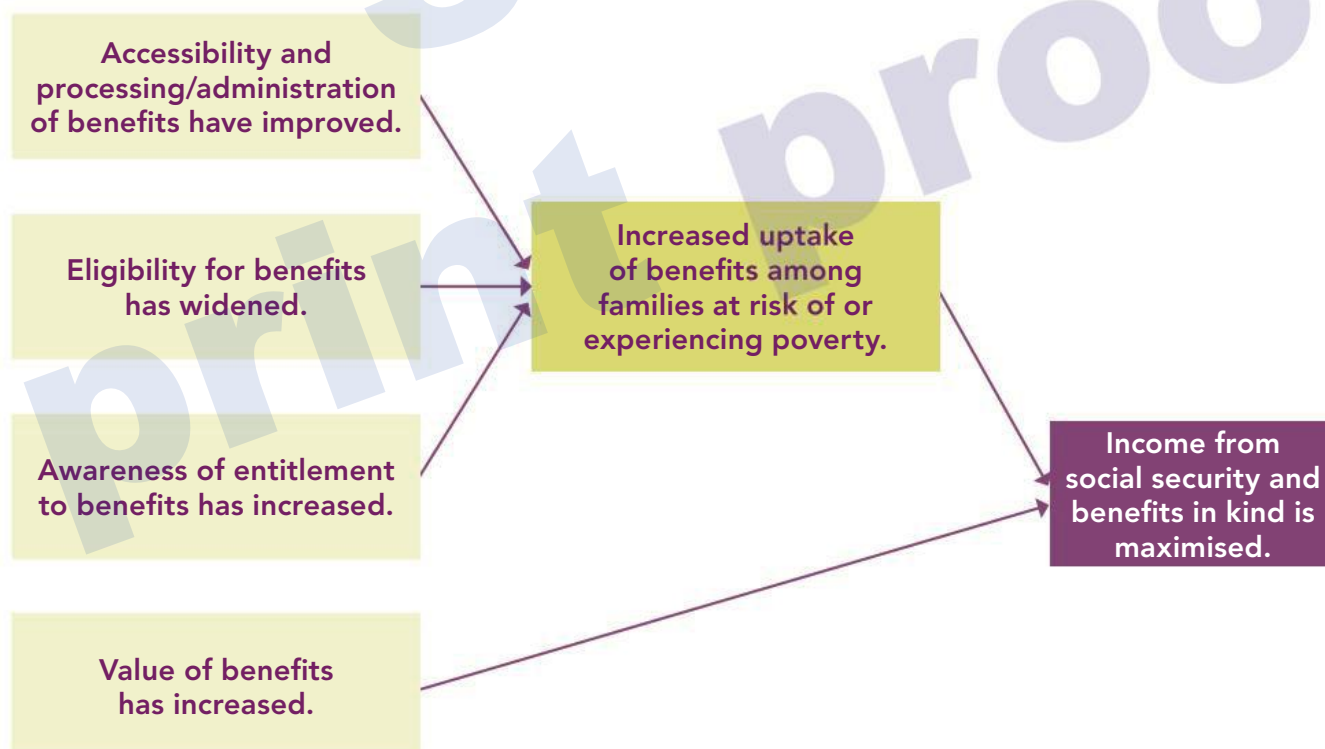
Chapter 1

Taking action to increase income from benefits and entitlements

Outcome:

Income from social security and benefits in kind is maximised

Figure 6: Factors affecting benefit uptake



Why is this work important?

Financial wellbeing impacts on all aspects of family life, including health and wellbeing. It affects the opportunities available, the choices families make, and the general quality of life families have. While household assets are not purely material, and comprise much more than financial income, increasing incomes for families is important for achieving better outcomes and helping children and young people to thrive.

Our aim is to improve financial wellbeing in particular for those who are financially vulnerable, by focusing on maximising low income households through access, awareness and uptake of welfare benefits and entitlements.

Maximising income coming into households with children is key to tackling child poverty. It includes support with money management, tackling debt, building savings, accessing affordable borrowing options, and reducing household bills. It also includes supporting families to develop the know-how to manage situations and difficult choices. Given the rising levels of in-work poverty, more families in and out of work require welfare benefits to provide an adequate standard of living. As a result, our response requires a focus on reducing the gap between those entitled to welfare support and the level of uptake of available benefits by raising awareness of entitlements and delivering effective support services.

Welfare Reform has had a negative impact for many families in South Lanarkshire with significant numbers seeing a reduction in welfare support through the benefit cap, benefit sanctions and other changes. Social security changes are affecting the wellbeing of children, their families and the communities that support them. In many cases this has been made worse by issues arising from the COVID-19 pandemic.

A recent Child Poverty Action Group (CPAG) report (July 2020), concentrates on the impact of COVID-19 on families living in Scotland. It highlights that many families are struggling financially due to inadequate support from the social security system in a range of situations e.g. as a result of the benefit cap, tax credits awards stopping when a claim was made for universal credit (UC) to which the family were then not entitled, where families no longer are receiving benefits for 16 and 17 year olds who had left education. Additionally, many parents who are unable to work while schools and childcare providers were closed, have in some cases being asked to pay to retain a childcare place.

Where are we now?

Throughout the first year of our Local Child Poverty Action Report we have demonstrated progress in understanding local need and identifying the impact of poverty through engaging with stakeholders to develop and implement key actions in our action plan. COVID-19 has increased the risk of even greater inequality, highlighting the impact of low pay and insecure work. It is vital therefore, that we continue to target our resources in the as best we can to build on the progress gained so far.

Examples of the impact of COVID pandemic include:

- A 90.7% increase in unemployment claimants in South Lanarkshire between January and June 2020, largely as an impact of COVID-19 (from 6,830 to 13,025). In addition, 46,400 people have been placed on the government's furlough scheme.
- The potential of increased levels of debt including rent arrears, as families struggle with lower incomes when the protection schemes put in place stop.
- Lower income households (who were more likely to report having no savings than those with higher incomes) increasing borrowing from high cost lenders to purchase essentials, selling assets or borrowing from family.
- Reduced access to welfare advice due to closures of offices, schools and reduced footfall through health centres and hospitals.
- Money Matters Advice Service enquiries becoming more complex requiring more time for each referral to make sure they are getting the correct support.
- Reduced access to support for some families because of digital exclusion, making it more difficult to know how to access advice and support.
- Families who haven't previously claimed benefit are less aware of where to go for advice and available benefits.

Providing support early to families is vital in achieving our outcomes and over the last year the examples below show progress made in maximising income from benefits:

- Families who receive free school meals are now automatically entitled to other entitlements, and this has seen an uptake in for example school clothing grants; further promotion has captured those families whose circumstances have changed due to the COVID-19 pandemic
- Free internet access points in libraries and community facilities like Universal Connections have provided families with an access point to make online applications for benefits and provided support to those who don't have the skills or confidence to get online
- A new app has been developed to support access to available benefits and help people address money worries. The 'My Life, My Money Lanarkshire' app provides a comprehensive source of information, advice and support on welfare and money issues and was launched earlier this year through social media outlets and achieved nearly 300 engagements in a short space of time

<https://apps.apple.com/gb/app/my-life-my-money/id1491749974>



- In April 2019, a film telling the story of the lived experiences of people who live and work in South Lanarkshire and the impacts of welfare reform was launched and can be viewed in the link www.youtube.com/watch?v=FGUxB0ISiqs
- The Financial Inclusion Service delivered support to families of Lanarkshire children within in the Royal Hospital for Children in Glasgow. A total of 323 Lanarkshire families received support with a total financial gain £270,270, or an average of £836 per family. The link below provides real life stories of outcomes for families www.youtube.com/watch?v=UfvnGNhVKEs&feature=youtu.be
- Our wider work includes support by third sector agencies such as clothes banks, food banks and charity shops. E.g. Swaddle in the Hamilton area is a new social enterprise and charity set up by local parents. They accept donations of good quality children's items and sell them in their community shop at affordable prices. The proceeds are used to provide free goods and parenting support to local families. They have worked with partners groups during the COVID-19 pandemic to provide baby clothing bundles to local families.

The Best Start Grant supports low income families with costs during pregnancy, early learning and around the time a child begins primary school. In addition, enhanced support is provided through the baby box initiative, free vitamins in pregnancy and for children under three including best start foods which replaced healthy start vouchers with a payment card in August 2019.

In 2019-20 **8,360 applications were received** with a total financial gain of **£1,605,067.**

In addition Best Start foods provided an additional income of **£442.00 per child** including priority groups such as young parents and larger families of 3 or more children.

773 children benefited from the **free vitamins.**

One important improvement over the last year has been through better communication around a range of benefits and entitlements. We have sought to increase families and partners awareness of key messages and support available relating to welfare reform and new Scottish Social Security benefits processes. Over the last year social security staff have hosted 34 events for families and communities relating to their new benefits and application processes and over 60 training and awareness raising events were delivered by the Money Matters Service, DWP and CABs to the wider workforce and the public to improve awareness of benefits and entitlements covering Universal Credit and other welfare related topics.

In addition, there has been a range of ways in which we have further increased the awareness of the benefits landscape:

- Nine benefits webinars/learn-on-line courses made available to staff.
- Information provided to employability teams and agencies to enable them to help clients maximise income and provide the best possible advice on benefits, redundancy etc.
- Closer links with the Cost of the School Day programme including a welfare benefits presentation at a head teachers seminar and provide onsite sessions in schools for advice and support.
- We have used social media more with money advice blogs on benefits and debt issues promoted on Facebook, Twitter and the council's newspaper 'The View'.

Midwives, health visitors and family nurses can support families better by using a new financial inclusion pathway and have supported pregnant women and young families with money worries providing referrals into specialist money advice services when necessary. Staff are trained to sensitively work with families through a routine enquiry approach that helps identify need. Working in partnership with the Telephone Advice Line families can discreetly receive expert money advice services either by phone, face to face contact or joint visits with health staff. As a model of good practice, we have shared our experience nationally with the Scottish Government and the Financial Inclusion Universal Pathway Quality Improvement Collaborative. In the 12 months to March there have been 811 referrals to the Telephone Advice Line resulting in an average household income of £2,569 per household, meaning that families have less financial stress and can better budget throughout the year.

The Money Matters Advice Service and the CABs continue to work on maximising the uptake of benefits and stabilising incomes. Focused support alongside SELECT Digital Inclusion Hubs and in community facilities is working well and plans are in place to deliver advice and support within primary schools and nurseries. CABs and Money Matters supported over 37,000 enquiries around money, debt or benefits resulting in a financial gain of over £38m.



The CABs also provide free financial health checks for low income families and have supported 85 families to manage their finances. In addition, the Hamilton CAB work closely with third sector organisations Covey, The Machan Trust and Community Links to support our most vulnerable families.

Universal Credit awareness raising with front line staff has helped increase understanding of Universal Credit/legacy benefits which has in turn helped improved support to families reducing the risk of sanctions. Additionally, the CABs have been funded to provide two new services to meet specific needs. The 'Help to Claim' service and multi-channel hubs provide advice and support to people in the first five weeks of a new Universal Credit claim with 125 families supported over the last year. Evidence shows there has been a decrease in sanctions recently with CAB's recording fewer enquiries about benefits sanctions.

Hamilton and Rutherglen CABs work with South Lanarkshire Health and Social Care Partnership to provide advice, support and representation at benefit appeals to all people who have been referred from GPs, community nurses and allied health professionals. The service is provided in health centres and through home visits and targets our most deprived communities including people who may be vulnerable or isolated due to their health conditions. Advice, support and representation in relation to benefits, housing and debt means that families are supported at a very stressful time. In the last 12 months 493 beneficiaries of the primary care welfare services has led to a total financial gain of £861,220.

NHS Lanarkshire have employed a community link worker coordinator as part of a developing model of social prescription and welfare advice. This will include hubs in targeted health centres with plans to recruit nine community link workers who will be linked with CAB's and Money Matters. This will improve support to patients with initial financial advice in situ and refer those requiring extra assistance to specialist services. The initial plans for recruitment have been put on hold due to COVID-19. There are also plans to recruit five welfare advice officers to compliment the role of the community link workers.

The Money Talk project which commenced in November 2018 is targeted at low income families and older people and delivered by CABs. The project supports the priority groups in particular and aims to help families maximise household income by ensuring they are not paying more than they need for essential goods and services. The initiative will also ensure that the families they support are receiving all the benefits, grants and exemptions they are entitled to. The service is open to everyone and has been adapted due to COVID to include web chat. 122 families have already been provided with valuable support.

The case studies overleaf provide good practice examples and outline the support given to families and the impact and outcomes achieved.

South Lanarkshire case studies

Royal Hospital for Children in Glasgow: Family support and financial inclusion services

A Parent was referred to our service as her youngest daughter was in hospital and mum was struggling with her own ill health, which was impacting on her ability to look after herself. The family were living on her husband's low wage, Child Tax Credit and Child Benefit and were also supporting their adult daughter, who looks after the home and assists with the caring tasks of her mum and her sister. The family provide care for the youngest daughter 24 hours a day.

A benefit check was carried out which identified that the youngest daughter may be entitled to Disability Living Allowance and that mum appeared to have an entitlement to Personal Independence Payment. The mum was supported claim for Disability Living Allowance, Carers Allowance and Personal Independence Payment and to contact tax credits. She was also supported to claim Carers Allowance for her older daughter.

As a result of the support provided, the youngest daughter was awarded an enhanced rate for both components of Disability Living Allowance. This led to a reduction in council tax and an award of Disability Living Allowance led to an increase in tax credits. At time of writing the mum has been awarded Standard Daily Living allowance bringing the total increase in income for the parents to £322.98 per week? A Carers Allowance award of £64.60 for the eldest daughter has given her recognition of the work she carries out, the opportunity to have her own income and to have her own bank account for the first time in her life.

Money Talks: Hamilton Citizens Advice Bureau

Miss C contacted Hamilton CAB to ask for support with checking her benefit entitlements. She was 23 years old, pregnant and due to give birth in two months time. She wanted to find out what she might be entitled to when she had her baby. She was also struggling to access the drop-in service as she was working full-time.

A telephone appointment was arranged with the Money Talk adviser for the following week and a benefit check was carried out, which showed she would be entitled to Universal Credit and Child Benefit once the baby was born. She was also advised that she would be entitled to make a claim for the Best Start Grant pregnancy and baby payment once she was receiving her Universal Credit. She was advised how to claim these benefits and to get back in touch if she needed any further assistance. Miss C then contacted the adviser after the baby was born, for further help to make the benefit claim for Universal Credit. She was also provided with further information on how to apply for the Best Start Grant once she was awarded her Universal Credit.

Miss C contacted the Money Talk adviser again to advise that she had been awarded Universal Credit, Best Start Grant and Child Benefit resulting in a financial gain of £8558.76.



South Lanarkshire case studies

Telephone advice line for pregnant women and young families

A client who was pregnant and in a tenancy as a single person with no family support, contacted the advice line. She is on Universal Credit and had mental health issues. The client's midwife had referred her to the perinatal mental health team. The client wasn't working, (although she was previously) so wasn't entitled to Statutory Maternity Pay. The client was getting a council tax rebate and single person discount for council tax. While the client has most of the things she needed for her baby, she needed some support with her property e.g. help with papering, painting, laying carpets building her cot and gardening.

The client was provided with a range of support, including help with completing and claiming various benefits such as Child Health Benefit and Universal Credit (including Child Tax Credit and Working Tax Credit). The client was also supported with her mental health and helped complete a Personal Independence Payment application. She was also given a South Lanarkshire Leisure form, as she is entitled to a concession card to access fitness facilities, as this will help with physical and mental wellbeing. In addition, a referral for help was sent to the Community Payback team and Healthy Valleys.

As a result, the client has increased her income by nearly £80 per week, been awarded a one off Best Start Grant of £600 and received a baby box (worth £160). Her applications for Maternity Allowance and Personal Independence Payment are still pending. The Community Payback team have assisted with painting the house, building the cot and gardening and Healthy Valleys have provided a bed and furniture. Ongoing support is still being provided by the advice line and the midwife, the client's wellbeing has improved and she has reduced anxiety as a result of having someone to talk to about benefit and money issues.

Key areas of challenge for 2020/21

- Broaden financial wellbeing work, extending pathways for families with school aged children, children with additional health needs and young people requiring advice.
- Strengthen communication links and information for staff and parents will be a priority. Targeting support to families with children returning to school after prolonged closures will ensure that families know about the benefits they are entitled to and new benefits being made available. E.g. child payment and winter heating.
- Improve workforce development and consider of the impact of COVID-19.
- The impact of COVID-19 on the delivery of services and capacity to offer support to vulnerable families.

Table 1: Actions and measures: what will we do in 2020/21?

Change required	Action to achieve change and who is responsible (Partner/Resource)	Measure (2020/21)	Baseline 2019/20	Q4 target	Resources allocated	Target groups
1.1 Increased uptake of benefits and entitlements.	Deliver the Scottish Government Funded Financial Health check (Money Talk) to families via CAB.	Number of health checks delivered to families with children Number of families (with children) receiving benefit advice	85 280	n/a	£12,508.94 per CAB	Families at risk of or experiencing poverty
	Midwives and health visitors will deliver a routine enquiry on the financial wellbeing of families at key pregnancy and health visiting assessments visits and refer to Money Matters Telephone Family Advice Line when relevant.	Percentage of routine enquiries by midwives Percentage of routine enquiries by health visitors	76% 13/15 mths – 92% 27/30 mths – 91% 4/5 year old review – 86%	80% 92% across all health reviews	£15k NHS Lanarkshire £90k Money Matters	All priority groups
	Monitor the impacts of COVID-19 and adapt Money Matters service provision and advice as needed. (SLC Money Matters Service; NHS Lanarkshire)	Number/percentage of families engaging with the telephone advice line (TAL database) Total benefits awarded (TAL database)	1005 referral 77% engaging £2,590,075	n/a n/a	£90k Money Matters £15k NHS Lanarkshire	All priority groups
	CABs will deliver health and welfare advice services in hospital and community health settings. (Health and Social Care Partnership; South Lanarkshire CABs)	Number of referrals to CAB Health and Wellbeing Hubs Total benefits awarded Number of referrals to the Royal Hospital for Children Total benefits awarded	Total 816 clients £775,569.77 323 *Pan Lanarkshire figure £270,271 *Pan Lanarkshire figure	n/a n/a n/a	£5k (RHC) from NHS Lanarkshire £15k Cambuslang CAB £100k Hamilton CAB	Low income families



Change required	Action to achieve change and who is responsible (Partner/Resource)	Measure (2020/21)	Baseline 2019/20	Q4 target	Resources allocated	Target groups
1.2. Families are more aware of changes in available benefits.	Partners will distribute updated benefit information to staff and families using a range of communication methods and social media platforms.	Number of Best Start Grant applications and percentage approved	6470 applications 67% approved	n/a	From existing resources	Low income families
		Total Best Start Grant benefits awarded	£1,244,950.00	n/a		
		Total Best Start Foods benefits awarded	£52,339	n/a		
		Total number of eligible children receiving vitamins	773	n/a		
1.3 Strengthen workforce development.	Money Matters and social security Scotland will deliver a range of training and awareness raising session to partners.	Number of sessions/ events delivered	103	110		Low income families

Chapter 2

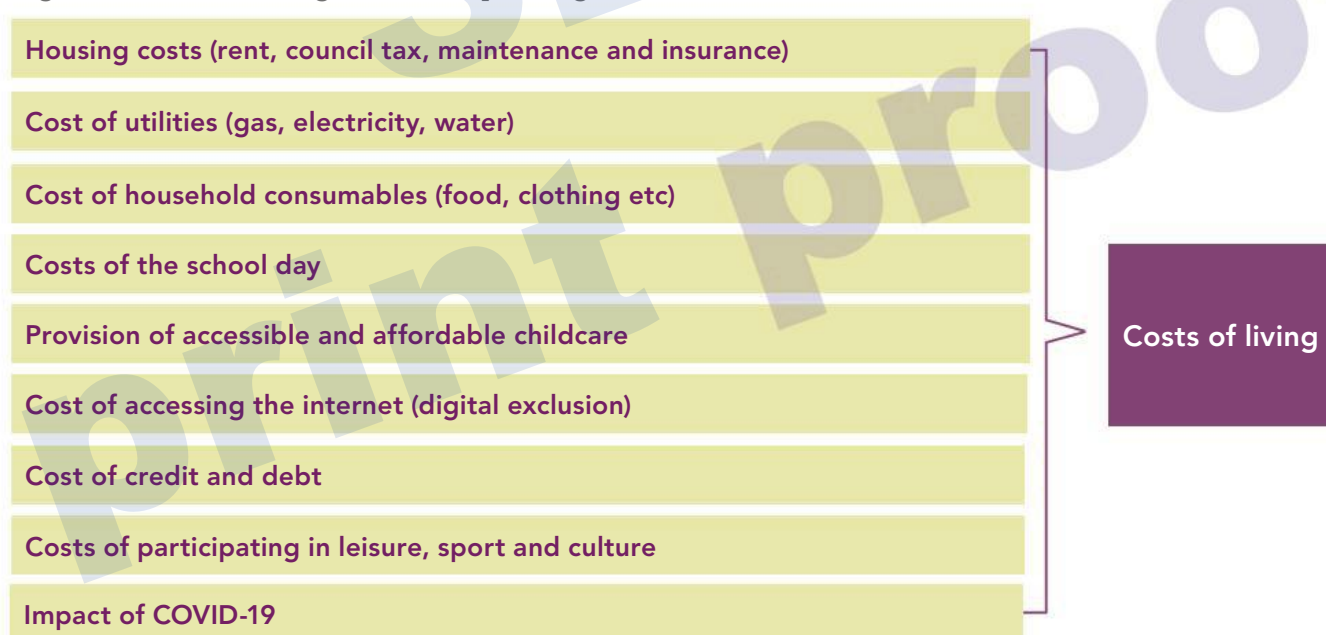
Taking action to reduce the cost of living

Why is this work important?

Rising living costs pose a very significant challenge to many of our families. We know from our front line staff and volunteers that some families are having to make hard choices about how to make very limited household income stretch to cover all the costs of running a home and feeding and clothing their children. Food banks refer to families requiring emergency food aid, but who can't afford the fuel bills to cook the food.

Families can very quickly move into poverty, or severe financial hardship through a change of circumstance, unexpected costs or issues relating to benefits, or income. Getting support as early as possible is key to minimising the financial and wider impacts for families. The Scottish Welfare Fund is a key source of support for families in these circumstances as are pathways into welfare advice from a range of settings including from health.

Figure 7: Cost of living factors impacting on families with children



Whilst impacting on every family in the country, COVID-19 is likely to have a particular damaging impact on those children and young people already living in poverty across Scotland and South Lanarkshire. It is likely that financial pressures will rise and low-income families already struggling to budget for unexpected expenses will be hardest hit by the increase in cost of living. Families have children at home more often and earnings for some parents are likely to decrease. This means many families are struggling with the cost of food and other household essentials. Increased childcare demands while children are not in school, and without the possibility of help from family networks (such as grandparents), are also likely to put additional financial strain on families.



The continued COVID-19 risks and restrictions may continue to impact on family finances, both in reducing income and increasing costs e.g. parents on zero-hours contracts, little job security, or parents relying on income from work in those industries hit most heavily by the pandemic such as hospitality.

Furthermore the mental health and emotional wellbeing of parents and children will be affected with increased isolation and uncertain short to medium term support from statutory and community organisations, who are experiencing a loss of income from reduced fundraising, disrupted support services to vulnerable families and support only available via telephone or online.

The impact of the additional cost of internet access and digital equipment may make learning parity difficult for many children unable to access online resources and school lessons.

Children and young people in particular categories may be hit hardest and may require extra support, e.g.:

- Care experienced children and young people
- Young carers
- Single parent families
- Children and young people experiencing abuse and neglect
- BME communities, economic migrants, refugees

Where are we now?

We have worked hard to increase the available child care provision and support the uptake of funded and early learning and childcare entitlement for two and three-year olds.

In doing so, we have seen an increase from 10% to 15.5% in the uptake of 2-year-old places for children with entitlement over the 12 months to March 2020. Health Visitors and Family Nurses have provided information about free places to parents at the earliest opportunity and especially across families that need the most support at the 13-15 month and 27-30 month child health review.

Early Years staff have been working with health colleagues to highlight the option of 2-year-old places as part of the 13-15-month child health needs assessment. Health visitors help to signpost parents to nurseries who can advise if parents are eligible for either a funded place or would be exempt from charges as a 'Family Seeking Work' or through one of South Lanarkshire's low-income exemptions. Early Years staff are also working with a wider range of partners providing information to be shared with the wider workforce designed to encourage parents to take up 2-year-old places. Currently we are unable to verify if families have entitlement to funded provision, however Education Resources Early Years has taken steps to ensure that this is not a barrier for our most vulnerable children, or those living in poverty.

5.5%

increase in the uptake of
two year old places for
children with entitlement
over the 12 months
to March 2020.



While verification of eligibility will take place at a later date, the nursery admissions process continues to ensure that these children are categorised as Priority 1 and receive a place before other priority groups.

As a partnership we have worked to reduce financial barriers to education for school age children as part of our Cost of the School Day programme.

We have a short-term action plan for Education establishments in relation to implementing a guidance toolkit. By March 2020, 142 out of 148 (or 96%) schools submitted a Cost of the School Day Position Statement. Guidance around Cost of the School Day has been issued in a recovery guidance document. As part of this, schools are identifying their training needs around Cost of the School Day challenges. Schools are also supported with up to date information that helps them signpost families towards the many financial supports available locally, such as Money Matters and the local CABs, who were able to provide valuable support during lock-down, and are continuing to help families in the current financial climate.

The response to the initial lockdown situation resulted in the delivery of 1017 physical resources packs and over 100 sanitary product packs to our most vulnerable primary-aged pupils, to provide much-needed support with at-home learning during the school closure period. Hundreds of secondary resource packs were also distributed at school-level.

Specific good practice examples include Trinity High School who have handed out food packages and electricity cards during the COVID-19 response and Netherburn Primary School, who were used as an example of good practice nationally. One of their many projects involves lending I.T. resources to families to ensure that all children have the same opportunities to learn. Their project has been so successful that the Child Poverty Action Group made a short film for their website www.youtube.com/watch?v=XUx-wHn_rIY&t=6s

All schools have developed local solutions and activity to provide further support for our most vulnerable learners, e.g. putting supplies in local shops/businesses for pupils to access and home-delivering packs and IT equipment. Secondary schools have been supplying hundreds of secondary pupils with similar packs at a local school-by-school level and some secondary schools had a drive-through. These large and small acts of kindness and support make massive a difference to the lives of our learners and their families by increasing connectivity, building confidence and making sure that children and families feel wanted and included in their school learning journey and in their local community.

Our most recent data shows a slight decrease in uptake of Free School Meals in both primary and secondary schools. As a result, a short life working group was established to identify and progress improvement actions to increase uptake of and an action plan is in place. The work is more focussed on secondary school uptake at this stage, where a greater improvement in uptake is desired. The work of the subgroup includes various actions to communicate more effectively with parents (such as changes to entitlement letters and schools advising parents when child doesn't use their entitlement).





12,362
school clothing grant
awards were made.

an **increase of**
3.4%

The group is also considering how school lunches could be provided from a pickup point for young people leaving secondary schools over lunch and whether secondary schools should keep children in over the lunch period during the 1st and 2nd year. With schools largely being closed from March through to August, actions were put on hold and will resume from August through to April 2021. In South Lanarkshire, our Free School Meals are generally all automated and parents don't need to apply independently. Around 95% of families receive letters from South Lanarkshire Council to tell them they are eligible for the payments and all they need to do is agree to receive the payments.

In the 2019/20 academic year, 12,362 clothing grant awards were been made, which compares positively to the 11,960 awards made in the previous academic year, an increase of 3.4%. Of the awards made, most were automated utilising information already held on council systems on household income and therefore did not require a separate application form. We estimate that the split for Clothing Grants is about 68% automated and 32% manual applications. The 32% of families that require to make an application usually don't qualify for housing benefit and/or council tax reduction but are still eligible for a Clothing Grant because of the more generous qualifying criteria.

We have worked to reduce transport costs to school for some families through offering targeted Privileged School Transport Places for pupils entitled to Free School Meals, a new initiative for 2019. As a result of effective targeting of privileged school transport places, we have provided 55 privilege places for pupils between August and March 2020.



55 privileged school transport places
provided for pupils entitled to Free School Meals.

South Lanarkshire Council is the third largest local authority landlord in Scotland and we have worked to make it one of the most affordable for tenants with the seventh lowest average weekly rent.

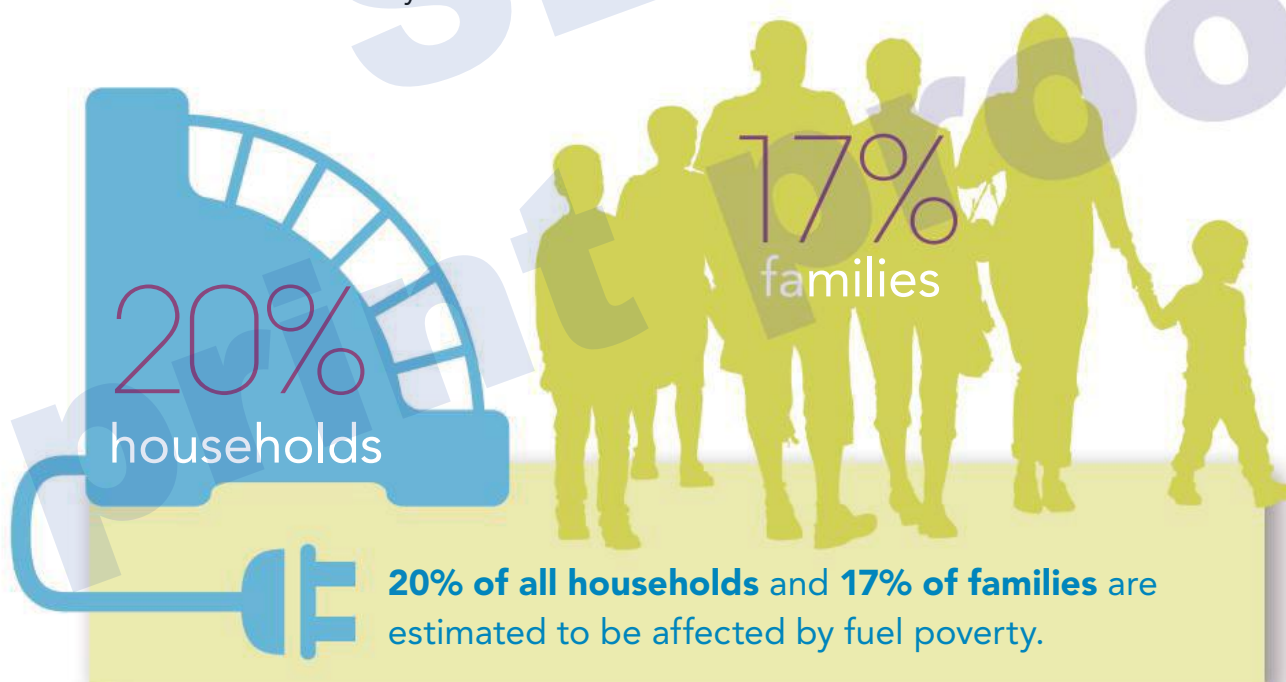
Over the past year 1,882 council homes were made available to let (not including sheltered housing). Of these, 32% were to family households providing good quality, energy efficient and affordable homes. The South Lanarkshire Local Housing Strategy 2017-22 includes actions that are responding to the particular needs of children, young people and families and reducing the costs associated with housing. These include:

- Investing in new affordable housing supply by delivering an additional 284 affordable homes in 2019/20, including 60 open market purchase properties, the council and its Registered Social Landlord partners increased the number of affordable homes available to rent across South Lanarkshire. This included a range of family sized homes, ensuring as many families as possible can access affordable housing.
- Maintaining lower than average rents to ensure rents are kept as low as possible whilst delivering the services and support tenants need. The council ensure rent levels remain affordable by working closely with tenant representatives and extensively consulting with tenants to understand the services they need.

1,882

council homes were made available to let

Of these, 32% were to family households providing good quality, energy efficient and affordable homes.

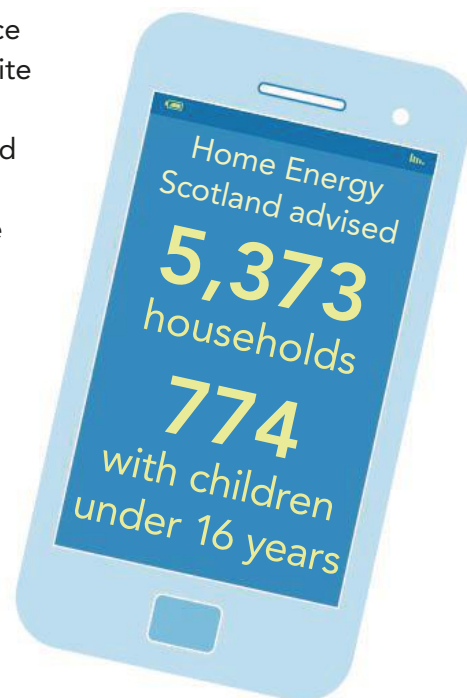


We know that around 20% of all households and 17% of families in South Lanarkshire are affected by fuel poverty.

Lone parents and low-income families living in rural South Lanarkshire are more likely to be affected, often relying on higher tariff methods for paying for the energy they use. South Lanarkshire continues its good track record in terms of partnership actions to tackle and reduce fuel poverty with a dedicated group progressing a range of actions to assist households in reducing their energy bills and making their homes more efficient.



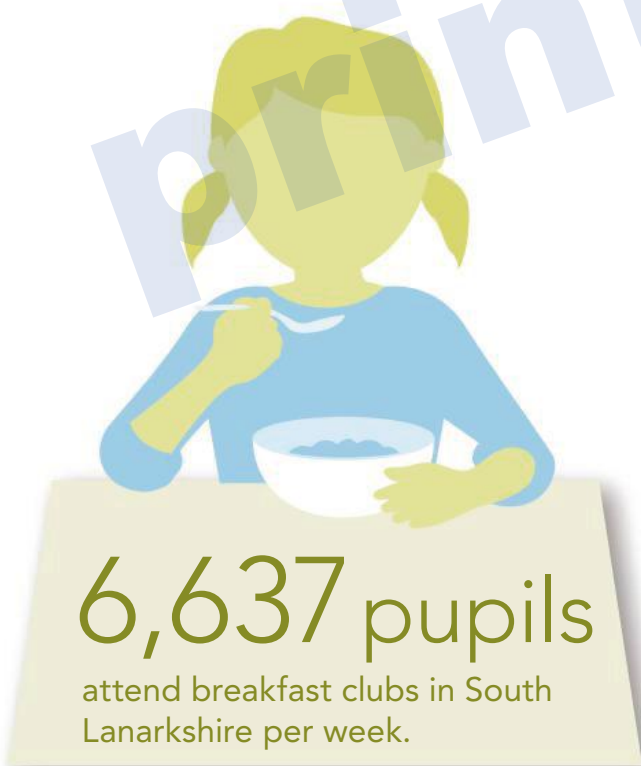
In 2019/20, local organisations, including the Money Matters Advice Service and third sector partners were able to help households write off over £46,000 of energy related debt. Home Energy Scotland also continued to increase the level of advice and support provided to households with, 5,373 households in contact with the service including 774 households with children under the age of 16. Home Energy Scotland have worked with health care staff to raise the awareness of fuel poverty and to ensure that service users are being directed to available supports within the community.



Launched in 2019, South Lanarkshire Rapid Rehousing Transition Plan 2019-24 (RRTP) sets out how the council and its housing, homelessness and health partners aim to prevent and tackle homelessness over the next five years. Key highlights of the progress already made in the first year of the plan include:

- A 34% reduction in the number of households waiting more than a year for permanent accommodation.
- A 7% reduction in the average time households spent in temporary accommodation from 200 days in 2018/19 to 186 days in 2019/20.
- An increase in the provision of permanent tenancies to homeless households across social housing providers.
- The development of a peer support network with service users trained to become peer mentors.
- A further 10 homeless households moved into settled accommodation through the 'Housing First' model with agreed support provided by a range of services.
- An expansion of the advice and support services available to homeless households and those who are at risk of becoming homeless.

There has been a range of activity designed to address food poverty including extending the availability and participation in breakfast clubs.



We have seen the number of breakfast clubs increase from 44 primaries in March 2019 to 122 by March 2020. The number of pupils attending breakfast clubs per week in South Lanarkshire has increased by 484 in the six months, from 5,883 in June 2019, to 6,367 in December. By increasing the number of breakfast clubs available we address a wider range of issues than the provision of food. Breakfast clubs provide a calm and safe environment before school to help develop social skills and provide the opportunity for additional learning, encouraging pupils to arrive at school on time, or even encourage them to attend at all and be ready to learn when the formal school day begins. We know they enhance wellbeing, academic performance and behaviour, especially for children whose parents might not otherwise be able to afford to provide them with regular meals.



Over the Summer holiday period 2019, 727 young people accessed holiday lunch clubs that provided high quality activities and support along with a healthy lunch for children in areas of high deprivation. This provision helped many families financially and nutritionally manage the long school holiday period in the absence of Free School Meals support. Those participating also built on their term time achievements with 445 young people achieving nationally recognised awards like Hi5 and the Youth Award. The activities also provided opportunities for volunteering and the programme was supported by seven young volunteers and an adult volunteer, all trained through the Youth Family and Community Learning Volunteer Development Programme and the Burnbank Family Centre.

As part of our response to the COVID-19 pandemic and following the closure of all schools, early learning and childcare (ELC) and other childcare services with the exception of critical provision to protect some key groups or activities, a requirement was put in place for education authorities to provide ongoing critical childcare. This requirement was enshrined in the Coronavirus (Scotland) Act 2020. This meant that it wasn't possible to deliver a holiday lunch club programme in the Summer of 2020.

In its place there was childcare provision for the children of keyworkers on the basis that key workers help deliver essential services which support vulnerable people and families and aid local community resilience. They played a vital role in the national response to the pandemic and continued to be delivered throughout the 2020 Summer holiday period. Ten Summer Sessions programmes, led by the Youth, Family and Community Learning Service enabled us to support a number of key worker groups such as those employed in the NHS, care sector, emergency services etc. 1,081 children were registered eligible for an emergency childcare place in with 346 children and young people participating, including 42 young people with additional support needs and 73 3-5 year olds. Children attending the Summer sessions benefited from a full range of activities delivered through a youth work model of provision. Activities were agreed with participants at the beginning of the programme and included: arts and crafts, films, physical activities, fitness fun sessions and planting sunflower seeds and growing plants.

Also as part of the COVID-19 response, a range of activities and support was offered to vulnerable learners and families during the Summer period e.g. Themed Family Activity Packs and After School Club Busy Bags. These activities drew on the pre-Summer COVID-19 experience and continued to meet the identified needs of learners and communities and improve life chances. Youth, Family and Community Learning teams including ESOL (English for Speakers of Other Languages), ALAN (Adult Literacy and Numeracy), KEAR Campus, Universal Connections and After School Clubs created activity packs to support children, families and young people of all ages, including those



with additional support needs to promote engagement of children, young people and families who may have found themselves increasingly isolated and vulnerable during the period of lockdown. The activities were designed to be carried out on their own and/or with their families and were individualised, learner centred, and prioritised for those learners and families with limited access to technology or printing facilities. The packs were made up on a weekly basis and distributed directly by staff to the family. This enabled regular face-to-face contact (maintaining social distancing rules) and the opportunity for staff to offer and arrange support if required. Over 4000 packs were delivered.

The South Lanarkshire Good Food Strategy and Action Plan 2020-21 was produced in 2019 and approved by the Council's Executive Committee in December 2019.

The strategy covers the period 2020-2025 and provides a framework for new activity to move towards healthier, fairer and more sustainable food systems in the council's area and to make sure that food plays a positive role in everyone's lives. A copy of the strategy can be found here www.southlanarkshire.gov.uk/downloads/file/13656/good_food_strategy_2020-2025

South Lanarkshire Leisure and Culture Trust delivered a number of free programmes to children and young people through its Active Schools programme in partnership with Sports Scotland.

They also delivered a number exiting health intervention programmes in partnership with the Health and Social Care Partnership. Overall there were 326,000 visits to Leisure and Culture run activities across the authority, 46% of which are children from our most deprived communities. The trust also provided access to reduced cost memberships via its concession scheme, which is a South Lanarkshire Council priority policy and allows a 50% reduction to the standard membership cost. The scheme is utilised by just under 5,000 card holders, a recent reduction due to a mixture of the recent changes to Universal Credit and the introduction of private sector gyms, which offer reduced membership fees in comparison to the trust. Leisure and Culture has been building capacity in it volunteer workforce for the past 10 years and on last year's figures was able to demonstrate the impact of its 1171 volunteers through the delivery of 25,056 hours of free physical activity to children and young people. Another key impact was the delivery of learning and development to leadership programmes and how its 2700 learners were engaged in eight priority learning outcomes in co-production with the Community Learning and Development Partnership.

326,000 visits to Leisure and Culture activities across South Lanarkshire.

46% are children from our most deprived communities.

25,056 hours of free physical activity to children and young people.



South Lanarkshire case studies

Housing

As part of a range of actions being taken forward through the Rapid Rehousing Transition Plan, Housing and Technical Resources have worked with households living in temporary accommodation to identify where it would be appropriate for the property to be offered on a permanent basis. Converting a temporary tenancy that already meets the needs of the household to a permanent home prevents further upheaval such as having to change schools or move away from family and friends.

This approach has proved popular with those offered the choice. In one instance, a customer highlighted that they were extremely pleased to accept the option to remain permanently in what had been a temporary tenancy, as one of his children lives with autism and does not cope well with change, stating that they were 'very pleased to receive the temporary accommodation we had as our new permanent home as this prevents any issues for our son'.

In 2019/20 the council 'flipped' 26 properties previously classed as temporary accommodation to allow families to remain in the community they made their home after being homeless.

Digital inclusion/cost of the school day

Netherburn Primary School came up with a really smart way to reduce the Cost of the School Day through developing their ICT Lending Scheme, where staff, pupils and parents support the use of key ICT tools in school and at home. Pupils were encouraged to borrow Chromebooks, Kindles and Laptops, which extended the classroom learning into the family home and increased the time spent developing important digital skills.

The increased use of IT tools has helped to increase parental involvement in children's learning and made them feel more involved and a greater part of the school community. Pupils have benefited from increased literacy using Kindles and Ipads to encourage reading and have increased literacy and numeracy skills developed in a fun way through using Chromebooks to support additional learning time.

www.youtube.com/watch?v=XUx-wHn_rIY

Key areas of challenge for 2020/21

- We know that those who experienced poverty prior to the epidemic were already pushed into unacceptable hardship and may have been pushed deeper into poverty due to the effects of the coronavirus. There will also be a number of families who are now experiencing poverty for the first time. There will therefore be a greater need to extend Cost of the School Day across all our schools, as many families are now facing quite different financial situations.
- We will continue with efforts to increase the uptake of 2-year-old places. However, the current COVID-19 pandemic may impact on health visitors' ability to share information with families due to the changes and additional demands placed on their working practices. Education Resources has established an online resource for parents to apply for a place and for professionals to submit wellbeing assessments and requests for assistance where appropriate while our establishments are closed during lockdown.
- There is still a need to work to increase the uptake of Free School Meals, especially across secondary schools. The Working Group will continue to develop innovative ways of increasing use of the free school meal award. E.g. a pre-ordering app is being introduced in August to support an increase uptake. Additionally, all families that were entitled to receive free school meals will continue to receive vouchers throughout the Summer period.
- There is an identified issue with the cost of transport impacting on missed health appointments, as families find it difficult to cover the cost of travel to allow them to access relevant support.
- Impact of COVID-19 reduced inclusion amongst vulnerable families. Priority to ensure that families are not digitally excluded and that families with school pupils are supported to enable their child's education at home, particularly if blended learning situations occur. Specific action for partners to identify families who need the extra digital support.

Table 2: Actions and measures: what will we do in 2020/21?

Change required	Action to achieve change and who is responsible (Partner/Resource)	Measure (2020/21)	Baseline 2019/20	Q4 target	Resources allocated	Target groups
2.1 Increased uptake of funded and early learning and childcare entitlement for 2 and 3 year olds.	Continue to work with a range of professionals and services who will have contact with eligible families and will promote free Early Learning and Childcare (ELC) for 2-year-olds. (South Lanarkshire Council Education Resources)	Percentage uptake of funded 2-year-old places	15.5%	Maintain 15.5%	Existing resources	Low income families
2.2 Reduction in financial barriers to education for school age children.	All schools will establish a Cost of the School Day policy by the end of academic year 2020/21. Continue to raise the profile on Cost of the School Day by encouraging schools to be "poverty-aware" schools. All schools will review their equity policies and procedures as part of their COVID-19 recovery school improvement plan. Schools will work with Money Matters and signpost parents and families for appropriate financial help.	Percentage/number of schools with a policy in place	Nil	100%	Pupil Equity Fund Scottish Attainment Challenge funding	Low income families
	Schools will offer targeted Privileged School Transport Places for pupils entitled to Free School Meals and develop new active travel opportunities for pupils.	Number of families referred Number of Privileged School Transport Places offered Number of pupils recorded as using active school methods	Establish baseline 2019/20 55	Establish baseline Maintain 2019/20 levels – 55	Existing resources	Low income families



Change required	Action to achieve change and who is responsible (Partner/Resource)	Measure (2020/21)	Baseline 2019/20	Q4 target	Resources allocated	Target groups
2.2 Reduction in financial barriers to education for school age children (continued).	Increase the uptake of free school meals through continued automated enrolment and through the work of the FSM working group develop additional activity to promote and encourage uptake with a focus on uptake in secondary schools. (South Lanarkshire Council, Finance and Education Resources)	Percentage of free school meals uptake primary/ secondary schools Percentage free school meals uptake secondary schools	65.21% 40.89%	Maintain	Existing resources	Low income families
	Continue to offer an increased level of school clothing grant, currently £130 per child and increase uptake through automated enrolment and additional promotion to encourage uptake. (South Lanarkshire Council, Education Resources and Finance Resources)	Number/percentage of pupils claiming school clothing grants	12,537 (29.38%)	Maintain	£1.621m An additional investment of £0.36m per annum from SLC	Low income families
2.3 Reduced housing costs for families.	Maintain affordable rents for council homes, benchmarked against Scottish average.	Average rents for all council homes and for larger-size family homes	SLC average per week £70.26	Maintain rent levels lower than national average	Housing Revenue and Capital Account Budget 2020/21 (£108.016m)	All
	Invest and deliver additional affordable housing, built to Housing for Varying Needs (HfVN) standards (meeting higher energy efficiency standards and minimising fuel costs) and ensure this includes allocations to families with children and young people.	Number of new affordable homes delivered for families	30,545	Increase the number of new homes on existing stock	Resource Planning of £30.488m	All

Change required	Action to achieve change and who is responsible (Partner/Resource)	Measure (2020/21)	Baseline 2019/20	Q4 target	Resources allocated	Target groups
2.4 Reduced energy costs for families.	Target housing investment to improve fuel and thermal efficiency of larger homes and reduce energy costs.	Proportion of housing meeting energy efficiency standards	93.4%	94.0%	Housing Investment Programme £26.537m	All
2.5 Reduced homelessness including families with children and young people.	Prioritise allocation of available housing for those in need, including homeless households.	Number of homeless household with children	238 (31/3/2020) (449 children)	Reduce against baseline	Part of wider housing support and homelessness budgets	All
	Provide housing support service provision to improve homelessness prevention and support tenancy sustainment.	Range of advice and support offered to households	Revised baseline	Revised baseline	Homelessness Business Plan and Rapid Rehousing Transition Plan funding	All
2.6 Increased financial wellbeing of families.	Continue to implement joint-working through the care protocol to prevent and reduce homelessness for care experienced young people and support them move to independent living in the community.	Number of care experienced young people supported	87 through care applicants supported	n/a	Within Homelessness Business Plan and Social Work Resources budgets	Care experienced young people
	Partners will explore ways to support families with travel costs to access support, appointments, and opportunities.	A report based on findings provided for consideration			Existing resources	Low income families
2.7 Improved digital inclusion amongst families in the most deprived areas.	Implement the support to vulnerable families provided through the Connecting Scotland scheme.	Number of families supported	Establish baseline	Establish baseline	Scottish Government Connecting Scotland Fund	Low income families
	Identify and provide support to families with school pupils who require extra help with digital inclusion to enable any blended learning model to take place effectively.	Number of families supported	Establish baseline	Establish baseline	Scottish Government Connecting Scotland Fund Pupil Equity Fund	Low income families



Change required	Action to achieve change and who is responsible (Partner/Resource)	Measure (2020/21)	Baseline 2019/20	Q4 target	Resources allocated	Target groups
2.8 Reduce Food Poverty.	Re-establish delivery of Breakfast Clubs in schools when possible. (SLC Education/Vol sector partners)	Number of breakfast clubs operating in schools Number of children benefiting from breakfast clubs	88 (2019) 5883 (2019)	No target for 2020/21 n/a	£0.175m for further expansion *2019/20 allocation	Low income families
2.9 Reduced costs of participation in Leisure and Culture experiences.	South Lanarkshire Leisure and Culture will work with schools to maintain a targeted delivery approach of the Active Schools programme where possible throughout the COVID-19 recovery phase. (SLLC)	Number of pupils participating	21,200 (48% of all pupils). 2018/19	n/a	18 FTE active schools co-ordinators (funded by Sports Scotland, Education Resources and SLLC) £789,528	Low income families
	Continue to offer the SLLC concession scheme through promotion and awareness raising. (SLLC)	Number of concessions	6,005 2018/19	n/a		
2.10 Period Poverty.	Distribute free emergency sanitary products within toilets across a wide range of public/community buildings and facilities in all localities of South Lanarkshire. (South Lanarkshire Council /Community Planning Partnership)	Number of distribution points for free emergency provision	169 locations	Maintain the baseline of 169		Low income families
	Establish distribution points for free packaged sanitary products in a wide range of community settings. (South Lanarkshire Council/Community Planning Partnership)	Number of distribution points for free emergency provision	55 Locations	Maintain the baseline of 55		Low income families

Chapter 3

Taking action to increase income from employment

Why is this work important?

Having access to sustainable, fair work is a long-term route out of poverty for many families.

Having access to sustainable, fair work is a long-term route out of poverty for many families. Every Child, Every Chance (Scotland's national child poverty delivery plan) identified 'increasing income from employment' as one of the three main drivers that will reduce child poverty. Being in employment does not guarantee a route out of poverty, as over half of families living in poverty have at least one parent working. Parents need to be able to access high quality jobs with a decent rate of pay and with enough hours to meet their family's needs. Many parents are able to progress towards, into and within work with ease and with little support. However, some find that personal circumstances such as caring responsibilities, poor health and a lack of qualifications and work experience are barriers they find difficult to overcome.

For some families the financial impact of working is marginal, often families claiming benefit state that after childcare, work expenses, transport, debt, bills and general living costs that they are often better off on benefits compared to working. There is no one size fits all around tackling child poverty and there is varying degrees of challenge per household.

The latest data (2019) for South Lanarkshire suggest that over 9,000 children (before housing costs) and 16,000 children (after housing costs) are living in poverty. Child poverty rates are very low for children in families where two parents are in work, with at least one in full-time work. Families with a single earner, or with only part-time workers experience much higher poverty rates. Data shows that

16,000
children are living
in poverty.

23% of the population are in part-time employment, 6.3% of part time workers are looking for additional hours and 8.3% of households with dependent children have no parent in employment. In-work child poverty rates are closely linked to the number of adults in work in the family and their hours of work.

Impact of COVID Pandemic

The local labour market prior to COVID-19 was relatively buoyant, however families who fall within the priority groupings, in particular lone parents struggle with childcare, debt issues and in general feel lack of support to enable them to move off benefits and take up employment that fits around their individual circumstances. There is increasing evidence that households with children, which were already at greater risk of poverty, have been particularly affected by the

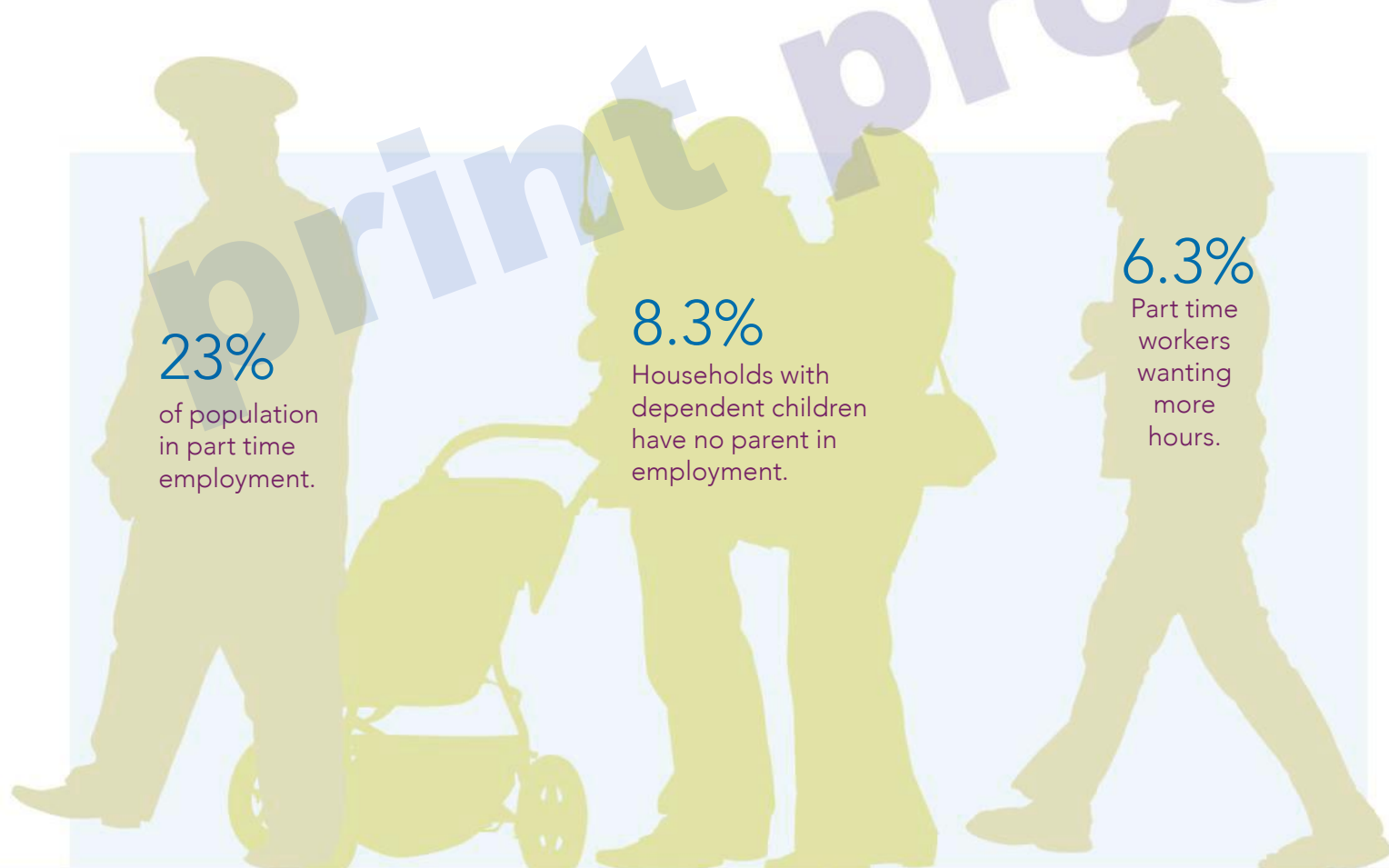


financial impact of COVID-19, and are being pulled deeper into poverty. It is increasingly important to ensure the connections between all three themes are aligned and integrating services to support those adversely impacted by COVID-19. The council's employability team have been working with the Money Matters Service to ensure that those who have lost their jobs are able to access support on benefit advice and entitlement, debt advice and wider financial inclusion services. As the local economy continues to suffer there will be a significant increased demand for employability services and wider services such as money advice for those who have lost their incomes in this unprecedented time.

IPPR Scotland analysis shows that since lockdown, nearly half of households with dependent children in Scotland find themselves in the two most serious categories of financial distress – 'in serious financial difficulty' or 'struggling to make ends meet.'. This is compared to 30 per cent of all households reporting the same levels of financial stress. If these estimates were applied to South Lanarkshire now (August 2020) this would mean, there are potentially around 14,000 households with dependent children currently experiencing serious financial distress due to the economic effects of COVID-19.

We need to ensure we reach out and have a positive impact on families experiencing poverty affecting their daily lives by delivering employability interventions that bring the obvious benefit of getting local people into the right work opportunities. Thereby enhancing access to education, mitigating health inequalities and the life chances of our citizens.

We know that children of working families will do better in terms of long-term education and employment chances, which provide a gateway out of poverty, increase self-esteem, build resilience and make a positive contribution to emotional wellbeing. Young People who experience periods of unemployment at an early age are more likely to experience unemployment in later life and the support provided to young people through effective career management skills, appropriate training and employability skills development can reduce youth unemployment, improve young people's life chances and increase incomes for young people and their families.



Unemployment claimants

In South Lanarkshire, the increase in the number of unemployed claimants is recorded at 13,915 in August 20 (6.9% of the working age population), the highest level recorded for 27 years (since August 1993). The current rate of claimant unemployment amongst women (5%) is at the highest level recorded for almost 33 years and amongst men, the current claimant rate of 8.9% is the highest level recorded for almost 25 years.

The number of unemployed claimants in the most deprived 20% data zones now stands at 4,780 with a rate of 12%, the highest rate recorded since records began in 2013. This is almost twice the South Lanarkshire average (6.9%) and the Scottish average (6.5%).

COVID-19 – Job Retention Scheme (CJRS)

The most recent data from the HMRC on COVID-19 Job Retention Scheme numbers suggests that there has been a further increase in furloughed employees in South Lanarkshire between July and August from 46,400 to 48,600. The latest CJRS figures suggest that just under a third of the eligible workforce are now furloughed, roughly in line with the Scottish average. South Lanarkshire now has the fourth highest number of furloughed employees in Scotland, with only Glasgow, Edinburgh and North Lanarkshire recording higher figures.

In the case of employment levels in South Lanarkshire, the latest figures from the HMRC for furloughed employees (48,600 at August 2020) would now suggest that the eventual high point will be somewhat above the modelled prediction of 44,000. From this increase it can be predicted that around 8,000 to 10,000 jobs will be lost over the 18 months. Based on the number of furloughed employees and a noted increase in the number of unemployed claimants recorded over the month to July 2020 it is potentially going to be at the higher end of the scale e.g. 10,000 or above.

Self-Employment Income Support Scheme (SEISS)

South Lanarkshire continues to record the fourth highest level of claimants for the UK Government's (HMRC) Self-Employment Income Support Scheme out of the 32 council areas. The latest figures for the scheme (up to 31st July 2020) suggests that South Lanarkshire continues to rank fourth highest in Scotland, both for the financial value, and the number of claims. It should also be noted that the rate uptake of IS claims amongst the self-employed in South Lanarkshire now (August 2020) stands at 79%, the highest level recorded since the scheme was introduced (May 2020) and higher than either of the national averages (Scotland 76%/ UK 77%).



As with the UK government's furlough scheme, the fact that the latest statistics for the uptake of SEISS (31 July) suggest increasing levels of claims indicates that many people who are self-employed and small businesses remain dependent on financial support, and haven't fully recovered from the economic impacts of lockdown, even in cases where these businesses/ individuals have re-started their operations.

The fact that South Lanarkshire ranks fourth in terms of Self-Employed Income Support payments also re-emphasises the greater dependence that the South Lanarkshire economy has both on small business and the self-employed compared to the rest of Scotland, and the fact that many of these small businesses are operating in sectors predicted to be the worst affected by the economic lockdown.

The economic crisis has highlighted that digital access (infrastructure and skills) varies significantly across geographical areas and can be challenging in rural areas. This impacts across a range of areas including access to information and advice services, employment and training opportunities, health and wellbeing information, educational resources and social connectivity.

There are increased levels of debt, including rent arrears as families struggle with lower incomes. Before the pandemic, lower income households were more likely to report having no savings than those with higher incomes. Some of the initial actions taken by families during lockdown may create more longer lasting problems, e.g. borrowing from high cost lenders to purchase essentials, selling assets or borrowing from family.

The impact of COVID-19 on employment, has seen sectors such as hospitality, retail, travel and tourism, aviation, and manufacturing disproportionately affected. Notably all sectors have and will continue to contract in the coming months and years. The biggest challenge will be creating job opportunities in a loose labour market where supply will outstrip demand with increasing competition for jobs. Unemployment rates are expected to increase, and employment opportunities decrease, we also expect an increase in redundancies after the COVID-19 Job Retention Schemes comes to an end.

The Joseph Rowntree Foundation has recently published its analysis, indicating unemployment in South Lanarkshire is likely to rise to 12.6% (25,400). This would make it potentially the eighth worst in Scotland. Further analysis for current numbers of unemployed per local vacancy estimates there are 25.8 people for each local vacancy in South Lanarkshire (fourth worst in Scotland and 42nd worst across the UK).

The first year of local child poverty action reports demonstrated significant progress in understanding local need and development and implementation of focused actions. It is now more important than ever that this is built on and further enhanced. COVID-19 has brought inequality into sharp focus, highlighting the impact of low paid and insecure work.

Where are we now?

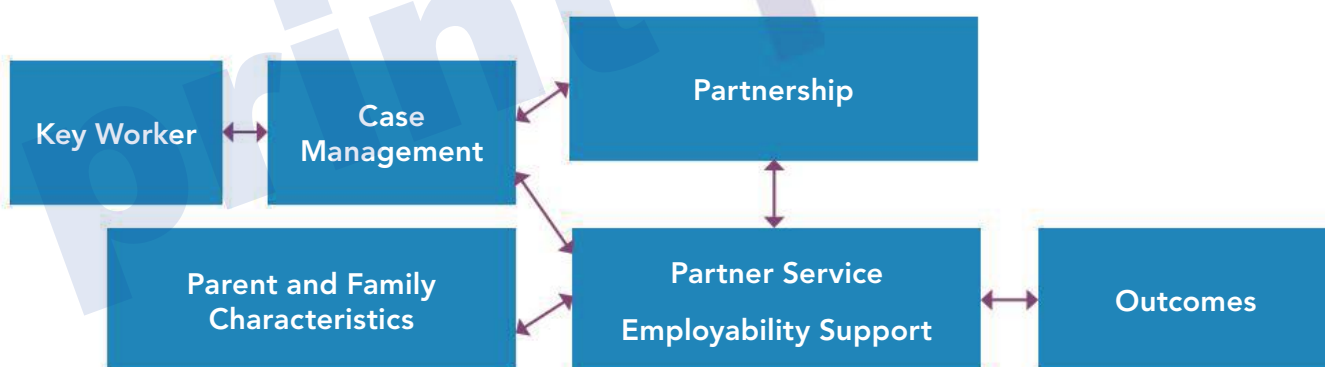
South Lanarkshire has made significant progress in the first year of our local plan to deliver sustainable employment for these families. Our focus has been on offering parents decent rates of pay, access to training, bespoke support, opportunities for progression, a flexible working environment and enough hours in work to provide a wage that meets basic family needs as a minimum. Our local action plan outlines a range of actions and measures to support fair work opportunities for families, delivered through our local employability services and the Parental Employment Support Programme. Our approach is based on the 'No One Left Behind' principles, working with partners to draw extensively on the lived experience of potential service users and identify practice that will deliver best possible outcomes. We have worked to build on existing services, enhancing what we know is already working and increasing the support for those facing poverty.

Partners support a range of activity to support young people in the senior phase of education up to age 19 to develop the skills and experiences and to progress to sustained positive destinations. This activity has a key role to play in increasing income from employment for young people and improve young people's life chances and increase income for young people and their families.

We have worked in partnership to enhance employment support for parents on low income and deliver a 'Working with Families' model that focuses on a personal approach to tackling inequality and poverty and tackles barriers to employment for parents who are in receipt of low income. The model will be fully rolled out in 2020/21 to support a holistic approach to tackling child poverty. Further work with schools will be further developed to ensure priority groups can benefit from the parental employment support programme.

We have put in place new protocols and systems to link in with housing, social work, money advice and health partners. The case management approach puts the family at the centre of support to ensure parents can enter sustainable employment and progress within the workplace. Last year we supported unemployed lone parents and families with children seeking employability to overcome their difficulties, build strengths and increase resilience to be able to fulfil their goals more effectively.

Figure 8: Service and community model



Over the last year we have supported 27 in-work lone parents in receipt of low pay to improve their skills and enhance their career opportunities through the Working with Families model. The parents are working towards qualifications and already five have successfully completed their in-work training programme.

Through the Opportunities For All Partnership, we have supported a range of youth employability activity in all our secondary schools and work together to identify young people most at risk of failing to move to a positive post-school destination. Education Resources' Aspire Service provide bespoke packages of support to the most vulnerable young people and have led on delivering an increase in the number of vocational learning opportunities for young people in the senior phase through the Foundation Apprenticeship and GradU8 programmes. A care experienced employability pilot saw four young people supported to employment with South Lanarkshire Council through a targeted, flexible approach.

The Employability Fund funded by Skills Development Scotland, had a total of 454 young people aged 16-24 starting over the last year, which was 69% of all starts. Also funded by Skills Development Scotland 1,844 young people aged 16-24 participated in a Modern Apprenticeship, which was 11.5% of all those in this age group who were in employment. The equivalent figure for Scotland was 8%. Skills Development Scotland advisors also provided a range of information, advice and guidance support for 11,312 school pupils through a mix of group and one-to-one sessions.

One of our key targets was to increase the number of employees being paid a living wage. To support this, we have produced a new booklet to promote fair work including the real living wage to employers. The council also co-hosted a Living Wage Big Breakfast event during Living Wage Week in November 2019, which was aimed at local employers. The Living Wage Accreditation Discount Scheme was launched in March 2019 and has continued, with 13 employers taking up the offer of the discount by April 2020 leading to 179 staff receiving a pay uplift thanks to the scheme.



The Employability Fund funded by Skills Development Scotland, had a total of **454 young people** aged 16-24 starting over the last year, which was **69%** of all starts.

1,844 young people aged 16-24 participated in a Modern Apprenticeship.

The council's Business Development Support Enquiries now require applicants to confirm whether they pay a living wage. The Council has also added a requirement within the commissioning process for the Business Gateway to discuss and monitor the living wage with all businesses supported. As a result of this activity the number of accredited living wage employers across South Lanarkshire has grown by over a third compared to last year, from 67 employers in April 2019, up to 90 employers in April 2020. South Lanarkshire continues to rank as the 4th best authority in Scotland for the number of accredited Living Wage employers.

South Lanarkshire Council, NHS Lanarkshire and other partners have prioritised working with supported businesses who are living wage employers and provide employment for people with disabilities, or from disadvantaged circumstances e.g. 106 contracts awarded by the council in 2018-19, 83 suppliers were committed to pay the real Living Wage, and 24 were accredited Living Wage employers.

We have also noted some key improvements in employment targets over the last year, e.g. the income and employment gap between most and least deprived communities has narrowed between SIMD 2016 and SIMD 2020.

- The gap in income deprivation has declined from a 24.1% gap (2016) to 23.9% (2020)
- The gap between the most and least deprived data zones has closed from 20.1% (2016) to 16.8% (2020)

In addition, there has been a reduction in the gender pay gap for full time weekly earnings between men and women in South Lanarkshire Council, which is now £61.50, a 42% reduction on the £105.60 recorded in 2018. (Annual Survey of Hours and Earnings, 2019 residents analysis) Women in South Lanarkshire Council currently enjoy the fifth highest level of full time earnings (£556.50 per week) out of the 32 council areas, £29.20 per week above the Scottish weekly average (£527.30).



South Lanarkshire case study

Bernadette is a 42 year old single parent from Blantyre with two children 14 and 20 and had suffered from anxiety issues finding it difficult to travel on her own outwith her local area. Initially she volunteered at the Haven project in Blantyre once her children started school, which provided her with the confidence to apply for employment. Her first opportunity at Calderglen Care Home in Blantyre was working with laundry and in the Kitchen for eight years. She enjoyed her job, but due to lack of permanent hours she decided to apply for a kitchen assistant post elsewhere. Bernadette began working at Victoria Care Home as a Kitchen Assistant, which she thoroughly enjoyed. The manager had observed Bernadette's excellent caring nature over a period of time and suggested she would be ideal for working as a personal carer. Initially Bernadette refused saying she couldn't do the paperwork side of it, however the care home manager said she could do the care role for three months on a trial basis. After a month in the caring assistant post it was clear that Bernadette was thriving, increasing her confidence and self-esteem. She impressed so much she was given the opportunity to progress to a permanent care assistant within the home.



Given the potential shown by Bernadette, she was referred to the Upskilling programme to further develop her skills and go through her SVQ Level 2 in Health and Social Care, a key requirement in gaining registration through the Scottish Social Services Council and remain working within the care sector. Bernadette was great on the job but had never done any post school qualifications. The thought of doing the SVQ and traveling to South Lanarkshire College raised Bernadette's anxiety levels and she was initially hesitant to complete the qualification.

The council's up-skilling team met with Bernadette putting her at ease with a clear explanation of what the course would entail. A workplace package of mentoring and support was put in place and a structured learning pathway in partnership with the college was planned to help her with her qualification. It was noted that Bernadette may have been suffering from Dyslexia, having demonstrated difficulties with reading, writing and spelling. The upskilling team arranged for a scribe to be put in place and for her to have one-to-one meetings with the college to enable her to achieve her qualification to the best of her ability.

The one-to-one bespoke support provided by the upskilling team and Bernadette's commitment has seen her successfully complete her qualification within a 6-month period. Completing the qualification has significantly made a difference to her health and wellbeing, her confidence is growing further, and her anxiety is better managed.

South Lanarkshire case study

Her employer commented “Bernadette is so much more confident, she has flourished within the workplace and she is so grateful for all the support from upskilling and the college and is now looking to complete another qualification, (PDA in Dementia Skilled Practice) which will also help her to further enhance her career.” Bernadette commented “If you don’t try these opportunities in life you will never know. I am grateful I had this opportunity and it has now given me the confidence to go on and do more studying. I am now in the process of doing my PDA in Promoting Excellence in Dementia Skilled Practice, which will give me more knowledge of the service users I work with in the care home. I am now able to remain working within the care sector now that I have this qualification”.

Bernadette’s supervisor commented “Initially Bernadette was apprehensive going for the SVQ Level 2 in Health and Social Care because she felt she couldn’t cope with the paperwork and couldn’t do the qualification. This took a lot of persuasion, I told her to go for it and I would support her through the qualification. Bernadette is great on the floor and is a fabulous care assistant. Since gaining this qualification it has built up her confidence and she is a valued team member”.

Bernadette has moved on to a higher hourly rate of pay and has a permanent contract of employment and is now fully registered with SSSC. She is continuing to study and her confidence and progress is remarkable.

Key areas of challenge for 2020/21

- There are key challenges around access to childcare provision, as many providers have lost income during the COVID-19 crisis. In the medium term a longer lasting fall in demand for childcare and an increase in costs relating to social distancing could seriously impact the financial stability of the sector going forward, resulting in childcare capacity challenges that may affect parents seeking childcare provision.
- There are labour market challenges meaning the creation of new Job opportunities will be difficult given the current economic decline, An increase in redundancies is expected and employers may be less likely to recruit given the uncertainty of how the economy will contract over the coming months/year.
- Delivering employability support will be an increasing challenge with the lack of face to face and interactive group work, proving difficult to help those further removed from the labour market who require more intensive support and interventions to facilitate their journey back into work. Digital connectivity will be essential to support those most in need and help those who are less digitally aware. There are key challenges ahead to ensure that parents have the appropriate access to technology and connectivity to be able to access employability services including IT support and training for those not digitally experienced.
- Necessity for home working where possible may limit the number of workplace placements that are available as part of the employability pipeline.



Table 3: Actions and measures: what will we do in 2020/21?

Change required	Action to achieve change and who is responsible (Partner/Resource)	Measure (2020/21)	Baseline 2019/20	Q4 target	Resources allocated	Target groups
3.1 Increased employment support for parents on low incomes.	Support unemployed parents access fair work opportunities addressing barriers to employment continuing to adopt a whole system approach to tackling inequality and poverty for parents who are in receipt of low incomes.	Number of parents engaged	108 Unemployed Females with dependent children – (of which 36 are lone parents) 99 Unemployed Males with dependent children – (of which 5 are lone parents)	Maintain baseline	Scottish Government Employment Support Fund Existing resources	Low income families
		Number of parents gaining access to quality employment opportunities	27	Maintain baseline		
	Support parents from deprived and rural areas to become registered childminders. (SLC in partnership with Scottish Childminders Association)	Number of childminding business start-ups in lowest 15% SIMD areas and rural areas	Establish baseline	Establish baseline	Scottish Government Employment Support Fund Existing resources	Low income families
	Support and up-skill parents in low skilled/income jobs to enhance their career opportunities. (SLC and partners)	Number of parents with increased skills No. of parents reporting improved career opportunities Number of parents with improved income	27 Establish baseline Establish baseline	Maintain baseline Establish baseline Establish baseline	Scottish Government Employment Support Fund Existing resources	Low income families

Change required	Action to achieve change and who is responsible (Partner/Resource)	Measure (2020/21)	Baseline 2019/20	Q4 target	Resources allocated	Target groups
3.1 Increased employment support for parents on low incomes (continued).	Establish new digital blended learning support for those seeking employability support as a result of COVID-19 moving to new digital platforms of delivery.	Number of parents engaging on-line/ digitally	Establish baseline	Establish baseline	Scottish Government Employment Support Fund Existing resources	Low income families
	Raise awareness and work in partnership with schools and early learning providers to market parental employability support to engage with families/ parents who may benefit from employability support leading to employment.	Number of awareness sessions to schools and early learning providers Number of referrals and engagements to Parental Employment Support Programme	Establish baseline Establish baseline	Establish baseline Establish baseline	Scottish Government Employment Support Fund Existing resources	Low income families
	Provide an inclusive employability support programme within the Clyde Gateway corridor supporting families in the Rutherglen Project and Glenburgh Nursery into fair work opportunities.	Number of parents supported into employment Number of parents who have received health and wellbeing supports Number of parents who have gained new skills which in turn will support future employment opportunities Number of parents who have been supported to increase their income via benefits/employment Number of parents supported with home life and housing issues	Establish baseline Establish baseline Establish baseline	Establish baseline Establish baseline Establish baseline	50k total investment 35k from Clyde Gateway 7k from SLC HSCP 8k from SLC Education	Parents/young people in low income families in the Clyde Gateway area



Change required	Action to achieve change and who is responsible (Partner/Resource)	Measure (2020/21)	Baseline 2019/20	Q4 target	Resources allocated	Target groups
3.2 Reduced gap in positive destinations between young people from the most and least deprived areas.	Continue to work to close the gap in outcomes for young people in the most deprived data zones and their peers in the least deprived data zones. Youth Employability	Percentage reduction in the gap of positive destination outcomes for young people in the most deprived data zones and their peers in the least deprived data zones	2017/18 Gap between South Lanarkshire, least and most deprived 20% = 4.6% Gap between Scotland, least and most deprived 20% = 6.8%	Maintain 2018/19 level Gap between South Lanarkshire, least and most deprived 20% = 4.9% Gap between Scotland, least and most deprived 20% = 5.3%	Aspire VDW linked to each school	Young people
	Continue to ensure that the multi-agency tracking group supports care experienced young people with post school destinations.	Percentage of positive destination outcomes for care experienced young people (linked to the national average)	2017/18 South Lanarkshire 90% Scottish Average 80.43%	Maintain 2018/19 level South Lanarkshire 91.55% Scottish Average 82.43%	Existing resources	Care experienced young people
	The Youth Employability Service will deliver a new level four/five Foundation Apprenticeship programme in Construction.	Number of young people completing the Foundation Apprenticeship	Establish baseline	150 completers	SDS funding – £229k per completer	Young people
	Youth Employability will work with Skills Development Scotland and other partners to develop a locality approach to youth employability tracking and planning.	Locality model in place			Existing resources	Young people

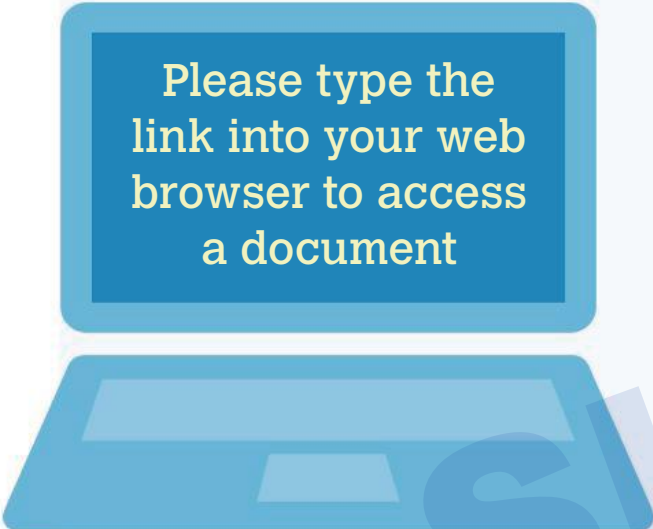
Change required	Action to achieve change and who is responsible (Partner/Resource)	Measure (2020/21)	Baseline 2019/20	Q4 target	Resources allocated	Target groups
3.3 Increased proportion of South Lanarkshire employees being paid the living wage.	Broaden scope of Living Wage promotion activity to a Lanarkshire wide campaign. Target medium/large employers within low paying sectors. (Lanarkshire Living Wage Campaign group) –	Proportion of South Lanarkshire employees earning below the Living Wage Number of Accredited Living Wage Employers, South Lanarkshire	17.8% (2019) 90 (at 31st March 2019)	Maintain 2020 level – 17.8% Maintain 2020 level – 90	Existing resources	Low income families
3.4 Increased proportion of South Lanarkshire employees being paid the living wage.	NHS Lanarkshire and South Lanarkshire Council procurement policies will continue to incorporate, monitor and improve community benefits and fair work principles in procurement contracts and decisions.	Proportion of trade spend to Living Wage accredited suppliers	NHS Lanarkshire 0.11% (£251,109) (2018/19) SLC 78% of regulated contracts awarded to Real Living Wage employers (2018/19) SLC 23% of regulated contracts awarded to Accredited Living Wage employers (2018/19)	Maintain 2019/20 level NHS Lanarkshire 2.7% SLC 90% Living Wage SLC 2% Living Wage employers 2019/20	From existing resources	Low income families
		Proportion of trade spend to Lanarkshire based suppliers	NHS Lanarkshire 23% (2018/19) SLC 18% (2018/19)	Maintain 2019/20 level NHS Lanarkshire 24.8% SLC 18%		
		Proportion of trade spend to Supported Businesses	NHS Lanarkshire 0.002% (2018/19) SLC 0% (2018/19)	Maintain 2019/20 level NHS Lanarkshire 0.0035% SLC 0%		



9 Appendices

Appendix 1:

Links to associated plans and policies



Please type the
link into your web
browser to access
a document

Child Poverty (Scotland) Act 2017

<http://bit.ly/ChildPovertyAct2017>

Scottish Government Child Poverty Delivery Plan 2018-22

<http://bit.ly/ChildPovertyDeliveryPlan>

Scottish Government Child Poverty Delivery Plan Guidance

<http://bit.ly/ChildPovertyDeliveryGuidance>

Fairer Scotland Action Plan

www2.gov.scot/fairerscotland

South Lanarkshire's Community Plan 2017-27

www.southlanarkshire.gov.uk/CommunityPlan2017-2027

South Lanarkshire Children's Services Plan

www.southlanarkshire.gov.uk/childrens_services_plan

South Lanarkshire Health and Social Care Commissioning Plan

www.southlanarkshire.gov.uk/slhscp/SLHSCP_Commissioning_Plan

South Lanarkshire's Economic Strategy

www.southlanarkshire.gov.uk/economic-strategy

South Lanarkshire Local Housing Strategy

www.southlanarkshire.gov.uk/local_housing_strategy

Appendix 2:

Useful links

Advice Line for Pregnant Women and Young Families

Phone: 01698 453154 or 01698 453180

Email: telephoneadvice@southlanarkshire.gov.uk

Opening hours: Monday to Thursday 8.45am to 4.45pm;

Friday 8.45am to 4.15pm (outwith these times you can leave a message)

Managing Your Money

www.southlanarkshire.gov.uk/managing_your_money

Financial Inclusion within Maternity and Health Visiting Services

www.youtube.com/watch?v=bM7V9S3vKzs

Best Start Grant and Best Start Foods

www.southlanarkshire.gov.uk/best_start

When Money is Tight Booklet

www.southlanarkshire.gov.uk/money-is-tight

Citizen's Advice Scotland

www.cas.org.uk/

Money Matters Advice Service

Phone: 0303 123 1008

www.southlanarkshire.gov.uk/mmms

Housing support and homelessness

www.southlanarkshire.gov.uk

Local Housing Office – phone: 0303 123 1012

Out of hours – phone: 0800 24 20 24

If you would like to talk to us about the content of this report or be involved in helping us plan further actions, please contact the Community Engagement Team.

Phone: **0303 123 1017**

Email: communities@southlanarkshire.gov.uk







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If you need this information in another format or language,
please contact us to discuss how we can best meet your needs.
Phone: 0303 123 1015 Email: equalities@southlanarkshire.gov.uk

www.southlanarkshire.gov.uk

Report

11

Report to:	Executive Committee
Date of Meeting:	16 December 2020
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	Programme for Government 2020-2021
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1. Purpose of Report

1.1. The purpose of the report is to: -

- ◆ Provide information on key aspects of the Scottish Government's Programme for Government 2020-2021 and how the council can progress relevant elements in South Lanarkshire.

2. Recommendation(s)

2.1. The Executive Committee is asked to approve the following recommendation(s): -

- (1) that the contents of the report be noted.
- (2) to note that Executive Directors will report on relevant aspects of Programme for Government as part of their regular Resource Plan monitoring reports to Committees.

3. Background

3.1 The Scottish Government published its Programme for Government for 2020-2021 on 1 September 2020. At its centre is the need to keep Covid-19 suppressed or if possible, eliminated, with a key role to be played by the Covid-19 Route map. Its focus is to deliver a fairer, more prosperous and greener Scotland. The Programme contains three themes:

- ◆ A national mission to create new jobs, good jobs and green jobs - outlined in Section 4
- ◆ Promoting lifelong health and wellbeing – outlined in Section 5.
- ◆ Promoting equality and helping young people fulfil their potential – outlined in Section 6

3.2 This report identifies the key elements highlighted in the Programme under each of these themes in Sections 4 to 6. Appendix 1 contains an outline template for Resources to report on the Council's activities and commitments in respect of these elements.

3.3 The Scottish Fiscal Commission has highlighted the economic context within which the Programme for Government will operate: -

- ◆ unemployment in Scotland could rise to 267,000, or 9.6%, by the end of the 2020.
- ◆ younger peoples' labour market prospects to be more adversely affected.

- ◆ Claimant count increased significantly but rise in Universal Credit claimants faster due to impact on earnings increasing eligibility.
- ◆ Scottish Productivity to grow more slowly than it was forecasting in its pre-Covid-19 forecasts
- ◆ For some time to come GDP will remain below the level seen before the COVID-19 crisis began and it may take until 2023 for GDP to recover to its pre-crisis level
- ◆ some permanent damage to the Scottish economy - with the effects still felt in the years ahead

3.4 In South Lanarkshire, between January 2020 and July 2020, the Claimant unemployment count has increased from 6,830 to 13,470 – an increase of 6,640 or 97%. The numbers in receipt of Universal Credit over the same period has risen from 16,370 to 29,811- an increase of 13,441 or 82%.

3.5 In terms of the Programme for Government's Financial context: -

- ◆ the UK Government has guaranteed that the Scottish Government will receive a minimum of £8.2bn of additional funding this year related to Covid-19.
- ◆ Overall, Scottish tax revenues will fall and social security spending will increase.
- ◆ Scottish Government has resource and capital borrowing powers for managing variations but not in relation to fiscal stabilisation. It has limited reserves leaving increases in devolved taxes or spending cuts and reprioritisation.
- ◆ UK Government revenue and spending decisions will impact on Scottish budget and services.
- ◆ In February, the Scottish Fiscal Commission estimated that the fiscal framework reconciliation would reduce the Scottish Budget in 2021-22 by £555mn, in September it warned that Covid-19 has increased the uncertainty around this figure.
- ◆ The Scottish Government is seeking increased fiscal flexibility in 2020-21 – for the spending limit to be increased to £500mn for revenue and £220mn for capital and repayment period increases, the ability to transfer capital to revenue spending and the ability to draw down more from reserves.

4. National Mission to Create New Jobs, Good Jobs and Green Jobs

4.1 COVID-19 has had a massive impact on the global and Scottish economy. The Scottish Government has stated that this requires it to focus not just to respond in the immediate term, but also to make choices about the sort of economy we want to have and to focus its efforts on building back fairer and stronger, and addressing the weaknesses that coronavirus has highlighted. The immediate challenge as Scotland recovers from the recession caused by COVID-19 is to protect and increase the number of jobs. The Programme for Government emphasises the need for the economic recovery to be a green recovery – not just because of the climate crisis, but also because it provides opportunities for new work and growth in the green jobs market.

4.2 This element includes a range of measures around economic development, community economic development, skills, Developing the Young Workforce, Partnership Action for Continuing Employment (PACE), housing – around heat and housing energy efficiency in particular - the environment, procurement, the fair work agenda, the Shared Prosperity Fund, City Deals, digital connectivity and inclusion, infrastructure investment, waste, etc.

- 4.3.1 In terms of the key elements under this theme, the main elements are considered to be: -
- ◆ A Green recovery – with a new £100mn Green Jobs Fund.
 - ◆ New Population Strategy.
 - ◆ New Trade and Inward investment Plans.
 - ◆ Community Wealth Building:
 - Local Community wealth building plans.
 - Local physical assets.
 - Procurement to lock in value to communities.
 - Place based development and cohesion Shared Prosperity Fund programme.
- 4.3.2 Low Carbon
- ◆ Focus on heating system transitions to net zero - and infrastructure and building standards.
 - ◆ Refreshed Energy strategy.
- 4.3.3 Environment
- ◆ New Biodiversity strategy.
 - ◆ £70mn for LA waste and new route map to reduce waste and future model of recycling collections.
 - ◆ Public bodies to set a date for when they will become net zero emitters and introduce science-based targets for their emissions.
- 4.3.4 Digital capabilities
- ◆ Scottish Tech ecosystem.
 - ◆ Digital strategy for planning.
 - ◆ Tackling digital exclusion – devices, learning, new masts on public properties.
- 4.3.5 Skills initiatives
- ◆ Changes to PACE – Partnership Action for Continuing Employment - to help individuals and employers facing redundancies.
 - ◆ A new £25mn National Transition Training Fund.
 - ◆ Fair Work initiatives – recruitment toolkits, support flexible working initiatives.
- 4.3.6 Youth unemployment
- ◆ Developing the Young Workforce programme to be at the core of plans.
 - ◆ Scottish Youth Persons Guarantee – public sector job / apprenticeship opportunities, seamless employability services.

5. Promoting Lifelong Health and Wellbeing

- 5.1 The Scottish Government has stated that in every community in Scotland people have shown incredible resilience, compassion and skill to provide everything from the most advanced intensive care to simple acts of kindness. COVID-19 has highlighted and exacerbated inequalities that exist within Scotland and, in response, it will promote lifelong health and wellbeing with an increased focus on improving population health and tackling health inequalities as Scotland moves into the next stage of living with COVID-19 and, it is also determined to further develop the strengths of our public health service. COVID-19 has also tested public services like never before and it has underlined the necessity to address the underlying causes of ill-health and support continued reform of health and social care services.
- 5.2 This includes a range of measures around the Covid-19 strategy, the review of adult social care, including a possible National Care Service and, more immediately, around

adult social care assessments and allocation of resources, a review of care services definitions and ensuring the planning and purchasing of social care support is focused on flexible and person-centred support and the embedding of fair work principles for social care workers in all settings. There are also commitments in respect to the mental health and wellbeing for children and young people.

- 5.3 In terms of the key elements under this theme, these are considered to be: -
- ◆ Review to report on future of adult social care – including a possible National Care Service - by January 2021
 - ◆ Immediate improvements to adult social care around: -
 - ◆ how adult social care assessments and allocation of resources are carried – client involvement, transparency and consistency.
 - ◆ New definitions of services and care roles – with more autonomy and multi-disciplinary working.
 - ◆ The Scottish Government, Integrated Joint Boards and Local Authorities to work on social care planning and purchasing - flexible, person centred, person-centred support - and Fair Work principles in all settings.
 - ◆ Digital health and care strategy – Including digital monitoring solutions
 - ◆ Improvements to mental health services: -
 - ◆ Children & Young people – including digital mental health support for school children
 - ◆ Mental health of Health and social care workforce

6 Promoting Equality and Helping Young People Fulfil Their Potential

- 6.1 This pandemic has taken - and will continue to take - a heavy toll on Scottish society, economy, communities and lives. The drive to tackle the damaging impacts of inequalities in Scotland's communities has come into even sharper focus. The Scottish Government's view is that COVID-19 has intensified many pre-existing inequalities, and it is crucial that the policies that are put in place work for all of Scotland's people. The social harms of COVID-19 reinforced the importance of tackling poverty and low income.
- 6.2 It includes a range of measures including how to embed Scotland's Social Security principles and human rights-based approach to council benefits and payments system and on their automation, including national approaches where possible and around the issue of food insecurity in school holidays, strengthening community food partnerships and a framework to deliver affordable and accessible school age childcare. It also includes commitments around the Local Governance Review, Housing and Homelessness, safer communities, equalities, etc.
- 6.3 In terms of the key elements under this theme, the main elements are considered to be: -
- ◆ A new Framework for school age childcare for low income families
 - ◆ A new Lifelong learning strategy integrating youth & adult learning with wider education and skills system
 - ◆ Implementing Independent Care Review recommendations – redesign on whole system approach with care at its heart.
 - ◆ Housing and Homelessness initiatives
 - Local Housing Strategies to be minority ethnic community relevant
 - Increasing conditionality on grant funded homes (including digitally enabled and home working spaces)
 - Review of the housing adaptations system and design standards and guidance across all housing tenure
 - Implementing homelessness prevention pathways
 - ◆ Place based initiatives

- ◆ £275mn Place Based Investment Programme – including Clyde Gateway
- ◆ 20 minute Neighbourhood ambitions
- ◆ Local Governance Review – creating new tier of democracy
- ◆ Accessible, inclusive communications for all
- ◆ Human rights legislation
 - ◆ UN Charter for Rights of the Child
 - ◆ UN Convention on Elimination of All forms of discrimination against Women
 - ◆ UN Convention on the Rights of Disabled People
 - ◆ UN Convention on Racial Discrimination

7 Programme for Government 2020-21 – South Lanarkshire context

- 7.1 An exercise has been undertaken to consider the three themes - the National Mission to Create New Job, Good Jobs and Green jobs, to Promote Lifelong Learning and Wellbeing and to Promote Equality and help Young People fulfil their Potential – and the key elements highlighted in the Programme for Government 2020-21 as outlined in Sections 4, 5 and 6 of this report.
- 7.2 The approach that has been adopted has then been for each Resource to consider where the focus of activity for the Council is under each element, to identify the actions that are being taken or will be considered in respect of this element of the Programme and a timeline/reporting route for these actions. In some instances, actions have already been delivered or are already incorporated into strategies, policies and programmes or work.
- 7.3 There are some instances, where the council is awaiting further guidance or where the Scottish Government is still working on aspects of its proposals.
- 7.4 The Appendix to this report shows, for each identified element of the Programme for Government 2020-21, a summary of the element from the Programme for Government, where the focus from a council perspective is, the actions identified and an indicative timeline and route for reporting to the relevant committee(s). These have been drawn together related to the Resource with responsibility for these policy areas.
- 7.5 The Programme themes which each element relates to are indicated by the background colour: -
- ◆ A Green background colour relates to an element under the National Mission to create new jobs, good jobs and green jobs.
 - ◆ A Blue background colour relates to an element under the Health and Wellbeing theme.
 - ◆ A Pink background colour relates to an element under the Promoting Equality and Young People theme.
- 7.6 In terms of the monitoring and reporting of the actions contained in the Appendix, it is proposed that Executive Directors will report on relevant aspects of Programme for Government in their regular reports to Committees.

8 Employee Implications

- 8.1 There are no employee implications directly associated with the report.

9 Financial Implications

- 9.1 There are no financial implications directly associated with this report.

10. Climate Change, Sustainability and Environmental Implications

- 10.1 There are no climate change, sustainability and natural environment implications directly arising from the content of this report.

11. Other Implications

11.1 There are no risk issues associated with the content of this report.

12 Equality Impact Assessment and Consultation Arrangements

12.1 This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore no impact assessment is required.

12.2 There is also no requirement to undertake any consultation in terms of the information contained in this report.

Paul Manning

Executive Director (Finance and Corporate Resources)

30 November 2020

Link(s) to Council Values/Objectives

♦ **Value:** Accountable, Effective, Efficient and Transparent

Previous References

♦ None

List of Background Papers

Programme for Government 2020-2021

<https://www.gov.scot/publications/protecting-scotland-renewing-scotland-governments-programme-scotland-2020-2021/>

Scottish Fiscal Commission – September Update statement

<https://www.fiscalcommission.scot/forecast/supplementary-publication-fiscal-update-september-2020/>

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact: -

Alex Morton, Manager, Central Research Unit

Ext: 3829 (Tel: 01698 453829)

Email: alex.morton@southlanarkshire.gov.uk

APPENDIX 1: REPORTING TEMPLATE RELATED TO KEY ELEMENTS OF THE PROGRAMME FOR GOVERNMENT 2020-2021

A reporting framework was created to seek to capture the work of the Council in respect of the three themes and various initiatives under them contained in the Programme for Government.

It took the following form: -

Firstly – a heading describing the element. The theme heading is identified by the background colour which indicates what theme the element is under: -

- A **Green** background colour relates to an element under the National Mission to create new jobs, good jobs and green jobs.
- A **Blue** background colour relates to an element under the Health and Wellbeing theme.
- A **Pink** background colour relates to an element under the Promoting Equality and Young People theme.

Secondly – a summary of the main statements made in the Programme for Government related to this element.

Thirdly –

- what has been identified by officers of where the main focus of activities undertaken by the Council related to this element
- the action or range of actions that have or are being progressed in respect of this element
- the timeline for delivery of these actions and how their progress will be reported.

The various elements and actions have been drawn together to reflect the Resource with primary responsibility for each policy area.

COMMUNITY & ENTERPRISE

GREEN RECOVERY		
This includes a New Green Deal aimed at harnessing the power of the new Scottish National Investment Bank and creating a £3bn portfolio of investments to attract green finance to Scotland and a new £100mn over 5 years Green Jobs Fund - £50mn through public bodies to provide sustainable and low carbon products and services to create jobs and £50mn to support businesses across a range of sectors to take advantage of public and private investment in low carbon infrastructure to create jobs.to support new and increased opportunities for green job creation.		
FOCUS	ACTIONS	TIMELINE
Identify opportunities to take advantage locally of Green Jobs Fund – discrete or part of City Region package	<ul style="list-style-type: none"> ◆ To be actioned as part of Future Capital Strategies. ◆ GJF opportunities considered as part of the South Lanarkshire Economic Strategy ◆ Ensure maintenance of sufficient land availability for employment opportunities ◆ Consider the re-use and adaption of vacant properties particularly in town centres 	<p>Considered as part of Future Capital Strategies.</p> <p>Included in progress reports on Economic Strategy</p> <p>Included in production of Local Development Plan production</p> <p>Included in production of Local Development Plan and Town Centre Action Plan</p>
POPULATION STRATEGY		
The Population Strategy will set out Scotland’s demographic challenge and the actions it will take to address it, identifying which actions will fall to local partners and which to the Scottish Government. The Strategy will bring together the different strands of activity across Scottish Government and make the case for further powers to develop a tailored approach to migration.		
FOCUS	ACTIONS	TIMELINE
South Lanarkshire elements will need to wait until strategy is published end of 2020	<ul style="list-style-type: none"> ◆ Identify those actions that fall on the Council and on community planning partners and where they fit within existing plans and strategies. 	To be included in refresh or review of relevant strategies and plans – Local Development Plan, Local Transport Plan, Local Housing Strategy, Economic Strategy, etc.
TRADE AND INWARD INVESTMENT PLAN		
Shaping Scotland’s Economy – the Scottish Government’s Inward Investment plan is to be published in 2020 and will take a targeted approach to driving the creation of highly skilled jobs in key sectors for Scotland’s future economy. The Scottish Government will also publish its vision for <i>trade</i> , that sets out the principles and values that will shape the trading relationships it wants Scotland to have in the future		

FOCUS	ACTIONS	TIMELINE
Incorporate relevant elements into South Lanarkshire Economic Strategy	<ul style="list-style-type: none"> Identify those actions that fall on the Council and on community planning partners and where they fit within existing plans and strategies. 	To be included in refresh or review of South Lanarkshire Economic Strategy
COMMUNITY WEALTH BUILDING		
The Scottish Government believes that now is the time to build on its Community Wealth Building activities ensuring that local people and businesses have a genuine stake in producing, owning and enjoying the wealth they create.		
FOCUS	ACTIONS	TIMELINE
UK Shared Prosperity Fund - place based development & cohesion programme.	<ul style="list-style-type: none"> Council has engaged already in two UK-Scottish Government workshops on the SHP and taken part in consultations 	Currently awaiting UK Government announcement – now expected in spring 2021
LOW CARBON		
It has already announced a series of commitment to infrastructure investments including investing £1.6bn to transform heat and energy efficiency programmes aimed at eliminating emissions from heating by 2040-2045 and removing poor energy efficiency as a driver of fuel poverty. It also includes at least £95mn to decarbonise the public sector estate. A new funding call of the £50mn Green Recovery Low Carbon Infrastructure Transition Programme (LCITP) will be opened in September and consultation on standards for new buildings, establish a zero emission heavy duty vehicle programme, accelerating the development and uptake of such vehicles in the public and private sectors. It is considering establishing Supply Chain Development Programmes across key sectors of the economy, where we see genuine sustainable economic potential. These will be targeted at existing and prospective suppliers based in Scotland and enhance participant companies' fitness to compete for public sector contracts.		
FOCUS	ACTIONS	TIMELINE
Consideration of development of Strategic Infrastructure Energy Transition Plan	<ul style="list-style-type: none"> Potential to develop a Strategic Infrastructure Energy Transition Plan as part of Future Capital Strategies 	Included in committee reports on Future Capital Strategies.
Undertake work for potential projects to decarbonise local authority managed estate	<ul style="list-style-type: none"> Continue to contribute to national policy agenda through the Energy Efficient Scotland programme Continue to achieve targets and actions set within the Sustainable Development and Climate Change Strategy. 	Included in committee reports on Future Capital Strategies.

	<ul style="list-style-type: none"> • Continue to reduce carbon and improve efficiency of local authority operated non-domestic estate through improvement and maintenance programmes, accessing grant funding opportunities where available. • Development of Local Heat and Energy Efficiency Strategy (LHEES) and take council wide approach to development. 	Dependent on guidance from Scottish Government on developing LHEES strategy.
Implement new Supply Chain Development Programmes, increase opportunity for local SMEs and increase skills in supporting this activity.	<ul style="list-style-type: none"> • Review Supplier Development Programme in relation to Scottish Government plans • Develop new Supply Chain Development Programmes to increase exposure of opportunities for SMEs • Extend this to promote sub-contract supply opportunities and develop local frameworks • Require tier 1 contractors to make greater use of these frameworks and also to demonstrate local employment retention and creation and increased commitment to green and low carbon resources and practices • Use Supplier Development Programme to facilitate access to opportunities and to upskill accordingly 	Work is on-going - in conjunction with public and private sector, procurement and economic development and SDP Board. The role of the SDP is to empower businesses to be able to tender for public sector contracts. It is the role of public sector to seek to deliver more low carbon based projects, include low carbon outcomes in development, and require appropriate standards from suppliers and contractors
ENVIRONMENT		
<p>It plans a new high-level statement on Biodiversity by end of 2020, a Miyawaki' mini forest pilot and to publish its third Land Use Strategy on land's role in climate change and has announced a £150mn for flood risk management over 5 years. It is to produce a new route map to reduce waste, a review of the Household Recycling Charter and a new £70mn fund to improve municipal waste collection Regulations will be brought forward requiring public bodies to set a date for when they will become net zero emitters and introduce science-based targets for their emissions. It also plans to use public procurement to support a green recovery and its wider climate and circular economy ambitions.</p>		

FOCUS	ACTIONS	TIMELINE
Consider bids to new £70mn fund for municipal waste collection improvements.	<ul style="list-style-type: none"> Work to be timetabled when criteria and focus on fund is known. 	To be determined by Scottish Government announcement and reported to relevant committee
Undertake work to determine date when Council will become net zero emitter and science-based targets for emissions	<ul style="list-style-type: none"> This is already in the Sustainable Development and Climate Change Strategy Action Plan for 2020-21 	It will be reported through the regular committee reports on the strategy.
DIGITAL CAPABILITIES		
It intends to take steps to intensify and grow the contribution of the tech sector to the economy and create a world-class tech ecosystem through the implementation of the Logan Review as well as increase digital connectivity, skills and tackle digital exclusion. It is to introduce a Digital Strategy for Planning and aims to encourage the public sector to enable its estate to be used to increase access for digital provider masts.		
FOCUS	ACTIONS	TIMELINE
Consideration of implications for Logan Review for South Lanarkshire for economic development, education and skills	<ul style="list-style-type: none"> Scoping work on Review prior to the final response by the Scottish Government to the 34 recommendations. 	To be determined by Scottish Government plans to implement Logan Review and reported to relevant committee
Consideration of implementing Digital Planning strategy.	<ul style="list-style-type: none"> After the Digital Strategy for Planning is published in November 2020 produce implementation plan. 	Implementation Plan to be developed and enacted in 2021
Increase digital connectivity	<ul style="list-style-type: none"> Incorporate encouragement of developers to provide digital infrastructure within new developments 	To be included in standard reports to committee on planned developments.
SKILLS INITIATIVES		
This involves a review of the redundancy support to individuals and employers – PACE – as well as a new £25mn National Transition Training Fund providing rapid, high-quality and targeted support to people facing redundancy and unemployment in those sectors and regions most exposed to the current economic downturn with a green skills jobs focus, a new natural environment Green Workforce & Skills Development package and Fair Work principles initiatives – employability support, flexible working, equalities, etc.		

FOCUS	ACTIONS	TIMELINE
PACE to be reviewed and scaled up with additional funding	<ul style="list-style-type: none"> Council has already been involved in the work underway on the review of PACE with SDS, SLAED and other partners to improve data sharing and joint employability support activities for those affected by redundancy. 	SDS is progressing this work on behalf of the Scottish Government. Council officers continue to be engaged in this work
Identifying opportunities to access the National Transition Training Fund (NTTF) 's opportunities in South Lanarkshire	<ul style="list-style-type: none"> Work ongoing with partners across South Lanarkshire to identify opportunities for local people and sectors impacted on by the Covid-19 crisis. 	In October 2020, the Scottish Government launched the first phase of the NTTF related to those who have been made redundant. Council officers continue to be engaged in this work. Recent confirmation that those affected by redundancy including voluntary redundancy are eligible for this
Identify opportunities to improve natural environment through Green Workforce & Skills Development Package	<ul style="list-style-type: none"> Work with partners across South Lanarkshire to identify opportunities for improving the natural environment through this initiative. 	Work being progressed by NatureScot and council officers are undertaking a watching brief on developments.
PROMOTING HEALTHIER EATING		
It will work with Food Standards Scotland and Public Health Scotland to support a targeted approach to improve healthier eating for people with low incomes. It will continue to improve, expand and increase access to weight management services for people with, or at risk of, Type 2 Diabetes, or with prediabetes, and extend access to weight management services to everyone living with obesity and will raise awareness of weight management services and self-help tools in a non-stigmatising way.		
FOCUS	ACTIONS	TIMELINE
How the Food Strategy can support this approach.	<ul style="list-style-type: none"> Review the role of the Food Strategy to support this targeted approach. 	First year's action plan was approved at the Climate Change & Sustainability Committee on 17 September and this will be done yearly plus a report to committee on performance against the plan for Q2 & Q4

ENCOURAGING PHYSICAL ACTIVITY		
Encourage physical activity in a number of settings to support long-term behaviour change and specifically tackle the challenges around physical and mental health created by COVID-19 and the potential for social prescribing		
FOCUS	ACTIONS	TIMELINE
Review policies over encouraging physical activity and support for social prescribing.	<ul style="list-style-type: none"> Review potential for leisure services and council facilities in general can be used to encourage physical activity. 	Outcome from the Cross-Party Working Group on South Lanarkshire Leisure and Culture due to report to Committee in 2021.
Review and develop policies to encourage physical activity and reflect ambitions for 20-minute neighbourhoods	<ul style="list-style-type: none"> Prepare Open Space strategy to ensure communities are within walking distance of greenspace and recreation facilities. 	Planned Open Space strategy to be produced in 2021.
PLACE BASED INITIATIVES		
<p>It will work with local government to take forward its ambitions for 20 minute neighbourhoods where people can meet most of their essential needs within a 20 minute walk. It has launched a Review of the Town Centre Action Plan and has asked the Review for advice on how to adapt the 20-minute neighbourhood idea for our cities, towns, rural and island communities. It will also establish a Place Based Investment Programme and will invest £275mn to support community-led regeneration and town-centre revitalisation, including Clyde Gateway. As recommended by the Social Renewal Advisory Board, it will also look to strengthen support for community anchor organisations that provide essential services with communities and support its wider take up and also support efforts to progress the Working Local Challenge ambition to create more shared space local working hubs for the private, public and third sector in local towns to enable more flexible and remote working. It will consider the recommendations of the Vacant and Derelict Land Taskforce and explore opportunities to invest in our local blue and green infrastructure targeting problematic long-term vacant and derelict land, to deliver sustainable inclusive growth, and mitigate climate change as part of the Green Recovery. On the Local Governance Review, once it is able it will begin widespread engagement to explore in detail how a new tier of democracy can be made to work in practice. To prepare the way it will start work now with a small number of diverse communities to learn how best to approach these conversations. As we move forward, these places will provide a bedrock to shape ambitious legislative change, test alternative resource allocation, and experiment with new inclusive forms of decision-making.</p>		

FOCUS	ACTIONS	TIMELINE
Revision to existing Town Centre Action Plan	<ul style="list-style-type: none"> Engage in review of Town Centre Action Plan Develop land use planning guidance and policy to reflect changing nature of town centres 	Refresh of Town Centre Action Plan Amend town centre policies where relevant to provide policy framework- spring 2021 onwards
Identify potential pilots for Working Local opportunities.	<ul style="list-style-type: none"> Consider potential for Working Local Challenge opportunities Consider these opportunities in the context of the Local Development Plan 	This to be taken forward as part of proposed Community Wealth Building strategy. To be considered as part of the refresh / review of LDP and amended policies and in town centre regeneration projects
Refresh Vacant & Derelict Land policies reflecting recommendations.	<ul style="list-style-type: none"> Consider recommendations of Vacant & Derelict Land Taskforce 	Results to be incorporated in review of Vacant & Derelict Land approach – from 2021 onwards
Identify potential areas to consider for 20 Minute Neighbourhood pilots	<ul style="list-style-type: none"> Consider opportunities and challenges around 20 Minute Neighbourhoods Develop understanding of placemaking in the context of the Local Development Plan and how new developments can contributing to this ambition. 	This to be taken forward as part of proposed Community Wealth Building strategy and town centre programmes To be considered as part of the refresh / review of new policies for town centres – 2021 onwards

SUPPORTING CHILDREN AND YOUNG PEOPLE

It will also provide a framework on implementing, developing and evaluating a whole school approach to support children and young people's mental health and wellbeing. It will develop a recovery plan and programme for mental health services, including CAMHS, to support the recovery process. There will be a new mental health training & learning resource for all school staff, as well as 250 additional school nurses by the end of 2022.

FOCUS	ACTIONS	TIMELINE
SLLC to continue to deliver, in partnership with Sports Scotland, the Active schools programme	<ul style="list-style-type: none"> Further develop the Active schools programme looking at workforce development of officers and volunteers in mental health services 	Included in standard report to committee on SLLC's engagement with Active Schools programme

LIFELONG LEARNING STRATEGY

It will develop a lifelong learning strategy that ensures youth and adult learning are integrated within the wider education and skills system. Implementation of the strategy would seek to increase provision for vulnerable adults by building on existing and creating new learning partnerships between colleges, the Open University and community-based organisations. It will also continue to develop a School Engagement Framework to support pupils into the right choices, whether that is a modern apprenticeship, college, university, or employment.

FOCUS	ACTIONS	TIMELINE
SLLC to continue to develop partnerships with SLC, sports Scotland, HSCP, Sports governing bodies	<ul style="list-style-type: none"> • Further develop CLD offering • Further develop volunteering offering • Further develop Workforce development offering 	Included in standard report to committee on SLLC's engagement in CLD, volunteering and workforce development
TRAVEL AND TRANSPORT		
<p>It will commit to just over £500 million over five years for active travel, including for local authorities and others to bid in for funding of large scale, transformational active travel infrastructure projects, reallocating road space in favour of walking, cycling and wheeling over cars. The Spaces for People' initiative utilised almost £39mn funding from the Places for Everyone Programme which funds permanent infrastructure and which could not operate under COVID-19 restrictions. Local authorities now have the opportunity to review the temporary infrastructure projects – turning many of them into permanent schemes. It will take a phased approach to the Strategic Transport Projects Review, with Phase 1 focusing on recommendations which “lock in” the benefits and travel behaviours of individuals and provide a step change in investment which supports the priorities and outcomes of the National Transport Strategy. It will also engage with young people on the future of transport, seeking their views on how we tackle transport inequalities and move us towards a more sustainable and inclusive Scottish transport network. It remains committed to delivering a national concessionary travel scheme for free bus travel for under-19s. It is committed to introduce Low Emission Zones (LEZs) in our four biggest cities, and into all other air quality management areas by 2023, where the National Low Emission Framework appraisals advocate such mitigation. It will also consult on a draft new air quality strategy in the latter part of 2020, setting out how we will deliver further air quality improvements over the next five years. The new strategy will be published in the first part of 2021.</p>		
FOCUS	ACTIONS	TIMELINE
Consideration of Strategic Transport Projects Review.	Engage in the Strategic Transport Projects Review development and consider opportunities for South Lanarkshire.	Ongoing throughout remainder of 2020/21 and into 2021/22.
Spaces for People initiative	Progress Spaces for People initiatives and consider opportunities to secure more permanent benefits.	Report to Community and Enterprise Committee on progress in September 2020.
Active Travel Initiatives	Progress wide programme of active travel initiatives in line with partner funding by March 2021.	Report to Community and Enterprise Committee on progress in September 2020.
Low Carbon Transport / Electric Vehicle (EV) Infrastructure	Progress roll out of enhanced EV Infrastructure across South Lanarkshire including partner PACE	Ongoing throughout remainder of 2020/21 and into 2021/22.

	project with North Lanarkshire and Scottish Power Energy Networks.	
Review implications of new Air Quality Strategy	Review implications of new Air Quality Strategy – in particular on Low Emission Zones.	This will be dependent on the production by the Scottish Government of the new Air Quality Strategy.
SAFER COMMUNITIES		
<p>It will continue to implement its Equally Safe strategy with a particular focus on supporting women and children at risk of violence and abuse and by the end of the year, it will launch its £13mn Delivering Equally Safe Fund to support greater prevention and early intervention for women and children at risk. It will undertake a review of past and current initiatives to tackle systemic racism. It will publish Scotland's Road Safety Framework to 2030, following consultation on an ambitious and compelling long-term vision for road safety where there are zero fatalities or serious injuries on Scotland's roads by 2050. This will include ambitious interim targets where the number of people being killed or seriously injured on our roads will be halved by 2030. In line with international best practice it will embed the Safe System approach within its road safety delivery framework. It also aims to promote and expand the availability of effective community intervention and will continue work to strengthen communication and engagement with victims and families throughout the justice process. It will also take forward the recommendations in the Fireworks Action Plan as well as consulting on the Dangerous Dogs legislation.</p>		
FOCUS	ACTIONS	TIMELINE
Engage in consultation on new casualty reduction targets under Safety Framework to 2030	Embed new casualty reduction targets in Council's approach to roads safety interventions and prioritisation.	Report to Road Safety Forum in November 2020 on proposed new targets.
Road Safety Initiatives	Progress wide programme of road safety initiatives in line with partner funding by March 2021.	Report to Road Safety Forum in November 2020.
Implement the new actions in the Firework Action Plan	<ul style="list-style-type: none"> Consider the recommendations in the Firework Action Plan 	Review of existing policies related to bonfires, etc. in light the new Act by winter 2020

FINANCE & CORPORATE

COMMUNITY WEALTH BUILDING		
The Scottish Government believes that now is the time to build on its Community Wealth Building activities ensuring that local people and businesses have a genuine stake in producing, owning and enjoying the wealth they create. The Scottish Government also wants to see procurement strategies developed that include developing local supply chains of businesses likely to support local employment and keep wealth within communities.		
FOCUS	ACTIONS	TIMELINE
Local Community Wealth Building plans	<ul style="list-style-type: none"> Council is working on a Community Wealth Building Strategy. 	Route map for development of council Community Wealth Building Strategy to Executive Committee.
Developing procurement strategies to lock in value to communities	<ul style="list-style-type: none"> Appraisal the ability of local sectors to deliver a greater proportion of the council's procurement requirements Review current tendering arrangements in line with the outcome of the above appraisal to ensure local suppliers are provided greater opportunities to deliver council contracts Ensure local benefits are provided as a direct result of procurement activity Work with the Supplier Development Programme to raise awareness of tendering opportunities and the requirements for tendering for public sector contracts 	A programme of procurement developmental work across these action areas will be undertaken from December 2020 through 2021 and progress reports will be reported to the relevant committee when appropriate.

HUMAN RIGHTS AND EQUALITIES

In respect of human rights and equalities, the Scottish Government will develop an equality and human rights mainstreaming strategy, which is underpinned by a comprehensive approach to improving data collation and analysis, and will ensure that the voices of those impacted shape our approach and policies and will work across different groups to promote equality, recognising intersectional inequality. It is to introduce a bill that will fully and directly incorporate the United Nations Convention on the Rights of Children into Scots law, to the maximum extent of the Scottish Parliament's powers, before the end of this Parliament. Public authorities, including the Scottish Ministers, will be under a statutory duty not to act incompatibly with the UNCRC requirements as set out in the Bill. If they do, children, young people and their representatives can use the courts to enforce their rights. This will deliver a proactive culture of everyday accountability for children's rights across public services. It is also to consider the potential for a similar approach to the UN Convention on Elimination of All forms of discrimination against Women, the UN Convention on the Rights of Disabled People and the UN Convention on Racial Discrimination. Together with COSLA it will publish an anti-destitution strategy to support those in our communities most at risk from reserved immigration policies on No Recourse to Public Fund (NRPF) RPF. As part of this we are re-examining options to support those who are destitute through NRPF, including expanding the scope for more effective and dignified support. It will work with Police Scotland, Local Authorities and wider partners to safeguard those individuals who become vulnerable to divisive and radicalising narratives, including as a result of having been disconnected from positive influences during lockdown.

The implications of the UN CRC being incorporated in Scots Law for the council.	<ul style="list-style-type: none"> Starting point has been approaching it from a legal perspective and consideration of the operationalising of the legislation. Legislation will make it unlawful for public authorities to act incompatibly with the incorporated UNCRC requirements and require the Council to report every 3 years on how it has complied with children's rights 	Depends on when the UNCRC is finally incorporated into Scottish law and on guidance on reporting regime.
Implications of extending approach to the three other named UN Conventions – UN Convention on Elimination of All forms of discrimination against Women, UN Convention on the Rights of Disabled People and UN Convention on Racial Discrimination	<ul style="list-style-type: none"> It is proposed that the approach applied to the UN CRC should be adopted in relation to the potential to incorporate these three UN Conventions into Scots Law. 	This work will be driven by the Scottish Government's timetables, legislation proposals and regulations.

DIGITAL CAPABILITIES		
It intends to take steps to intensify and grow the contribution of the tech sector to the economy and create a world-class tech ecosystem through the implementation of the Logan Review as well as increase digital connectivity, skills and tackle digital exclusion. It is to introduce a Digital Strategy for Planning and aims to encourage the public sector to enable its estate to be used to increase access for digital provider masts.		
FOCUS	ACTIONS	TIMELINE
Consideration of adopting of Scottish Government rental guidance and contract standardisation on 4G, 5G and other digital technologies by Council.	<ul style="list-style-type: none"> • Work to be undertaken on South Lanarkshire response to rental guidance and contract standardisation for its estate. • Engage with Scottish Govt on creation of new Digital Strategy for Planning and National Planning Framework • Prepare supplementary guidance on Local Development plan for digital infrastructure 	<p>Dependent on timing of Scottish Government rental guidance and contract standardisation – anticipated by summer 2021. Reported to relevant committee when appropriate.</p> <p>Mid 2022</p> <p>June 2021</p>
Potential for accessing Scottish Government funding to reduce digital exclusion with a digital & data safety net.	<ul style="list-style-type: none"> • Work to be undertaken when the Scottish Government has issued its regulations around its £23mn programme to reduce digital exclusion with a digital & data safety net. 	Dependent on timing of Scottish Government regulations on Digital Exclusion. Reported to relevant committee when appropriate.
REDUCE HEALTH INEQUALITIES		
It is to review how it supports people and communities to make change that is important to them, threading community interventions, mutual aid and the voice of lived experience throughout its strategies and frameworks to ensure care and support are truly person-centred. It will strengthen existing work with partner organisations to support people to manage their own health conditions. Health inequalities are often linked to poor health literacy, and it will work through the Health Literacy Action Plan to improve health literacy, ensuring that information about care and support is delivered by professionals in a way that is accessible and easy to understand.		
FOCUS	ACTIONS	TIMELINE

Ensuring tackling health inequalities is threaded through community empowerment and development activity	<ul style="list-style-type: none"> Assess the extent to which tackling health inequalities is threaded through community empowerment and development activity 	To be considered as part of the work around the Council's Community Wealth Building Strategy.
MAXIMISING INCOME AND PROMOTING BENEFIT TAKE UP		
<p>This pandemic is primarily a public health emergency, but it has also taken – and will continue to take – a heavy toll on our society, communities and lives and the drive to tackle the damaging impacts of inequalities in communities has come into even sharper focus. The Social Renewal Advisory Board is now developing further proposals on social renewal and will set these out in full in a report later in 2020. The Scottish Government is prioritising the Scottish Child Payment of £10 a week per eligible child as well as a new Child Winter Heating Assistance for disabled children. It will also explore with COSLA how to embed Scotland's Social Security principles and human rights-based approach within the local authority level benefits and payments system and on their automation, including considering a national approach where possible. It will also work with COSLA on what more can be done on tackling the issue of food insecurity in school holidays and on strengthening community food partnerships. It also aims to support debt and advice organisations to develop a 'multi-channel' approach to advice with phone, online, face to face, and outside of working hours options.</p>		
FOCUS	ACTIONS	TIMELINE
Embedding human rights approaches within council benefits and payment systems and their automation – including a national approach where possible	<ul style="list-style-type: none"> Undertake work on human rights and dignity & respect approach to council benefits and payments and their automation 	Incorporated as part of the review of financial advice and support due to be finalised in December 2020
Developing multi-channel approaches to debt advice and support.	<ul style="list-style-type: none"> Undertake review of council and wider local approaches to debt advice and support. 	Incorporated as part of the review of financial advice and support due to be finalised in December 2020
PLACE BASED INITIATIVES		

It will work with local government to take forward its ambitions for 20-minute neighbourhoods where people can meet most of their essential needs within a 20-minute walk. It has launched a Review of the Town Centre Action Plan and have asked the Review for advice on how to adapt the 20-minute neighbourhood idea for our cities, towns, rural and island communities. It will also establish a Place Based Investment Programme and will invest £275mn to support community-led regeneration and town-centre revitalisation, including Clyde Gateway. As recommended by the Social Renewal Advisory Board, it will also look to strengthen support for community anchor organisations that provide essential services with communities and support its wider take up and also support efforts to progress the Working Local Challenge ambition to create more shared space local working hubs for the private, public and third sector in local towns to enable more flexible and remote working. It will consider the recommendations of the Vacant and Derelict Land Taskforce and explore opportunities to invest in our local blue and green infrastructure targeting problematic long-term vacant and derelict land, to deliver sustainable inclusive growth, and mitigate climate change as part of the Green Recovery. On the Local Governance Review, once it is able it will begin widespread engagement to explore in detail how a new tier of democracy can be made to work in practice. To prepare the way it will start work now with a small number of diverse communities to learn how best to approach these conversations. As we move forward, these places will provide a bedrock to shape ambitious legislative change, test alternative resource allocation, and experiment with new inclusive forms of decision-making.

FOCUS	ACTIONS	TIMELINE
Identify approach to developing new tier of democracy	<ul style="list-style-type: none"> Work is ongoing to assess the potential for local approaches under the Local Governance Review by enhancing partnership working with community organisations and the overall roles of community organisations. 	Consideration of using the Route map for the development of council Community Wealth Building Strategy for the potential for such local approaches

SAFER COMMUNITIES

It will continue to implement its Equally Safe strategy with a particular focus on supporting women and children at risk of violence and abuse and by the end of the year, it will launch its £13mn Delivering Equally Safe Fund to support greater prevention and early intervention for women and children at risk. It will undertake a review of past and current initiatives to tackle systemic racism. It will publish Scotland's Road Safety Framework to 2030, following consultation on an ambitious and compelling long-term vision for road safety where there are zero fatalities or serious injuries on Scotland's roads by 2050. This will include ambitious interim targets where the number of people being killed or seriously injured on our roads will be halved by 2030. In line with international best practice it will embed the Safe System approach within its road safety delivery framework. It also aims to promote and expand the availability of effective community intervention and will continue work to strengthen communication and engagement with victims and families

throughout the justice process. It will also take forward the recommendations in the Fireworks Action Plan as well as consulting on the Dangerous Dogs legislation.

FOCUS	ACTIONS	TIMELINE
Implement the new actions in the Firework Action Plan	<ul style="list-style-type: none"> • Council has written to the UK Government to request that current regulations on the sale of fireworks be strengthened. • The Council's Safety at Events Group works with Community Organisations to encourage and promote publicly organised community fireworks events. • The Council would welcome the creation of a Notification System, similar to marches and parades , whereby notification must be given to the public before fireworks can be set off, the Council online notification systems could be used for this purpose and residents would be encouraged to participate in an opt in list so that they receive timely notification. • The Council will implement any legislative and regulatory changes arising as a result of the Firework Action Plan and Firework Review Group in relation to licensing, environmental services and trading standards. 	<p>The Council will implement any legislative and regulatory changes arising as a result of the Firework Action Plan and Firework Review Group in relation to licensing, environmental services and trading standards.</p> <p>The required changes would be implemented following the passing of any new Legislation or Regulations by UK or Scottish Governments.</p>

EDUCATION

DIGITAL CAPABILITIES		
It intends to take steps to intensify and grow the contribution of the tech sector to the economy and create a world-class tech ecosystem through the implementation of the Logan Review as well as increase digital connectivity, skills and tackle digital exclusion. It is to introduce a Digital Strategy for Planning and aims to encourage the public sector to enable its estate to be used to increase access for digital provider masts.		
FOCUS	ACTIONS	TIMELINE
Consideration of implications for Logan Review for South Lanarkshire for economic development, education and skills	Scoping work on Review prior to the final response by the Scottish Government to the 34 recommendations related to education and skills.	Report on Review to be taken to appropriate committees
YOUTH UNEMPLOYMENT		
To address the challenges presented by the pandemic in relation to youth unemployment it will use DYW as the solid foundation to build its response. It aims to build a new relationship with schools, colleges, and employers, to ensure support is directed where it can enable young people to secure new, high quality opportunities, and drive forward Scotland's economic and social recovery.		
FOCUS	ACTIONS	TIMELINE
Supporting the development of Developing the Young Workforce to be relevant to the post-Covid-19 economic environment.	Continue to take an active role in the Developing the Young Workforce Regional Group to ensuring its activities are relevant to the economic and social recovery from the Covid-19 pandemic.	Included in regular reports to committee on Developing the Young Workforce in South Lanarkshire.
SUPPORTING CHILDREN AND YOUNG PEOPLE		
It will also provide a framework on implementing, developing and evaluating a whole school approach to support children and young people's mental health and wellbeing. It will develop a recovery plan and programme for mental health services, including CAMHS, to support the recovery process. There will be a new mental health training & learning resource for all school staff, as well as 250 additional school nurses by the end of 2022.		
FOCUS	ACTIONS	TIMELINE
Implementing whole school approach to mental health & wellbeing and school-based initiatives around digital mental health support, staff training and additional resources.	Consideration of the adoption of the proposed framework for a whole school approach to mental health and wellbeing and the implications for staff of new training and learning resources and additional school nurses.	Included in regular reports to committee on mental health and wellbeing - including the introduction of school counselling. Timing will depend on the outcome of the work by the Scottish Government on the new whole school support framework and

		the recovery process. Reports will be produced for the relevant committee.
EARLY YEARS AND CHILDCARE		
It is determined to deliver its commitment to the expansion of early learning and childcare and will work with Local Government and providers to deliver on this as quickly and as safely as possible. A date for full implementation of the expansion hours will be jointly agreed by Scottish Government and Local Government and an assessment of readiness provided by December 2020. It is committed to develop and deliver a framework for school age childcare during this Parliamentary term, building on community-based pilots of accessible and affordable childcare for school age children.		
FOCUS	ACTIONS	TIMELINE
Implementing in full Scottish Government expansion to 1,140 hours of free childcare and early learning by agreed date.	Undertake assessment of state of readiness to implement the 1,140 hours of free childcare and early learning.	Regular reports to committee on state of readiness on expansion of free childcare and early learning and agreed implementation
Developing childcare models for school age children under the new framework.	Scoping out of potential demand for providing childcare for school aged children involving relevant council Resources and partners.	Work will depend on when the Scottish Government produced its Framework for School Aged Childcare.
EXCELLENCE AND EQUITY ACROSS SCOTTISH EDUCATION		
It will publish evidence of progress with its defining mission of closing the poverty-related attainment gap by March 2021 and will work with its partners, including our International Council of Education Advisors, to design the best approach to accelerating progress with closing the poverty-related attainment gap, through the next phase of the Scottish Attainment Challenge. It is investing £30mn as part of a huge digital boost through provision of laptops for disadvantaged children and young people, which includes £25mn to enable a rollout of digital devices to school pupils to enable them to study online. There must be a continued focus on using the flexibility that Scotland's Curriculum for Excellence provides in order to best meet the diverse needs of individual learners during the recovery phase. A longer-term strategy will be required to help address the impact the pandemic has had on some of the most vulnerable children and families. It will continue to support families with the cost of the school day, and in line with the Tackling Child Poverty Action Plan, will review the level of school clothing grant with local government to ensure that it continues to meet the needs of families. Alongside this, it will continue to improve support for pupils through implementation of the Morgan review of additional support for learning. It will also develop and deliver a new mental health training and learning resource for all school staff. It will also create new support for new teachers who have just completed their probation year allowing them to build on their existing skills and address the under representation of Minority Ethnic teachers in Scotland by exploring alternative pathways into teaching for Minority Ethnic and other		

underrepresented groups. It expects to announce a second phase of New School projects by the end of 2020 as part of the new £1bn Learning Estate Investment Programme.

FOCUS	ACTIONS	TIMELINE
Maximising opportunities to tackle poverty related attainment gap	Seek to maximise opportunities for support from next phase of Scottish Attainment Challenge	Regular reports provided to committee on the Scottish Attainment Challenge and tackling the poverty related attainment gap
Refresh strategy on Cost of the School Day	Review activities to address cost of the school day	Included in regular reports to committee on Equity and updates provided within the Child Poverty Action Plan
Implement outcome of review of School Clothing Grant	Engage in review of level of school clothing grant	Where families are in receipt of Housing Benefit and/or Council Tax Reduction, the Council uses this information to automatically award free school meals (P4 to S6) and/or school clothing grants (P1 to S6) to eligible families.
Implement Morgan Review recommendations on additional support for learning	Consider the implications arising from the Morgan Review recommendations on additional support for learning	Report on Review to committee
Engage in efforts to expand pathways to teaching for those from Minority Ethnic communities.	Consider situation on Minority Ethnic teachers and support for probationary teachers	Supporting the implementation of alternative pathways into teaching.
Potentially develop a proposal for consideration of support under the Learning Estate Investment Programme.	<ul style="list-style-type: none"> Consider potential for accessing Learning Estate Investment Programme 	Regular updates provided to committee on the school estate

YOUTH WORK

It has committed £3mn to a new Youth Work for Education Recovery Fund, supporting young people to engage with youth work activities that build their confidence and skills, support their health and well-being, and address the poverty-related attainment gap.

FOCUS	ACTIONS	TIMELINE
Implement Youth Work for Education recovery programme	<ul style="list-style-type: none"> Develop Youth Work for Education recovery programme 	Production of local Youth Work for Education Recovery Programme

LIFELONG LEARNING STRATEGY

It will develop a lifelong learning strategy that ensures youth and adult learning are integrated within the wider education and skills system. Implementation of the strategy would seek to increase provision for vulnerable adults by building on existing and creating new

learning partnerships between colleges, the Open University and community-based organisations. It will also continue to develop a School Engagement Framework to support pupils into the right choices, whether that is a modern apprenticeship, college, university, or employment.

FOCUS	ACTIONS	TIMELINE
Development of integrated Lifelong Learning strategy	<ul style="list-style-type: none"> Consider potential for integrated all ages lifelong learning strategy 	Work will depend on when the Scottish Government produced its Integrated Lifelong Learning Strategy.
Support for School Engagement Framework on pupil choice	<ul style="list-style-type: none"> Engage in the development of the School Engagement Framework 	Work will depend on when the Scottish Government produced its School Engagement Framework

SOCIAL WORK

DIGITAL HEALTH AND CARE STRATEGY		
In association with COSLA it will look to refresh the digital health & care strategy and create a dedicated data strategy for health & social care as well as expanding home and mobile health monitoring and telecare.		
FOCUS	ACTIONS	TIMELINE
Implementation of new Digital Health & Care strategy and Data strategy and the Digital in Care Homes Action Plan.	<ul style="list-style-type: none"> • Work on implementing Digital Health & Care Strategy, • Work on implementing the new data strategy for health & social care • Develop the existing agile working programme in the context of integrated working • Build on current work supporting digital engagement with both health practitioners and families as the basis for a local Digital in Care Homes plan. • The TEC team will continue to develop the use of the Near Me App for service user/patient engagement 	<p>Work will depend on when the Scottish Government and Cosla produce this strategy.</p> <p>Work will depend on when the Scottish Government and Cosla produce data strategy.</p> <p>HSCP working with SLC and NHSL to further optimise arrangements over 2021</p> <p>A local Digital in Care Homes Plan is due to be completed by summer 2021</p> <p>Build on the Covid-19 response-driven expansion of this approach over 2021 to mainstream this communication channel</p>
Prepare for expansion of home and mobile health monitoring & telecare	Prepare delivery plan for expansion of home and mobile health monitoring and telecare	A delivery plan for health monitoring & telecare will be prepared in partnership during 2021 including elements to bring in the local lived experience.
Implementation of new Care at Home scheduling tool	Project plan in place with UA testing of the configuration planned in 2020 and full roll out from early 2021	Full implementation of new scheduling tool by Sept 2021

Respond to the Analogue to Digital Switchover	A cross resource Working group is addressing this: key workstreams: <ul style="list-style-type: none"> • Digital Alarm Receiving Centre • Digital Equipment in Service user's homes • Responder service • Eligibility and Charging Policy 	A report and recommendations will be brought to Committee in early 2021
Replace the SWiS+ IT system	<ul style="list-style-type: none"> • Develop a Business case • Develop the specification • Procurement of product • Implementation plan 	Some scoping work has been completed and a business case is being worked up for Committee consideration by the second quarter of 2021 .
COVID-19 PANDEMIC STRATEGY		
Scotland's overall pandemic strategy is set out in COVID-19: A Framework for Decision Making and at the heart of its public health-led response to the virus is an effective partnership between Scotland's local public health teams and Public Health Scotland. One key development in the Strategy which will strengthen surveillance work and help prevent the spread of the virus is the testing of contacts of COVID-19 index cases regardless of whether or not they have symptoms. Extending the seasonal flu vaccination programme will also help protect the vulnerable.		
FOCUS	ACTIONS	TIMELINE
Continuing to engage with the Covid-19 Public Health Emergency response and prepare operational plans for potential 2 nd wave	<ul style="list-style-type: none"> • Council to continue to engage with Public Health teams and Public Health Scotland on developments related to the evolving situation with Covid-19. • Work continues on implementing and reviewing Service Recovery Plans and on Winter planning activity. • Recent actions include establishing the Local Self-Isolation Assistance Programme contacting those advised to self-isolate on support available – including application process related to the Self-Isolation Support Grant under Scottish Welfare Fund – and the Coronavirus Restriction Fund for businesses affected by new restrictions 	Actions will be driven by the Scottish Government's public health measures to deal with Covid-19 and reported to relevant committees. Relevant reports on service recovery and redesign plans and on service winter planning will be provided to the appropriate committees.

Extending scope and encouraging staff take up of seasonal flu vaccine	<ul style="list-style-type: none"> • Council to produce its seasonal flu vaccination strategy. • SALUS is supporting all hands-on care staff – both employed by the Council and independent sector staff working in the area - to be vaccinated. 	Council is encouraging Social Care staff to participate in the NHSL programme targeted at them and is also supporting NHS Lanarkshire's community flu vaccination programme through provision of premises.
TOBACCO, DRUG AND ALCOHOL USAGE		
It aims to address these issues through a Public Health response and plans to further support the development of recovery communities across Scotland and the implementation of its Rights, Respect and Recovery Action Plan, setting out how it will respond to drugs and alcohol as public health issues first and foremost, and help people by treating wider problems such as housing and employment, and supporting their families.		
FOCUS	ACTIONS	TIMELINE
Ensuring continued focus on council activities in relation to the implementation of the national Rights, Respect & Recovery Action Plan in South Lanarkshire	The council continues to engage with the national Rights, Respect and Recovery Action Plan which is refreshed on a continuous basis.	Actions to be refreshed after the current Rights, Respect and Recovery Action Plan ends on 31 st March 2021
REVIEW OF ADULT SOCIAL CARE		
It will immediately establish a comprehensive and fundamental independent review of adult social care, which will report by January 2021. The aim of the review will be to recommend improvements to adult social care in Scotland, focused on the outcomes achieved by and with people who use services, their carers and families, and the experience of people who work in adult social care. The review will take a human-rights based approach with a particular but not exclusive focus on the views of those with lived experience, about what needs to change to make real and lasting improvements. It will set out how adult social care can be reformed to deliver a national approach to care and support services and will include consideration of a national care service.		
FOCUS	ACTIONS	TIMELINE
Contribute constructively to the Review where requested and where opportunity allows and thereafter to consider the recommendations which emerge. Action Plan.	<ul style="list-style-type: none"> • Contribute to and respond to the review of adult social care. • Provide updates to IJB and Council Committees and other relevant forums 	<p>Raise awareness amongst IJB and SW Cttee members over the next committee cycles</p> <p>Provide reports to IJB and SW Committee once the review reports in 2021</p>

IMMEDIATE IMPROVEMENTS TO ADULT SOCIAL CARE

It aims to take forward immediate improvements, working to set standards for how adult social care assessments and allocation of resources are carried out so that people accessing support are fully involved in decision making and experience greater consistency and transparency. It also is to review the current definitions of care services and develop definitions for registered services and care roles will enable social care support services and workers to be more flexible and responsive to people's needs, to work more autonomously, and to work with others across professions. It also aims to work with Integration Authorities and Local Authorities to ensure planning and purchasing of social care support is focused on flexible and person-centred support. Work is already underway to develop and implement proposals to embed fair work principles for those working in social care settings that will lead to better terms and conditions and more rewarding roles for people working in social care, including care homes, care at home, housing and other support.

FOCUS	ACTIONS	TIMELINE
Engaging on the work around standards, resource allocation, service definitions and roles of personnel and the planning and purchasing of social care support	<p>Establish group(s) involving relevant social work, personnel, finance and procurement officers to develop the South Lanarkshire perspective and implications of this work which is likely to comprise themes around:</p> <ul style="list-style-type: none"> • Professional SW practice and Governance • Systems • Finance • Commissioning (internal and external) • Procurement <p>It is also likely to cross over with the outputs of the Review of Adult Social Care</p>	It is anticipated that this work will be taken forward over the course of 2021 with Officer groups considering the impact of the Improvement programme in SLC and bringing reports to relevant Committees and the IJB regarding the implications and offering recommendations which respond to this agenda.
Engage in the work around embedding fair work principles for those working in social care settings.	<p>A considerable element of this agenda is applicable to social care providers which the Council contracts with. Therefore, provider engagement and contract specification activity will be necessary.</p> <p>Establish group involving relevant social work, personnel, legal, procurement and finance officers</p>	<p>Address via existing Provider Forums on an ongoing basis</p> <p>This will be factored into contract specification and negotiations going forward e.g. Care at Home contract refresh in 2021</p> <p>To be established in early 2021</p>

	to develop South Lanarkshire perspective and implications of this work. Officer engagement in COSLA / Scotland Excel Negotiations such as the National Care Homes contract.	Ongoing cycle
UNPAID CARERS		
It aims to work with carer support services to increase their capacity and ensure sharing of best practice and learning across settings. It also aims to provide tailored information to support carers to help them identify themselves, access routes for support and know their rights under the Carers Act through a national campaign.		
FOCUS	ACTIONS	TIMELINE
Ensuring carer support services and awareness of them is widespread amongst carers	Continue to develop the activities to work with carer representatives through the HSCP and IJB, Strategic Commissioning group and the associated engagement processes.	New developments will be brought before the IJB/SW committees for consideration when appropriate.
NATIONAL RACE EQUALITY NETWORK		
By the end of 2020 it will establish a national race equality network to produce an action plan with annual progress targets for health and social care employment at all levels of seniority in relation to minority ethnic groups and action to increase their representation in senior and executive team roles.		
FOCUS	ACTIONS	TIMELINE
Consideration of National Race Equality Action Plan in respect of social care employment.	Work to be undertaken to consider the implications of the National Race Equality Action Plan in respect of social care. Establish a baseline position from which to monitor improvements	Provide a report to Cttee in 2021- including data in the regular workforce monitoring report going forward

IMPROVING MENTAL HEALTH OF HEALTHCARE AND SOCIAL CARE WORKFORCE

It will implement a number of services to support improved mental health among health and social care staff, backed initially by £5mn of funding. This includes development of a Health and Social Care (HSC) Mental Health Network and will also expand and enhance the digital resources available to staff.

FOCUS	ACTIONS	TIMELINE
Developing the approach to social care mental health support services	<ul style="list-style-type: none"> Establish a work group to review how the Council can best promote mental wellbeing and support for social care staff within its wider employee support structure. For example, through the proposed new services - including digital resources. 	Develop recommendations for CMT and Cttee approval in line with the funding timetable
Develop SLLC's offering to continue to the 'Good mental health Strategy for all'	<ul style="list-style-type: none"> Increase breadth and depth of mental health specific referring agents/ partners to SLLC Health programmes 2020/21 	To be reported to relevant committee when appropriate

MENTAL HEALTH TRANSITION AND RECOVERY PLAN

This plan aims to equip individuals, families and communities to support their own, and each other's, mental wellbeing. This will require approaches that go beyond the traditional remit of health. The approach will consider everything that influences mental health and wellbeing, considering the needs of different groups, and seeking to reduce inequalities across the Scottish population. It will ensure that its response focuses on the importance of meaningful employment and seeks to mitigate the impacts on mental health of unemployment (or the risk of unemployment), redundancy and unhealthy workplace practices and the impact of Covid-19 on carers.

FOCUS	ACTIONS	TIMELINE
Developing corporate response to the implementation of the Mental Health Transition & Recovery Plan.	Once the plan is produced in Autumn 2020, scope out the current situation in South Lanarkshire in terms of any local issues around the Mental Health Transition & Recovery Plan.	Dependent on the Scottish Government's publication of its Mental Health Transition & Recovery Plan.

QUALITY & SAFETY BOARD FOR MENTAL HEALTH SERVICES		
This is to consider a wide range of issues that impact upon the quality and delivery of safe and effective services, including in inpatient and community settings. It will also review the assurance and scrutiny of mental health services across Scotland, including the powers of Healthcare Improvement Scotland and the Mental Welfare Commission. It is also committed to engaging with NHS Boards to consider the practical consequences of implementing the National Clinical Pathway for ADHD, establishing a Personality Disorder Managed Network and develop and deliver the first Brain Health and Dementia Prevention Strategy, to be published in 2021.		
FOCUS	ACTIONS	TIMELINE
Developing an understanding of the activities of the Board and their implications for services, individuals and communities in South Lanarkshire.	Reviewing and considering the results of the work of the Quality & Safety Board for services and communities in South Lanarkshire.	Timing will depend on the outcome of the deliberations and recommendations of the new Quality & Safety Board for Mental Health Services. Reports will be produced for relevant committees as appropriate.
INDEPENDENT CARE REVIEW		
It is committed to creating a structure that can facilitate the re-design of whole system approaches to care and support. This begins with embedding the commitments already made to care experienced people into policy and delivery, with significant and intensive work across the entirety of government policy. It plans to establish an Oversight Board to hold it to account with at least half of its members being care experienced and a dedicated, independent Promise Team, including investing £4mnn in the Promise Partnership which will help embed and scale-up holistic family support. This will promote early intervention and prevention, driven by the needs of, and designed with, children, young people and their families. We will also support and develop the workforce so that they have the opportunity to keep The Promise.		
FOCUS	ACTIONS	TIMELINE
Develop and implement whole system approaches to care and support	Take forward the recommendations from the Duncan independent care review.	The Duncan Review and The Promise will be overseen by the GIRFEC Children Services Strategy Group and Corporate parenting Steering Group with annual reporting through Executive, Social Work and Education committees and the CPP
KINSHIP CARERS		
It will better support kinship carers, establishing a kinship collaborative and continuing to work with partners to take forward the recommendations of the National Review of Foster, Kinship and Adoption Care Allowances.		
FOCUS	ACTIONS	TIMELINE
Produce a support framework for kinship carers, including allowances	Engage with the Kinship Collaborative and the recommendations over allowances	Progress reports to be produced for relevant committees.

CHILDREN'S SAFETY		
It is to consult on and publish revised National Guidance for Child Protection and develop a new approach to reviewing significant protection cases by April 2021.		
FOCUS	ACTIONS	TIMELINE
Implement new approach to reviewing Significant Protection cases by April 2021	Engage in consultation on guidance on child protection and new approach to reviewing Significant Protection cases. A Strategic Significant Case Review Group exists to review all significant case reviews locally and nationally. CPC will oversee the learning and outcomes from reviews	Quarterly reports to Chief Officers Group
SAFER COMMUNITIES		
It will continue to implement its Equally Safe strategy with a particular focus on supporting women and children at risk of violence and abuse and by the end of the year, it will launch its £13mn Delivering Equally Safe Fund to support greater prevention and early intervention for women and children at risk. It will undertake a review of past and current initiatives to tackle systemic racism. It will publish Scotland's Road Safety Framework to 2030, following consultation on an ambitious and compelling long-term vision for road safety where there are zero fatalities or serious injuries on Scotland's roads by 2050. This will include ambitious interim targets where the number of people being killed or seriously injured on our roads will be halved by 2030. In line with international best practice it will embed the Safe System approach within its road safety delivery framework. It also aims to promote and expand the availability of effective community intervention and will continue work to strengthen communication and engagement with victims and families throughout the justice process. It will also take forward the recommendations in the Fireworks Action Plan as well as consulting on the Dangerous Dogs legislation.		
FOCUS	ACTIONS	TIMELINE
Implementing Equally Safe Strategy	Consider focus on prevention and early intervention for women and children at risk of violence and abuse	Gender Based Violence Partnership reports annually on the Equally Safe Strategy to Chief Officers Group and to the safer South Lanarkshire Board.
Implement plans for expansion of effective community intervention	Consider possible expansion of effective community intervention and engagement with victims and families	Gender Based Violence Partnership reports annually on the Equally Safe Strategy to Chief Officers Group and to the safer South Lanarkshire Board.

HOUSING & TECHNICAL SERVICES

HOUSING		
<p>The Housing to 2040 Vision and Principles and Route Map will be published later this year with the Social Renewal Advisory Board providing a view on the role of rent control or rent capping in its future housing policy. It also aims to improve the quality of all Scottish Government grant funded homes, with a specific focus on social homes, by increasing the conditionality of public investment. It will issue guidance around the greater use of offsite construction for new social housing, ensuring all new social housing offers private or communal outdoor space with room for people to sit outside and space for home working or study and making all new social housing digitally-enabled. It will work with the social housing sector to explore the options for providing ready-to-go internet connections in new social housing. It will work with local authorities to ensure local housing strategies properly recognise and address challenges faced by minority ethnic communities and support them with the tools they need to do so and as it reviews and renews the Social Housing Charter, it will look at all options to support improvements in the social housing sector. Before Spring 2021, it will also develop and agree an accord between government and the construction industry to encourage innovation, supporting the sector to embrace new ways of working to speed up the delivery of homes, improve quality, reduce waste and increase productivity and around developing the skill sets required for the future. It will review the current housing adaptations system and make recommendations on how best to improve and streamline the system and maximise the impact of investment and will also review existing design standards and guidance to drive improvement and innovation across all housing tenures. It is also aiming to lay secondary legislation to give local authorities powers to license short-term lets and introduce control areas in December so that it can be in force by spring 2021</p>		
FOCUS	ACTIONS	TIMELINE
Increasing conditionality of public investment in new social housing to include outdoor space and home/work areas.	<ul style="list-style-type: none"> • Monitor progress in this area and ensure options for influencing guidance during development are taken forward. • Once published, actions within guidance will be incorporated and progressed within Local Housing Strategy and Strategic Housing Investment Plan. 	The Local Housing Strategy 2017-22 is reviewed annually with the review presented to Executive Committee around October/November each year. The Strategic Housing Investment Plan is refreshed annually and presented to both Housing and Technical Resources Committee and the Scottish Government around November each year.
Development of the Local Housing Strategy, ensuring it recognises and addresses challenges faced by minority ethnic communities.	<ul style="list-style-type: none"> • Monitor progress in this area and ensure options for influencing guidance during development are taken forward. • During development of the next Local Housing Strategy, consideration will be given to ensure it meets the requirements of any new guidance. 	The next Local Housing Strategy is due to be developed throughout 2021/22. Elected members will be invited to be involved in the development of the consultative draft, with Executive Committee approval sought for the final version.

Review of the Scottish Social Housing Charter	<ul style="list-style-type: none"> • Contribute to review of Scottish Social Housing Charter • Ensure any changes made to Scottish Social Housing Charter are appropriately reflected in revised service monitoring and reporting arrangements. 	Any developments will be reported to Housing and Technical Resources Committee as part of the annual Scottish Social Housing Charter performance update.
Potential changes to the Housing Adaptations system – take forward recommendations including required changes to social housing design criteria.	<ul style="list-style-type: none"> • Monitor progress in this area and ensure options for influencing guidance or standards during development are taken forward in conjunction with Health and Social Care Partnership. • Incorporate any amended requirements into Strategic Commissioning Plan and Local Housing Strategy, including relevant reporting requirements. Consider outcome of Housing Adaptations system 	The Local Housing Strategy 2017-22 is reviewed annually with the review presented to Executive Committee around October/November each year. In addition, the Housing Contribution Statement is currently embedded within the Strategic Commissioning Plan 2019-22. Housing and Technical Resources will work with the Health and Social Care Partnership to update and develop new actions within this that reflect any new guidance issued.
Implementation of new powers of control over licensing short term lets and control areas	<ul style="list-style-type: none"> • Continue contribution to the development of national guidance, regulation and legislation • Continue to monitor and manage currently limited local issues with short term lets through existing anti-social behaviour resources, enacting new or additional powers proposed if required. • Develop monitoring and reporting arrangements within Local Housing Strategy. 	In October 2020, the Scottish Government held a second consultation on the implementation of the proposed licensing scheme for short-term lets. This suggested implementation dates of early 2021. Following introduction, any procedural changes would be implemented and reported to Executive Committee as part of the Local Housing Strategy annual review process.
Supporting and meeting the needs of Gypsy/Travellers	<ul style="list-style-type: none"> • Continue to monitor progress and contribute to the development of national approach. • Ensure that local service provision is developed to reflect any support available nationally • Incorporate any additional or revised approaches within Local Housing Strategy and equalities frameworks. 	Key actions to support local gypsy/traveller communities are already contained within the Local Housing Strategy. Amendments or additions to these will be taken forward and presented to Executive Committee as part of the annual review process.

Extension of emergency legislation to protect social and private tenants from eviction and introduce notice periods for evictions relating to criminal and anti-social behaviour.	<ul style="list-style-type: none"> • Ensure the changes to the Covid-19 emergency legislation provisions relating to the period of notice for eviction are appropriately reflected within service arrangements. • Monitor and report impact of provisions through existing performance reporting framework 	Any significant or permanent changes to services from the emergency legislation will be taken forward through a review of the relevant policy. Any amendments required would be reported to Housing and Technical Resources Committee for endorsement and Executive Committee for approval.
HOMELESSNESS		
In relation to homelessness, it is to modify night shelter provision this winter and actively end the use of night shelter and dormitory style provision in future and is looking at Rapid Rehousing Welcome Centres. It is considering a Scotland wide proposal to facilitate settled accommodation in the private rented sector for individuals who are currently living in hotels, having previously been rough sleeping or using the care shelter. It has also fast-tracked plans to extend the Unsuitable Accommodation Order to ensure no one spends more than 7 days in such accommodation. It also plans with COSLA to update Ending Homelessness Together action plan in autumn 2020. As recommended by the Social Renewal Advisory Board, it will strengthen guidance on Discretionary Housing Payments, to ensure it is clear and in particular for people transitioning from temporary to permanent accommodation and will increase funding by £3mn. It will continue to implement homelessness prevention pathways so that people leaving prison, care leavers and victims of domestic abuse - and ensure that they are gender sensitive – and that they have positive housing pathways - that support them to keep a settled home and achieve positive outcomes in their lives. It will also take forward plans to remove the requirement for people facing homelessness to have a connection with the local area before they can receive an offer of settled accommodation.		
FOCUS	ACTIONS	TIMELINE
Consideration of proposal for settled accommodation in private rented sector for care shelter/ rough sleepers, hostel users.	Consider proposals when published and incorporate into existing private sector support actions contained within the Local Housing Strategy and Rapid Rehousing Transition Plan.	Elected members will be updated on progress or amendments required as a result of the private rented sector proposals through the Rapid Rehousing Transition Plan annual review process presented to Housing and Technical Resources Committee.
Extensions and amended criteria of the Unsuitable Accommodation Order	<ul style="list-style-type: none"> • Contribute to the ongoing discussion on extension and amended criteria to Unsuitable Accommodation Order legislation. • Monitor implications to service provision and progress required changes in conjunction with housing, health and homelessness partners 	The Rapid Rehousing Transition Plan 2019-24 was approved by Housing and Technical Resources Committee on 23 January 2019 and is reviewed annually. As part of the consultation around the updates to the Unsuitable Accommodation Order, elected members were issued with a briefing seeking their views to inform the response. Elected

	through Rapid Rehousing Transition Plan 2019-24.	members will be updated on progress or amendments required as a result of the updated Unsuitable Accommodation Order through the Rapid Rehousing Transition Plan annual review process, presented to Housing and Technical Resources Committee.
Implementing HARSAG 2 recommendations and updated Ending Homelessness Together Action Plan	<ul style="list-style-type: none"> Continue to remain actively involved in national discussions on direction of homelessness policy Monitor implications and work with partners to ensure additional recommendations are taken forward through Rapid Rehousing Transition Plan 2019-24. 	The Rapid Rehousing Transition Plan 2019-24 was approved by Housing and Technical Resources Committee on 23 January 2019 and is reviewed annually. Elected members will be updated on progress or amendments required as a result of the Ending Homelessness Together Action Plan through the annual review process, presented to Housing and Technical Resources Committee.
Implement the requirement to remove local connection	<ul style="list-style-type: none"> Contribute to and monitor results of current consultation on local connection Revise procedures to reflect new requirements and guidance. Monitor and report impact of legislative change 	<p>As part of the consultation process during development of the new requirements, elected members were issued with a briefing seeking views to inform the response.</p> <p>Following confirmation of guidance and approach, the service procedures would be reviewed and amended as required. Progress in this area, including any significant service changes required, will be incorporated within the annual review of the Rapid Rehousing Transition Plan and reported to Housing and Technical Resources Committee.</p>
Implement the homelessness prevention pathways so that people leaving prison, care leavers and victims of domestic abuse have positive housing pathways	<ul style="list-style-type: none"> Revise local approaches to reflect national guidance and developments. Through the continued implementation of the Rapid Rehousing Transition Plan, work with partners to maximise homelessness prevention. 	The Rapid Rehousing Transition Plan 2019-24 was approved by Housing and Technical Resources Committee on 23 January 2019 and is reviewed annually. Updates will be on progress through the annual review of the Rapid Rehousing Transition Plan, presented to Housing and Technical Resources Committee.

<p>Establishment of a national £10mn tenants hardship fund to support those unable to access other support</p>	<ul style="list-style-type: none"> • Continue to develop service to appropriately support tenants experiencing hardship • Monitor developments and incorporate into existing housing support options as applicable. 	<p>Following confirmation of guidance and approach, any additional funding opportunities or service provision would be managed through the partnership Homelessness Strategy Group. Progress and developments in this area will be reported to Housing and Technical Resources Committee as part of the annual review of the Rapid Rehousing Transition Plan.</p>
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Report

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Report to: **Executive Committee**
 Date of Meeting: **16 December 2020**
 Report by: **Executive Director (Finance and Corporate Resources)**

Subject: **Local Governance Review Update**

1. Purpose of Report

1.1. The purpose of the report is to: -

- ◆ provide an update on the current status of the Local Governance Review

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s): -

- (1) that the update on the Local Governance Review be noted.

3. Background

3.1. In December 2017, the Scottish Government and COSLA jointly launched a Review of Local Governance. The purpose of the Review is to consider how powers, responsibilities and resources are shared across national and local spheres of government, and with communities. The Review is not simply about local government, as 'Local Governance' is much wider.

3.2. The first phase of the Review had two strands. Strand 1 involved a programme of community engagement which invited people to join a conversation about community decision making, called Democracy Matters. Strand 2 included consultation with public sector bodies, such as local councils, to consider if increasing their powers could improve outcomes for people. The Council response to Strand 2 of the Response was approved for submission by the Executive Committee on 19 December 2018.

3.3. On 16 May 2019, the Cabinet Secretary for Communities and Local Government and the COSLA President shared the findings of phase 1 of the Review. The outcome of Phase 1 indicated a clear desire for transformative change, based on a belief that democracy matters and in the sovereignty of communities.

3.4. Workstreams were then set up through the joint political arrangements in place between COSLA and the Government. A Special Joint Interest Group comprising the COSLA Group Leaders, the COSLA Presidential Team and a Cabinet Sub-Committee (SIG) was set up to take forward the 3 Key interconnected empowerments "Community, Fiscal and Functional". These were described as follows: -

- ◆ Community Empowerment through a new relationship with public services where communities have greater control over decisions
- ◆ Functional empowerment of public sector partners to better share resources and work together

- ◆ Fiscal empowerment of democratic decision makers to deliver locally identified priorities

3.5 The SIG, as part of the joint political discussion, emphasised the expectation that all 3 empowerments would be progressed concurrently; that parameters needed to be set, and timescales clarified. It also reconfirmed that the focus should not be solely on local government but should include public services and proposed that a critical friend be added as part of the programme management arrangements.

4 Second Phase of the Local Governance Review

4.1 On 28 November 2019 a joint letter was issued by the COSLA President and the Cabinet Secretary for Local Government and Communities to all public sector leaders advising that the Review had stimulated a discussion on taking forward their commitment to subsidiarity in Scotland. They wanted to support reform at a local level as they recognised that when debates are held locally, people can more meaningfully engage. They took the view that by challenging whether traditional models of governance and associated service delivery are best placed to respond to local priorities they could identify how to transform local democracy in ways which drive improvement across public services.

4.2 Phase 2 of the Review involved testing of proposals submitted for consideration as formal pilots or test of change sites. The proposals had to take account of fiscal, functional and community empowerment. Transformative proposals developed in conjunction with public sector partners and the community which offered the potential to increase community participation in locally identified and led activity are of interest, however, proposals which focused only on changes to policy or practice would be considered out of scope. Any opportunities to road test the proposed changes through new ways of working in a small number of communities would also be of interest if this allowed new arrangements to be further developed in order to best support the realisation of the National Performance Framework (NPF) outcomes. The Council did not put forward a proposal for consideration as a formal pilot or test of change site.

4.3 The Local Governance Review Joint Programme Board were due to consider proposals in April before making recommendations to the Joint Political Oversight Group for decision, however due to the pandemic progress stalled between March and late August.

5. Next Phase of the Review

5.1 On 20 October 2020, council Chief Executives were notified by email by the Chair of SOLACE that in late August the Cabinet Secretary for Communities and Local Government had written to the President of COSLA confirming that the next phase of the Review would be limited to looking in closer detail at the potential for a new tier of democratic governance at community level. This has been interpreted as enhanced Community Council governance, with the addition of an unspecified level of resources and decision-making powers. This proposal suggests that it would lead to a move of power and responsibilities from councils to the enhanced Community Council tier, with no consideration of devolution of powers to councils from other bodies including the Scottish Government, nor of further integration and democratic control of public services.

5.2 The email also advised that on 15 September 2020, COSLA had written to the Cabinet Secretary expressing disappointment at what appeared to be a unilateral decision taken without consultation and noted that only community empowerment was being progressed with no mention of fiscal or functional empowerment. COSLA reiterated

that the three empowerments should be progressed at the same time to deliver real and lasting progress.

5.3 The Cabinet Secretary responded, recommitting to the delivery of the Review's objectives in full and, jointly with COSLA recommending an agreed programme of consolidation of proposals submitted from councils. The final proposals were to be submitted by 6 November in order to be brought to the Review's Joint Programme Board for consideration on 18 November.

5.4 It is anticipated that the conclusions of the Review will be reflected in a Local Governance Bill to be promoted after the Scottish Parliamentary Elections in May 2021.

6. Employee Implications

6.1 There are no employee implications associated with this report.

7. Financial Implications

7.1 There are no financial implications associated with this report.

8. Climate Change, Sustainability and Environmental Implications

8.1 There are no implications for climate change, sustainability and the natural environment in terms of the content of this report

9. Other Implications

9.1 There are no significant implications in terms of risk associated with this report

10. Equality Impact Assessment and Consultation Arrangements

10.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore no impact assessment is required

10.2. There was no requirement to undertake any consultation in terms of the information contained in this report.

Paul Manning

Executive Director (Finance and Corporate Resources)

27 November 2020

Link(s) to Council Values/Ambitions/Objectives

♦ Accountable, effective, efficient and transparent

Previous References

- ♦ Executive Committee 19 December 2018
- ♦ Executive Committee 15 August 2018
- ♦ Executive Committee 26 February 2020

List of Background Papers

♦ None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact: -

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