

NORTH LANARKSHIRE

LOCAL Child Poverty

Action Report

2024 - 2025

Maximising Incomes to Maximise Outcomes



Foreword

Child Poverty is lower in Scotland, than the rest of the United Kingdom, whilst there has been an improvement in our child poverty figures this year compared to last, North Lanarkshire still has one in four children living in poverty.

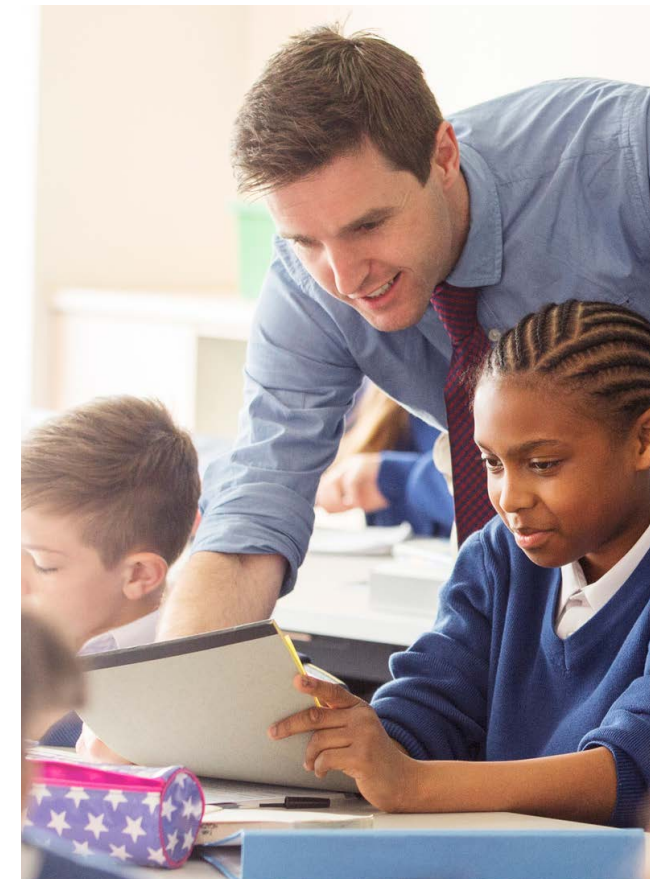
Tackling poverty is at the heart of The Plan for North Lanarkshire and together with our Partners in NHS Lanarkshire and the Third Sector we are committed to addressing the cause and effects of poverty in all our communities.

To achieve the Plans' goal of North Lanarkshire being the place to Live, Learn, Work, Invest and Visit, tackling child poverty and poverty in our communities has to be at the heart of all our services.

For our families and children, we need to use all of our means possible, including increasing income via employment, increasing income via social security benefits, reducing the cost of living and holistic supports, and strengthening referral pathways, 'maximising outcomes by maximising incomes', thus ensuring that our children and young people live in

more prosperous and thriving communities across North Lanarkshire.

In North Lanarkshire we recognise that ensuring people's income is fully maximised should be the first step to tackling poverty and inequality, and in addition creating employment opportunities. The Council is committed to ensuring that people have access to welfare rights services in their communities funding both inhouse and third sector agencies. Demand for advice services continues with the 29,819 benefit checks being completed in 2024/25, generating £55,340,045 in additional income for our residents and families. In June 2024, one of our welfare rights officers was dedicated to supporting Additional Support Needs schools across North Lanarkshire, this helps us deliver our aim to meet the expressed needs



and concerns of our children and young people and ensures that all our families have access to tackling poverty referral gateways and that North Lanarkshire is the place to learn.

Increasing income via employment is also working in North Lanarkshire and we must continue to build on the work with our employability teams. In North Lanarkshire the gross weekly pay for local residents remains higher than the national average, making this an attractive place for both employers and those seeking work.

£1.3 billion of capital investment is improving the physical environment of North Lanarkshire, creating the economic, social and community conditions that will attract further investment in our communities. In helping to creating prosperous communities, making North Lanarkshire somewhere that people will want to visit.

The 2024/25 Local Child Poverty Action Report demonstrates the work being carried out to achieve the goals set out in our previous Action Plan and will introduce new actions to strengthen even further the delivery of our commitment to tackling child poverty across council and partner services.



Councillor Jim Logue
Leader of the Council



Councillor Chris Costello
Convenor Wellbeing &
Tackling Poverty Committee



Martin Hill
Chair, NHS Lanarkshire

Contents

Foreword	03	Education - Poverty Awareness Session With An Ask	55
Introduction	07	Health and Income Maximisation	57
North Lanarkshire Child Poverty Profile	09	Royal Hospital For Children.....	60
Priority groups	10	Social Work and Income Maximisation.....	60
North Lanarkshire Children's Services Partnership	13	The Third Sector – Information and Advice.....	62
Children's rights and children's voices	15	The Drivers of Poverty - Holistic Supports	63
The Drivers of Tackling Poverty - Increase Income from Employment	22	Cash First - Maximising Incomes to Maximise Outcomes.....	63
North Lanarkshire - Working for Families.....	22	Whole Family Wellbeing and Fairer Futures Partnership	64
Routes to Work - Employability and Health Visiting Pilot	23	Whole Family Support - Families Here and Now Service.....	65
North Lanarkshire Employability Grants Programme	24	Whole Family Support - School Attendance.....	66
NHS Demonstrator Programme	28	Whole Family Support - Community Learning and Development	68
Business and Entrepreneurship	30	Our Next Steps - Fairer Futures Partnership.....	69
Developing the Young Workforce	31	Community Solutions.....	71
Vocational Education.....	32	Financial Education - Adults (Sum It Up).....	74
North Lanarkshire Summer Placement Programme.....	34	Poverty Awareness Sessions.....	75
Scottish Health Equity Research Unit	35	NHS Lanarkshire Routine Enquiry Training	76
The Drivers of Tackling Poverty - Reduce the Cost of Living	36	Public Health Scotland.....	76
Debt Advice.....	37	Strengthening Families Programme Summer 2025.....	77
Rent Arrears – Early Intervention vs Crisis Intervention.....	38	Virtual School.....	77
Fuel Poverty.....	40	Achievements and Challenges	79
New Affordable Homes.....	42	Appendix One	
Homes for Families	43	North Lanarkshire Children and Young People Furthest From Their Rights ..	80
Reducing Fuel Costs in our Existing Housing Stock	44	Appendix Two	
Digital Connectivity in NLC Homes	45	The Cluster Responses to The Three Questions	82
Help at School and Beyond	46	Appendix Three	
Breastfeeding.....	48	The Principles of Family Supports	89
Period Dignity.....	50	Appendix Four	
The Drivers of Tackling Poverty - Increase Income Via Social Security	51	Local Child Poverty Action Plan	90
All Roads Lead to the Tackling Poverty Team.....	52		

“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”.

Introduction

The Child Poverty (Scotland) Act 2017, places a duty on Local Authorities and NHS Boards to jointly develop, publish and action an annual Local Child Poverty Action Report (LCPAR). In this seventh report, we will look at the work being carried out across our communities by all our planning partners.

North Lanarkshire's Tackling Poverty Officers Action Group comprises of representatives from the council, NHS Lanarkshire and our partners in the third sector working together to provide accessible services and solutions to tackle poverty and inequality in our communities.

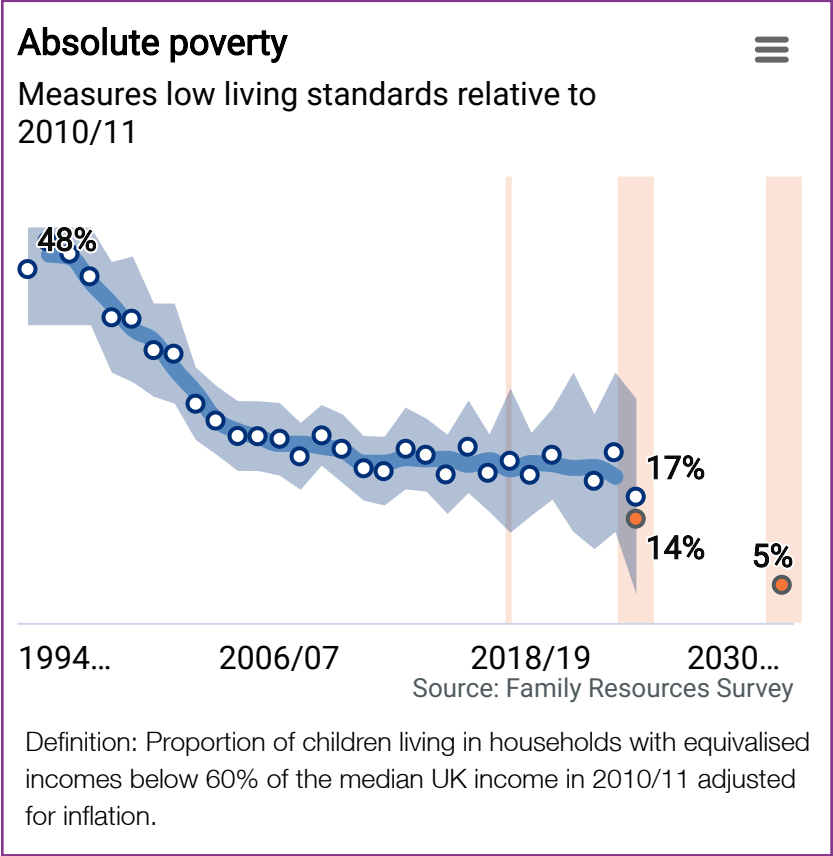
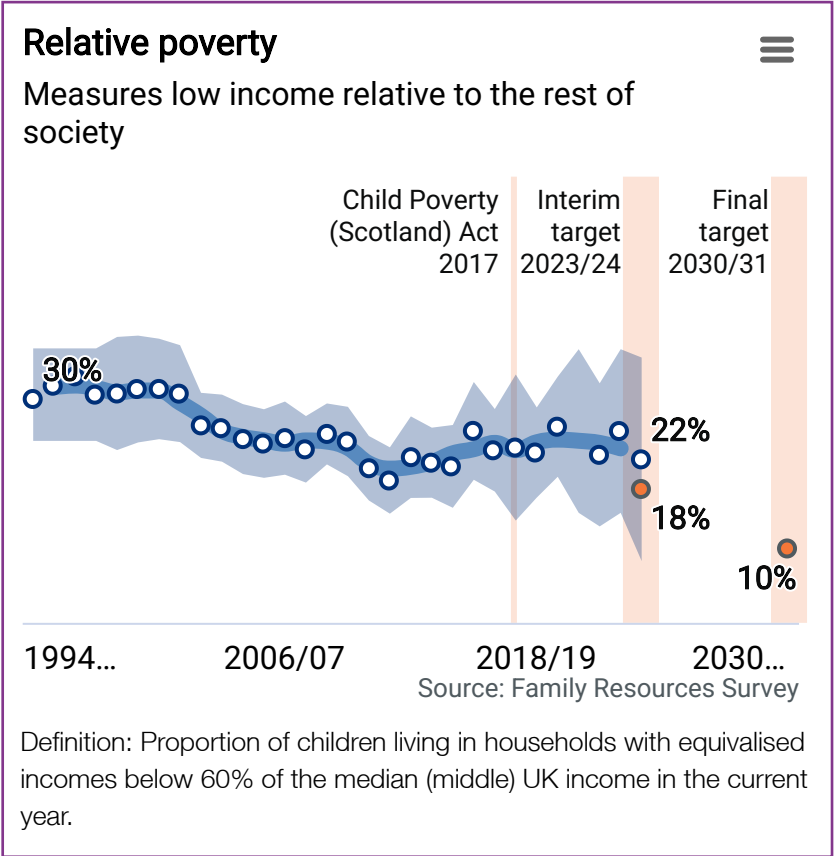
North Lanarkshire took the approach in their fifth LCPAR to introduce Holistic Supports as the fourth driver, now in this seventh report as we explore referral pathways and the Whole Family Support approach, it is clear that if we are to maximise outcomes for people, we have to maximise incomes by using the traditional drivers of; increasing income via employment, reducing the cost of living and increasing income via social security benefits.



The approaches the partners are taking in North Lanarkshire in recognising that poverty is a common thread of demand across all services, will ensure that referral pathways are embedded and that this No Wrong Door approach ensures that those living in poverty, and those at risk of poverty, will receive the right support at the right time.

“Compared with the previous year’s statistics, relative child poverty in 2023- 24 reduced from 26% to 22% in Scotland, while absolute child poverty fell from 23% to 17%. UK Poverty statistics..... show levels of relative child poverty at 31% and absolute child poverty at 26%.”

Scottish Government News Release March 2025 (illustration below)



North Lanarkshire Child Poverty Profile

Devolved policies such as the Scottish Child Payment contribute to overall lower levels of poverty across Scotland, as compared to the rest of the UK, but more than one in five children remain in poverty.

The recent child poverty figures evidence a national picture of improvement in child poverty figures across Scotland.

The child poverty profile within North Lanarkshire has also seen an improvement, with child poverty rates dropping from 26.6% to 24.9%. These positive changes are welcome in North Lanarkshire, with the work reported throughout our Local Child Poverty Action Reports and other factors such as economic growth and investment in social policies and initiative contributing to this improvement.

Whilst there has been an improvement in our child poverty figures this year compared to last, North Lanarkshire still has one in four children living in poverty. The poverty profile of North Lanarkshire is varied across our communities, with locality analysis undertaken in early 2025 showing child poverty figures ranging from 11.4% in areas within Cumbernauld to as high as 32.2% within Bellshill.

With the introduction of the new Public Health Scotland Dashboard that allows us to see more in-depth reporting in relation to our priority groups, we will now be able to utilise our community hubs and council resources to target areas where the statistics recognise specific needs.

The Tackling Poverty Officers Action Group are in the process of planning and developing the new overarching Tackling Poverty Strategy for 2026 – 2031, these disparities and the actions we need to take to address these will be an integral part of both this and the LCPAR7's Action Plan.



Priority Groups

The Scottish Government identified six priority family types recognised as being at the highest risk of child poverty;

- Lone Parent Families
- Families where a member of the household is disabled
- Families with 3 or more children
- Families with a child under 1
- Families with a mother under 25
- Minority Ethnic Families

Data from 2023/24, collated by Public Health Scotland from various sources, allows us to draw the priority group picture for North Lanarkshire;



Lone Parents

We have **8933** children of lone parents living in relative poverty



Families with a child under one

the data provides that there are **154** children under the age of **1** living in relative poverty in North Lanarkshire.



Families where a member of the household is disabled

There are **6469** households in North Lanarkshire where either a child disability element, an adult disability element or both are included in the Universal Credit Claim.



Families with a mother under 25

in 2023, there were **513** births to mothers under the age of **25** across North Lanarkshire



Families with 3 or more children

There are **4350** households across North Lanarkshire who are claiming child benefit for **3** or more children. (**710** with **4** children and **220** having between **5** and **9** children).



Minority Ethnic Families

2024 data from North Lanarkshire identified that there were **4052** minority ethnic children together with **50** asylum seekers and **226** refugees registered on our school roles.

Families in North Lanarkshire will often fall into more than one priority group, for example, the Scottish Government report that 49% of children in lone parent families also have a disabled person at home; 50% of children in a family with a younger mother are also in a lone parent household; 49% of children living in a home with three or more children are also in a family in which someone is disabled. We recognise this, and whilst development is still underway with IT systems, we have been able to, as far as possible, count the family once to provide information on income generated by priority group and locality (tables 1-5 below). The data gathered identified that there were no mothers under the age of 25 provided with assistance, although it is recognised that they will fall into other priority areas.

Recognising that our families will fall into a number of the priority groups and will need different supports, at different times, for different life events, strengthens our approach since LCPAR 5, where we recognise that Holistic Supports is as much a driver to tackling poverty as the traditional three of maximising income from employment, increasing income via social security and reducing the cost of living.

Table 1 – Income Generated For Lone Parent Priority Group By North Lanarkshire Councils' Tackling Poverty Team in 2024/25

North Lanarkshire Locality - 2024/25	Number of Lone Parents Assisted by the Tackling Poverty Team	Additional Benefit Income Generated for Lone Parents
AIRDRIE	570	£1,118,851.70
BELLSHILL	255	£429,026.99
COATBRIDGE	418	£881,573.63
CUMBERNAULD	412	£871,100.88
COUNCIL WIDE PROJECTS	146	£158,503.10
MOTHERWELL	357	£768,486.48
SHOTTS	101	£271,604.68
WISHAW	351	£760,112.27
GRAND TOTAL	2610	£5,259,259.73

Further strengthening this approach is the co-location of the Tackling Poverty Team with services such as; Families Here and Now and Routes to Work, within the North Lanarkshire Community Hubs. The Hubs are at the heart of our communities and provide people with both drop in and appointment based services, ensuring that services are joining up for ease of access for our communities.

Table 2 – Income Generated For Family Households with a disabled child Priority Group By North Lanarkshire Councils' Tackling Poverty Team in 2024/25

North Lanarkshire Locality - 2024/25	Number of Disabled Families Assisted by the Tackling Poverty Team	Additional Benefit Income Generated for Disabled Families
AIRDRIE	107	£184,097.04
BELLSHILL	74	£150,459.28
COATBRIDGE	134	£161,793.61
CUMBERNAULD	133	£205,301.23
COUNCIL WIDE PROJECTS	28	£49,321.33
MOTHERWELL	95	£197,116.62
SHOTTS	33	£43,488.01
WISHAW	83	£187,314.68
GRAND TOTAL	687	£1,178,891.80

Table 3 – Income Generated For Families With Three or More Children By North Lanarkshire Councils' Tackling Poverty Team in 2024/25

North Lanarkshire Locality - 2024/25	Number of Families With Three or More Children Assisted by the Tackling Poverty Team	Additional Benefit Income Generated for Families with Three or more children
AIRDRIE	23	£30,860.36
BELLSHILL	8	£5,036.80
COATBRIDGE	22	£41,333.69
CUMBERNAULD	20	£16,298.27
COUNCIL WIDE PROJECTS	13	£16,584.88
MOTHERWELL	20	£38,114.84
WISHAW	10	£19,769.29
GRAND TOTAL	116	£167,998.13

North Lanarkshire's Tackling Poverty Team has generated **£6,735,891** in additional benefit income for priority families in our communities.

Table 4 – Income Generated For Families With A Child Under One By North Lanarkshire Councils' Tackling Poverty Team in 2024/25

North Lanarkshire Locality - 2024/25	Number of Families With A Child Under One Assisted by the Tackling Poverty Team	Additional Benefit Income Generated for Families With A Child Under One
AIRDRIE	19	£25,715.98
BELLSHILL	6	£5,768.36
COATBRIDGE	9	£25,440.64
CUMBERNAULD	11	£4,680.00
COUNCIL WIDE PROJECTS	2	£0.00
MOTHERWELL	5	£4,999.80
SHOTTS	2	£4,099.16
WISHAW	5	£878.28
GRAND TOTAL	59	£71,582.22

Table 5– Income Generated For Minority Ethnic Families By North Lanarkshire Councils' Tackling Poverty Team in 2024/25

North Lanarkshire Locality - 2024/25	Number of Minority Ethnic Families Assisted by the Tackling Poverty Team	Additional Benefit Income Generated for Minority Ethnic Families
AIRDRIE	6	£415.70
BELLSHILL	5	£0.00
COATBRIDGE	5	£4999.80
CUMBERNAULD	7	£9999.60
COUNCIL WIDE PROJECTS	11	£19,107.40
MOTHERWELL	10	£18,636.40
SHOTTS	1	£4999.80
WISHAW	6	£0.00
GRAND TOTAL	51	£58,158.70

North Lanarkshire Children's Services Partnership

In North Lanarkshire, our vision is to support all children and young people to achieve their potential, ensuring they are loved, nurtured and empowered to thrive in all aspects of their lives, upholding each and every child and young person's rights as stated in the United Nations Convention of the Rights of the Child (UNCRC).



Working collaboratively and holistically with children, young people, their families, and our partners to ensure they get the best start in life and support families to provide loving care. We will do this by making sure we have the right supports available, at the right time, for as long as needed, and delivered in the right places to ensure equity for all and reducing inequalities.

The diagram below brings together the key elements of the Children's Services Partnership in North Lanarkshire.

The diagram displays the high-level National Outcomes of The Plan for North Lanarkshire which overarch all the work across North Lanarkshire Partnership. The Children's Services Partnership and Plan and the Child Protection Committee and Plan are in the next layer. These partnerships are driven by GIRFEC, UNCRC, The Promise, Tackling Poverty and Whole Family Support.

The delivery of the Children's Services Plan centres on community hubs and school clusters where partnership staff work together with children, young people and families. We apply strength and relationship-based practices and ensure what we do is trauma informed.

All of this is to improve outcomes for children, young people and families ensuring they are safe, healthy, achieving, nurtured, active, respected, responsible and included.



Children's Rights and Children's Voices

UNCRC has been a driver for children's services in North Lanarkshire for many years, and this includes our approach to tackling child poverty and inequality in our communities.

In 2019, the Poverty and Inequality Commission reported that "while child poverty has received a lot of focus it has rarely been considered within the framework of children's rights."

The Tackling Poverty Team have built on work previously reported around The Three Questions) and have now taken the Three Questions to every mainstream school across North Lanarkshire.

The QR code below will take you to the children's voices from the work we completed in the first schools



Children's Services Partnership Voice and UNCRC Task Group are developing a series of podcasts with a focus on where children's rights are at risk, they have turned the tables on this, by considering the impacts of poverty through a children's rights lens. A series of topics are covered with recognition that children living in poverty are less likely to realise their rights. The podcasts will include discussions around children with additional support needs, new Scots and children and young people in conflict with the law. (full available at appendix one). The podcasts will be available in the latter part of 2025.

When we consider the answers of all our children to the Three Questions (example of one cluster available at appendix two) we can see that in relation to their rights, children's who are living in poverty are not starting at the same position as their peers who are not living in low income households; therefore access to their rights is diminished affirming the above statement of the Commission.





Every child has the right to life. Governments must do all they can do to ensure that children survive and develop to their full potential.



Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously.



Both parents share responsibilities for bringing up their child and should always consider what is best for the child. Governments must support parents by creating support services for children and giving parents the help they need to raise their children.



A child with a disability has rights to live a full and decent life with dignity and, as far as possible, independence and to play in an active part in the community. Governments must do all they can to support disabled children and their families.



Every child has the right to the best possible health. Governments must provide good quality health care, clean water, nutritious food and a clean environment and education on health and wellbeing so that children can stay healthy.



Every child has the right to benefit from social security. Governments must provide social security, including financial support and other benefits, to families in need of assistance.



Every child has the right to a standard of living that is good enough to meet their physical and social needs and support their development. Governments must help families who cannot afford to provide this.



Every child has the right to education. Primary education must be free and different forms of secondary education must be available to every child.





UN Convention on the Rights of the Child



We are committed to listening to the voices of children and young people, in their replies to “what do you want us to do about it”. In North Lanarkshire we ensure we committed to respecting, protecting and upholding all the Articles under UNCRC. The Three Questions embraces Article 12 where every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously.

The first stage in the commitment to listening to our children was to implement Financial Education into our classrooms. North Lanarkshire's Maths Leads together with Scotland's Financial Schools are implementing this into our classrooms.

North Lanarkshire schools operate a cluster model, with the Secondary school and each of its feeder schools making the cluster. Education colleagues are now committed to working with the Tackling Poverty Team to create a Cost of the School Day resource for each of these clusters which will reflect the views and opinions of the children and young people, providing answers, where possible to “what would you like us to do to help?” for example, when our children and young people have raised issues in relation to school meals and uniforms, the resource will take them to the councils' internet pages with the details, and at all times provide them with the referral route to access support to apply for these.



The Drivers of Tackling Poverty

Increase Income via Employment

North Lanarkshire Council's Working for Families employability programme is funded through Scottish Government's "No One Left Behind" Tackling Child Poverty fund. The programme has a series of initiatives designed to support low-income families to increase their income through work, supporting parents to access paid employment and helping those in lower paid jobs to progress to higher income. Whilst the funding supports all families in North Lanarkshire on low-income, there are six priority groups:

- Lone Parent Families
- Ethnic Minority Families
- Families where a member of the household is disabled
- Families with a mother under 25
- Families with a child under 1
- Families with 3 or more children



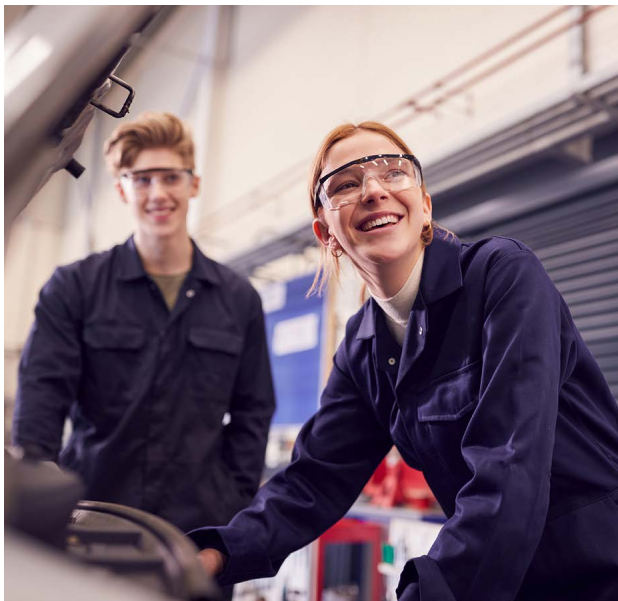
The Working for Families programme is aligned with existing supports including; Tackling Poverty Team, local third sector providers and NLC's ALEO, Routes to Work, to deliver interventions for the client group.

In 2024-25 North Lanarkshire Council was allocated £3.1 million to support unemployed and economically inactive parents in North Lanarkshire. A summary of the main initiatives is outlined below.

Routes to Work

There is continued expansion in Working for Families programme delivery across North Lanarkshire including the part delivered by Routes to Work. This is due to the sustained levels of funding from the Scottish Government to support parental employment as a route to tackle child poverty. The Routes to Work contribution to the Working for Families programme is significant and is integrated with the range of other Working for Families initiatives co-ordinated by the Working for Families Manager within Employability Services at North Lanarkshire Council.

In 2024/25, Routes to Work supported clients into 190 job outcomes with a sustainment rate of 77%.



Employer Recruitment Incentives (ERIs)

20 WFF clients secured permanent employment in the private sector, supported by ERIs, with spend of £137k for 2024-25.

Work Placements

As part of the wide-ranging series of initiatives to support parents on their journey to and in work, a WFF Placement Programme was developed, aimed at encouraging organisations in the Public and Third Sector to host WFF clients on a six month fully paid work placement. The primary aim of the WFF Placement Programme is to boost clients' confidence, help them learn new skills, and develop capabilities essential for employment, ultimately securing employment opportunities

WORKING FOR FAMILIES: WORK PLACEMENT SCHEMES				
2024-25	No. of organisations	No. of placements created	Hours per week created	Positive Destination
North Lanarkshire Council	1	14	208	100%
NHS Lanarkshire	1	20	460	81%
Third Sector Organisations	15	28	570	64%
TOTAL	17	62	1238	

North Lanarkshire Employability Grants Programme

The Grants Programme supports provision across a five-stage “employability pipeline”, designed to support individuals in their journey toward employment, addressing their needs at each stage. Unemployed North Lanarkshire residents, particularly those furthest from the labour market and/or for whom the current employability service provision does not fully meet their needs are the focus. In 2024-25, Working for Families invested £739k to six third sector and one private organisation to support clients primarily at the initial stages of the pipeline - engagement, assessment and Training and Development.

NL WORKING FOR FAMILIES EMPLOYABILITY GRANTS							
Job Starts	Qualification	Work Placement	Further Education/Higher Education/Training	Employment	Volunteering	Modern Apprentice/ Graduate Apprentice	Improved Income
425	175	54	25	74	21	14	18

Overall Working for Families provision engaged with 1717 clients, with 924 new registrations. Outcomes by priority group are as follows

OVERALL WORKING FOR FAMILIES OUTCOMES BY PRIORITY GROUPS								
	Total Clients	Jobs	Self Employed	Modern Apprentice/ Graduate Apprentice	Accredited Training	Entered Further Education	Started Volunteering	Completed Work Experience
Lone parents	754	93	50	3	106	9	15	16
Ethnic minority parents	385	53	18	0	51	0	15	12
Families with a disabled child / adult	229	33	5	0	23	4	5	3
Parents under 25	115	115	3	1	39	3	7	10
Families with a child under 1	82	11	2	0	9	0	1	2
Families with 3+ children	267	48	3	1	39	3	7	10
Total individuals		225	78	4	171	12	30	25

N.B. Total individuals are usually lower than the sum of the above figures, as some individuals experience multiple barriers, therefore summing would result in double counting.

Case Study – Working for Families

Janette secured a WFF placement provided by “Triage” and has since secured employment with increased hours.

“I want to make a career for myself doing something I enjoy. Before being made redundant I worked in food production but wanted to find a job in an office as I have previous experience in office duties including finance/bookkeeping. I felt so much happier. Triage helped me so much with training opportunities, their support and encouragement led me to getting a placement and have since progressed to other employment with more hours and more income.

Now in employment full time I can provide for my family without feeling stressed, being able to use heating more and have more money for days out are all important to me. Now in full time work I don’t worry as much as I did when I was unemployed”

I thoroughly enjoyed my time at Triage the friends I met are a bonus we all support each other to achieve our goal”.

Case Study – Working for Families

Evonne took part in the Working for Families Employability Programme, provided by “Enable”.

Before joining the programme, Evonne struggled with confidence, especially in managing her responsibilities as a single parent. After participating, she feels a renewed sense of hope and confidence, knowing she is not facing these challenges alone. The programme gave Evonne tools and support, which helped boost her self-esteem and overall outlook on life.

Through the programme, Evonne found herself becoming more involved in community activities. While she didn’t immediately jump into large events with loads of people in attendance, she feels more open to participating in local events, clubs, and meetings. Attending her children’s school activities has also become a priority, something she feels she is now more likely to do as she grows more confident.

The programme helped Evonne focus on her longer-term future, with the resources and connections to envision a better path ahead. Although she acknowledges there are still challenges, she now feels optimistic about the opportunities in the future.

Before enrolling in the programme, Evonne was uncertain about the financial impact of returning to work but advice from a Welfare Rights Officer gave her up to date information and now that she is now working, she has noticed some positive changes.

“We do have more money for some treats, but I still need to manage and budget. I take the kids to McDonald’s and the pictures when I get paid, and they love that and look forward to it. However, I have been saving, and me and my mum are taking the kids to Turkey this year for the first time. I am super excited about being able to do this, and the kids are ecstatic!”

North Lanarkshire Academies and Early Years Services Diversity Recruitment Programme

As part of a substantial workforce transformation programme a new targeted approach to recruitment was developed engaging candidates from diverse communities, notably New Scots who were furthest from the labour market. NL Academies team in conjunction with North Lanarkshire Council Resettlement Team and Equalities Champion Councillor Ayesha Khan, identified a group of candidates from the Ukrainian and Congolese communities in Coatbridge, Motherwell and Wishaw. 43 interested individuals were identified, attending outreach recruitment sessions and taking part in workshops and professional dialogue. This innovative approach was developed following networking, horizon scanning and working collaboratively alongside elected members, council services and community groups.

NL Academies Team quickly recognised that many people brought with them transferrable skills in the Early Years Profession and that there were a number of suitable candidates for roles within the Early Learning and Childcare (ELC) sector. These were roles which the Council had previously encountered difficulty in recruiting. The team approached NLC Early Years sector Service for inclusion of the identified candidates within the recruitment process. Many candidates

had worked in or managed childcare establishments, had transferrable skills and would contribute to an inclusive and diverse workforce. Early Years embraced this and developed a modified outreach process to support candidates through the recruitment system. An individualised approach was adopted with support for form filling and a focus upon a face-to-face conversational assessment. All candidates reported that without the NL Academies team involvement they would not have been aware of the vacancies and would never have considered applying.

43 people attended with 33 successfully appointed to support worker posts, working in nursery settings across North Lanarkshire in posts ranging from 10hrs to 37hrs, term-time and full time.

The ELC service were delighted to welcome this diverse workforce to their teams. Early years settings are well placed to provide a safe environment where parents, staff and children can learn about each other's differences and similarities and learn to empathise and value each other. It is vital that we have a professional, diverse, and confident workforce which reflects the wider community and helps to enhance children's experiences.

Head of Centre at Dunbeth Family Learning Centre Mary McAuley recognises the value of the programme

“North Lanarkshire Council welcomed several Ukrainian resettled families to the Coatbridge area. A number of them became part of the nursery community and as a result of this initiative we successfully supported 3 members of the Ukrainian community to firstly volunteer within the nursery setting as a step towards securing employment. This has been an invaluable piece of work as these women quickly became a part of the nursery family and were able to offer our Ukrainian children a greater sense of belonging and security.

Consequently, all three have since been successfully recruited to support worker roles within Council nurseries and one has been appointed here to Dunbeth Family Learning Centre to support children and families on a full-time basis. We are very grateful for the additionality she brings to the role and the commitment she has shown to the children, families and the nursery as a whole.”

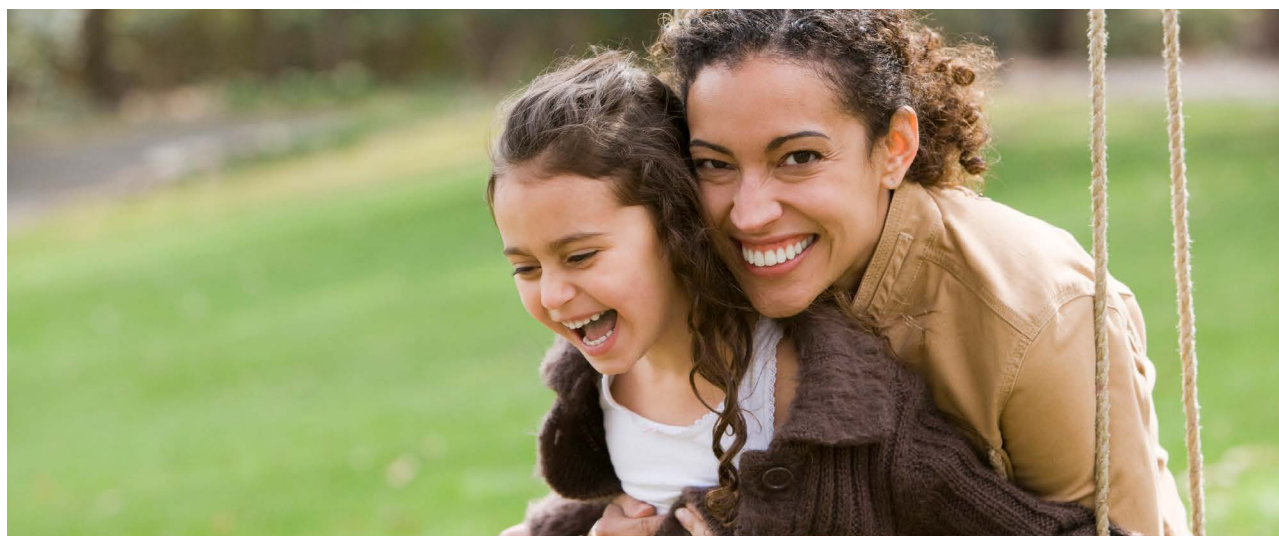
Bohdana recently settled here in Scotland from Ukraine along with her teenage son and secured a support worker post within Dunbeth Nursery. She said the whole experience was “really great and helpful opportunity and made her and her family happy” and would tell anyone starting out on their employment journey to “Be kind, patient and love kids”



Health Visiting Pilot in Partnership with Routes to Work

Employability is more than just finding a job. Employability is a combination of factors and processes that help a person to progress towards work, find work, remain in work and move on in the workplace. Wishaw **Employability as a Routine Enquiry Pilot** is an excellent example, which shows how health staff have an important role in employability and are uniquely placed to have these conversations.

The Wishaw Health Improvement Senior, in partnership with the Wishaw Health Visiting Team and Routes to Work, a North Lanarkshire employability support service, introduced testing employability as a Routine Enquiry with a referral pathway to Routes to Work. This ensures all families in the Wishaw Locality now receive routine enquiry of employability resulting in an appropriate and timely referral to the Working for Families Programme, delivered by Routes to Work. This programme supports families to develop and enhance their employment prospects. Routes to Work offer a bespoke service, tailored to individual needs, which acknowledges and removes the range of barriers facing parents that may prevent them from moving forward. e.g. confidence building, finding affordable childcare, engaging with training, finding new skills etc.



This pathway has now been extended to all HV teams in NL.

<https://workingforfamilies.co.uk/>

Key Achievements include:

- Referral pathway designed and agreed with partners
- Training delivered by Routes to Work to Wishaw HVs
- 30 referrals to date
- 10 registered on the Working for Families programme
- 1 moved into work
- Training rolled out to all 6 North Lanarkshire HV teams in February 2025
- Employability question embedded into the Universal Health Visiting Pathway via Morse recording system (sitting alongside the financial wellbeing question)

NHS Demonstrator Programme

As an Anchor Organisation, a key aim of NHS Lanarkshire is to have a positive influence on those in our local communities, improve their life chances and health and wellbeing. One way this can be achieved is by widening access to employment opportunities for our local residents, and helping them to find and sustain meaningful, well paid and good quality work. Staff regularly run employability and awareness sessions and attend job fairs with local partners such as DWP and Routes to Work, which include many parents, and raise awareness of the vast number of opportunities and pathways on offer. A great example of how we make a positive impact to those in our communities is through our partnership-led initiative, the NHS Demonstrator Programme, in conjunction with North and South Lanarkshire Councils, International Service System (ISS) and Routes to Work Ltd. The programme welcomed it's third cohort in October 2024, with 38 individuals joining the

organisation in a variety of job roles, including Assistant Technical Officer with Pharmacy and Cardiology, Health Care Support Worker, Clerical Assistant and Porter. This programme is targeted at unemployed or low-income parents and focuses on improving their confidence, work-readiness and financial situations. We achieve this by providing wrap-around support via the Employability Team that check in with the individuals regularly on a one-to-one basis along with running bespoke networking sessions, which enhance their employability skills and assist with planning their next steps for after the programme. In addition, they have a dedicated work-based buddy who is a point of contact and support for them in their department. Further to this programme, we are committed to providing opportunities for staff members to upskill in order to enhance their earning potential and fulfilment in work.

Over 80% of individuals who took part in the programme 2024-25 moved into positive destinations, including within NHS Lanarkshire, other NHS boards and further education. The most significant benefits cited were; increased confidence, financial situations and advanced skillset. NHS Lanarkshire managers involved, rated the programme very good or good and the main benefits highlighted were welcoming a staff member so willing to learn and was easy to train.

Marion joined NHS Lanarkshire in October 2022 as a participant in the first cohort of the Demonstrator Program. Routes to Work referred Marion who was based at Law House as a recruitment Administrator. Following her time on the programme, Marion started a full-time position as a recruitment administrator and has now been in her position for over 2 years, based in Kirklands.

“Having been away from the workplace for several years due to health reasons, I felt that I just didn’t have the confidence or skill- set to submit any application for employment. I was initially hesitant but was supported to complete the application form and attended training on interview techniques and tools (STAR) to use when attending for an interview. I was extremely nervous leading up to the interview and on the day of my interview I was able to use the STAR approach to me help focus.

Moving from the demonstrator programme into a permanent role was not without its difficulties. The biggest hurdle was confidence. What made the difference was the ongoing support of a job coach. Having someone to talk to openly about worries and barriers created a safe space to work through those feelings of uncertainty. The job coach provided reassurance, encouragement, and a fresh perspective — reminding me that my skills and experience gained were valuable and relevant. These conversations helped shift the focus away from self-doubt and towards possibility, creating the confidence needed to say: “Yes, I can do this.”

Now, as a permanent Recruitment Administrator, I’m also working towards an SVQ3 in Business Administration to build on my skills. The Demonstrator Programme gave me the foundation — the confidence, the experience, and the belief in myself — to take that first big step. It has shaped the path I’m now on, and I’m excited to see where it leads. For anyone just starting the programme, my advice would be: enjoy it, make the most of every opportunity, and don’t be afraid to ask questions. There’s always support around you — colleagues and staff who want to help. Sometimes the information can feel overwhelming, but if you take it step by step, it does come together. The key is to stay open, keep learning, and trust yourself.

Business and Entrepreneurship

Scottish Asian Business Chamber delivered a Youth Business Challenge, launched in August 2024 marking the start of a six-month structured programme aimed at encouraging minority ethnic young people from North Lanarkshire to consider entrepreneurship as a future goal. 30 participants joined over 2 sessions (24 in-person and 6 on-line).

The first session set the scene and encouraged participants to share their aspirations for the future. Their entrepreneurial ambitions were diverse, with business ideas ranging from creating clothing brands and mobile apps to selling products online. Following initial brainstorming activities, the young people came together into groups to narrow their focus to three key ideas they would collectively develop. These groups will continue to refine their ideas over the programme.

Session 2 covered mentorship and business plan development. 29 attendees were introduced to their mentors (covering a range of sectors). Each mentor shared their journey into entrepreneurship, reflecting on how they built on family traditions in retail and transformed them into innovative ventures. Participants then worked closely with their mentors, developing basic business plans and discussing actionable steps towards creating their own businesses.

The third session in October was on mentorship and inspiration with 19 attending. A highlight of the session was a fireside chat with serial entrepreneur and TikTok influencer Ajmal Mushtaq. 20 young people continued their entrepreneurial journey at session 4 which

focussed on marketing and branding. The session focused on essential strategies for branding, audience engagement, and practical marketing tips tailored to early-stage businesses.



Developing the Young Workforce

Developing the Young Workforce (DYW) remains a priority for all Council Services, partners and employers. Ambitious targets in the concluding 2022- 25 DYW Delivery have realised outcomes for our young people with skills, training and qualifications equipping them for life and work. The multi-agency and cross-council Developing the Young Workforce Taskforce has enabled schools and families to support young people facing multiple and complex barriers to education and employment— particularly those at greatest risk of entering negative post-school destinations and experiencing long-term unemployment. In doing this we reduce the risk of young people facing long term unemployment and associated poverty, poor health and wellbeing.

- Positive school leaver destinations reached **94.7%**, the highest percentage achieved, with **68.6%** entering higher and further education and **24.3%** entering employment, which is above the national average
- **92.8%** of young people 16-19 years old in education, training and employment. This was the highest percentage achieved since the measure was introduced in 2017.
- More than **6000** young people attend “Future Fridays” on average each week. **(33%)** of care experienced young people, **(40%)** of young people with additional support needs and **(30%)** of young people residing in Scottish index of multiple deprivation all engaged meaning that for those with the greatest barriers to learning all targets were exceeded.
- Over **5000** accreditation experiences offered across SCQF levels 2-7
- During the lifetime of the Summer and Winter Leavers programme, which launched in August 2019, **656** young people facing multiple barriers to education and employment have completed the programme with **92.4%** moving into a positive, sustainable post school destination.
- **5** Pathways Support Teachers built relationships and supported senior phase young people with multiple barriers to learning to achieve national and industry recognised awards and qualifications. In one academic session they worked with almost **200** young people with positive outcomes including increased confidence, national and industry recognised awards and qualifications, volunteering and employment.
- ASN schools’ estate upgraded and developed to support access for pupils **vocational skills development** including conversion of a Janitor’s bungalow in the grounds of Our Lady’s High School, Motherwell, four coffee carts purchased to be used inside schools, a Poly Tunnel constructed in the grounds of Glenburn College and an upgraded kitchen area used by ASN pupils in Bellshill High School.
- **47** young people with the opportunity to take part in a pre-apprentice construction programme, providing learners with both practical training, support and theoretical knowledge in the construction industry with **81%** achieving a modern apprenticeship through this model.

"Don't give up. It is hard, but it's worth it. My Foundation Apprenticeship has given me confidence and experience, and I was more prepared for the world of work. It's a great feeling seeing the children reach their milestones; I feel like a proud mum" After successfully completing the Foundation Apprenticeship, young person is now in a Modern Apprenticeship at St Mary's Nursery. **Young Person**

Vocational Education

Young people will have access to a wide range of industry recognised career pathways to key job sectors. These include vocational programmes, wider achievement, Foundation Apprenticeships and Higher National Certificates delivered in partnership with Higher and Further Education establishments, training providers, schools and employers. For more information on our Industry Recognised Qualifications [click here](#).



SCAN HERE



Pathways Case Study

12 young people attended at Taylor High weekly to work on playground maintenance and general upkeep, under the supervision of 2 staff from First Steps Future Training, Ian and George. Attendance has been consistently high

The young people were referred onto our programme due to being disengaged in school, challenging behaviour, poor attendance and struggling to access the curriculum in S5.

The scope of works was to paint and cover 5 seating areas so they could be used in all weather and improve the aesthetics of the school entrance. The young people worked with Ian on the joinery tasks and George on the painting and decorating. All young people had the opportunity to participate in both areas to give them an all-round experience.

Feedback from teaching and support staff has been positive with young people reported as “professional, hardworking, well-mannered” with some staff assuming young people were 3rd year apprentices due to the standard of work they were producing and their mature and professional conduct.

Before



After



Feedback from participants:

AB – “I enjoy going to Taylor High School with George and Ian, especially the joinery part as I want to do that as a job, this has given me experience for when I apply for jobs/apprenticeships. I have used lots of equipment I would have never got the chance if I stayed at school. Ian has said I could use him as a reference too, so this has been good for my career too. I go home afterwards exhausted but happy with what I’ve learnt and done to improve the school playground”.

RB – “I have loved coming to Taylor and I have never missed one week. I have also met new friends by attending and I have learnt a lot from Ian and George. The toast has also been brilliant, especially in the cold weather, and we have been well looked after”.

North Lanarkshire Summer Placement Programme

Building on the success of the Summer Placement Programme last year where we were able to offer over 100 young people across North Lanarkshire a working placement, this year 191 young people started and completed the programme.

The Programme this year was so popular with our young people, we received 1492 applications, having to close the portal earlier than proposed due to the volume of demand. The 2025 programme was expanded to include young people from ASN backgrounds. As part of the 2025 recruitment, we asked the following question;

“Are you involved in any of the NLC employability programmes, for example; Supported Employment Initiatives, Family Firm, Project Ability, Routes to Work, Pathway Programme – Winter Leaver or Other” – 28 applicants answered yes.

In addition, 110 student applicants considered themselves to have a disability.

Students making applications were offered placements in.

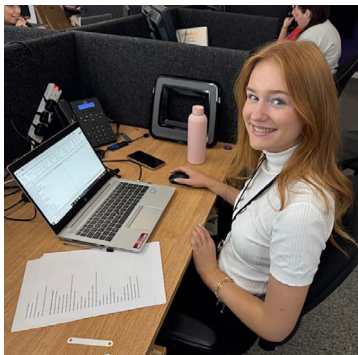
Nursing	Podiatry	Occupational therapy
Digital Technology	Automotive	Political
NHS admin	NHS Carer	Integrated Day Services
Locality Disability Support Services	Home Support Workers	Home Support Schedule Assistant
Equipment and Adaptations Service	Assistant Operatives	Technician Assistants
Tackling Poverty Team Admin Role	Customer Services	Home Support Admin
Assistant Sports Coach	Built Environment (4 x internal and 54 x external placements)	Early Years
Admin – Lanarkshire Carer Partners	Admin – New College Lanarkshire	Admin – NRG Riverside Trucks

From those 1492 applications, 481 were given an interview, with 191 successful applicants taking up posts across North Lanarkshire.

Not only were our young people offered a job with a salary for the summer, all placements offered accreditation in partnership with our Community Learning and Development colleagues – Work Placement SCQF Levels 4 and 5 / Employability Award SCQF Level 4

The Summer Placement Programme has had some positive destinations for the 2025 cohort so far;

- A number of casual contracts within North Lanarkshire Council have been offered to students
- 4 students have moved into Modern Apprentice roles within the council
- 3 students have moved into Modern Apprentice roles with external partners
- 1 Graduate Apprenticeship within NLC
- 1 Graduate Apprenticeship with an external partner
- 1 student has gone into full time employment with an external partner
- 2 students have secured part time employment with external partners



The students all came together in a celebration of their achievements on the 8th August in Ravenscraig. Students were able to bring along parents/carers and family members as well as their workplace mentors to celebrate what they have done.

The event was hosted by the Depute Chief Executive, Andrew McPherson, with the Heads of Service awarding the students with their certificates.

"The student summer placement has been a rewarding and educational experience which has given me an insight into what a career in administration position would be like. It has given me the ability to pay for my driving lessons and a trip. I have gained many useful skills while working here including data inputting, handling important mail etc. It was overall a privilege to be a part of this programme." **Grace – summer placement Tackling Poverty Team**



Scottish Health Equity Research Unit

We are delighted that the Scottish Health Equity Research Unit in conjunction with the University of Strathclyde will be trialling a new and innovative approach within Scotland, and North Lanarkshire is one of the two local authorities chosen for this research. The research will be focussing on understanding how two specific national strategies concerning key socio – economic determinants of health are impacting on health inequalities in Scotland.

As part of the research they will be exploring the implementation of two major national level strategies; Housing 2040 and No One Left Behind. The work will also focus on two populations of interest; parents living on a low income with young children and men aged 18 – 44, in North Lanarkshire the two areas of concentration will be Employability No One Left Behind Project and men aged between 18 – 44.

Progress in the research will be reflected in the 2025-26 Local Child Poverty Action Report and the activity reported in the Local Child Poverty Action Plan.

The Drivers of Tackling Poverty

Reduce the Cost of Living

The impact of the rising cost of living on the people we support cannot be underestimated - many of whom are already facing the most challenging of circumstances, living on the lowest levels of income - whether working or unemployed, often with adverse experiences including long term health and disability.

The Consumer Price Index at 3.8% (July 2025) is the highest since January 2024 and Food Price Inflation is even higher at 4.9%. People are struggling to manage rising costs, making food insecurity and crisis a harsh reality for many.

In Scotland today, 34% of households are estimated to be in fuel poverty of which 19.4% meet the extreme fuel poverty definition. In real terms, around 861,000 households in Scotland are in fuel poverty, with 491,000 of these being in extreme fuel poverty. Energy Regulator Ofgem has recently announced gas and electricity prices will rise by 2% for households. The increase means a household using a typical amount of energy will pay £1,755 a year, up £35 a year on the current cap.

North Lanarkshire Council saw an 85% increase in homeless application from 2022- 23 (41 applications) increasing in 2023-24 to 76 applications due to termination of tenancy/mortgage as tenant defaulted on payments, again indicating the financial difficulties experienced by residents.

Intervention for those experiencing Food and Fuel Crisis together with ongoing advice and support are critical in mitigating the effects of the increased costs of living.

Debt Advice

Understanding and addressing debt can significantly reduce stress and anxiety related to financial instability and give people reassurance that there is a debt solution out there for them and that things will improve. Often the cause of debt can be out with the families' control e.g. job loss, family breakdown or simply the cost of living.

Providing support to manage debt can be a lifeline for families experiencing stress and worry over how to make their income stretch to cover essential living costs. Providing clarity to help families understand their financial situation, prioritise debts and reduce outgoings can develop skills to maintain budgets and enable better control over spending.

NLC Tackling Poverty Team received 2,367 referrals for debt advice in 2024/25, an increase of 375 from the previous year. The total amount of debt dealt with was £5,304,616. Citizens Advice Bureaux across North Lanarkshire dealt with 6,299 Debt advice enquiries and £4,040, 913 of debt.

Cases continue to increase in complexity with 41% of all those approaching us for Debt help reporting that they or their partner suffered from mental health issues. This figure rises to 63% of all cases allocated for ongoing support.

Debt Referrals to Tackling Poverty Team by Priority Group	Number of Cases
Lone Parent Families	234
Ethnic Minority Families	25
Families where a member of the household is disabled	66
Families with a mother under 25	1
Families with a child under 1	36
Families with 3 or more children	51



Rent Arrears - Early Intervention vs Crisis Intervention

It is recognised that there is a need to more closely align the Debt Advice Service with NLC Housing in order that Council tenants can have more direct and immediate access to Debt Advice. This was achieved by allocating each housing locality team a specific Debt Adviser who will be based one day per week within the locality and respective rents team. This initiative will provide a renewed focus on early

intervention in dealing with rent arrears with specialist debt advice solutions available to tenants as early in the rent arrears recovery process as possible. Debt Adviser involvement will help tenants get over the initial barrier to accessing help and support, build trust and improve engagement and will provide stability through Debt Journey. Briefings were delivered to all housing localities and Central Rents team on this approach and

referrals encouraged from all frontline housing staff. Teams were briefed on exactly what the Debt Advice Service can do to assist tenants both to prioritise and pay their rent but also to find solutions for other debts they may have. This initiative will be monitored and recorded on over the coming year.

Value of Universal Credit deductions £ by Parliamentary Constituency					
Constituency	No of people on UC	No with a deduction from UC	Proportion of UC recipients with Deduction	Total Amount deducted from UC claims in NL	Average amount deducted
Airdrie & Shotts	7,300	4,100	56%	£254,000	£62
Coatbridge, Chryston & Bellshill	7,400	4,000	55%	£242,000	£60
Cumbernauld, Kilsyth, Kirkintilloch East*	6,700	3,400	51%	£211,000	£62
Motherwell & Wishaw	8,500	4,800	56%	£289,000	£61

20% of all people in Scotland are living in Poverty. This rises to 44% for social rented sector tenants and half of children in poverty (54%) live in the social rented sector. Many people in receipt of welfare benefits may also already have a direct deduction from already low levels of income (see below)

Joseph Rowntree Foundation “Poverty in Scotland” October 2024

* this UK parliamentary constituency encompasses North Lanarkshire Council and East Dunbartonshire Council

Debt Advice Case Study

Leah a single parent lives with her 7-year-old daughter in a Local Authority rented home. She suffers from extremely poor mental health and a seizure disorder. Leah contacted Tackling Poverty Team with the help of her ex-mother in law when she was due to be evicted from her home in only 9 days' time. The situation had escalated as despite numerous attempts by Housing Staff to engage with Leah to address her housing issues, due to her health problems she was unable to face the situation and hadn't engaged with letters, calls and visits from housing staff. Leah disclosed the imminent eviction to her ex-mother in law, who then urgently sought Debt Advice from Tackling Poverty Team.

Unfortunately, the eviction decree could not be recalled as this had already previously been done by another advice agency 4 months previously, but Leah had failed to engage further at this point.

The Debt Adviser established that £3,300 was outstanding in rent arrears and although Leah was in receipt of Universal Credit Housing Costs these were only partially covering her housing costs. She was also in receipt of Adult Disability Payment, child benefit and Scottish child payment. There were no other debts. Leah was struggling to cope with the physical and mental health effects of past abuse and did not realise that she was due to make payments towards her housing costs or the consequence of not meeting her rent payments.

The Debt Adviser was able to work with the Housing Staff to secure the maximum Rent Assistance Fund payment of £2,250. This was applied to the rent account and the Eviction averted. The Debt Adviser will work with Leah going forward to ensure Rent Direct Payments are put in place and an additional payment towards arrears balance was negotiated and agreed with Housing and arrangements made to pay Universal Credit Housing Costs Direct to NLC. Leah has agreed to accept help to prioritise her debts and budget her outgoings and also plans to start saving in a credit union to build some financial resilience going forward.



It's hoped that more closely aligning Debt Advisers with Housing Localities will result in Debt Advisers being involved in this type of case much earlier, improving engagement regarding rent arrears and averting Crisis Situations

Fuel Poverty

A Network of Energy Advice Provision including The Big Energy Savings Network, Safe and Warm and Energy Best Deal are delivered by Citizens Advice Bureaux across North Lanarkshire. Frontline staff provide a range of advice and support to help consumers keep warm and lower energy costs. Consumers are supported to understand energy bills, use energy efficiently, access financial help available, maximise income and deal with energy debt.

- 3,339 clients have been supported with energy related queries
- £750,660 in new energy debt was presented
- 415 referrals to Home Energy Scotland were recorded
- £12,007 of energy debt was written off
- £310,613 of energy-related income maximisation
- 1 ,371 clients were advised and supported to apply for Warm Home Discounts
- 987 clients were advised on energy efficiency measures and initiatives
- 1294 clients were advised on billing or meter reading



Referrals to CAB Energy Advice Network by Priority Group	
Single Parent Families	384
Families with an adult or child with Health Condition/ Disability	389
Larger Families (3+ children)	73
Minority ethnic families	128
Families with a child under 1 year old	90
Families where the mother is under 25 years old	38
Total of unique clients falling into at least 1 target group	686

Case Study – CAB Energy Network

Saira, a 26-year-old single Mum had just fled an abusive relationship with her 1-year-old son and had been placed in temporary accommodation. She was struggling to meet her basic living costs and had no support from family/friends. She was also struggling with her mental and physical health and had very little food and nappies and her energy meters were also running low.

Saira was assisted with Crisis Grant application and whilst awaiting a decision energy and shopping vouchers to buy food and nappies were issued. A benefit check showed she was not in receipt of full benefit entitlement and an application was made for Child benefit and Adult Disability Payment.

When Saira was allocated permanent housing a Community Care Grant application was made for help in furnishing her new home.

A referral was also made to women's aid charity Aura who have provided a grant to have cameras installed in her home to provide security and help Saira and her son settle in. Aura could also offer Intense support and therapy to Saira.

Following the debt advice process, energy debt has been written off due to incorrect billing from her previous accommodation. Tailored energy advice was offered when client moved into her new house focusing on energy efficiency, reducing energy bills and available financial support.

Her financial and overall wellbeing has improved significantly. In Saira's words, *'I do not know where I would be without the support from the project'*.

Food and energy vouchers	£174
Child benefit	£1,331
Crisis grant	£400
Community Care grant	£1864
Adult Disability Payment	£7398.55
Total financial gain	£11,167
Debt Written off	£751

New Affordable Homes

Children need a firm foundation on which to build their lives, namely a secure and warm home which meets their needs and those of their family. But it must also be affordable, so that after housing costs there is sufficient money left over for everything else.

North Lanarkshire Council has this year extended an initial target of delivering 5,000 affordable homes to 6,000 new affordable homes by 2035. By providing 1,000 more affordable homes, we are ensuring that there are more homes for families with children in housing need.

The council has delivered 2,081 affordable homes for families with children from a total of 2,474* new affordable homes since 2010 (up to 31 March 2025) and of these 661 have been delivered for larger families (3 or more bedrooms) and 133 wheelchair accessible homes for families (2 or more bedrooms). Fuel costs are reduced due to the requirement for all new build social housing from April 2024 to include zero direct emission (non-gas) heating systems, coupled with enhanced insulation levels and solar panels.

48 new affordable homes in Brandon Street, Motherwell were completed in February 2025, benefiting from renewable technologies, featuring ground source heat pumps and Solar PV panels as part of our plan to introduce and test low carbon fuelled homes and use cleaner energy sources making our homes more energy efficient. We will monitor the energy performance and energy costs throughout the coming year as it is hoped to evidence that these homes at Brandon Street are reducing fuel costs with a positive impact on child poverty.

Fibre Broadband and Cat5 cabling is installed to all rooms as standard in all new build housing developments ensuring families in our homes have access to high-speed broadband for accessing work and education with digital infrastructure supporting telecare and telehealth.



* 2,474 new affordable homes is comprised 1,629 new build council homes 2010 and up to 31 March 2025; and 845 properties acquired through the Open Market Purchase Scheme/Empty Homes Purchase Scheme since 2013/14.

Homes for Families

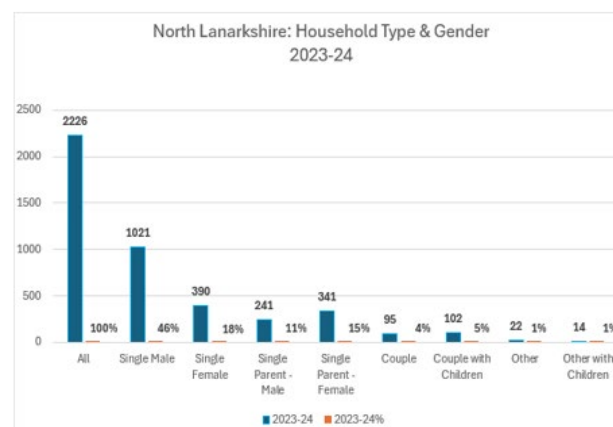
North Lanarkshire is experiencing a similar increase in homelessness applications as other local authorities, with the most recent figures for 2023/24 seeing a 16% increase from the previous year, with families accounting for 31% of all homeless applications.

North Lanarkshire has for the first time been able to produce data based on housing applications, which will now inform on households with children, this information will allow housing services together with support services to target families who need support. 15% of homeless applicants were from single mothers, 11% from single fathers, and 5% of applications were from couples with children.



The table below provides a breakdown of applications with the comparison to the previous year.

North Lanarkshire Homeless Applications by Household Composition



North Lanarkshire experienced an increase in homelessness applications across all groups, with an increase of 16% over the period, in comparison to 4% nationally. This large increase in volume, has ultimately led to a 12% increase in the number of children associated with homelessness applications, compared to the national decrease of 7%. The Homeless Action Plan approved at committee in 2024 sets out the range of actions that the council and its partners will undertake over the 2025-2028 period to prevent homelessness from occurring in the first place and also resolve it quickly as possible when it cannot be avoided through enabling access to permanent accommodation as quickly as possible and reducing time spent in temporary accommodation.

Reducing Fuel Costs in our Existing Housing Stock

The Scottish House Condition Survey estimates 34% (around 861,000 households) of all households in Scotland in 2023 were in fuel poverty. 19.4% (or 491,000 of the 861,000 households in fuel poverty) were living in extreme fuel poverty in 2023. We know that overall rates of fuel poverty are higher in the social rented sector (61%) compared to the private sector (25%) and (32%) living in extreme Fuel poverty compared to private sector (15%). The SHCS, determined that increases in fuel prices had the largest impact on the change in fuel poverty rate between 2022 and 2023. This makes our targets to improve our housing stock are vital in tackling fuel poverty for our tenants.

North Lanarkshire Council’s Local Heat and Energy Efficiency Strategy (LHEES) sets out our plans and associated actions to achieving net zero across both

our domestic and non-domestic buildings. Our plans include energy efficiency measures and installation of zero direct emission heating systems in council homes to achieve the national targets in relation to net zero and reduce fuel poverty.

£1.5m of Energy Efficient Scotland : Area Based Scheme (EES: ABS) funding for 2024/25 improved 96 flats in Airdrie, Kilsyth and Coatbridge and 8 houses in Motherwell entailing works on external wall insulation, cavity wall insulation and Solar PV Panels in houses and some flats, all of which contribute to reducing fuel poverty caused by high fuel costs.

NLC’s 2024-25 Capital Programme has continued to invest in high-quality homes including the following measures all positively impacting on Fuel costs and Energy Efficiency:

Improvements	Number of Homes Improved	Total Expenditure
Roof and Render	344	£12.3m
Heating Systems	1,583	£ 7.2m
Kitchens and Bathrooms	246	£ 2.1m
Solar PV Panels	950	£ 5.8m
Triple Glazed Windows	1,288	£ 8.3 m
Loft and Cavity Insulation	450	£ 0.7m



Digital Connectivity in NLC Homes

North Lanarkshire Council will provide a test of change initiative for digital connectivity to all of our tenants as part of a long-term plan over a 10-year period, to overcome exclusion and address barriers of opportunity, access, knowledge and skills to using technology. To date all 2,474 new homes provided by the council have Fibre to the Premises Broadband installed.

The Scottish Household Survey (SHS) 2023 estimates that 10% of all households in North Lanarkshire do not have internet access. The SHS also shows that across all tenures social rented tenants are least likely to have internet access, estimated at 15% of social rented tenants. Digital exclusion is higher in areas of deprivation, with households in the most deprived areas experiencing a greater rate of digital exclusion than those in less deprived areas.

“Digital by default” is increasingly the way in which services are being delivered – there is a danger that those who are digitally excluded are being left behind. North Lanarkshire Council will provide for digital connectivity to all of our tenants and continue to understand the needs of those experiencing digital exclusion. A plan of action is in place to ensure

equity and access for all residents and communities who experience limited digital connectivity. To further improve digital connectivity residents can now find and book digital services in their community using a new directory. Community Digital Services provides information on 59 digital activities offered across 42 community facilities by council, charities, community groups and other organisations. These include support using PC, tablet and smartphones, IT training and even IT qualifications for all age groups and digital will get further attention and planning in the next Tackling Poverty Strategy and Action Plan.

Providing internet access and IT literacy measures will help people reduce the cost of living by applying online for welfare benefits, using digital tools to compare prices and get the best deals for services like insurance, banking and credit.



Help at school and beyond

North Lanarkshire Council is responsible for direct delivery of Support to Families and Young People to help alleviate the Cost of Living



School Clothing Grants

- £155 for Primary School Pupils and £180 for Secondary School Pupils
- Means Tested paid to parents in receipt of Means Tested Benefits
- 11,942 Clothing Grants Awarded in 2024/25



Free School Meals

- Universal Entitlement for all P1-P5 pupils and P6 & P7 pupils in receipt of Scottish Child Payment
- In addition to universal entitlement free school meals, families on low income can apply
- 10,743 children qualify for Free School Meals on low income grounds
- 6, 203 Families benefitted



Free School Meal Holiday Payments

- Cash Payment paid over School Holidays to *Families* receiving Means Tested Free School Meals
- Payment amount varies - £12.50-£32.50
- On average 9,942 individual payments made
- 6,126 families benefitted from free school meals



Education Maintenance Allowance

- £30 pw paid to young people aged 16 years in full time education
- Paid to young people from low income households
- 852 grants awarded

It is recognised that the rate of successful awards made is falling and work will be done to examine possible barriers within the application process and increase number of successful awards made



Young Persons Free Bus Travel Scheme

- All Young People 5-21 can apply
- 79% take up overall, matching national average
- 52,843 travel cards issued overall



Breastfeeding

NHS Lanarkshire maternity unit, together with North and South Health and Social Care partnerships, were delighted to be awarded the “Baby Friendly Achieving Sustainability Gold award” in March 2024. However, we have continued to work hard to improve services and experiences for families. Breastfeeding has a positive impact on levelling health inequalities, is a sustainable food source in times of financial hardship and climate emergencies and has a positive impact on the health of both mothers and babies in the short, medium and long term.

Our neonatal unit was delighted to be awarded their Neonatal Unit Baby Friendly stage 2 award in March 2024 and work is continuing towards stage 3 in Autumn 2025.

There are 9 regular breastfeeding groups running across North Lanarkshire. Work has been ongoing to modernise and reintroduce a “model of best practice” and to provide additional training to the group leads. This will ensure a quality and equity of provision, so that no matter where mothers go to a group in Lanarkshire, they can be assured of the quality of support they will receive.



Key health staff continue to attend and participate in a national working group around Infant Food Insecurity, to scope models of best practice and evaluate impact from a previously launched national toolkit. A short life working group was set up locally and carried out scoping looking at local pathways for staff and partners to support; families in financial crisis, maximising breastfeeding and emergency provision of formula where required. Staff are now finalising a once for Lanarkshire pathway with the Scottish Government toolkit embedded.

In terms of the most up to date 2023/24 breastfeeding data, North Lanarkshire Initiation has increased to 50.7%, a 7-point increase since 2016/17. This is a landmark for North Lanarkshire as for the first time, more than half of babies have initiated breastfeeding.

North Lanarkshire first visit (at 10-14 days), increased to 40.4%, a rise of 11.3 points since 2016/17.

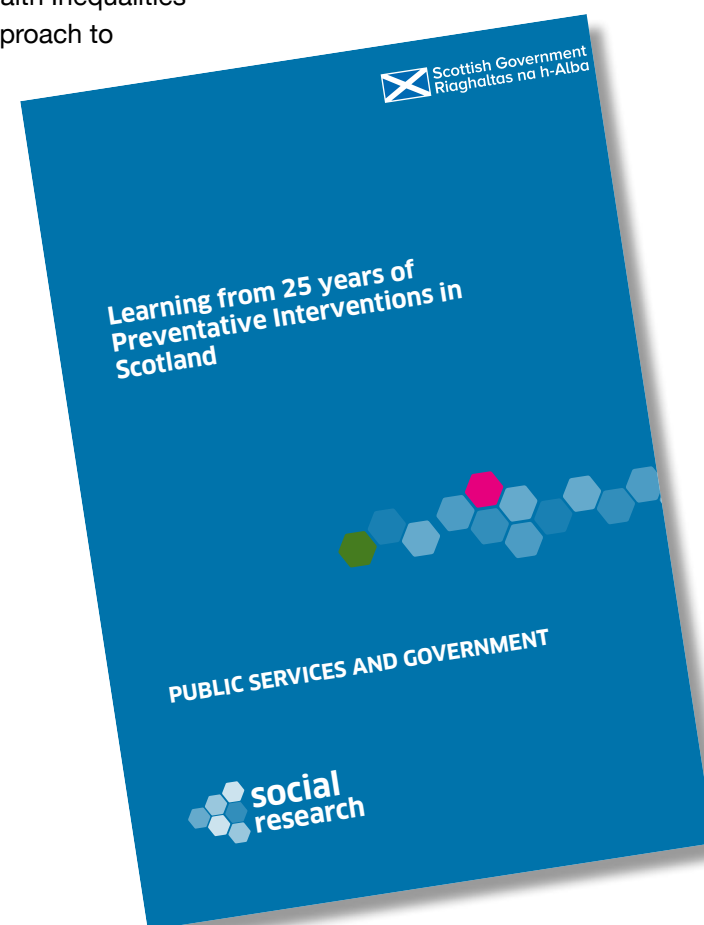
North Lanarkshire 6-8 weeks visit, increased to 30%, an 8.4-point increase since 2016/17.

Breastfeeding Friendly Scotland

Almost 700 organisations are signed up to the Breastfeeding Friendly Scotland (BFS) scheme, which is ran locally by the Maternal and Infant Nutrition team.

Following achieving Gold in the BFS Local Authority award, North Lanarkshire Council continue to maintain the systems wide approach to training, policies and procedures and supporting both staff and members of the public to promote, support and protect breastfeeding. 100% of NLC Early learning settings have maintained the BFS Early Learning Scheme award and >80% of Primary and Secondary schools have achieved the BFS Schools scheme award with remaining settings receiving support. An annual champion's update has been held to provide ongoing support to ensure the standards are maintained and the appropriate governance procedures are in place.

In September 2024, North Lanarkshire Council won a COSLA award in the Reducing Health Inequalities category for their whole systems approach to breastfeeding. Breastfeeding Friendly North Lanarkshire (BFNL) was also included as a case study example of a successful, preventative intervention in the 2025 Scottish Government publication; "Learning from 25 years of Preventative Interventions in Scotland."



Period Dignity Project

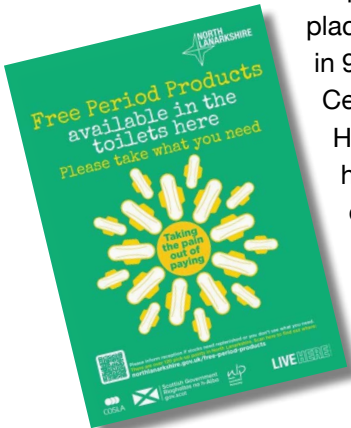
Girls and women should always have access to period products as a basic human right. With period products varying hugely in price, ranging from £1.70 for a basics pack of 20 tampons to £3.25 for a branded pack, the costs involved in managing a period in day-to-day life can be high. For low-income families that may have more than one girl/ woman at menstruating age this cost can ultimately lead to period poverty with families already facing difficult financial decisions being unable to purchase sanitary products.

Women and girls should never have to worry about whether they will be able to access protection and should never have to miss school or other opportunities due to the anxiety of coping without period products.

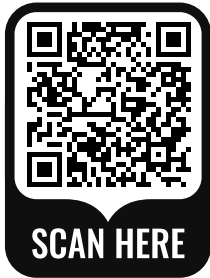
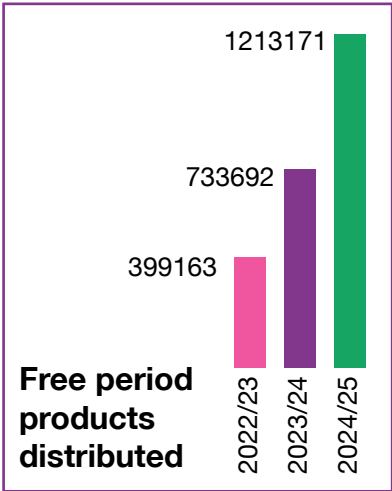


2024/25 saw a significant rise in distribution of Free Period Products across North Lanarkshire, with a total of 1,213,171 individual products distributed across community sites and schools. Distribution rates increased by 18% across sites within the heart of our communities and distribution in schools increased by 141% on the previous year. 7 anchor organisations have an additional offer of reusable products and can even deliver items to homes in rural areas using electric bikes.

In addition to the PickupMyPeriod APP and information on over 100 pick up sites on the Council website, the most recent marketing strategy engages with social media users ensuring we reach all age groups. And as part of a social media campaign Period Dignity Week took place in February 2025. 12 venues in 9 localities, including Sports Centres, Libraries, Community Hubs and NHS Health Centres hosted information stalls with on average 80-100 people in attendance at each event and over 1,000 bags of products distributed in one week!



Collaboration across the council, partner organisations, Head Teachers and focus groups with pupils from three high schools within North Lanarkshire will take place across 2025/26 and findings from these engagement sessions will be direct further taken forward during the period 25/26.



The Drivers of Tackling Poverty

Increasing Income Via Social Security Benefits

In North Lanarkshire we recognise that ensuring people's income is fully maximised is the first step to tackling poverty and inequality. The Council is committed to ensuring that people have access to welfare rights services in their communities funding both inhouse and third sector agencies.

The demand for advice services continues with the 29,819 benefit checks being completed, generating £55,340,045 in additional benefit income for our residents.

Whilst we await the updated recording system to be implemented across social work (go live July 2025), we are limited in reporting on benefits generated for the specific priority groups, however, we can say with certainty that £1,089,429 has been generated specifically for child related benefits, this does

not include any premiums etc on other benefits, and that the team has generated £6,735,891 in additional benefits for priority families across our communities.

"I am eternally grateful for the help that your service has provided me, you have no idea the difference this has made for me. Your kindness has been unbelievable, you have taken a lot of worry, anxiety and stress for me. All the staff have been so kind from the moment I called to receiving a home visit. I am now in a position where I do not need to worry about money as much."

Tackling Poverty Service User



The Tackling Poverty Team Activity	
29,819 Benefit Checks carried by the Tackling Poverty Team for residents in 2024/25	£55,340,045 in additional benefit income generated for North Lanarkshire residents by the Tackling Poverty Team in 2024/25
14% Increase	14% Increase
£870,609 additional income generated for kinship carers	£1,225,641 in additional income generated via children's social security benefits
£2,132,125 in additional benefit income generated for people presenting in food crisis in 2024/25	£9.5 million additional income generated for North Lanarkshire residents by externally commissioned advice services in 2024/25
3928 awards from the councils Universal Credit Assistance Fund made to NLC tenants experiencing hardship when claiming housing costs as part of their Universal Credit application	671 awards from the Councils Rent Assistance Fund to NLC tenants experiencing financial hardship due to the cost-of-living crisis

All Roads Lead to the Tackling Poverty Team

The Tackling Poverty Communications Group have produced targeted social media posts for parents to encourage income maximisation and support from the Tackling Poverty Team.

Posts have included;

- Best Start Foods
- Financial Education for Adults
- Free School Meals
- School clothing Grants
- Educational Maintenance Allowance
- Free Period Products
- National No Smoking Day

This together with the bespoke Poverty Awareness Sessions delivered across council services, NHS Lanarkshire and our partners in the Community and Voluntary Sector, referrals are increasing to the Tackling Poverty Team for information and advice.

The Poverty Awareness Sessions embed a referral route into the training, this allows the team to provide feedback to those referrers in relation to the outcomes of their referrals.

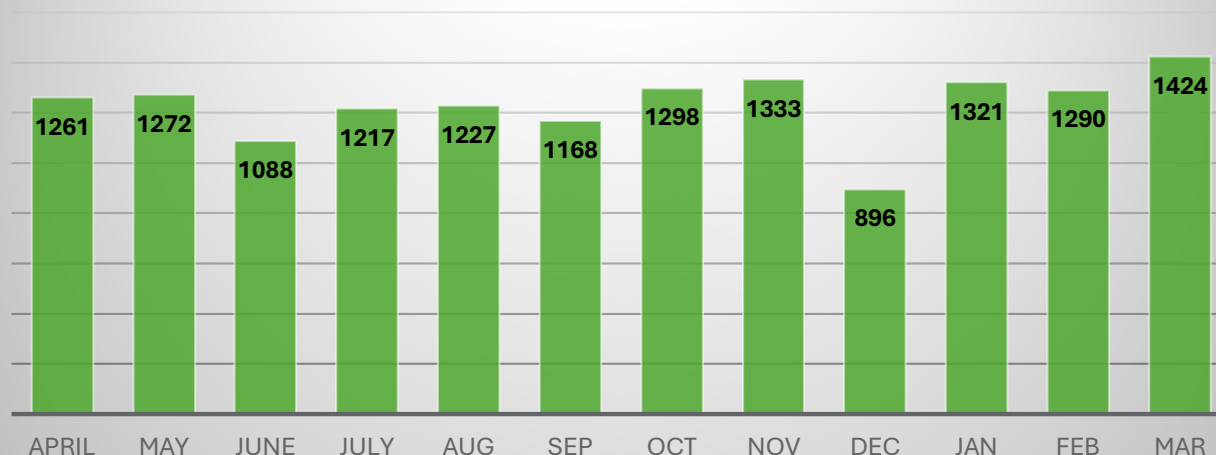
Referrals have increased, with the team taking on average 1233 referrals each month, an increase on the two previous years where the average was 945 and 1180 respectively.

Evidence from Public Health Scotland via the Improvement Service, identified that the North Lanarkshire Tackling Poverty Team generated the highest levels of income for its residents across Scotland in 2022/23 accounting for nearly 13% of the overall additional benefit income generated. In 2024/25 the Team has generated £55,340,045 in additional income for residents of North Lanarkshire.

The Improvement Service calculates that the Scottish ratio of individual financial gain to the level of local authority investment is around £13 for individuals for every £1 invested.

In North Lanarkshire that investment yields a significantly higher return, with every £1 invested generating £30.37 for individuals.

Referrals to the Tackling Poverty Team 2024 /25



It Starts With A Benefit Check

Norah contacted the Tackling Poverty Team after seeing a post on Facebook. Norah advised that she was in private rented accommodation with her estranged partner and her daughter who had a disability.

Norah advised that she and her partner had been estranged for 5 years but were still living in the same accommodation and claiming Universal Credit separately.

Norah's initial enquiry was around housing, advising she had been on the housing list for a new home for her and her daughter and had called the Team in respect of this. Norah was advised we would send her details on to housing for them to contact her and advised her what the Tackling Poverty Team did. Norah was asked if she wanted the Team to check her benefits while she was on and she agreed to this.

Norah advised that she claims Carers Support Payment for her daughter, who was in receipt of both high-rate care and mobility of the Child Disability Payment, however, when the benefit check was completed, it was established that she was missing the Disabled Child Element from her Universal Credit.

Following the assistance from the Team, two weeks later, Norah came back to the Team to advise that her Universal Credit claim had been amended to show the child disability premium of £495.87 per month had been added to the claim, meaning a financial gain of £5950.44. In addition to this Norah was awarded a £15,498 backdate and was delighted with the help she had been giving, telling the advisor, "you have changed my life, thank you so much"

Education – Poverty Awareness Session With An Ask

In order to tackle Child Poverty, the Tackling Poverty Team have worked closely with Education, looking at how we can deliver more direct services to families.

Research shows that children with Additional Support Needs from low-income families can face barriers that prevent them from growing up into more affluent adults. Many factors play a role, including the outcomes they achieve and qualifications they gain as part of their education (leaving school with particularly low attainment), their wellbeing as children, access to support for their needs and their diminished chances of finding well paid work as an adult.

The Tackling Poverty Team delivered a Poverty Awareness Session to Head Teachers from the 12 Additional Support Needs schools in North Lanarkshire with a difference. The Tackling Poverty Team asked the schools to consider pooling their Pupil Equity Funding together to fund a Welfare Rights Officer.

Addressing the issue that we cannot tackle the poverty attainment gap, without first tackling poverty, the Head Teachers were asked to make an investment in this resource for the pupils and families of their schools.

Nine of the twelve ASN schools (both primary and secondary) were able to invest their Pupil Equity Funding in a dedicated Welfare Rights Officer for their schools. The Welfare Rights Officer has worked the full school year with the families. The decision was made to have a targeted approach to P1 and S1 pupils and their families initially, and to the end of the school year turning attention to school leavers, who were transitioning on to their next stage.

It was important that the welfare rights officer became part of the school community, being visible in the school setting. The Head Teachers in the nine schools, would also put out information for all families, should anyone need to speak to the welfare rights officer out-with the targeted groups

The welfare rights officer has worked with 117 families and has generated £519,259 in additional benefit income for these families. This work has identified significant shortfalls in the income being received by these families and the work done to maximise income has resulted in backdates of £10,000 - £22,000 for families with no disability benefits in payment, various premiums missing from their income-based benefits, as well as child benefit and Scottish child payment not in payment .

Due to the success of the Project, the ASN schools have agreed to continue to fund the welfare rights officer for a further year.



It Starts With A Benefit Check

Caleb attends an ASN school in North Lanarkshire, his mum Amy advised that she had all her benefits in place, as Caleb was in receipt of high-rate care and mobility components of Child Disability Payment. The welfare rights officer advised that we always start with a benefit check, as Child Disability Payment can lead to additional premiums.

The Welfare Rights Officer was able to advise that there were shortfalls in Amy's income, the disabled child element was missing as well as a carers element not being in payment.

Following the welfare rights assistance, Amy's monthly income rose from £739.14 to £1436.69.

Amy received a £14,400 backdate of the disabled child element as well as a £5277 backdate of the carer's element. (total backdated benefit of £19,677)

The impact of Advice Services on families

"We have experienced and continue to tackle various challenges in terms of health, wealth, education and social circumstances. Lynne has been immensely supportive in helping us understand and access the various benefits we are entitled to. I have had a well-paid job in the NHS for many years but due to a variety of circumstances, have ended up off sick for over a year. I am the sole earner in the house and we have four young children, one of whom is profoundly disabled.....referred me to the service as one of the major growing issues my family was facing was a growing financial black hole. Without Lynnes help, we would be in an extremely more difficult position and my mental health would have deteriorated much further. Lynne has went above and beyond to advise and support us and is still a great source of help today as we continue to try and get the right support in place for our disabled son."

Father of Pupil

Health and Income Maximisation

A comprehensive independent review of health and health inequalities in Scotland led by the Health Foundation conducted in 2023, shows that the health of Scots living in the most deprived local areas is being left behind the rest of society. Analysis carried out for the review shows that in 2019, there was a 24-year gap in the time spent in good health between people living in the most and least deprived 10% of local areas in Scotland.

The National Records of Scotland (NRS) report, published in July 2025, identified that residents in North Lanarkshire face the shortest healthy life expectancy in Scotland.

The most recent figures for 2021-23 indicate that women in Scotland can anticipate living in good health for 60 years, with Scottish men having a slightly reduced healthy life expectancy at 59.6 years.

In North Lanarkshire, women can only expect to enjoy 52.5 years of good health, whilst men face 52.4 years.

Projects such as the Wealth and Health Project partly funded by the Improvement Service are therefore vital, to ensure that the residents of North Lanarkshire have easy access to not only income maximisation and debt advice services but also a gateway to Employability Services and other vital supports.

The North Lanarkshire Wealth and Health Project provides a welfare rights service based in four GP practices across the council, offering a delivery model which supports early intervention and engages individuals who would perhaps be unlikely to use the more “traditional” advice services.

The welfare rights officer is embedded into the GP Practices accessing patient records and providing not only the patients but the practice themselves with support.

Carrying out 890 benefit checks in the practices and making 1197 claims in 2024/25, the welfare rights officer has generated £4,067,712, in additional benefit income for residents



Wealth and Health – It Starts With A Benefit Check

Stephanie is a patient of the Dr Logan's Practice in Wishaw, she has a 15-year-old son, Kieran, who has an autism diagnosis. Stephanie advised that due to anxiety and stress Kieran was fleeing school therefore a decision was made to home school him.

Stephanie advised that she is a single parent who lives with her son, she works full time and receives universal credit some months but only a small amount and in recent months her award has been zero because she has been doing overtime to support her and Kieran.

The GP asked the welfare rights officer to speak to Stephanie to see if there was any help she could provide, as she herself was suffering from anxiety due to the pressures at home. The welfare rights officer completed a Child Disability Payment Form providing evidence from GP records for the claim. This allowed a quicker decision to be made. An award of middle rate daily living and standard rate mobility was made totalling £103.10 per week, with a backdated payment of £1134.10. The welfare rights officer assisted in advising Universal Credit of the change of circumstances, and this together with a carers claim will increase the household income by a further £193.21.

Stephanie advised that the additional income would mean that she no longer needs to do overtime and can spend more time looking after Kieran, supporting him with his needs which will take a huge stress out of the household as well as financially.

Wealth and Health – It Starts With A Benefit Check

Amelie was referred to the welfare rights officer in the Old Mill Practice, she advised that she was separating from her partner, and was asking for information on what she would be entitled to. Amelie has two children, 5 and 7 months, she had not claimed the Scottish Child Payment for any of the children and only child benefit for the oldest child.

The welfare rights officer assisted Amelie with both claims, and was able to advise on the school clothing grant.

Amelie was delighted with the service, with an increased income of £272 per month and £155 clothing grant to help with the additional costs of her oldest going to school, has made a massive difference to her.

A further 1085 referrals were received from health colleagues across North Lanarkshire, including referrals from health visitors, district nurses and addiction services. These referrals generated an additional £1,594,660 in benefit income for residents.

Health – It Starts With A Benefit Check

Following a referral from Health, the welfare rights officer visited a family, Larry and Paula, they had two children and were struggling financially, they had advised the Family Nurse Practitioner they were worried about their daughter leaving school and the impact this was going to have on household finances. The Nurse made a referral to the Tackling Poverty Team.

A welfare rights officer worked with the family, identifying Scottish Child Payment missing for their youngest child, however, the welfare rights officer also identified that there was a catalogue of errors made in the families claim, around not only child benefits, but also premiums that they were entitled to.

The welfare rights officer liaised with the DWP on the family's behalf, and it was identified that they family had a weekly shortfall of £147.27, and received a backdated payment of £29,249.52. The welfare rights officer further assisted with an Adult Disability Payment claim resulting in a further £73.90 per week.

#itstartswithabenefitcheck

The links between Poverty and Health are complex and can be multifaceted. Poorer health can be both a cause and a consequence for people living in poverty.

Limited resources across all sectors is a challenge. It is therefore vitally important that, in these challenging financial times, we plan jointly with

health and social care partners to explore innovative ways of working together to maximise our resources and ensure our residents receive the support and advice they require from income maximisation services.

The Action Plan reflects these conversations will continue in the coming year.

Royal Hospital for Children – Financial Support Project

An annual contribution from University Health and Social Care North Lanarkshire, ensures families in Lanarkshire, who have a child attending the Royal Hospital for Children in Glasgow, can access onsite financial support if they are struggling. The team support families to recover money via benefits, grants and discounts, to which they are entitled, but do not currently receive. In the 2024/25 financial year, 17 North Lanarkshire families were supported by this service, leading to £194,249 in financial gains.

Social Work and Income Maximisation

The Tackling Poverty Team have delivered Poverty Awareness Sessions to social work colleagues across North Lanarkshire, with all newly qualified social workers receiving Poverty Awareness Training as part of their induction into the Service.

The training provides social work staff with referral routes and support for people, children and families accessing social work services.

In 2024/25 the Tackling Poverty Team received 9990 referrals from social work teams across North Lanarkshire, generating a total of £6,537,291.

Kinship Carers are automatically referred the Tackling Poverty Team, to ensure that their income is fully maximised to help with the additional costs of looking after children and young people in their care. The referrals to the Team have generated an additional £870,609 in benefit income for Kinship Carers, a 17% increase from last year for this specific group of people.



Social Work – It Starts With A Benefit Check

Bronwyn is a 26-year-old single parent to two children, 2 year old Harry and 7 week old Harper. Bronwyn has a learning difficulty, and has recently left her home urgently due to domestic violence.

Bronwyn's social worker referred her into the Tackling Poverty Team, as she was really struggling to pay for necessities for her family, and there were concerns that she may return back to the violent home.

The welfare rights officer started to work with her, and it became apparent that there were a number of issues with Bronwyn's benefit income, on further investigation, correspondence had been sent to the wrong address for Bronwyn resulting in money not being paid and being held for 14 months.

Working with the Welfare Rights Officer, Bronwyn was able to provide up to date bank details and had over £6000 deposited into her account over the next few days.

Universal Credit had also failed to pay the correct premiums etc due to this issue and Bronwyn received another backdated payment of £4500.

In addition to this Bronwyn was supported to claim the Best Start Foods payment.

With the backdated payment, Bronwyn is now in a position to purchase all new items for her new home with her family and feels in a stronger position that she is no longer reliant upon her abusive ex-partner.

Bronwyn is delighted with the service and the guidance she has received.

#itstartswithabenefitcheck



The Third Sector - Information and Advice

To ensure all residents have access to information and advice services, North Lanarkshire Council commission services from the third sector to provide welfare rights, money and housing advice to compliment the in-house services delivered.

The Citizens Advice Bureaux were successful in the bid, and they deliver services across our 6 main towns as well as delivering outreach services in the heart of our communities.

In 2024/25 the services generated £7,650,115 in additional benefit income for our residents.

Citizens Advice Bureau – Case Study

Anna came to the CAB for advice, she explained that she had separated from her husband, however, she hopes to stay in the family home with her 3 children, a daughter and twin boys, however, she was struggling financially. The house has been adapted for her twin boys who have autism, and both receive Child Disability Payment at the enhanced rates of both components.

Anna owns the home jointly with her husband. Anna is currently getting Child Benefit and works part time earning £2000 net monthly. Client wanted to know if any benefits might help her to remain in the house herself as she has a high mortgage of £1200 a month.

Advice / Options / Actions Agreed:

A full income maximisation calculation was done based on her circumstances and household income. The CAB advisor explained to Anna she can make a claim for Universal Credit (UC) , as she is also the boys carer. Claiming UC will mean Anna will have entitlement to Scottish Child payment (SCP). As well as entitlement to Council Tax Reduction (CTR) Client was also sent a link for the Family Fund which supports families with autistic children to see if she may be entitled to a grant as she has no savings

Potential Client financial gains are: SCP £4235.40, UC £17,477.76 and CTR £211.51. Client was also given advice about maintenance and referral to Child Maintenance Group and divorce proceedings.

Holistic Supports

Cash First - Maximising Incomes to Maximise Outcomes

North Lanarkshire has promoted a Cash First approach to tackling food poverty and inequality since 2014, the approach is now embedded across both internal and external services.

North Lanarkshire's approach is "Cash First but not Cash Only". This means that when someone approaches a Service for help when they are in a food crisis, they not only receive the cash but there are additional supports there if the person needs them. Supports such as debt advice, money advice, referrals to other services have been made such as addiction services, occupational therapy and mental health services.

North Lanarkshire has been a part of the Scottish Government's Cash First Partnership Fund, where we were able to provide people with an interim payment whilst waiting on the decision for a crisis grant payment.

Since its inception in November 2023 to June 2025, the service has paid out £38,826 in direct cash first payments to 1163 people, 37.4% of the people who have had a payment fall into the Child Poverty Priority Groups.

The Project in 2024/25 carried out 1564 benefit checks, completed 1721 claims for additional benefit, generating £2,132,125 in additional benefit income for people accessing the service. A total of 320 children from priority groups were assisted through the service with additional income of £61,145 generated for benefits directly for children, eg, child benefit, Scottish child payment and Child Disability Payment.

The Project had another important arm to it, allowing us to explore what other emergency payments the Council provided to its residents, this in the main came from Social Work, however, other service provide payments such as; education and housing.

This work has proven to be vital as we have moved on to become a Fairer Future Partnership.

Fairer Future Partnership's in Scotland aim to improve family wellbeing and support services by integrating various local approaches. North Lanarkshire has joined other Local Authorities across Scotland, and will focus on providing tailored, holistic support for families, ensuring they receive help when and where they need it.



Cash First Not Cash Only

Terry is a single parent who lives with her 9 month old twins. Terry has 4 other children, however, she does not have full custody of the children, and is not in receipt of any benefit income for them.

Terry had bought clothing and other items for the 4 other children and had left herself short to purchase food and essentials for herself.

Terry contacted the Tackling Poverty Team asking if there was any help available to be able to purchase food for herself and her twins.

A benefit check was carried out, and despite Terry having significant health issues herself, she is not in receipt of any Adult Disability Payment (ADP). Terry was given support to call for the ADP form and advised we would assist with this when the form came through.

Terry also advised that she had utility debts and was struggling with how to pay this, the team were able to provide support on this, with a debt advisor contacting her to deal with this.

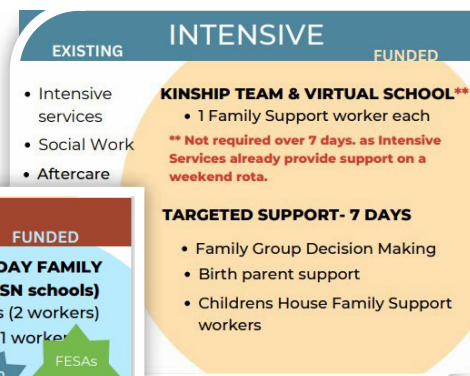
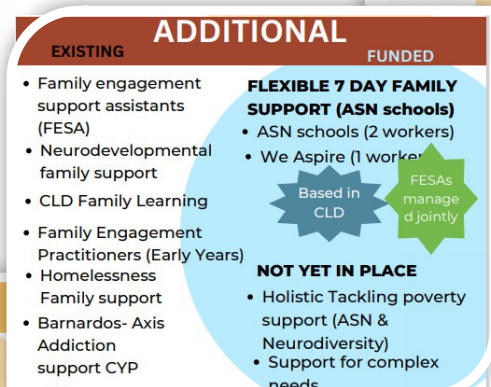
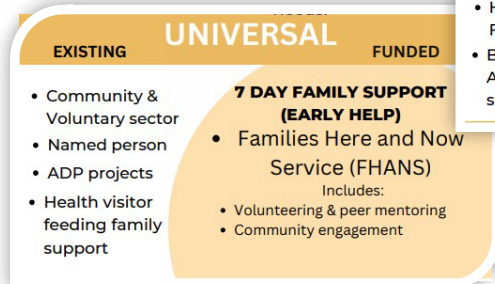
The Tackling Poverty Team assisted Terry to apply for a crisis grant and were able to provide an interim payment of £50 for food, £49 for fuel and an additional £30 for baby milk for the twins.

#itstartswithabenefitcheck

Whole Family Wellbeing and Fairer Futures Partnership

In 2024 the Families Here and Now Service was commissioned by North Lanarkshire Council to provide family support services to enhance the landscape of early intervention and preventative support for families. The approach ensures that we have the right supports in place at the right time putting in place a range of services at universal, additional and intensive levels.

To ensure that holistic family supports truly aligned with the Promise and the council's Tackling Poverty Action Plan, there was a need to join up services so that people can experience the right support at the right time. This includes improved transition when stepping up to additional and intensive levels of support, if required, and similarly when stepping down to universal support.



Next step....

Cash first at each level

Families Here and Now Service

Families Here and Now Service (FHANS) is a service led by Barnardo's in partnership with Impact Arts, Action for Children and Home Start (Glasgow North & North Lanarkshire), providing whole family early help and support across the whole of North Lanarkshire.

Built upon the foundations of The Promise, the service offers a no wrong door approach and draws on the strengths of individuals to support better outcomes for children, young people and families.

From its inception in April 2024 to July 2025, the service received 340 referrals for families, 246 received supports from FHANS whilst 94 required either one-off brief intervention or supported to a service more suited to their needs.

The FHANS staff work closely with partners across North Lanarkshire, to ensure they are accessing the right support at the right time for families.

Interventions vary according to the needs and wants of the family and can include; one to one activities, groups, drop ins and whole family activities. Sustainability is measured through the 3 monthly check ins which continue up to one year after the support ends.

Whole Family Support – Families Here and Now Service

The service received a referral from a Head Teacher in March 2025, for a lone parent, Erin, with three sons, outlining that the family were experiencing financial hardship and that the family were struggling with their physical and emotional health.

Erin also needed help with her youngest son Jake (6 years) who is currently on the waiting list to be seen by the neurodevelopmental team, psychological services, occupational therapy and the school nurse. Erin also reported financial difficulties, she had no mobile phone as Jake had broken it. Erin explained that due to overcrowding, she and Jake were also sharing a double bed at the back of the living room.

Erin admitted to not liking “accepting help from anyone” and doubted that they would be able to help her. After several attempts to contact Erin, she agreed to meet with the worker.

Erin was initially hesitant to open up but using the Outcome Star and discussing each concern in more depth, there was a breakthrough and Erin expressed that she was grateful for help and support.

Through working with FHANS the family were able to get a break to Craig Tara, however, Erin had expressed her embarrassment that her son had holes in his trainers. Using community services, the worker was able to access new trainers, clothes, underwear, sandals and even some toys for the beach.

Erin expressed her delight at the service, saying it had taken away all the anxiety she had about the trip, and she was genuinely looking forward to it.

Whole Family Support – School Attendance

North Lanarkshire Council take a family support approach where there is concern about school attendance, with a focus on those families living in SIMD 1 and 2. Family Engagement Support Assistants (FESAs) offer family support such as routines, links with the tackling poverty team and facilitating communication with schools.

Building on the lessons learned from the Whole Family Support approach and the cash first approach, we are empowering staff and families by making the Cash First approach available to our FESAs. By providing families tailored solutions to specific circumstances help empower families and can stop them moving from that universal support to additional and at times intensive support.

The case study below provides the evidence of how a relatively small amount of money direct to the family has helped a young girl back to school and overcome an attendance issue.

Maximising Incomes To Maximise Outcomes

Amy (10) was referred to family support from a Family Engagement Support Assistant due to low attendance at school, with the purpose of working with the whole family to identify and break down any barriers to attendance.

Amy was reluctant to engage with the FESA, but they continued to make contact and meet with Amy and her family. After several visits the FESA noticed that the girl had small, dated and second-hand clothing that had been clearly handed down from her older brothers. The FESA thought that maybe Amy was lacking confidence.

The FESA requested cash first for a shopping trip. The FESA felt that this would help build their relationship but give Amy some choice in her clothing.

Amy disclosed that she had never been a shopping trip before and had never chosen her own clothing. Amy was bursting with happiness that she could go and pick her own clothing, in her favourite colours, but most importantly for Amy was being able to buy a school bag and decorate it with some charms.

The FESA was able to talk to the parents and discuss how important this was for Amy. The parents agreed that they would be more vigilant and considerate to Amy's needs.

Amy now has friends; she looks forward to attending school and feels confident. Amy now walks home with a friend and attends after school clubs!

Whole Family Support – Community Learning and Development

Community Learning and Development's (CLD) Family Learning programmes work alongside families with children who have additional support need (ASN) diagnosis. The Team work to empower parents/ carers to build resilience by providing learning offers, workshops and activities that are tailored to meet each individual child's needs.

The Learning Programme include:

- Solihull – Understanding you Child
- Relax Kids
- Sleep Action
- ASN Parenting Supports
- Family learning – Whole Family Support
- Parenting Workshops

The CLD programmes are inclusive and link with various partners including, the Tackling Poverty Team and third sector supports. In 2024/2025 the programme supported:

- CLD Family Learning have supported 201 Parent/ Carers and 191 Children to access Health and Wellbeing programmes.
- 31 Families who have a child with an ASN Diagnosis have accessed Free Days out for their Whole Family during holiday periods. This was made up of 44 Adults and 62 Children.

CLD Family Learning staff consulted with 131 Parents/ Carers to co-produce an ASN programme of activities that would meet the needs of their children.



Our Next Steps - Fairer Futures Partnership

The Council and its partners were keen to develop the learning from Whole Family Support and the work carried out in our ASN schools, recognising that families need to be able to access assistance with the drivers of tackling poverty.

North Lanarkshire has been given the opportunity to become a Fairer Futures Partner with the Scottish Government, whilst other Fairer Futures Partnerships are place based, we took a different approach, by building on work already being undertaken in North Lanarkshire and focussing on a priority group; children with a disability / additional support needs and neurodiversity.

In North Lanarkshire, the number of pupils identified with Additional Support Needs has increased year on year since 2010, with the latest data available identifying;

- 31.31% of pupils in primary settings and
- 35.16% of pupils in secondary settings recorded as having Additional Support Needs

It is expected that this number will increase in the 2025/26 school term.

Recognising the impact that the welfare rights officer has had with the families from ASN schools, we wanted to look to our Neurodiverse Services, and particularly our pre-school families.

Children with Additional Support Needs from low-income families can face multiple disadvantages and increased vulnerability from the start of their lives. Their needs are not always prioritised by schools or policies in line with a whole system/whole family approach which can impact on the effectiveness of supports or interventions that might help to address their needs.

Working collaboratively across North Lanarkshire Council, the third sector and existing public services, the Fairer Futures Project will build on and connect with existing improvement and redesign work to provide additionality, testing out different approaches to service design and delivery to support tackling child poverty and promote family wellbeing.

The Fairer Futures Project scheduled to begin in late 2025 will operate in line with our wider approach and the 10 principles family support (appendix three) this work will be holistic and whole family focussed. It is anticipated that this work will be critical to shaping the delivery of early and effective support for families, but that it will also provide a template on how we can reshape and better connect support at “additional” and “intensive levels” more effectively addressing the financial poverty and sustained inequalities this cohort of families can face.

The project will be delivered taking forward three specific “test of change” activities which will provide the opportunity to enhance current programmes;

- Building on the work carried out by the welfare rights officer in our ASN schools and taking this direct approach to families within our Early Years settings and to the North Lanarkshire Carers Together Neurodevelopmental Team

- Enhancing the North Lanarkshire Carers Together Neurodevelopmental Family Support Team with additional capacity through a council-based worker, who can work closely with the team to offer a specific focus on whole family support and develop the pathway to financial wellbeing through the Tackling Poverty Team.
- Cash First Payments – Recognising that maximising incomes allows us to maximise outcomes for families, this tackling child poverty measure is at the heart of our Whole Family Support approach. The tackling poverty team will ensure that family's income is maximised by providing a benefit check and support with claiming any benefit entitlement. The services delivering Whole Family Support and those delivering support through the Fairer Futures Partnership will be able to access cash for direct payments to families to help support them and assist in preventing families moving on from universal supports to more additional or intensive supports

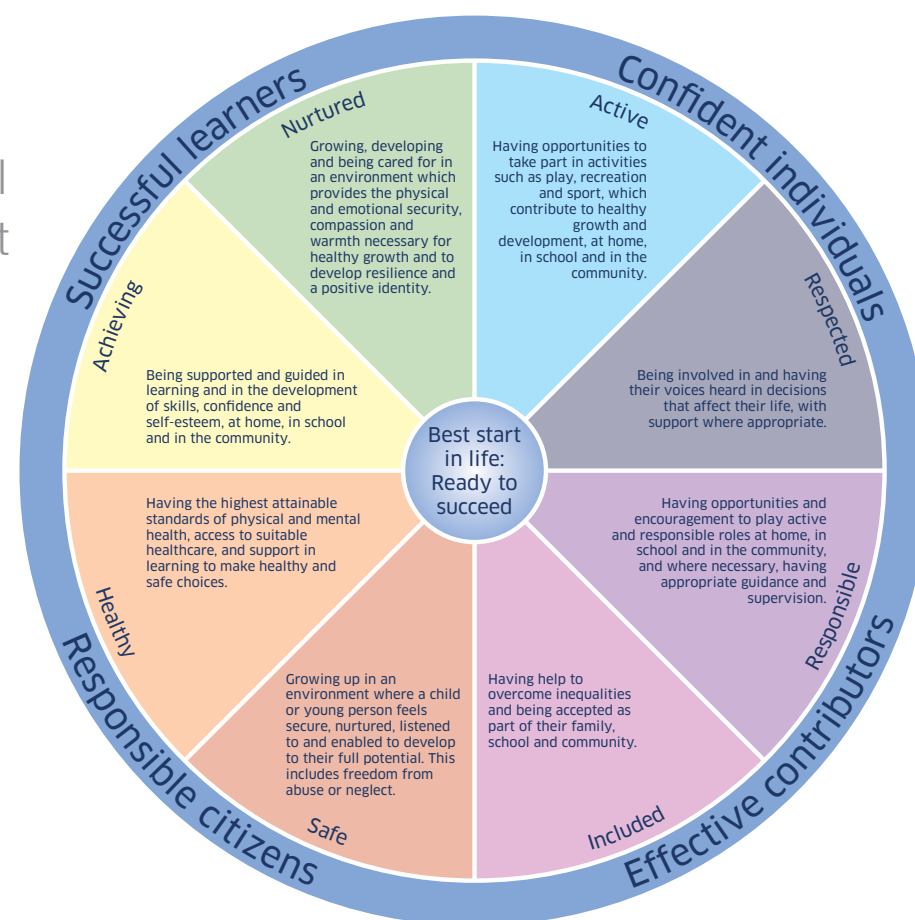


Community Solutions

The aim of the Community Solutions Fund is to improve children and young people's mental health and wellbeing with reference to the national "SHANARRI" Framework, which sets out the eight key indicators for children and young people.

The Scottish Government provides funding to North Lanarkshire Council, which is then transferred to Voluntary Action North Lanarkshire (VANL) to distribute throughout the third sector.

School Cluster Improvement Integration Leads (CILLs) work alongside school staff within the 23 North Lanarkshire school clusters to identify local priorities to support children and young people's mental health, informed by needs analysis, which commission community organisations to provide support for their children and young people.



£406,000 of funding distributed

91 projects delivered by **16** organisations

Distributed across all **23** school clusters

Objectives of the Community Solutions Fund

- Increase North Lanarkshire Community and Voluntary Sector (CVS) capacity to support children and young people's mental health and wellbeing in their local community
- Demonstrate the contribution of the North Lanarkshire CVS to improving children and young people's mental health and wellbeing
- Improve collaboration between schools and the community and voluntary sector

Supported 5308 children and young people

- 1728 primary school pupils
- 2484 secondary school pupils
- 341 families
- 1 young carer
- 17 care experienced children and young people

The fund has delivered 1323 sessions of 200 activities including;

- ASN family and 1:1 support
- Boxing
- Cooking and nutrition workshops
- Cycling and wheeled sports
- Drama
- Equine therapy
- Gardening
- Health and beauty
- Horse riding
- Music, musical theatre and creative activities
- Outdoor activities
- therapeutic arts programme
- Vaping and smoking awareness sessions

The supports have been delivered by our colleagues in the voluntary sector from;

- Bazooka Arts
- Glenboig Development Trust
- Holding Space
- Hope for Autism
- Lanarkshire community food and health partnership
- LANDED
- Made4UinML2
- Make and Create Arts
- Miracle Foundation
- OutLET
- Parent Action for Safe Play
- Ponies Help Children
- Reeltime Music
- Socialtrack
- VIP Pass Community Project
- YMCA Bellshill & Mossend

OutLET Case Study

The Young and Community Ranger Project provides individualised outdoor learning experiences, with the aim of improving confidence, resilience and overall well-being, while fostering a deeper connection with nature and the community. The Community Ranger, an outdoor facilitator trained to support additional needs and trauma recovery, works within the cluster one day per week, supporting young people on a one to one basis or in small groups. Activities are tailored to individuals, but involve tool use, bushcraft skills, conservation work, and nature based educational workshops.

Devlin has not attended school for some time, however, he attended the sessions each week with his dad. When Devlin first began attending the sessions, he appeared anxious and the Ranger identified that he had a high need for movement, squeezing, pushing and pulling. The Ranger worked with Devlin at the start of every session, played a game of tig to expend some energy. After this Devlin could concentrate cutting branches and would engage in conversation.

Throughout the programme Devlin said he was able to focus and learned how to;

- Create sparks and light the fire with a flint and steel*
- Split wood in partnership by using a mallet to strike a carving knife held by another person which required good communication and trust*

Devlin also practiced using school equipment with the Ranger, like using the water foundation and walking to class. The Ranger advised Devlin be encouraged to attend school without breaks to reduce his anxiety about returning, and have access to movement opportunities throughout the day.

Financial Education – Adults (Sum It Up Project)

Sum It Up offers help to adults to be more confident using numbers in day-to-day life, this gives adults help to work out household bills, help in their job and indeed help to get a new job, as well as giving parents and carers the confidence to help children with their maths homework.

Sum It Up is a programme funded via the UK Shared Prosperity Fund, that offers free courses for those aged 16+ who would like to improve their number skills, or, who need an SQA maths qualification.

The classes are set up to be fun, informal and interactive in community settings, such as a community centre, as well as online, with some of the SQA classes held in New College Lanarkshire.

The Financial Education programme comprises of different modules covering;

- Budgeting
- How to reduce costs
- Affordable credit
- Savings
- Using online tools
- Payslips

- Preparing for Christmas
- Scam awareness
- Fuel and energy
- Surviving the holidays

People can attend the financial education classes on their own, or they can complete the SQA math qualification classes with the financial education classes complementing the theory learned for the SQA.

In 2024/25 the financial education programme delivered 77 sessions to 558 people (a 67% increase in the number of people from last year), with 123 modules delivered.

The financial education programme has been delivered to individuals and groups including; ESOL groups (English for speakers of other languages), One Parent Families Scotland – including parents with young children, parents with you ASN children, young mothers, Men's Space Groups, Restorative Justice, Young Adult Project, Healthy Numbers Groups, Parents working with Routes to Work, and Modern Apprentices.



Quotes From The Parents Using Sum It Up

"I have learned a lot particularly how to budget as I am moving into my own house."

"The sessions have been great with money saving tips on shopping and using apps and discount codes saving me money"

"Amazing course full of useful info tips & tricks to get best value it was very informative"



Poverty Awareness Sessions

The Plan for North Lanarkshire is the blueprint for service delivery across North Lanarkshire and identifies that all services will play a role in tackling poverty and inequality in our communities. This can be directly as with the services delivered by the Tackling Poverty Team and commissioned advice services from the Citizens Advice Bureaux, together with other services such as employability, housing, Scottish welfare fund etc. It can also be indirect through sign posting and referrals to the appropriate services.

Following on from the success of last year, Poverty Awareness is now part of the training programme for all newly qualified Teachers in North Lanarkshire.

To be able to make referrals or signpost to services, people need to know what is available to them. For this purpose, we develop bespoke Poverty Awareness Sessions delivered to both internal and external partners.

The Tackling Poverty Team will first of all consider the audience for the sessions, and develop the training sessions around their needs, the sessions can be about “place”, where services are provided with statistical information about their particular locality, or it can be in relation to the service they

provide, such as sessions for the North Lanarkshire Drug and Alcohol Partnership. Sessions to services will consider the relevant information to build into sessions to ensure that each training module is relevant to the audience.

Effective Referral routes are offered to each service, and following the sessions, some service providers have asked for specific surgeries for their client groups.

A small team has been brought together who are currently working on interactive digital training sessions, the team are working to a March 2026 date for development and delivery, and it is proposed that this training will become a mandatory module for all North Lanarkshire Council staff.

With mandatory training, all staff will become poverty aware, and more importantly will know referral routes that they can provide to people and families who need help from services.





NHS Lanarkshire Routine Enquiry Training

A Financial Health Initiative, led by the NHS Lanarkshire Health Improvement team and Welfare Rights staff, was recognised in a “Big Shout Out” Award. Training resources were developed and delivered to health staff, together with financial guidance, signposting and referral routes into appropriate income maximisation services.

During 2024/25, Routine Enquiry of Finances training was delivered to almost 400 health staff with a North Lanarkshire or pan-Lanarkshire remit. Training was delivered at over 38 individual sessions and took various forms including; face-to-face, virtual or embedded into clinical hand-over or development days. Content is continuously adapted to make it relevant to the patient cohorts that the staff see, but many of the teams prioritised to receive the training had a child, young person or family focused role,

including; CAMHS Learning Disability team, School Nursing Teams and refresher sessions with Health Visiting and GP Link Worker staff. It also became clear during these sessions that there was a need for staff support, with members of staff coming forward with their own financial struggles or looking to support other members of staff within their teams.

Locality staff also delivered an additional eight “Worrying About Money?” sessions to 57 attendees (staff and volunteers) from various organisations in North Lanarkshire, including; Neighbourhood Networks, Hope for Autism and SAMH. These evaluated positively, demonstrating an increase in both knowledge and confidence in raising the issue of money worries and knowing where to signpost or refer for support.

Public Health Scotland

NHS Lanarkshire were one of four territorial health boards selected to be part of the Public Health Scotland led Deep Dive into Income Maximisation in Health project. Locally, health improvement staff engaged with key services working with children and families, including; health visitors, midwives and family nurse staff, as well as local authority and third sector financial advice services. Staff supported the development of questionnaires and co-facilitated workshops to hear from staff, what was currently working well within routine enquiry pathways and what could be improved. Once key recommendations are published, local actions will be progressed across 2025/26 and beyond.

Strengthening Families Programme Summer 2025

Co-ordinated by North Lanarkshire's Virtual School, the Strengthening Families Programme provided support to 265 families throughout the school summer holiday.

Referrals were made from Social Workers for families under the following criteria allowing support to be targeted where it is most needed.

- Experiencing care away from home (kinship)
- Experiencing care at home
- Child Protection Register

A variety of activities were offered to keep children entertained and enhance family relationships through spending time together.

All activities included the cost of entry and lunch or snacks per person, minimising the financial impact on families. Offers available included a family cinema treat, swimming passes, a visit to Glasgow Science Centre, a trip to M&D's (including Adventure Golf) and a family outing to Heads of Ayr Farm Park in South Ayrshire. Vouchers for a children's train ride were included for the farm park.



For families struggling with transport to the Heads of Ayr Farm Park, Virtual School staff organised three individual day trips, which included local bus pick up and return. 30 families took advantage of this offer.

In total 3121 tickets, passes or vouchers were provided to the families, to ensure every member could take part in the activities at minimum cost to them.

Virtual School

A further 68 young people and their families benefited from contacts or supports from Virtual School staff providing direct input through arranging and/or facilitating outings for family groups or by spending time with them. A particular focus was young people who struggle within social groups and who are at risk of isolation during holiday periods. Activities included visits to local parks, soft play areas, driving range, cinema, arts and craft activities and simulated golf experiences.

Staff also linked with school leavers to provide support for activities such as creating CVs, meetings with Skills Development Scotland or Routes to Work and attending college visits or interviews.

How Did We Do?

The feedback from young people, their families and social work staff about the programme has been very positive



"I thought it was well planned out and the gift vouchers for the shop were an excellent addition to treat the kids to a small memento. Many of the kids in attendance likely don't have many trips and days out. Well done and thanks."

Carer

"It was great to get away and not worry too much about expenses."

Kinship Carer

"The families really appreciate this support."

Social Worker

"The kids loved their day out and it was made better as we didn't need to worry about lunches as they were provided."

Carer

"I really enjoyed being out and spending time with my brothers and sisters"

B, Young Person

"A very positive impact on families."

Social Worker

Achievements and Challenges

North Lanarkshire Council, NHS Lanarkshire and partners are committed to tackling child poverty and inequality in our communities.

There have been a number of considerable achievements for our communities, however, there are still some challenges that we will address in the coming years in both our Local Child Poverty Action Plan and the new overarching Tackling Poverty Strategy which will be published mid 2026.

We will continue to work within our schools across North Lanarkshire, listening to our children and will embrace their responses to the question “what do you want us to do” to allow us to shape our approach to tackling child poverty in our communities.

Achievements	The persistent child poverty figure in North Lanarkshire
£55,340,045 in additional benefit income generated for residents of North Lanarkshire	The rising child poverty figure in North Lanarkshire, and how we continue to support our communities
£6,735,891 in additional benefit income generated for priority families	Temporary funding and uncertainty around this remain a challenge for all partners
Moving from a challenge last year, to an achievement this year, we now have 7 food providers collating the demographic data required to look into food poverty	Begin discussions around welfare rights input in mainstream schools
The Three Questions carried out in all mainstream schools in North Lanarkshire	Data – access, collation, consistency, timeous data; are all issues around data and hinder the measurement of the impact the steps we are taking are having on child poverty
Families Here and Now Service rolled out across the whole of North Lanarkshire	Welfare Reforms will continue to cause financial issues for families
A further one year commitment from Education for a dedicated Welfare Rights Officer within ASN schools	Identifying and targeting support to priority families
Working for Families: Increase of parents engaging from 104 to 680 and number securing employment from 40 to 148 over the 2 year period from 22/23 – 24/25	
There was a 15% decrease in the number of children residing in temporary accommodation in North Lanarkshire, compared to a 5% increase nationally	
NHS Lanarkshire’s Demonstrator Programme progressed into the third cohort, continuing to target unemployed or low-earning parents. From 38 participants undertaking 6 month paid placements, 81% went onto positive destinations	

Appendix One

North Lanarkshire-Children and young people furthest from their rights

The information in the table below presents information from staff and young people in North Lanarkshire and from the Scottish Government about children and young people considered to be furthest from their rights.

In December 2024 staff from across the Children’s Services Partnership (CSP) participated in a workshop to identify children and young people who are furthest from their rights and explore where rights may be at

risk. The information was shared with young people and a wider staff group who identified additional groupings and explored this further.

Workshop list	Scottish Govt info	Group or children or young people
Living with or experiencing...	children living in poverty (including those with entitlement to free school meals);	Children in Poverty
Disability	Disabled Children	Those with complex disability
Mental Health Young Carers	children (and/or their parents) who are experiencing poor physical or mental health;	Young Carers Mental ill health
	children with additional support needs;	Neurodiverse young people Those with additional support needs Young people with challenging behaviour
Care experience	children with care experience or 'on the edge of care';	Care experienced children and young people
BME Travelling Community	minority ethnic children, particularly Gypsy/Traveller children;	BME community
New Scots	child migrants, asylum seekers and refugees;	New Scots Families with no recourse to public funds
		Unaccompanied asylum seeking children and young people

Workshop list	Scottish Govt info	Group or children or young people
	LGBTI	
		Teenagers e.g. stigma Post 16 responsibilities
Gender based violence	children; female	Gender Gender based violence (teenage victims). Experiencing domestic violence in their home
Drug and alcohol use	children experiencing disadvantages, particularly problem alcohol or drug use amongst family members,	
	children who require support at times of key transitions;	
In conflict with the law		Young people involved in the justice system
With a loved one in prison		Children of prisoners
		Homeless Children and Young People
Child protection	children at risk of significant harm, with a child protection plan;	
	children with a parent/carer in the armed forces;	
	Experiencing bereavement	
		Children not in school full time
		Babies and Toddlers reliant on their adult carers
		Pre-teen (P7-S1 transition)
		Those who are digitally excluded
		Those without access to transport
		All protected characteristics
Young Parents		
Religion (All forms)		
C&YP Exploitation		

Appendix Two

The Cluster Responses to The Three Questions

How Does The Cost Of Living Crisis Affect You?	Airdrie	Bellshill	Braithurst	Brannock	Calderhead	Caldervale	Cardinal Newnan	Chryston	Clyde Valley	Coatbridge	Coltness	Cumbernauld	Dalziel	Greenfaulds	Kilsyth	Our Ladys CN	Our Ladys MW	St Aidan	St Ambrose	St Andrew	St Margaret	St Maurice	Taylor	TOTAL
Family Holidays are Expensive	16	33	3	2	25	27	8	7	5	18	4	13	9	6	4	13	13	3	15	26	16	4	12	282
More expensive for Big Families (cost of childcare)	4	9			3	1	2	1	3	1	1	1			1	3	1	1	2	2	4	5		45
Shopping has got more expensive	8	6		5	4	9	7	12	9	15	9	10	1	4	2	10	4	2	3	24	8	6	10	168
I am purchasing non-branded items/ going to different shops	9	9	5	3	1	6	7	6	2	7	3	7	1	15	5	9	12	3	7	24	9	3	17	170
School lunches / breakfast clubs are too expensive	11	6		5	9	6	2	4		4	4	3	17	1	4	3	7		6	7	11	2	2	114
Food has risen in price (particularly healthy food/reminded not to waste)	11	44	19	8	58	63	33	41	75	51	33	40	24	40	12	40	31	21	31	57	11	24	28	795
Beauty treatments (haircuts, nails etc) are too expensive	23	12	3	5	29	14	13	6	3	13	9	6	19	9	3	6	12		26	30	23	2	13	279
Electronics are too expensive	13	18	6		1	6	5	5	5	6	2	4	9	6	4	4	6	2	13	1	13	1	9	139
Showering is too expensive/Need to spend less time in shower	10		3	1	3	17	7	18	22	21		9	1	11	5	21	12		7	10	10	2	14	204
Keep doors and windows closed	1					1	1	3	26	1		3		2		3		1	3	1	1	1	1	49
Furniture and home items are more expensive	4	3			3	1	2	2		2		1		1		2	1		1	1	4	2	2	32
Electricity and Gas Bills have increased	49	48	24	16	43	34	21	34	91	38	46	31	32	43	17	39	28	29	29	53	49	23	26	843
Clothes are too expensive	27	22	15		27	24	14	8	10	19	6	21	16	24	6	21	21	6	25	24	27	7	13	383
Less takeaways and fast food due to rising prices	7	5	4		5	19	9	6	22	9		6	4	22	2	6	10	3	6	13	7	3	2	170

How Does The Cost Of Living Crisis Affect You?	Airdrie	Bellshill	Braidhurst	Brannock	Calderhead	Caldervale	Cardinal Newman	Chryston	Clyde Valley	Coatbridge	Coltness	Cumbernauld	Dalziel	Greenfaulds	Kilsyth	Our Ladys CN	Our Ladys MW	St Aidan	St Ambrose	St Andrew	St Margaret	St Maurice	Taylor	TOTAL
Struggling to pay bills and subscriptions	31	9	10	1	2	13	10	22	7	29	14	24	7	7	3	24	6	10	8	2	31	6	11	287
I am told to turn off lights/ switches/ electronics	12			4	2	4	5	20	78	24	30	10	3	10	11	22	5	1	14	17	12	7	11	302
Wages are not keeping up with cost of living				1	2	3	2	6	1	6	1	4		1	1	4	1	6	2	1		1	3	46
Sweets and Treats are too expensive	34	35	11		12	14	8	15	38	28	20	13	10	27	7	17	7	1	15	39	34	21	14	420
Necessities (food, fuel, toiletries, sanitary products) are too expensive	72	8			2	10	11	13	24	18	9	19	3	6	3	15	4	6	8	2	72	5	6	316
Less pocket money (needs not wants)	2		3			1	1	1	19	6	1	4	1	2	1	5	9			2	2	1	1	62
Hobbies and Clubs are Too Expensive	23	29	15	8	30	31	13	18	20	22	16	18	30	28	6	21	14	12	32	49	23	45	78	581
Unable to purchase toys and games due to rising prices	9	5			1	9	4	6	4	10	4	9	9	7	3	9	2	1	11	6	9	2	2	122
School equipment/uniform is too expensive	16	10		2	15	12	7	3	2	10	3	6	15	9	1	5	5		3	7	16	3	17	167
It does not affect me					1	2	1	2	11	2		3	3	2	2	2	1			2			2	36
Video games/games credit/music are more expensive	12	45	9		11	8	5	5	11	21	8	13	14	8	10	13	4		12	28	12	8	11	268
Travelling in the car (fuel) is too expensive	21	20	3	7	10	26	7	16	19	13	8	13	5	18	4	13	9	14	9	18	21	4	13	291
Judgement from friends						1		1	1		1	2	1		1	4	1	1						14
Birthdays/Christmas is too expensive	4	9			9	7	3	4	3	7	4	6	3	7	3	6	3	2	3	9	4		5	101
Parents/Carers need to work more/being underpaid/taking loans	6					2	2	3	3	5	1	4		2		4	1	7		2	6	2	3	53
Arguments over what to spend money on/ family talk about money more	5					1	1	2	2	1	1	1	1			1	2		3	1	5	2	1	30

How Does The Cost Of Living Crisis Affect You?	Airdrie	Bellshill	Braidhurst	Brannock	Calderhead	Caldervale	Cardinal Newman	Chryston	Clyde Valley	Coatbridge	Coltness	Cumbernauld	Dalziel	Greenfaulds	Kilsyth	Our Ladys CN	Our Ladys MW	St Aidan	St Ambrose	St Andrew	St Margaret	St Maurice	Taylor	TOTAL
Days out and events are more expensive/ not going out as much	19	8	9	4	13	9	9	9	12	9	1	7	9	6	5	7	4	3	19	6	19	2	18	207
Medication/healthcare has risen in price	7				4	2	3	2	2	2	2	4	2	6	2	3	3	8	6	2	7		2	69
I rely on family/friends to pay for items for me	1					1		1	3		1	2				1	1			1	1	1		14
I turn off water when brushing my teeth						1	1	2	13	2		1			2	1	2		4	1		2	1	33
It is difficult to save money/ I track my spending	4					2	2	2	11	3	1	6	3	15	1	6	3	3	2	1	4	5	3	77
My pets are more expensive to keep	27	7	2	2	6	13	12	6	7	12	11	12	5	18		9	5	9	17	29	27	2	4	242
Rent & Mortgages have increased	15	11	10	1	14	4	5	6		15	4	13	4	4	1	7	10	10	6	9	15		6	170
Cost of baby items have increased	1	1			3			1							1		1		2	1	1	1		13
Cost of transport/ public transport has risen	3		3	6	2	3	2	2		6	4	5		7		2	6	5	9	7	3		1	76
Cost of driving lessons and insurance bills	6		1		6	6	1	1		3	4	3	2	2		1		1	3		6		1	47
Musical Instruments are too expensive	1					1	1	1																4
I need to help my parents/carers more with chores	1					1		1		1		1		1		1		1			1			9

How Does The Cost Of Living Crisis Affect The Wider Community?	Airdrie	Bellshill	Braidhurst	Brannock	Calderhead	Caldervale	Cardinal Newman	Chryston	Clyde Valley	Coatbridge	Coltness	Cumbernauld	Dalziel	Greenfaulds	Kilsyth	Our Ladys CN	Our Ladys MW	St Aidan	St Ambrose	St Andrew	St Margaret	St Maurice	Taylor	TOTAL
People cannot pay for food and fuel due to price increases	13	13	14	4	11	27	19	42	160	79	47	38	15	36	21	38	12	15	26	24	16	38	22	730
Petrol/cars are more expensive	3		2		4	11	5	21	20	31	2	10		15	8	9	3	14	7	2	4	7	7	185
Do not have extra money to go out and socialise	7	6	2		5	6	4	8	7	11	12	9	1	4	1	5	1	6	3	24	8	1	2	133
Gas and electricity is too expensive	6	6	8	4	17	12	7	26	12	51	12	28	2	24	13	21	1	12	17	49	9	13	8	358
High street shops are closing down	18	34	8	13	21	31	18	9		51	6	13	16	2	9	20	23	22	19	27	11	2	43	416
Bigger families are struggling	4	18	3		19	9	20	11		11		5	1	4		5	1		13	7	11	2	7	151
Clubs are closing/Getting too expensive	4	11	8	2	7	9	2	3	19	35	4	6		6	1	24	4	12	7	30	23	3	12	232
People are not getting paid enough	6		3	3	3	6	9	10	2	11	1	4	4	3	2	6	1	7	3	28	13	3	8	136
More homelessness	28	40	14	4	21	64	25	54	30	66	19	58	27	19	12	45	22	51	11	10	7	19	36	682
More people using foodbanks	12			1	8	35	11	21	9	13	8	17	3	44	3	21	4	31	18	4	31	11	7	312
Older people are more affected	23	30	12	5	15	32	22	20	10	31		21	27	18		12	14		9	39	12	12	19	383
Pets are too expensive	8		2		11	13	6	15	26	29	7	8		6	4	8	2	10	2	23	32	3	4	219
People can't afford school supplies/uniforms	2		4		7	3	3	3	1	8	11	2		5	1	2	1		2	18	72	4	3	152
People are in debt/poverty	12	1	2	4	10	14	18	28	25	39	24	32	12	9	13		11	21	16	24	2	6	16	339
Closure of local facilities	20	1	6	1	4	23	13	7	2	16		11	1	1	2	19	3	7	8	30	23	2	6	206
Higher theft, drug, scamming and crime rates	13			1		2		5	6	3	4	1	3	6	3	11	4	2	4	9	9	2	7	95
People are working more for less money/ working multiple jobs	1	7		2	2	6	6	6	6	14		6	1	5		4	2	6	3	6	9	2	2	96
Cautious of spending/ unable to afford luxuries	3	6	1	1	2	5	6	9	3	12	7	7	4	7	4	3	4	5	6	7	16	3	5	126
Poor mental health	10		2	3		6	3	7	5	8	5	6	2	2	1	6	1	2	7	2		2	9	89
Healthy food has risen in price	4	3			9	4	2	6	2	4		3				3	1			4	12		8	65
Leave school early for a job							1	1	2			1		2		4		1	2	1				15
Sick pay only lasts for a few months									1							1				21	18			41

How Does The Cost Of Living Crisis Affect The Wider Community?	Airdrie	Bellshill	Braidhurst	Brannock	Calderhead	Caldervale	Cardinal Newman	Chryston	Clyde Valley	Coatbridge	Coltness	Cumbernauld	Dalziel	Greenfaulds	Kilsyth	Our Ladys CN	Our Ladys MW	St Aidan	St Ambrose	St Andrew	St Margaret	St Maurice	Taylor	TOTAL
Choosing between heating homes or eating	2				5	5	3	9	9	15	5	11	2	17			2	11	17	9	4	13	4	143
Price of clothing and toiletries has risen	3		2		3	5	2	4	5	9	8	6	2	11	3	9	3	7	3	7	19	12	3	126
Relying on discounts/offers	1		2	1	1	3	2	4	2	6		3	2	1		4		1	1	18	7		1	60
Rising rent and mortgage prices	4		3	1	7	8	7	23	20	21	10	13	5	6	11	2	4	10	6		3	17	11	192
Prices of electronics rising					1	1		1	2	1		1	2	1	1	20	1	2	2		3	1	1	41
Hearing people talking about money/ money struggles	2	5		1	1	2	2	3	6	2	1	2	3	2		1	4		4	6	10	1	2	60
Difficult to get a job and keep employment	4		4	3	4	6	6	7	1	6	4	3	3	4	1	2	3	2	3		2	2	3	73
More strikes and industrial action	3				2				1				2	1	3	2	1	1	1		10			27
People are paying more tax/ insurance		3			2	2	2	6	4	6	3	4	3	2	7		33	2	4		1	2	2	88
Public transport is too expensive	9	11	7		5	12	3	6	2	10		8	2	14	8	2	4	5	2	11	1	1	5	128
More people are donating to charity/ foodbanks	4	7		2	5	2	2	2	2	2		2	1	1	1	8	4	1	3	2	4	1	5	61
Rising cost of glasses/ going to the dentist / medication	2	7		1	5	3	1	4	2	6	4	4	2	8	2	2	5	7	6	3	4	9	6	93
Holidays are too expensive	1				3	1	2	3	1	7	1	5	1	3	5	3		3	6	4	20	4	2	75
Affecting single parents (pressure of children)	2				4	4	2	2		3		2	9	3		6		3	2	4	3	1	6	56
Affecting people with disabilities and health conditions	3		2		19	9	10	12		18	5	9	9	11	8	2		2	3	10	3	6	10	151
Hospices struggling to stay open						1										4		3	5	1	10	5	5	34
Charities struggling to operate	1		4		3	10	4	3		3		3								1	2			34
People are using charity shops/selling second hand items			2			9	3	2		1		1				3				1	9			31
Funeral costs/ end of life expenses	2				1	2	1	1		1		1				4				1	7			21
Impact on small businesses/ local economy				4		28	17	12		24		14				18				2	7			126

What can we do to help?	Airdrie	Bellshill	Braidhurst	Brannock	Calderhead	Caldervale	Cardinal Newman	Chryston	Clyde Valley	Coatbridge	Coltness	Cumbernauld	Dalziel	Greenfaulds	Kilsyth	Our Lady's CN	Our Lady's MW	St Aidan	St Ambrose	St Andrew	St Margaret	St Maurice	Taylor	TOTAL
Help more homeless people/ people in poverty	26	1	5	4	13	32	15	28	79	43	5	38	15	7	9	36	12	16	21	32	27	5	33	502
Lower food prices/ school food prices - introduce legislation	38	26	14	4	12	41	13	32	108	25	29	24	6	13	12	31	9	4	14	4	5	14	13	491
Open more charities and foodbanks/ food pantries	17	10	5		5	17	7	17	31	21	14	13	11	5	8	20	9	15	5	4	6	6	10	256
Donate money/food/clothes/toys	22	1	3	3	25	38	10	21	30	26	8	22	18	5	9	33	18	57	31	43	3	14	72	512
Free school meals/uniform/supplies/ breakfast/lunch club/trips	45	35	26	19	40	66	33	64	124	61	26	66	38	79	22	61	39	9	74	25	17	101	57	1127
Lower price of gas/electricity/petrol	10	4	7	2	12	6	7	9	50	18	2	6	1	8	5	3	3	3	3	10	4	5	7	185
Keep more shops open - reduce rent costs	11	3	1	1	6	4	9	11		8		3	3			7	4	7	1		4			83
Reduce utility prices	6		1	2	5	10	7	7	3	10	13	5	9	4	3	5	2	12	3	26	9	5	11	158
Help people get jobs/ stay in employment/ increase wages	24	29	4	8	27	21	6	10	3	22	11	10	16	5	5	12	13	7	2	19	1	5	13	273
Lower rent/mortgage prices/ build more houses	18		1	3	15	33	13	26	14	24	6	10	7	8	17	17	14	18	19	18	1	6	11	299
Open more clubs and community hubs	6		6		3	7	4	10	30	13	12	7	2	17	2	6	4	1	16		2	25	1	174
Free/Reduce cost of public transport	18		3		10	6	3	4	4	6	5	6	1	9	8	4	2		4	1	7	8	4	113
Open more school libraries/ fund study groups									3					1	1						4			9
Let students work at home (supplied by school)									1												1			2
Give families longer to pay rent	1								1			2	1	1		1	2	4		4	1			18
Reduce tax - increase tax for the rich	12	12	1	2	4	6	5	5	10	6	3	1	3	2	1	2	4	1	4		6	5	7	102
Schools put on mini bus to take people home from clubs	2		2		1				1			2		7			2	19			1	1		38

What can we do to help?	Airdrie	Bellshill	Braidhurst	Brannock	Calderhead	Caldervale	Cardinal Newman	Chryston	Clyde Valley	Coatbridge	Coltness	Cumbernauld	Dalziel	Greenfaulds	Kilsyth	Our Ladys CN	Our Ladys MW	St Aidan	St Ambrose	St Andrew	St Margaret	St Maurice	Taylor	TOTAL
More financial education (budgeting, life skills, mortgages, interest rates)	12	28	9	16	18	13	11	26	33	9	15	14	12	16	14	26	23	14	23	14	17	15	19	397
Anonymous groups for those struggling financially					2	1	1	1	1	1		1	1			1	2	1	1		1			15
Provide school children with free activities for the weekend	4				1	3	2	3	1	2	1	2	2	6	2	2	2	2	1	5	1	3	3	48
Make more jobs available/Help people get jobs and get promotions	5		1		13	10	4	4	9	10	2	4	8	2	1	5	1		2		1	2	6	90
Assistance to stop smoking/vaping	1								1					1		1					1			5
More free internet access					1				1	2		2				2					1			9
Re-evaluate those on benefits	2				3				2			1		1		1	4	1		2	1	2	1	21
Make university and college more accessible								1	2	1		1		1		1		2			1			10
Lower price of over the counter medication/glasses	1					2			1	4	2		3	2	1	1	2	1		1	3	1	1	26
Encourage people to walk and cycle more	1				1	1		1	12	1		1		1		1		1	1	2	1	2	1	28
Print more money	1					1	1	1	1	1		1	1	2		1	1	1	1		1	1	1	17
More financial assistance for the elderly	3	2		2		1	2	2	4	4		2		7	1	2	2	1	3	1	4	3		46
More funding for schools	14		2		4	31	17	11	3	9	1	4	2			3	3		6	4	5	2	3	124
More rent free weeks	1								5					7				10			1			24
Improve local facilities and fix problems	13		9	2	10	13	8	7		11	9	6	14		9	14	6	1	7		2	3	8	152
Free Pet Food/ Animal necessities			1		2	1		1		2		1	1	4		1	1	2	1	2	1			21
Make people more aware of discounts (young scot)					2					1		1				1				3	1	3	2	14
Make more solar panels and renewable energy						1	1	1		1	2	1				3				3	5		3	21

Appendix Three

The Ten Principles of Family Support

1	Children, young people, and families are at the heart of the planning and delivery of children's services	2	All children, young people and families are included irrespective of health, sex, gender, ethnic origin, age, sexual orientation, economic circumstances, religion or belief.
3	We promote and safeguard the rights of children and young people and make sure everybody is aware of these rights and understand what they are, as expressed in the United Nations Convention of the Rights of the Child.	4	We seek to identify difficulties and solutions as early as possible to prevent more or bigger problems in the future.
5	We work collaboratively to ensure children, young people and families get the support they need when they need it, and for as long as they need it.	6	Our approach recognises and builds on the strengths that already exist within children, young people, their families and communities.
7	We take time to develop caring and nurturing relationships with children and their families and carers. Our approach is trauma informed and has nurture at its heart with a focus on developing strong, positive relationships between and amongst all those who are part of the children's services partnership community.	8	We promote resilience in those experiencing adversity.
9	We work together to reduce inequalities and the impact of poverty on children, young people and families.	10	We work as a partnership with children, young people, and families in North Lanarkshire, to identify their needs, determine what is important, decide where we target our resources, and identify how we can improve, to provide the best outcomes achievable for our children, young people and their families.

Appendix Four

Action Plan

INCREASE INCOME VIA EMPLOYMENT										
No.	Action	2022/23 Baseline	2023/24 Outcomes	2024/25 Outcomes	2025/26 Outcomes	Timescales	Status	Identify if applies to TPS &/or LCPAR	Lead Team	Monitoring Information
1	North Lanarkshire to increase the number of people employed and receiving the real living wage	123 employersA have achieved accreditation, with 7053 employees benefiting from the living wage	135 NL based employers have achieved accreditation with 27,977 employees benefitting	As at 15th Sept 2025 there are 150 Living Wage accredited employers in North Lanarkshire and this has resulted in 7600 uplifted staff.		Ongoing	Ongoing	TP Strategy and LCPAR	NLC Employability VANL for CVS	* Number of employers paying the living wage * Number of employees receiving the living wage
2	Social Values - moved to Holistic Driver, Action 5 "Community Benefits"	5% current weighting applied	5% current weighting applied	N/A		Ongoing	on	TP Strategy and LCPAR	Procurement	Number of tenders where higher weighting was applied to living wage providers
3	Working for Families	22/23 - 40 parents have secured employment. Further 18 employed parents have progressed within employment. 104 parents have registered and are engaging with the Project.	In 2023/24 North Lanarkshire's Working and Routes to Work Ltd supported 85 parents into employment or into better paying jobs with 75% sustaining employment for at least 26 weeks. All activities related to parents and increasing income from employment have access to advice and support from the Tackling Poverty team and there are close links with other services which deal with parents both in the Council and among stakeholders. In 2024/25 an increased target of 192 low income parents into employment is in place with a similar level of grant funded programmes within the third sector to support parents.	Overall Working for Families provision engaged with 1717 clients, with 924 new registrations. 545 clients had positive outcomes including 225 employment, 78 self employment, 4 apprentices, 171 accredited training, 12 further ed, 30 volunteering, 15 work experience.		subject to annual funding from the SG - further activity planned for 2025/26	2025/26, however, subject to funding may continue beyond this.	TP Strategy and LCPAR	Employability Routes to Work	Number of parents entering and within target groups progressing in employment
4	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.	The gross weekly wage in North Lanarkshire (based on all full time workers) was £656.60 in 2022	The gross weekly wage in North Lanarkshire(based on all full time workers) is £705.70, an increase of 29.3%	This position continues in the latest data which shows the gross weekly pay for North Lanarkshire's residents has reached £740.40 in 2024 compared to £740.00 nationally. This is an increase of 4.1% (£29.40 per week) in North Lanarkshire over the year compared to 4.3% (£30.60) nationally.		Ongoing	The gross weekly pay for local residents is now higher than the national average for the first time ever - an increase of 10% (£63.90 per week) for North Lanarkshire residents from the previous years results	TP Strategy and LCPAR	Enterprise Team	Number of people progressing to higher paid jobs within North Lanarkshire Noomis statistics for levels of qualifications within working age population and average weekly wage

INCREASE INCOME VIA EMPLOYMENT										
No.	Action	2022/23 Baseline	2023/24 Outcomes	2024/25 Outcomes	2025/26 Outcomes	Timescales	Status	Identify if applies to TPS &/or LCPAR	Lead Team	Monitoring Information
5	Supported Enterprise	22/23 - Supported Employment currently supporting 210 people on the different stages of the 5 stage employment model - 129 people currently receiving various levels of work support 41 people currently job finding	Supported Employment Service supported 221 people on the 5-stage employment model. 129 received work support. 41 in job finding phase. currently working with over 200 clients with 43 entering employment.	Supported Employment Service supported 226 people on the 5-stage employment model, with 116 people receiving various levels of work support. 53 people in the job finding phase. Supported Employment are currently working with over 200 clients with 85 entering employment. The service has high levels of sustainment within employment		Ongoing	Continued support planned for the next 3 years	TP Strategy and LCPAR	Employability	Number of people progressing to higher paid jobs within North Lanarkshire Noomis statistics for levels of qualifications within working age population and average weekly wage
6	No one Left Behind	22/23 - Engaged with 101 people and supported 49 into employment. The focus is on 2 groups, the over 50s and those of any age who are long term unemployed.	In 2023/24 147 16 -24 year olds were supported into employment – this was a mix of unemployed young people with little work experience or qualifications as well as a small group who were leaving school to a negative destination. In addition another 30 young people with additional support needs or who are care experienced were supported into year long work placements. In 2024/25 a target of 155 unemployed young people supported into work is in place with another 30 young people with additional support needs or who are care-experienced being supported into yearlong work placements. In tandem with these programmes in 2024/25 are our wider employability programmes which are targeting employment for 940 unemployed or economically inactive residents this year.	In 2024/25 No One Left Behind funds,(excluding Working for Families reported on separately)co-ordinated by the Council and Local Employability Partnership, engaged with 1661 unemployed or economically inactive residents. 633 of those engaged entered employment as a result of this support.		Ongoing	Continued support planned for the next 3 years	TP Strategy and LCPAR	Employability	Number of people in target groups employed. Number of young people supported to gain qualifications
7	No One Left Behind Phase 2 - removed and now one NOLB action (6)	N/A	Nine projects were funded (cost £560,000) and delivered by the Third Sector in North Lanarkshire to work with parents on low incomes and focus on engaging them in activities and removing barriers to make them more job ready. People Plus, One Parent Families Scotland, Enable and New College Lanarkshire were some of the organisations involved in these projects.	N/A	N/A	Ongoing	Continued support planned for the next 3 years	TP Strategy and LCPAR	Employability	Number of people in target groups employed
8	Living Hours	5 employers in North Lanarkshire are accredited as Real Living Hours employers	5 employers in North Lanarkshire are accredited as Real Living Hours employers	5 employers in North Lanarkshire are accredited as Real Living Hours employers		ongoing	ongoing	TP Strategy and LCPAR	NLC Employability VANL for CVS	number of employers providing living hours employment. Number of employees working living hours
9	Increase entrepreneurship, self-employment and the business birth rate in North Lanarkshire	n/a	n/a	New Action 2024. Baseline to be adopted -most recent figures available Business Birth Rate per 10,000 working age population is 52, 3-year business survival rate is 54.1% and 7.2 % of economically active people moved into self-employment. From January 2024 - Lanarkshire Business Gateway dealt with 966 pre-start enquiries and 217 Businesses start-ups resulted		annual	ongoing	TP Strategy and LCPAR	Enterprise and Development	ONS annual population survey (Self employment statistics) Business Birth and Survival Rates – ONS Business Demography
10	SHERU research into No One Left Behind Project	n/a	n/a	n/a - discussions starting in October 2025		Ongoing	Ongoing	TP Strategy and LCPAR	Employability and Justice	reports from SHERU

REDUCE THE COST OF LIVING										
No.	Action	2022/23 Baseline	2023/24 Outcomes	2024/25 Outcomes	2025/26 Outcomes	Timescales	Status	Identify if applies to TPS &/or LCPAR	Lead Team	Monitoring Information
1	Increase uptake of School Clothing Grants	12,784 Clothing Grants awarded from June 2022 - May 2023 For School Pupils. An additional 937 Grants for made for nursery pupils	11,864 Clothing Grants awarded from June 2023 - May 2024 For School Pupils.	11, 942 clothing grants were awarded.Awards were made to 7,314 families		Ongoing	Ongoing	TP Strategy and LCPAR	Revenues & Benefits	The number of clothing grants claimed and distributed
2	Increase uptake of Free School Meal Awards	12,151 FSM awards in 2020, 11,176 awards in 2021, 10,683 awards in 2022	10,401 FSM * No of school meal holiday vouchers issued 9999 pupils total value of £1,497,503	10, 743 were awarded a Free School Meal		Ongoing	Ongoing	TP Strategy and LCPAR	Revenues & Benefits	The number of Children in receipt of Free School Meals
3	Club 365	Club 365 has provided over 88, 000 meals and activity sessions since inception	N/A	N/A		Ongoing	Ongoing	TP Strategy and LCPAR	Revenues & Benefits	The number of EMA grants claimed
4	Increase uptake of education maintenance allowance (EMA)	in 22/23 1327 applications. 876 awards. 66% award rate (down from 73% award rate in 21/22)	in 23/24 1537 applications. 944 awards. 61% award rate (down from 66% award rate in 22/23)	1492 awards made in 2024/25. 57.10% success rate		Ongoing	Ongoing	TP Strategy and LCPAR	Revenues & Benefits	The number of EMA grants claimed
5	Increase take up of Free School Meals In situ	Currently (May 2023) at 65-70%	(May 2024) at 65-70%	In 2024/25 of those who are entitled to FSM in primary schools 62% of pupils take this up. In Secondary Schools 44% take up FSM. The national take up rate for primary education is 72.1% and for secondary is 62.7%.		Ongoing	launched and ongoing	TP Strategy and LCPAR	Facilities Support Services	Take up rates for Free School Meals
6	Fuel Poverty	Unknown as SHCS data unavailable for Local Authorities however, zero has been used as the starting point for the introduction of this service	159 households assisted 2023/24	217 residents assisted through NLEAS, Funding ceased March 2025. Action revised to read "Fuel Poverty" and CAB energy projects figs reported for first time. 3,339 clients supported. £750,660 new energy debt. 415 referrals to Home Energy Scotland. £12,007 energy debt written off, £310,613 of income generated for energy debt refs		2 years	launched and ongoing	TP Strategy and LCPAR	Housing Solutions	will be monitored via NLAN and Wise Group reporting
7	Affordable Credit	5 credit unions affiliated to the Scottish League of Credit Unions have 9,642 adult members and 1,462 junior members. Unable to get contacts for ABCUL credit unions at present.	5 credit unions affiliated to the Scottish League of Credit Unions have 10,250 adult members and 1,460 junior members. Unable to get contacts for ABCUL credit unions at present.	SCOTWEST 7,900+ members. ABCUL scotland 16 affiliated CU Adult Members: 7603, Junior Savers: 689 members numbers SLCU 5 affiliated CUs in NL with with 9,368 adult members. TPT delivered 28 sessions on Affordable Credit		ongoing	ongoing	TP Strategy and LCPAR	The Tackling Poverty Team	The number of employers promoting payslip deductions The number of people joining the credit union
8	Debt Advice	1744 referrals received in 2022/23 NLC TPT)	1886 referrals received in 2023/24. (NLC TPT) 3,846 referrals (CABx)	NLC DA 2,367 referrals. NLC TPT dealt with £5,304,616 of debt. CAB 3846 referrals. CAB dealt with £4,040,913 of debt		Ongoing	Ongoing	TP Strategy and LCPAR	The Tackling Poverty Team	Number of referrals to the Debt Advice Team Level of debt assisted
9	New Affordable Homes by NLC	At 1 December 2022, 1,566 homes delivered (970 new build + 596 OMPS)	Since 1 December 2023, 541 new homes delivered (381 new build + 160 OMPS)	April 2024 – March 2025 370 new homes in total. NLC have built 278 homes and acquired additional 92 from OMPS		2035	Ongoing	TP Strategy and LCPAR	Housing New Supply	Number of new homes built
10	New Affordable Homes in partnership	2126 homes have been delivered	318 homes have been built since 1st Dec 2022. 2444 homes have been delivered	81 homes built working with 5 partners		ongoing	ongoing	TP Strategy and LCPAR	Housing New Supply	Number of new homes built
11	Improved Energy Efficiency in NLC Housing Stock	At 2021/22, 99.2% of the homes are at D or above	99.5% of all NLC housing stock is rated EPC D or above	Down slightly to 99.4% of NLC stock rated at EPC D or above		Ongoing	Ongoing	TP Strategy and LCPAR	Housing Investment	all housing stock is EPC D or above by 2025

REDUCE THE COST OF LIVING										
No.	Action	2022/23 Baseline	2023/24 Outcomes	2024/25 Outcomes	2025/26 Outcomes	Timescales	Status	Identify if applies to TPS &/or LCPAR	Lead Team	Monitoring Information
12	Improve Energy Efficiency to owner occupied properties	£0.1 m spent	In 2023/24 it is expected that £2m will be spent on private owned properties	£1.5m of EES:ABS funding claimed. £2.9m allocated for 2025/26		Ongoing	Ongoing	TP Strategy and LCPAR	Housing Solutions	Number of homes approved
13	Support homeowners to adapt their homes	187 disabled adaptations grant provided in 2022 - the scheme has been revised with no funding available for owner grants	236 disabled adaptations grant provided in 2023 - the scheme has no funding available for owner grants	251 disabled mandatory grant adaptations grant were provided to owners in 2024/25 with a total expenditure of £1,498,645		Ongoing	Ongoing	TP Strategy Only	Private Sector Housing	reduce the cost of living by preventing and addressing disrepair and improving health and wellbeing by supporting owners to adapt their homes. *Revision of scheme of assistance completed. Other than mandatory (Disabled Adaptation Grants) no funding available for owner grants for disrepair. Current grant funding for NLC capital programmes is scheduled to end this year and no new financial assistance has been identified. Owners will continue to be provided with advice/ assistance when possible but no financial assistance
14	Furniture Fund	In 2021/22, 23 Housing First households assisted at an average figure of £861.39 per household from RRTF.	N/A	N/A	N/A	Ongoing	Ongoing	TP Strategy Only	Housing Solutions	Reduce the cost of living by providing financial support for better quality furniture to people who are homeless or at risk of homelessness to settle in their accommodation
15	Support homeowners to adapt, repair and maintain their homes (within mixed tenure blocks)	99.2% of the homes are at D or above	99.2% of the homes are EPC D or above	Improvements were undertaken to 96 flats in Airdrie, Kilsyth and Coatbridge and 8 houses in Motherwell		Ongoing	Ongoing	TP Strategy and LCPAR	Housing Solutions	Number of home owners assisted
16	Free Transport for Under 22's	42,160 total number issued. 61.75% overall uptake	48,579 total number issued. 72% overall uptake	79% take up in 2024/25. 52, 843 cards issued	N/A	ongoing	ongoing	TP Strategy and LCPAR	CLD	number of travel cards provided
17	Improved and accessible walking, wheeling and cycling network.	7.8 kms of active travel routes created in 2021/22	N/A - see 'Supporting the Plan' Driver	N/A	N/A	125kms to be created by 2032	Ongoing	TP Strategy and LCPAR	Transportation / Planning	number of travel routes
18	The Multiply Project	N/A	N/A - see 'Supporting the Plan' Driver	N/A	N/A	N/A	N/A	TP Strategy and LCPAR	N/A	N/A
19	Address Period Poverty	311, 767 products to NLC establishments (excluding education and culture venues) 87,396 to education	733,692 products were distributed in total. (82,596 to NHS sites & 651,096 to NLC sites)	1,213,171 total products delivered (862,889 of the total were distributed via community sites and 350, 282 via Education sites)		Ongoing	Ongoing	TP Strategy and LCPAR	Enterprise and Communities	Number of products delivered and taken up
20	Support people to stop smoking to reduce outgoings	24 pregnant women living in the 40% most deprived areas successfully quit smoking at 12 weeks (April 2022-Dec 2022 data). Published and confirmed data for April 2022 – March 2023 will be available in January 2024. NL % of pregnant women smoking at booking in appt 12.6% year ending Dec 2022 (scotland rate 11.9%)	28 pregnant women living in the 40% most deprived areas successfully quit smoking at 12 weeks (April 2023-Dec 2023 data). NL % of pregnant women smoking at booking in appt 12.7% year ending Dec 2022 (scotland rate 11%)	2 pregnant women living in the 40% most deprived areas successfully quit smoking at 12 weeks (Q1 & Q2) This is against a target for Q1 and Q2 of 15 women. Therefore, target was 13.33% achieved, compared to 32% achieved in 2023/24.		Ongoing	Ongoing	TP Strategy and LCPAR	NHS Lanarkshire Quit Your Way Service	Number of Tackling Poverty staff members trained. Number of pregnant women supported to stop smoking.

REDUCE THE COST OF LIVING										
No.	Action	2022/23 Baseline	2023/24 Outcomes	2024/25 Outcomes	2025/26 Outcomes	Timescales	Status	Identify if applies to TPS &/or LCPAR	Lead Team	Monitoring Information
21	Recycled Bicycle Initiatives	320 bicycles recycled	320 bicycles recycled 2022/23. Programme of bike maintenance underway	364 bikes recycled in 2024/25 Additional Measures to tackle poverty also underway. Action is revised to "Action 20 - Tackling Poverty Measures - restorative justice". 554 items have been constructed by Justice woodwork workshop and utilised within our communities		ongoing	ongoing	TP Strategy and LCPAR	Restorative Justice	Number of bikes restored
22	Rent Assistance Fund (moved from Income from Benefits Driver	522 grants awarded in 22/23	1050 grants awarded in 23/24 (103% increase)	671 awards were made in 2024/25 (decrease due to increased applications to Universal Credit Assistance Fund		Ongoing	Ongoing	TP Strategy Only	The Tackling Poverty Team	
23	Universal Credit Assistance Fund (moved from Income from Benefits Driver	522 grants awarded in 2022/23	1,908 awards made 23/24	3,928 awards were made in 2024/25		Ongoing	Ongoing	TP Strategy and LCPAR	Housing Services	number of payments made

INCREASE INCOME VIA SOC SEC														
No.	Action	Brief Description	How We Measure Success	Links to Other Strategies	Link to Programme Of Work	2022 / 23 Baseline	2023/ 24 Outcomes	2024/25 Outcomes	2025 / 26 Outcomes	Timescales	Status	Identify if applies to TPS &/or LCPAR	Lead Team	Monitoring Information
1	The Tackling Poverty Team and other council services to continue to maximise the income of the residents of North Lanarkshire	All residents are offered income maximisation and we continue to promote the "no wrong door" approach	Residents will be directed to the tackling poverty team to ensure income is fully maximised	The Plan for North Lanarkshire	Resilient People	18,521 benefit checks carried out in 2022/23 - £35,480,020 generated in additional income	26,158 benefit checks carried out in 23/24 (41.2% increase) - £47,935,822 generated in additional income (35.1% increase)	29,819 benefit checks carried out in 24/25 (61% increase from baseline) £54,515,930 generated in additional benefit income (54% increase from baseline of 22/23)		Ongoing	Ongoing	TP Strategy and LCPAR	The Tackling Poverty Team	Number of Benefit Checks / Benefit Claims / Resolutions Income Generated
2	Work with all social work services to ensure income maximisation is carried out for all vulnerable client groups	Social Work staff refer people to the Tackling Poverty Team who will carry out all income maximisation work	Referrals to the tackling poverty team from all social work staff	The Plan for North Lanarkshire	Resilient People	4888 benefit checks carried out in 2022/23	9639 benefit checks carried out in 23/24 (now able to report income gen - £5.062.066)	9990 benefit checks completed in 24/25 generating £6,5537,291		Ongoing	Ongoing	TP Strategy and LCPAR	The Tackling Poverty Team	Number of Benefit Checks / Benefit Claims / Resolutions Income Generated
3	MacMillan Advice Service	Maximise the income of cancer patients, their families and carers	Provide an income maximisation and debt advice service	The Cancer Strategy	Resilient People	700 referrals in 2022/23	700 referrals in 2023/24 (generating £3,542,782)	857 referrals in 2024/25 generating £3,422,823 in additional benefit income		Ongoing	Ongoing	TP Strategy and LCPAR	The Tackling Poverty Team	Number of Benefit Checks / Benefit Claims / Resolutions Income Generated
4	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	Resilient People	not available	work still being carried out on referral monitoring with food banks, however, £1.2million in additional benefit income has been generated for those accessing the service.	work still being carried out on referral monitoring with food banks, however, £2.1million in additional benefit income has been generated for those accessing the service.		Ongoing, however, cash payments administered by the TPT will end in November 25	Ongoing	TP Strategy and LCPAR	The Tackling Poverty Team	Number of referrals to foodbanks Number of Crisis Grant applications
5	Food Poverty Action Group	Group to consider uniform recording across all emergency food providers	Uniform recording adopted by all emergency food providers	The Plan for North Lanarkshire	Resilient People	n/a	21 food providers contacted - 3 currently working with co-ordinator	7 food providers are now working with the co-ordinator, with 2 foodbanks closing		01/11/2025	ongoing	TP Strategy and LCPAR	The Tackling Poverty Team	Number of foodbanks recording
6	Welfare Reform Group	The welfare reform group to ensure serviced, elected members etc are kept fully abreast of welfare reform changes and their impact on our communities	updates are provided and action taken when necessary	The Plan for North Lanarkshire	Resilient People	n/a	NLAN - social media messages around managed migration.	The team have produced some animations, and will continue to work in this area https://www.northlanarkshire.gov.uk/your-community/tackling-poverty/poverty-initiatives-and-campaigns		Ongoing	Ongoing	TP Strategy and LCPAR	North Lanarkshire Advice Network	Issues raised / campaigns

INCREASE INCOME VIA SOC SEC														
No.	Action	Brief Description	How We Measure Success	Links to Other Strategies	Link to Programme Of Work	2022 / 23 Baseline	2023/ 24 Outcomes	2024/25 Outcomes	2025 / 26 Outcomes	Timescales	Status	Identify if applies to TPS &/or LCPAR	Lead Team	Monitoring Information
7	Health Staff refer to income maximisation and debt advice services	Health Staff will ensure money issues are addressed and referrals are made to the tackling poverty team	Increased number of teams and services in NHS Lanarkshire referring patients to the tackling poverty team to ensure income is fully maximised	NHS Cost of Living	Resilient People	394 referrals 22/23	591 referrals received in 23/24 (increase of 50%)	1044 referrals received in 2024/25 (77% increase from previous year, 165% increase from baseline)		Ongoing	Ongoing	TP Strategy and LCPAR	The Tackling Poverty Team	Number of Benefit Checks / Benefit Claims / Resolutions Income Generated / Number of health teams or services referring
8	Improvement Service Project - GP Practices	GP Practices identified by the Improvement Service have a welfare rights officer in situ, with access to GP records	The welfare rights service is integrated into the GP Practice	The Plan for North Lanarkshire	Resilient People	357 referrals 22/23	608 referrals received in 23/24 (70% increase)	890 referrals received in 24/25 (149% increase from the baseline figure)		Ongoing	Ongoing	TP Strategy and LCPAR	The Tackling Poverty Team	Number of Benefit Checks / Benefit Claims / Resolutions Income Generated
9	Relaunch Health Visitor & District Nurse Referral Pathway	Poverty Awareness Training and pathway training to take place	health visitor and district nurses make referrals to the tackling poverty team	NHS Cost of Living	Resilient People	n/a	119 referrals received in 23/24	99 referrals received in 24/25		Ongoing	Ongoing	TP Strategy and LCPAR	The Tackling Poverty Team	number of referrals to the tackling poverty team
10	GP Community Link Worker Programme	community link worker embedded within GP practices across North Lanarkshire making referrals to information and advice services	embed link workers and increase support to patients	NHS Cost of Living	Resilient People	482 welfare rights referrals (22/23) 146 debt advice referrals (22/23)	333 welfare rights referrals (23/24) 31% decrease 133 debt advice referrals (23/24) 9% decrease	562 welfare rights referrals (17% increase from the baseline) 146 debt referrals (no change from 24/25)	Ended March 2025	Ended March 2025	Funding has ended	TP Strategy and LCPAR	The Tackling Poverty Team	Number of Benefit Checks / Benefit Claims / Resolutions Income Generated
11	Commissioned Services - Income Maximisation via Benefit Uptake	All residents are offered income maximisation and we continue to promote the "no wrong door" approach	the successful commissioned service offer income maximisation to the residents of North Lanarkshire	NHS Cost of Living	Resilient People	£5,267,650 income generated for north lanarkshire residents 2022/23	£8,259,352 income generated for north lanarkshire residents 23/24 - 55% increase	£7,650,175 income generated for north lanarkshire residents (a 45% increase from the baseline)		Ongoing	Ongoing	TP Strategy and LCPAR	The Tackling Poverty Team	Number of Benefit Checks / Benefit Claims / Resolutions Income Generated
12	Welfare Rights Officer - Additional Support Needs Schools	Welfare Rights Officer to deliver income maximisation to families and carers	Number of benefit checks / income generated	The Plan for North Lanarkshire	Resilient People	introduced in 2024	117 benefit checks - £519,259 in additional benefit income generated			project extended for a further year	project extended to June 2026	TP Strategy and LCPAR	Education and The Tackling Poverty Team	Number of people accessing the service / income generated
13	Work with the community and Services to encourage challenges to benefit decisions via Mandatory Reconsiderations and Appeals to Upper Tribunal level	Encourage residents to exhaust all challenges to benefit decisions	number of mandatory reconsiderations / number of appeals lodged / income generated via MR and Appeal	The Plan for North Lanarkshire	Resilient People	introduced in 2024 (however, stats available for 23/24)	* 293 Mandatory Reconsiderations * 124 appeals * £1,269,619 generated	224 mandatory reconsiderations 117 appeals £1,245,575 income generated		Ongoing	Ongoing	TP Strategy and LCPAR	Tackling Poverty Team	number of mandatory reconsiderations / number of appeals lodged / income generated via MR and Appeal

HOLISTIC SUPPORTS														
No.	Action	Brief Description	How We Measure Success	Links to Other Strategies	Link to Programme Of Work	2022 / 23 Baseline	2023/ 24 Outcomes	2024/25 Outcomes	2025 / 26 Outcomes	Timescales	Status	Identify if applies to TPS &/or LCPAR	Lead Team	Monitoring Information
1	Sustain Tenancies	Deliver increased financial advice and assistance via 8 income maximisers	increase incomes from social security, reducing rent arrears and sustaining tenancies in social rented homes	Local Housing Strategy	Resilient People	£15,041,070 income generated - 4007 benefit checks completed	£18,850,629 income generated - 7040 benefit checks completed	£20,075,184 income generated - 8995 benefit checks completed		Ongoing	ongoing	TP Strategy and LCPAR	Housing Solutions	Number of Benefit Checks / Benefit Claims / Resolutions Income Generated
2	Whole Family Support	To create a flexible, reliable and integrated support for families to ensure that every family who needs support gets the right support at the right time.	People have access to income maximisation, employability and money advice services at the right time.	Childrens Services Plan	Resilient People	n/a	Barnardos awarded the contract - Families Here and Now Service started June 2024	340 referrals received by the FHANS service		2023 - 26	ongoing	TP Strategy and LCPAR	Education, Children and Families	inter service referrals
3	Arrest / Referral Service	The North Lanarkshire Arrest Referral Service is focussed on early intervention by providing support to people whilst held in police custody and connecting them to services within the community to address individual needs.	Number of referrals to the tackling poverty team	Community Justice Improvement Plan	Resilient People	n/a	Meeting held - service leaflets provided	No referrals received through this project		2025	ongoing	TP Strategy and LCPAR	The service is delivered by Scottish Drugs Forum and Phoenix Futures and funded by North Lanarkshire Alcohol and Drug Partnership for a period of 18 months as a Test of Change.	number of referrals / income generated / debt advice provided / financial education
4	Poverty Awareness Sessions	Bespoke poverty awareness sessions for council, NHS and third sector partners	Number of people attending the sessions and ultimately the number of referrals this leads to	The Plan for North Lan	Resilient People	n/a	328 staff attended poverty awareness sessions (health/ education/CLD/social work/nqsw/ NLADP/ One Parent families/ NL Disability Forum	586 staff attended poverty awareness sessions (swf, jusrice, prob teachers, numeracy coaches, school staff, social work with Turning Point, Xavarian Fathers and Barnardos		ongoing	ongoing	TP Strategy and LCPAR	The Tackling Poverty Team	number of sessions delivered / number of people attending / referrals following the training
4a	Development of Digital Poverty Awareness Sessions	To make poverty awareness available to the wider audience, a digital platform will be created. Discussions to take place with the Council to give this a mandatory status	completion of the programme	The Plan for North Lan	Resilient People	n/a	n/a	Training group within Tackling Poverty identified		ongoing	ongoing	TP Strategy and LCPAR	The Tackling Poverty Team Learning & Development	completion of programme / launch of programme / number of sessions completed
5	Community Benefits	To increase the number of tackling poverty interventions / fair work interventions within community benefits	improve the economic, social or environmental well-being of our communities	The Plan for North Lan	transforming places	Recent figures show the local economy continues to grow, reflecting a positive position in North Lanarkshire compared to a negative growth position locally, however, moving forward we must see more tackling poverty related interventions within community benefits	no update available	*£3.8 million of funding managed through the Programme *44,500 unique individuals supported through community solution funds *13,000 activities delivered		ongoing	ongoing	TP Strategy Only	Enterprise and Communities	Number of Tackling Poverty Interventions

HOLISTIC SUPPORTS														
No.	Action	Brief Description	How We Measure Success	Links to Other Strategies	Link to Programme Of Work	2022 / 23 Baseline	2023/ 24 Outcomes	2024/25 Outcomes	2025 / 26 Outcomes	Timescales	Status	Identify if applies to TPS &/or LCPAR	Lead Team	Monitoring Information
6	Community Solutions Programme	Wide ranging community supports provided by Community and Voluntary Sector organisations to support residents wellbeing including those in poverty or at risk of poverty including; food, mental health and wellbeing	improved wellbeing	Community Solutions Strategy and Investment Plan 2023 and HSCNL Commissioning Plan 2023 -26	Resilient People	n/a	no update available	5308 children and young people supported (VANL)		ongoing	ongoing	TP Strategy and LCPAR	VANL	Learning and impact reports
7	Financial Education (Adults)	The Multiply Project is a government initiative helping adults to improve their numeracy skills, people can access numeracy qualifications with the access of the Community Learning and Development Service and will be able to access financial education from the Tackling Poverty Team.	people develop the knowledge, skills and attitudes needed to manage money well and make informed decisions.	The Plan for North Lan	Resilient People	start up and development	119 sessions delivered 420 people attended	77 sessions delivered 558 people attended 123 topics covered		Project ends March 2025	ongoing	TP Strategy and LCPAR	The Tackling Poverty Team	number of courses delivered / number of attendees
8	Financial Education (children and young people)	Following the "three questions" delivery of a revamped financial education for the primary children	the younger children asked for financial education - the programme will ensure that we meet the needs and requests of our children	The Plan for North Lan	Resilient People	n/a	*Audit of financial education activity in schools *Discussions with Scotland's Financial Schools re delivery	Scotlands Financial Schools have delivered within schools, NLC To Develop own training pack		Ongoing	Ongoing	TP Strategy and LCPAR	The Tackling Poverty Team	number of sessions completed in schools Number of young people who attend the sessions
9	Community Boards to support the tackling poverty agenda	Through tackling poverty awareness sessions and delivery of the councils tackling poverty agenda the community boards will support the Strategy	Those representing communities understand their roles and responsibilities in raising awareness of key poverty messages, challenging stigma	The Plan for North Lanarkshire	Resilient People	Tackling Poverty on agendas of community boards	pilot focussed sessions in Coatbridge - in discussion - if successful will continue role out			Ongoing	Ongoing	TP Strategy and LCPAR	Local Planning Partnership Teams	Community Board Sub Groups Reports
10	Continuation of the Three Questions Programme including cost of the school day documents for each cluster	The Three Questions Programme to be completed in all schools. Tackling Poverty Team to work with each cluster to produce Cost of the School Day unique to them	All schools will have carried out the Three Questions, with the childrens voices heard and reflected in the cost of the school day document	The Plan For North Lanarkshire	Resilient People / Brighter futures	n/a	23 schools completed	all mainstream schools completed		Three questions - ongoing Cost of the school day - June 2026	Ongoing	TP Strategy and LCPAR	Education, Tackling Poverty Team	number of schools completed The Three Questions each cluster has a cost of the school day document that is accessible for to the full school community
11	Fairer Futures Project	Tackling child poverty focussing on children with ASN, working in collaboration with Carers Together and Early Years	Ensuring families with ASN children receive early intervention services via whole family support and tackling poverty	The Plan For North Lanarkshire	Resilient People	n/a	n/a	Project launched late 2025		project ends June 2026	Ongoing	TP Strategy and LCPAR	Carers Together, Children and Families, Early Years, Tackling Poverty Team	

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