

DRAFT HOIP Delivery Plan - Poverty Reduction

More people in Highland will live a life free from the experience of poverty.

“UK poverty is real, costly and harmful. Millions of people, many of them in a working family, are struggling to make ends meet.”
(The Joseph Rowntree Foundation (JRF), 2016)

The JRF define poverty as ‘when someone’s resources, mainly material resources, are well below those required to meet their minimum needs, including participation in society.’ Nationally within Scotland the Scottish Government estimated that in 2015-16 880,000 people (17% of the population) were living in poverty; up from the previous year. Overall it is estimated that 19% of young people in Scotland live in poverty, demonstrating that the impacts of poverty are disproportionately felt on the young.

Initial engagement across the Community Planning Partnership (CPP) and our communities has highlighted several areas that the CPP can start to work on with a view to eradicating poverty in the region. They are not a fully comprehensive solution but represent an initial focus to build upon and which compliments the existing work of partner organisations.

2017-20 Priorities for Poverty Reduction:

1. Living Wage & Seasonal Employment

Wages in Highland particularly those in remote and rural communities are below the equivalent of the national living wage. This combined in some areas with an overreliance on employment that is by nature, seasonal contributes to ‘in work poverty’. Tackling underemployment and diversifying the economy for those communities most impacted by seasonal employment are identified areas for action.

| No. (RAG) | Action | Timescale | Lead Officer | Measure, target & baseline | Update |
|-----------|-------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------------------------|----------------------------------------------------------------------|--------|
| 1.1 | Through the regional living wage steering group determine the extent to which the living wage is being paid. | September 2019 | Economy and Regeneration Manager | The extent of the living wage being paid is understood by the group. | |
| 1.2 | Based on the above determine what the barriers are to paying and the ways the partnership can encourage employers to pay the living wage. | December 2019 | Acting Head of Policy | A number of supporting actions will be determined by the group | |

| No. (RAG) | Action | Timescale | Lead Officer | Measure, target & baseline | Update |
|--------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|--------------------------------------------------------------------------------------|--------------------------------------------|--------|
| 1.3 | Develop a communication strategy to promote 'in work' benefits across the partnership and raise awareness with employers and employees. | October 2019 | Acting Head of Revenues and Business Support | A strategy will be in place | |
| 1.4 | Consider what actions the CPP can take to lobby / raise awareness of the issues around private rents. | October 2019 | Housing Policy Manager | Actions will be considered and progressed. | |
| 1.5 | Employment: Multiple part-time posts Develop approaches to enable flexible workforces within communities and across organisations by developing a small test of change to support employers to enable employees to work in multiple jobs. | September 2019 | Chief Executive CALA | Test of change is implemented | |
| 1.6 | Seasonal Employment Work together to develop a talent attraction and retention strategy in order to develop opportunities and reduce reliance on seasonal employment. | October 2019 | TBC | Strategy in place | |
| 1.7 | Part-time/Seasonal Employment Work together to maximise entitlements for seasonal, part time and low paid workers by: <ul style="list-style-type: none"> • delivering income maximisation services in key sectors impacted by part time work • raising awareness of services with seasonal employers and employees • Identify and target employers to raise awareness of entitlements and employment rights | April 2020 | Acting Head of Revenues and Business Support Economy and Regeneration Manager | DATA? | |

2. Financial Education & Advice

Engagement has highlighted the need to do more to prepare people to manage their household incomes. This should focus on training and awareness-raising in order to reduce poor financial management which can lead to debt and poverty at key life stages and changes.

| No. (RAG) | Action | Timescale | Lead Officer | Measure, target & baseline | Update |
|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------------------------------------|-----------------------------------------|--------|
| 2.1 | Develop a strategy to promote benefit take up and advice across our collective organisations by raising awareness of sources and advice and support to manage money and debt issues. | November 2019 | Acting Head of Revenues and Business Support | Strategy in place | |
| 2.2 | Target financial education provision to champs, Youth Work services and young people in a transition phase from school to college and Skills Development Scotland. | September 2019 | Acting Head of Revenues and Business Support | Enhanced provision in place | |
| 2.3 | Support the rollout of ESF, preventing poverty and Move On programmes which provide financial education and advice through promotion and referral across partnership agencies. | April 2020 | Preventing Poverty Manager | Increased referrals and promotion | |
| 2.4 | Seek funding to develop partnership approach to 'managing your money' sessions across Highland in conjunction with community partnerships. | April 2020 | Acting Head of Revenues and Business Support | Sessions undertaken across partnerships | |

3. Affordable Childcare

Affordable childcare is a significant factor in the cost of living in Highland. For those households, working or looking for work, access to affordable childcare is necessary in order to remain economically active or enter work as these costs have the potential to neutralise the benefits of work.

| No. (RAG) | Action | Timescale | Lead Officer | Measure, target & baseline | Update |
|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|----------------------------------------------|----------------------------|--------|
| 3.1 | Work with the infrastructure delivery group to explore the barriers to accessing flexible childcare | October 2019 | TBA | Exploration complete | |
| 3.2 | Develop a strategy to promote awareness of; <ul style="list-style-type: none"> • Access to support for childcare costs. • Access to tax free childcare | June 2020 | Acting Head of Revenues and Business Support | | |
| 3.3 | Explore options with partnerships to support flexible models of childcare in individual communities | June 2020 | TBA | Options explored | |
| 3.4 | Work in support of the 1140 expansion board to determine future actions for this group in relation to poverty principles and eligible 2 year old uptake | May 2020 | Chief Executive, CALA | Future actions determined | |

4. Reducing Fuel Poverty

With recent increases in fuel poverty in Highland work needs to continue to ensure that the unique challenges which Highland households face don't disadvantage them further.

| No. (RAG) | Action | Timescale | Lead Officer | Measure, target & baseline | Update |
|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|------------------------|----------------------------|--------|
| 4.1 | Review the affordable warmth action group priorities to determine future actions and opportunities for this group. | October 2019 | Housing Policy Manager | Actions determined | |
| 4.2 | Work with the community safety and resilience group to promote awareness amongst vulnerable groups of energy advice and income maximisation related to fuel poverty.. | December 2019 | Home Energy Scotland | Awareness promoted | |

CLDE Improvement plan 2018 - 2021

| Highland Outcome Improvement Plan | National CLD Outcomes | National Engagement Standards |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ol style="list-style-type: none"> 1. Poverty Reduction – more people in Highland will live a life free from the experience of poverty 2. Community Participation & Dialogue – people in Highland will be more involved in decisions that affect their lives 3. Infrastructure – fewer people in Highland experience transport or digital connectivity as a barrier to accessing opportunities 4. Community Safety & Resilience – people in Highland will benefit from living in stronger, safer and more resilient communities 5. Mental Health & Wellbeing – people in Highland will benefit from good mental health & wellbeing | <ol style="list-style-type: none"> 1. Communities are confident, resilient and optimistic for the future 2. Communities manage links within communities and to other communities and networks 3. Community members identify their capacities, learning and skills, enhance them and apply them to their own issues and needs 4. Community members form and participate equally, inclusively and effectively in accountable groups 5. Communities consider risk, make reasoned decisions and take control of agendas 6. Communities express their voice and demonstrate commitment to social justice and action to achieve it 7. Community members’ perspectives are broadened through new and diverse experience and connections | <ol style="list-style-type: none"> 1. We will identify and involve the people and organisations that are affected by the focus of Engagement (Inclusion) 2. We will identify and overcome and barriers to participation (Support) 3. There is a clear purpose for the engagement, which is based on a shared understanding of community needs and aspirations. (Planning) 4. We will work effectively together to achieve the aims of the engagement (working together) 5. We will use methods of engagement that are fit for purpose (methods) 6. Throughout the community engagement we will communicate clearly and regularly to the people, organisations and communities affected (communication) 7. We will assess the impact of the engagement and use what has been learned to improve our future community engagement practice (Impact) |

| Improvement priority: | | | | |
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| 1. Through the role of the CLDE Lead we will ensure that a robust CLDE approach is delivered through the locality planning process. | | | | |
| Actions | Measures / evaluation | Timescale | Lead | BRAG |
| Meet with partnership chairs to share the plan and learning from the inspection. | Partnership chairs consulted with | January 2019 | Douglas Wilby | |
| Inspection findings presented to stakeholders at annual CPP event. | Findings presented | November 2018 | Fiona Richardson | |
| Circulate inspection report to partnership chairs | Inspection report circulated | April 2019 | Ian Kyle | |
| Improvement priorities identified and shared with CPP board | Findings presented and shared with board. | March 2019 | Douglas Wilby | |
| Host education Scotland development day | Day attended by a wide range of partners | May 2019 | Fiona Richardson | |
| Deliver health inequalities training to partners and stakeholders | All partners and stakeholders uptake the learning offer | March 2020 | Fiona Richardson | |
| Apply the learning from International futures training (transformative innovation) in targeted mid ross community to improve public engagement | Increased and improved public engagement | December 2019 | Fiona Richardson/ Val Macdonald | |
| Develop a dynamic programme to deliver workshops for partnerships and CLDE leads to support a robust approach. (Tools and tactics) | Findings presented | Ongoing | Fiona Richardson | |
| Arrange CLD Standards Council training to raise awareness of CLD and increase the use of the i-develop website | Improved awareness of CLDE approach | May 2019 | Fiona R | |
| <p>Update Mid Ross CLDE event held in March. Follow up report produced and circulated. CLDE gathering held in Lochaber in May – wide range of partners took part. Mid Ross CLDE Network training events - Health inequalities training 28 March, CLD Standards Council 24 May. IFF training 20 March – CPP partners attended – follow up activity planned for mid ross locality area following lack of public attendance at MRCP meeting, new approach required – measure of using IFF approach will be increased public engagement Ed Scotland development day 10 May – wide range of partners attended from all Community Partnership areas.</p> | | | | |

| Improvement priority: 2. Support localities to develop locality plans which include CLDE programmes and activity. | | | | |
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| Actions | Measures / evaluation | Timescale | Lead | BRAG |
| Deliver self-evaluation presentation to outline how to use the SE tool. | CP supported to use the SE tool | May 2019 | Fiona Richardson | |
| Support partnerships to undertake the self-evaluation of their locality plans | Support delivered | Ongoing | Ian Kyle | |
| Offer to facilitate SE activity within the CPs | Support delivered | Ongoing | Fiona Richardson | |
| To support the partnerships to identify priorities and actions for CLDE through the SE process | Priorities and actions identified | Ongoing | Fiona Richardson | |
| Gather, assess and track self-evaluations and peer evaluations | Future planning and delivery informed | November 19 | Fiona Richardson | |
| Evaluate with partnerships the quality of the SE Tool | Tool evaluation methodology developed and evaluation complete | May 2020 | Ian Kyle | |
| Update | | | | |
| <p>How Good is our Partnership review carried out with Lochaber CP in Jan 2018 Self-evaluation presentation delivered at Nairn CP, Badenoch & Strathspey CP, Caithness Locality Leads meeting. Highland CLD presentation delivered at Inverness CP and Caithness Locality Leads meeting highlighting the strategic priorities Facilitated self-evaluation session took place with Nairn CP and with the Merkinch & South Kessock Locality plan sub group. Sutherland CP carried out self-evaluation in Oct 2018. Mid Ross Self-evaluation carried out in preparation for the CLD inspection. Conon Bridge Locality plan self - evaluation updated in May 2019. Sutherland CLDE network agreed on 12 Aug to carry out <i>How good is our CLD</i> session at next meeting</p> | | | | |

| Improvement priority: | | | | |
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| 3. Establish 9 Community Learning, Development and Engagement (CLDE) networks | | | | |
| Actions | Measures / evaluation | Timescale | Lead | BRAG |
| Fiona to call and chair a meeting of CLD leads to determine the framework for developing networks. | Guidance developed | January 2019 | Fiona R | |
| Support the establishment of a network in Mid Ross to support learning for establishing future networks | Network established, shared action plan developed, range of partners involved, joint activity and evaluation | March 2019 | Di Agnew | |
| Support the establishment of a network in East Ross to support learning for establishing future networks. | Network established, shared action plan developed, range of partners involved, joint activity and evaluation | Oct 2019 | Nigel Brett Young | |
| Nigel and Di to lead a discussion at the Strategic group focussing on the learning from establishing the networks | Support delivered, review carried out and future planning informed | Nov 2019 | Nigel and Di | |
| CLD Leads to establish their networks and first gathering have taken place | Networks established in all 9 CP areas, range of partners involved, joint actions identified | Feb 2020 | All CLD Leads | |
| <p>Update Meeting held on 28 Jan with CLD Leads. Network guidance developed and circulated for comment. Mid Ross network meeting held on 6 March and post event report circulated. Follow up health inequalities training delivered and good network member participation at the Education Scotland development day on 10 May. Lochaber CLDE Gathering took place on 14 May, 30+ partners took part. Feedback gathered on draft locality plans. Presentation delivered on the Highland CLDE plan, priorities, using data to plan, improvement priorities from the Education Scotland inspection and the work of the Lochaber Partnership. Following up event planned for 3 September 2019. Sutherland CLD Gathering took place on 12 August attended by 20 people. Caithness CLD Gathering scheduled for 26 August Inverness CLD Gathering scheduled for 23 September Mid Ross Gathering 30 August</p> | | | | |

Improvement priority:**4. Develop and co-produce a new cross sector Youth Work Strategy for Highland**

| Actions | Measures / evaluation | Timescale | Lead | BRAG |
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| Establish a cross sector Youth Work Strategy Review Group (YWSRG) | Cross sector group established and actions/timeline defined | September 2018 | Nigel Brett Young | |
| Carry out focus group activity across all 9 CP areas | Focus group took place, information gathered | September 2018 | Mark Richardson | |
| Develop and carry out online survey | Online survey carried out and good return of data | Nov 2018 | Mark Richardson | |
| Analysis data gathered from focus groups and surveys | Data analysed, YWSRG informed of findings and priorities identified | March 2019 | Esme Leitch | |
| Co-produce a youth work improvement plan for the voluntary youth sector to be included in the Highland Cross Sector Youth Work Strategy. | Plan produced based on National Youth Work Outcomes recognising the specialisms of all Highland third sector youth orgs. | Feb 2018 | Clair Nichol | |
| Present consultation findings to YWSRG | Opportunity for the YWSRG to be informed and make comment to enhance the strategy | April 2019 | Esme Leitch | |
| Present an update on progress to the CLDE Strategic Group | CLDE Group informed | May 2019 | Nigel Brett Young | |
| Create draft strategy document | Draft strategy produced for comment/feedback | June 2019 | Esme Leitch | |
| Prepare Youth Strategy workshop for Highland Youth Parliament | HYP members informed and further opportunity to comment and shape | June 2019 | Esme Leitch | |
| Prepare Youth Strategy Roadshow for key partners | Key partners attend and are informed | July 2019 | Esme Leitch | |
| Prepare Youth Work Strategy report for THC Care, Learning & Housing Committee | Report completed | July 2019 | Douglas Wilby | |
| Present Youth Work Strategy at THC Care, Learning & Housing Committee 21 August | Youth Work Strategy presented and Elected members informed | August 2019 | Esme Leitch | |

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| Call a meeting of the Youth Work Improvement group to progress the co production of the action plan | Cross sector action plan developed to implement the Youth Work Strategy | November 2019 | Nigel Brett Young | |
| <p>Update Youth Work Strategy Review Group established in June 2018 and co-chaired by Highland Youth Convener and HLH Principal Adult & Youth Manager. Group has met 6 times since June 18 and membership regularly includes young people from HYP Executive Committee and local area reps, third sector youth organisation, Elected Members and HLH.</p> <p>THC Care, Learning and Housing Committee endorsed the Youth Work Strategy on 21 August 2019</p> | | | | |

| Improvement priority: 5. Develop and co-produce an adult learning strategy | | | | |
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| Actions | Measures / evaluation | Timescale | Lead | BRAG |
| Invite J Holliday to sit on the CLDE Strategic group | WEA/HALP represented on group | May 2019 | Fiona R | |
| Meet with HALP to discuss improvement priorities from the Ed Scotland inspection | Actions identified | May 2019 | Mike Jones | |
| Call meeting of Mid Ross Adult Learning providers to discuss pathways | Meeting held and shared actions identified | August 2019 | Mike Jones | |
| Deliver annual Highland Adult Learners conference | Conference held, learners recognised for their achievements | June 2019 | Mike Jones | |
| Update | | | | |
| Mid Ross Adult Learning Providers meeting will take place as part of the Mid Ross CLDE network meeting on 30 August. | | | | |
| HALP event delivered on 21 st June 2019 under the theme of “A place to Learn” there were 87 learners and practioners and 17 nominations for outstanding learner awards. Video of event available at https://www.youtube.com/watch?v=HVERYW1_cQDM | | | | |

| Improvement priority: 6. Develop and Co-produce a volunteer strategy for Highland | | | | |
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| Actions | Measures / evaluation | Timescale | Lead | BRAG |
| Follow up conversation with Lynda Thomson to explore support from NESH to develop volunteer strategy | Meeting took place and actions identified | May 2019 | Fiona R | |
| Arrange meeting with Mhairi Wylie to discuss how to progress this action | Meeting held and shared actions identified | August 2019 | Lynda Thomson | |
| | | | | |
| Update Volunteer conference arranged for Volunteers Week in June. Panel session planned to discuss merit of Highland cross sector volunteering strategy. | | | | |
| Improvement priority: 7. Develop a code of practice for community engagement in Highland and support the roll out of training for CLDE practitioners and public agency staff once complete | | | | |
| Actions | Measures / evaluation | Timescale | Lead | BRAG |
| Deliver learning event for Community Partnerships and stakeholders to improve community engagement practices | Learning event programme will include session on community engagement code of practice. Increase the understanding and use of the national standards for community engagement. | September 2019 | Elissa De Waal | |
| Invite Elissa to August meeting to update on learning event | CLDE strategic group informed and involved in planning of learning event | August 2019 | Fiona R | |
| Meet with Elissa to discuss CLD input at regional learning event | Increased understanding of CLD approach | August 2019 | Fiona R | |
| Update Regional learning event planned for 19 September | | | | |

Improvement priority:**8. Develop a workforce development plan and deliver the action and training needs identified**

| Actions | Measures / evaluation | Timescale | Lead | BRAG |
|-----------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|------------------|-------------|-------------|
| Identify CLD training needs | Needs identified and actions agreed | Sept 2018 | Fiona R | |
| Develop a cross sector calendar of CLD training opportunities | Calendar of training opportunities available for CPs and stakeholders | December 2019 | Fiona R | |
| Identify central point to advertise training available | Training opportunities easily accessible | October 2019 | Fiona R | |
| Call a meeting of working group to progress collation of training opportunities and shared calendar | Shared ownership of training offer | October 2019 | Fiona R | |

Update

CLD practitioners training needs survey carried out in June 2018 to inform the CLD Plan. At each CLD network meeting, information is sought on training needs specific to that locality.

| Improvement priority: 9. Develop a third sector led CLD forum for peer support, networking and good practice development | | | | |
|-------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|------------------|-------------|-------------|
| Actions | Measures / evaluation | Timescale | Lead | BRAG |
| Meet with Ian Donald from HTSI to establish links. | Meeting held. Shared actions agreed. | June 2019 | Fiona R | |
| Arrange third sector CLD forum meeting | Forum meeting held attended by range of partners | June 2019 | Ian Donald | |
| Invite Ian Donald to CLDE strategic meeting to update on third sector forum | Update delivered | November 2019 | Fiona R | |
| Update | | | | |

Draft Delivery Plan - Mental Health & Mental Wellbeing

People in Highland will benefit from good mental health and wellbeing

"Mental health... is a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community."

(World Health Organisation, 2001)

Resilience – as in "being able to cope with the normal stress of life" – is an important component of most definitions of mental wellbeing, and is relevant for preventing mental illness. It covers the personal attributes and capacities that are known to increase happiness both in self and others.

Good mental health allows children and young people to develop the resilience to cope with whatever life throws at them, and starting early to promote emotional and social wellbeing is essential to ensuring that the population of Highland are supported to start well, develop well, work well, live well and age well.

Although many people in Scotland enjoy good mental health there has been no significant changes to levels of wellbeing, for men or women, since 2008. 1 in 3 GP appointments relates to a mental health problem. Around one in ten adults (9%) had two or more symptoms of depression with approximately 12% of the population of Scotland using an antidepressant every day. Suicide rates for both men and women are higher in Highland than the Scottish average and suicide in Scotland is three times more likely in those from the most deprived areas when compared to those in the least deprived areas. Poverty is the single biggest driver of poor mental health according to the Scottish Government Mental Health Strategy 2017-21.

Promoting the mental wellbeing of all is therefore an important approach to preventing inequality.

Draft 2017-20 Priorities for Mental Health & Mental Wellbeing

1. Early Years, Childhood and Adolescence

Raising awareness across the population and opportunities to educate about mental health are important to build personal resilience and promote good mental wellbeing. A preventative approach is essential combined with building a broader understanding of mental wellbeing. There is a particular need to consider how this work can be prioritised with young people.

| No. | Action | Timescale | Lead Officer | Resources | Measure, target & baseline |
|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|---------------------------------|-----------|----------------------------|
| 1.1 | Scope opportunities to develop mental health and wellbeing promotion in the curriculum of schools including: <ul style="list-style-type: none"> • Primary Mental Health worker role • Compassionate classrooms resource • New work on CAMHS and access to services | | Mental Health Improvement Group | | tbc |
| 1.2 | Improve understanding of trauma, distress and resilience in schools, families and communities: <ul style="list-style-type: none"> • Decider skills • Violence reduction unit - test approaches • NES trauma framework | | tbc | | tbc |
| 1.3 | Develop and deliver workshop to partnership staff on trauma, distress and resilience | Dec2019 | Sally Amor | | |
| 1.4 | Scope opportunities for developing work on transitions for mental health services | | Sally Amor | | tbc |

2. Tackling Stigma and Discrimination

Stigma and discrimination are contributing factors to inequality and are major barriers to full participation in society. Supporting employers and public services to take action to reduce stigma and discrimination can have a significant impact on promoting mental wellbeing.

| No. | Action | Timescale | Lead Officer | Resources | Measure, target & baseline |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|--------------------------------------|-----------|----------------------------|
| 2.1 | Develop postvention interventions for communities/workplaces. | | Multiagency suicide prevention group | | |
| 2.2 | Develop capacity to deliver mentally healthy workplace training to partner organisations. | | tbc | | |
| 2.3 | Develop a plan for partnership activity on mental health and wellbeing promotion, including activities for e.g. suicide prevention week | Dec 2019 | Cathy Steer | | |
| 2.4 | All CPP organisations sign up to the See Me campaign and support the campaigns activities. | | tbc | | |
| 2.5 | Develop CPP approach to promoting mental wellbeing for staff: <ul style="list-style-type: none"> • Share good practice • Tackling workplace stress • Mental health representatives initiative | | tbc | | |

3. Working & responding together







A stronger collaborative approach across the public, third and independent sectors will help to more effectively meet the needs and support people with mental ill health in communities.

| No. | Action | Timescale | Lead Officer | Resources | Measure, target & baseline |
|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|--------------|-----------|----------------------------|
| 3.1 | Develop a joint training plan on mental health, wellbeing and resilience for staff in partner organisations. | Mar 2020 | Cathy Steer | | |
| 3.2 | Information/ toolkit for developing connected communities. | | tbc | | |
| 3.3 | Deliver Suicide Intervention and Prevention programme (SIPP) training to partner staff, community groups and targeted business/workers across Highland. | | Elsbeth Lee | | |
| 3.4 | Develop a framework for a trauma informed partnership including a review of training, resources and tools for services across the CPP. | | tbc | | |

4. Participation and Inclusion

Activities which encourage participation, social inclusion and purpose all support improved mental wellbeing. Peer support, learning and collective action within communities promote mental wellbeing. Person centred and equitable services that enable people to have control over their lives and facilitate active involvement will help mobilise personal and community assets and enhance individual experience.

| No. | Action | Timescale | Lead Officer | Resources | Measure, target & baseline |
|-----|-------------------------------------------------------------------------|-----------|-----------------------------------|-----------|----------------------------|
| 4.1 | Support development of a Community Link Worker service in Highland. | | Cathy Steer | | |
| 4.2 | Support development of Green health Partnership activities in Highland. | | Highland Green Health Partnership | | |
| 4.3 | Scope work for further action on loneliness and social isolation. | | tbc | | |

| HOIP – COMMUNITY SAFETY & RESILIENCE DELIVERY GROUP | | | | Last Meeting – 3 RD July 2019 | | | |
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| <ul style="list-style-type: none"> • Action Point 1 - CPR Training Delivery • Action Point 2 - Sharing Information and Training on Pole Trafficking • Action Point 3 - Register of Training • Action Point 4 - Driver Training • Action Point 5 - Parenting Skills • Action Point 6 – Access to Funding | | | | Group Members: <ul style="list-style-type: none"> • Scottish Ambulance Service (SAS) • Police Scotland (PS) • Scottish Fire & Rescue Service (SFRS) • Highland Council (HC) • British Red Cross (BRC) • Scottish Prison Services (SPS) • National Health Service (NHS) • Highland Third Sector Interface (TSI) • Highlife Highland (HLH) • Highlands & Islands Enterprise (HIE) • Seonag MacKinnon • Scottish Natural Heritage (SNH) • Chris Grant | | | |
| RAG KEY | |  | New Actions/No Progress |  | Some Action Taken/On-going |  | Complete |
| Action | Sub- Descriptor | Meeting Date Agreed | Detail | Action Owner | Status | RAG | |
| Action Point 1 - CPR Training Delivery | | | | | | | |
| 1.1 | Co-ordination of CPR training | 03/07/19 | Identification of competency of partner agencies to deliver CPR / AED training and provision of standardised approach and training. Requirements for refresher training and a system for implementing this to be established. | SAS, SFRS, BRC | Initial meeting between SAS, SFRS, BRC to identify training & maintained strategy cancelled and to be re-scheduled. |  | |
| 1.2 | Highland AED location Data base | 03/07/19 | Collation of Defib location to create data base. Process to examine methods for ensuring AED's are fit for purpose and serviced as per manufactures instruction. | SAS, HC, Red Cross | Progress update at next HOIP - CSR meeting on 25 th Sept |  | |
| 1.3 | Training Facilities | 03/07/19 | Identification of suitable training venues to host training sessions | All partner agencies | Awaiting partner agency update at next HOIP - CSR meeting on 25 th Sept |  | |

| Action Point 2 - Sharing Information and Training on Pole Trafficking | | | | | | |
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| 2.1 | Literature & Guidance | 03/07/19 | Provision of standardised training & presentation materials for partner agencies to use to support training and staff understanding | PS | Being collated for update at next HOIP - CSR meeting on 25 th Sept | |
| 2.2 | Agency Support | 03/07/19 | Establishment of the role and support partner agencies can provide. Agencies to consider providing 'people trafficking champions' to support collaborative approach. | All partner agencies | Awaiting partner agency update at next HOIP - CSR meeting on 25 th Sept | |
| 2.3 | Emergency Liaison Group Support | 03/07/19 | Dialogue with Emergency Liaison Group leads required to establish information sharing opportunities. | PS | Further guidance from HOIP - CSR required prior to discussion with ELG | |
| Action Point 3 - Register of Training | | | | | | |
| 3.1 | Register of Training by provided by partners | 03/07/19 | All agencies to identify what training they provide. This will be used to identify what opportunities there are for communities and other agencies to utilise this training for improving community & resilience. End goal being the production of a training syllabus. | All partner agencies | Awaiting partner agency update at next HOIP - CSR meeting on 25 th Sept | |
| Action Point 4 - Driver Training | | | | | | |
| 4.1 | Driver Training delivery | 03/07/19 | Each group partner will be asked to identify capacity for provision of driver training for use of community vehicles. | All partner agencies | Further guidance & clarity from HOIP - CSR required to establish training requirements | |
| 4.2 | Minibus law / insurance regulations | 03/07/19 | Requirement to establish the legal and insurance regulations for community groups driving minibuses with >9 seats | SFRS | SFRS representative liaising with Driver Training Dept. to seek clarity on regulations | |
| 4.3 | Mapping Exercise | 03/07/19 | Group to liaise with HOIP Infrastructure Group to discuss mapping exercise of community driver training needs. | PS , SFRS, TSI | <ul style="list-style-type: none"> Joint meeting to be organised TSI also to look at any work been undertaken by Third sector on this. | |
| Action Point 5 - Parenting Skills | | | | | | |
| 5.1 | Sharing of Parenting Skills information | 03/07/19 | Group to undertake mapping exercise to identify how partners can work together to best share information and guidance with communities. Guidance from HC Head of Children's Services to be sought | SFRS , HC | SFRS representative to liaise with HC Head of Children's Services to discuss, requirements, opportunities and best practise. | |
| Action Point 6 – Access to Funding | | | | | | |
| 6.1 | Funding avenues to be established | 03/07/19 | TSI to lead and use funding knowledge to help establish what guidance is available regarding training for funding. | TSI | TSI to advise on potential funding streams at next HOIP - CSR meeting on 25 th Sept | |

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| | | | Local Council Voluntary Services also to be approached for guidance. | | | |
| 6.2 | Partnership Funding Capability | 03/07/19 | Each partner agency to identify funding stream they have access to that could be used to support group objectives | All partner agencies | Partner agencies to provide progress update at next HOIP - CSR meeting on 25 th Sept | |
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| HOIP MEMBERS UPDATES | | | BUSINESS UPDATES | | | |
| Organisation: NHS Highland Representative: S.Calder / D.Stewart | | | • | | | |
| Organisation: Police Scotland Representative: Ross MacKillop | | | • | | | |
| Organisation: SFRS Representative: Niall MacLennan | | | • | | | |
| Organisation: HC Representative: Dot Ferguson / I.Murray | | | • | | | |
| Organisation: HC Representative: Ferguson / I. Murray | | | • | | | |
| Organisation: British Red Cross Representative: David Caulfield | | | • | | | |
| Organisation: SPS Representative: Patrick Griffin | | | • | | | |
| Organisation: SAS Representative: Iain MacKay | | | • | | | |
| Organisation: HIE Representative: J.Gibbs | | | • | | | |
| Organisation: SNH Representative: G.Hogg | | | • | | | |
| Organisation: HLH Representative: Esmie Leitch | | | • | | | |

| | |
|---------------------------------------------------------------|---|
| Organisation: TFI Representative: M.MacShane | • |
| Organisation: C.Grant Representative: | • |
| Organisation: S.MacKinnon Representative: | • |
| NEW AGENDA ITEMS | • |
| | • |