Fairer East Ren: Transitional Delivery Plans 2022/2023

Delivering the outcomes of the East Renfrewshire Community Plan

Background

- Fairer East Ren is the Local Outcome Improvement Plan for East Renfrewshire Community Planning Partnership.
- A requirement of the Community Empowerment (Scotland) Act 2015, is that a Local
 Outcomes Improvement Plan (LOIP) is produced to outline how community planning
 partners will work with communities to improve outcomes for individuals, families and
 communities and reduce socio-economic inequality.
- Fairer East Ren is set out in a number of themed delivery plans:
 - Child poverty in East Renfrewshire is reduced (Local Child Poverty Action Report)
 - Residents have the right skills, learning opportunities and confidence to secure and sustain work
 - Residents' mental health and wellbeing is improved
 - · Residents are safe and socially connected within their communities
- The partners reviewed these plans in early 2021 and agreed that a transitional Fairer East
 Ren Plan was required for 2021/2022 while communities and services were recovering from
 the impact of Covid-19. The relevant thematic groups considered the strategic and
 intermediate outcomes, progress indicators and critical activities from previous plans and
 updated them accordingly.
- As we continue with our post-pandemic recovery, and with a newly elected council
 administration, the 2021-22 Fairer East Ren Recovery Transition Delivery Plans will be rolled
 forward for 2022/ 2023. This will allow us to work together in partnership to review our
 strategic planning approach and develop ambitious, longer-term delivery plans to create a
 fairer future with all.
- This one-year plan ensures that critical activities to reduce socio- economic inequality continue in the interim.

Child poverty in East Renfrewshire is reduced (Local Child Poverty Action Report) Responsible Delivery Partnership: Child Poverty Oversight Group, Chairs Louise Pringle (ERC) and Julie Murray (HSCP)

Whilst East Renfrewshire has one of the lowest levels of child poverty in Scotland, there are still around 3,000 of our children and young people living in low income families; that is 16% of all children and young people living in the area. East Renfrewshire has the highest proportion of children in any local authority in Scotland; one in every five people in the area are aged 0-15 years. Migration has had a large impact on the population of East Renfrewshire and especially the child population; in 2019/20 over 570 more children (0-14) migrated into the area, with none leaving, and in 2018/19 this figure was also nearly 500, meaning over 1000 more children have been added to the area in this two year period. There are currently around 2,400 lone parents with one or more children and it is projected that this will increase. There are fewer young mothers in East Renfrewshire than the Scottish average; 6% of all births in East Renfrewshire were to mothers under the age of 25, compared to 16% nationally. Child poverty can be reduced by supporting parents to increase their income from employment and/or from social security, while also reducing their costs of living.

18.4% of households in East Renfrewshire are 'workless' meaning there is no individual over the age of 16 in the household who is employed, an increase of 4% from the previous year. About a third of children in East Renfrewshire come from 'mixed households'. This means a household contains at least one person aged 16 to 64, where at least one person aged 16 and over is in employment and at least one other is either unemployed or inactive.

Those living in East Renfrewshire receive the highest average weekly pay in Scotland; the average weekly full time pay is £809 and the average weekly part time pay £308. However, those working in East Renfrewshire receive the lowest average weekly pay in Scotland; the average weekly full time pay is £626 and the average weekly part time pay is £225. Further, around a third (31%) of employees over 18 earn less than the living wage in East Renfrewshire which is double the Scottish average.

East Renfrewshire residents are less likely than the Scottish average to receive income from social security and benefits. 7.5% of all primary pupils from P5 to P7 are registered for free school meals which is lower than the Scottish average of 21.3%. 7.7% of secondary pupils are registered for free school meals, again lower than the Scottish average of 17%.

The costs of living in East Renfrewshire are higher than average, particularly in relation to housing costs. The average property price in East Renfrewshire in 2022 has increased by 9.2% since early 2021 to rise to £274,223. The average weekly local authority rent is £77.39.

We recognise the lower than average levels of poverty in the area but we understand that we have not yet seen the full impact of Covid-19 and therefore we need to continue to work together as a Community Planning Partnership to tackle poverty, with a particular focus on the most vulnerable group including lone parents, young parents and larger families. The cost-of-living crisis is beginning to take its toll with uptake rates for benefits, the Scottish Welfare Fund and Money Advice support rising. East Renfrewshire's approach to child poverty is linked closely with the priority outcomes of employability and promoting positive mental health and wellbeing as outlined in the other Fairer East Ren plans to follow.

1.1 Child Poverty in East Renfrewshire is reduced

Intermediate Outcome **Population Outcome** Our Contribution **Critical Activities** We will know we are making good The Outcome we So what we need to achieve is ... By..... steps along the way WHEN... want is... Encouraging more local businesses to become real Living Wage accredited Improved income from employment Increasing support for inactive and in-work parents to All children in East for parents remain active in the workplace, train and gain progression, Child poverty is reduced Renfrewshire experience a stable Designing inputs to employability programmes via and secure childhood Participatory Budgeting and succeed Delivering of new Parental Transition Fund and Best Start, Bright Futures programme **Critical Indicators** Ensuring all parents involved with employability programmes are offered financial inclusion support Enhanced gains for families from Children living in poverty Improving knowledge of financial wellbeing among school income maximisation and social Real Living Wage employers in aged residents, parents and carers and staff security East Renfrewshire Working age unemployment level Improving parental access to benefits and income maximisation Children and Young people information and advice, including new referral pathways participation level Improving availability of affordable credit options within Free School Meal uptake at East Renfrewshire Primary School Access to financial wellbeing Enhancing the use of data to provide insights and advice in East Renfrewshire interactivity Fuel Poverty Uptake of funded early learning Reducing energy costs for vulnerable families and childcare entitlement Reduced costs of living Increasing provision of affordable housing options to vulnerable groups Reducing cost to families of school attendance and participation Reducing cost to families of Early Learning and Childcare Reducing cost to families of the pregnancy pathway

Inclusive Economic Recovery and Growth

Responsible Delivery Partnership: East Renfrewshire Local Economic Partnership (LEP), Chair, Michael McKernan (ERC)

In 2020, East Renfrewshire's population was 96,060 with around 57,000 (59.5%) of these residents of working age. Around 72% of working age residents are economically active.

However, over the past year we have seen a rise in unemployment, like the rest of the country. On average, 2090 people In East Renfrewshire claimed Job Seekers Allowance or Universal Credit with a requirement to look for work between July 2020 and June 2021. 18.4 % of households in East Renfrewshire are workless' meaning there is no individual over the age of 16 in the household who is employed.

Although there are comparatively high employment levels within the authority compared with Scotland as a whole, local socioeconomic data shows that there are areas of higher unemployment in our most deprived areas. The number of 16–64-year-olds claiming out of work benefits increased during the pandemic, however we are seeing early indications that this rate is beginning to fall again in 2022.

Whilst it is acknowledged that employment remains the best route out of poverty, it is not a protection against poverty, for example, around one third of people working in East Renfrewshire continue to earn less than the living wage. This is double the Scottish average.

97% of 16–19-year-olds are participating in education, employment or training; this compares favourably to the Scottish average of 92%. It is acknowledged however that the participation rates will vary in different communities within the authority.

East Renfrewshire's Local Employability Partnership (LEP) has an important role ensure that the Inclusive Growth agenda is considered and mainstreamed across a wide range of Council and partner activities. Inclusive Growth means economic growth that combines increased prosperity with greater equality, creates opportunities for all, and distributes the benefits of increased prosperity fairly. This is done by promoting fair work and tackling inequality; and ensuring that success and opportunity is shared across the whole of East Renfrewshire.

We need to consider the importance of inclusive growth as a 'preventative' measure. If, for example, a development helps a vulnerable group or community to improve its skills and access to jobs, evidence shows that demands on a range of key services- social work, housing, criminal justice, health etc.-will be reduced.

East Renfrewshire's approach to employability is linked closely with the priority outcomes of tackling poverty and promoting positive mental health and wellbeing.

2.1 East Renfrewshire residents are healthy and active and have the right skills for learning, life and work

Intermediate Outcome **Population Outcome Our Contribution Critical Activities** We will know we are making good The Outcome we So what we need to achieve is ... By..... steps along the way WHEN... want is... Raising awareness of and developing pathways for employability support for local residents with barriers to secure and sustain work. Support will be provided to those newly East Renfrewshire Targeted and personalised support for unemployed as a result of the pandemic and deemed 'job ready', Residents of East Renfrewshire have the residents are healthy people facing barriers eg mental health, as well as ongoing and more intensive support for those right skills, learning opportunities and and active and have additional support needs, disabilities residents with barriers to employment identified as 'not job confidence to secure and sustain work the right skills for ready'. learning, life and work Delivery of 5 stage pipeline model to ensure young people and residents have the right skills to take advantage of employment opportunities created and accessible through the City Deal and other local developments. Increased variety and type of jobs with a Critical Indicators greater awareness of range of Improving employer engagement with the LEP, with greater opportunities available participation from the private and third sector with a focus on Real Living Wage employers in East changing perceptions of particular cohorts with barriers to employment. Renfrewshire Decrease in working age dentifying and securing resources for additional and enhanced services unemployment level to support employers to hire people with barriers to securing/ Children and young people sustaining work participation level Educational attainment gap Sharing and making effective use of local data sources to create a shared understanding of local conditions, requirements, Households with no adult in barriers to employment employment **Employment rate** A stronger partnership approach to Aligning vocational, apprenticeship and employment address gaps in employability provision All (working) age out of work benefit opportunities more closely with key areas of growth within the community claimants Supporting multi agency relationships and planning to ensure recruitment of young people from key equity groups, including care experienced Ongoing mapping of services requirements across the employability skills pipeline to identify gaps and avoid duplication. Ensure information on services is accessible online for all residents. Enabling new and existing businesses to grow and prosper through a co-ordinated package of advice, recruitment, financial and training support. ERC using its position as a large employing organisation & Increased employment opportunities procurer of goods & services to maximise income through employment of low income families Encouraging more local businesses to become real Living Wage Increasing support for in-work parents to remain active in the workplace, train and gain progression

Community Wellbeing and Connectivity

Responsible Delivery Partnerships: East Renfrewshire Wellbeing Network, Chair, Ruth Gallagher (Voluntary Action East Renfrewshire); East Renfrewshire Digital Inclusion Partnership, Christine Cairns (ERC)

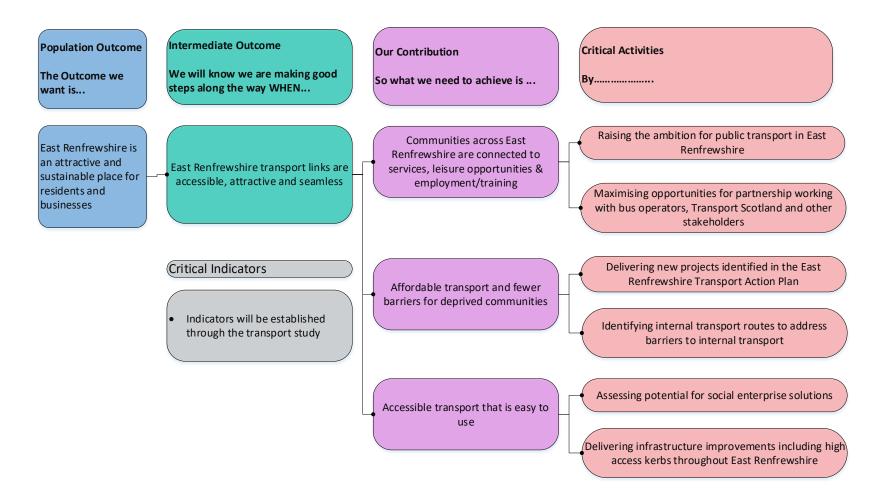
The effects of the Covid-19 pandemic over the past two years has further highlighted the importance of good mental health and wellbeing for residents. Whilst the lockdowns provided opportunities for many to help others in their community, for example, through volunteering, loneliness and isolation remain issues for many residents within our communities which has led us to identify social isolation as a priority area. https://example.com/humanitarian Research carried out on behalf of the Council at the end of 2021 found that loneliness and mental health issues increased significantly during the pandemic. 23% of residents reported a fall in happiness with 11% reporting an increase in anxiety. One in three adults reported an increase in alcohol consumption.

These issues are high on the agenda at national level with a national mental health strategy in place and the Scottish Government's 'A Connected Scotland' plan highlights the role of connected communities in tackling social isolation and loneliness. East Renfrewshire's outcome delivery approach will contribute to national efforts around mental health and social isolation.

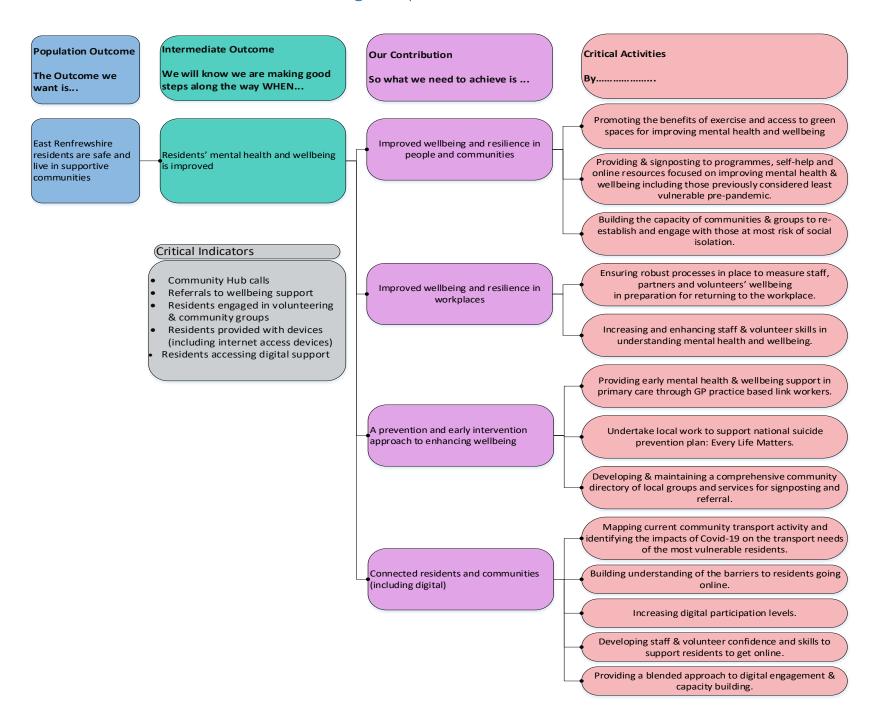
Demographic changes projected in our population emphasise the need to prepare for increased numbers of older people and increased numbers of single person households. During our engagement, residents also repeatedly highlighted the benefits and importance of a strong sense of community, social connections together with feeling safe. This delivery plan is focused on an early intervention approach to promoting wellbeing, through self-help and community support.

This is separate to the strategic approach in place to support people with specific mental health conditions through appropriate medical care and support services, which is a high priority in the HSCP Strategic Plan. Specific mental wellbeing supports for young people are a priority within the Integrated Children's Services Plan.

3.1 East Renfrewshire's transport links are accessible, attractive and seamless



4.1 Resident' mental health and wellbeing is improved



Residents are safe and more socially connected within their communities

Responsible Delivery Partnership: Safe East Renfrewshire, Chair Murray Husband (ERC)

Loneliness and isolation are key issues for many within our communities and this has been particularly prevalent during Covid-19. All residents have faced restricted movements during lockdown and this has reduced the opportunity to engage with others, particularly for residents who have been shielding, those with restricted digital access and those with limited local supports.

Through previous engagement and our Humanitarian Research, we know the value resident place on the benefits and importance of a strong sense of community, social connections together with feeling safe. These issues are high on the agenda at national level with a national mental health strategy in place and the Scottish Government's 'A Connected Scotland' plan which highlights the role of connected communities in tackling social isolation and loneliness. East Renfrewshire's outcome delivery approach will contribute to national efforts around mental health and social isolation.

This delivery plan acknowledges a range of good work already underway by partners and opportunities for people to get more involved in their community and reduce isolation-including Voluntary Action East Renfrewshire's Community Hub and the HSCP's Talking Points.

East Renfrewshire population projections suggest increased numbers of older people and increased numbers of single person households going forward. Work in Fire and Rescue, Police Scotland and Trading Standards and Prevention Services has highlighted the links between social isolation and safety. The Community Planning Partnership can work to identify those who are isolated and refer people on for support through joint working. This will allow action to help keep residents safe from harm, both at home and in their communities. East Renfrewshire's approach to safety and social connections is linked closely with the priority outcomes of promoting positive mental health and wellbeing.

5.1 Residents are safe and more socially connected within their communities

Intermediate Outcome **Population Outcome Critical Activities** Our Contribution We will know we are making good The Outcome we So what we need to achieve is ... steps along the way WHEN... want is... Maximising the use of different resources and tools to engage with residents innovatively (inc. Market Places, libraries and Talking Points) Older people and Communities have Residents are safe and people with long more socially connected access to information and resources term conditions in within their Developing and maintaining a comprehensive community East Renfrewshire communities directory of local groups & services for signposting & are valued; their referral voices are heard and they enjoy full and positive lives Building the capacity of communities to develop and deliver their own inclusive activities Critical Indicators Confidence at home packages Increasing awareness of the 'Talking Points' locations as an Domestic violence data Socially isolated approach to support and link people with local assets to Park footfall people are identified find more local sustainable solutions Youth disorder data and connected to their communities Working with local community groups to engage with groups and individuals at most risk of social isolation Using data to identify crime and disorder trends and patterns within communities and inform targeted actions Identifying and raising awareness of safe public places for Residents feel safe in vulnerable people in the community through I am me: their communities Keep Safe project Creating safe open spaces and parks for all Co-ordinating a multi-agency approach to prevent falls in the home Residents are safe from harm Delivering fire home safety visits which signpost individuals to relevant services & identify fire & non-fire related risks in the home Co-ordinating a multi-agency approach to reducing Domestic Abuse Raising awareness in recognising opportunities to tackle financial harm to our residents

The Community Planning Partners will oversee the progress towards a Fairer East Ren and will publish updates on our webpages at https://eastrenfrewshire.gov.uk/community-planning-partnership

As we continue to deliver a Fairer East Ren we will create opportunities for working together with local people to ensure the plans meet their needs.