

**Highland Community Planning Partnership**

**Community Planning Board – 15 March 2017**

**Employment Update Report**

**Report by Director of Development and Infrastructure**

**Summary**

This Report provides a brief overview of developments with a focus on the Inverness and Highlands City Region Deal and developments with Modern Apprenticeships.

**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 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:
- Inverness and the Highland City-Region Deal
  - Developing Scotland's Young Workforce / Skills Investment Plan

**2. Progress**

- 2.1 Inverness and Highlands 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. A key challenge faced in Highland, especially with national programmes and the achievement of positive outcomes for individuals, is that they struggle to deal with the relatively low number of clients who are spread across a large geography with a number of distinct labour markets.
- 2.2 In response to the emerging Scottish Employment Support Programme, Highland Works (the Highland local employability partnership) developed a proposal whereby they would use Highland's local third sector and College providers to deliver this programme for the Scottish Government. The aim was to deliver services that drove forward integration and alignment of services locally, making best use of ESF resources yet delivered a programme that was

nationally consistent.

- 2.3 The Scottish Government (3<sup>rd</sup> March 2017) advised the Council that Ministers want close oversight of this programme, that procurement (rather than grant funding) enables them to do this and that a Highlands and Islands geographic lot addresses the problem of low client numbers over large geographic areas. The Highland proposal has therefore been rejected and the Scottish Government are proceeding with their national procurement exercise. The Council has expressed its disappointment with this national procurement approach and the opportunity forgone to develop an innovative pilot approach to the delivery of the Scottish Employment Support Programme within the Highland Council area.
- 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 Highlands 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 Another aspect of work being progressed by Skills Development Scotland is the Highlands and Islands Modern Apprenticeship Development Plan. Allied to this and of particular interest to CPP partners is the recent changes with Modern Apprenticeships:
- A new Rural supplement for training providers
  - From April 2017, public sector now able to access MA funding
  - Increase in the number of MA frameworks that can be supported for apprentices aged over 25
  - Enhanced contribution rates for disabled people and those with experience of care up to the age of 29
- 2.7 In connection with this and an aspiration to increase MA opportunities across the Council, an initiative is underway whereby the Council is reviewing its workforce needs and matching these where possible with MA frameworks and training opportunities. This will help influence the Council's workforce planning going forward but also will help inform the MA Development Plan and future MA training provision. Opportunities also exist for partner public sector organisations to do same.

### **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: 7 March 2017

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

**Highland Community Planning Partnership**

**Improving Early Years Outcomes – March 2017**

**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. With the revision of the Health Visitor pathway this remains under review. 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 been revised 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. This target was set against a pre-existing</p>

	<p>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"> <li>• 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.</li> <li>• 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.</li> </ul>
<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. 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>Uptake of 27-30 month child health surveillance contact is currently reported as 85.6% (previous quarter 90.3% so this is just within 5% margin of error trajectory but still requires focused attention).</p>

	A delivery plan is currently in place to demonstrate improvement in the uptake acknowledging the joint accountabilities of General Practitioners and Health Visitors
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. More generally, uptake of 6-8 week surveillance contact is currently reported at 81.3% (a small fall from previous quarter of 84.8). Return of the form from GPs remains problematic and improvement work with Primary Care Managers through the Child Health Commissioner continues
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	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. 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.

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

<b>Performance Measure</b>	<b>Current Situation</b>
The number of early years providers who offer children healthy snack choices will	This measure has been met as all Early Learning and Childcare settings currently

increase	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

<b>Performance Measure</b>	<b>Current Situation</b>
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 have just about completed 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 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 tells us that all schools offer sessions to parents. Further work continues 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.

<b>Performance Measure</b>	<b>Current Situation</b>
Family Nurse Partnership fidelity goals will be achieved	<p>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.</p> <p>At present the Family Nurse partnership in the Highland Health and Social Care Partnership is funded by the Scottish Government and delivered through the Care and Learning Service Highland Council</p> <p>During 2017/18 we plan to;</p> <p>Conclude funding discussions with Scottish Government with regard to funding for 2017/18 for the Highland Health and Social Care Partnership</p> <p>Recruit to posts to ensure rolling programme of FNP within the current geography</p> <p>Work with Scottish Government to look at funding options and service models to achieve the full reach across the Highland Health and Social Care Partnership</p>



	Share learning from FNP programme with universal health visiting services, namely motivational interviewing and strengths based approaches
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## **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 (CYPIC). 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.

### **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.

## **Quality improvement**

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 been completed. The programme provided an opportunity to 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 second quality improvement learning network starts on the 21<sup>st</sup> of March 2017 and brings together twelve participants from across the CPP working on a wide range of projects. Many of the projects are collaborative with participants working on shared projects across services.

A number of CCP's across Highland were successful in their bid to attract additional Scottish Government funded training over the next year. Highland CPP have been able to attract funding for both sets of training. An improvement coach has been identified and is undertaking intensive training provided by the Institute of Health Improvement. In addition, a team of improvers from the CPP is currently undertaking extensive team training which will enhance learning and enable improvement methodology to be further embedded.

Community Planning Board – 15 March 2017

Police- Quarter 3 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 third quarter, 2016/ 2017.

**Crime**

All data used in this table are provisional management information and not official statistics. This is the 2016/17 Q3 management information report covering the period 1<sup>st</sup> April 2016 to 31<sup>st</sup> December 2016. All data are correct at the published date and were extracted at the start of January 2017. 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 January 2017 for Q3 of the financial year 2016/17. The table below provides information on the recorded crimes (1<sup>st</sup> April – 31<sup>st</sup> December 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	176	172	- 4
Group 1-Detection Rate		80.8%	
Group 2- Crimes of Indecency	387	417	+ 30
Group 2- Detection Rate		70.7%	

Group 3- Crimes of Dishonesty	2099	2156	+ 57
Group 3- Detection Rate		42.0%	
Group 4- Fire-raising, Malicious Mischief	1436	1389	- 47
Group 4- Detection Rate		36.6%	
Group 5- Other Crimes	1706	1607	- 99
Group 5- Detection Rate		105.4%	
Group 6- Antisocial Behaviour	4575	4137	- 438
Group 6- Detection Rate		86.9%	

### **Crime Update**

- There has been a slight increase in serious assault however the number of detections have increased with a detection rate of 85.3%, an improvement of 1.3% on this time last year. The increase in offences, can in the main, be attributed to occurring within the domestic environment. The detection rate therefore is a positive reflection on the confidence the public have in Police Scotland to continue to report such crimes
- Overall the group 1 detection rate is down slightly by 5% compared to this time last year however this is predominately down to an increase in other group 1 crimes which are more internet based where enquiries establish that the offences have been committed out with Scotland
- Group 2 crimes have shown an increase in quarter 3 with the noticeable increase being attributed to sexual offences relating to online peer to peer sharing of images amongst young people. Positive work is ongoing to educate young people through deployment of prevention and intervention officers and partnership working with the education authority, school liaison

officers and media releases

- There has also been an increase in the number of rapes having been reported. In the main, those reported are historical and again show public confidence in the service to report such serious offences
- Although group 3 crimes have shown an increase in numbers recorded, the number of housebreakings have dropped by 101 incidents in comparison to the same time last year
- Common thefts and theft by shoplifting have shown slight increases and this continues to be targeted through high visibility patrols of shopping areas, prevention and intervention liaison with retailers and security assessments
- Focused anti-crime patrols are in place targeting hotspot areas to detect and prevent criminal activity
- The theft of pedal cycles in the Inverness area continues to be a trend, contributing to the increase in crimes of dishonesty. There does not appear to be any pattern to the activity and is an opportunistic crime. Media releases are continually circulated, high visibility cycle patrols carried out and cyclists educated. Warrants have also been executed and bikes recovered. This work is ongoing
- Internet and telephone bank fraud has contributed to a decrease in detection rate and continues to be crimes reported to Police which in the main are committed out with the jurisdiction of Police Scotland. Again media releases have been circulated in attempts to educate the public and work is ongoing to liaise with local banking establishments to seek local responsibility to protect/educate their customers
- There has been a substantial reduction in group 4 crimes reported and this is reflective of the good pro-activity carried out in the communities and dedicated anti-crime patrols
- Group 5 detection rates remain high at 105.4%
- Good solid community intelligence has contributed to the increase in possession of drugs crimes recorded and the numerous positive targeted stop search and warrant activities that have taken place.
- The total number of offensive weapons/bladed weapons incidents have decreased by 30 from the same quarter in 2015/16
- Group 6 crimes have decreased substantially across the group in common assaults, breach of the peace, drunkenness and other disorderly behaviour
- Continued high visibility patrols in built up public areas, checks of licensed premises and attendance at public events have contributed to this decrease
- On another positive note, the number of road traffic casualties have decreased by 102 this quarter against last year's figures including a reduction in the number of people and children under 16 years of age killed/seriously injured

### **Violence Against Women (VAW) Partnership**

No update was provided.

### **Highland Child Protection Committee**

No update was provided.

### **Highlands and Islands MAPPA SOG**

No update was provided.

### **Adult Support & Protection Committee**

- The biennial report was submitted to Scottish Government in October 2016
- The Development event was held on 31 October
- New committee members have been appointed following consultation with partners
- 29 training events were held

### **Alcohol & Drugs Partnership (ADP)**

- The latest performance data for the percentage of drug and alcohol clients seen within 3 weeks was 80.1% for Q2 2016/17. An update on the figures will be provided for the quarter 3 and 4 / end of year summary
- Significant challenges continue to be faced in some areas with achieving the HEAT performance standard and a Rapid Process Improvement Workshop (RPIW) is planned for June 2017 to review and improve current processes
- Alcohol screening and brief intervention programmes continue to be developed across a range of networks
- Fourteen *Discussing Drugs and Alcohol with Young People* courses have been delivered, with a further three booked
- ABI delivery has decreased lately. It is therefore important to engage with other partners and encourage increased delivery in wider settings. There are increasing returns from the Fire Service, the Police have been trained and this is an action currently sitting with the Safer Highland group. ABI training has been agreed with Criminal Justice Service and planned for March. It is essential that a clear plan is put in place to target and evidence delivery in deprived communities and to harder to reach groups
- Joint Licensing Board and Licensing Forum meeting took place in Sept 2016 and a timetable discussed for the refresh of the alcohol overprovision statement. This will be after May 2017 due to elections
- There is a need to take cognisance of the recent court case in Dundee where a large retailer challenged the refusal of a license and won. There is the possible development of a national licensing forum; Highland Licensing Forum is in support

### **Road Safety Group**

No update was provided.

### **CONTEST**

- During the period under review N division has continued to roll out the Small Ports initiative with Special Constables in an effort to engage with the maritime community. The initial report from the North area has been passed to the North Assistant Chief Constable for consideration of the initiative being adopted nationally
- The second meeting of the Highland and Islands Contest Protect and Prepare sub-group will take place on 23<sup>rd</sup> March. The 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). The well-established Prevent Sub-group will also meet during the month of March with both sub-groups feeding into the Highland and Islands Multi-Agency Contest board meeting on 28<sup>th</sup> March
- On 7<sup>th</sup> February the largest Prevent awareness session to take place in Highland to date, was held at the University of the Highlands and Islands executive buildings where Rewind UK, intervention provider, carried out a 5 hour session on the Extreme Right Wing. 77 people attended the event with 23 of the on VC from the Islands. The event was funded by the Scottish Preventing Violent Extremism Unit via Highland Council and feedback to date has been very positive
- 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**

No update was provided.

### **Anti-Social Behaviour (ASB) Group**

- The next stage of the Highland Response Team roll out is underway and is progressing the inclusion of the Badenoch and Strathspey areas. This inclusion will be reviewed in March 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
- A proposal is being prepared to recommend the inclusion of appropriate

SFRS staff to be located at the Town House, Inverness that will support the Inverness Hub in delivery of ASB and multi-agency cross-cutting issues.

- 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**

No update was 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
- During Hate Crime Awareness Week (October), Police Scotland and the Scottish Government stated their commitments to tackle hate crime
- A recent independent report (Sept. 16) to the Scottish Government on hate crime highlights continued under-reporting, the need for joint working and the importance of the role of education
- Partners held a hate crime event in October in Inverness. This was well attended by partner agencies, Third Party Reporting Organisations (TPROs) and local equality groups to raise awareness of police Scotland's national approach and local activities. Issues raised reflect those in the above bullet point and will be incorporated into the review of partner's equality outcomes and associated action plans
- Work is almost complete on updating the Hate Free Highland website.
- Police Scotland Highlands & Islands Division and Highland Council have both been asked to consider participating in the 'Keep Safe' initiative; this requires to be discussed further with partners
- An update report on hate crimes and incidents in Highland is due to be presented to the Highland Council Communities and Partnerships committee in February 2017
- Local partnership activities for 2017-18 are likely to focus on training and refresh of TPROs, and considering whether to adopt the 'Keep Safe' initiative in Highland



**Recommendation:**

The board notes the above updates.

**T/Chief Superintendent Philip MacRae  
Highland & Islands Divisional Commander  
07<sup>th</sup> March 2017**

## Highland CPP Health Inequalities Theme Group Update

March 2017

**The Highland CPP Board are asked to note progress in:**

- Reviewing the future role of the health inequalities theme group
- Development of a partnership approach to equalities outcomes

### **1. The future role of the health inequalities theme group**

Following the recent review of the Highland Community Planning Partnership and the development of local Community Partnerships, the CPP Health inequalities theme group have been considering the future role of the theme group in relation to these changes. Discussions to date have highlighted the need for the theme group to continue to lead on efforts to achieve the partnership outcomes on health inequalities and physical activity outlined in the Single Outcome Agreement (SOA) until it is replaced by the Local Outcome Improvement Plan (LOIP) in October 2017.

Recent partnership discussions about development of the LOIP, Locality Plans and the role and remit of the Chief Officer Group (COG) and Community Partnerships have emphasized the need to review the health inequalities theme group to ensure that any future configuration of the group will be able to support the long term goal of reducing inequalities within the revised policy context and structure.

The theme group acknowledges the need to link with developments in relation to the ongoing discussions about the future configuration of the COG. Discussion with individual partners and the local Community Partnerships will also be important in determining the future role of the theme group. Discussions to date have produced the following initial thoughts about the possible role of the group in future:

- Support Community Partnerships to focus on inequalities through review and 'inequality proofing' locality plans
- Support the Community Planning Partnership on evidence and measurement of inequalities
- Identify and respond to emerging inequalities issues
- Provide a link between Community Partnerships and national strategies and action plans
- Identify and cascade evidence and learning on inequalities through a planned programme of events

- Take forward actions that are required to be progressed at a pan Highland level
- Co-ordinate relevant sub groups e.g. equality and diversity, welfare reform, fuel poverty

## **2. Developing a partnership approach to equalities outcomes**

Listed public bodies are required to develop and publish a set of equality outcomes to cover the period 2017 to 2021 by April 2017 under the Scotland Specific Duties of the Equality Act 2010.

In recent months, the Highland Equality and Diversity Partnership Group have been working to develop a refreshed set of equality outcomes. These have been developed by drawing on reviews of individual partner outcomes set in 2013 and through engagement with stakeholders during 2016. This has included a number of partnership meetings and events, culminating in an engagement event that was held on 13 January 2017 in the Spectrum Centre, Inverness. The event saw representatives of key equalities groups in Highland come together to discuss and contribute to development of a shared set of equalities outcomes across the partnership. This partnership approach has led to the development of shared equality outcomes with NHS Highland, the Highland Council and Highlands and Islands Enterprise. The equality outcomes proposed for 2017-2021 are:

1. Increasing the diversity in leadership and workforce participation
2. Identified groups have improved experiences of accessing services and information
3. Identified groups of children and young people will benefit from improved access to mental health services and support
4. People better recognise and understand prejudice-based incidents and hate crimes and feel confident reporting them
5. In Highland, all individuals are equally safe and respected, and women and girls live free from all forms of violence and abuse and the attitudes that help perpetuate it
6. As a Community Planning Partnership, work towards addressing socio-economic disadvantage as set out in the Local Outcome Improvement Plan

These outcomes must be approved by the constituent organisations, but it is hoped that they will form the basis for partnership work on equalities from 2017 to 2021.

Report author: Cathy Steer, Head of Health Improvement, NHS Highland

March 2017

**Highland Community Planning Partnership  
Community Planning Board – 15 March 2017**

**Community Planning Arrangements – Older People**

**Update Report February 2017**

**Commissioning intentions** – In line with the progression of the Strategic plan, work is underway to consider commissioning intentions for the next year – recognising that many priorities span more than one year.

Over the last year, the focus has continued on care at home models and quality of care in care homes as well as ensuring preparation is well underway for implementation of the Carers Act in 2018. A specific piece of work, centred on improving end of life care, has been led by the Deputy Director of Nursing.

Areas that are being flagged for consideration now include loneliness and Dementia. Clearly the Community Partnerships will have a key role in addressing the former within communities and it is likely that this will feature in local priorities and adult plans. Although a lot of work has progressed in some areas in relation to Dementia friendly communities and other models of support, this is not universal across Highland and it is anticipated that the new National Strategy on Dementia – due for publication very soon, will highlight this need. When the strategy is published a small group has agreed to assess the Partnership against the recommendations in the Strategy and identify from this work where the focus is needed across Highland. It is proposed that this work will then report directly from a short life working group into OPIG.

It is timely to consider again the role and remit of OPIG and membership in relation to the wider CPP community. This of course depends on the decisions of the CPP Board and COG as to the requirements of such themed groups going forward.

**Outcome stars** – The Strategic Planning Group for Adults (Adult Services Commissioning Group) has agreed to adopt the Outcome Star approach to assessing and evidencing progress against outcomes. This requires training of trainers and front line staff and is being supported by the Public Health Department of NHS Highland. It is hoped that this approach will provide more timely information and will directly involve user and carer organisations in assessing progress against outcomes. This approach is currently being tested out in relation to carer support plans.

**Fit Housing and local housing strategy** - work is ongoing to look at telehealth/telecare developments linked to the development of new housing models involving Council, Housing Associations, Private Companies and NHS Highland. A project management approach has been agreed led by the Head of Strategic Planning in NHS Highland and the scope of the project has now been defined. Work is focussed on

- Site agreement
- Development of a Business Plan
- Identification of client group
- Number of houses required
- Assess need and advantage of assistive technology
- Assess the potential use of “Fit housing” within the community.

**Buurtzorg approach-** This approach to caring in the community was developed in Holland and has attracted much support across the UK. Translating to Neighbourhood Care, the principle is the deployment of small self managed teams of care staff –mostly nurses and no more than 12 in a team, who have a defined geographical area. There a number of coaches available to support the teams, a total web based communication system ensuring sharing of information and a very small backroom function.

The key success factors with Buurtzorg are

- \* it's simple principles
- \* it's patient and community focus
- \* high levels of trust and value
- \* the maturity, autonomy, ownership and entrepreneurial spirit for care design and delivery by its staff.

Although this system is deployed within a commercial market in Holland, it is thought to be transferrable into the NHS and could be widened out across integrated services. Delivering 24/7 care focussed on keeping people in their own home, this model is being tested across Scotland including Highland.

**End of life care** Work continues on this important topic led by the Associate Director of Nursing in NHS Highland. The focus has been on ensuring consistent standards for delivery of this care in all settings and ensuring the right workforce is in the right place with the right skills and values. This work remains a priority for the OP Improvement Group as it was raised by the Highland Senior Citizens Network and a number of areas of concern articulated. It is likely to remain a commissioning intention into the next financial year and will need to reflect the strategic approach to realistic medicine as expressed by the Chief Medical Officer for NHS Scotland.

Jan Baird, Director of Adult Care, NHS Highland.

February 2017

**Highland Community Planning Board  
Board Meeting of Wednesday 15<sup>th</sup> March 2017  
Highlight Report in relation to delivery of SOA Environmental Outcomes  
Delivery Plan for the period from Highlight Reporting for the period from  
December 2016 to February 2017**

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.

Whilst not part of the SOA, the CPP may be interested to note that SEPA has begun work on many areas of the River Basin Management Plan delivery for the second cycle including diffuse pollution (Bathing Water) related site visits in the Nairn catchment. The [plan](#) is available on SEPA's website and there is also a [map based tool](#) available to allow individual measures in catchments of interest to be searched. SEPA are still early in the 2015-2021 second basin plan period so there are not many completed measures to report. As SEPA progress through the period to 2021 they will provide further updates to the CPP.

The reported progress on the specific environmental outcomes in the SOA is as follows:

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

- In February 2017 the percentage of designated features in favourable condition was 80.7% (down from 81.1% in November 2016). Although worth noting, this is not considered to be a significant change.
- HPAW met on 8<sup>th</sup> March 2017 to review the first year of business. A sub group has been set up to look at raptor persecution in Moy Forest and North Monadhliath and there have been meetings with SLE, SGA, RSPB and RSG to discuss information sharing and a way forward regarding constructive dialogue. Police Scotland has completed an educational tour of ten schools in the Inverness east area, raising awareness of wildlife crime. Area Commanders are in receipt of the annual Wildlife Policing plans for their areas.

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

- In 2015, Scottish Government introduced an Order requiring all 150 Public Bodies who appear on the Major Player list to report annually to Scottish Ministers on their compliance with the climate change duties. The first mandatory reports were submitted on 30<sup>th</sup> November 2016.
- The Highland Council consultation for the landscape sensitivity appraisals of the Black Isle, surrounding hills and Moray Firth Coast study area and of the Caithness study area closed on 31<sup>st</sup> January 2017. The responses will now be analysed and a report is due to be taken to Committee in June 2017.

- The Highland Council has launched an update to its interactive map of wind energy developments across Highland, available at [www.highland.gov.uk/windmap](http://www.highland.gov.uk/windmap). The map now contains data to January 2017 and has additional functionality added to facilitate its use.
- The fourth tidal turbine has been deployed at Atlantis's MeyGen scheme in the Inner Sound.

### **People will have greater outdoor access and volunteering opportunities across Highland**

- Trees for Life created 704 volunteer opportunities between December 2016 to February 2017. The number of opportunities taken by people from deprived areas has not been quantified, but includes a number of participants from disadvantaged areas of Inverness.
- The Scottish Waterways Trust (tSWT) were successful with their bid to run canal college 2 (cc2) having been awarded a grant of up to £1.125m from the Heritage Lottery Fund. Remaining funding is now being finalised and project delivery posts recruited. Cc2 is essentially a major skills and employability programme centred on three of the nation's historic canals in North Glasgow, Falkirk and Inverness.
- In the Highland programme a great deal of benefit will be gained through delivering practical projects in the unique environment of the Caledonian Canal and its neighbouring green space. It is hoped that tSWT can offer a place to over 100 people in Inverness area over three years, from the ages of 16 to 30, as well as engage others within the community to act as volunteer mentors. Participants will learn about the built, cultural and natural heritage of the canals whilst improving their own confidence and employability prospects. Three 12 week courses will be run annually with around 10 students in each and aims to start during May 2017. Barnardos Works are key partners in the Highland project and together they look forward to making a real difference in the lives of young people who need the support of such a programme to develop.
- The Nature Walks for Wellbeing programme continues to be well received and subscribed, helping to make a tangible difference to many people's lives. This is understood through research carried out and now ready to be disseminated widely. Surveys have shown a marked increase in social, physical and mental wellbeing through attendance that far exceeds the weekly 90 minute programme. This is currently one of the most subscribed activities at New Craigs hospital and attracts participants from halfway houses such as Aonach Mhor, through HUG Action for Mental Health and with people living in the wider community. The programme is based on a mindful approach whilst connecting with nature, reducing isolation and providing a nature based therapeutic aid to recovery and wellbeing (mental wellness and gentle physical exercise). Average attendance now sits at 16 participants in the reporting period.
- 'Walk a Mile' now takes place each month around the Muirtown Basin. This project encourages discussion about personal and community considerations surrounding mental health. Through this activity the aim is to normalise 'mental health' and help to reduce stigma and discrimination. January's walk attracted 25 participants and there were 16 participants in February 2017. A

new topic is facilitated each month through tSWT and conversations 'seeded'; loneliness was the topic in February. This type of community and 3<sup>rd</sup> sector approach to community health can also help to reduce pressures on National Health Service resources.

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

George Hogg  
Scottish Natural Heritage



## Highland CPP Development Plan 2016/7: Update for CPP Board March 2017

Area for improvement	Source	Improvement Activity	Timescale
<b>Partnership Performance Management and reporting</b>	Quality Assurance Panel 2013  CPP Board self-assessment 2014  Audit Scotland 2014	<ol style="list-style-type: none"> <li>1. Continue quarterly performance reports to Board</li> <li>2. Self- assessment followed up in theme groups for:               <ul style="list-style-type: none"> <li>• economic growth</li> <li>• health inequalities &amp; physical activity</li> <li>• environment</li> <li>• the Highland Third Sector Interface</li> </ul> </li> <li>3. Await statutory guidance and timescale for the new Local Outcomes Improvement Plan</li> <li>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.</li> </ol>	<ol style="list-style-type: none"> <li>1. Quarterly</li> <li>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.</li> <li>3. First LOIP due October 2017. Final statutory guidance received Dec 2016. Draft LOIP Development Plan considered by the Board in Dec 2016 and a further report will be considered in March 2017.</li> </ol>

			4. No planned Audit Activity for 2016/17
<p><b>Comments</b></p> <p>The PSIF approach to self-assessment has been completed in the environment and health inequalities and physical activity groups. 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 final area for self-assessment will be the Economic Development group.</p> <p>The final guidance from the Scottish Government on section 2 (Community Planning) of the Community Empowerment Act was received in December and came into force on 20 December 2016. This includes guidance on developing the Local Outcome Improvement Plan. A development plan on how to progress this in Highland was considered by the Board in December and a further paper outlining the initial outcomes for engagement and the process for engagement will be considered by the March Board meeting.</p> <p>Feedback from Audit Scotland on whether any new audit activity affecting partners and the partnership is awaited.</p>			
<p><b>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.</b></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"> <li>• Merkinch</li> <li>• Alcohol and drugs</li> <li>• Culture board projects</li> </ul>	<p>1. Discussed at the COG February 2016</p> <p>2. Dates TBC</p>
<p><b>Comments</b></p> <p>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 within the broader context of the development of the LOIP and the Locality planning process through Community Partnerships.</p>			

<p><b>Engage in dialogue with communities in order to empower them to participate in service planning and delivery</b></p>	<p>CPP review of process priorities</p> <p>Quality Assurance Panel 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>	<ol style="list-style-type: none"> <li>1. Progress with local community planning arrangements to be reported to each Board meeting.</li> <li>2. Readiness for implementing the Community Empowerment Act to be considered by the Board: <ul style="list-style-type: none"> <li>• Process for sharing the duty to facilitate community planning across 5 partners</li> <li>• Process for producing locality plans for areas with poorest outcomes agreed</li> <li>• Process for supporting community bodies to engage in community planning partnerships agreed</li> <li>• Partnership approach to supporting participation request from community bodies agreed</li> <li>• Partnership approach to supporting asset transfers agreed</li> <li>• Supporting participation in decision-making including allocation of resources</li> </ul> </li> <li>3. Up-date on the Council's use of participatory budgeting in localities to be provided</li> <li>4. Third sector Compact to be revisited and lessons shared on successful community action.</li> </ol>	<ol style="list-style-type: none"> <li>1. From March 2016</li> <li>Process agreed in June 2016</li> <li>Areas to target Locality planning agreed by the Board June 2016.</li> <li>Stakeholder event for Community Partnerships held in September 2016.</li> <li>Partnership supporting documentation considered by the Board in October 2016 and for agreement with a planning framework for December 2016.</li> <li>3. Update to the Board in June 2017</li> <li>4. All partners need to engage in the process to determine the best</li> </ol>
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			way forward for the Compact.
<p><b>Comments</b></p> <p><u>Local community planning</u></p> <p>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 NESH waiting until following consideration at the NESH 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.</p> <p>The June Board also agreed the use of the SEP and SIMD areas to identify communities for locality planning.</p> <p>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 agreed the Community Partnership Toolkit at the December meeting which includes a Planning Framework to support local Partnerships take forward their local plans.</p> <p><u>Asset Transfer and Participation Requests</u></p> <p>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.</p> <p><u>Participatory Budgeting</u></p> <p>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 July.</p>			
<b>Collaborate on workforce planning and skills development to meet</b>	CPP review of process priorities	1. Review extent to which the CPP promotes collaboration – does the CPP encourage, support,	1. From June 2015

<p><b>Highland needs, in the context of the Highlands and Islands Skills Investment Plan and our roles as major employers</b></p>	<p>Audit Scotland</p>	<p>and reward collaborative behaviour amongst staff?  New actions agreed Dec 2015</p> <ul style="list-style-type: none"> <li>• Collaborative leadership challenge</li> <li>• Joint training on Prevent duty</li>   <li>• Joint training on local community planning</li> </ul> <p>2. Breakthrough achievements</p> <ul style="list-style-type: none"> <li>• Every care leaver employed through CPP partners (Council lead)</li> <li>• CPP staff enabled to be retained fire fighters (SFRS lead)</li> </ul>	<ul style="list-style-type: none"> <li>• Attend peer event June 2016</li> <li>• In place from Feb 2016</li> <li>• Held September 2016</li> </ul> <p>2. Annual reports</p> <ul style="list-style-type: none"> <li>• June 2016</li>   <li>• Update report to the Board March 2017</li> </ul>
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**Comments**

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.

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 was 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.

The first joint training sessions on the Prevent duty started 26.2.16 in Inverness and then in localities from March 2016. Work is underway to explore a joint approach to update-training between agencies.

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 which the Board considered in December. A further meeting to bring together Community Partnerships has been requested and work is underway to take this forward.

A further breakthrough challenge led by NHSH was proposed 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 March. It has been agreed to explore developing a fourth Breakthrough Achievement in 2017.			
<b>Tackle deprivation and inequalities including by improving access and connectedness for communities</b>	CPP review of process priorities	<ol style="list-style-type: none"> <li>1. New process for producing locality plans for areas with poorest outcomes agreed</li> <li>2. Understand the experience of people living in poverty.</li> </ol>	<ol style="list-style-type: none"> <li>1. June 2016</li> <li>2. TBC</li> </ol>
<p><b>Comments</b></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>			
<b>Value and be positive about Highland life to attract people, jobs and investment.</b>	CPP review of process priorities	<ol style="list-style-type: none"> <li>1. To be woven through CPP activity, events and promotions.</li> <li>2. Communications officers from across the CPP liaise on publicity</li> </ol>	Ongoing activity