

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

**Performance Report
Year 3: FY 2015-16**

Economic Regeneration and Recovery Plan

**Highland Community Planning Board
16th December 2016**

Introduction

Following the work of Glasgow University's Training and Research Unit (TERU) for HIE on CPP reporting, this report follows the same reporting format as Year 2.

SUMMARY of 2015/16

The High Level (HL) Indicators are summarised below:-

	Progress in Year 3 of Plan	Aggregate results to date (3 years)	Full 5-year Target (in aggregate)
Indicator	2015/16		2018/19
HL1: Number of jobs created or sustained through public sector interventions	557.75 ^①	3,059 (61% of 5yr target)	5,000 (in total)
HL2: Number of Business Gateway volume start up clients who have begun trading	252	-	1,250 (in total)
HL3: Number of existing businesses accessing advisory services through Business Gateway	526	-	3,000 (in total)
HL4: Number of VAT/PAYE registered enterprises per 10,000 populations	490.6	n/a	Top 4 local authority
HL5: % of working age population (16-64) in employment	81.1	n/a	Top 3 local authority

^①Aggregate of HIE, THC and Business Gateway

HL1 shows jobs created and retained by HIE and Highland Council. The level of 557.75 is 21% less than on the previous year (Year 2) which saw 708 FTE. This continued fall was in part due to fewer very large projects coming forward that year and challenging times in certain sectors and in key industries, and the continued effects related to this a change in State Aids (in June'14), which limits the assistance to larger companies. Indications are that 2016/17 levels will be closer to the norm for HIE of between 600 -700 jobs created per year.

HIE's focus continues to be on those businesses of growth potential, and to work with partners to mitigate the effects of the economic cycle in key sectors:-

- The energy sector started to show signs in the Cromarty Firth of the impact of the fall in oil prices at the start of 2014. In Scotland it is estimated that around 65,000 jobs have been lost in Oil and Gas since the start of 2014. Most of this impact has occurred outside the Highlands but the slow-down is now affecting communities in the Highland Council. However, recent announcements from the industry in the Cromarty Firth including 300 likely job losses from The Global Energy Group suggest the down-turn is starting to have serious repercussions on employment in the Cromarty Firth.
- In January 2106 Rio Tinto Alcan announced they were undertaking a Strategic Review of the Fort William smelter operation and that a range of options would be examined prior to any final decision being made the summer of 2016. The worst case scenario would be closure with the loss of over 150 well-paid jobs directly and

as many again in terms of contractors and supply chain activity. CPP partners, supported by Scottish Government, are working closely with RTA, to explore all possible outcomes; this may include attracting a new operator, introduction of new products and processes, redevelopment of site, community acquisition of the wider estate, (which at over 100 acres would be the largest community purchase to date), expansion of the hydroelectric system and other initiatives still in early stages of development.

- Marine Harvest Scotland has also unveiled future plans. In the short term they have shed 80 jobs across the West Highlands and Islands, as part of a business restructure. However, they have also announced that they will invest £80million in a new fish feed factory at Kyleakin on Skye creating 55 new jobs, and an expanded hatchery at Invergarry. They are looking to expand further in the medium term which will require investment in new processing facilities.
- Lochaber Chamber of Commerce and West Highland College have been successful in attracting approx. £480,000 in Scottish Government funding to develop a Developing Young Workforce programme covering the Lochaber Skye and Wester Ross area. This programme has significant private sector input which will help to influence the future skills agenda for the young people of the area over the next 3 years.
- The announcement of the final investment decision by SSE on behalf of the Beatrice Offshore Wind Limited will mean significant opportunity for local companies in and around Nigg for the construction phase and for Wick for the operations and maintenance phase. It is likely that this will mean a significant number of jobs coming to both of these areas with a real opportunity for local supply chain companies to benefit from this work.
- A significant development by the aquaculture company, Loch Duart Limited will continue to ensure excellent employment opportunities for the west coast of Sutherland. The company is developing its tailored methods for animal husbandry from its base in Scourie in north west Sutherland. They employ around 70 local people in this area.
- £675,000 was approved towards NSL establishing a contact centre in Dingwall, which will strengthen the finance and business services sector.
- HIE and the Highland Council assisted the University of the Highlands and Islands towards a £6.5m research, knowledge exchange and STEM promotion facility on the Inverness Campus, which was matched by approximately £2.4m of EU funds and creating up to 35 new jobs.
- There continues to be encouraging growth in the timber and forest products industry with HIE supporting a £1.2m investment by Munro Sawmills and value-added timber use by CLDB Ltd developing modular and pre-built housing.
- The Highland Council and HIE supported the first project which will transform Inverness Castle from its existing use as the Sherriff Court to a City Centre tourism attraction with the development of a viewing platform on the North Tower.
- In March 2016 the Heads of Terms for the City Region Deal were agreed between the Highland Council and its partners and the UK and Scottish Governments. This will herald an additional £315m of funds over the next 10 years in a number of key projects which will transform the economy of the City Region.

HL2 and HL3

These measures show modest progress with a 1.5% increase in HL2 on the year before and 1.3% increase on HL3 on the year before.

HL4 figures for 2015/16 show another slight modest increase on 2014/15, at 490. The results for the year ending March 2015, which were not available at the time of writing the last SQA report showed the number of VAT registered enterprises as 484.4 per 10,000 of

population, which was slightly up on 2013/14 levels, which were 481.5 per 10,000 of population.

HL5 shows a continuing improvement with 81.1% of the 16-64 year-olds being economically active against a result for 2014/15 of 77.2%.

In conclusion, at the end of Year 3 of a 5 year period for **HL1**, the number of new jobs year on year was approximately 21% less than the year before but overall with a total for the three years of 3,058 we remain on target although an anticipated number for 2016/17 of less than 1000 new jobs suggests puts significant pressure on the final year to make up any difference, at a time of significant uncertainty that may be prevailing in the wake of concluding the Brexit negotiations.

As per the Scottish Government's Economic Strategy, the focus for 16/17 remains around:-

- Working as a partnership to mitigate as far as is possible the effects of the Oil and Gas sector down-turn;
- Making as rapid progress as possible to progress the projects funded by the City Region Deal;
- Internationalisation; both seeking to attract Foreign Direct Investment into Highland area, and encouraging and supporting businesses within Highland to pursue international trade;
- Innovation; seeking to support and encourage Highland businesses to undertake and commercialise research and development;
- Investment; both directly supporting businesses of growth potential with finance, and encouraging and supporting Highland businesses to be pursuing and attractive for external finance to support continued growth; and
- Inclusive Growth; seeking to ensure that every part of Highland can benefit from economic growth.

For completeness, the appendices below set out the detail of sub-headings within the Highland CPP SOA Economic Growth and Recovery strand. The Appendices are: (1) Enabling Infrastructure; (2) Support for Business; and (3) Creating Successful Places. The fuller table on the High Level Indicators is also set out – the main difference is on benchmark data.

Only data for EI14 is still awaited.

Appendix 1 – Enabling Infrastructure

Short Term Outcome	Indicator	Baseline data						Progress in Year 1 of Plan			Target
		2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2018/19
1. Roll out of next generation broadband across the area	E11: % of addresses which are within the coverage area of superfast broadband networks				0.00%	3.30%	3.60%	Not yet available	Not yet available	Not yet available	90%
	E12: % of homes with broadband currently not achieving 2Mbit/s speeds				17.20%	16.00%	14.60%	Not yet available	4.54%	Awaiting data	<5%
2. Ensure that the region has access to 3G, 4G and mobile telephony services fit for the 21st century	E13: % of area with no 2G signal						37.7			2013 most up-to-date available at present	<25%
2. Ensure that the region has access to 3G, 4G and mobile telephony services fit for the 21st century	E14: % of area with no 3G signal						69.9			2013 most up-to-date available at present	<50%
3. Ensure that the region has appropriate connectivity through road, sea, rail and air links	E15: % roads rated 'red'										
	· A roads						3	-	-	-	Below Scottish average
	· B roads						8	-	-	-	Below Scottish average

	· C roads						12	-	-	-	Below Scottish average
	· Unclassified						10	-	-	-	Below Scottish average
3. Ensure that the region has appropriate connectivity through road, sea, rail and air links	E16: % roads rated 'amber'										
	· A roads						22	-	-	-	Below Scottish average
	· B roads						28	-	-	-	Below Scottish average
	· C roads						30	-	-	-	Below Scottish average
	· Unclassified						28	-	-	-	Below Scottish average
3. Ensure that the region has appropriate connectivity through road, sea, rail and air links	E17: Number of year-round scheduled cross-border/international routes	10	8	7	7	8	8	7	8	8	10
3. Ensure that the region has appropriate connectivity through road, sea, rail and air links	E18: Weekly frequency of scheduled air services to London	33	33	33	33	33	33	21	22	29	33
3. Ensure that the region has appropriate connectivity through road, sea, rail and air links	E19: Weekly frequency of scheduled air services to Manchester	13	13	13	13	13	13	13	20	19	15
3. Ensure that the region has appropriate connectivity through road, sea, rail and air links	E110: Weekly frequency of scheduled air services to Amsterdam	0	0	0	0	7	7	7	7	7	14

3. Ensure that the region has appropriate connectivity through road, sea, rail and air links	E111: Business Connectivity Index	-	526	522	522	585	585	465	577	636	662
3. Ensure that the region has appropriate connectivity through road, sea, rail and air links	E112: Hub Connectivity Index	-	92	92	92	162	162	138	189	193	236
4. Ensure that the supply of business/industrial land meets anticipated future demand levels	E113: % of adopted Local Development Plans up to date (less than 5 years old)						100%	100%	100%	100%	100%
5. Ensure that the electricity grid infrastructure is fit for purpose to support ambitions for renewable power	E114: Number of electricity grid upgrade projects completed								3	Awaiting data from SSE	8 projects to be completed by 2018/19
6. Ensure that the regions ports can play an appropriate role in the Energy sector	E115: Number of port upgrade projects completed										5 projects to be completed by 2018/19
7. Ensure that there is sufficient housing stock to support the region's growth ambitions	E116: Number of new homes completed	1,845	1,568	1,119	1,199	1,053	832	891	971	835	5,000 new homes by 2017
	· Social housing (Council houses and other non-council) social housing)	375	403	368	526	304	214	182	178	251	688 new homes by 2017
	· Private sector housing	1,470	1,065	831	673	749	577	662	803	632	

Appendix 2 – Support for Business

	Indicator	Baseline data						Progress in Year 1 of Plan			Target
		2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2018/19
1. Attraction of new inward investment into the region	SB1: Number of inward investment projects (new)						4	11	8	2	20 (cumulative)
1. Attraction of new inward investment into the region	SB2: Value (£) of inward investments (new)						N/A	N/A	£15.3 million - Net GIA	£635K – Net GIA	No target – but track
1. Attraction of new inward investment into the region	SB3: Number of jobs supported FTEs in inward investors (both new and existing)						226 new jobs	158 new jobs	439 new jobs	10 new jobs	750 (cumulative)
2. Implementation of sector route maps for key sectors	SB4: Number of jobs supported FTEs in HIE supported businesses by GES growth sector										No target – but track
	• Creative Industries					0	5	16	1	19.75	
	• Energy					160	50	1,401	25	38.5	
□	– Renewables					11	1	15	1	17.5	
□	– Non-renewables					149	49	1386	24	21	
	• Financial and Business Services					500	5	5	238	22	
	• Food and Drink					243	60	66	63.5	62	
	• Life Sciences					7		48	27	95	
	• Sustainable Tourism					10	40	28	61.5	65	
	• Universities					0	0	0	0	0	

2. Implementation of sector route maps for key sectors	SB5: Value of tourism sector							First data will be for 2014	£1000.91 million – Economic Impact		Increase value by 4% per annum and to exceed Scottish growth rate
2. Implementation of sector route maps for key sectors	SB6: Installed capacity of renewable energy		819	930	1,297	1,330	1,471	5,080	4,756	Not currently available	1,471
2. Implementation of sector route maps for key sectors	SB7: Wave and tidal projects implemented		0	0	0	0	0	0	0	0	3 projects to be fully implemented by 2017
3. Ensure suitable support to area's social enterprises	SB8: Number of social enterprises supported by HIE					47	35	50	50	62	55
3. Ensure suitable support to area's social enterprises	SB9: Number of jobs supported FTEs in supported social enterprises					29	14	24	25	46	100 (cumulative)
4. Ensure that strategy and action plan to support business start up in the area is current and fit for purpose	SB10: Number of Business Gateway volume start up clients who have begun trading			167	243	244	215	250	424	252	1,250 (cumulative)
5. Enhance access to finance for Highland businesses	SB11: Total value (£) of financial support provided by HIE to businesses					£6.8 million	£4.9 million	£17.4 million	£27.3 million	£6.046 million	No target – but track
5. Enhance access to finance for Highland businesses	SB12: Number of Highland Opportunities loans issued						18	25	17	21	100
5. Enhance access to finance for Highland businesses	SB13: Value of Highland Opportunities loans issued						£326,400	£524,000	£511,785	£769,000	No target – but track

Appendix 3 – Creating Successful Places

	Indicator	Baseline data						Progress in Year 1 of Plan				Target
		2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2018/19	
1. Inverness and the wider region realise the benefits of the 'Seven Cities' strategy	CSP1: Number of projects completed								No data	Projects under development	6 projects to be on site and/or completed	
1. Inverness and the wider region realise the benefits of the 'Seven Cities' strategy	CSP2: Working age population (16-64)					44,824	44,653	44,538	44,507	44,915	Growth of 5%	
2. Existence of the right environment for Highlands towns, industrial and rural areas to prosper	CSP3: Working age population (16-64)											
	· Dingwall					4,385	4,336	4,300	4,251	4,313	Growth of 3%	
	· Fort William					6,582	6,514	6,502	6,437	6,447	Growth of 3%	
	· Invergordon/Aliness					7,034	6,948	6,847	6,753	6,703	Growth of 3%	
	· Inverness					44,824	44,653	44,538	44,507	44,915	Growth of 5%	
	· Nairn					7,005	7,025	6,976	6,963	6,995	Growth of 5%	

4. Communities can participate in and benefit from the development of renewable energy across the Highlands	CSP5: Number of developments in Highland that pay community benefits from renewables							23	25	23	30
4. Communities can participate in and benefit from the development of renewable energy across the Highlands	CSP6: Number of communities receiving community benefits from renewables							34	36	37	40
5. Targeting regeneration and fragile areas	CSP7: Total population in the 34 data zones defined as 'fragile' by HIE				24,564	24,456	24,505	24,446	24,437	(a) Overall population stable and (b) Increase in population in at least 20 data zones, stable in at least 10	
5. Targeting regeneration and fragile areas	CSP8: Number of data zones in worst 15% nationally (SIMD)			16 (SIMD 2009 Update)	-	17 (SIMD 2012)	-	-	20 (SIMD 2016).	12	
6. Ensure Caithness and North Sutherland reap maximum social and community benefits from decommissioning	CSP9: Number of new jobs created in Caithness and North Sutherland	50.5	142	281.5	153.5	133.5	140.25	176.5	110.5	500 (100 per annum)	

Appendix 4 – High Level Indicators

Indicator	Baseline data						Progress in Year 1 of Plan			Target
	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2018/19
HL1: Number of jobs created or sustained through public sector interventions					1,010	387	1,793.30	708 - 544 (from HIE) and 164 (from HC/HOL)	557.75 - 281.75 (from HIE) and 276 from (HC).	5,000
HL2: Number of Business Gateway volume start up clients who have begun trading						215	250	424	252	1,250
HL3: Number of existing businesses accessing advisory services through Business Gateway						548	498	518	526	3,000
HL4: Number of VAT/PAYE registered enterprises per 10,000 populations			467.1	459.6	471.9	471.1	481.5	484.4	490.6	Top 4 local authority
HL5: % of working age population (16-64) in employment	80.8	79.2	80.9	77.8	79.9	75.4	74.2	77.2	81.1	Top 3 local authority

Highland Community Planning Partnership

Community Planning Board – 16 December 2016

Employment Update Report

Report by Director of Development and Infrastructure

Summary

This Report provides a brief overview of developments following the annual review presented to the Board in September 2016.

1. Background

- 1.1 In the quarterly and annual reports presented, the Community Planning Board will be aware that over the life of the Single Outcome Agreement, the employment challenge facing Highland has evolved. It is now very much focused on helping a smaller number of individuals who are further removed from the labour market, and who need specific and sustained support to overcome the barriers that stop them from accessing or retaining sustained employment. Allied to this, is a continued need to focus on young people to ensure that they progress to a positive destination upon leaving school.
- 1.2 The work undertaken has therefore seen a closer alignment between skills and employability and collaborative activity is now focused around:
- the Inverness and Highland City Region Deal; and
 - Developing Scotland's Young Workforce / Skills Investment Plan.

2. Progress

- 2.1 Inverness and Highland City Region Deal
The Inverness and Highland City Region Deal has a commitment to bring forward a pilot joint Highland Employability Programme to bring about transformational change to employability services. To aid the pilot programme, Highland Works (the local employability partnership) commissioned independent expert opinion to gather UK and Scottish Government and local partner views, and bring forward recommended components of a City Region Deal Business Case. This work is now complete and timely, in that the Scottish Government are currently bringing forward proposals on how they wish to deliver the devolved services for employability support post April 2018.
- 2.2 To progress matters the report suggested that the partners develop 2 or 3 local service integration pilots recognising that across Highland the employment challenges vary; there is a need for a coherent approach for those young people at risk of not making a successful transition to work; there is a need for a long-term partner staff development programme, and partners

need a stronger and more defined performance management process across partner activity.

- 2.3 At the current time as one of the local service integration pilots, efforts are been made to inform the delivery approach adopted for the Scottish Government's new employment support programme and to offer clients a distinctive Highland approach.
- 2.4 Developing Scotland's Young Workforce Agenda/ Skills Investment Plan
As reported previously to the Board, partner organisations across Highland (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 an approach to progress in an integrated manner the Highlands and Islands Skills Investment Plan and the Developing the Young Workforce.
- 2.5 The work undertaken is broad in range yet complementary. For example, the three, private sector led, 'Developing the Young Workforce' groups (covering Caithness/Sutherland, Inner Moray Firth and West Highland) are all usefully developing links and joint activities with Highland's schools, Foundation and Advanced Apprentices continue to be rolled out; a new online portal for work experience has been developing aiding the process for employers and pupils alike; and stronger school college partnerships are being developed.
- 2.6 Over the coming months a new Regional Outcome Agreement is to be produced for the UHI network. In line with newly released guidance, the partners are working with UHI to help ensure that the Agreement going forward correctly reflects local skills needs and opportunities.

3. Future

- 3.1 It is recognised that both programmes are heavy on activity and outputs at the current time, and that going forward there is a need to refine the outcomes sought.

Recommendation

Note progress and activity underway.

Designation: Director of Development and Infrastructure

Date: 5 December 2016

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

Highland Community Planning Partnership

Community Planning Board – 16 December 2016

Improving Early Years Outcomes

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.

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). Locally revised tools for undertaking this review are now used across all family teams. The pre existing Early Years Collaborative stretch aim was that 85% of children will 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). ISD (National Data for 2013/14) showed that 72% of children who had a 27-30 month review had no concerns identified, Information provided by NHS Highland health intelligence team indicates that in 2014/15 75% of children reached their developmental milestones and that in 2015/16 this figure has risen to 79%. The stretch aim has recently been reviewed and now reads: “By 2020, at least 85% of children within each SIMD quintile of the CPP will have reached all of their developmental milestones at the time of their 27 – 30 month child health review.”</p>

<p>The percentage of children who reach their developmental milestones at entry to Primary one will increase year on year</p>	<p>An assessment model has been agreed and developmental overviews are now used across Highland providing rich data for each child on entry to school. The data shows that 85% of children met their developmental milestones in 2013/14 with 87% achieving in 2014/15. This figure has remained at 87% for the year 2015/16.</p> <p>This target was set against a pre-existing national stretch aim that 85% of children would reach their developmental milestones at entry to Primary one by 2019..</p> <p>We will continue to use developmental overviews to monitor this target within Highland in coming years although consideration will be required to reflect on how we report on the new stretch aims for children at this stage.</p> <p>The new stretch aims state:</p> <ul style="list-style-type: none"> • By 2020, at least 85% of children within each SIMD quintile of the CPP will have reached all of their developmental milestones by the time of their 4-5 year child health review. • By 2020, at least 85% of children within each SIMD quintile will have successfully achieved early level literacy, numeracy and are progressing in health and wellbeing as evidenced by SHANARRI indicators by the end of primary 1.
<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>The performance measure for this now reads; There will be a reduction in the percentage gap between the most and least deprived parts of Highland for low birth weight babies</p> <p>Although variable, the latest data from NHS Highland shows that the percentage difference has risen from a baseline of 2.9% in 2013 to the current position of 4.2%.</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 is underway to increase the uptake. National ISD data indicates that coverage increased from 34% to 82% in the year 2013/14. This dropped to 79% in the year 2014/15 and remained the same for the year 2015/16.</p>

	<p>Data for June 2016 shows this to be at 84.1% which is a significant increase from the year end figure of 78.8%.</p> <p>A delivery plan is currently in place to demonstrate improvement in the uptake acknowledging the joint accountabilities of General Practitioners and Health Visitors</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.	The data shows a variable picture with 8.4% poorer uptake in areas of deprivation in 2014. However, this trend reversed in 2015 with a 5.7% greater uptake of 6-8 week contact in areas of deprivation.
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>The data shows that in 2014/15 there was a variation of 15.8% of children exclusively breastfed compared to 36.2% in the general population. Data for 2015/16 shows the variation to be 18.8% compared to 31.7% in the general population.</p> <p>With regard to the number of children exclusively breastfed at 6 -8 weeks in the general population, the latest data from NHS Highland shows that the target of 36% of new born babies being exclusively breastfed at their 6-8 week review by March 2017 has been achieved for the first time with 39% of new born babies being exclusively breastfed at their 6-8 week review.</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.
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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 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. Additional staff have been trained and parenting programmes have been established across the districts.
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 parenting support available in their area. This will inform the development of plans to support local needs. 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.
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	Audit methodology has been agreed and

and/or written information to parents about child development at transition to P1 increases	there is baseline data which tells us that all schools offer sessions to parents. Further work continues to consider the quality and consistency of the information offered.
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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 monthly to the Scottish Government and monitored through the Highland FNP Project Board. All goals having been achieved. The annual review with the national team has been extremely positive and Scottish Government have requested plans to move towards a sustainable model.

The Children and Young People Improvement Collaborative

The Early Years Collaborative (EYC) and Raising Attainment for All initiative (RAFA) have now been combined by Scottish government to become the Children and Young People Improvement Collaborative. This collaborative continues to develop a method and culture for delivering improvement. Frontline staff and managers across a range of services are using the 'Model for Improvement' 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 both within improvement groups and across area and family teams. This work is currently being promoted extensively with the support of the Children's planning manager.

The first Children and Young People Improvement Collaborative Learning Session event was held at the SECC in Glasgow on the 15th & 16th November. This was the first learning session, which brought together the Early Years Collaborative and Raising Attainment for All into one programme to deliver quality improvement throughout a child's journey.

The event was used to introduce the revised stretch aims for the CYPIC

Across Scotland there are new and developing frameworks to capture national data at points on the child and young person journey. This provides the opportunity to align stretch aims for the CYPIC with key policy areas that will be measurable in the future and can be located at appropriate points of the child's journey from early years throughout their educational journey.

National data is captured and published on stillbirths providing an outcome measure. There is also national data published on the uptake of 27-30 month child health reviews and developmental delay; however it has been widely recognised that the data has not been a complete and accurate reflection of practice across the country.

The introduction of the Universal Pathway for Health Visiting and Child Health Reviews at 13-15 months and 4-5 years, in addition to the existing 27-30 month review, will capture national outcome data from 2017.

The aim dates have been adjusted to 2020 across all stages, ensuring that the improvement work at each stage of the child journey impacts on those children and young people who are influenced now and over the next few years, creating better opportunity for improved outcomes in the next 4 years and beyond.

The Supporting Improvement Co-ordination Group continues to have a key role in leading and driving forward improvement. A quality Improvement learning network has been established and its first 6 month learning programme has recently been completed. The programme provided an opportunity for eight participants across the CPP to develop skills to support the use of improvement methodology and build capacity within services. This programme has been evaluated by participants and mentors to be a highly effective mechanism for embedding the model for improvement. The intention is to run this programme again early next year.

**Highland Community Planning Partnership
Community Planning Board – 16 December 2016**

Police - Quarter 2 Performance Summary FY 2016/17

Report by the Chief Superintendent, Highland and Islands Division, Police Scotland

Summary

To provide an update on the crime position and overview of Safer Highland for the Second quarter, 2016/ 2017.

Crime

All data used in this table are provisional management information and not official statistics. This is the 2016/17 Q2 management information report covering the period 1st April to 30 September 2016. All data are correct at the published date and were extracted at the start of November 2016. This data is extracted from Police Scotland internal systems which are dynamic and continuously updated as investigations progress. This table contains the most up to date recorded crime data that was available at the start of November 2016 for Q2 of the financial year 2016/17. The table below provides information on the recorded crimes (1st April – 30th September 2016) and detection rates for Highland. Recorded crimes for the same period in the previous year are also shown.

CRIME GROUP	2015/16	2016/17	Variation
Group 1- Crimes Of Violence	102	125	+23
Group 1-Detection Rate		81.6%	
Group 2- Crimes of Indecency	264	273	+9
Group 2- Detection Rate		78.4%	

Group 3- Crimes of Dishonesty	1449	1504	+55
Group 3- Detection Rate		38%	
Group 4- Fire-raising, Malicious Mischief	922	933	+11
Group 4- Detection Rate		36.4%	
Group 5- Other Crimes	1153	1124	-29
Group 5- Detection Rate		107.4%	
Group 6- Antisocial Behaviour	3067	2835	-232
Group 6- Detection Rate		87.0%	

Crime Update

- The increase in class 1 crimes can also be attributed to the increase in reports of historic domestic assaults. This is seen as a positive for Police Scotland and the division, with victims showing greater trust in the service to listen, record and progress issues that have had adverse effects in their lives. This can also be linked to the flourishing relationships built between partner agencies to share and progress disclosures made by victims
- There has been slight increases in robberies over the reporting period. Robberies continue to remain low level and are well below the figures reported in other divisions across Scotland. The detection rate for robberies is higher than this time last year, sitting at 77.8%
- The attempt murder rate is also down by 57% on last year's figure with a detection rate of 100%
- The increase in group 2 crimes in part, can be attributed to a pro-active operation where a male was charged with numerous offences for creating, distributing and downloading indecent imagery of children. Police Scotland

continue to pursue offenders involved in this type of crime, bringing cases to court timeously

- The increase in group 3 crimes are mainly due to the increase in thefts of and from motor vehicles and thefts of pedal cycles in the Inverness area. The division has positive lines of enquiry in relation to this trend. Awareness in relation to this crime type has been circulated in the media and officers are involved in cycle patrols as a preventative measure and to tackle criminals who use this mode of transport
- April 2016 saw the launch of Your View Counts, a public survey which takes only 15 minutes to complete. This is a means of allowing communities to tell the police what is important to them. This means of feedback to division has been listened too and is used to re-design and re-launch our consultation process for policing priorities, allowing us to understand views which reflect the needs of our communities. The response to the consultation process is closely monitored and quarterly progress reports are published on the Police Scotland website
- In the first 6 months of this survey 590 of the 709 responses recorded in Highlands and Islands were within the Highland Council area
- The top local priority was identified as anti-social behaviour/disorder (Group 6 crime) followed by drug dealing and drug misuse (group 5 crime). Detection rates for group 5 crimes remain high at 107.4%. This in the main, is due to the excellent pro-active work carried out in relation to drug search warrants being executed, targeted and information lead stop search activity and the development of interventions and preventions work being carried out within local communities
- The excellent results are a reflection on the good relationships built between the communities and their local officers
- Group 6 crimes relating to anti-social behaviour in the Highlands has dropped by 232 crimes with a detection rate of 87.0%. High visibility patrols of licenced premises and positive interaction with staff and patrons have contributed to this reduction
- There have been 3,441 licenced premises checks carried out in Highland between 01st April and 30th September 2016. N Division continues to carry out 25% of all licenced premises inspections in Scotland despite only having 9% of the total licenced premises in the country
- 61.2% of people completing the survey felt that they were satisfied with the response they received from Police
- Construction Watch was launched at Divisional Headquarters on 28th April 2016. A joint working initiative with police and construction companies in targeting thefts from building sites with the aim of reducing crime in the industry through information sharing, the use of crime prevention techniques and forensic marking of equipment

Violence Against Women (VAW) Partnership

- Training delivery has been on going with a significant number of sessions being delivered out with the set multi-agency calendar
- Identification and agreement of the VAW priorities for the remaining term (until March 17) – work is now progressing on each of these to identify progress and impact
- Highland VAWP is piloting the new performance framework for VAWPs in Scotland
- Circulated updated FGM protocol (including clinical response and identification of service leads)
- Development of e-module on Multi Agency Risk Assessment Conferences for higher risk domestic abuse (currently available within NHS Highland only)

Highland Child Protection Committee

- The Highland Child Protection Committee has actively contributed to the Scottish Government Child Protection Improvement Programme (CPIP) over the course of Quarters 2&3 through consultations and engagement with the National CPC Chair's forum, Child Protection Scotland. It is expected the Lead Reviewer, Catherine Dyer will report to Ministers by the end of 2016. The CPIP has focused on a number of key areas including; CPC structures, governance, function of Chief Officers, Children's Hearings & Significant Case Reviews.
- The HCPC Improvement Plan has been refreshed following the identified priorities from the Committee Development Day and work has continued in the current areas of priority – Neglect, Domestic Abuse, CSE, Delivery of CPC Inter Agency Training, Children Affected by Parental Substance Misuse, Significant Case Reviews and Child Sexual Exploitation.
- A number of sub-groups now lead on these respective issues under the auspices of the Improvement Plan to support the overarching aim of the Committee.
- HCPC have now adopted the Social Care Institute for Excellence (SCIE) 'Learning Together' model for Significant Case Reviews; this model is designed to understand what has happened in an individual case and what this reveals about underlying strengths and vulnerabilities in the system. The model has been developed specifically for the child and adult protection field. Highland are the first CPC in Scotland to formally adopt this learning model.

Multi-Agency Public Protection Arrangements (HIMM)

- Following the HMICS and Care Inspectorate Review of MAPPA there had been 17 local areas of improvement identified. This work was being taken forward by both the Highland and Islands and Grampian Operational Groups
- HMICS and Care Inspectorate would be revisiting to review the local areas of improvement which had been identified following the review and advised that feedback would have to be provided
- The Chair of the Strategic Oversight Group (SOG) received all the initial notifications of sex offenders who had re-offended across the North and pointed out that the threshold for this notification had been lowered.
- At the last SOG meeting, Detective Chief Inspector McLaughlin had been allocated an action to produce a paper to re-design the structure of MAPPA within the Highlands and Islands. All the partners had been consulted and there was a desire to maintain the current MAPPA arrangements
- Detective Chief Inspector McLaughlin reported that he had met with Margaret McShane in relation to the Community Justice re-design.

Adult Support & Protection Committee

- The Committee membership is being reviewed
- The Development event planned for the summer was postponed until the autumn
- The biennial report to Scottish Government is being prepared

Alcohol & Drugs Partnership (ADP)

- Strategic needs assessment completed and presented at HADP strategy development day in Sept. Needs assessment is being used to inform a refresh of the Highland Drug and alcohol. It will also inform development of a commissioning intentions document.
- A driver diagram has been produced and lead officers for delivery of the HADP strategy have been asked to make final comment as the content will form the foundation of the refreshed strategy.
- HADP annual report 2015/16 which is in a template format has been submitted to Scottish Government and also the Safer Highland leadership group for scrutiny and comment. It has also been submitted to the NHS board and the Health and Social Care committee for endorsement.

- A self-assessment programme coordinated by the Care Inspectorate on the implementation of the Quality Principles (care standards for drug and alcohol services) has reported. Overall feedback is positive with an improvement plan being prepared.
- HADP will continue to lobby other partners to report on the resources they contribute to tackling drug and alcohol related issues as the Scottish Government annual report template requires this information.
- Strengthening of links underway to ensure the new criminal justice partnership framework will fit in with the existing drug and alcohol framework in Highland.
- Briefing paper on prevalence and trends in drug related death has been produced to inform the work plan for the drug related death prevention and review group. A baseline audit tool of procedures / activity to prevent / reduce drug related deaths has been submitted nationally and will form part of a report and recommendations on future priorities.
- HADP and substance misuse services have provided a one off resource to Women's Aid to support their substance misuse service for women vulnerable through domestic violence and substance misuse.
- New Psychoactive substances training and the Discussing Drugs and Alcohol with Young People training are being very well attended and evaluated.
- Planning of Rock Challenge is well underway with 24 schools registered to participate culminating in a 3 day performance event at Eden Court in April 2017. A survey is being planned for young people taking part to suggest ways to involve more boys.
- SMART Recovery peer facilitators continue to be trained and supported. A debrief meeting on the Caithness Recovery Cafe event in Sept has been held to agree next steps for strengthening a recovery community in the area.
- Facebook chat on preventing overdose has been organised for 8th Dec 6 – 8 p.m. involving NHS, HADP and Police Scotland. A press release has been circulated and a short video has been made by the Harm Reduction Service to advertise the chat and encourage maximum participation.
- For copies of the HADP bi-weekly bullet, annual report or local delivery plan visit: <http://www.highland-adp.org.uk/>

Road Safety Group

- Richard Gerring commented on the effects of the Voluntary Redundancy and reported that some members of his team were going to attend a course to enhance the accident data output
- The accident database is being reviewed

- Good lines of communications continues with the Road Policing Unit in relation to the incoming data
- The next Highland Road Safety Group meeting would be held in November
- It is anticipated that the next Communities and Partnership Committee meeting would be held in December. The Road Safety Committee would aim to submit a report to this meeting on the accident data for 2015
- Richard Gerring reported that he and the Road Safety Officer had met with Mr. Duncan from the Camera Partnership and advised of the updated guidance from the Scottish Government. He pointed out the concerns in relation to the new guidance which could hinder the introduction of any new camera sites. Dialogue with the Camera Partnership was currently ongoing to discuss these issues.

CONTEST

- During the period under review N division has looked at a number of ways of engaging with the local community in an effort to raise awareness of the need to be vigilant and to report any suspicious activity. This includes work around the small ports where 44 ports were visited in an effort to engage with the maritime community.
- The first meeting of the Highland and Islands Contest Protect and Prepare sub-group took place. This meeting was well attended with representatives from a number of agencies who can help 'to strengthen our protection against a terrorist attack' (Protect) and 'to mitigate the impact of a terrorist attack' (Prepare). Representatives from Police Scotland out with Highland attended this meeting as it is the first Protect and Prepare multi-agency sub-group in Scotland.
- Statutory agencies continue to carry out work within Highland under the prevent duty and a Workshop to Raise Awareness in Prevent (WRAP) Train the Trainer course was held to assist agencies deliver in this statutory area of work. The Highland and Island Prevent sub-group also met during this time where best practice from all agencies is shared.
- Counter Terrorism Day of Action is planned for Friday 25th November. This will involve a number of briefings to management/security of Crowded Places within Highland coupled with high visibility patrols in an effort to reassure the public on one of the busiest shopping days of the year (black Friday)
- The threat level from international terrorism remained at severe
- There are ongoing discussions between the UK and Scottish Government in relation to an increase in the threat level from severe to critical
- There is a continued threat from ISIS
- Key messages are being issued to staff
- Work is ongoing in relation to the UK CONTEST Strategy

Serious Organised Crime (SOC) Group

- The Inverness Persistent Offenders Programme is due to commence in October and run for a period of six months
- Work is ongoing in relation tackling Serious Organised Crime Groups (SOCGs) affecting the Highland and Islands with recent high tariff offenders receiving strong jail sentences

Anti-Social Behaviour (ASB) Group

- Antony Gardner (Scottish Fire & Rescue Service) took on the role of Chair for the ASB Group with effect from September 2016.
- Positive feedback has been received from Safer Caithness, and as a result it has been agreed that the next stage of the ASB Group roll out would be to progress the inclusion of the Badenoch and Strathspey areas into the Safer Inverness partnership. This inclusion will be reviewed in March 2017 months to consider feedback from partner organisations and the effectiveness of the referral pathways. This information has been provided to the Safer Highland Group by way of a verbal update.
- On-going work: Following the changes brought about by the Community Empowerment Act consideration is being given by partners to the make-up, terms of reference, and reporting structure of the ASB Group, in line with the Safer Highland model. Discussions will be taking place between the 'Chair' of ASB and a representative of the Safer Highland Leadership Group in due course.

Youth Justice Group

There was no update provided.

Hate Incident Steering Group

- There continues to be a decrease in the Year-to-Date reporting of hate crime in Highland and detection rates remain high.
- Police Scotland Highland and Islands Division continue to send a survey to victims of reported hate crime in order to understand experiences of reporting.
- The significant increase in reported hate crimes in England since June 2016

(BREXIT) has not been reflected in Scotland. Figures for 15/16 in Scotland show a decrease in racially aggravated offences, but an increase in aggravated offences related to sexual orientation, disability and religion.

- Work continues to renew and refresh the local Hate Free Highland website.
- Partner agencies are planning a hate crime event in Inverness during October, hopefully during national hate crime awareness week on 8th - 15th Oct.

Recommendation:

The board notes the above updates.

**T/Chief Superintendent Philip MacRae
Highland & Islands Divisional Commander
08th December 2016**

Highland CPP Health Inequalities Theme Group Update

December 2016

The Highland CPP Board are asked to note progress in:

- Targeting partnership action in Badenoch and Strathspey
- European Social Fund projects

1. Targeting Partnership Action in Badenoch and Strathspey

Under the Community Empowerment Act, the CPP is required to develop locality plans for smaller areas where there are significantly poorer outcomes. These plans need to be evidenced based and guidance indicates that they should reflect natural communities.

The CPP Board considered information on the Socio Economic Performance Index and the Scottish Index of Multiple Deprivation to inform decisions about partnership action in relation to targeting action to reduce inequalities in the new local community partnerships. Each partnership area was given information on which localities within their area were likely to experience the worst outcomes according to the two indexes above.

Badenoch and Strathspey was the only local partnership area where there were no localities identified within the analysis undertaken. The CPP Board requested that some further work be done to look at Badenoch and Strathspey in more detail to provide the partnership with some information on which to base discussions about targeting partnership action in relation to locality plans.

Appendix 1 outlines some of the more detailed work that has been done using the indicators from SEP and SIMD. This indicates that the top three communities within Badenoch and Strathspey that are likely to experience the worst outcomes are Aviemore, Grantown on Spey and Newtonmore.

2. European Social Fund

The Highland Council is the Lead Partner for the Poverty and Social Inclusion strategic intervention which is being funded through the European Structural and Investment Funds. The application has been approved by the Scottish Government. This work is made up of two programmes of activity.

Move On: Intensive Support Service

“Move On” will take an early intervention approach and focus intensive support services to targeted individuals, tailoring support to address needs and prevent repeat engagement with reactive public sector services. The approach will target individuals who face multiple barriers, including those with mental health conditions and family interventions. Individuals are already likely to be known to key services but often unwilling or reluctant to engage before reaching crisis point. Access to and from these services tends to be reactive to crisis rather than a proactive approach which overcomes or prevents and, most critically, sustains improvement.

Preventing Poverty and Increasing Financial Capability

This work will entail a preventative approach to poverty, with the key aim that families are in receipt of all appropriate entitlements, ensuring that any debt issues are explored, and that the client is empowered to manage their financial matters. The approach will consider how best to use the early years and school setting to target families at risk from poverty and financial exclusion. As such an improvement methodology is planned for this work to explore the most effective way of achieving these outcomes.

A multiagency steering group has been set up to take forward these projects and work is progressing to recruit to the various posts associated with the projects. Key milestones are being developed and monitoring and reporting arrangements are being set up.

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

December 2016

Community Planning – targeting Partnership Action in Badenoch and Strathspey

(Produced by Ian Douglas, Public Health, NHS Highland)

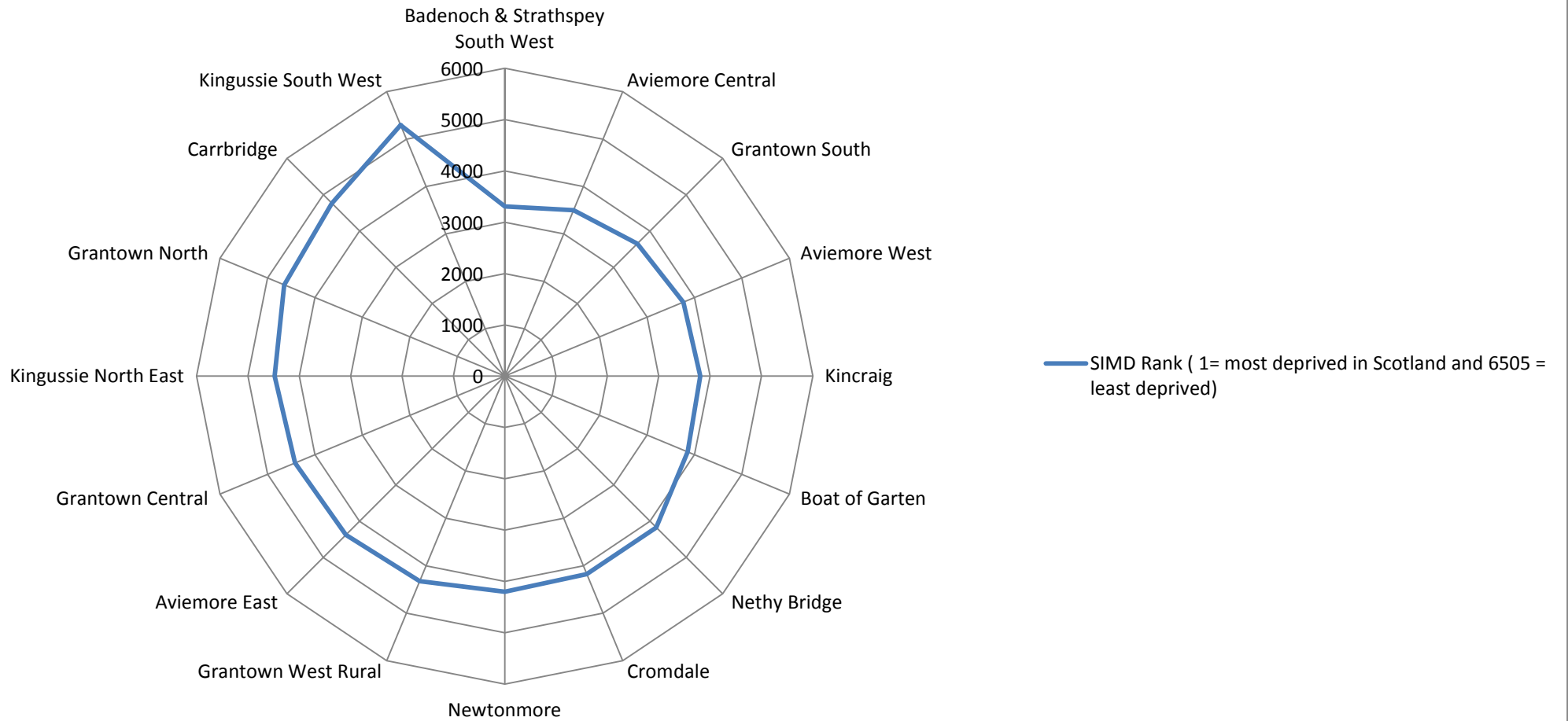
Data zones in the Badenoch and Strathspey area: Scottish Index of Multiple Deprivation (national ranks)

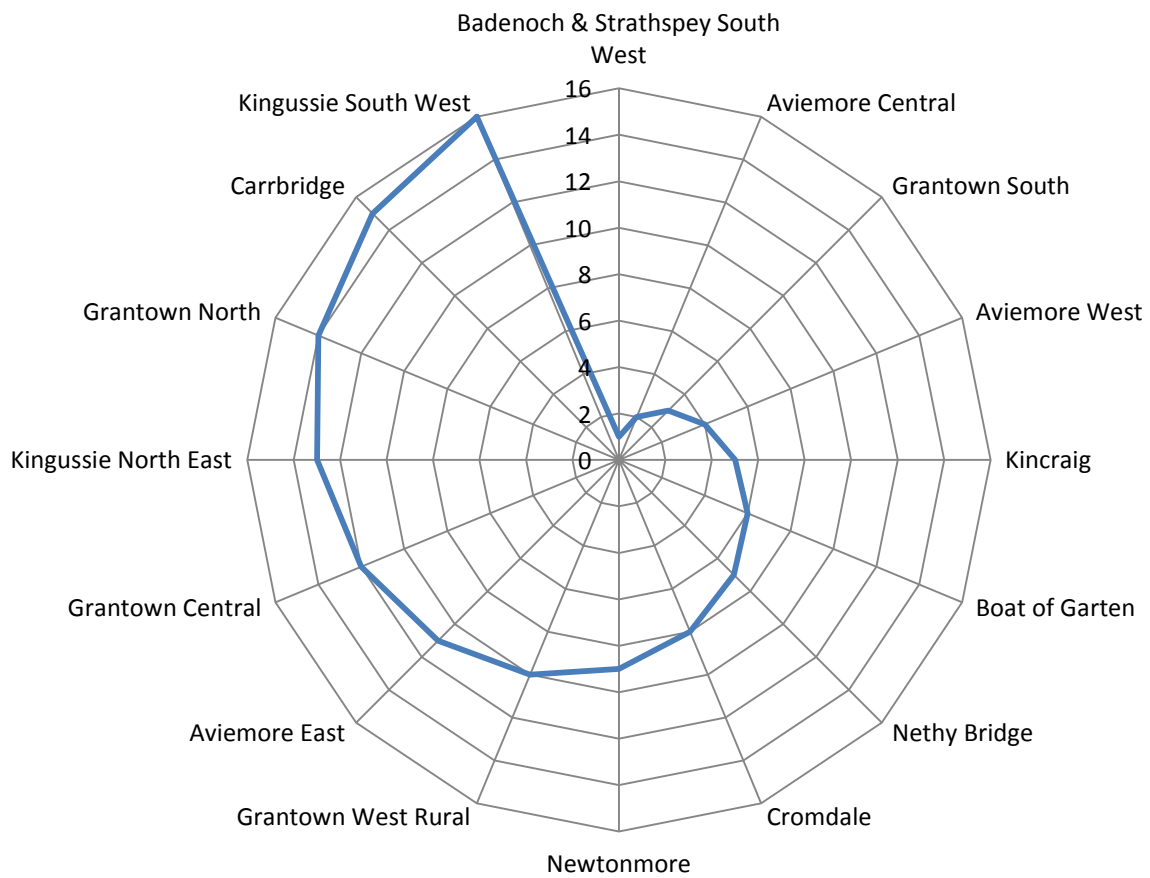
(1 = most deprived data zone in Scotland and 6505 = least deprived)

zonecode	Name	NSETT	SIMD Rank (1= most deprived in Scotland and 6505 = least deprived)	Vigintile of national deprivation	Percentag of population income deprived	Income domain rank (1= most deprived in Scotland and 6505 = least deprived)	Health Domain rank (1= most deprived in Scotland and 6505 = least deprived)
S01003743	Badenoch & Strathspey South West	Newtonmore	3309	11	9	3989	4927
S01003754	Aviemore Central	Aviemore	3500	11	11	3416	3537
S01003764	Grantown South	Grantown-on-Spey	3649	12	11	3340	2923
S01003755	Aviemore West	Aviemore	3766	12	8	4080	3164
S01003750	Kincraig	Aviemore	3808	12	8	4309	4837
S01003759	Boat of Garten	Nethy Bridge	3857	12	8	4156	5103
S01003756	Nethy Bridge	Nethy Bridge	4175	13	6	4883	5409
S01003771	Cromdale	Grantown-on-Spey	4177	13	5	5100	6073
S01003747	Newtonmore	Newtonmore	4200	13	8	4205	3755
S01003772	Grantown West Rural	Grantown-on-Spey	4325	14	6	4840	6261
S01003751	Aviemore East	Aviemore	4377	14	4	5459	5377
S01003766	Grantown Central	Grantown-on-Spey	4422	14	9	3932	2969
S01003749	Kingussie North East	Kingussie	4483	14	9	3838	3025
S01003767	Grantown North	Grantown-on-Spey	4650	15	8	4052	3201
S01003760	Carrbridge	Aviemore	4760	15	5	5174	5480
S01003748	Kingussie South West	Kingussie	5295	17	8	4103	3896

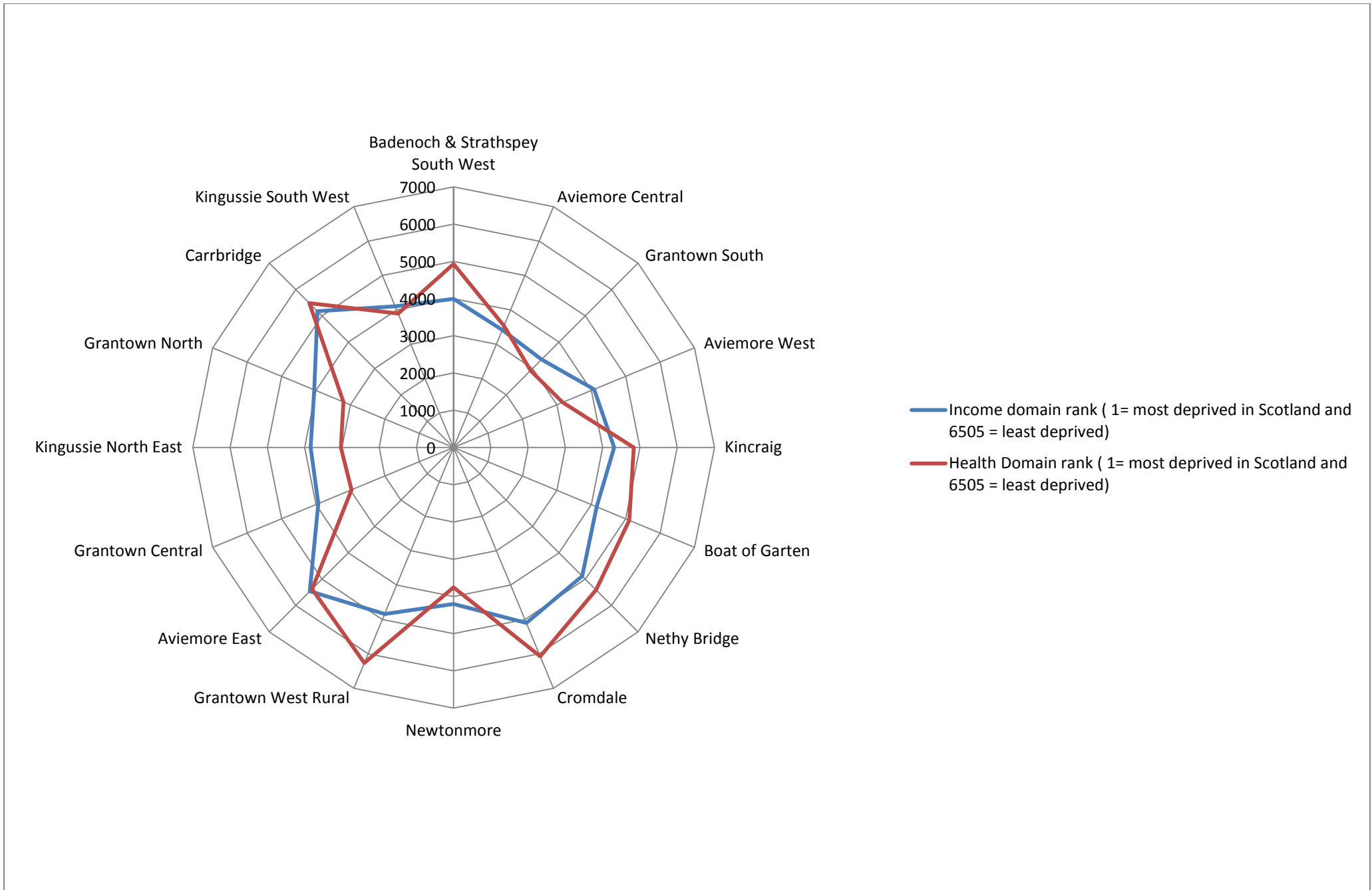
zonecode	Name	NSETT	SIMD Rank (1= most deprived in Badenoch & Strathspey)	Vigintile of national deprivation	Percentag of population income deprived	Income domain rank (1= most deprived in Badenoch & Strathspey)	Health Domain rank (1= most deprived in Badenoch & Strathspey)
S01003743	Badenoch & Strathspey South West	Newtonmore	1	11	9	5	10
S01003754	Aviemore Central	Aviemore	2	11	11	2	6
S01003764	Grantown South	Grantown-on-Spey	3	12	11	1	1
S01003755	Aviemore West	Aviemore	4	12	8	7	4
S01003750	Kincraig	Aviemore	5	12	8	11	9
S01003759	Boat of Garten	Nethy Bridge	6	12	8	9	11
S01003756	Nethy Bridge	Nethy Bridge	7	13	6	13	13
S01003771	Cromdale	Grantown-on-Spey	8	13	5	14	15
S01003747	Newtonmore	Newtonmore	9	13	8	10	7
S01003772	Grantown West Rural	Grantown-on-Spey	10	14	6	12	16
S01003751	Aviemore East	Aviemore	11	14	4	16	12
S01003766	Grantown Central	Grantown-on-Spey	12	14	9	4	2
S01003749	Kingussie North East	Kingussie	13	14	9	3	3
S01003767	Grantown North	Grantown-on-Spey	14	15	8	6	5
S01003760	Carrbridge	Aviemore	15	15	5	15	14
S01003748	Kingussie South West	Kingussie	16	17	8	8	8

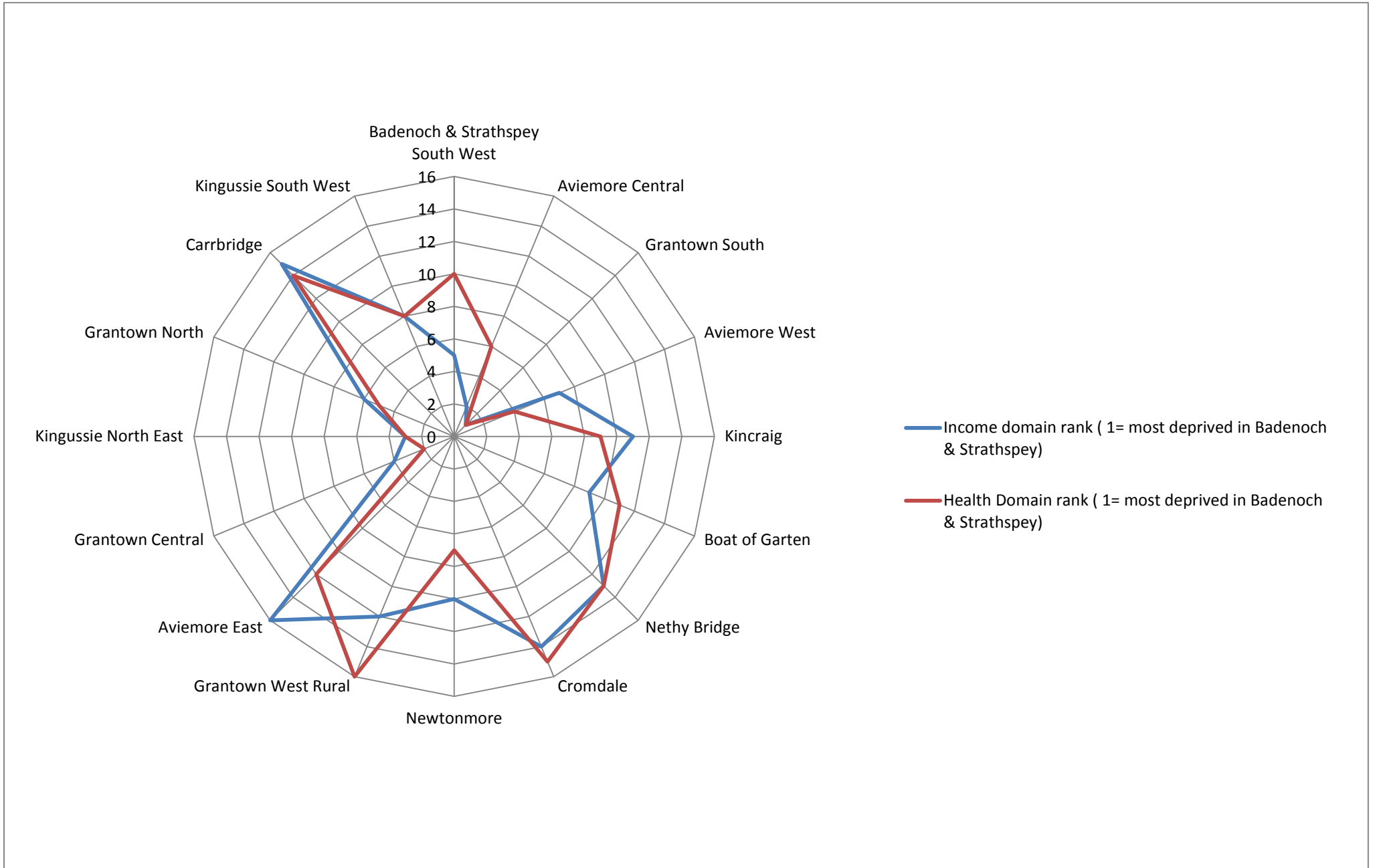
SIMD Rank (1= most deprived in Scotland and 6505 = least deprived)





— SIMD Rank (1= most deprived in Badenoch & Strathspey)





**Highland Community Planning Partnership
Community Planning Board – Older People**

Update Report December 2016

Performance management

In line with expectations of the Public Bodies (Joint Working)(Scotland)Act 2014, the Highland Partnership is working to a commissioning and assurance process which has been reviewed and reflects the health and wellbeing outcomes in the Strategic Plan. This review has consolidated the scrutiny and reporting and alongside this the performance indicators have been reviewed, recognising the historical element and move to an outcome approach. The Joint Monitoring Committee has agreed progression of this new suite of indicators.

In the first years following integration, District Partnerships worked to Change and Improvement plans which reflected the vision of the Partnership Agreement and these largely focussed on the inputs and outputs to be developed if that vision was to be realised. It was acknowledged that these plans involved a number of public, Independent and third sector contributions but did not reflect the wider Community Planning Partnership.

With the development of Community Partnerships and the need to satisfy additional legislation and guidance in relation to locality planning, community empowerment and learning and development, the planning requirement has grown and the existing Older People's Improvement Group – if that is seen as a valuable approach, needs to change also. The life stages approach for Community Partnerships will still fit with a focus on Older Adults and within each Community Partnership, a plan can be developed to reflect the local priorities for this group of people and where improvements for them should be sought. In relation to reporting against the Public Bodies legislation, all adults and children and young people will still be included.

However it would be timely for Chief Officers and the Community Partnerships to consider what type of Highland wide forum for Older Adults – if that is still desirable, would best support the sharing of ideas, exploring of change and delivery of priorities.

The existing Older People's Improvement Group will also be considering this.

Carers

There is an increasing awareness of the need to better support carers especially those who themselves are reaching old age and often are caring in complex and intensive situations. The Carers(Scotland)Act 2015 puts a number of requirements on Partnerships and much of this is well advanced in Highland such as –

- the development and implementation of Carers Support Plans – these have been tested and reviewed and are now being offered by Connecting Carers. Given the extensive number of carers, the approach is being modified to help identify those most at risk as a result of a number of factors – age, number of cared for people, complexity of conditions etc. It is also hoped that a simple self assessment of those entering the caring role will provide early awareness of support and enable vital contacts to be established.
- A review of respite provision has been undertaken and number of actions are being progressed to ensure greater equity of provision, clarity of definition, an increase in

options for carers. This is involving some testing of new models with providers across sectors.

- A focus on the carer's voice enabling carers to express their views and for organisations to better hear and respond. This work has focussed on gathering baseline data against which improvements in outcomes can be measured in the future, utilising a Nationally recognised approach, WEMWBS (Warwick-Edinburgh Mental Wellbeing Scale)
- A review of the strategy- Equal Partners in Care, to ensure it is delivering against the legislation.

Care Quality

Improving quality of care has been a priority in Older People's services for some time and ongoing work across the sectors and with the Care Inspectorate has produced good results. Targets to improve Care Inspectorate grades have been surpassed and all sectors have embraced a risk management approach to pro-actively identify risks which may impact on the quality of care. The development of the National Care standards has been welcomed and will provide a further focus for this partnership work.

Fatal Fires

The Scottish Fire and Rescue Service have initiated a number of multi-agency case conferences following a spike in fatal fires across Highland. The focus has been on sharing information and learning as well as improved awareness about prevention and risk across services. Police Scotland and NHS Highland personnel have found this approach to be very helpful and a number of changes to processes are to be taken forward as a result.

End of Life Care

Following a review of commissioning Priorities, a focus on end of life care was added in response to information gathered by the Highland Senior Citizens Network. This will be an important piece of work which captures the support to carers, utilisation of technology enabled care and provision of home based support. All sectors will bring vital knowledge and expertise to ensure the wishes of individuals can be fulfilled wherever possible.

Adult Support and Protection

This multi agency committee supported by the ASP improvement Group has held a further development event to establish priorities for the next year. This was considered a valuable opportunity to share experiences, policy changes and initiatives across sectors and organisations, as well as the chance to explore possible gaps. One of the priorities identified was to make significant links with the Community Partnerships to ensure members and communities are aware of Adult Support and Protection procedures and guidance. Alongside this there is a desire to refocus work on financial harm, explore the uptake of Advocacy in supporting individuals through the ASP process and to continue to deliver training on crossing the Acts, which recognises the legislative complexity across Mental Health, Adults with Incapacity and Adult Support and Protection.

Quality and Safety issues must be considered across the Community Partnerships as they affect all life stages and can be indicators of deprivation and inequalities. It will be important that these threads are evidenced in planning and development of priorities.

**Highland Community Planning Partnership
Board Meeting of Thursday 16th December 2016
Highlight Report in relation to delivery of SOA Environmental Outcomes
Delivery Plan for the period from June 2016 to November 2016**

Progress has been made across the range of identified environmental outcomes although on-going funding constraints to the public sector bodies continues to have an impact on delivery of a number of actions.

The last highlight report referred to the public consultation to designate the Inner Hebrides and the Minches as a Special Area of Conservation for harbour porpoise. This has now happened and the Scottish Government have announced that the SAC will be designated. All comments on the consultation for the Moray Firth marine Special Protection Area have been received and SNH is in the process of preparing a report to the Scottish Government with recommendations for this site.

In terms of specific highlights on the environmental outcomes:

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

- There has been a slight increase in the status of natural features on designated sites within the Highland area that are in favourable or recovering condition. This has risen from 80.6% in June to 81.1%. Whilst a relatively small increase this reflects a significant effort.

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

- Recruitment to the Council's Climate Change team was completed in August 2016. The team now comprises a Climate Change Officer and Climate Change Coordinator, who will oversee delivery of the Council's commitments under the Climate Change (Scotland) Act and associated legislation, as well as the Carbon CLEVER initiative.
- An annual report on progress under the Council's Carbon Management Plan 2013-2020 was presented to Members of Planning, Development & Infrastructure (PDI) Committee in November 2016, for reporting year 2015-16. This report detailed a 0.3% reduction in emissions compared to the previous financial year, and a 5% reduction against the Council's baseline year of 2011-12. The target over this period was 12%. Members agreed a range of measures to help the Council get back on track in terms of its carbon emissions, but recognised that targets under the CMP may require re-evaluation to understand whether they are achievable or need to be revised.
- The Council's first mandatory report under the Public Bodies Climate Change duties was presented to Members at PDI Committee in November, for reporting year 2015-16. Members approved the draft report, which was submitted for review on 3rd November 2016.

- Members of PDI Committee agreed that the Carbon CLEVER capital budget allocation of £500k for 2016-17 should cover four different areas: energy efficiency; adaptation; sustainable transport; and, food growing and allotments. Applications for funding will be submitted to the Climate Change team for review and funding recommendations will then be made to the Director of Development & infrastructure and Chair of PDI Committee for approval. The capital allowance for 2015-16 has now been fully committed.
- The finalised version of the Onshore Wind Energy Supplementary Guidance was statutorily adopted by the Council as part of the Development Plan, including landscape sensitivity appraisal for the Loch Ness study area and associated conclusions regarding strategic capacity. Next two landscape sensitivity appraisals (one for the Black Isle, surrounding hills and Moray Firth Coast study area and the other for the Caithness study area), prepared by the Council and SNH working together, launched as drafts for public consultation until 20 January 2017 – with intent that once finalised they will, together with associated conclusions regarding strategic capacity, be adopted into the Supplementary Guidance.
- Following installation of the first turbines as part of the MeyGen tidal scheme in November, the first electricity has been generated.

People will have greater outdoor access and volunteering opportunities across Highland

- Trees for Life created 748 volunteer opportunities from April to November this year. At least 30 of these were taken up by people from disadvantaged communities.

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

George Hogg
Scottish Natural Heritage

Highland Community Planning Partnership

Community Planning Board – 16 December 2016

Community Learning and Development Report by Director of Care and Learning

1. Background

- 1.1 Legislation requiring Local Authorities to introduce three year Community Learning and Development (CLD) Plans which are embedded within their Community Planning arrangements came into force in September 2015. In response to this, the Highland CPP established a CLD Strategic Partnership which is chaired by the Director of Care and Learning and includes NHS Highland, Police Scotland, Fire and Rescue Service, SNH, HIE, UHI, the Third Sector Interface and High Life Highland (HLH).
- 1.2 The CLD Strategic Partnership developed the Highland CLD plan which was approved by the Council's Education, Children and Adult Services Committee (because the legislation was included within Edition legislation) on 27 August 2015. The plan, as required by the legislation, includes:
- 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.
- 1.3 The CPP has identified CLD lead officers in each of the nine Community Partnership Areas. They have a responsibility for leading, promoting and supporting collaboration and partnership working relating to CLD activity in their Localities. The list of CPP organisations which have provided CLD lead officers is below:

Community Partnership Area	Organisation Providing CLD Lead
Badenoch and Strathspey	Highland Council
Caithness	Police Scotland
East Ross	High Life Highland
Inverness	NHS Highland
Lochaber	High Life Highland
Mid Ross	Highland Council
Nairn	Highland Council
Skye, Lochalsh and Wester Ross	Third Sector Interface
Sutherland	Highlands and Islands Enterprise

2. New Support Arrangements

- 2.1 In order to support the implementation of the Highland CLD plan and support local CLD planning, review and evaluation, HLH has been asked to carry out the following list of functions:
- liaising with HMle on the development of CLD provision;
 - providing training for CLD Leads;
 - supporting the development of Local CLD plans;
 - reviewing and monitoring local CLD plans including meeting all local CLD leads twice per year;
 - disseminating data/information on local communities which has been compiled by THC;
 - strategic CLD Plan reporting (annual progress report);
 - supporting/preparation for CLD inspections;
 - preparing draft responses to legislation, legislative guidance notes, consultations, etc.; and
 - writing/updating the new CLD plan.
- 2.2 To support the local CLD leads, HLH delivered a workshop on 23 September 2016. This will be re-run on 16 and 17 January 2017 to ensure that all leads have had the opportunity to attend and to allow them to include an additional partner(s) from their Localities. In addition, there will be a workshop on the use of the [Place Standard](#) which will be used by partners and local communities in assessing local needs and developing Locality/CLD plans.
- 2.3 [How Good is the Learning and Development in Our Community?](#) is the planning and evaluation tool for CLD, and is also the inspection model used by HMle. There is a need for CLD lead officers and those involved in the delivery of CLD in the Community Partnership areas to use it to support their planning and evaluation. This will, therefore, be the subject of a future workshop for Locality CLD leads.

3. Locality CLD Plans

- 3.1 As was noted at the CPP Chief Officers' Group meeting on 30 June 2016, there is the opportunity to combine the nine local CLD plans with the Locality Plans because they have a similar focus.
- 3.2 Each Partnership has been given the task of completing the first Locality Plan, selecting a community from the 24 identified areas of deprivation.
- 3.3 Further development of the Locality Plans could include:
- needs assessment based on the common dataset being developed for partners by the Council;
 - needs assessment which includes consultation with Community Partnerships, volunteers and paid staff involved in delivering CLD activity, local communities/community groups and local people who benefit from CLD services;
 - an evaluation using the place standard;
 - an evaluation of how well the current CLD service delivery is meeting the needs identified which includes a review of performance information at project/local service delivery level;
 - the development of plans consisting of at least four driver diagrams based on the SHANARRI model covering at least all of the indicators highlighted in bold (**Safe; Healthy; Achieving; Nurtured; Active; Respected; Responsible; Included**);

- identification of needs which will not be met within the period of the current CLD plan.

3.4 Following one year of operation, it is anticipated that local partners will have reviewed the delivery of CLD in their areas using the How Good is the Learning and Development in Our Community? Model.

Bill Alexander

Director of Care and Learning

11 December 2016

Highland CPP Development Plan 2016: Update for CPP Board December 2016

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. Continue quarterly performance reports to Board 2. Self- assessment followed up in theme groups for: <ul style="list-style-type: none"> • economic growth • health inequalities & physical activity • environment • the Highland Third Sector Interface 3. Await statutory guidance and timescale for the new Local Outcomes Improvement Plan 4. Evidence provided to Audit Scotland on the CPP approach to readiness to implement the Community Empowerment Act Nov 2015. Any audit activity arising for 2016/17 to be reported to the Board. 	<ol style="list-style-type: none"> 1. Quarterly 2. Community planning Improvement plan agreed in June 2016. Key actions include an Engagement Strategy and a shared approach to community capacity building. Economic growth to be completed. 3. First LOIP due October 2017. Final statutory guidance received Nov 2016. Draft LOIP Development Plan to be considered by the Board in Dec 2016 4. No planned Audit Activity for 2016/17
<p>Comments</p>			

The PSIF approach to self-assessment has been completed in the environment and health inequalities and physical activity groups. Further discussion is required on an action plan for the health inequalities group. No action is yet planned for the Economic Development group (the lead officer role in HIE has been vacant). The new area for self-assessment is for the Highland Third Sector Interface which was a national programme led by the Improvement Service. The Community Planning Improvement Plan was considered and agreed by the Board in June. This included recommendations to develop a co-ordinated approach to community capacity building, increase understanding about Community Partnerships and the role of the CPP, develop a long term vision for the third sector interface and develop an engagement strategy. Action is required to take forward these actions which will require the engagement of all partners.

The near final guidance from the Scottish Government on section 2 (Community Planning) of the Community Empowerment Act was received in November. Subject to Parliamentary approval, it comes into force on 20 December. This includes guidance on developing the Local Outcome Improvement Plan. A development plan on how to progress this in Highland will be considered by the Board in December.

Feedback from Audit Scotland is awaited on whether any new audit activity affecting partners and the partnership is awaited.

<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>	<p>1. Partnership engagement on proposed budget reductions 2016/17 to understand the implications for partners and SOA outcomes;</p> <p>2. Progress reports on areas explored:</p> <ul style="list-style-type: none"> • Merkinch • Alcohol and drugs • Culture board projects 	<p>1. Discussed at the COG February 2016</p> <p>2. Dates TBC</p>
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Comments

The CPP's original plan was to develop better preventative approaches by understanding how partners were collaborating, what difference it was making and what was needed for improvement. This has been set back by budget reductions, particularly in the Council for 2016/17 onwards. It is recommended that the COG reviews how this can be taken forward for the areas identified when the impact of budget and staff reductions is clearer. This could also link with the approach proposed on rural poverty and also the Locality planning process through Community Partnerships.

<p>Engage in dialogue with communities in order to empower them to participate in service planning and</p>	<p>CPP review of process priorities</p> <p>Quality Assurance Panel</p>	<p>1. Progress with local community planning arrangements to be reported to each Board meeting.</p>	<p>1. From March 2016</p>
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<p>delivery</p>	<p>2013</p> <p>Community Empowerment Act.</p> <p>Other legislation, statutory instruments and guidance relating to Community Learning and Development, health and social care integration and the national Economic strategy all support localised decision-making with communities participating.</p>	<p>2. Readiness for implementing the Community Empowerment Act to be considered by the Board:</p> <ul style="list-style-type: none"> • Process for sharing the duty to facilitate community planning across 5 partners • Process for producing locality plans for areas with poorest outcomes agreed • Process for supporting community bodies to engage in community planning partnerships agreed • Partnership approach to supporting participation request from community bodies agreed • Partnership approach to supporting asset transfers agreed • Supporting participation in decision-making including allocation of resources <p>3. Up-date on the Council's use of participatory budgeting in localities to be provided</p> <p>4. Third sector Compact to be revisited and lessons shared on successful community action.</p>	<p>Process agreed in June 2016</p> <p>Areas to target Locality planning agreed by the Board June 2016.</p> <p>Stakeholder event for Community Partnerships held in September 2016.</p> <p>Partnership supporting documentation considered by the Board in October 2016 and for agreement with a planning framework for December 2016.</p> <p>3. Update to the Board in March</p> <p>4. All partners need to engage in the process to determine the best way forward for the Compact.</p>
<p>Comments</p>			

Local community planning

The CPP has considered a new approach to local community planning at each meeting of the COG and Board since December 2014. This has led to agreement in March 2015 that several local experiments are to be supported by March 2017. The Board approved a set of principles to guide this work in June 2015. At that point all partners agreed to participate, with NHH waiting until following consideration at the NHH Board Development Day in November 2015. The Board agreed in June to establish 9 Community Partnerships to take forward local community planning. It was agreed that responsibility for supporting these partnerships be shared between the 5 lead partners and that the partners would also share supporting both the COG and Board.

The June Board also agreed the use of the SEP and SIMD areas to identify communities for locality planning.

The HTSI ran local roadshows on the implications of the Act in Summer 2015 focusing on the new rights for community bodies. CPP partners participated in these events. Following the establishment of Community Partnerships, a development day was held for core Community Partnership staff and supporting documentation for Community Partnerships developed from the feedback of that event. This includes a self-assessment tool developed to enable local partnerships to identify their development and support needs, role and responsibilities, a planning framework and local profiles. The Board will be asked to agree the Community Partnership Toolkit at the December meeting which includes a Planning Framework to support local Partnerships take forward their local plans.

Asset Transfer and Participation Requests

The Board agreed in December 2014, when the Bill was reported, that a partnership approach should be developed to support asset transfers and participation requests from Community bodies. A verbal up-date was provided in September 2015 and this work is progressing through a partnership sub-group.

Participatory Budgeting

In March 2015 the Board considered participatory budgeting as a new way of involving local people in decision-making about resources. Since then it has been trialled in Lochaber, Caithness, Nairn, Skye, Sutherland and Inverness West with proposals for developing this to complete the geography across Highland and to focus on an area of disadvantage. An update on this will be provided to the Board in March. Inverness South, Aird and Loch Ness and Badenoch and Strathspey later in 2016.

Collaborate on workforce planning and skills development to meet Highland needs, in the context of the Highlands and Islands Skills	CPP review of process priorities Audit Scotland	1. Review extent to which the CPP promotes collaboration – does the CPP encourage, support, and reward collaborative behaviour amongst staff? New actions agreed Dec 2015	1. From June 2015 • Attend peer event
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Investment Plan and our roles as major employers		<ul style="list-style-type: none"> • Collaborative leadership challenge • Joint training on Prevent duty • Joint training on local community planning <p>2. Breakthrough achievements</p> <ul style="list-style-type: none"> • Every care leaver employed through CPP partners (Council lead) • CPP staff enabled to be retained fire fighters (SFRS lead) 	<p>June 2016</p> <ul style="list-style-type: none"> • In place from Feb 2016 • Held September 2016 <p>2. Annual reports</p> <ul style="list-style-type: none"> • June 2016 • Update report to the Board Dec 2016
<p>Comments</p> <p>SDS made a presentation to the Board in December 2014 and was subsequently invited to participate in the Board meetings. An up-date on joint work on workforce planning was provided as part of the employability quarterly update in March 2015.</p> <p>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 COG has decided to seek external challenge / mentoring arrangement rather than support with reflective practice from the Programme. We are awaiting feedback on whether the Programme can assist with this preferred approach and have been invited to share our involvement to date at a peer review session with other CPPs in the Programme in June.</p> <p>The first joint training sessions on the Prevent duty start 26.2.16 in Inverness and then in localities from March 2016.</p> <p>A development day was held in September for those stakeholders involved in Community Partnerships across Highland. Separate sessions have been held for Highland Council Members. A self- assessment tool has been developed to enable community partnerships to identify their development and support needs. The Board is asked to agree this at the December meeting.</p> <p>A further breakthrough challenge led by NHS Highland on Isolation and Loneliness. This was agreed at the CPP Board meeting in June 2016. The Board will consider updates on all the Breakthrough Achievements at the meeting in December. It has been agreed to explore developing a forth Breakthrough Achievement in 2017.</p>			
Tackle deprivation and	CPP review of process	1. New process for producing locality plans for areas	1. June 2016

inequalities including by improving access and connectedness for communities	priorities	with poorest outcomes agreed 2. Understand the experience of people living in poverty.	2. TBC
<p>Comments</p> <p>The Board agreed to use the Socio Economic Performance (SEP) index to be used for targeted CPP activities or rural areas alongside SIMD for urban areas. This will assist in taking forward the new legal duties on the CPP to reduce socio-economic inequality through locality plans, the Local Outcomes Improvement Plan and in the processes for asset transfers, participation requests and supporting community bodies to participate in community planning. The June Board meeting agreed to use the SEP and SIMD indices as a way of identifying the initial communities for targeting Locality planning. The Board will be asked to agree the planning framework to support this at the December meeting</p> <p>New CPP action is proposed to understand the experience of people living in poverty and how the CPP can work differently with people and communities to improve living conditions and opportunities. The development of the LOIP and Locality plans will assist in supporting this process.</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