

LOCAL CHILD POVERTY ACTION REPORT

2021



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Foreword

North Lanarkshire Council and NHS Lanarkshire together with its partners in the third sector are committed to tackling poverty, insecurity and mitigating the impacts on our communities to ensure equity of opportunity for all our residents.

The time for change is now, with so many lives already affected.

The council in 2020 produced its first overarching Tackling Poverty Strategy taking the decision that this should encompass the Local Child Poverty Action Report (LCPAR) to ensure that no one in our communities is left behind.

The third update of the LCPAR highlights the plight of people in our communities as a result of the pandemic. Covid 19 had a massive impact on people and families in North Lanarkshire with the poorest in our communities being the worst affected.

Our community planning partners and voluntary and community sector colleagues responded quickly to the needs of the people in our communities, ensuring vital services and access to food was available to those in need.



Councillor Jim Logue
Leader of the Council



Mrs Neena Mahal MBE
Chair, Lanarkshire NHS Board

This report reflects on the excellent work that has been carried out across our communities by all the partners to ensure that we are tackling poverty from every perspective. This work continues at pace as we move through a period of accelerated economic recovery.

This will ensure that our shared ambition for North Lanarkshire to be the place to live, learn, work, invest and visit will be realised for all.



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Introduction

The Child Poverty (Scotland) Act 2017 places a duty on Local Authorities and NHS Boards to jointly develop and publish an annual Local Child Poverty Action Report (LCPAR). North Lanarkshire took the approach to embed the local child poverty action report into its overall Tackling Poverty Strategy to help ensure that tackling poverty is an area that is taken into account in decision making across the Partnership.

This is the third such report from North Lanarkshire's Tackling Poverty Group, with the action plan at appendix one illustrating the progress outcomes and future actions throughout 2021/22, as the council and our partners continue to work jointly to tackle child poverty and its inequalities.

As previously reported the council adopted the Joseph Rowntree definition of poverty:

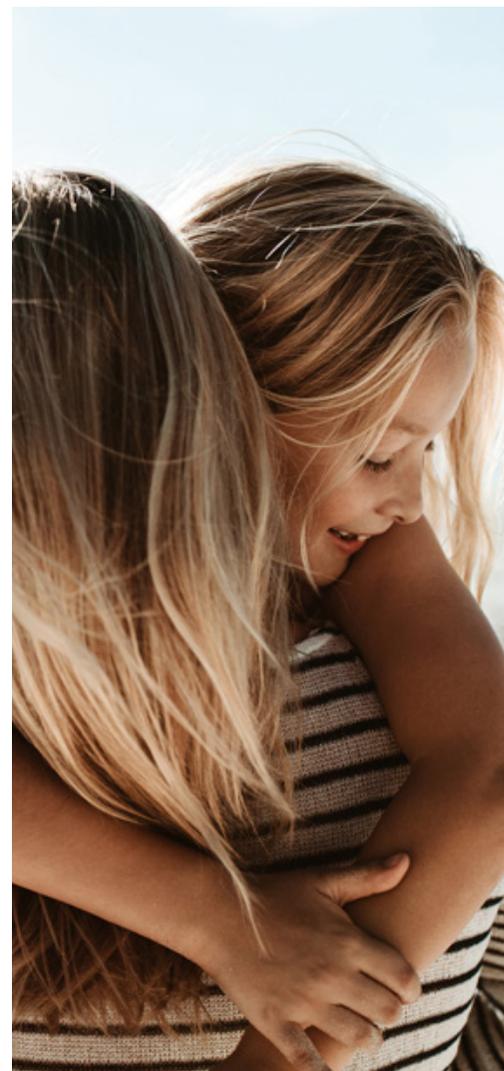
"Poverty means not being able to heat your home, pay your rent, or buy the essentials for your children. It means waking up every day facing insecurity, uncertainty, and impossible decisions about money. It means facing marginalisation - and even discrimination - because of your financial circumstances. The constant stress it causes can lead to problems that deprive people of the chance to play a full part in society."

Children are considered to be living in poverty if they live in households with less than 60% of median household income. This is the key measure used by UK and Scottish Government.

From latest figures (2019-20) a family is considered as being in poverty if, after housing costs, they are living on:

- Less than £333 a week or £17,400 a year for a single person with children aged 5 to 14
- Less than £450 a week or £23,400 a year for a couple with children aged 5 to 14

The health, wellbeing and educational attainment of children living in poverty are all affected:



Three year olds in households with incomes below £10,000 are two and a half times more likely to suffer chronic illness than children in households with incomes above £52,000.

Studies suggest that children living in low income households are nearly three times as likely to suffer mental health problems than their more affluent peers.

Children from higher income families outperform in education those from low income households at ages 3 and 5. By age 5 there is a gap of ten months in problem solving development and of 13 months in vocabulary.

There are three drivers that we use to tackle poverty and insecurity,

Income from Employment

Reducing the Cost of Living

Income from Social Security & Benefits in Kind

Together with the drivers there are support services to ensure we are taking a monitored and co-ordinated approach to tackling poverty in our communities.

Appendix one to this report identifies the work that has been done in 2020/21 across North Lanarkshire by the Local Authority, NHS Lanarkshire, Social Security Scotland and our partners in the third sector using the drivers above. This time period is particularly crucial as in addition to worsening child poverty levels prior to the Covid 19 pandemic, these will have been exacerbated by the pandemic and the measures put in place to control it.



Child Poverty Data

Research carried out by Loughborough University found that child poverty is rising. In March 2020, there were 4.3 million children in the UK living in poverty, over half million more than the five years previously.

In Scotland 24% of children live in poverty. Young people with lived experience of poverty told the researchers what that really means to them: **the embarrassment of not being able to afford the right school uniform, the assumption that you won't achieve anything because of where you are from and the anxiety and uncertainty that impact your mental health.**

The research data is based on calculations that build on Department for Work and Pensions (DWP) and HM Revenue and Customs (HMRC) children in low income families' dataset, first published in March 2020, which estimates the percentage of children living in households with below 60% median income in local areas. These figures draw directly from tax and benefit records, making them more reliable than previous local estimates.

The sources of information about income do not capture housing costs, and so the official indicator reports poverty on a "before housing costs" basis. That is to say it takes no account of the fact that comparing incomes for households in different parts of the country where housing costs vary does not produce a like for like comparison of disposable incomes.



The research found that most children in poverty have working parents. Three out of four children who live in poverty have at least one working adult in their household. Yet, low pay and a freeze in in-work benefits, mean their wages are no longer enough to keep their families out of poverty.

The findings within the report identify that overall 26.5% of our children in North Lanarkshire are living in poverty, compared to the Scottish average of 24%, with the breakdown across the towns shown in Table 1:

TABLE 1	
Locality	Report Findings
Airdrie and Shotts	27% of the children in Airdrie and Shotts are living in poverty This equates to 4409 children. This is a rise of 2.4% (223 more children) since 2015 3% above the Scottish average
Coatbridge, Chryston and Bellshill	26% of the children in Coatbridge, Chryston and Bellshill are living in poverty This equates to 4609 children. This is a rise of 2.4% (411 more children) since 2015 2% above the Scottish average
Cumbernauld, Kilsyth and Kirkintilloch <i>*NB- Kirkintilloch is not part of North Lanarkshire</i>	24% of the children in Cumbernauld, Kilsyth and Kirkintilloch are living in poverty This equates to 3815 children. This is a rise of 2.8% (458 more children) since 2015 Equalling the Scottish average
Motherwell and Wishaw	28% of the children in Motherwell and Wishaw are living in poverty This equates to 4914 children. This is a rise of 3% (552 more children) since 2015 4% above the Scottish average

These figures are pre-pandemic. The impact Covid 19 has had on not only people's health but also on household incomes will inevitably have an impact on the number of children living in poverty in our communities.

North Lanarkshire Childrens Services Partnership

The impact of child poverty is well documented, with the Audit Scotland Report (Children and Young People's Mental Health 2018) highlighting the mental health impacts for children living in poverty.

The North Lanarkshire Children's Services Partnership have recognised the impact of poverty on children and produced a report in response to the pandemic, by the Partnership with updates from partners and task groups.

Challenges for organisations and for children, young people and families were identified, these challenges included:

- Detrimental impacts on finance, health and wellbeing, learning
- Connectivity, access to services and supports, engagement and re-engagement
- Uncertainty and change
- Digital inclusion

In recognising the importance and impact of child poverty on children, young people and families, we all have to work together to increase the awareness for families, volunteers and staff of the relationship between poverty and neglect.

The restructure of the Financial Inclusion Team with the introduction of Operational Teams working directly to social work, education and other services will ensure the briefing sessions with referral routes are embedded into practice, giving people opportunity to access services where the three drivers to tackle poverty and insecurity; increase income via employment, maximise income via social security benefits and reduce the cost of living, are available to them.



Mitigating the Impact of Covid 19

The Covid 19 pandemic has had an overwhelming impact not just on people's health but also on our economy and people living in our communities.

Research carried out by the Poverty Alliance in 2020 found that early indications suggested that in Scotland Covid 19 and the measures to contain it such as; school closures, social distancing, isolating and home working, all understandable and necessary measurements, will disproportionately affect people living in low incomes and deprived areas.

People who are living in poverty face more difficulties in relation to rising costs and income loss that have been a result of Covid 19. People living in poverty are unlikely to have savings to deal with falls/gaps in income and will be more likely to have insecure jobs.

In North Lanarkshire 60,800 workers remained on furlough at July 2021 and 7500 self-employed workers had made claims to the Self Employment Income Support Scheme.

To assist in mitigating the impacts of Covid 19 across our communities the Scottish Government provided two funding streams to North Lanarkshire to support individuals and communities, these funding streams being; The Flexible Fund and the Tackling Insecurity Fund.

North Lanarkshire received £1.909million in the Flexible Fund. The Scottish Government stated the objectives of this fund were;

“...to strengthen local authority responses to meet emerging needs and support people in their communities struggling with the restrictions and guidance at all protection levels, particularly those at risk through health and social inequalities; this support could cover the same types of support currently delivered including

information and advice, access to food and medicines, and practical and emotional support; and, administration costs to support delivery (e.g. strengthening the National Assistance Helpline) and liaison and co-ordination with 3rd sector. It will be for Local Government to use this funding flexibly for this purpose.”

An example of how North Lanarkshire used this fund is the creation of a Community Group Sustainability Fund (£300,000) which was approved by the Tackling Poverty Member/Officer Task and Finish Group.

This was a one off revenue grant funding award schemes to support the Council's third sector partners in responding to the impact of the pandemic. The funding scheme, criteria and application process were established in conjunction with partners in Voluntary Action North Lanarkshire (VANL) and NHS Lanarkshire (NHSL). Assessments were carried out by council officers and colleagues from VANL and NHS Lanarkshire.

Ninety four applications were received and were assessed by Officers from NLC, VANL and NHSL, 95% of the successful applicants have been paid to date North Lanarkshire also received £3.110million from the Tackling Insecurity Fund, the objectives of this fund were:

- To supplement local budgets for the Scottish Welfare Fund or Discretionary Housing Payments
- Provide financial support to tackle food insecurity or meet fuel costs, or alternate provision where this is more appropriate or is the preference of individuals themselves
- Other activities and services, as necessary to support individuals to overcome financial crisis and support wellbeing.

Presentations were accepted by the Tackling Poverty Task and Finish Member/Officer Group in the best use of spend for this money for the people of North Lanarkshire. This Group approved and implemented the North Lanarkshire Child Payment for households in North Lanarkshire who were experiencing financial hardship during the Covid 19 pandemic. **The North Lanarkshire Child Payment** provided cash to residents by offering an additional payment on top of the Scottish Governments Hardship Payment, however, North Lanarkshire expanded this to ensure that not only children who were in receipt of free school meals

received the payment but that those children who were in receipt of clothing grants only could also access the payment. **This payment helped over 11,700 children.**

The North Lanarkshire Child payment was not only paid out in the Spring and Summer, but an additional payment will be made for all eligible children in the Autumn.

Another example of how this money was utilised in North Lanarkshire was through a partnership approach to delivering financial support to vulnerable people via Social Work Children, Families and Justice Services and Voluntary Action North Lanarkshire (VANL) Community Solutions Programme in partnership with Health and Social Care North Lanarkshire. The services identified eligible families and individuals who were experiencing financial hardship due to the pandemic.

To access the fund referrals were sent to the Financial Inclusion Team; meaning that all those referred in would not only receive a payment from the fund but would be offered a benefit check and debt advice if required. **In total 1137 benefit checks were carried out which in turn at the 16th August has generated an additional £277,035 in unclaimed social security benefits over and above the Financial Insecurity Payment they received to assist people with more sustainable support and solutions.**



In total 1038 referrals were received helping 2265 people:

Referral Group	Number of referrals
Children and Young People	429
Disabled People	166
Older People	27
Women (including lone parents/victims of domestic abuse)	151
Men (including lone parents/victims of domestic abuse)	237
Minority Ethnic Groups	61
TOTAL	1,071

The payments made a big impact on children and families living on low incomes and struggling because of the pandemic, the payments and the offer of a benefit check and debt advice from the financial inclusion team also helped raise awareness of advice and information services.

"The money made a positive impact, I was able to buy shopping, food and summer clothes for the children. I wasn't aware of the welfare rights service and what they did - I am going to get some help claiming PIP".

Mother of 4 children (Shotts) - Referred by Getting Better Together

'I could not believe this, I literally had £1 in my purse, nothing in the bank and 3 days away from 'pay day' I was at my wits end, with 2 children to feed, I really did not know what I was going to do. £300 going into my bank account saved our lives; I could buy and cook them healthy food, didn't have to worry about the electricity and gas and bought my wee girls new shoes. Thank you so much'.

Mother of 3 children (Abronhill) - Referred by One Parent Families Scotland

"We were awarded £500 for our family...it was great, I bought extra food, clothes and topped up the pre payment meters for gas and electricity. We were also able to pay off a virgin media bill that was causing me some anxiety."

Couple with 3 children (Coatbridge) - Referred by Glenboig Development Trust

'It was like a god send. I have never had so much money in my bank account that I could chose to spend on the things we needed and wanted. I can't thank you enough'.

Mother of 5 children (Airdrie) - Referred by One Parent Families Scotland

"The payment was a great help, I have gas and electricity pre-payment meters and I used it for this...the electricity was especially high as my youngest was home from school during the Covid 19 closures and was constantly playing video games."

Mother of 2 children (Cumbernauld) - Referred by One Parent Families Scotland

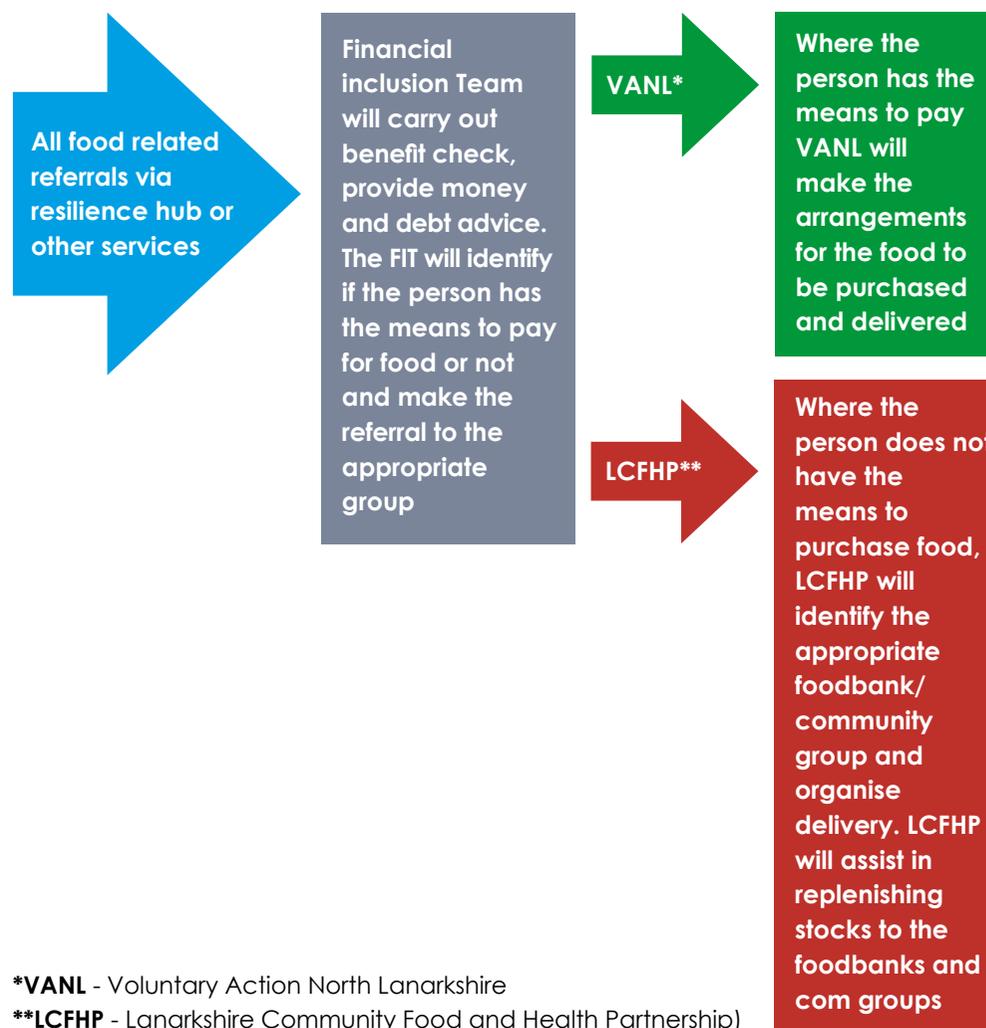
'Thank you, Thank you, Thank you' We can eat, I can sleep! It's been a nightmare trying to get my money worked out. This has really helped us out, a lot, I've been so stressed, trying to work out how I'm going to feed the kids, get them to school. It felt like my life was folding in like a pack of cards, this money couldn't have come into my account at a better time!'

Mother of 4 children (Airdrie) - Referred by One Parent Families Scotland

Another example of how this fund was used was in ensuring that people affected by Covid 19 whether by health or economic reasons had access to food. Tackling food insecurity during the pandemic involved a multi-agency approach to ensure we were reaching all vulnerable children and people who were experiencing food insecurity. North Lanarkshire Council established a Community Assistance Hub to assist residents during Covid 19.

The Hub staff were responsible for calling out to those people who were identified by NHS as shielding, in addition to this the staff in the Hub made calls to other residents who had been identified as being vulnerable by other services such as; education, housing social work etc.

In addition the Hub received calls from the public who were concerned about Covid 19 related issues. Where the person had food related issues this was referred to the Financial Inclusion Team as described in the accompanying diagram. In doing this the financial inclusion team were able to assist people in claiming £192,649 of additional benefit income from previously unclaimed benefits.



*VANL - Voluntary Action North Lanarkshire

**LCFHP - Lanarkshire Community Food and Health Partnership)



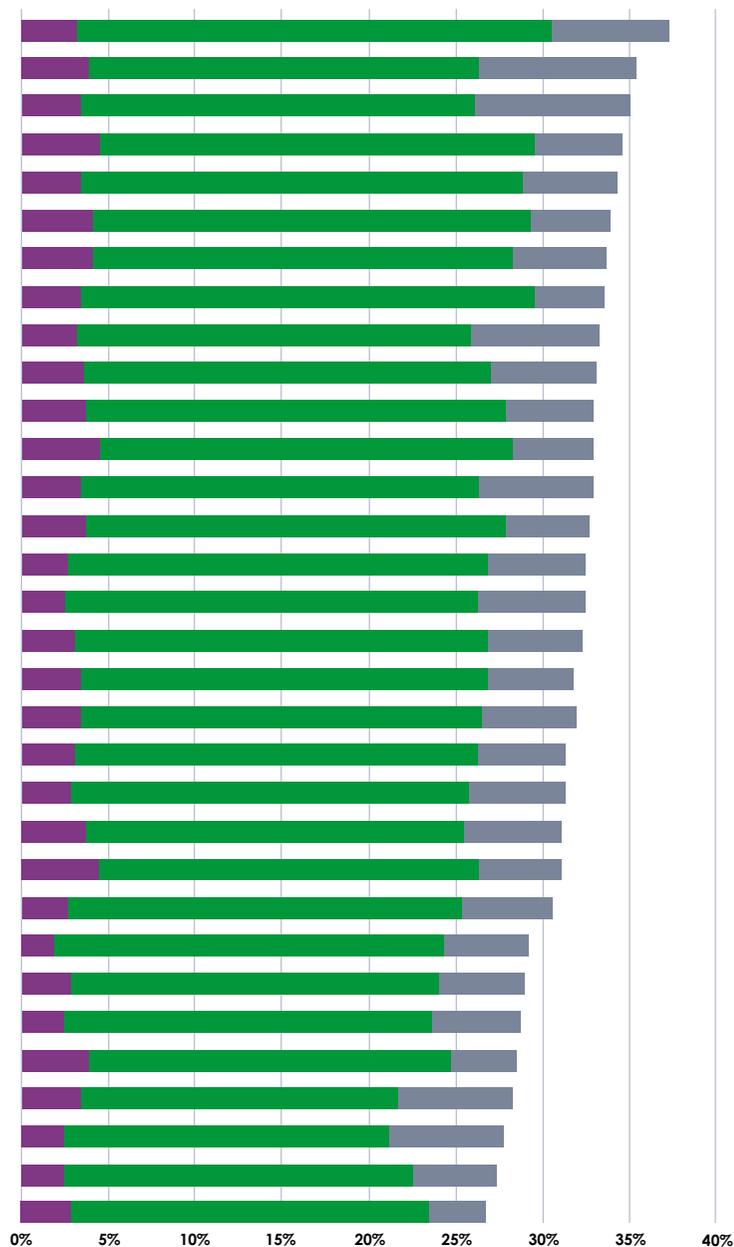
The Drivers of Tackling Poverty

Increasing Income via Employment

Increasing income via employment is a key driver to tackling poverty, the pandemic has had a major impact on economy and has resulted in higher levels of people being dependent upon social security benefits. The table below shows the impact across Scotland, by May 2020 around one in three Scottish households were either on furlough, self-employment support or had made a new out of work Universal Credit claim.



- Highland
- Argyll & Bute
- Scottish Borders
- Glasgow City
- South Lanarkshire
- North Lanarkshire
- East Ayrshire
- Renfrewshire
- Dumfries & Galloway
- Midlothian
- South Ayrshire
- West Dunbartonshire
- East Lothian
- Falkirk
- Moray
- Perth & Kinross
- Stirling
- Clackmannanshire
- Scotland**
- West Lothian
- Angus
- Fife
- Dundee City
- East Renfrewshire
- Shetland Islands
- City of Edinburgh
- East Dunbartonshire
- Inverclyde
- Nah-Eileanan Siar
- Orkney Islands
- Aberdeenshire
- Aberdeen City



Percentage of population in employment (December 2019)
 ■ Newly claiming UC out of work* ■ Furlough ■ SEISS

*New claimants to universal credit in the 3 months prior to May 2020 who were not in employment
 Source: DWP, HMRC and ONS Annual Population Survey

The North Lanarkshire claimant count, which acts as a measure of unemployment, was 12,605 people in June 2021 compared with 8,275 in March 2020, a 52% increase on the pre pandemic level.

The claimant count reached a peak in August 2020 of 15,870 people, a 92% increase on the March 2020 level. Whilst the claimant count remains high it has decreased each month since August 2020 and across all age groups and there is continued, though limited, progress in the labour market with vacancies emerging as industries that were shut down start to reopen. Optimism for Scotland's economic outlook has improved in recent months reflecting stronger than expected activity at the start of 2021 and progress towards easing lockdown restrictions. The Fraser of Allander Institute's latest central growth scenario analysis projects Scotland's GDP returning to pre-crisis levels in October 2022. Their more pessimistic scenario projects a return to pre-crisis levels could be as far off as July 2023.

Behind these figures it is now established that the impact of the pandemic on income and employment has been greatest among those who were in the lowest paid, least secure and lowest skilled work who are facing reduced working hours or unemployment. There are several mitigating actions which have been taken by North Lanarkshire Council, with the support of the Scottish and UK Governments, to support people in our communities struggling with the social and economic impacts of the pandemic. These range from the £1.9 million Flexible Fund, the £3.1 million Tackling Insecurity Fund and £86 million Covid 19 Business Grants delivered locally, through to national measures such as the Job Retention Scheme and the £20 per week increase for Universal Credit claimants. In terms of the local economy, these are all in addition to the Council's existing



financial inclusion, business support and employability mechanisms delivered during the pandemic. All the above measures have undoubtedly cushioned the economic blow to some extent, but it is already clear that, in terms of employment, some groups will need additional support because of the pandemic.

In response to this rapid and deep impact of the Covid 19 restrictions on the economy and their impact on the labour market the Council has developed its Economic Recovery Plan with '**Support into Employment**' one of the key actions within it. This has re-orientated existing employability programmes to ensure they are directly supporting residents with all aspects of employability affected due to Covid 19. The issues broadly range across the following groups:

- Had existing barriers to gaining/sustaining employment before the pandemic
- Opportunities more limited because of the pandemic, especially affected are the under 25s and the over 50s age groups
- Recently made redundant or facing redundancy who are job ready and need guidance on where there are opportunities or new training opportunities
- Underemployed as employers ask employees to work less hours which is reducing income.

NHS Lanarkshire health improvement team have been working in partnership with employability services across North Lanarkshire to support clients. We also have a responsibility as being a major employer in the area to ensure that we provide fair work, recruit from a diverse range of people and support our staff to stay in employment. The Health and Social Care Partnership Care Academy is expanding to further support skills development and pathways into various roles for both school aged children and now adults.

Recent trends show that the labour market is recovering and those with existing employment skills and a recent work record are finding employment. However, challenges are developing as an immediate legacy of the pandemic's collision with the labour market resulting in increasing long term unemployment because those who were already unemployed had less chance of securing employment during the pandemic and there remains very significant ground to make up for young people who, pre-crisis, were more likely to be in insecure employment.

There is also a marked fall in part-time work availability and while rising full-time and falling part-time employment could be positive if it means that more people are getting more of the hours that they want, but this may not be the case at present. In fact, the number who are working part-time because they couldn't find full-time work has risen during the crisis even as part-time employment overall has declined. Figures also show that the number of people in temporary work because they couldn't find a permanent job is also rising, to its highest in

five years. It appears likely that at least part of the fall in part-time work is being driven by people taking on longer hours through necessity rather than choice. However, the Timewise Foundation suggest that the fall is also being driven by people leaving employment altogether, with part-time workers more likely to be in low paid and insecure work, more likely to lose work and income during lockdowns and less likely to have benefited as restrictions have eased. So, this recovery may see far fewer people getting the hours and the flexibility that they need.

Corona Virus Job Retention Scheme (Furlough)

The furlough scheme has supported 60,800 jobs in North Lanarkshire with the current number at 10,200 (Gov.uk 31 May 2021). The scheme ends in September 2021 and it is unknown at present how many redundancies, if any, this may trigger. However, there are specific support measures in place to support those affected through the usual PACE (Partnership Action for Continued Employment) and PACE+ staff funded by the Scottish Government across the local authority and partners to address any surge in redundancies.

In relation to the Self-Employment Income Support Scheme 7500 people have been supported in North Lanarkshire with funding totalling £20.8 million.



Alongside the challenges highlighted by sectors such as hospitality with furloughed staff retraining for other occupations and increased demand from distribution and warehousing for staff locally all of the issues above point to a complex and dynamic position but one where Council employability investment can play a key role in focusing support on those residents and communities where it will have the greatest impact and prevent the short term challenges from becoming long term issues for our communities.

Cara's Case Study

Cara was 23 years old when she registered with North Lanarkshire's Working and the Prospects for Parents programme. When Cara registered she had very little work experience and had several restrictions when it came to looking for work including; childcare and the times that she could work due to having little support to care for her child. She also suffered with her mental health and battled with anxiety and depression.

Cara was assigned an advisor who started to work with her closely to build her confidence and help her become ready for work. Once ready she started to work with the project's Employability Development Officer for job matching. In addition to this she accessed support including welfare rights, childcare advice, and skills training. As her confidence grew Cara started to attend interviews and apply for jobs with the help of her advisor and Employability Development Officer. She managed to secure a part time post with Skye View Care Home as a Domestic Assistant. This was a role that the Employability Development Officer managed to negotiate a start with the company for, by offering them financial assistance and aftercare as well as access to any in work training that Cara might need.

Cara said "I am very grateful for the support received through the project. I have been able to plan my first family holiday because of my job and the difference that it has made financially".

in addition to this she mentioned that her 'anxiety and depression have eased massively since working, getting a job has drastically improved my mental health.'

Increase Income Via Social Security Benefits

A number of recent reports have put into sharp focus the impact of Covid 19 on families with children. Research shows that:

- 7 in 10 families on Universal Credit or Child Tax Credit surveyed in Scotland have had to cut back on food and other essentials: 51% have fallen behind on rent or other household bills;
- 55% of families on Universal Credit or Child Tax Credit in Scotland have been pushed to borrow money since the start of the crisis - with many relying on expensive forms of credit.
- 4 in 10 people claiming Universal Credit took an advance which needs to be repaid.

Other research has estimated that on average a worker who loses their job and receives Universal Credit will see a 47% reduction in their income, compared to only a 9% income shock for those who have faced furlough. At the beginning of 2020, pre Covid 19, the Council's Financial Inclusion Team changed the way they delivered services, creating a First Point of Contact team which deals with all internal council service and external referrals either from agencies or people self-referring for welfare rights and/or debt advice, this had a major impact on information and advice getting to people when they needed it. The change reduced diary waiting times in some localities from as much as an 8 week wait, to getting a phone call the next day and an appointment if needed within days.

Covid 19 has impacted on a whole new demographic of people who have never had to claim benefits or seek financial advice before.



All North Lanarkshire Advice and Information Services experienced an increase from March 2020 to April 2021, seeing significant increases in referrals for benefit advice. Table Two details in-house services referrals which saw some month's referrals increasing by over 1000% with the average number of referrals for benefit advice being 500 per month.

TABLE 2				
Type of Referral	Month	2019/20	2020/21	% Difference
Welfare Rights Referrals	April	80	1338	1572%
	May	103	918	791%
	June	103	499	384%
	July	104	337	224%
	August	138	358	159%
	September	108	471	336%
	October	145	579	299%
	November	133	561	322%
	December	96	344	258%
	January	339	597	76%
	February	560	471	-16%
	March	509	606	19%

Referrals for Money and Debt Advice decreased during this period significantly, this is due to the financial measures put in place by the UK and Scottish Governments which will start to ease in the latter part of 2021. All Advice and Information Services are preparing for an increase in demand in this field as the mitigation measures and furlough come to an end.

TABLE THREE

Type of Referral	Month	2019/20	2020/21	% Difference
Debt Advice Referrals	April	105	60	-43%
	May	89	41	-55%
	June	65	62	-5%
	July	76	86	-13%
	August	84	55	-35%
	September	66	63	-5%
	October	87	70	-20%
	November	88	81	-8%
	December	48	63	31%
	January	111	82	-26%
	February	88	71	-19%
	March	81	99	-22%

The in-house advice providers together with the six Citizens Advice Bureaux generated over £34 million in additional income via social security benefits for the residents of North Lanarkshire. £8.2 million of this money was generated assisting vulnerable individuals supported by social work, with over £1 million for specific child benefits such as; child benefit, child tax credits, Disability Living Allowance for children and Scottish child payments. The external services generated over quarter of a million pounds additional income in specific benefits for children.

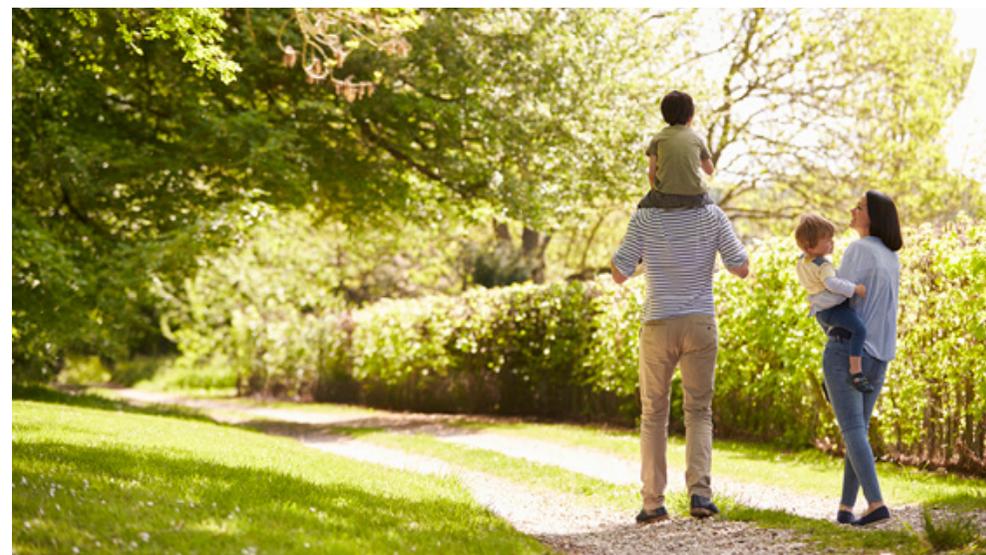
Parent Partnership Project

Parent Partnership Project (PPP) in North Lanarkshire is a developing project funded by the Hunter Foundation and Scottish Government and has been growing in activity and profile from small beginnings in 2018.

The PPP involves Community Volunteers Enabling You (COVEY). This group's expertise in providing emotional support to parent/ carers who are experiencing difficulties and Airdrie CAB's expertise in providing financial advice in an inclusive and person-centred way combine very effectively. It is this unique approach and partnership which provides the basis of the work to fulfil the partnership's vision. Since October 2020 members of the team have also provided support to the young people in the family through one-to-one befriending in the community.

The project tackles poverty by ensuring that families have not only the advice they need but the ongoing emotional support to overcome the barriers that exist for them.

The PPP is operating in Bellshill Academy, Cardinal Newman, St Ambrose and Airdrie Academy together with feeder primary schools; Chapelside, St Serfs and Tollbrae primary school.



25-30 families have been involved in the project for the year and mentoring/ befriending support given to over 10 young people.

- The Project continued to support parent/ carers to engage in online groups in order to connect with their peers in various activities which are chosen by the participants. Participants now engage in monthly coffee mornings together, to build and maintain peer friendships. This was a new way of interacting for many parent/ carers and also for some professionals; enabling COVEY to remain connected, committed and understanding of individual needs and appropriateness of when online facilitation would be suitable.
- Continue to support vulnerable families to be open to new ways of connecting with agencies such as Education, Social Work Services and Health Providers e.g. Community Psychiatric Nurses, Psychological or Counselling Services by using Zoom or Microsoft Teams online.
- Since August 20 - Staff were providing face to face delivery where required and appropriate - in line with government guidelines and COVEY health and safety and risk policies. This included staff attending socially distanced meetings in partnership with Education to support families within the School setting.
- Staff attended socially distanced meetings with Social Work Services in North and South Lanarkshire to attend Child Protection Core Groups and Multi Disciplinary Meetings working collaboratively to support the whole family care planning approach.
- Warm Home Discount Support Calls - staff supporting participants with applications for funds
- Completion of forms, various forms in regard to Benefits, Housing and Education.
- Parent/ Carer referrals to Local CAB services for income maximisation and debt advice
- GP referrals
- Adult and Child Mental Health Services Referrals
- Referrals to Educational Counselling and Psychological Services
- Referrals to Police, CID for specialist support within the Criminal Justice System or Victim support
- Social Work Referrals, in line with reporting risks/concerns relating to adults and or children

PPP is an evolving and responsive project which has been able to adapt to needs over this period.

'A' Case Study

A and her family were affected by poverty and restricted in moving forward due to her mental health challenges. She was missing vital appointments, not having the confidence to attend. Covid 19 had also impacted her situation and she was increasingly isolated.

Quote from A "I'm so grateful the project came into my life when it did. I had hit rock bottom and didn't know how to get back up. The support has encouraged me and reassured me, however they were also direct and honest with the facts, which helped me to become more centred and aware of my behaviour and the impact of this on others.

It's exactly what I need, as I'm a straight shooter and feel that this approach enables me to get the best outcomes for me, this approach is different to any I have had previously, as they ask, they not only listen but hear me, and now finally by feeling heard, I feel I can begin to plan my way forward. There were many times that I was not going to appointments and wanted to isolate myself, however now with support I can go to the meetings I used to feel fearful of and dread."



Families have reported an increase in mounting debts, financial difficulties and extreme poverty due to changes in benefits/suspension of benefits, loss of employment and/or continued borrowing from others. CAB has assisted with income maximisation through financial health checks with all participants. The project has supported participants with benefit applications, Scottish Welfare Fund applications, energy/utility grants and checking debt liability. Families who have been supported by the project from April 2020 have successfully achieved £160,870.01 in financial gains through successful applications and financial assistance.

Scottish Social Security Agency

Social Security Scotland is currently delivering 10 benefits:

- Best Start Grant Pregnancy and Baby Payment;
- Best Start Grant Early Learning Payment;
- Best Start Grant School Age Payment;
- Best Start Foods;
- Carers Allowance Supplement;
- Funeral Support Payment;
- Job Start Payment;
- Young Carers Grant;
- Child Winter Heating Assistance; and
- Scottish Child Payment

The latest new benefit to be launched was Scottish Child Payment from Monday 15 February 2021. The new benefit will give eligible families on low incomes with children under 6 an extra £10 per week for each child. It is planned to be fully rolled out to children under the age of 16 by the end of 2022. Given the acute need among families, immediate support has been agreed through new Bridging Payments, which build upon the approach taken to delivery payments during the pandemic. The Bridging Payment will be paid for each child in receipt of Free School Meals due to low income. These payments will be provided for all eligible children and young people school age, including those under 6 who are enrolled in primary school. However, those currently enrolled in Early Learning and Childcare are not eligible. In autumn 2021, the Child Disability Payment, for new claims, will be launched. This is the replacement for Disability Living Allowance for Children, currently administered by the Department for Work and

Pensions. In summer 2022, the Adult Disability Payment, for new claims, will be launched. This is the replacement for Personal Independence Payment, again currently administered by the Department for Work and Pensions. People who currently get UK Government disability benefits will be transferred to the new Scottish system in stages after the new benefits are introduced. This work is expected to be completed by the previously announced timeline of 2025.

The Local Delivery Relationship lead for North Lanarkshire is continuing virtual engagement with groups and services across North Lanarkshire to raise awareness of Social Security Scotland, the benefits it will be delivering and the role of Local Delivery in the community. The current Local Delivery staff recruited in North Lanarkshire have secured two bases, one within Garrion People's Housing Co-operative, CentrePoint, Wishaw and another in First Stop Shop, Coatbridge, with staff currently working from home. The Local Delivery service is planned to launch nationally in autumn 2021 to coincide with the introduction of the Child Disability Payment. Recruitment will be taking place during 2021 across Scotland, including North Lanarkshire, for Local Delivery positions.



Covid 19 restrictions have restricted some activity and as expected, any meetings/sessions are now held online via zoom/teams. To coincide with the introduction of Child Disability Payment, Social Security Scotland will launch its local delivery service nationally, including in North Lanarkshire. This means that from autumn 2021, when Child Disability payment is available for new applications across the country, people will be able to get advice and support on 11 Social Security Scotland administered benefits face-to-face at a location in their local community. Social Security Scotland will continue to offer sessions across the network as new and devolved benefits are rolled out, ensuring awareness and encouraging uptake.

Table 3 below details the value of the Scottish Social Security benefits in North Lanarkshire:

TABLE 3		
Benefits	Period reported on published statistics (Gov.scot)	North Lanarkshire - Value
Best Start Grant Pregnancy and baby Payment	From 10/12/18 to 31/05/21	£1,554,111
Best Start Grant Early Learning Payment	From 29/04/19 to 31/05/21	£1,144,258
Best Start Grant School Age Payment	From 03/06/19 to 31/05/21	£829,750
Best Start Foods	From 12/08/19 to 31/05/21	£1,396,780
Funeral Support Payment	From 16/09/19 to 31/03/21	£1,504,572
Young Carers Grant	From 21/10/19 to 30/04/21	£89,784
Carers Allowance Supplement	From 04/18 to 10/20	£11,047,000
Job Start Payment	From 17/08/20 to 31/03/21	£23,400
Child Winter Heating Assistance	2020/2021	£227,000
Scottish Child Payment	From 15/02/21 to 31/03/21	£289,860

financial inclusion team for a more sustainable solution as opposed to being referred straight to a foodbank.

In the period 2019 - 2021, Scottish Welfare Fund paid over £2.6 million to families in North Lanarkshire. 83% of these applications came from lone parents with the number of children in each family ranging from one to eight children. The table below shows the applications from families in 2019/20 compared to those in 2020/21:

Crisis Grant Applications	2019/2020	2020/2021
Number of applications from families with children	4888	5530
Number of awards made	3707	4303
Number refused	1181	1227
Total Crisis Grant Awarded	£427,616	£523,454

Community Care Grant Applications	2019/2020	2020/2021
Number of applications from families with children	1720	1971
Number of awards made	1203	1665
Number refused	517	306
Total Community Care Grant Awarded	£782,546	£867,584

Scottish Welfare Fund

The Scottish Welfare Fund is a discretionary fund which administers crisis grants and community care grants for people on low income. Crisis grants are paid in non-repayable sums to provide a safety net in the event of emergencies, community care grants are non-repayable sums that are made to members of the community to assist with independent living.

Within North Lanarkshire the Scottish Welfare Fund is a vital tool in tackling poverty and insecurity, it is at the heart of our approach to tackling food poverty; people are referred for a crisis grant to tackle the immediate issue with a referral to the



Health and Income Maximisation

NHS Lanarkshire is committed to tackling poverty and inequality in our communities, recognizing the impact poverty has on children and families health.

NHS Lanarkshire has invested in Information and advice services to ensure a partnership approach to tackling poverty in our communities. Investment has included a referral pathway between health visitors, family nurses and district nurses and embedding questions in relation to money into their assessments.

NHS Lanarkshire latest investment is in a GP Community Link Worker (CLWs) Programme as part of the Primary Care Improvement Plan. The GP CLWs will support patients, enabling them to identify and access relevant resources or services in their community. To complement these generic link worker roles a financial wellbeing pathway has been put in place for referrals from GPs and Community Link Workers in collaboration with North Lanarkshire CABs and NLC Financial Inclusion team. This pathway commenced 1st April 2021 and will run for 2 years in the first instance as part of a pilot phase. This will allow patients to be referred to financial advice services from the GP link worker or directly from GP's. Data will be available for this service in 21/22. Link workers will refer to employability services where appropriate and also refer patients who may be at risk of homelessness to housing and financial support.

40 North Lanarkshire families have been supported through the Royal Hospital for Children financial inclusion project with a total financial gain of £171,662. The hospital has seen fewer families than last year due to routine appointments and admissions being lower due to Covid 19 restrictions. We have committed to funding this service again in 2021/22.

Staff Health and Wellbeing has been given a huge priority across NHS Lanarkshire and Health and Social Care Partnership, recognising that most of the staff also live in Lanarkshire. A MY Life, My Money App has been developed for staff to download to support their own family and also signpost patients to help and support.

As part of the NHS reconfiguration and recovery of services during Covid 19, a health inequality impact assessment has been integrated with the Equality and Diversity Impact Assessment. All services have been required to consider this when recovering their services. Briefing papers were developed for staff around digital inclusion, psychologically informed environments, 'Do not attend' policies and health promoting health service. All of this was to encourage staff to think through a poverty lens when recovering their services.

Reduce The Cost of Living - Fuel Poverty



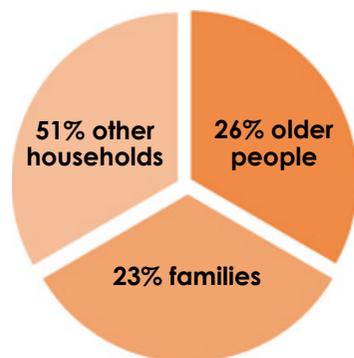
The Fuel Poverty (Targets, Definition and Strategy) (Scotland) Act 2019 define fuel poverty as - A household is in fuel poverty if the household's fuel costs (necessary to meet the requisite temperature and amount of hours as well as other reasonable fuel needs) are more than 10% of the household's adjusted net income and after deducting these fuel costs, benefits received for a care need or disability and childcare costs, the household's remaining income is not enough to maintain an acceptable standard of living. The Act goes on to define the requisite temperatures and hours etc. But, what does that mean for people living in fuel poverty:

Fuel poverty is when a household cannot afford to heat their home to a comfortable level and maintain that level for their needs. There are 3 main contributory factors:



Those most impacted by fuel poverty will include; families with young children, single people, older people and those households that include someone who has a lifetime illness or disability.

The picture of the breakdown of households in North Lanarkshire looks like this:



People living in fuel poverty will experience:

- Uncomfortable living conditions including condensation damp. Often households live in one room.
- Utility Debt - non-use of energy still incurs debt via standing charges
- Inability to switch supplier due to debt
- Voluntary capping of gas supply
- Health issues - asthma, heart problems, stroke and mental health
- Increased winter mortality
- Choice of 'heat or eat'

Citizens Advice Bureau - Energy Project

Airdrie Citizens Advice Bureau host an Energy project covering issues such as; fuel debt, issues with the supplier, self-disconnection due to low income, switching.

Fuel debt is a major problem, with people being assisted to get into payment plans which is necessary before any application for a fuel grant can be made.

A large part of the work that is done by the Energy Project is education. The Project have found that a lot of people are unaware of standing charges and how often they need to top up.

Covid 19 has prohibited home visits from taking place, but once the Project Team are able they will carry out home visits, which are essential to show people the best way to use heating.

Jack's Case Study

Jack is a single parent with two children, one of whom is autistic and he owns his own house. Part of the routines of the autistic child is showering/bathing 4-5 times daily. Jack needed a new boiler but was not able to afford this.

With support from the Energy Project, Jack contacted Home Energy Scotland and was advised that the boiler did not meet all the requirements to be replaced. The Energy Project however were able to advocate on behalf of Jack pointing out many details such as the impact on the family, in particular his autistic child. Following this intervention it was agreed that a survey would be carried out.

Jack was supported by Home Energy Scotland in relation to documents and evidence that would have to be produced to support their application.

Jack's application was successful and a new boiler was fitted, together with 2 heat and 2 carbon monoxide detectors.

Jack said this was a "huge relief"

Fuel Poverty - What Can We Do?

The Action Plan at appendix one shows that the work done jointly via campaigns, income maximisation and energy advice by the local authority and external advice agencies has seen 5000 households fall out of fuel poverty.

Covid 19 has had a detrimental impact on our communities and, we recognise that entering the winter months there is the potential that our families and households will fall into fuel poverty.

To prepare for this a "fuel fund" has been established with a criteria set by the Tackling Poverty Officers Action Group to ensure people who are struggling to meet fuel costs and cannot access other sources such as cold weather payments will have a route to support them with one off payments to assist them with fuel costs through the winter months. People accessing this fund will also receive income maximisation, debt and energy advice from council and external services.

Tobacco Control

NHS Lanarkshire's Quit Your Way service, which supports people to Stop Smoking has been adapted and behavioural support to people is delivered to people over the telephone and products to support quit attempts are delivered in people's own homes. The service has seen a reduction in the number of people attempting to quit smoking, however for those people who have engaged with the service the quit rate has been higher. In North Lanarkshire the 'quit rate' increased from 35% in 2019/2020 to 52% in 2020/21. Smoking cessation support has continued to be provided by community pharmacies and during the pandemic partnerships have been strengthened. A media campaign 'Don't Wait' has been launched to promote services to people who smoke to encourage them to make a quit attempt. The service is also using technology such as the use of 'Smoke-free App' and 'Near Me' video calling with pregnant women.

During Covid 19 pandemic the service in North Lanarkshire supported over 612 successful 12 week quits, 401 of which were from our most deprived areas. For young people, under 25s, there were 37 successful 12 week quits between

1st April 2020 and 31st December 2020, 28 of these were from our 40% most deprived areas.

These successful quitters have saved and/or been able to redirect monies normally spent on cigarettes and tobacco products to cover other costs of living. Someone who smokes 11 cigarettes a day over a year they would save £2008 per year with someone who smokes 20 cigarettes a day saving £3650 per year (based on £10 for a 20 pack of cigarettes). During Covid 19 people have potentially saved/been able to redirect monies they might have previously spent on travel costs to attend Quit Your Way services.

Case Study

During Covid 19 pandemic the Quit Your Way service continued to provide support to pregnant women and their families to stop smoking. Clients experienced positive outcomes including a mum who stopped smoking when she found out she was pregnant.

A Quit Your Way specialist nurse assessed the client and arranged a support plan. In line with Covid 19 guidance, the client received telephone behavioural support throughout her quit attempt, as face to face contact was suspended. The nurse advisor every week contacted the client to provide tailored telephone support and arranged for Nicotine Replacement Therapy to be delivered to her home.

"I'm now 8 months' smoke-free and feel confident I will not return to smoking. I am an older mum so I want to be able to keep up with my son.

I no longer have a crackly cough and no longer breathless when I'm doing anything. A big factor is the difference in the smell in the house, it no longer smells of smoke.

I've noticed a massive difference in my finances since giving up smoking which is really positive.

I also used the free smoke free app that was recommended by my nurse advisor and felt this provided me with further motivation i.e. health benefits, tracking finance savings, how long I was smoke-free and how many cigarettes I hadn't smoked."

Vitamin Distribution

NHS Lanarkshire Maternal and Infant Nutrition Team have been promoting financial inclusion through their vitamin distribution scheme and promotion of Best Start Foods and Best Start Grant. Distribution of Healthy Start vitamins remained fairly steady throughout 2020, although some community distribution points were closed due to Covid 19. As of January 2021, a vitamin D only product has been made available and NHS Lanarkshire now distribute vitamin D drops for children. These are now universally available for all children aged 0-3. The vitamins are no longer means tested and are universal however targeted distribution points have been set up within our community, including the emergency food response during the pandemic. We have a distribution model that consists of NHS staff and premises but also within each locality there are a number of community groups and third sector organisations who distribute our vitamins and are working with the most vulnerable communities to ensure they receive their free vitamins.

Breastfeeding



Breastfeeding is beneficial for both the mother and the baby. Breastmilk is also free unlike formula feeding, which can become costly e.g. to feed a three month old baby over a month can cost from £91.20 to £24.90 (depending on brand chosen). North Lanarkshire Council and NHS Lanarkshire promote breastfeeding, and many local businesses have signed up to welcome breastfeeding or the national "Breastfeeding Friendly Scotland" scheme.

Affordable Housing

In the first and second Local Child Poverty Action Reports within the Action Plan, we identified the Councils' commitment to delivering 5000 new homes in North Lanarkshire by 2035. At the heart of this work is the desire to improve the lives of residents and regenerate local communities across North Lanarkshire. There is also a strong emphasis on reducing the cost of living by increasing the supply of high quality, sustainable and energy efficient affordable homes. Projects now in development will pilot new construction approaches, including net zero carbon and alternative heating systems. In addition, further electric vehicle charging points will be delivered in various council new build developments. New homes will give children safe, warm homes in our communities.

Despite the ongoing impact of the Covid 19 pandemic, the council's new supply programme has continued at pace. In 2020/21, a total of 25 new builds were completed with many other projects progressing through the design development and planning stages. So far in 2021/22, the final homes at Caledonian Avenue in Bellshill have been completed (27 homes in total) and a further eight new build developments are now under construction. These projects will contribute towards the target of delivering 5,000 new affordable homes by 2035.



Digital Inclusion

Digital technology is recognised as making a significant contribution to learning and teaching practices within North Lanarkshire it enriches learning and teaching, helps to raise levels of attainment, and helps address learning loss. The pandemic brought this issue to the forefront as remote and digital learning became an integral response to the Covid 19 emergency and the subsequent lockdowns for almost all children and young people.

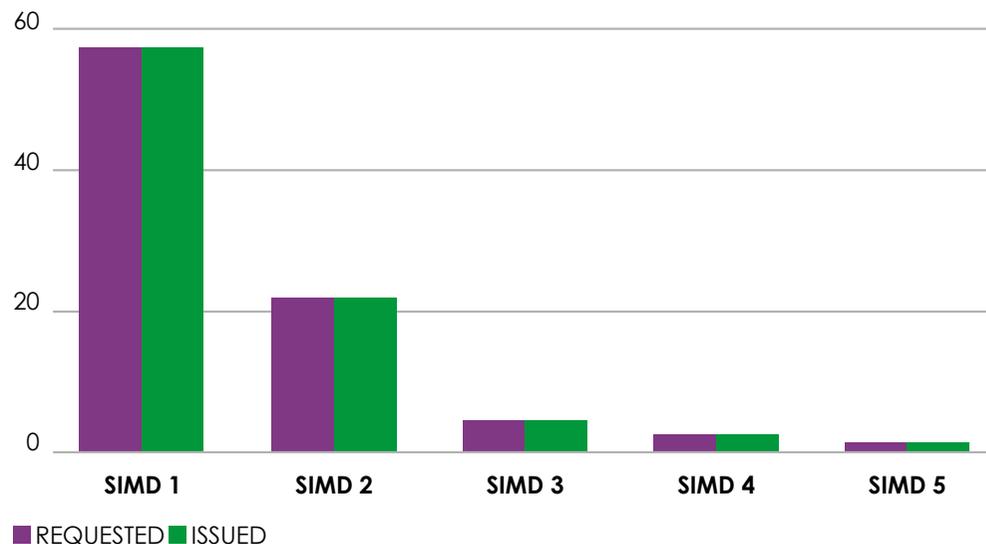
Homes with no broadband have been likened to the 21st century equivalent to 20th Century homes with no running water, children without this access will suffer disproportionately from the closure of schools, as they will find it harder to access digital learning. Children from low income families are less likely to have devices or broadband connectivity.

With a grant from the Connecting Scotland programme, North Lanarkshire identified those children and young people most at risk from factors of vulnerability and resultant learning loss to deliver devices and provide internet connectivity solutions. By February 2021, 3259 devices had been issued to children and young people with 1479 connectivity issues resolved.

Children and young people in priority groups such as those working with the Virtual School (Care Experienced Young People) and Pathways Programme have all been issued with a device. The priority for deploying devices has been to those children, young people and families most disadvantaged and this is shown in the table opposite, illustrating the number of devices issued across the lower SIMD.

NHS Lanarkshire's Health Improvement team were also able to secure devices for the Family Nurse Partnership Teams (70), Health Visitors (305) and Keep Well (11). The team continue to work in partnership with the local authority and third sector interfaces to support creative solutions for getting more people online.

DEVICE AND CONNECTIVITY DEPLOYMENT



When we work together, this is what we can achieve...

Hope's Case Study

Hope was previously self-employed as a hairdresser and lived with her partner when she fell pregnant. As their child grew older Hope had no choice but to flee the family home with her child, due to domestic violence and abuse, now homeless, Hope took her child to live with her Aunt.

There were challenges with her Aunt's alcohol issues, which came to a head not long after Hope had enrolled her child at the local primary school. Hope found herself having to make further difficult decisions to help keep her child and herself safe; she left her Aunts with her daughter and moved in with a friend some miles away, but still within the North Lanarkshire Local Authority Area. Hope knew that this would be a temporary situation, as it wasn't convenient for her friend to have Hope and her child staying there long-term and it was proving expensive for her to get her child to school.

Hope was experiencing high levels of stress and anxiety, her hair had started falling out which resulted in her being diagnosed with alopecia, which as a hairdresser she found particularly difficult to come to terms with. Her child was displaying challenging behaviour and finding school life difficult. Hope requested support from the school to establish whether her child was experiencing life with Asperger's, she felt that professional help from her child's school would help her to better understand and meet her child's needs.

On referral from the Braidhurst Education Cluster Lead, Hope engaged with One Parent Family Support Services (OPFS).

The issues and challenges this young single parent family faced included:

- Homelessness
- Transportation
- Concerns about child's challenging behaviour
- Living in Circumstances of Poverty
- Heightened levels of stress, anxiety & feelings of insecurity

- Isolation & Loneliness
- Digital Exclusion
- Unemployment

Through discussion and agreement OPFS supported Hope to address her complex needs and multiple barriers through the provision of our integrated package of holistic support which included the following interventions, which were provided and co-ordinated by OPFS through a blend of one to one support meetings and groupwork sessions:

- Welfare Rights and Money & Debt Advice Services
- Crisis Support
- NLC Hardship Payment
- Housing Support
- Digital Equipment & Connectivity
- Peer Support
- Well-being Hub
- Linking with School
- Solihull Approach
- My Life & Me; online training
- Skills Boost Sessions
- Employability Referral

Hope now lives with her child in their new home, which they are very happy in. Relationships with the school feel much healthier for Hope. She is claiming all benefit entitlements and able to better manage her family budget. New friendships continue to build with other single parents facing similar challenges and Hope is now considering returning to work.

Taking control of her life and being able to provide a good standard of living for her and her child has become her main focus. Life for this young family feels more stable and there is a sense of optimism for the future.

Reflecting and Moving Forward

This is the third Local Child Poverty Action Report produced by North Lanarkshire Council's Tackling Poverty Officers Action Group.

In 2020/21 we faced unprecedented times due to the Covid 19 pandemic, pressure was put on services in terms of demand but also in finding new ways to deliver their services. The Local Child Poverty Action Report and the Action Plan highlights some of that work that has been done throughout this; the financial inclusion team seeing at times over 1000% increase in demand for assistance, laptops being delivered to some of our most vulnerable children, new homes being built.



We have delivered, however, despite this work, and work of teams like the Financial Inclusion Team who in the last 10 years have carried out over **230,000 benefit checks**, generating **£312.6 million in additional benefit income**, North Lanarkshire's child poverty figures have increased.

The Action Plan identifies work that is ongoing and new work that Services will be delivering to tackle child poverty in North Lanarkshire. 2021/22 will see more issues that will require all agencies to work together to support our communities.

The Tackling Poverty Officers Action Group have established a Data Group, who will concentrate on building a "heat map" which will involve layering the information we know about our communities, allowing us to not only direct resources but it is hoped eventually anticipate areas of need and be more proactive in our approach to delivering services aimed at tackling poverty and inequality as opposed to being reactive after the fact.

As furlough comes to an end together with other mitigating measures that were put in place to help people and families during the pandemic such as; stay on evictions, mortgage and credit card holidays, **redundancies**, it is anticipated that demand for our services will increase. These demands highlight the need for all Services to come together to plan how to allocate resources in the best way to meet these demands.

Appendix One

Actions 2020 - 2023 - Increase Income via Employment									
Action	Brief Description	Planned Outcome	Links to Other Plans/Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
Identify pathways within labour market growth sectors or areas of high replacement demand which will provide progression routes out of low pay in North Lanarkshire	As part of the Workforce for the Future Strategy and associated plan, work progression pathways will be identified for key labour market growth sectors or those with high replacement demand. These will focus on progression routes out of low pay and strategies for engaging young people (in schools) and those economically active in the labour market (through Routes to Work) to consider increasing their qualification levels and job prospects to improve average weekly wage levels and alleviate "in work" poverty.	Progression pathways identified for key growth sectors with qualifications and progression routes agreed, published and funded.	The Plan for North Lanarkshire Economic Regeneration Delivery Plan Workforce for the Future Strategy Developing the Young Workforce	Average weekly wage in North Lanarkshire £548.90	2020 to 2023	Working group and plan to be discussed and agreed during 2020/21		Communities/ People and Organisational Development.	Number of people progressing to higher paid jobs within North Lanarkshire Noomis statistics for levels of Qualifications within the working age population and average weekly wage.



(Continued on next page)

Actions 2020 - 2023 - Increase Income via Employment									
Action	Brief Description	Planned Outcome	Links to Other Plans/Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
No One Left Behind	Targeted employability support for vulnerable young people who have mental health problems, the BAME community and over 50s.	Assist people into employment/training or education	The Plan for North Lanarkshire Economic Regeneration Delivery Plan Local Child Poverty Action Report Workforce for the Future Strategy	N/A	20/21	Ongoing	The No One Left Behind initiative engaged 183 people and supported 77 into employment. The focus of its work was on the BAME community, the over 50s and young people with mental health challenges.	Employability Services	Annual SLAED Return Local Government Benchmarking Framework



Actions 2020 - 2023 - Increase Income via Employment									
Action	Brief Description	Planned Outcome	Links to Other Plans/Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
Supported Enterprise	Assist people who may be further from the labour market into employment. Key client groups; children leaving care; children with additional support needs; people with mental health issues; people with disabilities	Increase opportunity of employment for those furthest from the labour market.	The Plan for North Lanarkshire Economic Regeneration Delivery Plan Local Child Poverty Action Report Workforce for the Future Strategy Youth Guarantee	242 people in work	Ongoing	Ongoing	As at March 2021 Supported employment service were supporting 270 people on the different stages of the 5 stage employment model: 49 people secured employment 41 people completing Vocational Profile 76 people engaged in job search 104 people receiving various levels of in-work support.	Enterprise Education and Families Employability Support	Annual SLAED Return Local Government Benchmarking Framework



Actions 2020 - 2023 - Increase Income via Employment									
Action	Brief Description	Planned Outcome	Links to Other Plans/Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
Prospects Programme	The Prospects programme aims to help unemployed people further from the labour market of all ages from North Lanarkshire into work.	Assist people into employment	The Plan for North Lanarkshire Economic Regeneration Delivery Plan Local Child Poverty Action Report Workforce for the Future Strategy	2019/20 957 supported into employment 136 lone parents into employment	2020/21	Ongoing	The pipeline programme supported 1090 unemployed residents with 545 entering employment. Alongside other programmes the challenge of delivering support remotely to clients was challenging alongside increased competition for jobs as the claimant count increasing and including many job ready clients.	Employability Services / Routes to Work	Annual SLAED Return



Actions 2020 - 2023 - Increase Income via Employment									
Action	Brief Description	Planned Outcome	Links to Other Plans/Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
North Lanarkshire Youth Guarantee	Deliver a range of employment focused activities eligible for funding under the Scottish Youth Guarantee guidelines to support 868 young people aged 16-24 years old into employment, training or education.	Assist 16-24 year olds into employment/ training or education	The Plan for North Lanarkshire Economic Regeneration Delivery Plan Local Child Poverty Action Report Workforce for the Future Strategy	N/A	2021/22	Ongoing	Starting in January 2021 the Young Person's Guarantee has a number of strands which have supported a range of unemployed young people into employment, training or education. These include specific initiatives to support care experienced young people and young people with additional support needs. In the reporting period it has engaged 158 young people and supported 46 into employment.	Employability Services	Annual SLAED Return Local Government Benchmarking Framework



ACTION PLAN - Increase Income via Social Security Benefits									
Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
Establish NLC First Point of Contact Team for Advice & Information Services	All referrals for welfare rights and money advice will come through one focal point with one number & one email, with a call out service being delivered	The financial inclusion team will ensure residents receive a more efficient service/ reduce waiting times for appointments	The Plan for North Lanarkshire Local Child Poverty Action Report	20,674 benefit checks completed in 18/19 21,342 benefit checks completed in 19/20 27,219 benefit checks completed in 20/21	Inc max work ongoing Re-Structure Dec 2021	Ongoing - Introduced FPOC for all external referrals. Next step is to reorganise/ restructure the team to provide FPOC for internal and external referrals	Re-organisation of the FIT communicated to the team. Procedures to be finalized by end Sept 21. New team to be introduced prior to December 2021	Financial Inclusion Team	The number of residents assisted and outcomes of calls, advice provided, claims assisted, income generated, level of debts, referrers etc. will be collated via MySwis and MACS
Work with children and families who receive a social work service to ensure income maximisation is carried out	Reduce the number of our children and their families living in poverty	The financial Inclusion team will work with social work to ensure all families with social work involvement are offered a benefit	The Plan for North Lanarkshire Local Child Poverty Action Report	24.87% of children in NL live in poverty figure increased to 26.5% March 2020	2022 - in line with Scottish government and LCPAR	Ongoing - The administration of the Financial Insecurity Payment includes wraparound care of benefit check to ensure sustainable solutions. The introduction of FPOC for all services will assist in meeting the planned outcome	Re-organisation of the FIT will ensure that there is a dedicated welfare rights and debt advice service for social work service users - benefit checks will now be completed by welfare rights staff following a referral from social work	Financial Inclusion Team	Myswis reports

ACTION PLAN - Increase Income via Social Security Benefits									
Action	Brief Description	Planned Outcome	Links to Other Plans/Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
MacMillan Advice Service	Maximise the income of cancer patients and their carers	Provide income maximisation and debt advice	The Plan for North Lanarkshire	1008 referrals in 2018/19 669 referral in 2020 552 referrals in 2020/21	Temp funding extended to Sep 24	Ongoing	The drop in the number of referrals is due to a decrease in clinics held due to Covid 19.	Financial Inclusion Team MacMillan	Myswis reports
Kinship Carer's Income Maximisation	Embed income maximisation advice into social work practice	The financial Inclusion team will work with social work to ensure all families with social work involvement are offered a benefit check	The Plan for North Lanarkshire Local Child Poverty Action Report	254 kinship care benefit checks carried out in 2019/20 68 kinship Care benefit checks carried out in 2020/21	Ongoing	Ongoing	A dedicated Kinship Care Team has been established within social work - this will be complimented by the new FIT restructure	Education & Families Financial Inclusion Team CAB North Lanarkshire	Myswis reports CABx



ACTION PLAN - Increase Income via Social Security Benefits									
Action	Brief Description	Planned Outcome	Links to Other Plans/Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
Food Poverty Referral Gateway	Mitigate the need for foodbank use by ensuring access to advice services and claims to crisis grants	A decrease in the use of foodbanks	The Plan for North Lanarkshire Local Child Poverty Action Report	22% reduction in food bank referrals	2023	Ongoing	Due to a number of "pop up" foodbanks as an emergency response to Covid 19 accurate figures are not available Food poverty seminar to be held with all parties - December 2021 Health Improvement been a partner in this work.	Tackling Poverty Team	Referrals to food banks - claims to SWF in relation to food poverty North Lanarkshire Advice Network monitoring information
Health Hub for Information and Advice	Health staff can refer to information and advice surgeries which they host within 3 health settings.	Universal access to information and advice services	The Plan for North Lanarkshire Local Child Poverty Action Report	454 referrals generating £1,013,096 in 2019/20 84 referrals generating £72,846	2023	NHSL provided temp funding for NLC and external providers to receive referrals from Community Link Workers in GP practices - Health Hub will be incorporated into this.	With a new model of community link workers - the health hubs will become an integrated part of the response to health (please see GP Link Worker Programme)	Financial Inclusion Team NHS Lanarkshire	Myswis and referral spreadsheet



ACTION PLAN - Increase Income via Social Security Benefits									
Action	Brief Description	Planned Outcome	Links to Other Plans/Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
Health visitor, family nurse & district nurse referral gateway	Embedding money issues into the assessment process in Coatbridge and Airdrie Locality	Roll the programme out across all localities	The Plan for North Lanarkshire Local Child Poverty Action Report	172 referrals 2019/20 186 referrals 2020/21	2022	NHSL temporary funding to continue for a further year	Routine enquiry is now being embedded into practice within both Midwifery and Health Visiting services across all localities. During Covid 19 NHS Lanarkshire has seen a reduction in the number of face-to-face contacts and reviews with families over the last year. However routine enquiry has remained a key question of part of the reviews that have been delivered over this period. For the period April 20 - March21 the FIT team received the following referral: 186 referrals from health visitors and district nurses. 57 referrals were from other health professionals The total income generated from the referrals was: £152.643.24	Financial Inclusion Team NHS Lanarkshire	Myswis and referral spreadsheet
GP Community Link Worker Programme	Community Link Worker embedded within GP practices across North Lanarkshire making referrals to information and advice services.	2 year funded project April 2021 - 23	The Plan for North Lanarkshire Local Child Poverty Action Report	N/A	April 2023	NHSL temporary funding to local authority and externally commissioned service	New funding received - commissioning process complete - referral process in place CLW in place in 75% of practices in North Lanarkshire	NHSL Financial Inclusion Team CABx	Referral spreadsheet Myswis CASTLE

ACTION PLAN - Increase Income via Social Security Benefits									
Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
Income Maximisation via benefit uptake	North Lanarkshire Council and External Commissioned Independent Advice Services	Increase in income via benefit	The Plan for North Lanarkshire Local Child Poverty Action Report	£48.6 million in addition income generated in 2019/20 £34 million in additional income in 2020/21	2023	Third sector commissioning complete - service level agreements issued to 2023	Ongoing work	Financial Inclusion Team North Lanarkshire Advice Network	Myswis North Lanarkshire Advice Network monitoring information
Universal Credit Assistance Fund	Implement the approved £1m Universal Credit Assistance Fund	Fund Council tenants' rents during the five week waiting time for Universal Credit	Housing (Solutions)	N/A	Ongoing	Fund approved; scheme to be established and rolled out in early 2020	Fund established with £1.66m of funding used to support 4,425 tenants (at an average of £375 each) by July 2021. Separate Covid 19 Rent Relief Fund also established which, by July 2021, had provided £420,532 support to 1,143 tenants (average £367).	Housing (Solutions)	HSMS
Universal Credit Drop In	Assist people who have difficulty accessing their account (lack of PC skills and access) to manage their UC account.	People are able to manage their universal credit claims therefore, minimising the risk of sanctions and payment delays	The Plan for North Lanarkshire	N/A		Temporary funding	Due to the pandemic, the drop in has not been available. CPA are based in a council building which has been closed. They continue to provide advice by phone.	Cumbernauld Poverty Action (CPA)	Cumbernauld Poverty Action (CPA)

ACTION PLAN - Reducing the Cost of Living									
Action	Brief Description	Planned Outcome	Links to Other Plans/Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
Education - Food Poverty Prevention	School holiday and weekend food provision to children with free school meal entitlement Increase free school meal uptake	Children have access to hot meals	The Plan for North Lanarkshire Local Child Poverty Action Report	Over 60,000 meals delivered since inception of Club 365 Over 10,500 children entitled to free school meals	Ongoing	Ongoing	Over 10,000 families supported through FSM and Club 365 vouchers with £10Million in payments being distributed.	Education and Families	Level of uptake from families specifically targeted. Increased figures in school meal take up
Increase uptake of school clothing grants	All those entitled access the school clothing grant.	Children have access to suitable school and footwear Work toward automation of this service	The Plan for North Lanarkshire Local Child Poverty Action Report	11,854 children in receipt of SCG 2019/20 2020/21 13,406 children received clothing grant	Ongoing	Established	Ongoing	Revs and Bens Education and Families	Increased figures in school clothing grants



ACTION PLAN - Reducing the Cost of Living

Action	Brief Description	Planned Outcome	Links to Other Plans/Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
Provision of sanitary products within schools and other public buildings	Provide women with access to sanitary products within education and other public buildings	Universal access to sanitary products within education and public buildings	The Plan for North Lanarkshire Local Child Poverty Action Report	16,956 products have been provided since July 2019	Ongoing	Established	Free NHS Lanarkshire sanitary provision (P Card scheme): In partnership with both North and South Lanarkshire Council, from May 2021 most health premises across Lanarkshire and various teams working with vulnerable people have free sanitary products available to supply patients and staff. Posters will promote this service and a discrete card can be shown by anyone who requires products. Due to Covid 19 restrictions, the promotion of this service has been limited, however throughout 21/22 as restrictions allow, this service will be further promoted. More teams and the acute hospital sites will get added to the scheme.	Tackling Poverty	Take up figures of free sanitary products



ACTION PLAN - Reducing the Cost of Living									
Action	Brief Description	Planned Outcome	Links to Other Plans/Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
Fuel Poverty	<p>Assist families who are experiencing fuel poverty via campaigns such as Big Switch and income maximisation</p> <p>Energy Best Deal - focussing on the cost of supply of utilities and pursuing alternative options for residents</p>	<p>People are lifted out of fuel poverty</p> <p>People accessing cheaper fuel</p>	The Plan for North Lanarkshire	36,000 households in fuel poverty	<p>Pending new campaign</p> <p>Ongoing</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>31,000 in fuel poverty (including 8,000 families)</p> <p>It Pays to Switch providing fuel switching option.</p>	<p>Housing</p> <p>CABx</p>	<p>Reduction in households experiencing fuel poverty</p> <p>CABx</p>
Address the issues of funeral poverty	Work with funeral directors in an attempt to address high funeral costs for north	More affordable packages and plans to meet the rising costs of funeral			2023	Begin late 2020	Tackling Poverty		

ACTION PLAN - Reducing the Cost of Living

Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
Financial Education	Provide school children with money advice/ consumer advice information sessions (MACA)	Make children more aware of financial issues.	The Plan for North Lanarkshire Local Child Poverty Action Report	4205 primary children provided with awareness session in 18/19 219 Additional Support Needs secondary pupils provided with awareness session 18/19	Ongoing	Established - will be reviewed and MACA PLUS sessions introduced and aimed at school leavers	No MACA sessions were delivered during the school session due to the impact of Covid 19. FIT are in discussion with Education to create suitable modules to be delivered in a hybrid model of face to face and in the digital classroom	Financial Inclusion Team Education and Families	Spreadsheet recording of children attending sessions.
Affordable Credit	To widen access to payroll deduction for credit unions and access to affordable credit.	To increase credit union membership and reduce payday loan lending in North Lanarkshire Establish credit union forum in North Lanarkshire	The Plan for North Lanarkshire Local Child Poverty Action Report	14,752 adult & 1131 young members (based on 3 of the 17 credit union providers in NL)	2023	Ongoing work		Financial Inclusion Team Education and Families	Increase in credit union membership Increase in employers offering payroll deductions

ACTION PLAN - Reducing the Cost of Living									
Action	Brief Description	Planned Outcome	Links to Other Plans/Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
Debt Advice	Advice and Support in relation to debt and budgeting advice provided by Council Services and External Advice Services	Assist people out of debt and provide them with the tools to budget accordingly	The Plan for North Lanarkshire	1402 referrals to the service in 18/19 895 referrals to the service 20/21	Ongoing	Established and ongoing	Expected fall in debt referrals for 20/21 realised - expected increase as Covid 19 mitigation steps come to an end.	Financial Inclusion Team	MACS
Debt Advice Journey	Development of delivery of debt advice; <ul style="list-style-type: none"> • Development of delivery of debt advice; • Self help toolkit • Online referral form • Case management system • Online service user portal 	Reduced outgoings through prompting clients to shop around for best deals. Reduce the stigma of accessing debt advice by provision of a suite of self help options Improved access to debt advice through online referral and video conferencing Improved waiting times by reducing adviser time spent on administration	Local Child Poverty Action Report Tackling Poverty Strategy The Plan for North Lanarkshire Digital NL	In development	2023	Temporary funding from SLAB until 2023	In early stages of development	Financial Inclusion Team Digital Sprint	Quarterly monitoring reports to be completed for SLAB funding



ACTION PLAN - Reducing the Cost of Living									
Action	Brief Description	Planned Outcome	Links to Other Plans/Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
Debt Advice Pilot	Debt assistance utilising a telephone helpline and webchat interface	Assist people out of debt and provide them with the tools to budget accordingly	The Plan for North Lanarkshire	N/A	March 2022	Ongoing	Ongoing	CABx	CABx
New affordable homes	Deliver 5,000 new affordable homes by 2035	Reduce the cost of living by increasing the supply of energy efficient, affordable homes	Housing (New Supply)	November 2019 - 743 units completed	2035	Ongoing	July 2021 - 831 homes completed	Housing (New Supply)	
New affordable homes	Support housing association partners to deliver new homes	Reduce the cost of living by increasing the supply of energy efficient, affordable homes	Housing (New Supply)	November 2019 - 743 units completed 2014/15 - 2018/19 - 634 homes completed	1,169 homes to be delivered by March 2024	Ongoing	July 2021 - 1,051 homes completed	Housing (New Supply)	
Improved energy efficiency	Deliver capital investment programme, HEEPS ABS and other initiatives	Reduce the cost of living and fuel poverty by improving the energy efficiency of housing stock across all tenures	Housing (Investment)	August 2019 - 99.2% of properties have an EPC of D (SAP 55) of above 2,100 homes improved through HEEPS ABS	2024	Ongoing - 5 year investment programme being prepared for implementation from 2021	Council preparing EESSH2 programme (bringing all Council homes up to EPC B by 2032 where technically feasible and cost effective). HEEPS ABS 2020/21 programme delayed due to Covid 19 but it and 2021/22 programme currently progressing.	Housing (Investment)	

ACTION PLAN - Reducing the Cost of Living									
Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
Support homeowners to adapt, repair and maintain their homes	Deliver advice and assistance (including financial assistance) to homeowners through the Scheme of Assistance	Reduce the cost of living by preventing and addressing disrepair, and improving health and wellbeing by supporting owners to adapt their homes	Built Environment (Private Sector); HSCP (Equipment and 'Housing (Investment)	2018/19 - 345 disabled adaptations; 832 assistance (including 167 grants and 3 missing shares provided	Ongoing	Ongoing (N.B. Revised Scheme of Assistance to be prepared in 2021/22 following adoption of forthcoming Local housing strategy	Ongoing	Built Environment (Private Sector); HSCP (Equipment and Adaptations)	



ACTION PLAN - Research, Strategic Planning and Programme Management									
Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
Establish a short term working group be established in order to properly examine the impact of Covid 19 on those in North Lanarkshire already experiencing poverty and inequality as well as those who are likely to fall into poverty as a result of the economic and social impact of Covid 19	The approach to recovery planning will be established on the principle of "build better back."	Fully researched recovery plan	NLC and NLP Recovery Plans	Pre - Covid 19 - crisis data	June 2020 & Ongoing	To be established - membership to be determined	Ongoing	Financial Inclusion Team (with link officers across services and the partnership)	Activity from the TPOAG will be reflected within the Strategy with recommendations approved by the Policy and Resources Committee
Establish a Tackling Poverty Officer Action Group	Establishing a group of Officers from across the Community Planning Partnership who will be able to contribute to the development and implementation of the Tackling Poverty Strategy.	All services and Community Planning Partners will co-ordinated the approach to tackling poverty which will complement the Plan for North Lanarkshire.	The Plan for North Lanarkshire Local Child Poverty Action Report	N/A	Ongoing	Established - membership to be reviewed	Ongoing	Financial Inclusion Team (with link officers across services and the partnership)	Activity from the TPOAG will be reflected within the Strategy with recommendations approved by the Policy and Resources Committee

ACTION PLAN - Research, Strategic Planning and Programme Management									
Action	Brief Description	Planned Outcome	Links to Other Plans/Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
Establish a Tackling Poverty Team	A Tackling Poverty Team will be responsible for the co-ordination and monitoring of all tackling poverty work	All services and partners will have co-ordinated corporate approach to tackling poverty	The Plan for North Lanarkshire Local Child Poverty Action Report	N/A	Ongoing	Options to realign existing resources being assessed for consideration alongside the Tackling Poverty Strategy and Covid 19 crisis recovery planning	Ongoing	Financial Inclusion Team	Activity from the team will be monitored via the Strategy, the TPOAG and appropriate committee
Poverty Proof Decisions	Embed poverty impact assessments into decision-making	In line with the Fairer Scotland Duty, we have one impact assessment which covers equality and diversity, health inequalities, poverty and children's rights	The Plan for North Lanarkshire Equalities Strategy	N/A	2020	Pending	Ongoing - NLC and NHSL	Financial Inclusion Team Equalities Network	Poverty will be considered in key strategic decisions



ACTION PLAN - Research, Strategic Planning and Programme Management									
Action	Brief Description	Planned Outcome	Links to Other Plans/Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
<p>Promote awareness of and engagement in development and delivery of Tackling Poverty Strategy by Community and Voluntary Sector (CVS) and local communities through Community Boards</p>	<p>Building on earlier engagement through initial development of the strategy undertake the following</p> <p>1.1. CVS survey to identify their views on the strategy and suggestions for improvements; CVS contribution to tackling poverty and future support needs.</p> <p>1.2 Present Tackling Poverty Strategy to the 9 Community Boards to support discussion regarding their role in its delivery</p> <p>1.3 Present NLTPS and results of CVS survey to NL CVS Partnership Group and key CVS thematic Networks (e.g. Employability; Children, Young People and Families; to support further engagement in development and delivery</p>	<p>Better engagement of CVS and communities in strategy development and delivery</p>	<p>The Plan for North Lanarkshire Local Child Poverty Action Report Working with Communities Framework Children's Services Plan</p> <p>Lanarkshire Mental Health and Wellbeing Strategy</p>	<p>Early engagement through previous locality structures (input to meetings and challenge poverty events). Feedback from engagement throughout C19 has highlighted that issues associated with poverty continue to be a concern for local people although discussion is often around the symptoms of poverty rather than causes.</p>	<p>1.1. Sept-Oct 2021</p> <p>1.2 from Autumn 2021</p> <p>1.3 Autumn/ Winter 2021</p>	<p>1.1 In progress</p> <p>1.2 to be scheduled</p> <p>1.3 to be scheduled</p>	<p>1.1 VANL has drafted a survey ready for issue. VANL will analyse results and provide report</p>	<p>1.1 VANL</p> <p>1.2 NLC Financial Inclusion Team</p> <p>1.3 VANL</p>	<p>TPOAG Community Boards NLP SLB</p>



ACTION PLAN - Research, Strategic Planning and Programme Management									
Action	Brief Description	Planned Outcome	Links to Other Plans/Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
<p>Awareness Raising</p> <p>Work with Community and Voluntary Sector Networks to</p> <ul style="list-style-type: none"> • Improve understanding of poverty within communities • Reduce poverty related stigma • Develop a clear role and responsibilities for community Boards and local anchor organisations as champions in challenging stigma and promoting supportive local approaches 	<p>Building on the existing models for working with communities</p> <p>Identify clear communication channels for sharing key 'poverty' related messages across community and voluntary sector networks</p> <p>Deliver a session to the community boards as part of their 'Development Programme' to ensure that those representing communities understand the strategy, what poverty looks like and some of the key messages, promote access to services and reduce stigma</p> <p>Identify 'champions' through community boards to participate in any awareness raising, identify and share information relating to action and key messages around poverty in localities</p>	<p>Those representing communities understand their roles and responsibilities in raising awareness of key poverty messages, challenging stigma.</p> <p>Communities and are equipped with an understanding of poverty and how local people can access support</p>	<p>9 x LOIP's</p> <p>NLC Communication Strategy and Framework</p> <p>Framework for Working with Communities</p> <p>Covid 19 Impact/ Emerging Issues</p>	TBC	<p>Locality Communication outline</p> <p>Session prepared for Community Board Dev programme</p> <p>Identify local champions</p>	<p>Aug 2021</p> <p>June/July 2021</p> <p>June/July 2021</p>	<p>Update - Currently engaging with Community Boards around their development programme and key themes that require further awareness raising within communities</p> <p>Poverty or financial inclusion related priorities identified across LOIP's in most areas. Local reporting templates produced for community board updates on LOIP priorities and this can support Tackling Poverty reporting related to strategy and local action. There is an opportunity to develop specific local action around reducing stigma as well as identifying community champions from this activity as a conduit between local priorities and action and the strategic framework including awareness raising</p>	NLC Communities Team	Update reports and monitoring as part of the monitoring of the Tackling Poverty Strategy and Action Plan

ACTION PLAN - Research, Strategic Planning and Programme Management									
Action	Brief Description	Planned Outcome	Links to Other Plans/Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
Introduce Memorandums of Understanding between the Financial Inclusion Team and Services	Income maximisation and debt advice services are available to all residents via either the services themselves or effective referral routes	All services will have a co-ordinated corporate approach to tackling poverty	The Plan for North Lanarkshire Economic Regeneration Delivery Plan	N/A	Dec 2020	Pending	Ongoing - will be part of the restructure process of the Financial Inclusion Team	Financial Inclusion Team	Referrals and activity monitored via MySwis and MACS
Universal Credit Scheme	A universal credit fund to mitigate against the impact of arrears accrued due to DWP methods and timescales	Assist residents to manage arrears due to the delay in initial Universal Credit claims	The Plan for North Lanarkshire Economic Regeneration Delivery Plan	N/A	2023	Research Stage	Ongoing	Housing Services	Reduction in arrears due to the delay of UC payments



ACTION PLAN - Research, Strategic Planning and Programme Management									
Action	Brief Description	Planned Outcome	Links to Other Plans/Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
<p>Introduce Memorandums of Understanding between the Financial Inclusion Team and Services</p>	<p>Through extensive local engagement aimed at developing locality priorities 'tackling poverty' is a common theme with local people identifying concerns and action areas often around the symptoms of poverty. To ensure that the tackling poverty reflects local need and vice versa the following is suggested</p> <ul style="list-style-type: none"> • Mapping identified locality priorities with the TPS and agreeing how to support local action or report locally on existing approaches • Identifying a baseline and key indicators/milestones for improvement in each area • Support Community Boards to understand existing services and supports • Support community boards to agree their responsibility around stigma and raising awareness • Assigning a lead officer to work with local Community Board to work up detail of any local TP action <p>Consider links to existing work to explore the NL approach to Community Wealth Building</p>	<p>Any locality action for tackling poverty is aligned to and supports the delivery of the NL Tackling Poverty strategy but there is also a recognition that local CVS plays a key role in supporting grass roots level action</p>	<p>9 x LOIP's</p> <p>NLC Communication Strategy and Framework</p> <p>Framework for Working with Communities</p> <p>Covid 19 Impact/ Emerging Issues</p>	TBC	<p>Exercise to map locality priorities to TPS</p> <p>Produce baseline information for each area to identify targets and milestone</p> <p>Paper to Community Boards re locality services and supports</p> <p>Agree link to work with community boards to refine action around poverty related priorities</p>	<p>June 2021</p> <p>August 2021</p> <p>Autumn 2021</p> <p>June 2021</p>	<p>Poverty or financial inclusion related priorities identified across LOIP's in most areas. Local reporting templates produced for community board updates on LOIP priorities and this can support Tackling Poverty reporting related to strategy and local action. There is an opportunity to develop specific local action around reducing stigma as well as identifying community champions from this activity as a conduit between local priorities and action and the strategic framework including awareness raising</p> <p>Actions/development areas bulleted have been reflected across LOIP's where there is a priority identified linked to poverty or financial inclusion. Input planned to TPOAG related to LOIP priorities that cross cut with tackling poverty and child poverty strategies and plans</p> <p>Health improvement locality teams have also played a key role here.</p>	<p>NLC Communities Team</p> <p>VANL</p> <p>FIT Team</p>	<p>Update reports and monitoring as part of the monitoring of the Tackling Poverty Strategy and Action Plan</p> <p>Regular Tackling poverty reports to Community Boards through LOIP's</p>

ACTION PLAN - Research, Strategic Planning and Programme Management									
Action	Brief Description	Planned Outcome	Links to Other Plans/Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
Establishment of an Involvement Group to help shape the strategy and services	In order to get the views and direction from those with lived experience, people will be invited to join an Involvement Group	Establishment of Group	The Plan for North Lanarkshire Local Child Poverty Action Report Working with Communities Framework	N/A	2020 to establish - group will be ongoing	Ongoing	Ongoing (delayed due to Covid 19)	Communities Team Financial Inclusion Team Community and Voluntary Sector Voluntary Action North Lanarkshire	Involvement group and input reflected within the Strategy and future direction
Sustain tenancies	Deliver increased financial advice and assistance via 8 additional Income Maximisers	Increase incomes from social security, reducing rent arrears and sustaining tenancies in social rented homes	Housing (Solutions)	October 2019 - 96.51% sustainment (tenants in arrears sustaining tenancies for 12 months or more) Average arrear £466	Ongoing - approach initially funded for 12 months	Ongoing	Funding was for 24 months and not extended	Housing (Solutions)	
North Lanarkshire Children's Services Partnership - Looking at the experience for families when they are looking to access support	Increase awareness for families, volunteers and staff of the relationship between poverty and neglect	Children and families referred and directed to appropriate support	Children's Services Plan Local Child Poverty Action Report	N/A	2021 - 23 plan	Ongoing		Education, Children, Families and Justice	

ACTION PLAN - Research, Strategic Planning and Programme Management									
Action	Brief Description	Planned Outcome	Links to Other Plans/Strategies	Baseline	Timescale	Status	Updates	Lead Team	Monitoring
Establish a Data Group to produce a "heat map"	Services and information we hold on our communities to be layered to identify areas to direct resources accordingly	Direct resources and become more proactive	Local Child Poverty Action Report The Plan for North Lanarkshire	N/A	2022	Initial discussions and group formed		Tackling Poverty Officers Action Group	Via Digital NL





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