

Appendix 2

South Lanarkshire Local Child Poverty Action Plan 2021/2022:- Performance against measures and targets from last year

Table 1: Actions and measures: Income from Benefits

No.	Action	Measure(s)	Baseline 2019/20 (Unless otherwise stated)	Target 2021/22	Lead Officer/ Reporting Officer	Performance against measure/target Statistical Year up to 31st March 2022 (or nearest available date) (Add breakdown data on children and parents if possible)	RAG status
1.1 Increase the uptake of benefits & entitlements	Deliver the Scottish Government funded financial health check to families via CAB	Number of financial health checks delivered	280	Continue to target families and increase the number of FHC offered to this target group	SLC CAB managers CABs consolidated monitoring spreadsheet	500 (40% increase since 2021/22, 79% increase since 2019/20)	
		Number of families with children receiving benefits advice	85	Continue to target families with children and increase the number receiving benefits advice		233 (106% increase since 2021/22, 174% increase since 2019/20)	
	Midwives and Health Visitors will deliver a routine enquiry on financial wellbeing of families at key pregnancy and health visiting assessment visits and refer to Money Matters	Percentage of routine enquiries by midwives	76%	80%	NHS	75% of women were asked about financial difficulties at booking (n= 4,676) TAL referral data (based on % referral by NHS) 23% of TAL referrals from NHS Midwives (A marginal drop on the level of enquiries raised from midwife visits recorded in 2020/21 and from the 2019/20 baseline level (both 76%))	
		Percentage of routine enquiries by health visitors	91.5% across all age groups	92% across all age groups		Data from NHS not available due to change in monitoring/ recording system, this was the source of the original baseline and target. The target refers to older NHSL reporting system currently being replaced. On this basis cannot allocate a RAG status based on	No RAG status, change to NHSL reporting system, target to be re-negotiated

						<p>this year's performance.</p> <p>TAL referral data (based on % referral by NHS) 33% of TAL referrals from NHS Health Visitors</p>	
	Monitor the impacts of COVID 19 and adapt MMAS service as needed	Percentage of and number of families engaging	1,005 / 77%	Maintain above 70%	MMAS	81.61%	
		Total amount of benefits awarded	£2,590,075	Maintain above £2,000,000		£1,499,663.35 (The baseline figure of £2.59m was pre-COVID, and the service has been hit by the reduction in face to face contacts due to COVID-19 restrictions. This is reflected in the lower financial gains figures recorded against the target of +£2m plus for year 2021/22.)	
		Number of referrals to the Royal Hospital for Children	323 (Lanarkshire figure)	Target not applicable, Services are demand led	NHS	NHSL RHC 38 referrals (SLC figure only)	No RAG status Measure contextual
		Total benefits awarded	£270,271 (Lanarkshire figure)	Target not applicable, Services are demand led		NHSL RHC £106, 610	No RAG status Measure contextual
	Social Security Scotland will continue to raise awareness and promote uptake of the Scottish Child Payment among staff and clients	Total Scottish Child Payments	New benefit, no baseline at 2019/20 or 2020/21	New benefit, target to be established during 2021/22	Social Security Scotland	Applications received – 9,460 (December 2021)	No RAG status, target to be established for 2022/23
		Total amount of benefits awarded (Scottish Child Payment)	New benefit, no baseline at 2019/20 or 2020/21	No target applicable, figure is a cumulative total & will continually increase		Value of payments made - £3,522,780 (December 2021)	No RAG status, target to be established for 2022/23
	The NHS Lanarkshire GP Community Link Worker Financial Wellbeing Advice Service will	Number of new referrals made to Financial Wellbeing Providers (FWAs)	<u>New programme</u> <u>Baseline for Apr21-Mar22</u> 597	Target not applicable, Services are demand led	NHS	597	No RAG status Measure contextual

	provide support to families referred by GPs	Number of people who engage with a Financial Wellbeing Advisor appointment	As above= 597			As above= 597	No RAG status Measure contextual
		Financial gain following engagement with Financial Wellbeing Assessment	£305,272			£305,272	No RAG status Measure contextual
	Money Matters Advice Service will deliver financial outreach support to parents through a video developed to be used with schools	Number of schools using the video	New programme, no baseline at 2019/20 or 2020/21	9 schools	MMAS	No data available due to restricted access to schools during 2021/22	No RAG status, target to be established for 2022/23
		Number of enquiries made to MMAS		New programme, target to be established during 2021/22		120	No RAG status, target to be established for 2022/23
		Total financial gain for families		New programme, target to be established during 2020/21		The total financial gain up to the period 18/02/2022 was £14,837.99. The total debt dealt with was £35,304.92	No RAG status, target to be established for 2022/23
1.2 Families are more aware of changes in available benefits	Partners will distribute updated benefits information to staff and families using a range of communication methods and social media platforms	Number of Best Start Grant applications and percentage approved	6,470/ 67% (June 2020)	Increase percentage of applications approved	Social Security Scotland	19,995 / 70% (February 2022)	
		Total Best Start Grant benefits awarded	£1,244,950 (June 2020)	No target applicable, figure is a cumulative total & will continually increase		£5,006,099 (February 2022)	No RAG status Financial gains continuous
		Total Best Start Foods benefits awarded	£52,339 (June 2020)	No target applicable, figure is a cumulative total & will continually increase		£1,653,501 (February 2022)	No RAG status Financial gains continuous

Table 2: Actions and measures: Cost of Living

No.	Action	Measure(s)	Baseline 2019/20 (unless otherwise stated)	Target 2021/22	Lead Officer/ Reporting Officer	Performance against measure/target Year up to 31st March 2022 (or nearest available date) (Add breakdown data on children and parents if possible)	RAG status
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 for 2-year-olds	Percentage uptake of funded 2-year-old places	15.5% for 2-year-old children with entitlement	Maintain at 15.5%	SLC Education	100% of eligible children applicants being provided with their 1140 hours of funded ELC. 795 2 year olds taking up the entitlement (Approx. 24% of all 2-year-olds in SLC taking up a place, exceeding the target of 15.5%) In 2021 SLC opened 8 new establishments, 7 of which provided additional places for 2-year-old children. These new settings provide an additional 160 FTE places for 2-year-old children.	
2.2 Reduction in financial barriers to education for school age children	A South Lanarkshire Cost of the School Day Policy will be in place by the end of 2021/22 and all schools will refresh their position statement on Cost of the School Day during 2021/22	Percentage of schools with a CoSD position statement in place	100% of schools have a CoSD position statement in place (2020/21)	100% of schools will have a refreshed CoSD position statement in place	SLC Education	100% of schools have a Cost of the School Day Position Statement.	

	All schools will contribute a minimum of 5% to participatory budgeting activity within the school community by the end of academic year 2021/22	Percentage of schools completing a participatory budgeting process.	New programme, no baseline at 2019/20 or 2020/21	100% of schools with PEF allocations	SLC Education	100% of schools who receive PEF money have completed the Participatory Budgeting process. 146 schools in total have completed a PB process– 122 primary, 17 secondary and 7 ASN.	
		Percentage of schools having reviewed their equity policies and procedures	New programme, no baseline at 2019/20 or 2020/21	100% of schools with PEF allocations	SLC Education	100% of schools who receive PEF money have produced a clear plan for PEF spend within their School Improvement Plan. 86% of schools (from a baseline of 30%) now have robust equity outcomes and measures.	
	Schools will work with Money Matters and signpost parents and families for appropriate financial help	Number of families referred	New programme, no baseline at 2019/20 or 2020/21	New programme, target to be established during 2021/22	MMAS	19 Families with 38 issues. Community Wellbeing dealt with 498 families in total with 91 being referred to MMAS for benefit advice and 29 for debt advice. The total financial gain up to the period 18/02/2022 was £14,837.99. The total debt dealt with was £35,304.92	No RAG status, target to be established for 2022/23
	Work to increase the uptake of Privileged School Transport Places for pupils entitled to Free School Meals and develop new active travel opportunities for pupils	Number of Privileged School Transport Places offered	55	60	SLC Education	55 pupils (Although the target of 60 pupils has not been achieved, level of uptake has increased to pre-COVID levels during 2021/22.)	

		Percentage of pupils recorded as using active travel journeys to school	44.1% (2020)	Increase the proportion of journeys to school by pupils using active travel methods		45.6% (2021) (walked, cycled, scooted/ wheeled) 75 Schools (51%) with completed Travel Plans (cumulative total, as of June 2022), the highest number since the scheme was introduced (2017)	
	Increase the uptake of Free School Meals through continued automated enrolment (South Lanarkshire Council, Finance and Education Resources)	Percentage of free school meals uptake in primary schools.	65.21%	Maintain primary/ secondary at March 2021 levels	SLC Education	65% -- Primary Schools	
		Percentage of free school meals uptake in secondary schools.	40.89%	Maintain primary/ secondary at March 2021 levels		41% -- Secondary Schools	
	Fund free school meals to eligible children during the holiday periods (£30 voucher per fortnight covering Summer, October, Christmas, February and Easter Holiday)	Number of children receiving vouchers	9,500 (2020/21)	No target applicable, this is a contextual measure. The number of children supported depends on the number of children eligible for free school meals, and this is variable	SLC Food Policy Officer	There are currently 9,557 children eligible for low income based Free School Meals payments during school holidays in school session 2021-22. Please note that this figure changes on a regular basis. Families have received cash payments rather than vouchers	No RAG status Measure contextual
	Continue to offer the increased level of School Clothing Grant, currently £130 per child and increase uptake through automated enrolment and additional promotion to encourage uptake	Number of pupils claiming school clothing grant for pupils claimed	12,537	Maintain at March 2021 levels	SLC Finance and Corporate	12,784	
		Percentage of pupils claiming school clothing grant for pupils claimed	29.38%			28.36% (The percentage of total pupil population claiming CG's is down slightly from 2020/21 due to an increase in the pupil roll in the secondary sector. The number of pupils claiming CG's has increased over the past 12 months)	

	(South Lanarkshire Council, Education Resources and Finance Resources)						
	Deliver the Scottish Government funded Summer of Fun holiday programme	Number of children and young people attending the programme	New programme, no baseline for 2019/20 or 2020/21	No target applicable, Programme will not be repeated after 2021/22	SLC Education		No RAG status Measure to be removed after 2021/22
		Number of meals provided as part of the programme	New programme, no baseline for 2019/20 or 2020/21	No target applicable, Programme will not be repeated after 2021/22			No RAG status Measure to be removed after 2021/22
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 Ave per week= £70.26 Scot LA Ave per week= £75.79	Maintain below Scottish average	SLC Housing	The rent a tenant is required to pay depends on the type and size of home. The South Lanarkshire Council average rent of £74.55 per week remains considerably lower than the projected Scottish average of £77.83 per week for the same period.	
	Invest and deliver additional affordable housing, built to Housing for Varying Needs 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, including those allocated to households with children	284	Increase the number of new affordable homes built throughout the financial year.	SLC Housing	657 additional homes for social rent were delivered across South Lanarkshire in 2021/22. This included 604 new build properties and an additional 53 homes secured through the council's Open Market Purchase Scheme.	
	Deliver regeneration projects to improve housing and built environment in priority areas (East Whitlawburn)	Number of new affordable homes delivered for families in area-based regeneration project	Baseline not applicable, area based project	Increase the number of new affordable homes built in the Whitlawburn regeneration area	SLC Housing	During 2021/22 there were 122 council properties built bringing the total completions to 160 council owned properties. It is expected that the remaining 10 council properties will be completed during 2022/23.	

	Support households with children, within minoritised ethnic communities, to access and sustain affordable accommodation including Gypsy/Travellers and refugee families resettled through the UK resettlement scheme.	Number of households with sustained tenancy of one year and over.	New action, No baseline at 2019/20 or 2020/21	Target not applicable, Services are demand led	SLC Housing	Gypsy/Travellers –tenancy sustainment on the sites remains at 100% for 2021/22. Refugee families – 8 refugee families were resettled through the UK resettlement scheme with a 100% tenancy sustainment rate.	No RAG status Measure contextual
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 for social housing (EESSH2)	4%	7%	SLC Housing	6.48% of the council stock meeting EESSH2 standard with a financial commitment also made by Housing and Technical Resources to continue to work towards this milestone for all of its eligible domestic housing stock. (note 98% of council stock now meeting EESSH1 standard)	
	Promote and administer national funding mechanisms including ECO:Flex and Energy Efficient Scotland: Area Based Schemes to support families within owner occupied and private rented properties.	Total amount of funding secured for 2021-22 for EES: Area Based Schemes	New action, no baseline for 2019/20 or 2020/21	Target not applicable, Services are demand led	SLC Housing	£2,901,995 available EES:ABS Funding for 2022/2023	No RAG status Measure contextual
		Number of properties improved through ECO:Flex scheme in 2021/22.	New action, no baseline for 2019/20 or 2020/21	Target not applicable, Services are demand led		In 2021/22 3,536 private sector homes had energy efficiency improvement measures carried out through ECO:FLEX Scheme	No RAG status Measure contextual
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 households with children	238 households 449 children (March 2020)	Reduce against baseline	SLC Housing	231 households with children residing in temporary accommodation, compared to 219 on 31 March 2021. (Although there has been a marginal increase in the number of households with children living in temporary accommodation over the past 12 months, performance against the target is assessed against the baseline year (2019/20) figure of 238, hence the RAG status is assessed as green.)	

						The length of time homeless households spend in temporary accommodation is dependent on a range of factors including support needs and housing availability. Services continue to reduce the time spent as homeless for households with children	
		The average time (days) spent as homelessness for households with children	192	Reduce against baseline		164 days (a -14.6% reduction from the baseline figure of 192)	
	Provide housing support service provision to improve homelessness prevention and support tenancy sustainment	Number of households supported including households with children	937	Maintain number of households receiving support	SLC Housing	538 homeless households provided with support (note 25% of the Tenancy Sustainment Fund awards were provided to families with children) (Number of homeless households provided with support is dependent on the number of households who report to the service for support, which varies year on year. On this basis the measure should be contextual, or an alternative measured agreed).	No RAG status Measure contextual
	Continue to implement joint working through the care protocol to prevent and reduce homelessness for care experienced young people and support them to move to independent living in the community	Number of care experienced young people supported to plan for and move to independent living in the community	73 through care applicants of which 29 active and 44 deferred (not ready to be permanently housed)	Target not applicable, Services are demand led	SLC Housing	98 through care applicants of which 37 are on the waiting list to be rehoused and 61 are not yet ready to be permanently rehoused. (note 43 young people rehoused and one tenancy terminated)	No RAG status Measure contextual
2.6 Improved digital inclusion amongst families in the most deprived areas	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	5,442	Target TBC	SLC Education	A range of digital supports were made available for schools, pupils and families including chrome books, Mifi devices and cloud storage. A resource called Texthelp was made available for all schools with training for staff available. SchoolCloud was purchased for all establishments and has been used by a large number of schools and pupils with feedback being very positive and resulting in purchase of this resources for a second year for all schools A Digital Development Officer has been in place since October 2021 to support the implementation of the digital support in schools and for pupils and families.	TBC

2.7 Reduce Food Poverty	Delivery of Breakfast Clubs in schools	Number of Breakfast Clubs operating in schools	88 (June 2019)	124 (all SLC Primary School)	SLC Education	124	
		Number of children benefiting from Breakfast Clubs	5,883 (June 2019)	6,500 children benefiting (or a 10% increase)		An average of 7,843 pupils per week have been taking a breakfast. (November 2021)	
	Increase the uptake of free nutritional supplements	Total number of eligible children receiving free vitamin D through the universal vitamin distribution programme	773 pots of vitamins distributed	Increase distribution of free vitamins Increase the number of distribution points for free vitamins	NHS	5,157 units of vitamin D drops distributed No data available currently for total number of eligible children (from birth to 3 rd Birthday)	No RAG status Partial data reported. Measure to be re-designed for 2022/23 plan.
2.8 Reduced costs of participation in Leisure and Culture experiences	SLLC will work with schools to maintain targeted delivery of the Active Schools programme where possible throughout the COVID-19 recovery phase	Number of visits pupils make in attending the active schools programme	391, 952 (2018/19)	*155, 000 Visits	SLLC	249,983 visits Equalities data will be available in August once submitted to Sport Scotland.	
	SLLC will work with schools to maintain targeted delivery of the Active Schools programme where possible throughout the COVID-19 recovery phase	Percentage of school roll participating in Active Schools activities	48% of all pupils (2018/19)	*40% of all pupils	SLLC	41% of the school roll (exceeding target of 40% by +1%) 18,585 pupils attended Active Schools activities.	

	Continue to offer the SLLC concession scheme through promotion and awareness raising	Number of concessions taken up	6,005 (2018/19)	*5,000 (by March 31st 2022)	SLLC	5,541 live concession scheme memberships	
2.9 Reduce costs associated with health harming behaviours	Support families in higher poverty areas to reduce costs associated with health harming behaviours e.g. tobacco, alcohol and drug use	Number of pregnant women living in 40% most deprived areas of who stop smoking	19 successful quits from pregnant women in the 40% most deprived areas	20 pregnant women living in the 40% most deprived areas will stop smoking	NHS	<p><u>April 2021 – December 2021</u> 16 pregnant women living in the 40% most deprived areas successfully quit smoking at 12 weeks.</p> <p>Published and confirmed data for April 2021 to March 2022 will be available 1st August 2022. It is predicted that the target for 2021/22 will not be met. During this period COVID-19 had an impact on the tobacco programme, which resulted in:</p> <ul style="list-style-type: none"> • Reduction in referrals • No face to face contact with patients/clients • Increased challenges for all community pharmacies during COVID -19 • Redeployment of QYW Nurses • Increased levels of sickness absence • Raising awareness of QYW service opportunistically reduced • Tobacco Control Team Vacancies • Stop Smoking Services were adapted <p>In Quarter 1 2022/23 referrals have increased as COVID-19 restrictions lifted, face to face work has been reintroduced within community settings and positive opportunities for partnership working has resumed.</p>	

Table 3: Actions and measures: Income from Employment

No.	Action	Measure	Baseline 2019/20 (unless otherwise stated)	Target 2021/22	Lead officer/ reporting officer	Performance against measure/target Year up to 31st March 2022 (or nearest available date) (Add breakdown data on children and parents if possible)	RAG status
3.1 Reduce Gap in school leavers entering a positive destination between most deprived 20% and least deprived 20% areas	DYW partners will provide early support to school leavers to support positive transitions from school	Percentage gap in positive destinations between the most deprived 20% and least deprived 20%	SL - 6.3% National – 6.3%	Maintain the gap at the national level or better	Skills Development Scotland	South Lanarkshire – 6.4% Scotland – 4.8% (Local authority level SLDR returns impacted by COVID-19)	
	Deliver an SCQF Level 4/5 Construction Foundation Apprenticeship SLC	Number of young people completing the Construction Foundation Apprenticeship	138 completers (2020/21)	229	SLC Education	229 young people engaged on the SDS funded programme in 2021/22	
	Youth employability partners work with employers to provide an increase in Modern Apprenticeship opportunities (SDS)	Number of Modern Apprenticeship starts	1,250	1,251	Skills Development Scotland	1,688	

3.2 Support care experienced school leavers sustain a positive destination	Continue identification of individual support needs of care experienced young people via the Multi Agency Tracking Group consisting of the Council and SDS.	Percentage of care experienced school leavers entering a positive destination	SLC - 86% (2019/20) National– 81%	On or below national level	Skills Development Scotland	South Lanarkshire – 90% Scotland– 87.9%	
3.3 Increase employment support for low income parents	Continue to deliver the Parental Employment Support programme (SLC)	By 31 st March 2022	32 parents (2020/21)	70 parents receive increased hours/ pay	SLC Employability	<p>41 parents increased hours/pay./improved current employment.</p> <p>Note- during 2021/22 the service engaged with 129 parents. This included 80 Lone Parents, 24 parents with a disability, 11 BAME Parents, 10 parents with a disabled child, 4 parents with 3 or more children.</p> <p>Opportunities to increase hours and pay for parents in employment were limited due to the economic situation arising from the COVID lockdowns for most of 2021/22. Employers experienced difficult financial and business issues for most of last year including staff shortages and recruitment challenges which resulted fewer opportunities for increasing hours/ pay than was envisaged at the time of setting the target for 2021/22. Although the target of 70 parents achieving enhanced hours/ pay was not achieved, the target was set based on assumptions that covid restrictions would be lifted earlier than expected.</p> <p>As COVID-19 restrictions were eased during Q4 2021/22 the confidence of parents to participate in the programme increased and this resulted in a rise in engagements in the early months of 2021. There has been an overall increase in the number of parents and parents from the six child poverty priority groups engaging with the programme over the past year. It is envisaged that more opportunities for pay and hours increases for employees will be realised in 2022/23 after parents currently engaging with the programme have completed their qualifications (timescale of achievement of qualifications are not co-terminus with financial year reporting).</p>	

		By 31 st March 2022	New measure, no baseline at 2019/20 or 2020/21	110 parents increase confidence		129 parents have progressed with increased confidence	
		By 31 March 2022,	16 parents (2020/21)	50 parents to enter job outcomes		26 parents into jobs The target of 50 parents into employment by the end of 2021/22 was optimistic and based on the assumption of an early return of confidence in parents to re-enter the employment market. Opportunities for employment during 2021/22 have been more restricted than was thought last July (when the targets were set) due to the effect of recurring COVID-19 lockdowns on local labour markets for most of 2020/21, and the lower confidence of local employers to recruit in uncertain economic circumstances.	
	Clyde Gateway will deliver an inclusive employability support programme within the Clyde Gateway corridor supporting families in the Rutherglen Project and Glenburgh Nursery into fair work	By March 31 2022, 50% of project participants supported will either move to employment from being unemployed, or will increase hours in employment, or have an uplift in salary	New programme, no baseline at 2019/20 or 2020/21	50%	Clyde Gateway	23 people supported (46%)	
		By March 31 March 2022, 50% of participants will be supported to access skills development, volunteering, and employability support	New programme, no baseline at 2019/20 or 2020/21	50% against a target of 50	Clyde Gateway	33 people supported (66%)	
		By March 31 2022, 50 supported to have reduced living costs and a reduction in debt	New programme, no baseline at 2019/20 or 2020/21	60% against a target of 50	Clyde Gateway	59 people supported (119%)	
		By March 31 2022, 50 supported through crisis situations and into stability	New programme, no baseline at 2019/20 or 2020/21	60% against a target of 50	Clyde Gateway	34 people supported (68%)	
		By March 31 2022, 100% of single parent referrals continue to engage to take up full entitlements of existing and new social security	New programme, no baseline at 2019/20 or 2020/21	100% of all referred	Clyde Gateway	33 single parents continued engagement (92%)	

		benefits					
3.4 Employees being paid the living wage	The Lanarkshire Living Wage Campaign Group will promote the living wage to employers across Lanarkshire to increase the number of employees earning the living wage (SLC)	The number and proportion of employees earning less than the Living Wage	18,000/ 20.8% Scotland=15.1% (2020) (ASHE)	Reduce to below 20%	SLC Finance and Corporate	14,000/ 12.5% (2021) Scotland= 14.4% (ASHE)	
		The number and proportion of employees earning the Living Wage or more	70,000/ 79.2% Scotland=84.9% (2020) (ASHE)	Increase to 80%		96,000/ 87.5% (2021) Scotland= 85.6% (ASHE)	
		Number of accredited employers providing the Living Wage	93 employers (as of 31 st March 2021)	Increase from baseline		118 employers (as of 31 st March 2022)	
3.5 Employee upskilling	South Lanarkshire Council will deliver an upskilling programme for staff experiencing low pay, underemployment and a lack of skills and qualifications in the workplace	By March 2022 120 staff will become more financially independent	120 (2020/21)	120 employees	SLC Employability	169 employees engaged in Upskilling Programme	
		By March 31 2022, 50 staff will increase their hours	11 (2020/21)	50 employees		27 employees successfully increased their hours/ ensured Job security within the workplace. Further financial and wider business challenges arising through the continued COVID-19 lockdowns during 2021/22 has impacted on employers' capacity to increase working hours to a greater extent than was thought at the time of setting the end of year targets. The expectation for 2022/23 is that there will be greater opportunities for staff to upgrade working hours as employers gain confidence, and the labour markets return to some form of stability.	
		By March 31 2022 75 staff will secure promotion at work	64 (2020/21)	75 employees		37 employees secured a promotion at work Further financial and wider business challenges arising through the continued COVID-19 lockdowns during 2021/22 has impacted on the capacity of local employers to create promotion opportunities to a greater extent than was thought at the time of setting the end of year target. The expectation for 2022/23 is that there will be greater opportunities for staff promotions, as employers gain confidence, and the labour markets return to some form of stability.	

3.6 Trade spend to living wage employers	NHS Lanarkshire and South Lanarkshire Council will continue to monitor, and where possible increase, the proportion of trade spend to Living Wage accredited (remove) employers	Proportion of trade spend to living wage employers (as a percentage total spend on contracts to all employers)	NHS Lanarkshire = 2.7% (amounting to £6,744,092) SLC= 90% of regulated contracts awarded to Real Living Wage employers	*No target applicable, contextual measure	SLC Finance and Corporate/NHS	SLC= 98% (337 out of 343) of suppliers awarded contracts paying the real living wage (June 2022) NHSL= Available in September 2022 SLC= 25% (84 out of 343) of suppliers awarded SLC contracts are accredited living wage employers (June 2022) NHSL= Available in September 2022	No RAG status Measure contextual
		Proportion of trade spend to Lanarkshire based employers (as a percentage total spend to all suppliers)	NHS Lanarkshire= 24.8% (amounting to £57,200,000) SLC= 18% (core spend £58.8m)	*No target applicable, contextual measure	SLC Finance and Corporate/NHS	No update	No RAG status Measure contextual
		Proportion of trade spend to supported employers	NHS Lanarkshire= 0.002% (amounting to £3,875) – SLC= 0%	**No target applicable	SLC Finance and Corporate/NHS	No update	No RAG status Measure contextual