

REPORT TO: CITY GOVERNANCE COMMITTEE – 21 APRIL 2025

REPORT ON: DUNDEE FAIRNESS LEADERSHIP PANEL REPORT 2025

REPORT BY: CHIEF EXECUTIVE

REPORT NO: 132-2025

1.0 PURPOSE OF REPORT

- 1.1 This report presents the latest report from the Dundee Fairness Leadership Panel (FLP) and seeks support in implementing its recommendations in collaboration with community planning partners.

2.0 RECOMMENDATIONS

It is recommended that Committee:

- a) Endorses the report and the recommendations of the Dundee Fairness Leadership Panel – attached as Appendix 1.
- b) Refers the recommendations to the Dundee Partnership's Child Poverty and Inequalities Strategic Leadership Group for further consideration and support.
- c) Instructs officers to incorporate these in the next Fairness and Child Poverty Action Report due to be published by the end of June 2025.

3.0 FINANCIAL IMPLICATIONS

- 3.1 None.

4.0 BACKGROUND

- 4.1 The Dundee Fairness Leadership Panel (FLP) was formed in late 2021 following approval from the Policy & Resources Committee on 21 June 2021 (Report 196-2021, Article IV refers). It is the main mechanism by which the Council and the Dundee Partnership involves those with lived experience of poverty and inequality in work to tackle the causes and consequences of deprivation in Dundee. It plays a significant role in shaping policies and practice across partners in Dundee. Its progress is reported in the Fairness and Child Poverty annual report for the city.
- 4.2 The most recent work of the FLP started as a result of a series of visits to local projects in 2023. The members of the panel agreed to investigate three priorities as the basis for identifying what further action could be taken in Dundee and prioritised the following:
- Mental Health and Isolation;
 - Support to Third Sector Projects who are offering crisis support to tackle poverty; and
 - Fair Housing.
- 4.3 Subgroups then considered local evidence and met with service providers, strategic leaders and local people to identify gaps in services and support and develop proposed solutions. These were presented and discussed at the annual Dundee Fairness Conference in November 2024.
- 4.4 The full report on this phase of the Panel's work was published in April and is attached in Appendix 1. The Council and other community planning partners are identified as having a leadership role in implementing its recommendations. Relevant senior managers have been consulted in the framing of these proposed actions. They can be formally integrated into the

city's Fairness and Child Poverty Action Report that is scheduled to be presented to the City Governance Committee in June 2025. The actions would then be subject to the same monitoring and reporting arrangements.

- 4.5 The Panel's work contributes directly to the City/Council Plan priority to reduce child poverty and inequalities in incomes, education and health. The Child Poverty and Inequalities Strategic Leadership Group is responsible for the ongoing partnership work on the delivery of change relating to this increasingly important issue. The Panel's report will be presented to their next meeting for further detailed consideration.
- 4.6 The work of the panel was recently acknowledged in a research briefing published by the Joseph Rowntree Foundation [Alternative voice: inclusive decision-making empowering Dundee's community](#). It asserted that a key factor in its success is the independence of the Panel. It also noted that each member commits to a shared purpose of improving decisions, strengthening inclusive communication and developing anti-poverty initiatives. They concluded that the Panel's collaborative approach:
- strengthens the relationship between the community and decision-makers;
 - changes perceptions between groups of people that are systematically separated;
 - supports people who often go unheard to instead shape the political agenda; and
 - provides a clear route to designing better policies for communities.

5.0 POLICY IMPLICATIONS

This report has been subject to an Integrated Impact Assessment to identify impacts on Equality and Diversity, Fairness and Poverty, Environment and Corporate Risk. An impact, positive or negative, on one or more of these issues was identified. An appropriate senior manager has checked and agreed with this assessment. A copy of the Integrated Impact Assessment showing the impacts and accompanying benefits of / mitigating factors for them is included as an Appendix to this report.

6.0 CONSULTATIONS

A large range of organisations and individuals were involved in the preparation of the Fairness Leadership Panel report and these are listed throughout the FLP report in Appendix A. Members of the Dundee Partnership Management Group and the Council Leadership Team were consulted in the preparation of this report.

7.0 BACKGROUND PAPERS

None.

GREGORY COLGAN
CHIEF EXECUTIVE

1 APRIL 2025

ANDREA CALDER
HEAD OF CHIEF EXECUTIVE'S SERVICES



Dundee Fairness Leadership Panel

Report April 2025

Contents

Page

1	Co-Chairs' Introduction	3
2	The Dundee Fairness and Leadership Panel	4
3	Mental Health and Isolation	9
4	Pressures on Third Sector Projects	12
5	Fair Housing	15
6	What Happens Next?	19
7	Thanks	20

1. Co-Chairs' Introduction

As the new co-chairs of the Dundee Fairness Leadership Panel, we are delighted to play our part in such an important group in the city.

Our first job here is to pay tribute to the Panel's first co-chairs. Tony Gibson, who passed suddenly last summer, was a towering figure in every way. He was a vigorous and passionate campaigner for social justice who is greatly missed. Much more happily, Cllr. John Alexander moved on to begin a new career. Together with Tony, John provided the Panel with the confidence and direction to establish ourselves as a serious and respected voice in Dundee.



We would like to thank the Panel members for all their hard work and all the people who contributed to our work over the past couple of years. It is essential that the Panel continues to listen to others with lived experience in the city and we have been inspired by the care and commitment we have seen and heard from groups, individuals and services supporting people who are struggling against poverty.

People are starting to notice what we are trying to achieve here in Dundee. The respected Joseph Rowntree Foundation studied our work and produced a briefing called **Alternative voice: inclusive decision-making empowering Dundee's community**. As a result, we recently attended a national conference held in Dundee to highlight our approach and encourage other areas to commit to genuinely listening to and collaborating with local experts from experience.

This new report addresses three important issues that are having an escalating impact on the lives of people struggling because of low incomes – **the rising levels of poor mental health, pressures on community projects who are trying to help, and the need for fairer housing**. We have looked closely and carefully into these and have produced a series of recommendations. We are now calling on everyone in Dundee to play their part in taking these on so that we can change things.

We know that won't be easy. Despite everyone's efforts, commitment and belief that we can make lives better, it feels that the impact of poverty continues to grow. These recommendations probably won't be enough to solve that, but we would invite everyone who reads this report to help us to put them into action as another important contribution to our ongoing fight for a fairer Dundee.

Mark Flynn & Andrew Lorimer
Co-Chairs, Dundee Fairness Leadership Panel
April 2025



2. The Dundee Fairness Leadership Panel

Who we are

The Fairness Leadership Panel is a collective response to poverty/inequality. The Panel is made up of people with lived experience and organisational representatives working together to ensure that people facing disadvantage and vulnerable in our city have a voice.



Panel Members

Alex Roncone; Andrea Calder; Andrew Kirk; Andrew Lorimer; Bishop Andrew Swift; Caroline Adamson; Chris McDonald; Daisy Field; Daniel Burns; David Dorward; Dawn Harris; Eddie Baines; Ethel Davidson; Fiona Morrison; Georgia Cruickshank; Gregory Colgan; John Alexander; Kirsty Craig; Linda Smith; Mark Flynn; Rev Roxanne Campbell; Roger Keech; Ryan Hopkins; Sheila Allan; Siobhan Tolland; Tammie Brown; Terrie Bustard; Tony Gibson; Trudy McLeay.

With a current active membership of 22 people, each Member brings their experience and expertise to our discussions, each is ready to listen and to seek solutions together. We meet 5 times a year, plus host an Annual Conference. In between meetings, short-term working groups meet to look at specific issues or themes. We often invite visitors to the Panel or working group meetings to advise, update and inform us on their particular area.



We work to mitigate the impact of external factors, out with our control, by focussing on where we can bring influence and change. Panel members are not afraid of asking hard questions.

The key tasks of the Panel are to

- Influence the development of crucial fairness strategies,
- Make sure key strategic decisions involve real input from people with lived experience,
- Ensure actions in the Dundee Fairness and Local Child Poverty Action Plan are achievable and delivered, and
- Scrutinise performance and implementation of services.



The input from community representatives, Dundee Fighting for Fairness, is a crucial element that keeps the work of the Fairness Leadership Panel relevant.

Dundee Fighting for Fairness is a diverse group of individuals from various backgrounds and life experiences in the city, united in their efforts for fairness. They've all travelled many different roads to get to this point, but they all have three things in common:

- All have experienced some level of poverty and inequality in our city.
- All are connected with, listening to, and working for different vulnerable groups in our city.
- All are passionate about making changes so that what they've collectively experienced won't repeat itself for others in our city.

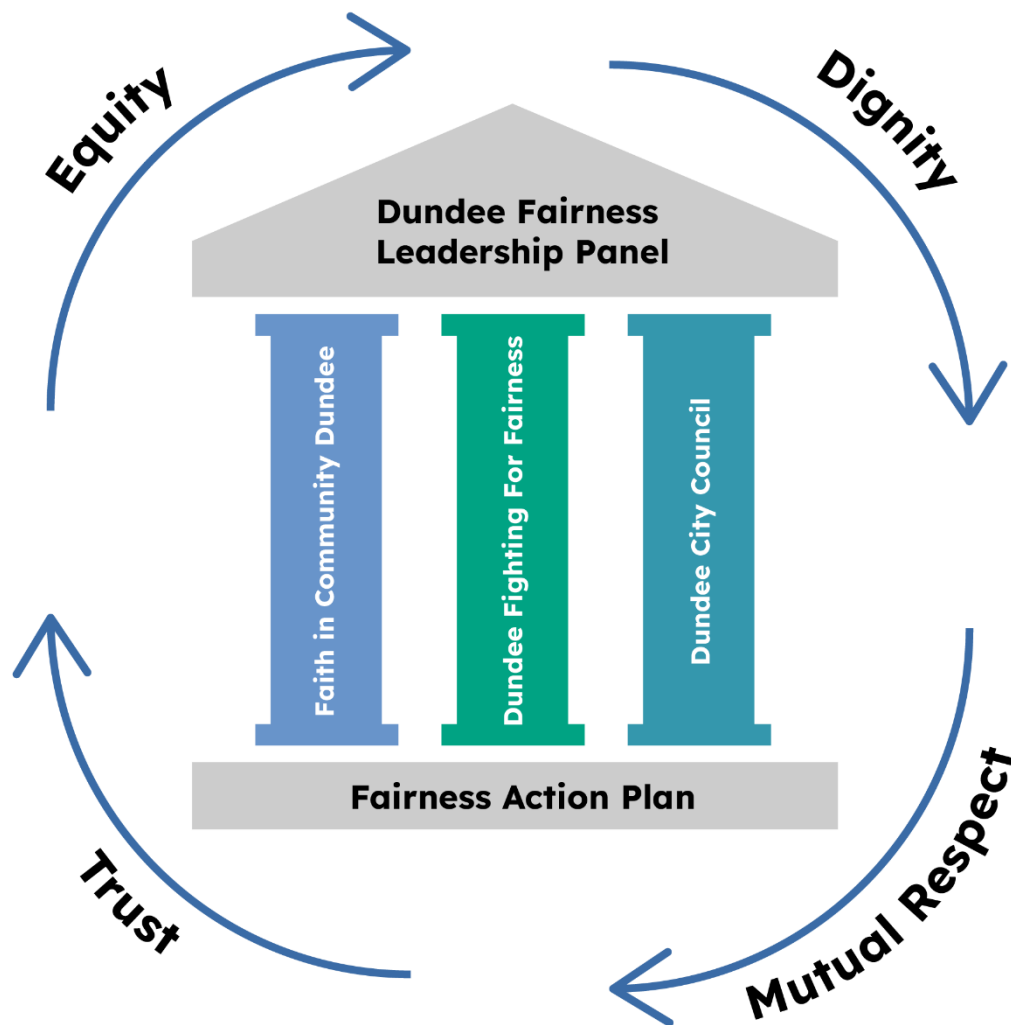
Some of the groups DFFF members are connected with, listening to, working for include:

The Yard Parents Support	Menzieshill Community Hub Local Management Group
Bethany Christian Church Connect Cafe	Menzieshill Food Hub
Child Poverty and Inequalities Strategic Leadership Group	Menzieshill Tenancy Group
Community Guiders Dundee	One Parent Families Scotland
Community Health Advisory Forum	Parents Supporting Parents
Community Health Team – North East	Resolve & Evolve
Dundee Changemakers	Suicide Prevention Team with the Health & Social Care Partnership
Dundee Community Food Network	Taught By Muhamad Cafes (citywide)
Finmill Community Centre	The Chrysalis Project
Fintry Parish Church Community Larder	The MAXwell Centre
Healthy Families Dundee	Together to Thrive
Lifegate Community Café	Whitfield Community Café
Menzieshill Community Gardens	Whitfield Local Management Group



An Independent Assessment - Joseph Rowntree Foundation Report

The Joseph Rowntree Foundation (JRF) has been a generous supporter of the development of the Dundee Fairness Leadership Panel. Over a nine month period, JRF studied the way we work together and produced a briefing called **Alternative voice: inclusive decision-making empowering Dundee's community**. They published a briefing in November 2024 that examined our success and what others might learn from the way we have tried to empower people with lived experience of poverty to play a full part in discussing what should be done about it.



Their briefing recognised the strong and sustainable relationships between Dundee Fighting for Fairness, Dundee City Council and other partners in the city, underpinned and facilitated by Faith in Community Dundee – described as the three structural pillars supporting the Panel. A key factor was seen as the independence of the main Panel players while also committing to our joint purpose of improving decisions, strengthening inclusive communication and developing anti-poverty initiatives. They concluded that our collaborative approach:

- strengthens the relationship between the community and decision-makers
- changes perceptions between groups of people that are systematically separated
- supports people who often go unheard to instead shape the political agenda
- provides a clear route to designing better policies for communities.

“The DFLP starts with the shared belief that this is about a commitment to improving people’s lives and the community everyone lives in. The way to achieve this is to work in partnership, across councils and public services, to put the voices of people who have lived experience of poverty and inequality at the centre of efforts to tackle these issues. This requires involving people who value and believe in this approach. Yet, it remains necessary to establish a structure and principles that can support its function, integrity and sustainability. We must learn from the successes of local initiatives and shift the balance of who makes decisions around poverty and inequality more widely across Scotland.”

**Alternative voice: inclusive decision-making empowering Dundee’s community,
Joseph Rowntree Foundation, 2024**

Priority Fairness Issues for 2023-25

In 2023 Panel Members visited local community projects across the city, asking specific questions about the impact of the ongoing cost of living crisis on attendees and projects.

Members reviewed the feedback and identified common challenges, then asked themselves:

How much influence the Panel has over this issue? How much of a priority is this issue to Dundonians? Through this process the Panel chose 3 areas of focus:

- 1 Mental Health and Isolation**
- 2 Pressures on 3rd Sector Projects Tackling Poverty**
- 3 Fair Housing**



Short-Term Working Groups

The Panel broke into 3 short-term working groups and between February 2024 and January 2025 investigated deeper into these issues, spending time listening to people in local communities, front line staff and managers within relevant services.

In November 2024 the short-term working groups presented their findings at the Fairness Leadership Panel Annual Conference, to attendees from local communities, third sector groups and organisations, Dundee City Council, Public Health, Health and Social Care Partnership, local businesses, Scottish Government, charitable funders and representatives from national research and anti-poverty organisations.



Feedback from the conference was incorporated into the findings and helped shape the final recommendations.

In the following sections, we outline the key issues, who we spoke to, what we heard and the final recommendations for each of the 3 priorities.

3. Mental Health and Isolation



What was the issue?

In our visits in 2023, projects shared with us that there had been a rise of people that have never really struggled with their mental health before and don't have the coping strategies needed to move forward. They also said that since Covid, it's been hard to get people to re-connect or engage because they feel anxious, and they end up excluding themselves.

Projects highlighted that one of the things that keeps people isolated and struggling with their mental health is not knowing what help is available to them; so rather than accessing early interventions, they end up at crisis point.

"Isolation is one of the biggest challenges people are facing that come to our project and workers have noticed an increase in the numbers of volunteers speaking about poverty, the Cost-of-Living crisis, and the subsequent impact on their mental health. The staff are struggling with their mental health too."

The Mental Health and Isolation working group's remit was to further investigate the isolation and poor mental health of people attending community projects and the staff/volunteers leading projects, particularly in disadvantaged areas.



Who did we speak to?

To help us understand more about these concerns, we spoke to:

The senior service manager of Hope Point and the manager of the local Distress Brief Intervention team to get an idea of what it's been like for services.

We visited projects in 3 of the most deprived areas in Dundee who are trying to support people with their wellbeing.

We met with clinicians from the Dundee Health and Social Care Partnership to discuss how mental health support can be made more accessible in Dundee.





What did we learn?

There are too many barriers that prevent people from connecting to services, and people are struggling to get the help they need when they need it because of overly complex systems.

"It is a human right to have an adequate and simplified route to mental health support when people need it."

Consultation and co-creation with lived experience should not be an afterthought or a check box, it should be a priority. It might take longer, but meaningful results will happen.

Community projects specifically asked for better support and training on where to signpost people who are struggling with their mental health and wellbeing. The third/ community sector is at the front line of dealing with the Mental Health Crisis, and many projects are saying they don't feel confident in how to support and signpost people who are struggling.

"More and more people are struggling with their wellbeing and we only really know of Hope Point and Carseview. We need to know what else it out there and how to connect people."

We were told that the community is asking for more face-to-face support. They pointed out that if everything is online or over the phone it often increases the feeling of isolation.

Online can be a starting point, but as much as possible online information should signpost people to opportunities where in-person connections are made, and support is given.

The community wants the city to prioritise community spaces because they provide vital support.

"A city wouldn't close an A&E because it provides vital, life-saving services. These places are our A&E, and they shouldn't be closed."

Towards the end of our research, we noticed that work needs done to identify and address the intersection between poverty and poor mental health and wellbeing in children and young people, specifically in education and healthcare settings.

We also noticed a correlation between people at higher risk of struggling with their mental health/wellbeing and people who are experiencing poverty. People in recovery, the elderly, different ethnicities, and people with disabilities have all been raised to us as struggling to access appropriate mental health and wellbeing support.



Since we were unable to do further investigation into these issue with the appropriate partners, we were not able to develop recommendations in response. However, we wanted to highlight our concern for the mental health and wellbeing of the children and young people and vulnerable communities of Dundee.

Fairness Leadership Panel Priority Recommendations

The Mental Health and Isolation Short-Term Working Group developed, sense checked and finalised the following recommendations:

Mental Health & Isolation			
	Recommendation	Responsible/Lead Organisation(s)	Deadline
a	All Mental Health and Wellbeing developments in the city are meaningfully co-created with people with lived experience of poverty and mental health challenges to ensure that people know about developments, they are accessible, and they meet the needs of the community.	<ul style="list-style-type: none"> • Mental Health and Wellbeing Strategic Planning and Commissioning Group • Mental Health in Primary Care Strategic Planning Group • All Dundee Partnership partners 	March 2026 onwards
b	Third sector and community projects are directly informed of and supported to use information about services and resources that can help address poor mental health and its causes so that projects can signpost people in need to relevant support.	<ul style="list-style-type: none"> • Mental Health and Wellbeing Strategic Planning and Commissioning Group • All Dundee Partnership partners • Dundee Third Sector Interface 	March 2026 onwards
c	Prioritise and protect local community projects that provide early interventions to improve people's wellbeing, mitigating the negative impacts of the cost-of-living crisis and isolation.	<ul style="list-style-type: none"> • All partners 	August 2025 onwards

4. Pressures on 3rd Sector Projects Tackling Poverty



What was the issue?

In our visits in 2023 projects overwhelmingly shared with us about the impact the increased demand on the third sector was having on their staff and volunteers. Staff and volunteers told us stories about supporting some of the most vulnerable people in our city and all the ways that affects their capacity to support people.

“More and more is being asked of us, but we have fewer and fewer resources to fill these needs. Our people are burning out.”



Who did we speak to?

To help us understand more about these pressures and identify solutions that might help, we spoke to:

Managers from Dundee Volunteer and Voluntary Action at the start and end of our work.

Volunteers from 8 different local third sector organisations and grass root projects.
Managers/directors from 14 different local third sector organisations and grass root projects.

Managers of the Dundee Women's Rape & Sexual Abuse Centre and the Chief Executive Officer of the Argyll and Bute Third Sector Interface as they were both highlighted to us to be examples of good practice in supporting staff and volunteers.

We also spoke to the Grant Manager for Northwood Charitable Trust as funding concerns had been raised by both staff and volunteers.





What did we learn?

Challenges the staff and volunteers of local third sector organisations and grass root projects are facing:

The support that staff need has greatly increased because of the rising pressures in meeting the complex needs of people attending projects.

"The complexity of what we're asking from our staff, and even our volunteer sometimes, has become undervalued – someone who is hired to be a housing officer is actually a: mental health worker, social worker, bodyguard, money advice worker, etc etc."

Volunteers are needing more support than ever before, they also have more complex/ challenging needs.

There aren't enough volunteers which can be stressful if people are sick or on holiday
More people are attending these projects with very complex issues that takes much more time to support.

An increasing level of pressure and expectation being put on projects despite not having capacity to meet the demands.

"Staff and volunteers are struggling with their mental health and burnout and we're still expecting them to do the work and support very vulnerable people – they can't afford to eat right, get therapy, exercise, etc but we're asking them to care for people with really complex needs."

An insecure funding landscape.

Lack of support for local third sector staff and volunteers.

Lack of support for managers/directors of small, local projects



Staff and volunteers of local third sector organisations and grass root projects said these things would help:

- Mental Health & Wellbeing support for the Third Sector so staff and volunteers can access things like counselling or support with subjects like addiction or mental health issues.
- We need more volunteers.
- Better support for managers/directors.
- Capacity building for third sector organisations. For example: better access to advice, training, staff support, mental health & wellbeing support, etc.
- Better understanding and trust from funders.
- We need alternative sources of finance.

Fairness Leadership Panel Priority Recommendations

The Pressures on 3rd Sector Projects Tackling Poverty Short-Term Working Group developed, sense checked and finalised the following recommendations:

Support to Third Sector Projects who are offering crisis support to tackle poverty

	Recommendation	Responsible/Lead Organisation(s)	Deadline
a	Ensure that local community projects that are providing direct responses to people in financial crisis have the practical and wellbeing support their volunteers need to be able to continue to provide crucial local services.	Dundee Third Sector Interface/other relevant partners	March 2026
b	Investigate the potential for providing online wellbeing support for project volunteers and staff based on the Argyll and Bute TSI model or other online resources.	Dundee Third Sector Interface/ Fairness Leadership Panel	September 2025
c	Refer volunteers to projects that tackle the causes and consequences of poverty in Dundee.	Dundee Volunteer and Voluntary Action / local projects	August 2025 onwards
d	Write to local and national funders to encourage them to offer longer-term, secure funding to vital community projects.	Dundee Partnership/Dundee Fighting for Fairness	July 2025

5. Fair Housing



What was the issue?

In our visits to community projects in 2023, we heard about the challenge of the closure of the East and West District Housing office for face-to-face drop-in support.

People told us about communication issues – for example, tenants would submit forms and not know if they have been received or processed.

And unsurprisingly, people were struggling with heating their homes.

We also heard some really awful stories about conditions in private tenancies.

“Private repairs are poor, damp is painted over rather than stripped back and fixed.”

The Fair Housing working group’s remit was to further understand the issues experienced by people in social and private rented housing. During 2024 the group gathered more feedback, focussing on:

- **Social rented tenants** – what are the main issues facing social rented tenants.
- **Private Tenants** – understanding their rights and how to get support.



Who did we speak to?

To help us understand more about the issues people are facing, we spoke to

- 5 local community groups from across Dundee
- Dundee Law
- Dundee Citizens Advice Bureau
- Dundee City Council’s Private Landlord Support Officer
- Dundee City Council’s Service Manager - Housing (Neighbourhood Services)
- Frontline housing staff from Hillcrest Housing Association
- We conducted an online questionnaire for third sector and council housing staff
- We also looked at the following reports:
 - Linlathen and Stobswell Pathfinder Reports
 - The Engage Dundee Report
 - The Council’s Dundee Fairness and Child Poverty Annual Report.

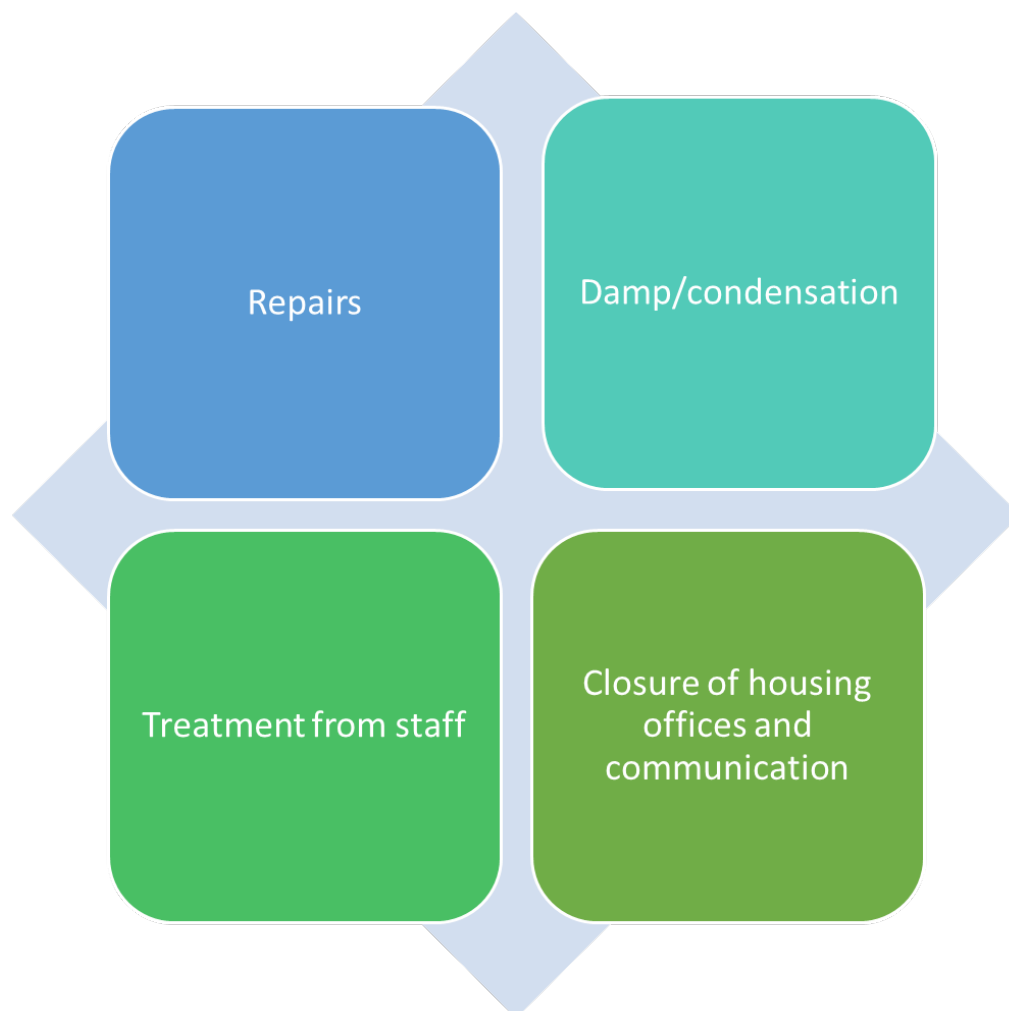




What did we learn?

Repairs: people identified issues with repairs being logged on the system, confusion about the criteria for emergency repairs and length of time for repairs to be completed, and communication on the day of repairs.

Damp/Condensation: tenants said advice given was unhelpful, some felt the blame was being put on them.



Treatment from Staff: people were clear that some staff are helpful and good to talk to. However, a number of people said that it really depended on who you spoke to. There were stories of issues with staff, especially when reporting repairs, emergency repairs or damp/mould.

The closure of East/West Housing offices: a number of people highlighted problems with dropping off keys/forms/letters in the West of Dundee, needing to go into the city centre or to Pitkerro Road.



Additional issues identified by third sector staff:

- Long waiting times for a social housing
- Anti-social behaviour
- Treatment of people with complex needs
- Sub-standard properties

Dundee Law and Dundee Citizens Advice Bureau had seen a number of clients regarding issues with their private tenancy, primarily damp and mould, repairs and maintenance, rent. They also said most people do not know their rights as tenants.

We also heard that third sector staff often saw disrepair in private tenancies, especially damp, which is all too frequently blamed on the tenant. They felt this could be true in some cases but it is rarely properly investigated.

"I think Shelter is amazing when it comes to advice. They have a live chat and a phone line and have been super helpful."

There were also a number of specific issues raised by tenants, two examples being the language used in letters and tenants receiving the log number when they log a repair. These have been shared with the Council's Housing team and are being addressed, with continued input from Dundee Federation of Tenants Associations.

There was considerable feedback about lack of suitable accommodation and long waiting lists for Council tenancies. We recognise this is something we have little influence over however feedback gathered will be used when Council and Housing Association representatives attend national meetings.

As the majority of the feedback was regarding social rented housing and specifically Council housing, we met with the Council's Head of Housing and Construction Services and members of those teams; the Private Landlord Support Officer; and the Council's Service Manager for Customer Services and IT. We also met with Dundee Federation of Tenants Associations on a number of occasions.



The Housing Short-Term Working Group developed, sense checked and finalised the following recommendations:

Fairness Leadership Panel Priority Recommendations

The Fair Housing Short-Term Working Group developed, sense checked and finalised the following recommendations:

Fair Housing			
	Recommendation	Responsible/Lead Organisation(s)	Deadline
a	Develop a 'Dundee Standard' of training for front line staff (phone and in person), for social housing providers, taking on board some of the principles of trauma informed practice, mental health approaches, and diversity/inclusion. For example, training on the use of the language line.	Dundee City Council Hillcrest Housing Association	March 2026
b	Dundee City Council create within their website a single place for housing information, in understandable language, easy to 'search' and involving tenants in this process.	Dundee City Council	September 2025
c	Dundee City Council create a secure drop-off point in Lochee for tenants to leave keys, letters, forms etc.	Dundee City Council	September 2025
d	Social housing providers increase tenant engagement in service design/ development and review. For example, further tenant involvement in the development of the Dundee City Council Tenants Portal.	Dundee City Council Hillcrest Housing Association	March 2026, ongoing.
e	Develop a 'Dundee Standard' of damp/ condensation guidance for social housing providers, ensuring a consistent approach to quality advice and information to all tenants.	Dundee City Council Hillcrest Housing Association	March 2026
f	Using different communication methods, deliver a Dundee wide publicity campaign to make private tenants aware of their rights; and to raise awareness of tenants and landlords' responsibilities.	Dundee CAB Dundee Law Shelter Dundee Dundee City Council	October 2025

6. What Happens Next



As a result of our detailed discussions with so many stakeholders, we are confident that we are recommending meaningful and deliverable actions. To make sure that these are implemented, we will:

- **publish the report** and make sure that people in Dundee hear about it and have the chance to support us.
- **present it to the Council, the Dundee Partnership and other decision-making bodies** who can help us to drive action forward.
- **call for our recommendations to be accepted and included** in the Dundee Fairness Action Plan for 2025/26.
- **monitor progress** on the actions at the annual Fairness Leadership Panel Conference.
- **send it to senior politicians** at the Scottish and UK Parliaments and seek an opportunity to meet with the Scottish Government's Cabinet Secretary for Social Justice.

7. Thank you to the many partners involved in process:

Argyll and Bute TSI
Brooksbank Centre
Creative Dundee
Douglas Food Cupboard
Dundee Bairns
Dundee Carer's Centre
Dundee Citizens Advice Bureau
Dundee City Council
Dundee DBI
Dundee Deaf Links
Dundee Federation of Tenants Association
Dundee Fighting for Fairness
Dundee Independent Advocacy Service
Dundee Law
DVVA
Health and Social Care Partnership
Hillcrest Housing Association
Hilltown community centre
Hilltown food larder
Hindu and Muslim Leaders
HomeStart Dundee
Hope Point
Hot Chocolate Trust
Kirkton What Matters 2 U Group
Menzieshill community action group
Menzieshill food hub and community garden
Menzieshill Tenants Association
Northwood Charitable Trust
Positive Steps
Rock Solid
Scrapantics
The Maxwell Centre
Third sector partners
Transition Dundee
WRASAC

...and to the many members of local communities across Dundee who shared their experiences and ideas.





Dundee Fairness
Leadership Panel

Integrated Impact Assessment

Committee Report Number: 132-2025

Document Title: DUNDEE FAIRNESS LEADERSHIP PANEL REPORT 2025

Document Type: Other

Description:

Report presents the work and proposals of the independent Dundee Fairness Leadership Panel

Intended Outcome:

Report requests that the recommendations of the Dundee Fairness Leadership Panel are integrated into the Dundee Fairness Action Plan

Period Covered: 21/04/2025 to 31/03/2027

Monitoring:

Through the annual monitoring and reporting arrangements associated with the Fairness and Child Poverty Annual Report.

Lead Author:

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Equality, Diversity and Human Rights

Impacts & Implications

Age: Positive

Measures to reduce social isolation may have particular benefits for older people in communities.

Disability: Positive

The report recommends improving communication regarding access to mental health and wellbeing support. People with disabilities are particularly vulnerable to isolation and poor mental wellbeing.

Gender Reassignment: No Impact

Marriage & Civil Partnership: No Impact

Pregnancy & Maternity: No Impact

Race / Ethnicity: No Impact

Religion or Belief: No Impact

Sex: No Impact

Sexual Orientation: No Impact

Are any Human Rights not covered by the Equalities questions above impacted by this report?

No

Fairness & Poverty

Geographic Impacts & Implications

Strathmartine:	Positive
Lochee:	Positive
Coldside:	Positive
Maryfield:	Positive
North East:	Positive
East End:	Positive
The Ferry:	Positive
West End:	Positive

Positive Implications: Families and households experiencing poverty are present in all areas of the city. The recommendations contained in the report address issues that could affect any household in the city.

Household Group Impacts and Implications

Looked After Children & Care Leavers: No Impact

Household Group Impacts and Implications

Carers: No Impact

Lone Parent Families: Positive

The report recommendations will support all the Scottish Government Priority family groups.

Single Female Households with Children: Positive

The report recommendations will support all the Scottish Government Priority family groups.

Greater number of children and/or young children: Positive

The report recommendations will support all the Scottish Government Priority family groups.

Pensioners - single / couple: No Impact

Unskilled workers or unemployed: No Impact

Serious & enduring mental health problems: Positive

The report contains recommendations relating to the need to improve access to and awareness of support for those experiencing poor mental health.

Homeless: Positive

Homelessness can have a close relationship to the availability and quality of local housing. The report includes recommendations that will increase the quality of homes and ensure that tenants are aware of their rights.

Drug and/or alcohol problems: No Impact

Offenders & Ex-offenders: No Impact

Socio Economic Disadvantage Impacts & Implications

Employment Status: No Impact

Education & Skills: No Impact

Income: Positive

All of the Fairness recommendations have a greater or lesser impact on income levels in households in Dundee. Many of the third sector projects referred to in the report provide benefit, debt or other income advice to people in communities.

Caring Responsibilities (including Childcare): No Impact

Affordability and accessibility of services: Positive

Many of the report's recommendations focus on the need to increase access to services that support people experiencing the varied forms and consequences of living in poverty.

Fuel Poverty: Positive

The report's recommendations on damp and condensation aim to have a direct impact of levels of fuel poverty.

Cost of Living / Poverty Premium: Positive

Many of the report's recommendations focus on the need to increase access to services that support people experiencing the varied forms and consequences of living in poverty. Inevitably, these include aspects of life where the poverty premium exists including fuel, food and the cost of borrowing.

Connectivity / Internet Access: No Impact

Income / Benefit Advice / Income MaximisationPositive

Many of the third sector projects referred to in the report provide benefit, debt or other income advice to people in communities. Increasing income is the top priority of the Dundee Fairness Plan and is supported by the Fairness Leadership Panel's work.

Employment Opportunities: No Impact

Education: No Impact

Health: No Impact

Life Expectancy: No Impact

Mental Health: Positive

The report acknowledges the link between poverty and poor mental wellbeing and contains recommendations relating to the need to improve access to and awareness of support for those experiencing poor mental health.

Overweight / Obesity: No Impact

Child Health: No Impact

Neighbourhood Satisfaction: No Impact

Transport: No Impact

Environment

Climate Change Impacts

Mitigating Greenhouse Gases: No Impact

Adapting to the effects of climate change: No Impact

Resource Use Impacts

Energy efficiency & consumption: No Impact

Prevention, reduction, re-use, recovery or recycling of waste: No Impact

Sustainable Procurement: No Impact

Transport Impacts

Accessible transport provision: No Impact

Sustainable modes of transport: No Impact

Natural Environment Impacts

Air, land & water quality: No Impact

Biodiversity: No Impact

Open & green spaces: No Impact

Built Environment Impacts

Built Heritage: No Impact

Housing: No Impact

Is the proposal subject to a Strategic
Environmental Assessment (SEA)?

No further action is required as it does not qualify as a Plan, Programme or Strategy as defined by the
Environment Assessment (Scotland) Act 2005.

Corporate Risk

Corporate Risk Impacts

Political Reputational Risk: No Impact

Economic/Financial Sustainability / Security & Equipment: No Impact

Social Impact / Safety of Staff & Clients: No Impact

Technological / Business or Service Interruption: No Impact

Environmental: No Impact

Legal / Statutory Obligations: No Impact

Organisational / Staffing & Competence: No Impact

Corporate Risk Implications & Mitigation:

The risk implications associated with the subject matter of this report are "business as normal" risks and any increase to the level of risk to the Council is minimal. This is due either to the risk being inherently low or as a result of the risk being transferred in full or in part to another party on a fair and equitable basis. The subject matter is routine and has happened many times before without significant impact.