

A Fair Way To Go

Progress Report of the Dundee Fairness Action Plan

May 2019

DUNDEE 
PARTNERSHIP

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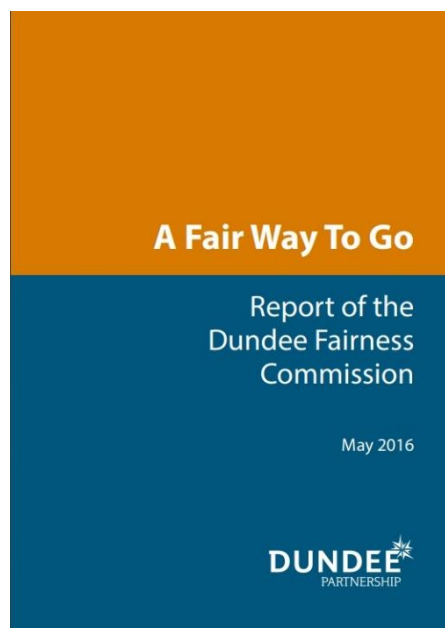
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Executive Summary

The Fairness Commission brought together members with a wealth of experience from a range of settings to examine poverty and inequalities in Dundee and Scotland. The commission examined a wide variety of evidence and approaches to:

- Consider the nature, extent and impact of poverty in Dundee
- Identify and investigate the key causes and consequences of poverty along with policy and practical measures to address these
- Consider evidence of what has worked elsewhere to combat poverty and inequality
- Assess the effectiveness of the efforts to date of Dundee City Council and the broader Dundee Partnership through the Fairness Action Plan for Dundee
- Seek the views and involvement of those experiencing poverty first hand
- Prepare a report for the Dundee Partnership and Dundee City Council with recommendations on additional priorities for action to tackle and reduce poverty in the city

Following evidence gathering, the Commission published the report '[A Fair Way To Go](#)' which was launched on the 20th May 2016. It brought together the work of the Fairness Commission and set out a series of 56 recommendations to help tackle poverty and deprivation across Dundee. An action report was developed to progress the recommendations contained in the report. This document details the work undertaken to progress this action plan.



Strategic Outcomes

Strategic outcomes for tackling poverty and promoting fairness have been reflected in a variety of ways from the national Fairer Scotland Action Plan and Child Poverty Strategy through to the specific themes identified by the Dundee Fairness Commission.

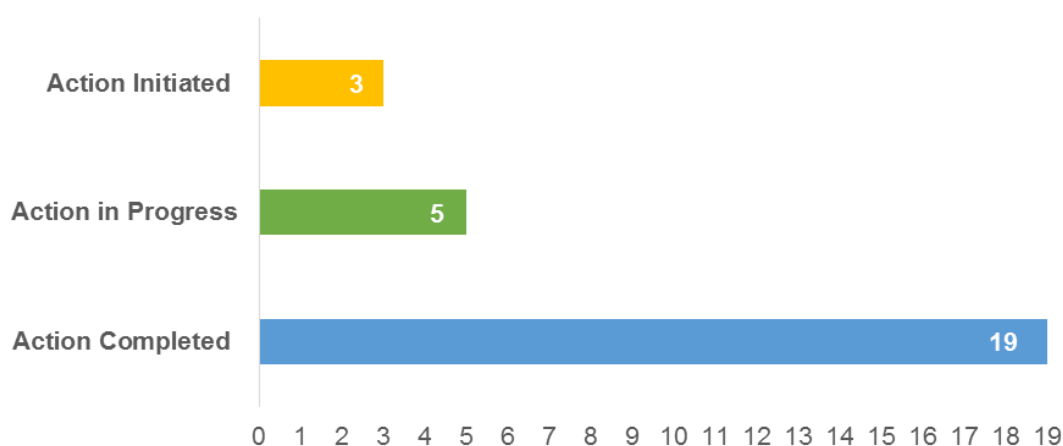
For the purposes of progressing fairness in Dundee the actions identified in Fairness Action Plan will be grouped into strategic themes, these are;

- **Work and Wages**
- **Benefits and Advice**
- **Attainment and Child Poverty**
- **Housing and Communities**
- **Health and Inequalities**
- **Stigma and Social Inclusion**

Theme 1: Work and Wages

According to the Joseph Rowntree Foundation, a key to tackling poverty is to create good jobs, not just more jobs. While good employment can change lives, bad employment can harm lives. We are encouraged and uplifted by the efforts to create and maintain jobs in the city but we have also heard too many examples of where honest, hard work has gone unrewarded.

Status of Work and Wages Actions



Action Initiated: Promote payment of Scottish Living Wage in central waterfront locations and businesses, Offer training to all workplaces within Dundee to provide “Good work” for employees through Healthy Working Lives/Workplace initiative, Build Capacity for Flexible and Affordable Childcare to be available for all in Dundee

In Progress: Increase Scottish Living Wage accreditation across Dundee, Maximise Community Benefits delivered through Dundee City Councils procurement (including Scottish Living Wage), Maximise community benefits including foundation and modern apprenticeships and work placements through new build housing developments, Develop expansion plan to deliver increased entitlement to free early learning and childcare, Deliver the Developing Young Workforce Programme

Completed: Implement the Scottish Living Wage across Social Care Services, Secure Scottish Living Wage accreditation for Leisure & Culture Dundee, Secure Scottish Living Wage accreditation for Dundee College, Use financial surplus to fund apprenticeship and training opportunities in Leisure & Culture Dundee, Develop and deliver an integrated locality employability project for the East End and North East Wards, Provide Digital Skills Programmes targeted at people who are not a work, Provide job clubs in each of the City’s Community Regeneration Areas, Invest anticipated ESF employability funds up to £1.3m, over the period 2017-2019 for the supply of employability pipeline services in activity that is demonstrably responsive to employer demand, Pilot support to people who have been unemployed for more than three years to ensure they have the necessary skills to compete in our current Labour Market, Develop a sector based work academy for people aged 50+, Run Innovative Employability Programmes aimed at adults returning to the labour market, Ensure that Work Programme providers are making appropriate referrals to decision makers, Ensure all DWP staff are aware of support in the community and how to access this, Organise a series of overviews from appropriate partners to brief DWP staff, Increase access to training programmes aiming to provide essential skills and work experience leading to employment and other positive destinations through NHS Tayside Employability Services, Increase access for people with a disability in partnership with Scottish Government health department and Glasgow Centre for Inclusive Living (GCIL), Launch a new disability advisor role shortly that will focus on a consultative role with employers and also provide guidance and support to staff within DWP, Recruit greater proportion of Dundee College students from Community Regeneration Areas through dedicated access department, Collaborate with Third Sector to provide project based learning opportunities to young people furthest from the job market

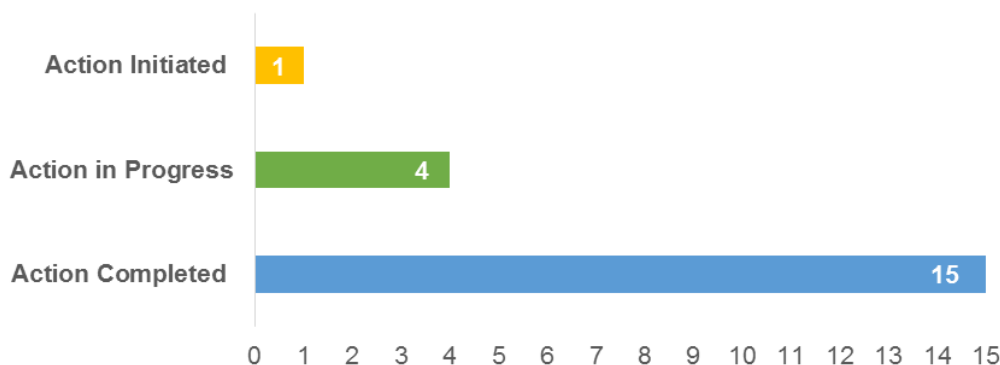
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Action Completed: The action is complete

Theme 2: Benefits and Advice

The Welfare State was created in order to help people in times of trouble, society's safety net for citizens. We have heard harrowing tales of significant and growing holes in that safety net.

Status of Benefits and Advice Actions



Action Initiated: Include a financial stability question for in-patients in the NHS acute sector's Nursing Documentation

Action In Progress: Prepare and implement a new Advice Strategy for Dundee, Examine repeat Scottish Welfare Fund applicants and identify preventative approach to achieve longer term solution, Promote all advice services in City that are able to appeal decisions of appellants through postal campaign, social media and co-location, Update the free mobile device app "Money Worries? Find the right help in a crisis" to provide signposting and contacts to more than 200 sources of support including Welfare Rights and Money advice services, Scottish Welfare Fund, Housing, Employability and support for emotional crises

Action Completed: Complete and submit a comprehensive partnership bid for Big Lottery and ESF Funding to test a new model of service delivery for budget and money advice, Develop and pilot new holistic and integrated assessment of need connected to referrals to Foodbank or Scottish Welfare Fund, Expand co-location of Welfare Rights services within Job Centres, GP Surgeries and other communities facilities, Monitor and review numbers of Free School meals and clothing grants to ensure maximum take up, Review all benefits administered by Dundee City Council to ensure passported benefits are delivered, benefits are promoted and that application processes are simple, Work with DWP and Health partners to ensure benefit decisions 'right first time,' Develop further links with DWP to raise concerns with work coaches and decision makers, Promote & review DWP decision-making escalation procedures through advice agencies in Dundee, Use information sharing protocols across agencies to encourage holistic approach models of advice and assistance, Provide money and benefits advice to staff, patients and visitors at the new Ninewells Hospital advice facility, Facilitate and review information sharing through advice workers forum and online knowledge hub, Provide digital access, digital literacy and sign posting through cities libraries support to main claimant commitments, Deliver "In Work Entitlements" awareness sessions to NHS staff in partnership with DCC Welfare Rights Team, Maximise take up of school clothing grants, free school meals and Educational Maintenance Allowance, Increase representation for individuals appealing at Benefit Tribunals

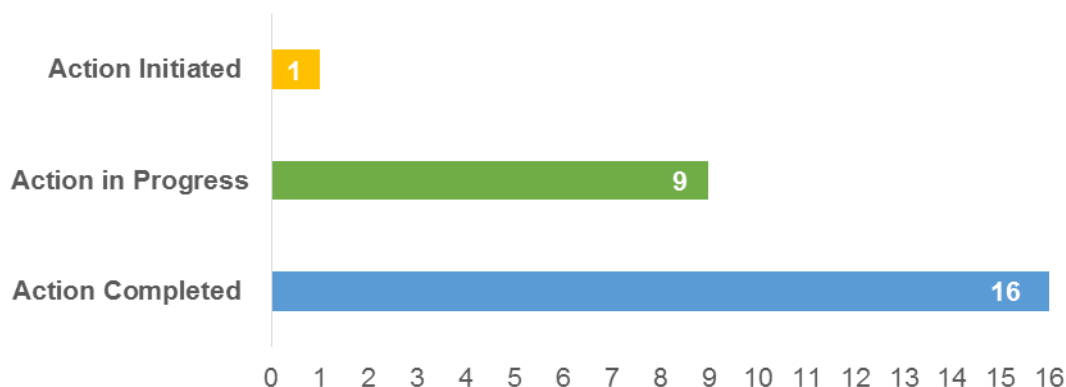
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Theme 3: Attainment and Child Poverty

It is simply not right that by the time a child born into poverty reaches school age he or she is already trailing behind their more affluent classmates in almost every aspect of life. We believe that good quality education is the essential first step towards a future in which horizons are lifted for these children. This is currently undermined by the burdensome consequences of the cost of the school day.

Status of Attainment and Child Poverty Actions



Action Initiated: Increase young people's financial capability through Curriculum for Excellence

Action In Progress: Deliver follow up to Inclusion Plus Project with schools Skill Force and Outward Bound Trust to reduce school exclusion rates, Commence extended INCLUDEM Programme in January 2017, Implement actions in local school plans to improve results and positive destinations for looked after children and those who have experience of care in Dundee, Deliver targeted interventions for enhanced nurture to promote positive mental health under the attainment challenge strategy, Implement a staged intervention framework for mental health and wellbeing with targeted approaches to preventing and minimising the impact of mental health needs through the AIM (Anxiety in Motion) Programme, Fully implement bespoke senior phase work placement model, Implement work placement model for pupils with additional support needs, Complete and disseminate the findings of the "Make it Good" insight gathering research that focuses on what young people need to have in order to have healthy relationships, including aspects of emotional and mental health, which is reflected in the findings, Respond to mental health & wellbeing issues through health drop-in sessions in all secondary schools

Action Completed: Expand the Aspire Project to 3 more schools (subject to funding), Commission Child Poverty Action Group in Scotland to carry out a cost of the school day project in 20 primary and secondary schools during the session 2016/17, Deliver community based early family learning opportunities and improve skills of 500 parents, Expand Scottish Attainment Challenge to secondary schools and regularly report on progress, Publish evaluation and monitoring reports on attainment that are submitted to the Scottish Government, Implement the Big Noise Orchestra in Douglas, Appoint Early Years Educators (Families) to promote parental involvement in children's early learning, Develop further parental learning and support programmes, Share nursery vacancy information with Children & Families Teams and Health Visiting Teams, Implement a consistent business/school partnership model across the City to support curriculum design and delivery and provide a range of industry related learning experiences, Update work experience placements in light of new work experience national standard, Increase number of young people from community regeneration areas moving from college to university through articulation agreements, Roll out pilot plans to have young learners participate in new programmes that are part college attendance, part work place experience and part time school attendance – aimed at getting more young people into formal apprenticeships, Provide a work experience programme across NHS Tayside for school-aged children, Offer placements to school pupils at all cities libraries, Implement the Eat, Play, Learn Well Project

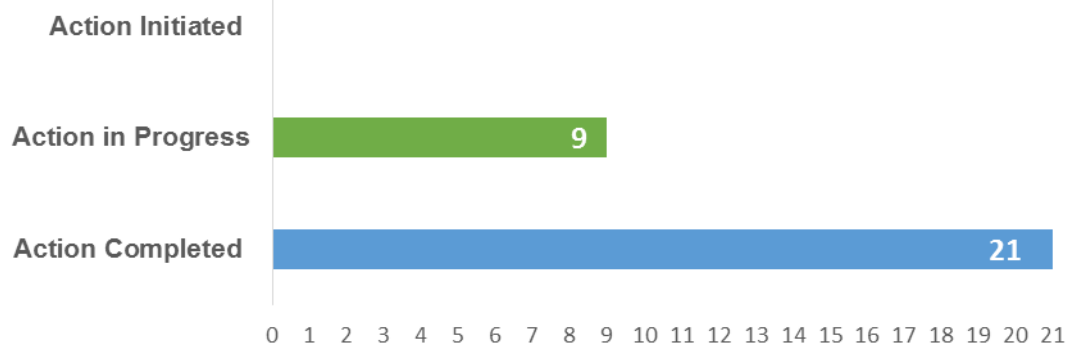
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Action Completed: The action is complete

Theme 4: Housing and Communities

Being insecure in your home, every aspect of your life is undermined. Rent and mortgage arrears mount up with frightening speed if illness or unemployment strike. Homelessness and sofa-surfing is no way to live, nor is having to choose between a home or a job. Nothing illustrates the unfairness in our society when there are citizens struggling to keep homes warm or being able to eat properly often having to choose between the two.

Status of Housing and Communities Actions



In Progress: Build 1,000 new units of affordable housing from 2017 – 2021, Increase number of accredited private sector landlords by 5%, Remodel temporary accommodation to meet the needs of applicants, Organise and run an action learning pilot on the experience of foodbanks in Dundee in collaboration with the Poverty Alliance, Invest in new community facilities in Coldside, Lochee & Menzieshill, Work in partnership to roll out Equally Well approach to supporting recovery friendly services in community regeneration areas, Establish a Green Health Partnership to create health opportunities in local green spaces, Produce a food growing strategy for Dundee, Develop response to Funeral Poverty

Completed: Develop and implement a pilot Private Sector Enhancement Project in a selected area to comprehensively tackle housing and environmental conditions of social issues, Pilot project through Housing Support Team and Homefinder to work with vulnerable private sector tenants and their landlords to sustain tenancies, Provide external wall insulation to 400 private flats per year to reduce fuel poverty, Increase number of private sector landlords signing up to Homefinder Projects to improve standards, Increase enforcement within the private rented sector through the creation of an additional enforcement officer, Implement and evaluate the DCC/Shelter Empty Houses Initiative pilot to bring empty houses into use, Develop and implement Landlord and Tenant checklists, Evaluate the Youth Housing Options Services test of change pilot to prevent youth homelessness, Review temporary accommodation to ensure that it is affordable to those in employment, Introduce the Lead Professional Model to ensure that those experiencing homelessness are supported to achieve positive outcomes, Implement local agreement regarding Universal Credit claimants working closely with Dundee City Council and Housing Associations to ensure a holistic service is in place for tenants, Implement the Transitional Resettlement Independent Pathways Project (TRIP) to support prisoners to achieve positive housing and personal outcomes, Extend volunteering and social activities in sheltered housing, Introduce pilot fuel voucher initiative, Lobby SSE to expand fuel bank initiative to Dundee, Increase take-up of warm home discounts by 7% through the Dundee Energy Efficiency Advice Project, Increase fuel debt write-off cases by 10% through Dundee Energy Efficiency Advice Project, Develop six community gardens and allotments, Promote access to the full range of library services through the Outreach Services Section, including At Home Delivery Service, Mobile Library, Online Reading Groups, E-Resources (LCD), Provide access to resources and services via the Opportunities Project based in Central Library targeting all individuals and groups who have additional support needs, Provide awareness raising sessions on using comparability websites to find cheapest energy suppliers, Develop district heating schemes in non-domestic sectors with a view to expanding into households when and where appropriate

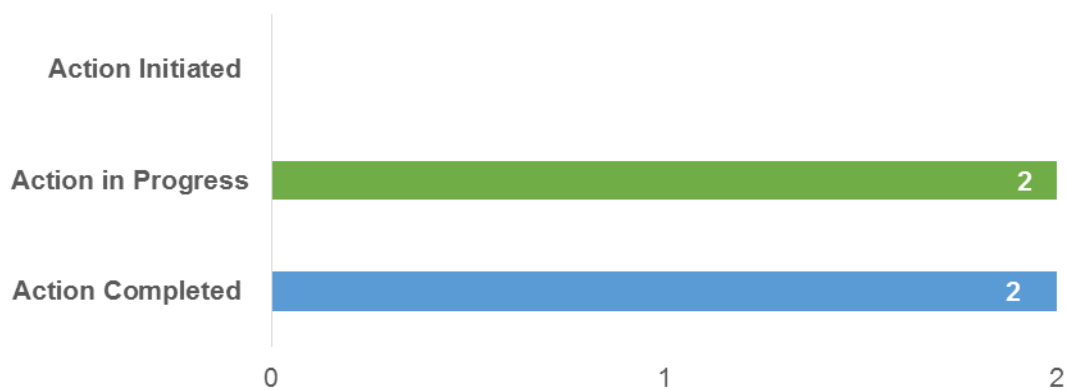
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Theme 5: Health and Inequalities

Health inequalities are the unjust and avoidable differences in people's health across the population and between specific population groups. Health inequalities go against the principles of social justice because they are avoidable. They do not occur randomly or by chance, but are socially determined by circumstances largely beyond an individual's control. These circumstances disadvantage people and limit their chance to live longer, healthier lives. The existence of health inequalities in Dundee and Scotland means that the right of everyone to the highest attainable standard of physical and mental health is not being enjoyed equally across the population.

Status of Health and Inequalities Actions



Action in Progress: Roll out peer support approaches to other clinical areas following success including "Breastfeeding Buddies", Provide early intervention and prevention in Tiers 1 – 2 for children and young people in the community through the Child & Adolescent Mental Health Services (CAMHS) Innovation Fund

Action Completed: Address stigma associated with mental health through Breathing Space Day, Expand the Community Companions befriending project and establish community cafes in care settings

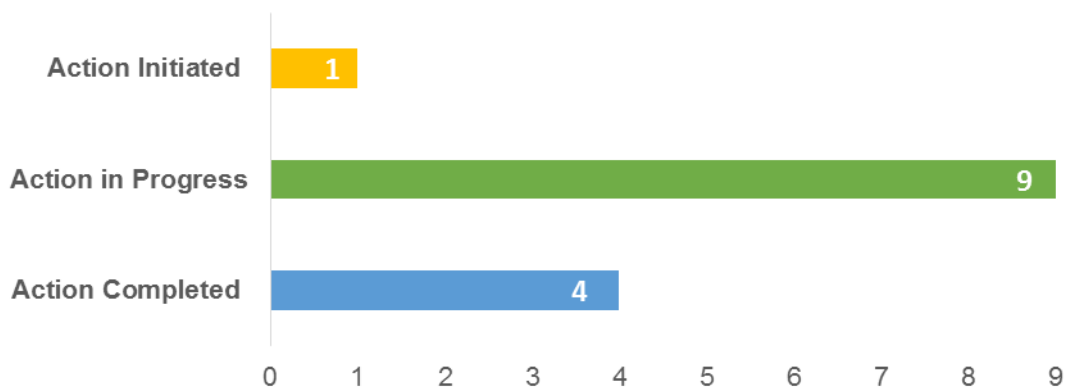
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Action Completed: The action is complete

Theme 6: Stigma and Social Inclusion

There has been a hardening of public attitudes to poverty in recent years as a result of mainstream media stories and programmes giving unrepresentative depictions of people receiving benefits and living on low incomes. This is having an impact on the daily lives of people in poverty due to the regular use of stigmatising language and behaviour.

Status of Stigma and Social Inclusion Actions



Action Initiated: Deliver Gender Specific Training Focusing on the Impact of Poverty on Women

Action In Progress: Create Dundee body modelled on the Poverty Truth Commission, Expand the Stick Your Labels anti-stigma campaign with support from the Poverty Alliance, Promote guide on anti-stigmatising to local journalists and media outlets, Expand poverty sensitive practice training, Offer Poverty Sensitivity Training to any NHS Tayside workplace that has public-facing employees, Expand network of Recovery Cafes, Develop and Implement Recovery Friendly Lochee Initiative, Deliver the Making Recovery Real Partnership in Collaboration with the Scottish Recovery Network, Create holiday activity programmes for children from families experiencing deprivation

Action Completed: Prioritise Poverty Sensitivity Training for Community Safety Wardens & ASB Team, Deliver Growth Mind-Set Programme for Young People in Community Regeneration Areas (CRA's), Brief Violence Against Women Specialist Services on Specific Issues Linking Domestic Abuse and Poverty, Increase Opportunities for Volunteering/Peer Support in Statutory and Contracted Health & Social Care Services

Action Initiated: The action is up to 33% complete **Action in Progress:** The action is more than 33% complete

Action Completed: The action is complete