

Agenda Item	9.
Report No	COG 07/17

Chief Officers' Group – 22 September 2017

Developing Community Partnerships – Update

Report by Alison Clark on behalf of the Community Partnerships Sub Group

The Chief Officers Group is asked to:

- **Accountability:** Consider and discuss the two options to address accountability and agree on a recommendation for the Board.
- **Resolving Conflict:** Consider and discuss the process proposed for resolving conflict and agree a mechanism for resolving conflict going forward.
- **Inequality Impact Assessment:** Review the tool and agree that Community Partnerships use the tool to help assess the impact of their plans. Note that the Equality and Diversity Group will provide support to Partnerships in using the tool.
- **New Locality Areas:** Consider the request from the East Ross Community Partnership
- **Resources:** Note and discuss and issue of capacity as raised by the Chairs of the Community Partnerships.
- **Community Partnerships Development Day:** Consider and comment on the draft programme for the Community Partnerships Development Day.

1. Introduction

- 1.1 At previous meetings of the COG and CPP Board, the importance of continuing to provide support and guidance to the Community Partnerships as they evolve and develop has been recognised. The Community Partnerships sub-group has been working with the Chairs of each partnership, including a further development session, to provide guidance and support. This paper highlights a number of areas which require discussion and consideration by COG.

2. Areas for Consideration

2.1 **Accountability**

Agreement is required on where the accountability lies for the plans being developed by each Community Partnership and whether this sits at a local level

with each Community Partnership or with the Community Planning Partnership Board. This needs to balance the spirit of act, where accountability rests with communities, against the need for the CPP to have appropriate governance and transparency in reporting in order to fulfil audit requirements. Two potential options have emerged:

1. The Community Partnerships sub-group were of the view that accountability for plans ultimately rests with each Community Partnership and to their community as per the spirit of the Act. Community Partnerships should update the Board on progress and direction of travel but the COG or Board would not scrutinise the plans. However, recognising that Community Partnerships have requested some kind of consideration of the plans developed, it is suggested that a peer review process be facilitated. Partnerships would review another's plans and offer comment and feedback on the content and development and in order to share good practice.
2. A different approach suggested is that the plans should be scrutinised by the Board. Although they are ultimately accountable to each community, Community Partnerships are part of the overall CPP structure with the Board the decision making part of the structure. Plans would be considered by COG in the first instance and then at the Board.

The Chief Officers Group is asked to:

- Consider and discuss the two options to address accountability and agree on a recommendation for the Board.

2.2 ***Resolving Conflict***

It has been agreed that a process for resolving conflict is required to ensure the Chairs of Community Partnerships, and individual members within each Partnership, are aware of how to raise issues of concern that cannot be resolved locally. The Community Partnerships subgroup recommends the following approach:

- Where an issue arises, in the first instance the Community Partnership member should raise this with the Chair. If it is about another Community Partnership member, it is the responsibility of the Chair to raise this with individual member. This also includes where the Chair believes an individual member is not contributing as expected.
- Where it has not been possible to resolve the issue, or where the issue relates to the Chair and the Partnership member feels they cannot raise it direct:
 - This should first be raised informally with the individual's line manager;
 - Should no resolution be found then this should be raised in writing to the Chair of COG. Depending upon the nature of the issue, the Chair of COG would then remit this either to a particular organisation through their lead officer, to the Community Partnership sub-group to support the Partnership concerned to resolve or, if appropriate, take to COG for a discussion with the full partnership on how best to resolve.

Where challenge or issues arise from the community, it is the responsibility of the Community Partnership to work collectively to respond and, where possible, resolve matters.

The Chief Officers Group is asked to:

- Consider and discuss the process proposed for resolving conflict and agree a mechanism for resolving conflict going forward.

2.3 ***Inequality Impact Assessment***

It was reported to the June meeting of the Board that there had been discussion with the Partnership Chairs about how best to ensure that the plans developed focus on addressing inequality and prevention.

The Partnership Equality and Diversity Group have now developed a tool to be used across the Highland Community Planning Partnership: '**Tackling Inequality - Community Impacts Checklist**' (Appendix 1). It has been designed to assist partnerships to demonstrate how they are meeting the public sector equalities duty under equalities legislation and the new socio-economic duty which is due to be introduced later this year. The tool has been shared with the Chairs of the nine Community Partnerships and with the Health Inequalities Theme Group and positive feedback has been received from both.

The Chief Officers Group is asked to:

- Review the tool and agree that Community Partnerships use the tool to help assess the impact of their plans.
- Note that the Equality and Diversity Group will provide support to Partnerships in using the tool.

2.4 ***New Locality Areas***

The June meeting of the CPP Board agreed a template to be used should Community Partnerships wish to amend or add to the communities already identified for Locality planning. It was agreed that any changes be overseen by COG to ensure the integrity of the planning process is maintained and that only those communities with significant deprivation will be designated for locality planning.

The first proposed change (appendix 2) has been submitted by the East Ross Community Partnership who wish to split one of the originally designated areas into two separate communities for locality planning purposes.

The Chief Officers Group is asked to:

- Consider the request from the East Ross Community Partnership.

2.5 ***Resources and capacity***

During the last development session with Community Partnership Chairs, the issue of capacity and resources was discussed and it was requested that the challenges associated with this should be raised with COG. It was noted that not all individuals were prioritising partnership work in the same way. This was across

Highland and not agency specific. The Chairs reported that it was important individual partnerships set realistic and manageable targets however this needed to be balanced with a commitment from all involved.

The Chief Officers Group is asked to:

- Note and discuss and issue of capacity as raised by the Chairs of the Community Partnerships.

2.6 ***Community Partnerships Development Day***

On 30 September 2016, a day was held for all agency representatives who had been identified to participate in the newly agreed Community Partnerships. This day set the scene for the development of the Partnerships and what the aims, objectives and expectations would be.

This day was well received and feedback from Community Partnerships was that it would be welcomed for this type of event to be repeated a year on. This would enable all Partnership members to come together and share experiences, reflect on their successes but also consider what the next steps are for each Partnership. Discussion with Chairs identified the importance of sharing experiences between Partnerships but also enable Partnerships to have time together to reflect. The 6 October has been identified as the date for the next Community Partnerships Development Day. Based on discussions with the Chairs a draft programme has been developed and can be found at appendix 3.

The Chief Officers Group is asked to:

- Consider and comment on the draft programme for the Community Partnerships Development Day.

Appendix 1: Community Impacts Checklist – Equalities Sub-group

Appendix 2: Locality Plan Amendment – East Ross Community Partnership

Appendix 3: Community Partnership Development Day - Provisional Programme

Community Impacts Checklist

Key points to consider when using this checklist

Equality: The partnership considers the needs of the Public Sector Equality Duty in relation to equality groups (age, disability, gender identity, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex, sexual orientation) to:

- Identify and prevent unlawful discrimination
- Advance equality; meet the needs of particular groups and remove disadvantage
- Tackle prejudice and promote understanding And promote human rights, particularly for groups that experience poorer outcomes..

Poverty and rural communities: Consider groups at risk of being affected by poverty. Poverty covers low income, but also social exclusion, poor housing, etc. Consider:

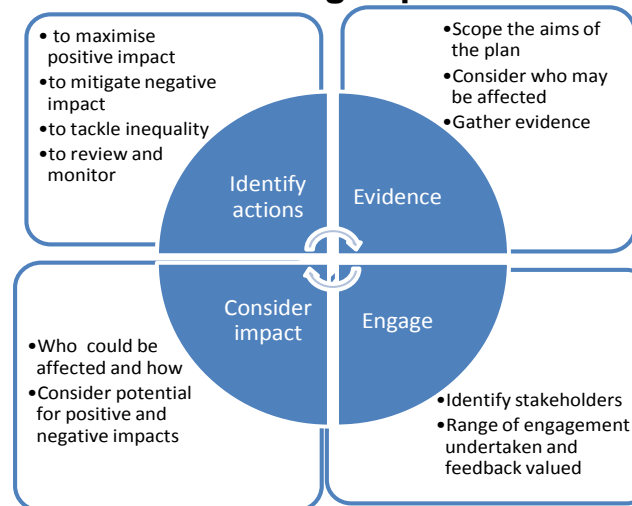
- Pockets – household resources (income and outgoings)
- Prospects – access to support and services, such work, learning opportunities or transport
- Places – specific locations identified through analysis of data, such as the Scottish Index of Multiple Deprivation or rural and remote areas..

Health and Wellbeing: A range of factors can influence people's health and wellbeing and limit their choices. Consider:

- Key risk factors for poorer health outcomes
- How different life circumstances affect people's health and wellbeing.
- Opportunities for targeted and preventative interventions to improve health

Further support is available to help assess the impact of your plans and activities on tackling inequality. Contact either the partnership public health representative or the equality lead in your organisation.

Assessing Impact



Assessing community impact helps us to:

- Take effective action to advance equality and tackle inequalities
- Develop better policies and practices, based on evidence
- Be more transparent and accountable
- Support and protect the communities we work with

APPENDIX 1

Tackling Inequality Community Impacts Checklist



The Highland Community Planning Partnership works together to reduce inequalities in Highland.

We will consult on and publish a number of plans that aim to tackle inequalities and address disadvantage in local areas.

This checklist can be used by local partnerships to help ensure that their plans and activities are helping to tackle inequalities.

Partnerships can use this checklist to consider how to tackle inequality across the following themes.

1. **Equality: meeting diverse needs of people and communities**
2. **Resilient places and communities**
3. **Supporting wellbeing and health**

Equality: Meeting diverse needs

Does the plan demonstrate we will:

- Be sensitive, flexible and responsive in meeting the diverse needs and rights of individuals and groups protected under the Equality Act 2010?
- Remove barriers, both physical and attitudinal, to opportunities and services, making them easier to access so people get the type of support they need?
- Evidence participation of people from under-represented groups in public and community life?
- Challenge harmful prejudice, stigma and discrimination?

Resilient places & communities

Does the plan demonstrate we will:

- Enhance the social and physical environment where children and adults live, work, study and play?
- Ensure people have information and support to access opportunities and services that may improve their life circumstances and reduce poverty – e.g. money advice, employment support?
- Empower communities to identify and use existing assets for the good of their community: skills, knowledge, resources and networks?
- Target services and support in ways that reach those most in need?

Supporting wellbeing and health

Does the plan demonstrate we will:

- Consider the range of social, economic and environmental factors that impact on health and wellbeing?
- Develop skills and resources to enable people to improve their own health and wellbeing?
- Ensure staff and individuals are aware of key risk factors for poorer health outcomes?
- Advocate preventative health interventions for local populations?
- Support targeted approaches that will address inequality?

Across these themes we should:

- Work in partnership across sectors and with communities to plan and deliver services
- Develop the capacity and skills of our staff and communities to work together and take an inclusive approach
- Encourage communities to identify local issues and participate in developing solutions
- Support people when they are vulnerable, and encourage local connections and supportive networks
- Ensure people in Highland are treated fairly, with dignity and respect

Locality Planning

Additional Area/Amendment Request

Community Partnership:
Easter Ross Community Partnership – September 2017.
Definition of the area
<p>Within the “<i>Highland Community Planning Partnership Community Partnership Toolkit</i>” one of the “<i>Proposed Communities to Target for Partnership Action</i>” is listed as, “<i>Milton, Kildary and Balintore</i>”. These combined communities were identified due to their low scoring on both the SIMD ranking and SEP index.</p> <p>The “Milton & Kildary” area can be defined by the SIMD16 Data Zone S01010747 and the SEP Data Zone S01003935.</p> <p>The “Balintore” area can be defined by the SIMD16 Data Zone S01010751 and the SEP Data Zone S01003937.</p>
Addition or amendment (please detail)
<p>Core members of the Easter Ross Community Partnership considered the supporting evidence and unanimously decided that:</p> <ul style="list-style-type: none"> • “Milton & Kildary” and “Balintore” communities should be considered separately, • an additional Locality Plan should be developed to ensure that both communities are given adequate attention.
Supporting evidence
<p>The most significant factors in agreeing to consider the Balintore and Milton & Kildary communities separately are their geographic separation, differences in their societal development and the consequential sense of natural boundaries and identity expressed and demonstrated by local residents.</p> <p>Paragraph 148 of the <i>Community Empowerment (Scotland) Act 2015, Part 2, Community Planning Guidance</i>, Scottish Government (Dec 2016) states that, “... the CPP can determine locality boundaries for itself, provided it does so in a way which ensures that the locality area constitutes a natural community. For these purposes a natural community will reflect a sense of local community identity and promote community cohesion, as these can be important factors for encouraging communities to participate in locality planning.”</p> <p>The travel distance between Balintore and Milton is 8.7 miles by road and this creates a clear physical separation between the two communities.</p>

Balintore, and the adjacent Seaboard villages of Shandwick and Hilton, have developed as coastal communities which are geographically and economically distinct from the neighbouring agricultural areas such as the villages of Milton and Kildary.

Community engagement has confirmed that the residents of Balintore feel a strong sense of community which manifests itself through the activities of a range of community groups, exemplified by *Seaboard Cares*. The Balintore Pavilion (Scout Hut) and Seaboard Memorial Hall act as the key hubs for social and support activities.

In Milton community activity is focused around the Mercat Centre.

Analysis of socioeconomic data has identified that both the Balintore and Milton & Kildary data zones contain areas of significant multiple deprivation. This suggests that both communities would benefit from the development of a Locality Plan.

Balintore

- Data zone (S01003937) has the lowest SEP index (2.71) in the Easter Ross Community Partnership area, with particularly low scores against the Wealthier/Fairer (1.67) and Smarter (1.75) indicators.
- Data zone (S01010751) has the 3rd lowest overall SIMD16 ranking (908) in the Easter Ross Community Partnership area, with particularly low rankings within the Education (592) and Access (427) indicators.
- Total Population 720 (SIMD16).
- Working Age Population 423 (SIMD16).

Milton & Kildary

- Data zone (S01003935) the 8th lowest SEP index (3.92) in the Easter Ross Community Partnership area, with particularly low scores against the Wealthier/Fairer (2.67) and Smarter (2.25) indicators.
- Data zone (S01010747) has the 8th lowest overall SIMD16 ranking (908) in the Easter Ross Community Partnership area, with particularly low rankings against the Education (884) and Access (710) indicators.
- Total Population 844 (SIMD16).
- Working Age Population 518 (SIMD16).

Prioritisation

Is this seen as a greater priority than the areas already identified and why?

Development of Locality Plans within the Easter Ross Community Partnership area has been prioritised based on socioeconomic data and local knowledge of core partner agency activity. The agreed priority is:

1. Balintore
2. Alness
3. Invergordon
4. Tain
5. Milton & Kildary

Highland Community Partnerships Development Day

6th October 2017

PROVISIONAL PROGRAMME

- | | |
|---------|---|
| 9.30am | Tea and Coffee, Registration |
| 10.00am | Welcome and opening reflections |
| 10.15am | What does a good partnership look like?

Sharing an example from the Sub Group |
| 10.40am | Identifying what we need to do to realise our vision |
| 11.00am | What do we feel good about or want to celebrate in our Partnership and what are our two main points that we have learned and would share with other Partnerships? |
| 12.00 | The <i>HOIP</i> , what is it, how has it been put together and how is it relevant to your Partnership? |
| 12.20pm | Lunch |
| 1.10pm | Prepare your Partnership 'Elevator Pitch' |
| 1.30pm | Community Partnership Pitches (9x 5 minutes pitches) |
| 2.30pm | Identifying our next steps, making a root map |
| 3.15pm | Closing remarks |

Note there will be a lunchtime Community Justice information session for anyone who wants to learn more about Community Justice in Highland, the Partnership and what it is doing. The session will start at 12.50 in the main room.