

Q4 Update for FY 2014-15

Economic Regeneration and Recovery Plan

ECONOMIC OVERVIEW

The Scottish economy has shown continuous growth in every quarter since late 2012. Output and employment have now recovered to levels last seen immediately prior to the 2008 slump. Moreover, figures show that compared with Scotland, the Highlands and Islands continues to have higher rates of economic activity and employment along with lower rates of unemployment and youth unemployment. Median wages in the Highlands and Islands remain lower than in Scotland and the UK overall, although very low inflation now means that wages are outstripping general price rises in the economy.

Following sharp falls in the oil price in the second half of 2014, the price has recently recovered to around \$60 in mid-April. Longer term, a sustained drop in the oil price is feeding through to lower haulage rates and transport costs and will contribute to general deflationary pressures in the economy. This is likely to be broadly welcomed across the region, and particularly in remote and rural areas where fuel and transport costs form a proportionately higher share of household budgets.

The Highlands & Islands will continue to be affected by prevailing national and international macro-economic conditions. With UK inflation now zero as measured by the consumer prices index, many commentators expect base rates to remain unchanged for much of 2015 and possibly into 2016. Inflation could turn positive again once the sharp drop in fuel prices falls out of the annual CPI calculation in the second half of 2015.

Meanwhile, the Eurozone is now experiencing deflation (prices fell by -0.3% in the year to March 2015). The European Central Bank began a programme of quantitative easing in March 2015. The Bank of Scotland's April PMI report points to competitive pressures on businesses owing to the strength of Sterling, but more positively it also reports rising levels of new business, employment and confidence. The PMI report points to higher input costs in the form of wages, although the Federation of Small Business in Scotland indicated that the balance of Scottish firms reporting rising costs fell sharply in Q1 2015 – attributing this to the falling price of oil feeding through to lower fuel and energy costs. The FSB study also highlights that small firms reported a drop in staff numbers during Q1 2015, but expect this trend to be reversed during the next three months.

Also according to the FSB in Scotland, business confidence was higher in Q1 2015 than at the end of last year, with two in five firms expecting prospects to improve over the next three months. The Scottish Government's December State of the Economy report points to continuing growth in output, fuelled predominantly by a buoyant UK economy. A weaker euro is unwelcome to exporters from the Highlands & Islands and may impact on European visitors to the region if sustained. By contrast, the strong U.S. economy is positive for exporters to North America.

Overall, stabilising or improving real wages and domestic demand are positive conditions for the HIE area, whereas weakness among European trading partners in particular may dampen key export markets, although the American market remains strong. Regionally, improving household budgets and lower fuel costs will be positive for economic growth. Looking ahead, some caution may be warranted in respect of risks from further Eurozone instability or short-term political uncertainty surrounding the General Election on May 7th. However, on balance, there are reasonably strong indications to suggest the economic conditions are likely to result in continued GDP and jobs growth in the future.

Table 1 below highlights key economic trends for the Highlands and Islands and compares performance with Scotland.

Indicator	Highlands and Islands	Change on year	Scotland	Change on year
Economic Activity Jan-14 to Dec-14 (Jan-13 to Dec-13)	82.2% (79.8%) 241,800 people	↑	77.5% (76.9%) 2,728,300 people	↑
Employment Jan-14 to Dec-14 (Jan-13 to Dec-13)	78.2% (75.7%) 230,300 people	↑	72.6% (70.8%) 2,558,800 people	↑
Unemployment (ILO measure) Jan-14 to Dec-14 (Jan-13 to Dec-13)	4.7% (5.0%) 11,500 people	↓	6.2% (7.7%) 169,500 people	↓
Claimant Count March-15 (March-14)	1.5% (2.1%) 4,389 people	↓	2.4% (3.2%) 84,453 people	↓
Youth Unemployment Jan-14 to Dec-14 (Jan-13 to Dec-13)	12.4% (14.8%) 4,000 people aged 16-24	↓	17.1% (20.5%) 67,300 people aged 16-24	↓
Business start-up rate 2014	1,239 new businesses 32.0 per 10,000 adults	↓	11,772 new businesses 26.7 per 10,000 adults	↑
Business start-up rate Q4/2014	268 new businesses 6.9 per 10,000 adults	↑	2,539 new businesses 5.7 per 10,000 adults	↑

Sources: Annual Population Survey, ONS; JSA Claimant Count, ONS; New Business Statistics, Committee of Scottish Bankers
Notes: The APS is a sample survey which is subject to potential inaccuracies at sub-Scotland level. The figures for the Highlands and Islands should therefore be treated with a degree of caution. The numbers shown under percentage rates in the columns are the absolute numbers relating to the latest figures and do not relate to the previous comparator period. Figures in brackets relate to previous year.

The latest data available from the APS, covering the period January 2014 to December 2014, indicates positive economic trends and highlights that the region continues to outperform Scotland against certain key measures. The figures show that compared with Scotland, the Highlands and Islands continues to have higher rates of economic activity and employment and lower rates of unemployment (ILO measure) and youth unemployment.

From an analysis of the data between January 2013-December 2013 and January 2014-December 2014, it would appear that the economic activity and employment rates in the Highlands and Islands improved year on- year (in line with Scottish trends). The unemployment (ILO measure) for the region improved between the two periods, with the latest data showing a rate of 4.7%. Similarly to what is shown at the national level, trends continue to be positive for both the JSA claimant count and the youth unemployment rate.

These latest statistics confirm an improvement in the regional economy in 2014 following a broadly challenging 2013, and are reflective of a continued general upturn as the economy recovers from the recession. Although, as previously highlighted, the figures should also be treated with some caution; particularly at sub-Scotland level where data may fluctuate more widely over time due to smaller sample sizes.

In 2013 the region experienced a ten year low in the number of business starts and the latest figures reveal that there was further decline in 2014 (with 34 fewer business starts than in 2013). Business starts were up fractionally across Scotland in 2014, with numbers rising by around 1% on the previous year. The Highlands and Islands figure for the last quarter, Q4 2014, shows there was a very slight increase of 1 additional new business compared to the same point a year previous. The Highlands and Islands continued to exhibit a greater rate of business starts per 10,000 adults compared with the Scottish average.

Looking at regional economic output, provisional figures from ONS, published at the end of last year, indicate that the Highlands and Islands economy generated around £8,469 million GVA in 2013. Data suggests that regional GVA rose by 3.1% between 2012 and 2013, close to the growth rates for both Scotland and the UK which saw GVA grow by 2.9% and 3.3% respectively. This latest rise in regional GVA indicates a rebound following negative growth of -1.5% in the year up to 2012. In terms of GVA per head relative to the estimated 2013 UK average (£23,755), the Highlands and Islands figure (£18,123) reflects only marginal change from the previous year - up 0.2% to 77.5% of the UK mean level. Scottish GVA per head relative to the UK average was also stable between 2012 and 2013, remaining at 94% of the UK figure i.e. £21,982 per head.

In line with the trend that has been evident across the UK and Scotland since the financial crisis, median wages in the Highlands and Islands have fallen in real terms in recent years and remain lower than in Scotland and the UK overall. However, provisional 2014 salary data from ASHE, released at the end of last year, indicate that real terms salaries have begun to stabilise in the region and nominal wage growth was higher than at national levels. The median salary level for all Highlands and Islands employees increased by 1.7% between 2013 and 2014 (rising to £19,672), which compares to increases of 1% and 0.9% across Scotland and the UK respectively. Full-time employees in the region experienced the clearest wage increase, with the 2014 median salary in 2014 of £25,397 representing a slightly above inflation rise of 2.7% on the previous year. In comparison, income growth for full-time employees was more modest across Scotland in 2014 at 2.1% (bringing the median to £27,045) and the rate of increase in the Highlands and Islands far outstripped the UK-wide growth rate of 0.6% (to £27,195).

The availability of housing is an important pre-requisite for attracting new residents to the region and stimulating population growth. Housing market activity is also a valuable indicator for wider economic performance and confidence as house sales tend to trigger significant additional spending on household goods and there is a correlation between higher house prices and increased household consumption (via the 'wealth effect').

Over the past year there has been a significant rise in the number of house transactions in the Highlands and Islands and Scotland. Data from the Register of Scotland indicates that the total number of house sales across the six main local authorities in the Highlands and Islands stood at 8,343 in the 2014 calendar year – an increase of 16.1% on the 2013 level (11.6% in Scotland). The jump in the volume of overall house sales in the region is an improvement on the rise seen between 2012 and 2013 (9.5%), indicating that the upturn in transactions has gained further pace and recovery from the low reached in 2011 continues.

Within the Highlands and Islands, each of the local authority areas recorded growth in the number of transactions between 2013 and 2014. This was greater than the Scottish average in Moray (24.4%), Highland (15.6%) and Argyll and Bute (14.3%). Transactions in Orkney and Eilean Siar in 2014 rose by 10.8% and 10.2% respectively on the previous year. Sales were relatively sluggish in Shetland with only a 1.9% increase. Comparing the 2014 transaction figures against the numbers during the low in 2011, it is revealed that an increase in house sales has been particularly notable in Moray (51.4%) and Highland (38.0%) over that timeframe.

Despite positive recent trends, the number of transactions across the region is still well below pre-recession levels. The total number of sales in the Highlands and Islands in 2014 was around 30% lower than the number in 2007, while across Scotland there was a decrease of some 40% over the same period.

All of the local authorities in the region have seen a decline in transactions between 2007 and 2014, detailed as follows: Highland (-34.2%); Argyll and Bute (-32.0%); Eilean Siar (-27.6%); Moray (-19.4%); Orkney (-17.6%); and Shetland (-15.9%). By 2013 mean average house prices in the Highlands and Islands had recovered to pre-recession levels. In the 2014 calendar the average house price in the region (£152,900) had increased by around 3.9% on the 2013 level, broadly in line with the average rise for Scotland overall (4.3%). Among the main Highlands and Islands local authority areas, movement in average prices between 2013 and 2014 was most evident for Shetland (up 8.5% to £138,458), Highland (up 4.9% to £162,986) and Moray (up 3.2% to £147,783). Argyll and Bute experienced a relatively modest 1.4% increase in average prices in 2014 (to £150,578), and in both Eilean Siar and Orkney there was only a fractional upwards shift in prices (to £101,354 and £126,284 respectively).

DIGITAL ECONOMY RESEARCH

March 2015 saw the release of the findings of the national Digital Scotland Business survey. This research was undertaken by the Scottish Government, Scottish Enterprise, HIE and SDS to provide a baseline of the current digital situation across Scotland and facilitate long term tracking of the progress of the digital economy. The survey examined current adoption, usage and importance of digital technologies to business, internationalisation, digital skills and future digital intentions. Some 2,000 telephone interviews were conducted with businesses across Scotland. HIE commissioned a boost to the survey sample, yielding an additional 2,000 interviews in the region.

Key findings that emerged from Highlands and Islands component of the study include:

- The vast majority of businesses in the Highlands and Islands (94%) had an internet connection; with 11% reporting they had high speed broadband, 81% had broadband that was not high speed and 2% a non-broadband connection;
- Businesses in the rest of Scotland were more likely to have high speed broadband (20%);
- A quarter of businesses in the Highlands and Islands intended to improve their internet connection over the next 12 months;
- A company website was the most widely used digital technology (65%) and those with them
- attached greater importance to them compared with businesses in the rest of Scotland;
- The majority of businesses with a company website made at least some of their sales via the internet;
- The proportion of Highlands and Islands businesses using technologies such as social media, mobile internet, cloud computing and business management software was lower than the rest of Scotland (although use of data analytics was similar). Access to technology and poor internet connection were frequently cited as barriers to further adoption of technology;
- 17% of businesses were exporting goods or services, or licensing their products, outside of the UK. Of these, 73% agreed that their use of digital technologies has increased the number of international markets they have been able to export to.
- 62% of businesses were using digital technologies to support innovation;
- 92% of businesses had benefited from using public services online;
- More than half of businesses (56%) reported having digital skills gaps among their staff. Of these, around half (47%) said that this has had an impact on how their business performs;

- Over a quarter (27%) of all businesses across the Highlands and Islands region stated that digital technology is essential to the future growth and competitiveness of their business, with a further 46% stating that it is important.

PROGRESS IN Q4

The table below summarises HIE approvals during Q4 of 15/16 across the three Area Offices covering Highland Council: Inner Moray Firth; Lochaber, Skye and Wester Ross; and Caithness & Sutherland.

Highland Area (IMF, LSWR, C&S)

Q4 - 1 January 2015 - 31 March 2015

For Applicant Type - Business

Total Number of Approvals	17
Total Cost of supported projects	10,800,126
Total HIE Approval	1,493,676
Number of Jobs	42
Increase in Turnover	5,360,891
Increase in International Trade	2,804,470

The fuller impact across other agencies, notably THC and Business Gateway will be reflected in the full year report, due for September 2015.

Highland Community Planning Partnership

Community Planning Board – 3 June 2015

Employability Progress Report / Delivery Plan 2014/15

Report by Director of Development and Infrastructure

Summary

The Report presents a brief overview of key indicators and progress in response to emerging priorities which are shaping delivery during 2015.

1. Background

- 1.1 Employability Services within the Highlands are positioned across a 5 stage Strategic Skills Pipeline with the target groups, learning activities and delivery arrangements shaped to respond to local need. The pipeline offers client-centred, tailor-made services to each jobless individual, and takes a holistic approach by addressing all of the issues and circumstances particular to each individual. The pipeline brings together a range of support services operating in partnership and aligning activity to avoid duplication of provision. This collaborative approach is demonstrated in action through the commissioning arrangements operated between Skills Development Scotland, The Highland Council and Jobcentre Plus.
- 1.2 The Employment strand of the Single Outcome Agreement (SOA) has two long-term outcomes which partners work towards:
- to widen participation in the labour market across all client groups and across all Highland geographies; and
 - to enable the regions' young people to have the opportunity to flourish and to contribute to the sustainable economic growth of the Highland economy.

2. Overview

- 2.1 Changes in statistical collection allied to the introduction of Universal Credit, make analysis of progress towards the long-term outcomes difficult.
- 2.3 Unemployment – The headline unemployment number has improved since the publication of the SOA falling from in 3,703 April 2013 (all JSA) to 2,363 in January 2015 (1,743 JSA and 620 Universal Credit not in employment). This is a drop from 2.6% to 1.6%. Throughout this time the Highland rate has been below the Scottish level but continues to demonstrate a strong seasonal influence.

2.4 Youth Unemployment – The situation regarding young people has fallen from 800 in April 2013 to 620* in April 2015 (270 JSA and 350 UC) but has been steady around this figure for the last three months. This is a drop from 4.8% to 3.7%.

**This may include some young people who are in work but who are receiving Universal Credit as the figures for young people do not distinguish between in work and not in employment.*

3. Progress

3.1 A number of partnership activities, which require consultation with the private sector, are being progressed:

- maximising and aligning activity generated by the new EU Structural Fund Programme 2014-2020;
- delivering on Scotland's Youth Employment Strategy; and
- Highlands and Islands (H&I) Skills Investment Plan and in particular, the Highland Action Plan.

3.2 ESF Programme 2014-2020

The Strategic Intervention, incorporating employability activities within the 2014-2020 ESF Programme, is "Promoting Employment and Supporting Labour Market Mobility". Its priorities, which reflect the SOA employment outcomes, include:

- access to employment for job seekers and inactive people, including local employment initiatives and support for labour mobility; and
- sustainable integration of young people, in particular those not in employment, education or training, into the labour market

3.3 Following consultation with partner agencies, the Council, on behalf of the Community Planning Partnership, submitted its Strategic Intervention (SI) application by the 9 March 2015 deadline. Unfortunately, while the SI application successfully secured a pass at Scrutiny Panel, no formal approval has been given nor guidance/timelines associated with the second stage detailed application released by the Scottish Government. In addition, continued issues around unit cost models for example, is delaying the roll out of new activity post 1st April 2015.

3.4 A key problem encountered relates to Third Sector provider provision of employability services and the accessing of ESF resources to match their own secured external funding (as per previous 2007-2013 ESF Programme). Until clarity is secured on how this is to be achieved, the Council has 'at risk' of being unable to reclaim from ESF, provided match funding on an interim basis to enable local third sector providers ensure continuity of employability services to clients post 1st April 2015.

- 3.5 Scotland's Youth Employment Strategy / H&I's Skills Investment Plan
In Highland, partner organisations (HC, HIE, SDS, UHI Inverness College/North Highland College/West Highland College/Sabhal Mòr Ostaig, together with the Chambers of Commerce, SCDI and FSB) have developed a collaborative response to the Skills Investment Plan and to Developing the Young Workforce.
- 3.6 Seeking to capitalise on best practice within Highland and further afield and the unique strength the region has in its ability to offer its students an integrated tertiary educational pipeline, the partners have organised themselves at a strategic Highland level and locally across its College geographies to progress this work.
- 3.7 Highland Works is functioning as the strategic Programme Board, and individual lead partners for each of the strategic workstreams are currently preparing their Action Plan (which is localising the defined actions from the Skills Investment Plan and from the Youth Employment Strategy.) The aim is to have the Strategy and associated Action Plans complete in early July 2015. This will help form the content of a revised and updated SOA Action Plan for 2015.
- 3.8 Implementation is not however, being delayed while this work is underway and part of the Action Plan is to capture the good work that is already happening but which is not always reported upon or shared across Highland.

Recommendation

Note progress and activity underway in response to the ESF Programme 2014-2020, Scotland's Youth Employment Strategy and the Skills Investment Plan, which together will inform a revised SOA Action Plan 2015.

Designation: Director of Development and Infrastructure

Date: 26 May 2015

Author: Andy McCann, Economy and Regeneration Manager, Highland Council

**Highland Community Planning Partnership
Improving Early Years Outcomes – May 2015**

1. Early Years Outcomes – Performance Measures Update

Highland Council and NHS Highland have agreed a performance framework for children’s services as outlined in *For Highlands Children 4*. A number of performance measures relate specifically to the Early Years.

Baseline measures are still to be established for some performance targets and a number of baselines and targets are still to be established, although significant progress has been made in determining these. Some processes also require to be established for collecting data for new outcome targets.

Outcome: Children & Young People Experience Healthy Growth & Development

Performance Measure	Current Situation
The percentage of children who reach their developmental milestones at their 27 – 30 month health review will increase year on year	The 27-30 month review aims to assess child wellbeing and to promote early child development (particularly social/emotional and language/cognitive development). Locally revised tools for undertaking this review have now been tested in several teams, revised and are now in the process of being rolled out across all family teams. Currently there are a number of assessment tools in use across Scotland which focus on different areas of child development and there is no comparative data available yet.
The percentage of children who reach their developmental milestones at entry to Primary four will increase year on year	Assessment model agreed and developmental overviews have been trialled in year one. No published data yet.
There will be a reduction in the percentage gap between the most and least affluent parts of Highland for low birth weight babies	NHS Highland will produce annual report to identify gap. The metrics have been agreed but the baseline figure has yet to be calculated.
Improve the uptake of 27-30 month surveillance contact from the baseline of 52% to 95% by March 2016	Improvement work underway to increase the uptake. National ISD data indicates that coverage has risen from 34% to 82% over the last year. A local audit of children born in August and September 2013 will be undertaken to determine how many children did not have a review

	and the reasons for the review not being done. This will be done by family team and GP practice and will become the focus for additional targeted improvement work.
95% uptake of 6-8 week Child Health Surveillance contact showing no difference in the uptake between the general population and the least affluent parts of Highland.	NHS Highland carried out an analysis of the data and this indicates that is little variation across income groups.
95% uptake of 6-8 week Child Health Surveillance contact showing no difference in the uptake between the general population and LAC	NHS Highland has data and an initial analysis has been undertaken. Further work is required to ensure the robustness of the data
There will be a reduction in the percentage gap between the most and least affluent parts of Highland in the number of children exclusively breastfed at the 6-8 week review	No data available yet

Outcome: Children and young people make well-informed choices about health and safe lifestyles

Performance Measure	Current Situation
The number of early years providers who offer children healthy snack choices will increase	All Early Learning and Childcare settings currently offer healthy snacks in accordance with national and local guidance.
The number of pre school aged children who have access to energetic physical play increases	All Early Learning and Childcare settings are currently required to provide 20 minutes energetic physical play on a daily basis either indoors or outdoors.

Outcome: Families receive support, advice and guidance which is well-matched to their needs and available in ways which helps them to prepare for the various developmental stages

Performance Measure	Current Situation
The number of pregnant women screened for substance misuse who are offered support increases.	NHS Highland developing methodology and the performance measure is to be reviewed and possibly revised by the Child Health Commissioner.
The number of pregnant women who are	As above

at risk of poor mental health who are offered support increases	
The number of eligible children supported to take up their early learning & childcare entitlement increases	No data available. Baseline to be established once SEEMIS / NAMS is fully functional .
The number of staff trained in the use of approved parenting programmes increases	Approved parenting programmes include (Baby massage, Solihull Approach, Incredible Years, Triple P and PEEP) Records currently exist and a baseline has now been established and progress reported on every 6 months.(March & September). The key area of focus in terms of improvement work is training staff in the Incredible Years parenting programme, which is aimed at parents / carers of 3-4 year old children with severely disruptive behaviour. An additional 20 staff have been trained and 5 parenting programmes have been established in different areas. More programmes are planned to start after the summer school break.
The number of areas producing an annual plan for delivering universal and targeted support to parents increases	All 4 areas are undertaking a mapping exercise to identify what parenting supports are available in their area. This is expected to be completed towards the end of 2015. This will inform the development of plans to support local needs and will be in place by March 2016.
The number of parents attending validated parenting programmes increases	Practitioners who are trained will be asked to complete a return identifying the numbers who have engaged with the programmes. Testing during December 2104, data collation has commenced in January 2015 and progress will be reported every 6 months.
Increase the number of parents participating in a validated parenting course who have 3-4 year olds with severely disruptive behaviour	As above. (Incredible Years Programme)
The number of schools offering sessions and/or written information to parents about child development at transition to P1 increases	Audit methodology has been agreed and there is baseline data which suggests that all schools offer sessions to parents. Further work is going to be developed to consider the quality and consistency of the information offered.

Outcome: Families are valued as important contributors and work as equal partners to ensure positive outcomes for their children and young people.

Performance Measure	Current Situation
Family Nurse Partnership fidelity goals will be achieved	The detail of the Family Nurse Partnership fidelity goals are reported on monthly to the Scottish Government and monitored through the Highland FNP Project Board. The testing phase is now completed, with all goals having been achieved. The annual review with the national team has been extremely positive and we have been asked to submit plans to the Scottish Government to move towards a sustainable model.

2. Early Years Collaborative

Work within the Early Years Collaborative (EYC) continues to develop a method and culture for delivering improvement. Frontline staff and managers across a range of services are using an approach called the 'Model for Improvement'¹ to accelerate change. This model is consistent with the improvement framework outlined within For Highland's Children 4. The model for improvement is being used increasingly to support improvement within improvement groups and across family teams.

The EYC Strategy Group members have a key role in leading and driving forward improvement. The EYC Executive continues to provide leadership support.

Partner services and organisations are engaged within the process with an increasing number of groups and organisations using the improvement methodology.

The table below shows the Link between Number of Improvement Projects and the National Key Change Themes. The EYC national group are considering a number of additional Key Change Themes which will be develop during Learning Session 7 in March 2015.

National Key Change theme²	No. of projects
Early support for pregnancy and beyond	6
Attachment and child development	3
Continuity of care in transitions	5
27-30 month child health review	5

¹ See 'Early Years Collaborative' on www.highland.gov.uk Or link: [Highland Early Years Collaborative Webpage](#)

² A 'Key Change' is where there is strong evidence to suggest that implementing something, and making this reliable, will have a significant impact on achieving one of the EYC stretch aims.

Developing parenting skills	6
Family engagement to support early learning	11
Addressing child poverty	5

Note: Some of the projects overlap more than 1 key change theme – e.g. before words project links to early support for pregnancy and beyond and attachment and child development, but is counted under the early support for pregnancy and beyond theme.

Highland CPP Health Inequalities Theme Group Update

June 2015

The Highland CPP Board are asked to note progress in:

- developing a joint understanding of deprivation and inequalities in rural areas of Highland
- action on the specific priorities of health, housing and homelessness, developing a joint approach to ESF funding, physical activity, self assessment and organising an anti poverty event

1. Since the last update in March 2015, the group has:

- a. Progressed work to develop a partnership understanding of deprivation and inequalities in rural areas
- b. Produced and disseminated the report from the health, housing and homelessness event that took place in February and progressed the recommendation to move from having two groups with a focus on homelessness to one partnership group that will take on the combined focus on health and homelessness and housing and homelessness
- c. Progressed action on specific priorities as outlined below

2. Emerging Themes for further action

- a. Development of a partnership approach to ESF funding
- b. Organisation of an anti poverty event
- c. Consideration of the use of 'community mapping' that has been undertaken/is planned to support our approach to tackling inequalities
- d. Completion of self assessment

3. Update on deprivation and inequalities – rural analysis

The Health Inequalities Group arranged for briefings on the 'fragile areas' defined by HIE and the 'fragile areas' defined by Highland Council with a view to inviting partner discussion on these and any contributions of partner intelligence that might develop the view of fragility, for example health data was not included in HIE or Highland Council work to date.

The group was made aware of a new approach that was being used by the Scottish Government to support the distribution of EU LEADER funds. This was a new tool using more comprehensive data sets to map the socio-economic performance (SEP) of rural Scotland.

The group brought in expertise on socio-economic data and constructing indices from HIE, Highland Council and Public Health, NHS Highland to highlight the pros and cons of the current approaches.

The group found that:

- The classification of fragility currently used by the Council and HIE are similar and readily understood.
- The SEP index takes a similar approach, using some of the indicators used by HIE for economic performance, but includes a wider set of indicators that is likely to be of interest to all CPP partners.
- The data highlighted remote small towns that show as the worst performing in the SEP index but do not feature in either of HIE's or the Council's fragile areas work.
- The data highlights 16 rural communities that may be viewed as areas of deprivation/fragility.
- The three indices in use have all been developed for different reasons. The SEP index is the most comprehensive to date for partner interest, but as with all data, there are limitations.
- It would be possible to build on the SEP indicators, adding indicators such as affordable housing (including fuel poverty), the nature and seasonality of employment (full and part-time) and a consideration of future demographic change. However it is not clear whether this might tell us anything new from the information we already have.

A more detailed report has been prepared for the Board.

4. Update on Health, Housing and homelessness

A workshop on health, housing and homelessness was held on 6 February in Merkinch Community Centre. 40 delegates attended the event and included a range of professionals from NHS Highland, Highland Council and the Third sector.

The outcome of the event included a desire to bring together issues around health and housing to support homeless people and those at risk of homelessness into one forum, combining the two groups that currently meet on these issues.

As a result, a new group has been set up with revised terms of reference and renewed membership. The first meeting of the group will take place in June 2015.

5. Update on a partnership approach to ESF funding

Highland Council and HIE have each been developing work on strategic interventions for European Social Funding. HIE have been working on two strategic interventions and the Council working on one. The timescales for submission of the development plans for these funding streams has been very tight and there has been little opportunity to develop a partnership approach to taking this work forward.

The health inequalities group discussed how a partnership approach to ESF funding could be developed and agreed to gather information from all partners about views on priority actions for all three funding streams.

It was also agreed that the partners would work together to set up a stakeholder event to inform communities/organisations about the ESF programme and the process for gaining funds from the various strategic interventions.

6. Update on physical activity

The first meeting of the group to develop a new physical activity strategy for Highland took place in April 2015. The group agreed that the focus of the strategy should be on 'Active Highland and have started a process of needs assessment to inform development of the strategy.

A further facilitated workshop to progress this will take place in June 2015.

7. Update on Self assessment

The group briefly reviewed the criteria for self assessment and agreed an approach to completing this before the end of the calendar year. A facilitated workshop to start to populate the framework will take place in August 2015.

8. Update on anti-poverty event

A short life working group was set up to plan and organise an anti poverty event in Highland in the Autumn of 2015. The Poverty Alliance is keen to work with a rural area to develop approaches to anti poverty work in rural Scotland. It was agreed to approach the Poverty Alliance to explore joint working.

Cathy Steer, Head of Health Improvement, Public Health, NHS Highland

May 2015

**Highland Public Sector Partnership
Community Planning Arrangements – Older People**

Update Report June 2015

TEC Service - NHS Highland has been successful in securing National funds to develop and expand services within Technology Enabled Care (TEC). The funds which are currently for one year only will enable the developments within the Living it Up project to be rolled out at scale with further evaluation. The development of the revised Telecare services is also part of this work with an ambition to increase numbers of clients in receipt of Telecare substantially. Alongside there is a trial of a monitoring advice which if successful could give greater freedom to those suffering from Dementia whilst also giving carers piece of mind.

All of this work will be overseen by the TEC steering group which will also function as the project board for the nationally funded workstreams, reporting on progress against the agreed targets and providing project management support.

Older People's Inspection – The Lead Inspector has provided feedback on their experience during the case file reading stage of the inspection. A number of areas of good practice were identified along with some areas of improvement. The Inspector also summarised the findings from the staff survey – sent out ahead of the inspection to glean impressions directly from staff. Although there was a low return, the feedback gave some interesting context and it was useful to hear this from the Inspectors. The feedback was written up and shared with staff as this was a bit of a gap in the process compared to Children's services. This was the first joint inspection of an Integrated service and this in itself was a challenge for all. The draft report is due in June.

Quality in care homes and care at home – NHS Highland remains committed to driving up and sustaining high quality standards across all care homes and care at home services regardless of provider. In order to support this, we have worked with the sector to develop quality and capacity development posts to be employed within the third sector interface and with a clear focus on quality of care. This is in keeping with the Highland Quality Approach. The My Home Life initiative is spreading across the care home sectors with the move to person centred approach and planning being embraced by all. Impact at individual and care home level is being captured as the training is delivered and the learning implemented.

Carers – the carers improvement group have now developed an outline plan for implementation of the carers strategy. This includes locality support to deliver the strategy, the development of a vulnerable carers programme and recruitment to development worker and hospital workers. The review of respite and carers support in the widest sense is well underway reporting through the Older People's Improvement Group and the Health and Social Care Committee. Although there is a carers improvement group focussed on this work, the Older People's improvement group have carers as a standing item on their agendas.

I'm Not a Complainer – This report was issued in May 2014 by the Highland Senior Citizen's Network and funded by the Change Fund. The report focussed on the experience of patients and their carers whilst in the care of a hospital, care home or care at home service and a number of recommendations were made. Those recommendations, classified into 10 main themes, were picked up by the Older People's Improvement Group and one year on, a summary of progress is now going back to the group. Good progress has been made on a number of themes and it is hoped that this progress can now be shared with those who contributed and that lasting improvements will be evidenced. This was a very good example of collating qualitative data and it is hoped that similar information can be gathered on a regular basis.

Strategic Plan –work has now begun on the development of a Strategic Plan. This is a requirement of the Public Bodies(Joint Working)(Scotland) Act 2014 and must span a minimum of 3 years from April 2016. The Improvement Groups across Adult services will be integral to the development of this as will the District Partnerships building on the Change and Improvement plans now supported at District level.

Operational Units continue to develop integrated teams and new models of service delivery in the home and community. The SDS approach and especially the individual funds option, has been held up as a real opportunity to look at innovative ways of delivering care with local input and this has aided recruitment to vital caring posts in some local areas. Alongside this the in house care at home teams are becoming more integrated with co-location progressing and single points of access and health and care coordinators now recognised as valuable contributors to access and delivery of care.

Volunteering – with the appointment of a Volunteering service manager, NHS Highland has been able to progress the deployment of volunteers across hospitals and care homes in very valuable roles. These volunteers add considerable value to the quality of the patient experience by engaging patients in conversation – especially welcome where visitors are infrequent, helping out a mealtimes, reading newspapers and chatting . Although there are a number of volunteers across the hospital – in Chaplaincy, Macmillan suite etc., this is a new development in the wards and the feedback from patients and staff is very encouraging. It is planned for this to be developed across more of the Highland hospitals.

Jan Baird, Director of Adult Care, NHS Highland.

May 2015

Highland Community Planning Board

Board Meeting of Wednesday 3rd June 2015

Highlight Report in relation to delivery of SOA Environmental Outcomes Delivery Plan

The environment will be managed sustainably in order to optimise economic, health, natural heritage and learning benefits

1. A wildlife crime stakeholder meeting was held in early March and was judged a considerable success. A subsequent meeting was held to discuss the Black Isle raptor poisoning incident which was also successful in airing issues arising from that case. Finally the March Highland Environment Forum meeting included a workshop on wildlife crime and it provided an opportunity to discuss the issue with a wider group of stakeholders. The police structure across the North Division has been reviewed and a clear command structure is now in place with some 20 wildlife officers in place across the North. CPD for relevant police officers has been arranged for July and December. Work on collating and presenting data on wildlife crime is underway. We are on target for the establishment of a Partnership Against Wildlife Crime group for the Highlands by March 2016.
2. Work on preparing a Highland Land Use Strategy is underway. In particular we are in touch with the team at Scottish Government for the national Land Use Strategy and who are overseeing the two regional pilots in Aberdeenshire and the Borders which were concluded at the end of March. There remains interest in developing a Land Use Strategy amongst stakeholders, albeit the practical implications of taking this forward are still being investigated.
3. The Highland BAP has been reviewed and should be formally adopted at a meeting of the Planning and Economic Development Committee of Highland Council on 3 June. The annual Biodiversity conference was held with a focus on environmental volunteering and the benefits of collaborative working. A meeting of key organisations was held to develop a collaborative approach to environmental volunteering opportunities in Highland. Progress on managing rhododendron control across the National Forest Estate is good, but less clear on private land until the detail of the new SRDP is understood.
4. By the end of May a formal nomination to take forward a Biosphere Reserve in Wester Ross will have been submitted by partners. This follows a Scottish Government funded consensus building exercise within local communities which affirmed a desire to take this forward. The next step will be a LEADER application to fund a project to develop the detail of the proposed Biosphere Reserve. Essentially Biosphere Reserves are about developing opportunities for local socio-economic benefit on the back of well managed core areas of high quality natural heritage.

The effects of climate change in the Highlands will be minimised and managed

5. Review of Highland planning guidance for onshore wind energy is underway. A consultation on a draft spatial framework has been undertaken and this is currently being assessed before presentation to the relevant committee. THC are preparing updated information on wind

energy schemes which it plans to publish in June. It is intended to incorporate renewable energy target reporting into the Council's Annual Report due in September.

6. Some 63 organisations are now signed up to the Carbon CLEVER declaration. THC's 2014/15 £1M capital budget was fully committed and funded a wide range of carbon management related projects. A survey of the Highland Citizen's panel was undertaken and the results from >1,000 responders are being analysed. The Carbon CLEVER community grant fund is open for applications – details at http://www.highland.gov.uk/directory_record/258406/carbon_clever_community_grant_fund/category/155/grants_for_community_groups
7. The Home Energy Efficiency Programme for Scotland Area Based Scheme in Highland has been nominated for a Green Deal ECO Award under 'Project of the year'. This is in recognition of the delivery of a £12million project offering free External Wall Insulation to over 1,000 properties across the Highland region. Highland Affordable Warmth Forum are approaching Ofgem over difficulties in switching energy suppliers due to being on SSE's Total Heating Total Control tariff.
8. Although not as bad as in some previous years there have again been a number of wildfire incidents within Highland. The period of highest risk is generally at the end of a cold winter before the new green vegetation has emerged. Some of these incidents have again related to burning for legitimate reasons which has not been properly controlled.

People will have greater outdoor access and volunteering opportunities across Highland

9. There are some 2,576 km of core paths now designated within Highland of which some 62% or 1,606 km are signed.
10. The Conservation Volunteers are developing proposals for 6 new green gyms within Highland: Lochaber; Strathspey; Inverness; Easter Ross; Wester Ross; and, Caithness.

For further information or to discuss any issues raised in this highlight report please contact:

George Hogg

Scottish Natural Heritage

**Community Learning and Development Strategic Partnership - Update for CPP
Report by Director of Care and Learning**

1. Background

- 1.1 The Highland Community Learning and Development (CLD) Strategic Partnership has been formed to ensure that these services are planned and delivered as part of an integrated approach across the CPP. This group is chaired by the Director of Care and Learning and includes colleagues from NHS Highland, Police Scotland, Fire and Rescue Service, SNH, HIE, UHI and the Third Sector Interface.
- 1.2 The CLD Strategic Partnership has continued to meet regularly, and the focus has turned increasingly to the timetable to prepare a statutory plan by September.
- 1.3 The CLD plan must demonstrate:
- a) How the education authority will co-ordinate its provision of community learning and development with other persons that provide community learning and development within the area of the education authority;
 - b) What action the authority will take to provide community learning and development over the period of the plan;
 - c) What action other persons intend to take to provide community learning and development within the area of the education authority over the period of the plan; and
 - d) Any needs for community learning and development that will not be met within the period of the plan.
- 1.4 The plan will be the Improvement Plan for the Strategic Partnership. Its implementation will be described in local District Delivery Plans, and in For Highlands Children (for young people), the Change and Improvement Plan (for adults, including older people) and other Partnership delivery plans. An outline structure has been drafted, and the detail is now being developed by the members of the Strategic Partnership.

2. District Partnerships

- 2.1 It has been agreed that the CLD Partnership map current Community Development posts and resources using the framework of the 9 District Partnership geographical areas. The intention is to assess community capacity and resilience and to identify and support those communities where the Partnership understands the greatest benefits can be achieved in addressing health and social inequalities. The plan will engage with young people and youth organisations to map develop and enhance formal and informal youth work provision across the Partnership. Contact will be made with adult learners and the adult learning community to develop and enhance learning across the Partnership.
- 2.2 Each District Partnership will have a lead officer from across the CPP, who will join the CLD Partnership. They will be responsible for leading, promoting and supporting collaboration and partnership working in CLD activity in their District. The officer could be from any partner agency or network; and it is presently envisaged that there will be one lead from each of HIE, Police Scotland, UHI and HLH; 2 from NHS Highland; and 3 from Highland Council.

- 2.3 There are early indications of which agency will lead in which District, and it is intended to finalise this in coming weeks. The nine lead officers will then be required to be supported to understand and take on the role.
- 2.4 District Partnerships will consider local data around population, poverty and educational outcomes, evaluate local learning needs and current service provision and plan future service delivery related to needs.
- 2.5 Action plans for each District will outline current actions to support individuals and communities and new actions required, as part of the overall plan

3. Inspection

- 3.1 A new CLD Inspection regime has been established. The geographical basis for inspection is Associated School Groups of which there are 29 in Highland.
- 3.2 Services at Alness were recently inspected by Education Scotland. Strengths highlighted were
- Some innovative work with young people leading to positive outcomes
 - Focus on health and wellbeing with older people
 - Strong ethos of getting things done in the community
 - Wealth of community assets and active volunteers
- 3.3 Agreed areas for development were
- Improve targeting through better data sharing and analysis
 - Embed a programme of adult learning across the learning community
 - Develop and embed a shared vision for learning across Alness
 - Formalise current partnership arrangements
 - Improve joint self-evaluation across partners
- 3.4 Better data sharing and analysis of services and need and improved joint self-evaluation across partners is a key issue for all Districts., and this will help inform the developing CLD Plan.

Bill Alexander
Director of Care and Learning
25 May 2015

Highland CPP Development Plan 2014 to 2018: Update for CPP Board June 2015

Area for improvement	Source	Improvement Activity	Timescale
Partnership Performance Management and reporting	Quality Assurance Panel 2013 CPP Board self-assessment 2014 Audit Scotland 2014	<ol style="list-style-type: none"> 1. Refreshed delivery plans for each theme within the SOA 2. Continue quarterly performance reports to Board 3. Avoid duplication in reporting performance – proposals agreed with Responsible Officers concerned 4. Await outcome of CPP performance indicators project (SG/IS). Up-date for COG. 5. Improve performance reporting to the public on progress made in the CPP 6. Self- assessment followed up in theme groups for economic growth, health inequalities & physical activity and the environment. 7. New legislative performance requirements to be clarified and plans made for implementation 	<ol style="list-style-type: none"> 1. Oct 2014 2. Quarterly 3. Dec 2014 - Done 4. May 2015 5. Sept 2015 6. Dec 2015 7. Sept 2015
<p>Update:</p> <ol style="list-style-type: none"> 1. 6 out of 7 delivery plans are refreshed. The outstanding refresh is for the employability delivery plan and that has been delayed so that it can incorporate the recommendations of the Wood Commission. Performance and activities across all 7 these is progressing as reported in quarterly up-dates. 2. The Council's Corporate Performance Manager has offered to populate for Responsible Officers their performance data tables if the data are provided to her. Responsible officers will report on 2014/15 performance for the September Board meeting. Discussion is planned with the COG in August to discuss how to report performance to the public. 3. Self-assessment in theme groups is planned for the target date of December 2015. 4. An up-date on the national project on CPP performance and outcome indicators was reported to the COG in May 2015. Implications for the Highland CPP are being assessed. 5. Audit Scotland report on community planning nationally and locally identifies performance measurement and reporting as a common theme for improvement. Implications from the audit for the Highland CPP reported to the Board in Mach 2015. 6. The Council's Corporate Performance Manager will report to the COG on the new legislative requirements for CPP performance reporting arising from the community empowerment legislation. 			

<p>Maximise the use of collective resources to achieve best outcomes, demonstrating a shift to prevention and the re-allocation of resources between CPP members where this represents best value.</p>	<p>CPP review of process priorities</p> <p>CPP Board self-assessment 2014</p> <p>National Community Planning Group</p> <p>Audit Scotland</p>	<ol style="list-style-type: none"> 1. Chief Officers Group identifies group of officers to make proposals 2. Budget proposals shared and cumulative impacts identified, partners views influential 3. First report from Group to Board 4. Second report from Group to Board on Merkinch experience 	<ol style="list-style-type: none"> 1. June 2014 - Done 2. Feb 2015 - Done 3. March 2015 - Done 4. Sept 2015
<p>Up-date</p> <ol style="list-style-type: none"> 1. Partners' budget context and savings proposals shared at COG meeting November 2014. 2. Partner views sought and fed into Council's budget consultation process – Nov 2014. 3. Third sector interface gathered views from third sector groups to feed into the Council's budget savings proposals – Nov 2014 4. NHSH and Police Scotland participated in Council equalities impact assessment and rural impact assessment of budget savings proposals. Nov 2014 5. Audit Scotland report on community planning nationally and locally identifies joint resourcing and making a shift to prevention as a common theme for improvement. Implications from the audit for the Highland CPP reported to the Board in Mach 2015. 6. Verbal up-date from officers group was provided to the Board in March 2015. The partnership group is progressing with their line of enquiry around understanding preventative activity and impacts in Merkinch (next meeting in Merkinch 12th June 2015). Second line of enquiry is to be through the Alcohol and Drugs partnership. Up-dates and lessons will be provided for COG in August and the Board in September. 7. Initial discussions on how the Culture Board can contribute to the CPP have highlighted partner interest in joint working to demonstrate the empowering impact of participation in arts and culture. The proposals under development and to be considered through the culture board initially in June 2015. 			
<p>Engage in dialogue with communities in order to empower them to participate in service planning and delivery</p>	<p>CPP review of process priorities</p> <p>Quality Assurance Panel 2013</p> <p>Community Empowerment legislation</p>	<ol style="list-style-type: none"> 1. Continue review of how District Partnerships might be forums for local community planning and improves alignment between SOA priorities and local needs and intervention. Prepare proposals for the Board. 2. Begin quarterly up-dates from the Community Learning and Development Strategic Partnership, 3. Explore the scope for participatory budgeting 4. Report implications from Community 	<ol style="list-style-type: none"> 1. March, June and September 2015 2. Dec 2014 3. March 2015 4. March 2015

		Empowerment Legislation to Board 5. CPP approach to welcoming participation requests, report to Board. 6. Third sector Compact to be revisited and lessons shared on successful community action.	5. Sept 2015 6. Dec 2015
Up-date			
<ol style="list-style-type: none"> 1. Report on local community planning and the evolution of District Partnerships first reported to the Board in March 2015. This agreed the approach to encourage local democratic experiments. Report to the Board in June identifies some early ideas emerging and in September proposals will be developed for a decision. 2. CLD up-dates provided for each Board meeting from December 2014. 3. Participatory budgeting of interest to the Council and training in the method arranged with the Scottish Government beginning March 2015. By May, agreement to use this method of participation in Nairn, Badeonch and Strathspey and Lochaber in 2015/16. Presentation to the Board on the method in March 2015. 4. Community Empowerment Bill implications and Strengthening Local Democracy Commission publication considered at December 2014 Board meeting. Partners agreed to work together on a single process to support communities with asset transfer and participation requests. 5. Initial discussion with partners on participation requests identified the benefits of designing a process together. Work underway to develop proposals and identify issues. First report to COG in August 2015 with a report to the Board in Sept 2015. 6. The COG meeting in March agreed to revisit the Compact with the Third sector and to share experience of successful community action to identify lessons to share. 			
Collaborate on workforce planning and skills development to meet Highland needs, in the context of the Highlands and Islands Skills Investment Plan and our roles as major employers	CPP review of process priorities Audit Scotland	<ol style="list-style-type: none"> 1. Chief Officers Group identifies group of officers to make proposals 2. SDS presentation to Board 3. First report from Group to Board 4. Review extent to which the CPP promotes collaboration – does the CPP encourage, support, and reward collaborative behaviour amongst staff? <i>Task to be allocated.</i> 	<ol style="list-style-type: none"> 1. June 2014 2. Dec 2014 3. March 2015 4. June 2015
Update			
<ol style="list-style-type: none"> 1. Officers have met with proposal to the Board March 2015 to integrate this work stream with the employability theme group. 2. SDS attended CPP Board December 2014 with further commitment to report back. Recommendation to the Board March 2015 that SDS become a partner at COG and Board level of the CPP to collaborate fully with the CPP. Invites from June 2015. 3. COG agreed to participate in the Collaborative Challenge programme supported by the Scottish Government. Agreeing in May what the 			

focus of that will be.			
Tackle deprivation and inequalities including by improving access and connectedness for communities	CPP review of process priorities	<ol style="list-style-type: none"> 1. Being taken forward through the health inequalities group. 2. Quarterly progress/performance reports to the Board 3. Development of CPP approach to 'fragility' and/or rural priority areas 	<ol style="list-style-type: none"> 1. From Oct 2014 2. From Dec 2014 3. September 2015
<p>Update</p> <p>1. Initial HIE briefing on fragile areas provided to members of Planning Committee and partners invited, November 2014. Wider CPP views to be gathered and discussed at health inequalities group March 2015. Recommendations on CPP view of fragility prepared for COG in May 2015. What that means for intervention was to be presented to the Board in June 2015 but now more likely to be September 2015.</p> <p>2. CPP Board seeks partner approach to zero poverty in Highland (December 2014). Proposals for partnership event to begin strategy being considered by the health inequalities group and COG, with the event to be scheduled post-election (end May 2015). The Health Inequalities Group has considered this and identified people to plan the event, likely to be early autumn 2015.</p>			
Value and be positive about Highland life to attract people, jobs and investment.	CPP review of process priorities	<ol style="list-style-type: none"> 1. To be woven through CPP activity, events and promotions. 2. Communications officers from across the CPP liaise on publicity 	Ongoing activity