

**Single Outcome Agreement
Between the Highland Community Planning Partnership
and the
Scottish Government
2013/14 – 2018/19**

**Q2 Update for
FY 2015-2016**

Economic Regeneration and Recovery Plan

PROGRESS AT Q2

The table below has been extracted from HIE's management system:-

In Year Measures for Highland Area 1 April 2015 – 30 September 2015 Summary

	Progress to Date	Approval (£)	Total Project Cost (£)
Forecast increase in turnover by supported businesses (year 3)	12,408,818	1,386,044	6,904,930
Forecast increase in International Sales by supported businesses (year 3)	3,387,000	1,023,682	4,754,668
Jobs Supported (Created/Retained) FTE	115	1,804,809	8,280,495

As previously reported, the full year report will incorporate data from other CPP Management Information Systems, such as Business Gateway.

In general, HIE is reporting against target progress toward full year targets.

Some qualitative comments:-

HIE continues to work proactively with a portfolio of businesses and social enterprises across the Highlands. There are businesses that demonstrate the potential of significant growth for the Region, both in terms of growing sales (including overseas sales) and growing employment. Key areas of focus for HIE to support the growth of these businesses are around investment (in people, plant and capital); innovation, internationalisation and inclusive growth.

There is also a particular focus on the most remote, rural and fragile communities, and the businesses therein.

The pressure on the price of Oil and gas continues to affect not only the Aberdeen area but has implications in the Highlands. It is anticipated that the pressure on the sector and the supply chain companies in the Region will continue. We have seen a number of companies downsize mainly through releasing contractors and in some cases making staff redundant. This pressure is expected to continue.

The roll out of next generation broadband continues. There is more information for where this is being implemented and when for our businesses and communities in the website:

<http://www.digitalscotland.org/whereandwhen>

For communities where the current planned roll out is unlikely, Community Broadband Scotland is proactively engaging with the communities to discuss alternative models and mean of accessing next generation broadband.

There is a healthy pipeline of projects emerging through the region through the HIE account management approach.

The Inverness Campus is progressing well with the new UHI Inverness College now in operation. Other buildings are nearing construction with a good level of interest in the site.

HIE is encouraging companies such as Coast and Glen and Highlands and Islands Adventure to develop their marketing and potential for selling more outside of the region and Scotland.

This is particularly appropriate for the Food and Drink sector where companies such as Wester Ross Fisheries and Isle of Ewe smokehouse and being supported to develop their marketing and international reach. The Highlands continues to sell their food and drink products well internationally.

We continue to see significant activity in Dornoch both in terms of the level of community participation and with commercial developments around the international attraction of golf in the town. We continue to build on the investment made in the growth of Links House and this is helping to stimulate further private sector investment.

In Caithness the growth of Denchi Power in Thurso is being supported and this is creating jobs in the company. This is revitalising the company both in terms of manufacture of power storage system but also with new research and development now taking place and bringing highly skilled people into the Highlands.

Discussions continue with Beatrice Offshore Wind Limited (BOWL) on the possible development of an operations and maintenance base at Wick. While a final investment decision is expected to be made in Q1 of 2016 there is already a significant level of activity by one of the lead partners from the BOWL consortium. If the project progresses this could lead to around 150 quality jobs to service the offshore wind farm for 25 years.

Highland Community Planning Partnership

Community Planning Board

Employability Progress Report

Report by Director of Development and Infrastructure

Summary

This Report presents a brief overview of the unemployment situation in Highland before offering a progress report of the ESF Programme 2014-2020, Scotland's Youth Employment Strategy and the Skills Investment Plan.

1. Overview

1.1 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.

1.2 As previously reported to the Community Planning Board, with the introduction of Universal Credit to Highland, statistical analysis of progress towards these long-term outcomes has proven exceptionally difficult. During November 2015 the situation improved with the UK Government/DWP starting to release at local (datazone) level certain information on not in work Universal Credit claimants.

In October 2015:

- 2,100 people claiming not in work benefits (Universal Credit and Job Seekers Allowance) equating to 1.5% unemployment rate (Scotland 2.2%).
- Of which 485 or 23% are aged 18-24 equating to 2.9% (Scotland 3.3%)
- Of the 824 claiming not in work Universal Credit, 50% are long-term unemployed (over 6 months) – albeit unclear if ex Work Programme (long-term unemployed) are included here.
- Of the 1,276 claiming Job Seekers Allowance, 45% are long-term unemployed (over 6 months).
- Unemployment at a local Ward level can now be gathered and better understood to inform policy/delivery decisions. For example, it is now known that with an improving claimant count in the Wick Ward, the Thurso Ward has now a similar claimant count.

1.3 These statistics demonstrate that while total unemployment is low, long-term and young employment remain challenges to overcome, and there remain

pockets of high unemployment. The client groups unemployed are increasingly the client groups who need high levels of support to overcome barriers which stop them from entering and remaining in the workforce.

2. Progress

2.1 In the Annual Report presented to the Community Planning Board in September 2015, activity was reported on three key areas:

- 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.

2.2 ESF Programme 2014-2020

The Strategic Intervention, incorporating employability activities within the 2014-2020 ESF Programme was approved by the Scottish Government and subsequently six Operation (Stage 2) applications were prepared and submitted. In anticipation of an early decision (end December 2015), work is currently being concluded on contract specifications etc. to enable procurement to commence early in the new year.

2.3 As reported in September 2015 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. A Challenge Fund approach has now been approved, and once the Stage 2 application is approved, the Council will be able to progress matters. In the interim 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.

2.4 Scotland's Youth Employment Strategy / H&I's Skills Investment Plan

In Highland, partner organisations (HC, HIE, NHS Highland, 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.

2.5 Highland Works is functioning as the strategic Programme Board, and individual lead partners for each of the strategic workstreams are currently finalising their Action Plan (which is localising the defined collaborative actions from the Skills Investment Plan and from the Youth Employment Strategy).

2.6 Implementation is not however, being delayed while this work is underway and good work continues by partners across the range of workstreams.

Recommendation

Note the unemployment situation across Highland and the progress and activity underway in response to the ESF Programme 2014-2020, Scotland's Youth Employment Strategy and the Skills Investment Plan.

Designation: Director of Development and Infrastructure

Date: 25 November 2015

Highland Community Planning Partnership

Improving Early Years Outcomes – December 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.

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
<p>The percentage of children who reach their developmental milestones at their 27 – 30 month health review will increase year on year</p>	<p>The 27-30 month review aims to assess child wellbeing and to promote early child development (particularly social/emotional and language/cognitive development).</p> <p>Locally revised tools for undertaking this review have now been tested and are now rolled out across all family teams.</p> <p>The Early Years Collaborative has set a stretch aim of 85% of children to reach all of their expected developmental milestones by December 2016. The developmental milestones cover a number of domains (social, emotional, behavioural, attention, speech, language and communication, gross motor skills, fine motor skills, vision and hearing).</p> <p>ISD (National Data for 2013/14) indicates that 72% of children who had a 27-30 month review had no concerns identified,</p> <p>Information provided by NHS Highland health intelligence team indicates that in 2014/15, 75% of children reached their developmental milestones</p>
<p>The percentage of children who reach their developmental milestones at entry to Primary four will increase year on year</p>	<p>Assessment model agreed and developmental overviews have been trialled across Highland, and a report will be presented to Committee in January 2016. Data shows that 85% of children met their developmental milestones in 2013/14 with 87% achieving in 2014/15. This is set against a national target of 85%.</p>

<p>There will be a reduction in the percentage gap between the most and least affluent parts of Highland for low birth weight babies</p>	<p>NHS Highland will produce annual report to identify gap. The metrics have been agreed but the baseline figure has yet to be calculated.</p>
<p>Improve the uptake of 27-30 month surveillance contact from the baseline of 52% to 95% by March 2016</p>	<p>Improvement work underway to increase the uptake. National ISD data indicates that coverage has risen from 34% to 82% over the last year.</p> <p>It was agreed that an audit of health visitor records would be undertaken for the cohort of 411 children born in August and September 2011 to determine: a) if the review had been carried out; and b) if the review had been carried out within the 32 month timescale for being counted.</p> <p>99 Child Health records were audited and 52 of the children a review carried out, but of these 25 were done after the 32 month period. Reasons for this vary but are mainly related to health visitor shortages combined with competing parental priorities around engagement.</p> <p>Improvement work is ongoing to improve the timeliness of the review being carried out, and to encourage parental engagement.</p>
<p>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.</p>	<p>NHS Highland carried out an analysis of the data and this indicates that there is a very small variation of 2.9% across income groups.</p>
<p>95% uptake of 6-8 week Child Health Surveillance contact showing no difference in the uptake between the general population and LAC</p>	<p>NHS Highland has data and an initial analysis has been undertaken. Further work is required to ensure the robustness of the data</p>
<p>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</p>	<p>The data shows that there was a variation of with 15.8% of children exclusively breastfed in 2014/15 compared to 36.2% in the general population.</p>

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	This measure has been met as 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	This measure has been met as all Early Learning and Childcare settings are currently providing the required 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 at risk of poor mental health who are offered support increases	As above
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 are 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	<p>All four 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.</p> <p>This measure has been further refined to now read; Every district in Highland is able to deliver a core suite of parenting interventions. A baseline is still to be established.</p> <p>The co-ordination of parenting activity is being devolved to new posts in each of the four Areas.</p>
Increase the number of parents participating in a validated parenting course who have 3-4 year olds with severely disruptive behaviour	This measure is now included within the core suite of parenting interventions and will be reported as above.
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 on-going 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	<p>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.</p> <p>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.</p>

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. This work is currently being promoted with the support of the Children's planning manager and the Health Improvement Policy Manager who is now an accredited improvement advisor.

The EYC Strategy Group has recently been replaced by the Supporting Improvement Co-ordination Group and they continue to have a key role in leading and driving forward improvement. The EYC Executive continues to provide leadership support.

The model for improvement is consistent with the model outlined in the Raising Attainment for All initiative (RAFA) and both collaboratives are working to develop improvement across children's services.

Highland was well represented at the EYC National Learning Session 8, with a number of approaches and projects being promoted as good practice.

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

Highland CPP Health Inequalities Theme Group Update

November 2015

The Highland CPP Board are asked to note progress in:

- Completion of the work on developing a joint understanding of deprivation and inequalities in rural areas (Highland SEP Index) and the groups plans to agree how this could be used in the future
- Gaining an additional £70k funding for Highland to promote physical activity through the Legacy 2014 fund
- Delivery of a multi agency seminar on inequalities and older people
- 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 June 2015, the group has:

- a. Completed the work on developing a joint understanding of deprivation and inequalities in rural areas of Highland and gained agreement from the partnership that the 16 rural communities and the small rural towns identified in this work will be the areas for the CPP to focus efforts to reduce inequalities.
- b. Developed and submitted a bid through the Active Highland sub group to the Legacy 2014 fund to further develop dance activities aimed at young girls and health walks. The successful bid will bring in an additional £70k to support these activities in Highland.
- c. Organised a health inequalities and older people seminar on 24 September in Inverness. Aimed at health and social care practitioners the events aims were to:
 - Raise awareness of what drives inequalities in older people
 - Examine patterns of inequalities in later life and how it relates to development of policy and practice
 - Explore the impact of inequalities on older people and services for older people
 - Raise awareness of the issues for older people as carers
- d. Progressed action on specific priorities as outlined below

2. Emerging Themes for further action

- a. Development of an anti poverty strategy
- b. Fuel poverty

- c. Development of a shared calendar of training/events on inequalities

3. Update on deprivation and inequalities rural analysis

At its meeting on 21 September 2015, the health inequalities theme group discussed how to promote use of the Highland SEP index. It was agreed that work would need to be done in the first instance to raise awareness of the index and consult partners on how it could be used to help the CPP tackle inequalities in Highland.

As a result of discussions, the group are:

- Developing a standard briefing and presentation on the Highland SEP index
- Overseeing delivery of briefings to appropriate committees and groups within individual organisations
- Designing a consultation exercise to capture partners thoughts on how the Highland SEP index can be used
- Exploring immediate use of the index in influencing funding streams for rurality and rural deprivation, including funding from the Scottish Funding Council through Further Education Regional Board

4. Update on Health, Housing and homelessness

The newly formed Health Housing and Homelessness Group met for the first time on 19th June. Membership of the group comprises of representatives from Highland Council, NHSH, Citizens' Advice Scotland, Highland Alcohol and Drug Partnership, Albyn Housing Society. The group is Chaired by the Head of Housing for Highland Council with joint leadership and support from Public Health's Health Improvement Team.

The group discussed the key issues related to their agenda and the benefits of partnership working. The following three themes emerged:

- Improving service delivery and outcomes for the client
- Having a holistic approach
- Enhancing partnership working

The group now have agreed Terms of Reference to clarify their purpose and aims.

In order to progress the group's work and develop priorities, a mapping exercise is being carried out. This will identify relevant services, how they are accessed and the type of support they provide. This will help the group

understand current provision so they can begin to identify gaps in provision, referral routes and opportunities to address key issues.

5. Update on physical activity

The Active Highland sub group held a workshop on the 17th June to progress work on developing a new physical activity strategy for Highland. The workshop was facilitated by officers from Sport Scotland. The group identified the outcomes for the new Active Highland strategy based on the national outcomes framework and agreed the structure and content areas. A named lead for each outcome has been identified along with who will collaborate on development of contributions and content for each outcome. The detail of the strategy is now being worked up. The outcomes agreed are:

- We encourage and enable the active to be more active
- We encourage and enable the inactive to stay active throughout life
- We develop physical and mental confidence and competence, and personal well-being, from the earliest age and throughout the life course
- We maintain and improve our active infrastructure – people and places, including the natural environment.
- We support resilience and wellbeing in communities through physical activity and sport
- We improve opportunities to participate, progress and achieve in sport

The Active Highland group developed and submitted a bid to the Legacy 2014 fund for money to develop dance activities and health walks. We also worked with the Cairngorms National Park to support their bid to develop health walks in the CNP area. Both bids were successful.

6. Update on anti-poverty event

A sub group of the health inequalities theme group are working to plan a partnership and wider stakeholder event to develop an anti poverty strategy for Highland.

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

November 2015

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

Update Report December 2015

TEC Service – Work continues with Scottish Government funding to test out Home Health Monitoring. This is intended to enhance support for those living with a long term condition, enable them to manage and respond to their symptoms and feel more confident living their lives in their community. These will be small tests of change led by clinicians and will run alongside more traditional monitoring arrangements.

It is anticipated that this will not only support patients and their carers more effectively but will also allow clinical teams to redirect their support for other patients and carers. The systems have been tested outwith Highland but a clinical reference group has been established to ensure quality and standards are not compromised. A large scale evaluation will be carried out at the end of the project to inform future development and roll-out of this technology.

Quality in care homes and care at home –NHS Highland continues to work collaboratively to improve quality across all providers – Public, Third and Independent sector. This is being reflected now in the grades allocated by the Care Inspectorate, staff morale and working relationships. The My Home Life initiative, which advocates a person centred approach to care, continues to grow and develop with many more care homes expressing an interest in training their staff.

Carers –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. The review is led by Connecting Carers and supported by NHS Highland.

Vision Support Service – A collaboration of RNIB, Sight Action and NHS Highland has progressed the development of this service to be based in Raigmore Hospital. The service which has been tested out by RNIB in a number of other areas, has developed out of concerns raised by users in the Sight Action User Group and through the report delivered by Highland Senior Citizen’s Network – *I’m not a complainer*.

Strategic Plan –The Highland Partnership Strategic Plan which is a requirement of the Public Bodies(Joint Working)(Scotland) Act 2014 has now been drafted and circulated across the District Partnerships. It is anticipated that the final draft will be presented to the Health Board and Council in the New Year ahead of submission to Scottish Government. The Joint Monitoring Committee – another requirement of the legislation, will have the responsibility for monitoring implementation of the plan and review as it reaches its term of three years.

Development of Commissioning Priorities – The Adult Service Commissioning Group requires all the Improvement Groups across Adult Services to consider Commissioning Priorities on an annual basis. In December of last year The Older people's Improvement Group (OPIG) agreed the priorities as the following –

1. Prevention- Helping people to be and stay safe and well in their communities
2. Investment to develop quality care homes
3. Innovative care at home and reablement

Considerable progress has been made as reported in various forums including through this report. The Improvement Group is now reconsidering priorities in light of a revised Health Needs Assessment and the progress made with last year's priorities.

Discussion this year has focused on –

- home based support – looking beyond traditional care at home services to meeting the social, emotional and aspirational needs of older people living in their own home. As a priority this would focus on what communities and organisations within communities can do to support each other and would also include support to informal carers.
- Empowering communities to keep people in their own homes by improving knowledge, understanding of and access to aids and adaptations, alternative housing and assistive technology.

If agreed as priorities for OPIG, the widest range of partners would need to engage with the communities and support initiatives. As with previous priority setting , the focus must be on how resources are moved around – what we would do more of and what we would do less of, and ensuring maximum effect from every public pound in delivering on the priority.

Health Board Development Session – The OPIG presented at this session which was focussed on the role of the Board and the Community Planning Partnership. Although well received it did emphasise the health and Social care focus and the need to better involve Police Scotland and Scottish Fire and Rescue as well as other strategic partners. This will be progressed by OPIG.

Jan Baird, Director of Adult Care, NHS Highland.

November 2015

Highland Community Planning Board

Board Meeting of Wednesday 2nd December 2015

Highlight Report in relation to delivery of SOA Environmental Outcomes Delivery Plan for the period from June to November 2015

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

1. A red kite was found poisoned near Nairn at the end of October as a result of ingesting an illegal pesticide. In August, two red kites were added to a toll of 16 birds of prey recorded as having been illegally killed in the Highlands in 2014. The two raptors were found near Beaully and Cawdor following a poisoning incident that killed 12 kites and four buzzards near Conon Bridge. The bird found near Beaully was shot and the other was poisoned.
2. There have been two structure meetings of the Partnership for Action Against Wildlife Crime in Scotland (PAWS) since June 2015. The group is well on the way to finalising its terms of reference and a Workbook for the PAWS group partners to cover the period from 2016-19.
3. A dedicated Wildlife and Environmental Crime Co-ordinator has been appointed for Police Scotland - Highlands and Islands. P.C. Daniel Sutherland is based at the Dingwall police station; he provides a single point of contact for CPP partners and the general public on wildlife crime issues. His appointment is already paying dividends and P.C Sutherland provides a co-ordinated response to wildlife reporting and planning.
4. Police Scotland are planning a Joint Annual Conference with SNH in March or April 2016 to consider more streamlined working arrangements between different Fora and groupings, for example the Highland Environment Forum (HEF) and The Police Wildlife Days.
5. Scottish Fire and Rescue Service (SFRS) and Scottish Wildfire Forum (SWF) held a meeting this month. These bodies continue to raise awareness about the risk of wildfire and put in place joint working arrangements to prevent the causes of wildfire and deal with fires where they arise. SFRS attend a number of wildfire incidents across Scotland each year and are often assisted by land managers, who provide specialist firefighting equipment (including fogging units and all-terrain vehicles) and pay for helicopter support where appropriate. Information and advice is available about preventing countryside fires on the Scottish Fire and Rescue Service website and in the Scottish Outdoor Access Code.
6. The Biodiversity Action Plan was launched at the HEF meeting on 23rd September 2015. It covers the period from 2015-2020 and will help HEF members to target resources and address priority issues. 33 priorities have been identified under the six objectives of encouraging and promoting land management for wildlife, taking biodiversity into account during building and maintenance works, raising awareness, encouraging and helping local groups to carry out practical projects, tackling invasive non-native species and improving the management and sharing of biological records. Each priority area has a number of projects proposed to address the issues. Work has already started on 17 of the 33 priority areas. HEF's Biodiversity Working Group met on 5th November to discuss how to help partners to deliver and report on delivery of the Plan. This will be helped through the appointment of two new posts: an officer has been employed through the Graduate Internship Programme to help maximise the wildlife value of Sustainable Drainage Systems Ponds in Inverness and the A96 corridor and a Golden Eagle Officer has been appointed as part of a long term project funded by SSE to survey and monitor eagle populations, work with land managers and help raise awareness of eagle issues in the Monadhliaths.
7. The annual Invasive Species Forum meeting was held in September in Beaully. Projects to control / eradicate giant hogweed from the Nairn catchment and to control invasive plant species in the Lower Ness catchment are continuing. In addition, Japanese knotweed survey / control work was carried out this year in Fort William, Mallaig and the Loch Broom catchment. The INNS

Rapid Response Pathway is one of the projects identified in the HBAP to address this issue in the future.

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

8. The review of Highland planning guidance for onshore wind energy continues. Draft Supplementary Guidance is out to consultation (until 18th December 2015) alongside the Main Issues Report for review of the Highland Wide Local Development Plan. THC updated its wind turbine map in June and is preparing a further update and additional information for inclusion, including for projects 'in planning'.
9. As indicated in the Annual Report in September, monitoring figures have been refined and consented capacity for renewable energy well exceeds the Council's target, with contributions from a range of renewables types. With respect to wave and tidal schemes, the first phase of the tidal scheme for the Inner Sound is under construction with some good progress being made, but it is looking increasingly challenging for three schemes to be delivered within the target timeframe.

People will have greater outdoor access and volunteering opportunities across Highland

10. The Conservation Volunteers (TCV) ran a number of Green Gyms across Highland this year with funding from the Landfill Communities Fund. There are 6 new green gyms in Inverness, Fort William, Wick, Grantown, Gairloch and Invergordon/Alness. These deliver 48 volunteer days/week, 16 of which are within or connected to the deprived areas in Merkinch, Inverness and the Plantation, Fort William. TCV are hoping to increase their work with volunteers from deprived areas. THC is seeking to secure funds for the Highland Green Gyms next year. Under the 'Branching Out Programme' THC rangers and Abriachan Forest Trust are looking to engage volunteers for conservation projects to complement the work of The Conservation Volunteers. A meeting was held earlier this year to discuss volunteering and the joint promotion of opportunities.
11. Nature Walks for Wellbeing are now well supported and appreciated during 18 months of development. A parliamentary event was held in Edinburgh on 12th November with the theme 'Scotland's Outdoors – Our Natural Health Service'. The event went very well and provided an opportunity to raise awareness more widely of the benefits of this initiative and it put in place steps to develop a formal package for promulgation.
12. The Scottish Waterways Trust is awaiting feedback for their Canal College funding applications. Current plans depend on success of fundraising but the Trust is hoping for a summer 2016 start for the 3 year employability programme linked to greenspace working.
13. To the end of the second quarter of the year a further 9.9km of paths have been signed, representing 62.7% of the core paths in Highland. 343 people attended Ranger events in/from deprived areas and THC are collating this information throughout this year to produce a baseline for future comparisons.
14. The Community Empowerment Act has now been finalised and the statutory guidance is awaited - expected end 2015 - this will inform the allotment policy review.

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

George Hogg
Scottish Natural Heritage

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

Area for improvement	Source	Improvement Activity	Timescale
<p>Partnership Performance Management and reporting</p>	<p>Quality Assurance Panel 2013</p> <p>CPP Board self-assessment 2014</p> <p>Audit Scotland 2014</p>	<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/local outcomes indicators project (SG/IS). 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 8. Await guidance and timescale for the new Local Outcomes Improvement Plan <i>New action</i> 9. Evidence provided to Audit Scotland on the CPP approach to readiness to implement the Community Empowerment Act. Any audit activity arising for 2016/17 to be reported to the Board. 	<ol style="list-style-type: none"> 1. Oct 2014 2. Quarterly 3. Dec 2014 - Done 4. Board workshop Dec 2015 5. Sept 2015 Annual report done and superseded by action 8 below. 6. Dec 2015 Done for Environment theme 7. Sept 2015 Superseded by action 8 below. 8. July 2016 9. Nov 2015 <p>Early 2016</p>

		<i>New action</i>	
<p>Update:</p> <p>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. New date for next refresh would be September 2016 depending on new guidance and timing for the Local Outcomes Improvement Plan.</p> <p>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, but the new duties regarding the Local Outcomes Improvement Plan will superseded current arrangements. Statutory guidance is awaited.</p> <p>3. Self-assessment in theme groups is planned for the target date of December 2015.</p> <p>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 will be known from the workshop with Board members in December 2015.</p> <p>5. Audit Scotland report on community planning nationally and locally identifies performance measurement and reporting as a common theme for improvement. The annual performance report across all delivery plans was considered at the Board in September 2015, was submitted to the Scottish Govt and is available on the Council's website. Future public performance reporting will be subject to the new requirements for the Local Outcomes Improvement Plan, for which statutory guidance is awaited.</p> <p>6. The PSIF approach to self-assessment is currently being considered in the health inequalities and physical activity group. No action is yet planned for the Economic Development group (the lead officer role in HIE is currently vacant). For the environment theme group the membership was surveyed regarding its effectiveness. Around 30% responded and results are being analysed. Generally feedback was supportive of the Forum and its approach to stakeholder engagement and improvement areas are being identified. A new area for self-assessment is proposed, subject to the workshop with the Board on the engagement with the Highland Third Sector Interface. This can be added to the action plan if agreed by the Board.</p> <p>7. Action superseded by new legislative requirements for which guidance is awaited.</p> <p>8. New action relating to the statutory requirement for producing and reporting performance against the new Local Outcomes Improvement Plan.</p> <p>9. Through the shared risk assessment process involving several inspection/audit bodies, auditors will decide whether new audit activity on the CPP is planned for 2016/17. Several reports were provided to Audit Scotland to demonstrate how the CPP has considered the implications of the Community Empowerment Act. Feedback from Audit Scotland will be circulated in early 2016.</p>			
<p>Maximise the use of collective resources to achieve best outcomes, demonstrating a shift to</p>	<p>CPP review of process priorities</p> <p>CPP Board self-</p>	<p>1. Chief Officers Group identifies group of officers to make proposals</p> <p>2. Budget proposals shared and cumulative impacts identified, partners views influential</p>	<p>1. June 2014 - Done</p> <p>2. Feb 2015 - Done</p>

<p>prevention and the re-allocation of resources between CPP members where this represents best value.</p>	<p>assessment 2014 National Community Planning Group Audit Scotland</p>	<p>3. First report from Group to Board 4. Second report from Group to Board on Merkinch experience</p>	<p>3. March 2015 - Done 4. Sept 2015 Done (annual report)</p>
<p>Proposal for December Board Having achieved the actions as reported to the September Board, new actions are proposed reflecting the budget settlement for 2016/17 onwards and will include: partnership engagement on proposed budget reductions to understand the implications for partners and SOA outcomes; progress reports with the 2 areas being explored – for the Merkinch area and for alcohol and drugs interventions in other areas; and the action through the culture board on joint working to demonstrate the empowering impact of participation in arts and culture.</p>			
<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 Quality Assurance Panel 2013 Community Empowerment Act. <i>Other legislation, statutory instruments and guidance relating to Community Learning and Development and health and social care integration.</i> <i>Economic strategy for Scotland.</i></p>	<p>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 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.</p>	<p>1. March, June and September 2015 Done 2. Dec 2014 Done 3. March 2015 Done 4. March and June 2015 Done 5. Sept 2015-verbal update provided 6. Dec 2015 – defer to early March</p>
<p>Up-date The CPP has considered a new approach to localism and local community planning at each meeting of the COG and Board since December</p>			

2014. This has led to agreement that several local experiments are to be supported by March 2017 with the areas for experiments so far reported. The Board agreed on a set of principles to guide this work and agreement from all partners to participate, other than NHS (Board consideration awaited). A development day for NHS Board members on community planning, the CE Act and localism experiments was held in November 2015 and supported by the HTSI, Highland Council and Argyll and Bute Council. Discussions have also been held with District Partnership Chairs on the proposed experiments. The timescale for Board consideration/decision is to be confirmed.

Throughout the summer the HTSI ran local roadshows on the implications of the Community Empowerment Act focusing on the new rights for community bodies. CPP partners participated in these events.

In November 2015 the COG held its first session as part of the Scottish Government's Collaborative Leadership Programme. The theme for our engagement in the programme is localism and community empowerment. The output from this programme will be reported to the Board.

During the year further guidance and statutory provisions have supported the case for localism further (as indicated in italics above).

Alongside the local community planning review the Council has identified how it intends to localise Council decision-making, with larger Area Committees disbanded and to be replaced with more local arrangements in 5 areas to date and to devolve decision making on its community services (waste, roads, environmental works and housing) with effect from 1.4.16. Dates for the first more local Council meetings from January 2016 can be used for also holding local CPP meetings (although in different venues, different style of meeting, involving community bodies and partners and with different chairing arrangements). Meetings are programme quarterly. The Council has approved a localism action plan.

The Board considered Participatory Budgeting as a method of engaging communities in public resource allocation in March 2015. The Council is pursuing this for discretionary funding and has early success in this method for a youth budget in Lochaber (1200 people voting on line) and for ward budget in Caithness (around 150 people (aged 12 years +) voting in an event with around 200 people attending). The approach is to be used in Nairn and in Badenoch and Strathspey next. A fuller report can be provided to the Board in early 2016. The Board also heard about the use of Citizens' Juries or mini publics in June as a method of encouraging dialogue and public engagement in decision-making. This method has been offered for use in the Merkinch area as part of the partnership prevention work.

Refreshed actions for oversight by the Board are proposed for:

1. Progress with the localism experiments;
2. Readiness for implementing the CE Act (affecting new local arrangements):
 - Partnership support for community bodies engaging in the CPP
 - Partnership process for asset transfer
 - Partnership process for participation requests
 - Partnership process for locality plans
 - Supporting participation in decision-making including allocation of resources

3. Evaluation of participatory budgeting
4. Third sector Compact review

<p>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</p>	<p>CPP review of process priorities</p> <p>Audit Scotland</p>	<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>New actions proposed</i> <ul style="list-style-type: none"> • <i>Collaborative leadership challenge</i> • <i>Joint training on Prevent duty</i> • <i>Joint training on localism</i> 5. Breakthrough achievements <i>New action</i> <ul style="list-style-type: none"> • Every care leaver employed through CPP partners • CPP staff enabled to be retained fire fighters 	<ol style="list-style-type: none"> 1. June 2014 Done 2. Dec 2014 Done 3. March 2015 Part of employability quarterly report 4. From June 2015 5. Annual reports <ul style="list-style-type: none"> • June 2016 • Sept 2016
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Update

2. SDS invited to become a CPP partner at COG and Board level from June 2015 as agreed by the Board in March 2015. Another invite to be sent.
4. COG agreed to participate in the Collaborative Challenge programme supported by the Scottish Government. Joint staff development is to be taken forward for the new Prevent duty reported to the Board in September 2015. Opportunities for joint staff development to support localism are being identified. This will include the use of the revised standards for community engagement expected in March 2016.

<p>5. Two breakthrough achievements have been agreed for CPP this year and both relate to the workforce: firstly for all CPP partners to agree to offer employment to every care leaver in Highland (around 24 per annum and to help us fulfil our corporate parenting roles) and secondly for all CPP partners to enable staff to be part of the retained fire fighter service. Up-dates on progress will be provided to the Board.</p>			
<p>Tackle deprivation and inequalities including by improving access and connectedness for communities</p>	<p>CPP review of process priorities</p>	<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 Done June 2015
<p>Update Current actions are completed and new actions proposed relate to new duties for the CPP to reduce inequalities. They will include:</p> <ol style="list-style-type: none"> 1. SEP index to be in use for CPP duties for rural areas alongside SIMD for urban areas e.g. locality plans depending on guidance 2. Local Outcomes Improvement Plan to identify partnership action to reduce inequalities 3. Reduction in inequality to be part of the criteria for agreeing asset transfers and participation request 4. Community bodies are to be encouraged to participate in community planning by the CPP and especially if they represent people and groups affected by socio-economic disadvantage. 5. Poverty reduction / reducing inequalities partnership conference being planned for 11.3.16 through the health inequalities group. 			
<p>Value and be positive about Highland life to attract people, jobs and investment.</p>	<p>CPP review of process priorities</p>	<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 	<p>Ongoing activity</p>