

ANNUAL OVERSIGHT AND IMPROVING OUTCOMES REPORT

2024-2025

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Executive Summary

The Community Empowerment (Scotland) Act 2015 sets out a framework to strengthen community engagement and empowerment across Scotland. It places statutory duties on public bodies to work collaboratively with communities to improve outcomes, particularly in areas affected by poverty, inequality, and socio-economic disadvantage.

In North Lanarkshire, these duties are being actively fulfilled through the work of the North Lanarkshire Partnership (NLP).

This report provides assurance that the NLP continues to meet its statutory obligations, with a clear focus on collaboration, inclusion and strategic alignment. It highlights progress made in:

- Collaborative planning and delivery of services across North Lanarkshire's public sector and partners. The NLP has strengthened cross-sector partnerships, with notable progress in Community Wealth Building. This work has enhanced resilience and supported delivery of the Local Outcomes Improvement Plan (LOIPs).
- Engagement with community and voluntary organisations, particularly those representing disadvantaged groups. Positive engagement continues across North Lanarkshire to advance Race Equality and Climate Change through inclusive partnership working and targeted initiatives.
- Strategic alignment with **The Plan for North Lanarkshire**, ensuring shared ambitions are translated into tangible improvements. This is evidenced through alignment with key strategies and reports, including:
 - NHS Lanarkshire's Health Care Strategy
 - Director of Public Health Annual Report
 - Good Mental Health for All 204-2025
 - Community Safety Strategy 2025-2030
 - Community Justice Annual Report 2023-2024

Introduction

The North Lanarkshire Partnership (NLP) - Strategic Leadership Board (SLB) is the principal multi-agency planning forum in North Lanarkshire. It brings together senior leaders from across public and third sector organisations to drive forward the shared priorities outlined in **The Plan for North Lanarkshire**.

Operating on a partnership basis, the SLB provides strategic oversight and co-ordination to ensure that services are aligned, resources are maximised, and outcomes for communities are improved. Through collaborative leadership, the Board supports the delivery of inclusive economic growth, enhanced wellbeing, and sustainable development across North Lanarkshire.

This **Annual Oversight and Improving Outcomes Report 2024-2025** outlines how the NLP is delivering on its statutory responsibilities, including the publication and implementation of the Local Outcomes Improvement Plans (LOIPs) and the development of Locality Improvement Plans for communities experiencing significantly poorer outcomes.

Under the Community Empowerment Act, Community Planning Partnerships (CPPs) must publish a LOIP and report annually on progress. They must also identify communities experiencing significantly poorer outcomes and develop targeted Locality Improvement Plans.

The SLB's work is therefore further strengthened through the ongoing delivery of co-produced LOIPs across each of the nine Community Board areas. These plans reflect the unique priorities of local communities and are developed collaboratively with residents, partners, and stakeholders.

Each LOIP is supported by a detailed action plan, which identifies and addresses the key issues and opportunities within its area. To ensure effective implementation, Local Partnership Teams (LPTs) have been established in every locality. These teams are responsible for driving forward delivery, coordinating activity, and ensuring robust monitoring and management of progress.

The North Lanarkshire Partnership is committed to:

- Increasing community participation in public service design and delivery
- Supporting community-led ownership and stewardship of assets
- Targeting inequalities and improving outcomes for those facing the greatest challenges

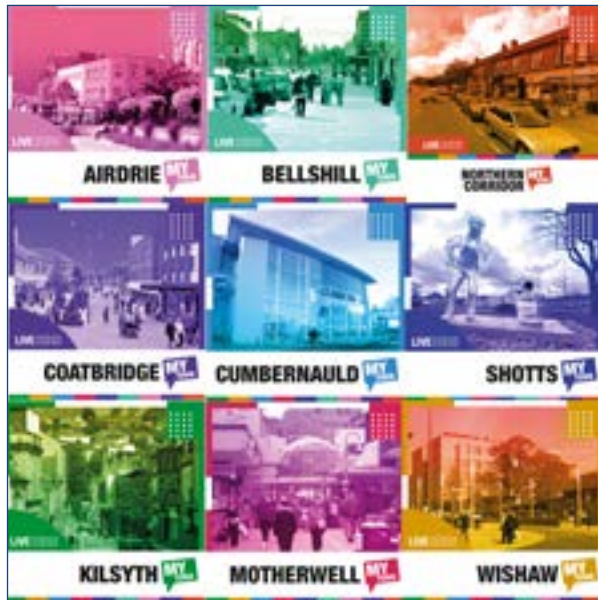
This report highlights the NLP's strategic alignment with **The Plan for North Lanarkshire**, ensuring that shared ambitions are translated into tangible improvements for local people. Governance and strategic oversight are provided by the SLB with operational delivery supported by thematic partnerships and cross-sector collaboration. This governance structure ensures accountability, direction, and a shared commitment to improving outcomes for all communities in North Lanarkshire.

Partnership activity and statutory joint working is also undertaken at a thematic level through for example the Children's Services Partnership, the Community Justice Partnership and the Tackling Poverty Officers' Action Group. This work is subject to separate reporting via relevant council committees and NHS Lanarkshire and the Scottish Government where applicable.

Section 1 – Community Empowerment

1. Local Outcome Improvement Plan (LOIP) - Performance updates

In June 2024 update reports were presented to the SLB on the six-monthly progress of the LOIP's and additional progress of the Local Planning Teams.



Model for demonstrating improved outcomes

1.1 The Local Outcome Improvement Plan (LOIP) - Management and Monitoring Framework

The Framework has now been in use since June 2022. It is a significant tool in ensuring effective management, oversight and reporting of progress on LOIPs priorities by community planning partners at a local level via the Local Partnership Teams (LPTs).

Six monthly reporting on LOIPs progress is identified in North Lanarkshire's - Partnership's approved **Framework for Demonstrating Improved Outcomes for Communities**. These six monthly LOIPs update reports are included as Level three reporting and have a focus on demonstrating improved outcomes in relation to the LOIPs priorities.

Consideration of the most recent data sets available within the suite of 28 Health Check Indicators are also included and categorised as Level one reporting - providing the strategic and local context.

To support this, LPT's meet every six weeks to track these priorities. The LPT's have formed subgroups, as needed, for targeted actions. Using the Framework, helps the LPT's improve reporting to the SLB and Community Boards.

LPT's share a collective responsibility for ensuring action at a local level. This helps to drive forward the LOIPs priorities and ensures that progress is updated through the Framework. Progress is linked to the key priorities of the nine LOIPs.

1.2 Community Board Chairs and Improvement Activity: Self-Assessment Review

Work was undertaken with Community Boards linked to the partnership self-assessment completed in spring 2023. During 2024-2025, and building on the partnership self-assessment, Community Board Chairs formed a short-life task group to reflect on the findings and to assist in preparing for the Community Board Conference. Each Chair actively engaged their Board to explore shared and individual improvement actions.

1.2.1 The nine Community Board Chairs short-life groups contributions included:

- Supporting analysis of survey data, resulting in a booklet outlining North Lanarkshire-wide and local improvement actions
- Organising and delivering localised sessions to discuss board-specific results (August-September 2024)
- Initiating planning for a Community Board Conference, in May 2025

Each Board received a report in early 2025 to agree its own improvement actions, concluding the self-assessment phase. The focus has now progressed to delivering the actions.

The Chairs have expressed a commitment to continue meeting to:

- Share good practice
- Address common challenges
- Support the organisation of the 2025 conference

1.2.2 Strengthening Partnership Working

A short-life working group was formed following the September 2023 development session to support LPTs. Key actions included:

- FAQs for LPTs members to address common queries
- Review sessions with each LPTs to identify tailored improvement actions
- Internal briefings and debriefs before and after Board meetings to ensure community issues are discussed within each agency
- One-to-one support for agencies facing technical or role clarity issues

1.2.3 Operational Challenges

- IT Access: Some partners e.g. Scottish Fire and Rescue Service and Police Scotland face barriers accessing shared systems like MS Teams and the Management and Monitoring Framework. A temporary fix is now in place, and work continues to find a long-term solution.
- Staff Turnover: New officers are supported by the Community Partnership Team, with work continuing to strengthen agency-led induction and support to ensure consistency.
- Reporting Quality: Improving how information is gathered and used to reflect real progress on LOIPs priorities, not just single agency updates.

2. Community Wealth Building

2.1 Delivery Update

Community Wealth Building (CWB) is an internationally recognised economic development approach aimed at addressing long-standing economic challenges. It focuses on transforming local and regional economies by ensuring that wealth is generated, circulated, and retained within communities.

2.1.1 Core Goals:

- Increase community influence over the economy
- Ensure communities benefit more directly from the wealth they help create

2.1.2 Five Pillars of CWB:

1. **Spending** – Local procurement and commissioning
2. **Workforce** – Fair employment and skills development
3. **Land and Property** – Use of assets for community benefit
4. **Inclusive Ownership** – Support for local and co-operative businesses
5. **Finance** – Ethical and local financial systems

2.1.3 Anchor Organisations:

These are large, locally rooted institutions (e.g. councils, NHS bodies, colleges, housing associations, large employers) that can use their economic power to support local economies through:

- Procurement
- Employment
- Use of land and facilities

2.1.4 Role of the Third Sector and Micro-businesses:

Community organisations, development trusts, and small enterprises also play a key role in CWB through their local spending, employment, and relationships.

2.1.5 Policy Context:

The Scottish Government has adopted CWB as a key approach to delivering the wellbeing economy outlined in the National Strategy for Economic Transformation.

Following a national consultation in early 2023, the Programme for Government (September 2024) confirmed that a Community Wealth Building Bill would be introduced during the 2024-2025 parliamentary year. The Bill aims to reduce economic and wealth inequality by retaining more wealth within local and regional economies and ensuring consistent implementation of the CWB model across Scotland.

A national CWB Practitioners Network has been established to support collaboration among local authorities. North Lanarkshire Council actively participates in this quarterly network.

Locally, the SLB has endorsed a partnership approach to CWB, shared across the North Lanarkshire Partnership. This includes:

- Developing a shared understanding of CWB
- Mapping existing contributions and identifying new opportunities
- Co-designing a CWB statement to embed across policies and strategies
- Applying a CWB lens to partnership decision-making and practice

2.2 Partnership Approach to Community Wealth Building in North Lanarkshire

2.2.1 Existing Activity and Integration:

- Early engagement with Community Planning Partners revealed that many existing activities already align with CWB principles
- CWB is embedded in thematic priorities such as poverty reduction and climate change and is central to efforts to empower communities

2.2.2 Key Local Initiatives Supporting CWB:

- **Community Boards:** Enable local people to collaborate with public, third sector, and elected representatives to shape and deliver LOIPs
- **LOIPs:** Define local priorities and guide the targeting of partnership resources to support community-led action
- **Community Agreement:** A co-designed framework using asset-based and Appreciative Inquiry approaches to strengthen collaboration between the third sector and public agencies
- **Fair Funding Charter:** Led by VANL, this promotes sustainable, asset-based funding for the third sector
- **Social Enterprise Framework and Action Plan:** Supports the growth and sustainability of social enterprises to address social and environmental challenges
- **Volunteering Strategy:** Developed in 2022 to enhance volunteering across North Lanarkshire for the benefit of individuals, communities, and organisations
- **Participatory Budgeting and Local Delivery:** Partnership resources are used to attract additional funding and deliver community-led projects, leveraging programmes like Community Empowerment, Local Development, and Community Solutions Funding

2.3. Community Wealth Building – Delivery and Engagement

2.3.1 Development of the Community Wealth Building Statement

North Lanarkshire's CWB approach has been developed through a multi-agency working group including North Lanarkshire Council, Health and Social Care Partnership, NHS Lanarkshire, VANL, Police Scotland, and the Scottish Fire and Rescue Service.

Key Milestones:

- **August 2023:** Initial stakeholder engagement session
- **Late 2023-March 2024:** Community and stakeholder engagement across all nine Community Board areas
- **April-June 2024:** Mapping of activities aligned to CWB pillars and drafting of the partnership statement
- **September-December 2024:** Internal organisational engagement to identify implementation commitments
- **January 2025:** Planned partnership session to agree final implementation actions
- **2025 onwards:** Annual reporting to the SLB on progress

Engagement Highlights:

- Locality based events with the community and voluntary sector
- Engagement with elected members, staff, businesses, and social enterprises
- Collaboration with Co-operative Development Scotland
- Presentations to the SLB and Member/Officer Working Groups

Draft Statement:

‘Partners commit to adopting a CWB approach to enhance the economy of North Lanarkshire for the benefit of People, Place and Prosperity, with a focus on environmental sustainability and long-term wellbeing.’

2.3.2 Implementation Plan

The plan is structured around the five CWB pillars, with emerging themes guiding actions:

Spending

- Increase local procurement and embed Fair Work First
- Maximise social value and community benefits
- Support local suppliers and raise awareness of tender opportunities

Workforce

- Recruit locally and support priority groups
- Expand apprenticeships, training, and volunteering
- Promote Living Wage, Living Hours, and Living Pensions
- Ensure worker voice and good employment practices

Land and Property

- Support community use of assets
- Tackle vacant and derelict land
- Embed CWB priorities in the Local Development Plan

Finance

- Promote Credit Unions and local shopping
- Support Fair Trade and participatory budgeting
- Align with poverty reduction strategies

Inclusive Ownership

- Grow social enterprises, co-operatives, and employee-owned businesses
- Increase involvement in commissioning and procurement
- Engage communities in co-production of services

Next Steps:

- Finalise organisational and partnership implementation actions - Partnership Working Group Planning session – January 2025
- Monitor progress internally and through annual updates to the SLB
- Align implementation with the Plan for North Lanarkshire and its 28 Health Check Indicators

2.3.3 Final Statement Timeline and Implementation Plan

- **December 2024 January 2025:** The final draft statement circulated to key stakeholders and communities for final feedback
- **February 2025:** The final statement formally launched, followed by the commencement of implementation
- **Ongoing Monitoring and Reporting:** An Annual Report detailing implementation progress and updates on key actions will be presented at future meetings. Progress will continue to be reported annually thereafter.

3. North Lanarkshire Local Employability Partnership

3.1 Local Employability Partnership Update

In February 2025 an update was presented to the SLB to set out the purpose and main drivers for a Local Employability Partnership Development and detail the priorities for 2025.

The purpose of the partnership is to:

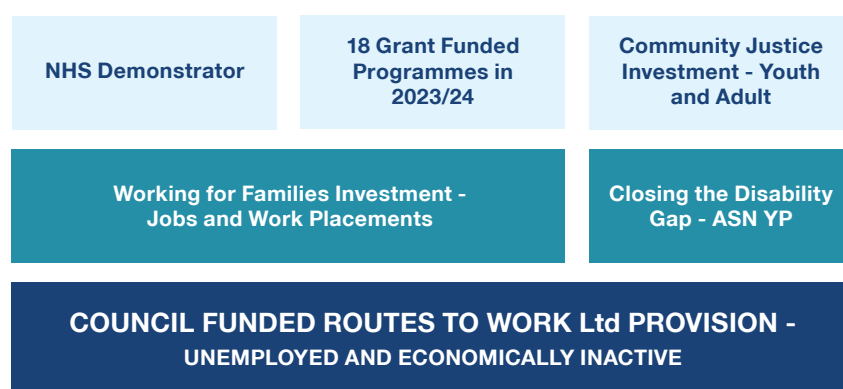
“...Align and integrate our approach to employability in North Lanarkshire, reflecting the need to shape coherent and inclusive employability and skills provision...”

Key stakeholders include:	
Organisation	Sector / Focus Area
North Lanarkshire Council	Local Government / Public Services
Voluntary Action North Lanarkshire	Third Sector / Community Development
Skills Development Scotland	National Skills Agency / Career Services
New College Lanarkshire	Further Education / Training
NHS Lanarkshire	Health & Social Care
Developing the Young Workforce Lanarkshire	Youth Employment / Employer Engagement
DWP Job Centre +	Employment Services / Welfare Support
Scottish Training Federation	Training Providers / Workforce Development

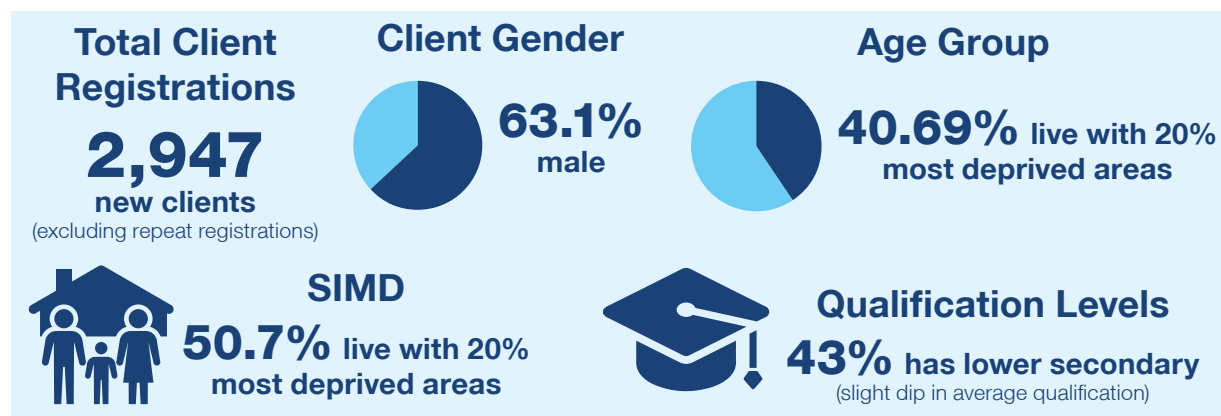
3.2 Local Employability Partnership Initiatives 2024 and 2025 priorities

3.2.1 Partnership Initiatives

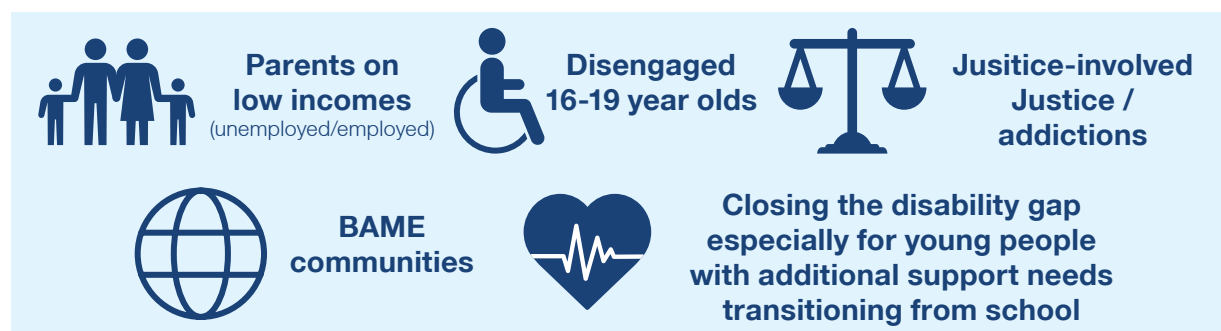
Outlined below are some examples of partnership initiatives delivered during 2024 and the impact of these initiatives.



Local Employability Partnership Initiatives – 2024 in numbers



2025 priorities – focus areas for inclusive employment



3.2.2 2025 Priorities: Expanding Fair and Inclusive Employment Opportunities

In 2025, the Local Employability Partnership will continue to focus on widening access to the local labour market and promoting fair, sustainable employment for all residents who are unemployed or economically inactive.

Targeted initiatives Include

- Parents on low incomes – whether unemployed or in low-paid work
- Disengaged 16–19-year-olds, reconnecting young people with education, training, and employment
- Young people with additional support needs – easing the transition from school to work and closing the disability employment gap
- Black, Asian and Minority Ethnic (BAME) communities – addressing barriers to participation and progression
- Individuals with long-term health conditions – supporting pathways into meaningful work.
- Justice involved individuals and those affected by addictions – enabling recovery and reintegration through employment

Section 2 – Community Engagement

4. Advancing Race Equality in North Lanarkshire

In April 2024 a report was presented to the SLB providing progress on how partner organisations are responding to the research – an exploration of the lived experiences of North Lanarkshire's Black, Asian and other Minority Ethnic People - now referred to as the **Our Lives Research**.

4.1.1 Engagement with BAME and New Scots Communities

Since December 2023, the NLP has made significant progress in engaging with Black, Asian, and Minority Ethnic (BAME) communities to share research findings and outline the partnership's response to identified needs.

Eight dedicated community feedback events were held, involving approximately 155 participants from diverse backgrounds, including African, Chinese, Congolese, South Asian, and New Scots communities. These events have provided a platform for dialogue, co-production, and mutual learning, helping to shape more inclusive approaches to service delivery and community planning.

New Scots Communities refers to individuals who have been forcibly displaced and sought refuge or asylum in Scotland. The Scottish Government's **New Scots Strategy** supports their integration by promoting access to services, opportunities to rebuild lives, and active participation in society.

This engagement work reflects the NLP's commitment to equality, inclusion, and the principles of the Community Empowerment (Scotland) Act 2015, ensuring that all voices especially those from marginalised groups inform local decision-making and strategic priorities.

These events were co-designed with community members and provided:

- Translated Flash Reports detailing the NLP's response
- Opportunities to discuss shared concerns such as language barriers and service access, as well as community-specific issues like adult care and mental health
- Space to raise additional concerns not captured in the original research
- A dedicated women's event featured offering direct support and information
- New Scots meetings engaged participants from 11 nationalities, fostering inclusive dialogue and solution-focused discussions. The event was supported by 12 service providers, including: North Lanarkshire Council's - Tackling Poverty Team, NHS Lanarkshire Health Improvement Team, Ethnic Minority Law Centre, Aura, Well Informed and Lanarkshire Carers Centre.

The engagement approach emphasised co-production, recognising that sustainable progress requires genuine partnership with those experiencing the issues. In parallel, work with the Community Partnership Team has supported Community Boards in advancing the inclusion agenda. Partner organisations have begun implementing actions aligned with the research recommendations.

Also, in April 2024 the SLB was asked to reaffirm its commitment to progressing the inclusion agenda in North Lanarkshire. Key developments included:

- **Partnership Action Plan:** Development of a new plan to set out clear, measurable annual actions aligned with the Our Lives research recommendations. The plan was co-produced with communities and submitted to the SLB in February 2025.
- **Demographic Change:** The 2022 Scotland Census shows an 85% increase in North Lanarkshire's minority ethnic population since 2011, rising from 6,289 to 11,636 (excluding white Eastern European residents). This underscores the importance of sustained investment in inclusive engagement.
- **Community Board Diversity:** An equality monitoring exercise across all nine Community Boards (115 responses, 33% average response rate) revealed:
 - Underrepresentation of minority ethnic people and those under 40 in at least four Boards
 - No participation from individuals under 25
 - 26% of members identify as disabled, aligning with national averages
 - Religious diversity includes Roman Catholic (38%), no religion (33%), Church of Scotland (19%), and Muslim (2.5%)

4.2 Next Steps:

- Strengthen engagement mechanisms with Community Boards and other participative structures
- Support emerging groups such as the North Lanarkshire Ethnic Minorities Association
- Continue initiatives like the English for speakers of other languages Learners Forum (ESOL), Driving Digital Locally, and targeted employment support through minority ethnic workers

These actions reflect a growing commitment to inclusive community planning and the need for ongoing collaboration with diverse communities to ensure equitable access to services and representation.

5. Action on Climate Together North Lanarkshire



5.1 Annual Report and Future Governance and Operating Proposals 2023-2024

Action on Climate Together North Lanarkshire, ACT Now NL was launched in June 2021 to strengthen collaboration between public sector partners and the Community and Voluntary Sector (CVS) on climate and green wellbeing issues. Led by Voluntary Action North Lanarkshire (VANL), and supported by annual funding from North Lanarkshire Council and NHS Lanarkshire, the initiative has delivered:

- Coordination of the ACT Now NL Co-ordinating Group to support strategic climate collaboration
- Development of the ACT Now NL website and digital bulletin to share updates and resources
- Support for the establishment of the [Lanarkshire Climate Action Hub](#), funded by the Scottish Government

Public sector partners continued to progress their climate responsibilities, including:

- North Lanarkshire Council's ACT2030 Climate Plan targeting net-zero by 2030. [Climate Plan for North Lanarkshire ACT2030](#)
- NHS Lanarkshire's Sustainability and Climate Change Strategy 2022-2026
- Ongoing contributions from Police Scotland and Scottish Fire and Rescue

A future governance and operating model are being developed to strengthen strategic and operational delivery of climate actions across North Lanarkshire.

5.2 Climate and Green Wellbeing Project

North Lanarkshire Community Climate and Green Wellbeing Project - VANL, has been supporting community climate and green wellbeing action since 2018, with funding from NHS Lanarkshire through the Lanarkshire Green Health Partnership.

- In 2023 - 2024, VANL consolidated its work into the North Lanarkshire Community Climate and Green Wellbeing Project, contributing to both ACT Now NL and Lanarkshire Green Health Partnership (LFGHP). This work has been supported by a £10k annual grant from NHS Lanarkshire as part of its Lanarkshire Green Health Partnership - VANL is also an active member of the LGHP.

Key achievements include:

- Publication of six community guides on climate and green wellbeing to support awareness and action
- Launch of a CVS Climate and Green Wellbeing Pledge, encouraging voluntary organisations to reduce their carbon footprint

- Training of 15 new community climate champions, now active in the NL Climate and Environment Network
- Project launch in April 2024, supported by funding from the Lanarkshire Climate Action Hub

VANL staff continue to work with trained champions and partners to embed climate and wellbeing action across:

- CVS capacity building
- Volunteering support
- Locality-level community planning
- The Community Solutions programme

Efforts are ongoing to secure additional funding and expand the project's reach. Performance monitoring includes:

- Number of trained champions
- Number of community conversations facilitated
- Participant feedback on awareness and action
- Number of new community-led initiatives
- Volunteer engagement in climate action
- CVS organisations pledging and progressing on climate commitments

5.3 Revised Operating Model for ACT Now NL: 2024-2025 Onwards

To strengthen strategic oversight and community engagement on climate action, VANL proposed a revised operating model for ACT Now NL, effective from 2024-2025. This model aims to clarify roles, enhance collaboration, and align with national and regional developments.

5.3.1 Key Developments:

- ACT Now Co-ordinating Group will continue as the strategic leadership forum, meeting biannually and led by North Lanarkshire Council's - Climate Change Lead Officer. Membership will include representatives from VANL, NHS Lanarkshire, University Health and Social Care NL, Police Scotland, Scottish Fire and Rescue Service, New College Lanarkshire, Scottish Enterprise, and the Lanarkshire Climate Action Hub.
- The Lanarkshire Climate Action Hub Project Lead will join the co-ordinating group to strengthen alignment with national initiatives and funding opportunities
- VANL will convene a new NL Climate and Environment Network, meeting quarterly and comprising:
 - CVS organisations active or interested in climate action
 - Trained community climate champions
 - Local young people engaged in climate work
 - Community anchor organisations

- The Network Chair will sit on the ACT Now Co-ordinating Group to ensure grassroots insights inform strategic planning and to foster cross-sector collaboration

5.3.2 Purpose and Impact:

This revised model reflects the distinct responsibilities of public, and community partners, maximises use of available resources, and provides a structured approach to balancing strategic direction with community-led climate action. It is designed to:

- Strengthen clarity of focus and purpose
- Enhance oversight and support for climate initiatives
- Maximise collaboration and information sharing across sectors

VANL remains committed to its strategic leadership role in climate action and looks forward to working with partners to deliver meaningful progress in the current and future reporting periods.

Section 3 – Delivering on Strategic Priorities

6. NHS Lanarkshire Healthcare Strategy: Our Health Together - Living Our Best Lives in Lanarkshire 2024-2031



In April 2024 NHS Lanarkshire presented their new Healthcare Strategy to the SLB. **Our Health Together – Living Our Best Lives in Lanarkshire** is NHS Lanarkshire’s strategic healthcare plan for 2024-2031. It sets out a vision for transforming health services to deliver sustainable, person-centred, high-quality care across the region.

Key points of the strategy include:

- A route map for positive change, responding to challenges like the COVID-19 pandemic, cost-of-living crisis, and rising demand for services
- It aims to deliver the “Right Care, Right Place, Right Time, First Time” by reforming care models and improving performance

NHS Lanarkshire has identified four main areas of focus:

1. Urgent and Emergency Care
2. Planned Care (including outpatients and surgery)
3. Mental Health
4. Primary Care (including general practice)

The Strategic ambitions outlined in the strategy include:

- Promote wellbeing and health equity
- Reduce health inequalities
- Ensure sustainability and best value
- Improve patient experience and staff wellbeing

Innovation and Reform

- The strategy embraces advances in medicine, technology, and science to modernise care delivery
- The redevelopment of University Hospital Monklands is seen as a key opportunity for innovation

Community and Staff Engagement

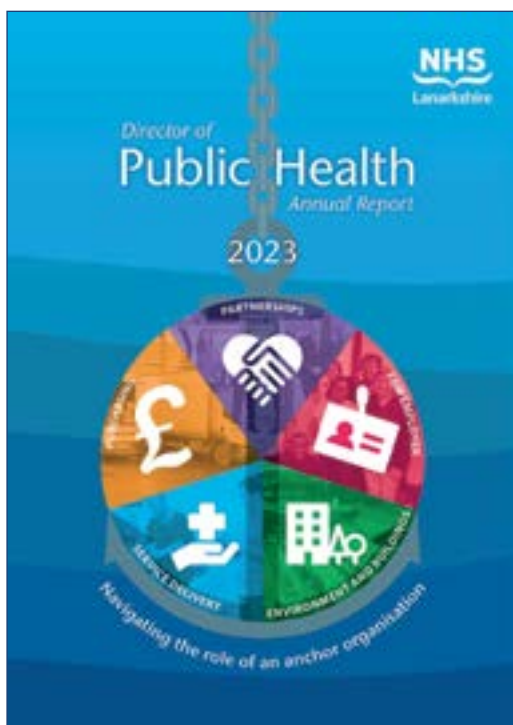
- Over 2,000 stakeholders contributed to shaping the strategy, including staff, community members, and voluntary sector partners
- The strategy reflects what matters most to people who use services and those who deliver them

Measuring Success

- NHS Lanarkshire will monitor progress through a structured evaluation process, ensuring accountability and continuous improvement

7. NHS Lanarkshire Director of Public Health Annual Report 2023

In April 2024 the Director of Public Health and Health Policy NHS Lanarkshire, presented the – **Director of Public Health Annual Report 2023**. The key theme of report focuses on Anchor organisations.



7.1 Anchor Organisations: Driving Community Health

Anchor organisations are large, locally rooted employers (e.g. NHS Lanarkshire) with the power to positively influence community health and reduce inequalities.

Anchor organisations contribute through:

- Employment and training
- Procurement practices
- Use of land and buildings
- Professional development
- As an anchor organisation NHS Lanarkshire is committed to:
 - Promoting fair employment
 - Supporting local procurement
 - Enhancing community wellbeing

The report highlights the Monklands Replacement Project as a key example of anchor impact through creating local jobs and engaging communities.

7.2 Focus on Child Health

- A major section of the report is dedicated to the health of infants, children, and young people
- It aligns with the UN Convention on the Rights of the Child (Incorporation) (Scotland) Act 2024, reinforcing legal protections for children
- Key concerns noted include:
 - Mental health
 - Child poverty
 - Health inequalities
- Emphasis is placed on prevention and early intervention to improve long-term outcomes.
- A child-friendly version of the report was also created, featuring artwork by local children.

7.3 Population Health Insights

The report outlines the following key public health insights:

- Aging population: Increase in those aged 75+; decrease in under-30s
- Life expectancy is declining, with significant inequalities:
 - Men in the most deprived areas live 11.3 years less than those in the least deprived
 - For women, the gap is 8.5 years

8. Good Mental Health for All

8.1 Strategic Context

In 2020, the SLB prioritised promoting good mental health across the NLP with a focus on tackling stigma and discrimination.

The **Lanarkshire Mental Health Strategy 2019–2024** has delivered a shared vision for mental health services and supports, developed collaboratively by Health and Social Care North Lanarkshire, NHS Lanarkshire, third sector partners, staff groups, and the public. It prioritises upstream supports and community empowerment to promote Good Mental Health.

8.1.1 Health for All

In 2024, the Strategy was refreshed in alignment with the new **Scottish Mental Health Strategy** and endorsed by the Strategic Leadership Board. A new 2024–2026 Delivery Plan builds on these strong foundations.

Most of North Lanarkshire's nine Community Boards continue to prioritise mental health, with Local Partnership Teams actively supporting dialogue, actions, and activities at the locality level.

Noted below are highlights **Good Mental Health for All** activity supported by the Strategic Leadership Board between 1 April 2024 and 31 March 2025

8.1.2 Strategy Overview

Addressing Stigma and Suicide Prevention

Despite growing awareness of mental health across Scotland, stigma and discrimination remain significant barriers. **The Scottish Mental Illness Stigma Study (See Me Scotland, 2022)** revealed that:

- **71%** of people with mental health conditions have experienced stigma or discrimination
- **92%** report stigma in relationships with family and friends
- **77%** have been treated unfairly at work
- **58%** have avoided seeking help during mental health emergencies

These experiences contribute to worsening mental health, discourage help-seeking, and can be life-threatening.

In parallel, suicide prevention remains a critical focus. Data from the **National Records of Scotland (August 2023)** show a gradual national increase in suicide deaths. In North Lanarkshire, the five-year average (2019–2023) is 56.4 probable suicides per year, marking a 1.1% increase from the previous five-year period and a 7.2% rise since data collection began (2002–2006).

8.2 Strategic Progress and Community Engagement – Good Mental Health Activity 2024-2025

8.2.1 The Lanarkshire Mental Health Strategy 2019–2024 has delivered a shared vision for mental health services and supports, developed collaboratively by Health and Social Care North Lanarkshire, NHS Lanarkshire, third sector partners, staff groups, and the public. It prioritises upstream supports and community empowerment to promote Good Mental Health.

In 2024, the Strategy was refreshed in alignment with the new Scottish Mental Health Strategy and endorsed by the Strategic Leadership Board. A new 2024–2026 Delivery Plan will build on this strong foundation.

Most of North Lanarkshire's nine Community Boards continue to prioritise mental health, with Local Partnership Teams actively supporting dialogue, actions, and activities at the locality level.

8.2.2 Challenging Mental Health Stigma and Discrimination

Challenging mental health stigma and discrimination was identified as a priority by the Strategic Leadership Board in 2020. In 2023, the Board reaffirmed its commitment by endorsing the continued mainstreaming of the Stigma Free Lanarkshire programme - Programme Commissioning.

Lanarkshire Links was commissioned to host a three-year programme (December 2023 – December 2026) with the vision of ending mental health stigma across four key sectors:

- Health and Social Care
- Education and Young People
- Businesses and Workplaces
- Communities

Stigma Free Lanarkshire focuses on eliminating stigma at every stage of a person's mental health journey.

8.2.3 Programme Governance

The programme is overseen by a multi-agency Programme Board comprising:

- Associate Medical Director, University HSC North Lanarkshire
- Head of Health Improvement, NHS Lanarkshire
- Director, See Me Scotland
- Manager, Public Mental Health, NHS Lanarkshire
- Service Manager, Adults and Older People, North Lanarkshire Council
- Senior Officer, Younger Adults Suicide Prevention Lead, North Lanarkshire Council

8.2.4 Programme Delivery and Impact

During 2024-2025, Stigma Free Lanarkshire delivered 23 workshops, engaging 413 participants from across CPP organisations in North Lanarkshire.

Workshop participants committed to a range of impactful actions, including:

- Deepening understanding of lived experiences of mental health
- Actively challenging stigma and educating others
- Reflecting on language and communication, including in interpreting contexts
- Normalising conversations around mental health in support settings
- Organising awareness events, such as Time to Talk Day activities at universities and workplaces

8.2.5 Launch of the People's Stigma Network

A significant milestone this year was the launch of the People's Stigma Network, a grassroots social movement led by Stigma Free Lanarkshire. The Network was introduced at the Lanarkshire Mental Health Recovery Event in November 2024, with its inaugural meeting held in February 2025. Open to anyone living, working, or studying in Lanarkshire, the Network aims to:

- Centre lived experience in all activities
- Advocate for social change and equity
- Share tools, resources, and information to support action
- Foster collaboration and learning
- Ensure accessibility, relevance, and effectiveness
- Embrace and celebrate diversity

The Network connects individuals to drive collective action, ensuring that anti-stigma efforts are community owned, reflective of lived experience, and responsive to local need.



8.3 Community Collaboration: Stigma Free Lanarkshire and Sakoon Mind

In 2025, Stigma Free Lanarkshire partnered with Sakoon Mind to open conversations around mental health and mental illness within South Asian communities across North Lanarkshire. This collaboration reflects a strong, shared commitment to destigmatising mental health issues and ensuring accessible, culturally sensitive resources for individuals and families.

Together, the organisations launched a series of six community events aimed at exploring the complexities of stigma and providing education, tools, and resources to empower people to act. The joint vision is to create supportive and inclusive environments where everyone feels safe to seek help without fear of judgement.

8.3.1 Primary Care Engagement: Whole Practice Workshops

Stigma Free Lanarkshire is working in partnership with NHS Lanarkshire to deliver whole practice systems awareness sessions to staff across GP practices. These workshops focus on:

- Compassionate conversations
- Stigma-free primary care
- Suicide prevention
- Practice-level actions for change.

The voice of lived experience is central to these sessions, ensuring that discussions are grounded in real-world perspectives and promote empathy and understanding in clinical settings.

8.3.2 Police Scotland: Understanding Stigma Workshops

Staff from Police Scotland, across all levels, actively participated in Understanding Stigma workshops. These sessions fostered open and meaningful discussions, with participants sharing personal and professional experiences of mental health stigma and discrimination.

The workshops helped raise awareness, consolidate learning, and encourage reflection on how policing practices can support stigma-free approaches to mental health.

8.4 Suicide Prevention in North Lanarkshire - Strategic Oversight and Leadership

8.4.1 Strategic Oversight and Multi-Agency Collaboration

In recognition of the socio-economic challenges impacting mental health, a multi-agency Suicide Prevention Partnership Group meets bi-monthly to review completed suicides and drive forward a co-ordinated Suicide Prevention Action Plan. A dedicated Suicide Prevention Lead within North Lanarkshire Council plays a pivotal role in progressing this work.

8.4.2 Training and Capacity Building

Delivering high-quality training remains a core priority for the Partnership Group. **The Applied Suicide Intervention Skills Training (ASIST)** a nationally endorsed, two-day programme equips participants with the skills to intervene with individuals at risk of suicide.

Between April 2024 and March 2025:

- Six ASIST courses were delivered in North Lanarkshire, training 139 participants
- Ten ASIST courses were delivered in South Lanarkshire, training 204 participants

Participants included staff from:

- North Lanarkshire Council
- Police Scotland
- Barnardo's
- CABIA
- LAMH
- Lanarkshire Links
- Lifelink
- Moira Anderson Foundation
- Motherwell Women's Aid
- Quarriers
- Tony's Safe Place
- Voluntary Action North Lanarkshire (VANL)

8.4.3 Community Engagement and Awareness Events

A range of events were held throughout the year to raise awareness and promote suicide-safer communities, including:

- Nite Light Event – 450 runners
- Annual Suicide Prevention Football Tournament – 721 participants
- Additional Support Needs (ASN) Football League – 574 participants
- Secondary Schools Mental Health Event – 402 young people engaged

8.4.4 Targeted Support for Men Aged 30 - 50

Men aged 30 - 50 remain a key demographic in suicide prevention efforts. Targeted resources have been developed for recreational sport settings, particularly football. The Partnership Board continues to collaborate with local clubs and organisations, including:

- Motherwell Football Club
- Albion Rovers
- Waysiders Drumpellier RFC
- Coatbridge
- Airdrieonians
- Cumbernauld Colts

8.4.5. Strategic Expansion in South Lanarkshire

South Lanarkshire Health and Social Care Partnership approved funding for a dedicated suicide prevention post, with recruitment planned during 2025. This role will support a co-ordinated strategic approach aligned with statutory public protection frameworks and will enable pan-Lanarkshire collaboration at local, regional, and national levels.

8.5. Training and Workforce Development

8.5.1 Launch of the Multi-Agency Training Pathway


All available high-quality training, resources, and supports, including self-directed learning have been consolidated into a multi-agency Mental Health Improvement, Self-Harm and Suicide Prevention Training Pathway.

This comprehensive pathway includes:

- Challenging Mental Health Stigma
- Supporting Children and Young People
- Ask, Tell
- SafeTALK
- ASIST
- Specialist Masterclasses

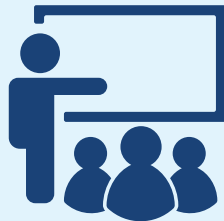
The pathway was successfully launched in 2024 to support consistent, accessible learning across sectors. This approach ensures that staff across sectors are equipped with the knowledge and skills to support suicide prevention effectively. Some progress highlights are detailed below.

Suicide Prevention




Partnership

- Multi-agency group meets quarterly to review completed studies and drive an action plan
- Suicide Prevention Lead in North Lanarkshire Council



Training

- Mental Health Improvement Self-Harm and Suicide Prevention Training Pathway
- 421 people attended Ask, Tell Training in 2023/24
- 2 day ASIST courses



Recovery

- Event in November 2023 celebrated mental health and recovery with 160 people, including 40 young people

8.5.2 Ask, Tell Training Programme

Ask, Tell is a two-hour interactive workshop based on resources from NHS Education for Scotland. Designed for delivery online or in-person, it is relevant to staff across the Community Planning Partnership. The training aims to:

- Build confidence in supporting mental health
- Equip participants to positively impact their own and others' wellbeing
- Contribute to suicide prevention efforts

During 2023-2024, 421 individuals completed **Ask, Tell** training. In 2024-2025, capacity was significantly expanded, enabling delivery to 1,500 additional participants across Lanarkshire through a mix of open-access sessions and targeted outreach.

Training was delivered both online and face-to-face. A structured Train the Trainers programme has resulted in accredited trainers now operating in every locality across North and South Lanarkshire Councils and the voluntary sector.

Ask, Tell continues to demonstrate significant improvements in participant confidence, knowledge, and skills:

- **96%** feel confident providing a compassionate response (up from 36% pre-training)
- **100%** feel confident signposting to mental health supports (up from 40%)
- **91%** feel equipped to address mental health challenges linked to the cost of living (up from 28%)
- **94%** feel confident responding to someone at risk of suicide (up from 12%)

8.6 Community Mental Health - Recovery

8.6.1 Understanding Recovery

Mental health recovery is a deeply personal journey. It is rarely linear and shaped by more than clinical treatment. It is rooted in non-clinical support, connection, and often includes spiritual and philosophical dimensions of living a meaningful life. Lived experience, storytelling, and peer connection are powerful mediators of recovery.

8.6.2 Building a Social Movement for Recovery

Lanarkshire has committed to hosting an annual Mental Health Recovery Event, bringing together around 200 individuals with lived experience of poor mental health. The aim is to foster a social movement around recovery, grounded in inclusion, hope, and collective action.

The 2024 event was the most ambitious to date, featuring:

- Personal stories of recovery
- Launch of the People's Stigma Network
- Youth mental health perspectives from Gen Z



- CLUTTERED – a new drama about living with bipolar disorder and depression, written and performed locally, followed by a panel Q&A
- Storytelling through folklore, mindfulness sessions, and a performance by Soundsational, Lanarkshire's award-winning community choir
- VOXPOPS Soundbox – capturing live reflections on recovery

The event also welcomed:

- 40 Mental Health Ambassadors (aged 16–18) from schools across Lanarkshire
- In-patients from mental health wards, supported by staff and peer support workers

Throughout the day, participants were encouraged to take calls to action, to connect, collaborate, and help create the conditions for good mental health for all.

8.7 Social Prescribing

8.7.1 Promoting Non-Clinical Support for Mental Health

Social Prescribing refers to the vital role of non-clinical, community-based, and third sector supports in promoting good mental health for all. It recognises that wellbeing is shaped by social connection, meaningful activity, and access to local resources.

8.7.2 Community Mental Health and Wellbeing Fund

Continued Investment in Community-Led Mental Health Support

As highlighted in last year's report, one of the most significant achievements has been the funding of 120 community projects and grassroots organisations through VANL via the Community Mental Health and Wellbeing Fund. Between 2021 and 2024, a total of £3.5 million was allocated by the Scottish Government.

In 2024-2025, a further £946,777 was distributed to 40 third sector projects in North Lanarkshire, with each receiving an average grant of £23,669. A multi-agency panel assessed applications based on criteria including:

- Number of beneficiaries
- Impact on mental health and wellbeing
- Evidence of sustainability
- Stakeholder involvement
- Geographical equity
- Impact on under-represented groups

Due to high demand, approximately half of the bids were unsuccessful, while others were revised based on panel feedback. Funding was allocated to ensure geographic equity and to respond to local needs. Highlights include:



8.8 Distress Brief Intervention (DBI)

8.8.1 The Distress Brief Intervention (DBI) programme provides a structured, compassionate, and collaborative response to individuals experiencing emotional distress. Initially launched as a pilot in 2016, DBI was hosted and led by NHS Lanarkshire (NHSL). The pilot concluded on 31 March 2024. From 1 April 2024, Lifelink was commissioned to deliver DBI services across Lanarkshire.

North Lanarkshire Council is the lead authority, with a tri-partite agreement in place between North Lanarkshire Council, South Lanarkshire Council, and NHSL. The contract was formally signed on 7 May 2024. Partner agencies participate in quarterly stakeholder meetings to review service delivery, outcomes, equality considerations, and data. The first meeting was held on 3 July 2024.

DBI is a non-clinical, two-level intervention:

- **Level 1:** Trained frontline staff (e.g. health, police, ambulance, and primary care) provide an immediate compassionate response and, where appropriate, offer a referral to Level 2.
- **Level 2:** Delivered by trained third sector staff, who contact individuals within 24 hours of referral to provide community-based support, wellness planning, and signposting.

Key Data Highlights (up to end January 2025):

- 6,279 referrals for North Lanarkshire residents since June 2017, averaging 109 referrals per month across Lanarkshire
- 61% of referrals were female; 39% male
- 70% of clients reside in the five most deprived SIMD deciles
- Referral sources: 31% A&E, 27% Psychiatric Liaison, 22% Primary Care, 13% Police Scotland, 4% Education, 2% Scottish Ambulance Service
- Median distress rating reduced from 8/10 pre-intervention to 4/10 post-intervention
- Top presenting issues in 2024-2025: stress/anxiety, depression/low mood, suicidal thoughts
- Top contributory factors: relationships, emotional wellbeing, life coping challenges

8.9 Community Boards and Mental Health

8.9.1 Promoting mental health and wellbeing remains a priority across most Community Board areas. This focus was central to work in 2024-2025 and is embedded in the **Good Mental Health for All Delivery Plan 2024–2026**.

8.9.2 Local Partnership Teams continue to support Community Boards and deliver on Local LOIP priorities.

Examples of locality-based mental health initiatives include:

- **Wishaw:** During Mental Health Awareness Week (May 2024), the Locality Health Improvement Team opened the **King George V Community Garden** at Wishaw General Hospital. Activities included a silent disco, health walks, mindfulness sessions, gardening, Therapets, and mental health information stalls (LAMH, SAMH, Social Track).
- **Motherwell:** Supported the Mental Health Foundation's Wear it Green Day on 16 May 2024
- **Viewpark Church Teenspace:** Launched Mental Health Awareness Week with a themed 'Swifty' night
- **Tannochside Miners Lunch Club:** Hosted a silent disco and dance-off, with music requests ranging from Springsteen to the Bay City Rollers
- **Neighbourhood Networks:** Secured consortium funding to purchase silent disco equipment, now used for monthly events and shared with other groups
- **Wishaw, Shotts, Bellshill, and Motherwell:** Delivered Understanding Stigma workshops to LOIP sub-groups and community members. Attendees pledged to:
 - Share learning about mental health stigma
 - Raise awareness and encourage help-seeking
 - Listen more and challenge personal biases
- **Winter Wellbeing Roadshows (Jan–Feb 2025):** Organised by the Mental Health and Wellness Hub with CAB, SAMH, and TPT, focusing on financial and emotional wellbeing

- **New College Lanarkshire:** Partnered to embed **Challenging Stigma and Ask, Tell** workshops, including during Suicide Prevention Week.
- **Kooth:** Continued promotion of the digital mental health service for 10–26-year-olds, with targeted support for care-experienced young adults
- **Bellshill Consortium:** Funded five additional Stress Control courses in partnership with NHS Scotland Psychological Services
- **Coatbridge:** Hosted a well-attended **Time to Talk Walk** at Summerlee on 6 February 2025 with partners including SAMH, CAB, Bazooka Arts
- **Health Improvement Team:** Merged the mental health, poverty, and digital LOIP sub-groups to streamline efforts. A recruitment drive brought in 21 new members to support this intersectional work, led by NLC, VANL, and Community Consortia.

Work will continue to evolve our work with Community Boards in alignment with LOIP priorities, as outlined in the **Good Mental Health for All Delivery Plan 2024–2026**.

8.10 Campaigns

8.10.1 Local Delivery of National Campaigns

A programme of national mental health campaigns was implemented locally during 2024–2025, including:

- Mental Health Awareness Week (May 2024)
- Suicide Prevention Week (September 2024)
- Scottish Mental Health Arts Festival (October 2024)
- Feeling Snowed Under (December 2024)
- Time to Talk Day (February 2025)

These campaigns serve as powerful vehicles for key messaging, creative communication, and collaborative event planning across organisations, localities, and Community Boards.

Events delivered under these campaigns included:

- Football and golf tournaments
- Podcasts and radio interviews
- Themed training sessions (including Ask, Tell and ASIST)
- Intergenerational social activities
- Targeted resources and conversation cafés
- Free mindfulness sessions and health walks
- Fun days and themed social media campaigns
- Music workshops

8.10.2 Scottish Mental Health Arts Festival

Lanarkshire also hosted a diverse and packed programme of arts events as part of the Scottish Mental Health Arts Festival.

The 2024 festival ran from 10–27 October under the theme In/Visible, aiming to promote positive attitudes to mental health, support recovery, and drive cultural change through creative arts.

This year's festival was Lanarkshire's most ambitious to date, featuring:

- 37 events across Lanarkshire
- Art forms including visual arts, creative writing, dance, music, spoken word, crafts, drama, theatre, and comedy
- Audience and participation figures exceeding 12,000
- Involvement from 49 artists

One standout feature was **Discovering Hartwood**, a series of events bringing the Shotts community together to explore and celebrate the rich history of Hartwood Hospital.

9. University Health and Social Care North Lanarkshire

9.1.1 Annual Performance Review 2023-2024

In accordance with its statutory obligations under the **Public Bodies (Joint Working) Regulations 2014**, North Lanarkshire Integration Joint Board (IJB) prepared its **Annual Performance Report for 2023-2024**. The report outlines the IJB's delivery of its functions and responsibilities, with a focus on performance against the National Integration Indicators, Care Inspectorate inspection outcomes, and local performance metrics via the Chief Executive's scorecard.

The report also details progress towards the National Health and Wellbeing Outcomes and includes a dedicated section on financial performance. While the most recent available data has been used, some indicators reflect previous years due to publication timelines set by Public Health Scotland.

The SLB was invited, in December 2024, to review the report and identify any areas for further development or collaboration to support continuous improvement across the partnership.

9.1.2 Launch of the Strategic Commissioning Plan 2023-2036 and the Strategic Commissioning Plan Programme of Work

The SLB were also provided with an update on the launch of the Strategic Commissioning Plan. The Strategic Commissioning Plan sets out how Health and Social Care North Lanarkshire (HSCP) responds to the needs of local communities. It outlines the partnership's commitment to supporting individuals to maximise and maintain their health and wellbeing, ensuring services are person-centred, sustainable, and aligned with the National Health and Wellbeing Outcomes. Strategic-Comms-Plan-2023-2026.

10.Tackling Poverty

In September 2024 updates were presented to the SLB on the new Towards a Fairer North Lanarkshire Strategy (Tackling Poverty Strategy Action Plan - Update 2023-2024) and the Local Child Poverty Action Report 2023-2024.

10.1 Tackling Poverty Action Plan – Annual Summary

The report outlines key outcomes and updates across the Tackling Poverty drivers, with the Action Plan revised to reflect progress and new priorities for 2024-2025.

10.1.1 Income from Employment

- Eight actions were progressed, with four reported annually and four reviewed by the Wellbeing and Tackling Poverty Committee in February 2024
- NHS Lanarkshire Demonstrator 2 Programme: supported 23 parents into paid placements
- Nine third sector projects (£560,000) engaged low-income parents in employability activities
- The Parental Employment Support Fund was rebranded as Working Families, supporting 85 parents into employment, with 75% sustaining jobs for 26 plus weeks
- A target of 192 parents supported into employment is set for 2024-2025
- The Supported Employment Service worked with over 200 clients, with 43 entering employment
- Actions were refined to merge and expand focus on self-employment and economically inactive individuals

Income from Benefits

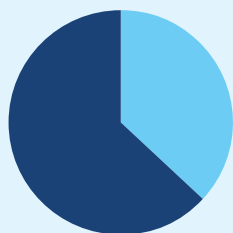
Social security provides vital income, especially during the cost-of-living crisis.



41.2%
increase in
benefit checks
completed since
2022/23



1,180
average monthly
referrals to
Tackling Poverty
Team



£47.9m
+ £8.26m external
services benefit
income generated
for residents in
2023/24



Referral tracking
added to social
work system

10.1.2 Holistic Supports

- Actions reduced from eight to seven, with 'Community Benefits' moved to the Income from Employment driver
- Financial education actions were streamlined into two targeted initiatives for adults and young people
- Whole Family Support adopted a cash-first approach, integrated with GIRFEC/GIRFE pathways, overseen by a Reference Group
- Bespoke Poverty Awareness Sessions reached 328 participants across North Lanarkshire Council, NHS Lanarkshire, and third sector staff
- The updated Holistic Supports driver was approved in **April 2024**

10.1.3 Reduce the Cost of Living

- 21 actions were reviewed, with two removed due to funding and one realigned
- Most actions assessed as 'green' for progress
- A new affordable credit webpage was launched to support informed financial choices
- Debt Advice referrals rose to 1,992 (from 1,744), with £6.4M of debt addressed. 55% of service users reported mental health challenges
- Updates to this driver were approved in **August 2024**

10.1.4 Income from Benefits

Social security remains a vital tool in providing sustainable income for residents, especially during the ongoing cost-of-living crisis. In 2023-2024, significant progress was made in income maximisation:

The review of the Income from Benefits driver was submitted to the Wellbeing and Tackling Poverty Committee in August 2024, with updates reflected in the revised Action Plan for 2024-2025.

10.1.5 Local Child Poverty Action Report (LCPAR)

North Lanarkshire Council and NHS Lanarkshire continue to meet their statutory duty under **The Child Poverty (Scotland) Act 2017**, jointly developing and publishing the seventh **Local Child Poverty Action Report for 2023-2024**.

Key highlights include:

- The LCPAR is fully aligned with the **Tackling Poverty Strategy 2023-2026**, ensuring a unified approach to addressing poverty and wellbeing across the community
- The Action Plan identifies links to relevant strategies and highlights actions targeted at priority groups affected by child poverty
- A system update now allows for improved tracking of referral sources, enhancing the ability to measure impact

- The 2023-2024 report has been submitted for approval and onward publication to the Scottish Government, fulfilling statutory reporting requirements

This integrated approach reinforces the commitment to reducing child poverty as part of broader efforts to tackle inequality and improve wellbeing across North Lanarkshire.

11. Partnership Approach to Water Safety (PAWS) Update

Lanarkshire's diverse water environments: including rivers, lochs, and canals present complex challenges for rescue operations and waterway safety management. These challenges demand strong partnership working, shared resources, and co-ordinated action.

Water safety has gained increased attention following the release of **Scotland's Drowning Prevention Strategy (2018)**, which sets out three key national targets:

- Reduce accidental drowning deaths by 50% by 2026
- Reduce risk among high-risk populations and communities
- Contribute to the reduction of water-related suicides

In February 2025 an update was presented to the SLB on the PAWS framework along with recent progress:

11.1.1 The PAWS approach is structured around three key stages:

1. Prevention
2. Improved Incident Response
3. Review

The framework is supported by clear allocation of responsibilities with actions reported to Community Planning Partnerships in both North and South Lanarkshire, joint and individual tasking of resources and ongoing risk monitoring and hazard identification.

11.1.2 Progress and key developments of the PAWS Group include:

- Implementation of a Pan-Lanarkshire approach.
- Strengthening of existing good practices across partner agencies.
- Hotspot Identification: Both councils have mapped high-risk areas requiring targeted interventions.
- Community Engagement: Work is ongoing to involve local communities and broaden participation in PAWS.
- Information Sharing: Regular updates via social media on:
 - Life-saving device usage
 - Dangers of ice, alcohol near water, flooding
 - Angling/fishing safety

- Quarterly PAWS meetings are chaired on a rotational basis by:
 - South Lanarkshire Council Environmental Services
 - North Lanarkshire Community Partnership Team
- Pan-Lanarkshire Implementation Proposals
 - A Pan-Lanarkshire PAWS document, developed by North Lanarkshire Council and agreed by South Lanarkshire CPP in June 2024, now guides co-ordinated water safety efforts across Lanarkshire

12. Community Safety Strategy 2025-2030

12.1 The Community Safety Strategy 2025-2030 has been developed through extensive consultation during 2024 and early 2025. It builds on existing community partnership arrangements in North Lanarkshire and fulfils the statutory requirement to publish an **Antisocial Behaviour Strategy**. This integrated approach aims to better utilise and target resources to improve safety outcomes for individuals and communities through the delivery of key strategic themes and priorities.

Vision

“Make North Lanarkshire a better place to live, work, invest and visit through integrated partnership working to build strong, inclusive, vibrant, engaged communities, where homes, workplaces, and public spaces are safe and feel safe for everyone to prosper.”

Strategic Themes

- Effective Community Involvement, Influence and Ownership
- Strong Partnership Working, Governance and Decision Making
- Tackling Inequalities
- Prevention and Early Intervention
- Place Based Approach

Strategic Priorities

- Tackling antisocial behaviour.
- Improving road safety
- Reducing serious violence and disorder
- Tackling harm from problematic alcohol and drug use
- Tackling gender-based violence
- Reducing harm from unintentional injury and fire

12.1.1 Actions and Performance Indicators

To deliver on the six strategic priorities, the strategy outlines 70 actions and 51 performance indicators. These have been agreed by key partners including North Lanarkshire Council (Housing, Transportation, Education, and Community Partnership Team), Police Scotland, Scottish Fire and Rescue Service, North Lanarkshire Health and Social Care Partnership, North Lanarkshire Violence Against Women Partnership, and North Lanarkshire Alcohol and Drug Partnership.

Governance and Monitoring

This five-year strategy will be monitored and reviewed annually. Progress will be reported through the Community Safety Partnership, the Communities Committee, and existing community planning structures to ensure accountability and continuous improvement.



13. North Lanarkshire Community Justice - Annual Report 2023-2024



The Community Justice (Scotland) Act 2016 places a legal duty on statutory community justice partners to engage in planning and reporting on their progress towards improving community justice outcomes. In North Lanarkshire, the North Lanarkshire Community Justice Partnership (NLCJP) provides strategic leadership and governance for community justice delivery and development. The North Lanarkshire Partnership – Strategic Leadership Board maintains strategic oversight. The NLCJP published the **North Lanarkshire Community Justice Outcome Improvement Plan (CJOIP) 2023–2028** on 6 October 2023, aligning with the revised National Community Justice Strategy and addressing local needs.

Annual Report Highlights

Some of the key insights noted in the annual report are outlined in the table below. The full report can be viewed here: [North Lanarkshire Community Justice Annual Report 2023-24](#)

Annual Report Highlights 2023-2024	
	Data Insights <ul style="list-style-type: none">• 50% of indicators show improvement• 25% are stable• 25% lack sufficient national data Positive trends include: <ul style="list-style-type: none">• Fewer people sent to prison• Increased use and completion of Diversion from Prosecution• Fewer individuals homeless upon prison release
	Key Initiatives <ul style="list-style-type: none">• Test of Change: Supported 300+ individuals post custody, funded by the Alcohol and Drug Partnership• Bridges and Beyond Voluntary Throughcare Team: Expanded support for short-term prisoners via No One Left Behind funding• Restorative Justice Team:<ul style="list-style-type: none">• Delivered personal development and employability training• Completed 54 squad placements benefiting communities• Partnered with Housing Solutions for community events at Townhead and Clydeside allotments• Distributed 721 breadbaskets of produce locally
	Challenges <ul style="list-style-type: none">• Delayed in the national voluntary throughcare service commissioning

14. The Plan for North Lanarkshire

14.1 The Plan for North Lanarkshire: 28 Health Check Indicators: Deep Dive Workshop - Friday 17 May 2024

In September 2023, the SLB formally approved the Community Planning Partnership's Self-Evaluation Improvement Plan. Among the 16 identified areas for improvement were two key actions:

1. Undertake an annual deep dive of **The Plan for North Lanarkshire - Health Check Indicators**, to inform the partnership's strategic planning approach.
2. Endorse the new **Programme of Work 2023-2028** and explore how partner input and additionality can be aligned and reported to demonstrate improved outcomes.



14.1.2 The Plan for North Lanarkshire

Endorsed by the SLB in March 2019, **The Plan for North Lanarkshire** sets out a long-term strategic vision focused on inclusive growth and prosperity for all, aiming to deliver equal benefits and a fairer distribution of wealth. In adopting **The Plan for North Lanarkshire** partners committed to:

- Improving outcomes for local communities
- Targeting resources at scale to address shared priorities, with a strong emphasis on tackling poverty
- Empowering communities to shape, deliver, and assess local public services

14.1.3. The Programme of Work

The Programme of Work is central to delivering **The Plan for North Lanarkshire**. Its annualised structure, clear timescales, and built-in accountability make it accessible for communities, service users, voluntary organisations, businesses, and partnership officers.

14.1.4 Health Check Indicators

Since 2019, **The Plan for North Lanarkshire** has been supported by a suite of 28 Health Check Indicators, designed to provide a consistent and independent evidence base that:

- Informs strategic planning and delivery priorities
- Demonstrates progress in achieving the Plan's vision of inclusive growth

These long-term indicators assess the state of North Lanarkshire, focusing on high level impacts across the economy, people, and communities. They are:

- Outcome focused, where possible
- Sourced from externally produced statistics for independent verification
- Nationally comparable across local authorities

Embedded within the approved **Framework for Demonstrating Improved Outcomes for Communities**, the Indicators are subject to regular review by the SLB.

14.1.5 Community Planning Self-Evaluation and Action Plan

Following a self-evaluation exercise in early 2023, improvement areas were identified across three themes: **Priorities, Operations, and Communications**. A workshop facilitated by the Improvement Service in June 2023 reaffirmed the value of the Health Check Indicators and the SLB's commitment to using them as outcome measures of socio-economic wellbeing and equality of opportunity.

The resulting Action Plan, approved in September 2023, includes:

- Endorsement of **The Programme of Work 2023-2028** and alignment of strategic priorities
- Mechanisms to capture and report partner input and additionality
- Engagement with wider partners to identify strategic contributions
- Annual deep dives of the Health Check Indicators to inform strategic planning

14.1.6 Deep Dive Workshop - 17 May 2024

A deep dive in-person Workshop was held on **Friday 17 May 2024**, at Civic Centre, Motherwell. The workshop provided the SLB with the opportunity to:

- Reflect on achievements over the past five years in delivering **The Plan for North Lanarkshire** - shared ambitions
- Examine outputs and performance trends across the 28 Health Check Indicators
- Consider future NLP actions and wider partner contributions to the new **Programme of Work 2023-2028**

Endorsement of **The Programme of Work 2023-2028** has been completed. The SLB's own Programme of Work and Reporting Schedule for 2024-2025 is aligned to the three reporting levels within the **Framework for Demonstrating Improved Outcomes for Communities**.

To support wider engagement, Programme of Work roadshows were organised for council officers, partners, Community Boards, and Local Partnership Teams.

A bespoke roadshow for SLB was integrated into the Deep Dive Workshop. This session highlighted:

- Partner contributions to past successes
- Facilitated reflection on service impact
- Exploration of future actions and alignment with **The Programme of Work 2023-2028**

14.1.7 Programme of Work Roadshows - Partner Involvement

As part of the wider engagement strategy for **The Programme of Work 2023-2028**, a series of in-person roadshows were held for members of the Community Boards and Local Partnership Teams. The focus of these events was to raise awareness of **The Plan for North Lanarkshire**, highlight achievements to date, and encourage reflection on future contributions.

The roadshows took place in:

- **Beechbank Community Centre, Airdrie**
Monday 29 April, 6.30pm – 8.00pm
- **Muirfield Community Centre, Cumbernauld**
Tuesday 30 April, 6.30pm – 8.00pm
- **Strathclyde Country Park, Motherwell**
Friday 3 May, 6.30pm – 8.00pm

15. Conclusion

The North Lanarkshire Partnership has clearly demonstrated its commitment to fulfilling the statutory duties set out in the Community Empowerment (Scotland) Act 2015 through the delivery of this Annual Oversight and Improving Outcomes Report 2024-2025.

This report showcases the strength of collaborative working across the NLP, the voluntary sector, and residents. Together, they have contributed meaningfully to the planning, delivery, and resourcing of public services - driven by a shared ambition to improve outcomes and reduce inequalities.

Looking ahead, sustained partnership working and continued community engagement will be essential to maintaining momentum and building on the progress achieved. The NLP remains committed to working collectively to ensure that all communities in North Lanarkshire can thrive.

December 2025



