



<b>Meeting of East Renfrewshire Health and Social Care Partnership</b>	Integration Joint Board								
<b>Held on</b>	28 June 2023								
<b>Agenda Item</b>	6								
<b>Title</b>	Local Child Poverty Action Report: Year 5 (2022/23)								
<p><b>Summary</b></p> <p>This report provides members of the Integration Joint Board with an overview of the statutory duty placed on health boards and local authorities to work together to develop, produce and deliver Local Child Poverty Action Reports (LCPARs). This is the fifth annual LCPAR which provides a profile of child poverty in East Renfrewshire plus details of both previous and planned actions to tackle the drivers of poverty.</p>									
<b>Presented by</b>	Julie Murray, Chief Officer								
<p><b>Action Required</b></p> <p>The Integration Joint Board is asked to:</p> <ol style="list-style-type: none"> <li>Note the Local Child Poverty Action Report: Year 5 as required under the Child Poverty Act 2017</li> <li>Approve the report for publication, subject to NHSGGC CMT, Population Health and Wellbeing Committee and Full Council approval</li> </ol>									
<p><b>Directions</b></p> <p><input type="checkbox"/> No Directions Required</p> <p><input type="checkbox"/> Directions to East Renfrewshire Council (ERC)</p> <p><input type="checkbox"/> Directions to NHS Greater Glasgow and Clyde (NHSGGC)</p> <p><input checked="" type="checkbox"/> Directions to both ERC and NHSGGC</p>	<p><b>Implications</b></p> <table> <tr> <td><input type="checkbox"/> Finance</td> <td><input type="checkbox"/> Risk</td> </tr> <tr> <td><input type="checkbox"/> Policy</td> <td><input type="checkbox"/> Legal</td> </tr> <tr> <td><input type="checkbox"/> Workforce</td> <td><input type="checkbox"/> Infrastructure</td> </tr> <tr> <td><input checked="" type="checkbox"/> Equalities</td> <td><input checked="" type="checkbox"/> Fairer Scotland Duty</td> </tr> </table>	<input type="checkbox"/> Finance	<input type="checkbox"/> Risk	<input type="checkbox"/> Policy	<input type="checkbox"/> Legal	<input type="checkbox"/> Workforce	<input type="checkbox"/> Infrastructure	<input checked="" type="checkbox"/> Equalities	<input checked="" type="checkbox"/> Fairer Scotland Duty
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**EAST RENFREWSHIRE INTEGRATION JOINT BOARD**

**28 June 2023**

**Report by Chief Officer**

**LOCAL CHILD POVERTY ACTION REPORT: YEAR 5**

**PURPOSE OF REPORT**

1. The purpose of this report is to present the fifth East Renfrewshire Local Child Poverty Action Report required by the Child Poverty Scotland Act 2017.

**RECOMMENDATION**

2. The Integration Joint Board is asked to:-
  - a) Note the Local Child Poverty Action Report: Year 5 as required under the Child Poverty Act 2017
  - b) Approve the report for publication, subject to NHSGGC CMT, Population Health and Wellbeing Committee and Full Council approval

**BACKGROUND**

3. The Child Poverty (Scotland) Act 2017 sets out ambitious targets for the Scottish Government to significantly reduce child poverty by 2030. The Act also places a duty on health boards and local authorities to work together to develop, produce and deliver Local Child Poverty Action Reports (LCPARs). The reports are expected to represent a 'step change' in action to address child poverty locally, both describing the current work underway in many areas and outlining plans for new and innovative efforts to tackle child poverty.
4. Tackling child poverty is a goal which is shared by both spheres of government; it cannot be solved by national or local government alone. This report should offer an opportunity to deliver a real focus in our approach to tackling child poverty. This focus will help identify more effective ways of working - for example to reflect on local governance arrangements, to build and strengthen local partnerships, utilise available data and evidence to identify and drive solutions and to involve communities in planning and delivering sustainable responses.
5. The LCPAR is produced in partnership with the health board and have agreed high level approaches which apply across all 6 NHSGGC local authorities. Where specific board level activity or actions are relevant to East Renfrewshire, this is referenced.

## REPORT

6. The Council and its Community Planning Partners are committed to addressing child poverty in East Renfrewshire. It is seen as integral to achieving the vision set out in our Community Plan to create an “attractive thriving place to grow up, work, visit, raise a family and enjoy later life”. We want to ensure “all children in East Renfrewshire experience a stable and secure childhood and succeed”. The Community Plan contains our Local Outcome Improvement Plan (LOIP) which focuses on reducing inequality across groups and communities in East Renfrewshire.
7. The Children’s Services Plan “At Our Heart” is one of the main delivery vehicles for the children and young people’s outcomes within the LOIP.
8. In order to meet the legislative requirements, the local authority and health board are required to jointly demonstrate the actions being taken to address the drivers of poverty, identified by the Scottish Government as:
  - Increased income from employment
  - Increased income from social security and benefits in kind
  - Reduced cost of living for families
9. The national context around child poverty has evolved over recent years with briefings and feedback from both the Accounts Commission and the Improvement Service around how LCPARs can be most effective and align with Scottish Government’s child poverty delivery plan ‘Best Start, Bright Futures’. This has been, and will continue to be, taken into consideration at a local level.
10. The report highlights some key data in relation to child poverty in East Renfrewshire:
  - Child poverty in East Renfrewshire remains the lowest in Scotland, however it has increased since last year; from 12.8% to 14.4% (3,288 children). The impact of Covid and the ongoing cost of living crisis are likely to be contributing factors to this, and all (mainland) authorities in Scotland have seen an increase.
  - Child poverty estimates differ across the authority with the highest rates in parts of Barrhead, Neilston, Mearns and Thornliebank.
  - Children living in lone parent households are significantly more likely to experience poverty than those in two-parent households.
  - Employment does not prevent poverty; two thirds of the children in poverty have one or more working adults in their household.
11. There are delays with some data sources published at a national level (including fuel poverty, poverty by geographical location, household composition). These time lags are outwith our control and the report refers to the most up-to-date figure available.
12. Over the past year there have been some key successes in relation to increasing income from employment. There has been a range of engagement around Real Living Wage, resulting in 11 more local businesses achieving accreditation and therefore more people working in the area achieving an increased income. We have also consulted with local employers around any barriers to employing parents and will use these findings to plan and provide future employability support. We have supported many parents into work and/or to remain active in the workplace, train and gain progression through a range of projects

including the Parental Employability Support Fund, No-One Left Behind and the Scottish Child Minding Association campaign.

13. Similarly, there have been some key successes in terms of increasing income from social security. We have worked on various school financial wellbeing projects, including three embedded services, to provide direct support resulting in financial gains; to encourage the uptake of National Entitlement Cards which provide free bus travel; to deliver money awareness sessions with senior pupils and to provide financial wellbeing training to Isobel Mair school leavers. We have also worked to ensure frontline staff, including in schools and in universal family services, are poverty informed and have appropriate referral pathways.
14. The past year has seen a range of actions to reduce various essential costs for families including school attendance, the pregnancy pathway and energy costs. Key successes in reducing the cost of school attendance and participation include a focus on poverty-aware practice, refreshed guidance around the use of Pupil Equity Funding and a revised Dressing for Excellence policy. Actions have been taken to address barriers in the maternity pathway for those living in poverty and to increase early years referrals to money advice services through “Healthier Wealthier Children” and Special Needs in Pregnancy money advice services. Action to reduce energy costs for families has included a combination of direct financial support, administering energy efficiency grants, providing energy saving advice and providing direct energy saving support through the Home Energy Saver Scheme and Care and Repair.
15. In addition to annual progress updates, the LCPAR provides an overview of the future approach to child poverty in East Renfrewshire which will focus on an improved understanding of local need; mapping of existing activities; identifying gaps and future activities; and monitoring and evaluating progress.

## **CONSULTATION AND PARTNERSHIP WORKING**

16. The Child Poverty Oversight Group includes colleagues and partners from East Renfrewshire Council, HSCP, NHS GGC, ER Citizens Advice Bureau, Police Scotland, Barrhead Housing Association and Voluntary Action East Renfrewshire.

## **IMPLICATIONS OF THE PROPOSALS**

### Finance

17. There is no financial resource allocated to this plan; all action is delivered within existing budgets or Scottish Government allocations for a specified purpose.

### Equalities

18. The integral aim of the LCPAR is to reduce inequality amongst families in East Renfrewshire.

### Fairer Scotland Duty

19. The integral aim of the LCPAR is to reduce socio-economic inequality amongst families in East Renfrewshire.

20. As this is primarily a progress and performance update, there are no workforce, infrastructure, policy, legal or risk implications.

## **DIRECTIONS**

21. There are no directions arising as a result of this report.

## **CONCLUSIONS**

22. This report details the actions taken during 2022-2023 to support families in, or at risk of, poverty and, where possible, the impact which these actions have had. The report also sets out the planned approach to continued action going forward with an understanding that the impact of Covid and the cost-of-living-crisis have changed the profile of need in East Renfrewshire, and we must respond accordingly.

## **RECOMMENDATIONS**

23. The Integration Joint Board is asked to:-
- a) Note the Local Child Poverty Action Report: Year 5 as required under the Child Poverty Act 2017
  - b) Approve the report for publication, subject to NHSGGC CMT, Population Health and Wellbeing Committee and Full Council approval

## **REPORT AUTHOR AND PERSON TO CONTACT**

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13 June 2023

## **BACKGROUND PAPERS**

[Local Child Poverty Action Report: Year 4](#)



# East Renfrewshire Local Child Poverty Action Report

2022-2023  
(Year 5)



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## EXECUTIVE SUMMARY




- East Renfrewshire has the highest proportion of children in any local authority in Scotland and has more than double the average amount of large families
- Child poverty estimates across Scotland have increased over the past year. In East Renfrewshire, we have seen an increase from 12.8% to 14.4% (3,288 children)
- East Renfrewshire remains the lowest rate of child poverty in Scotland
- Child poverty estimates vary across the authority with the highest rates in parts of Barrhead, Neilston, Mearns and Thornliebank
- Around half of the children living in poverty are in lone parent households
- One third of those living in poverty are in workless households; the other two thirds have at least one working adult in the household
- Between April 2022 and March 2023, we have taken action to tackle each of the three drivers of poverty; income from employment, income from social security and costs of living.



**East Renfrewshire has  
the highest proportion  
of children in Scotland**

## EMPLOYMENT

### Local Indicators:




-  Increase in Living Wage Employers
-  Unemployment levels remain static
-  Number of 16-19-year-olds in work, training or employment remains static

### Local Actions:

- Encourage Living Wage accreditations
- Support parents in the workplace, train and gain progression
- Use participatory budgeting to design employability programmes
- Implement a new Parental Transition Fund and Best Start, Bright Futures programme

## SOCIAL SECURITY

### Local Indicators:



-  Uptake of Free School Meals & Clothing Grants
-  Increase in number of families accessing financial advice
-  Increase in Scottish Welfare Fund applications

### Local Actions:

- Offer financial inclusion support to all parents receiving employability support
- Provide financial wellbeing support in schools including parents, carers and staff
- Increase affordable credit options
- Make use of data to best target supports to eligible families

## COST OF LIVING

### Local Indicators:

-  Fuel poverty remains static but is expected to worsen
-  All 3- & 4-year-olds registered for funded Early Learning & Childcare

### Local Actions:

- Reduce energy costs
- Increase affordable housing options
- Reduce the cost of school attendance and participation
- Reduce the cost of Childcare
- Reduce the cost of the pregnancy pathway.

## Measures of progress: Critical indicators

Indicator	Measure and source	Previous data		Current data
Children living in poverty	Percentage of children living in poverty (after housing costs) in East Renfrewshire: End Child Poverty	15.8% 3,649 children (19/20)	12.8% 3,064 children (20/21)	14.4% 3,288 children (21/22)
Real Living Wage employers in East Renfrewshire	Number of real Living Wage accredited employers: Living Wage Scotland	16 (2020)	23 (2021)	34 (2022)
Working age unemployment level	Percentage of economically inactive residents aged 16 – 64 years: NOMIS	23.3% (2020)	27.6% (2021)	20.5% (2022)
Children and young people participation level	Percentage of 16-19 year olds participating in learning, training or employment: SDS Annual Participation Measure Report	96.7% (2020)	97.2% (2021)	97% (2022)
Free School Meal uptake at primary level as a result of low-income	Percentage of primary school pupils who access FSM payment during holiday period as proportion of school roll: Local data	No available data	9.3% 874 pupils (Dec 2021)	8.4% 792 pupils (Dec 2022)
Access to financial wellbeing advice	Number of families accessing MART financial wellbeing advice: Local data	1318 (20/21)	1232 (21/22)	1521 (22/23)
Fuel poverty	Percentage of households spending 10% or more of their net income on fuel costs and their remaining income is insufficient to maintain an acceptable standard of living: Scottish House Condition Survey	13% (2017)	13% (2018)	13% (2019)
Uptake of funded early learning and childcare entitlement	Percentage of 3 & 4 year olds registered for funded early learning and childcare: Scottish Government Schools Statistics	95% (2020)	100% (2021)	100% (2022)

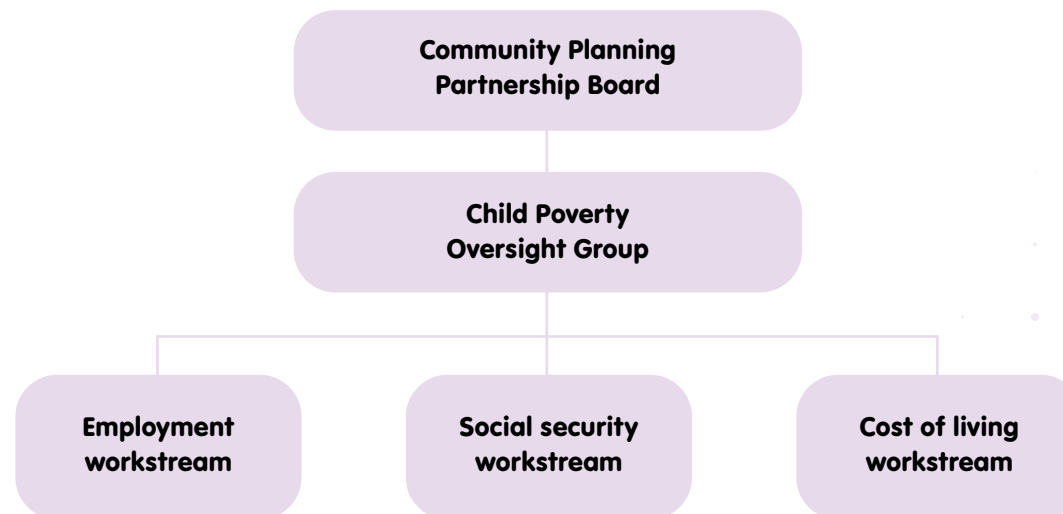
## LOCAL STRATEGIC CONTEXT

The Child Poverty (Scotland) Act 2017 places a duty on local authorities and health boards to work together to report annually on what is being done to tackle child poverty with a sharp focus on the three key drivers of poverty:

- Income from employment
- Income from social security and benefits in kind
- Costs of living

In East Renfrewshire, we continue to be committed to addressing the issue of child poverty. This is integral to achieving the vision set out in our Community Plan to create an “attractive thriving place to grow up, work, visit, raise a family and enjoy later life”. The Community Plan contains our Local Outcome Improvement Plan (Fairer East Ren) priorities which are focused on reducing inequality across groups and communities in East Renfrewshire. Reducing child poverty is one of the five Fairer East Ren priorities.

The Community Planning Partnership is responsible overall for the Local Child Poverty Action Report and is supported by a Child Poverty Oversight Group. The oversight group has responsibility for creating a strategic environment which cultivates step-change in relation to tackling child poverty. The oversight group is jointly chaired by the council’s Director of Business, Operations and Partnerships and the Health and Social Care Partnership (HSCP) Chief Officer, and includes senior representatives from key council services, NHS Greater Glasgow and Clyde Health Board, the Third Sector Interface and partner organisations including Police Scotland, Barrhead Housing Association and Citizens Advice Bureau. The oversight group is supported by three workstreams aligned to each of the drivers of poverty. The workstream groups develop and deliver on critical activities to encourage step-change and identify critical indicators to measure progress.



The governance process for approval of the annual report includes East Renfrewshire Community Planning Board, East Renfrewshire Full Council, East Renfrewshire Joint Integration Board, NHS Corporate Management Team and NHSGGC Population Health and Wellbeing Committee.

## NATIONAL CONTEXT

In September 2022, the **Accounts Commission** published a briefing report on Tackling Child Poverty. In its 'Key Messages', the report highlighted the challenges in demonstrating a clear shift in preventing child poverty and reporting on success in delivering action against child poverty targets.

The report acknowledged that responsibilities for tackling child poverty sit at all levels of government, with the Scottish Government's second child poverty delivery plan, 'Best Start, Bright Futures' published in March 2022 setting out a more joined-up approach.

There were calls in the paper for more detailed joint planning between the Scottish Government and local government to deliver key actions and evaluate impact, with the lived experience of children and families living in poverty put firmly at the heart of any emerging plans. Gaps in data were also highlighted as a key challenge as was the impact of the current cost of living crisis on progress towards targets.

The Improvement Service hosts the National Co-ordinator for Local Child Poverty Action Reports and the UNCRC Project Officer. Further details on national and local approaches to child poverty can be found [here](#).

The Improvement Service have [informally analysed](#) the Year 4 (last year's) reports and concluded:

- There is evidence of dedication and commitment across the country, including around promoting a dignified approach to tackling child poverty
- LCPARs demonstrate an increasingly strategic approach to child poverty now, but there are concerns that small authorities' time is being taken up servicing the national LCPAR reporting requirements rather than 'doing'
- There are an increasingly wide range of levers being used to tackle child poverty. What is less clear is how child poverty is considered in relation to 'enablers' such as transport, housing and economic development. There is a need to ensure we are applying a child poverty lens to those areas
- There is a need to consider the impact of budget cuts on child poverty and lobby for better co-ordination of the various funding pots coming through and the cliff-edge that temporary funding presents
- Partnerships have further work to do to understand and be responsive to need. Better use of data and joining up methods should be priorities for evidence based decision-making
- There has been an evolution of partnership working on child poverty but there is more to be done to ensure truly shared activities and outcomes and leverage one another's resources for shared outcomes
- There is still progress to be made in terms of how we understand the impact of our action on child poverty. The reports would benefit from consistency in meaningful outcomes and indicators and monitoring and evaluation.



## CHILDREN AND YOUNG PEOPLE IN EAST RENFREWSHIRE

### General

East Renfrewshire has the highest proportion of children in any local authority in Scotland



One in five (19,701) are aged 16<sup>1</sup>

The number of children and young people is increasing

514 young people aged 19 and under moved into the area in 2022<sup>2</sup>



There were 790 babies born in 2021<sup>3</sup>

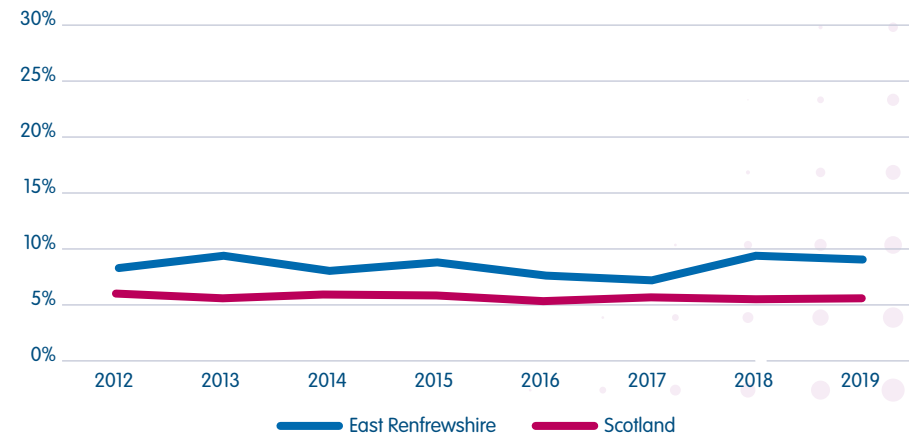


There are twice as many large family households in East Renfrewshire than the Scottish average

9% of households are large families, compared to 5% nationally<sup>4</sup>



% Large family households



Source: Scottish Government, Scottish Household Survey

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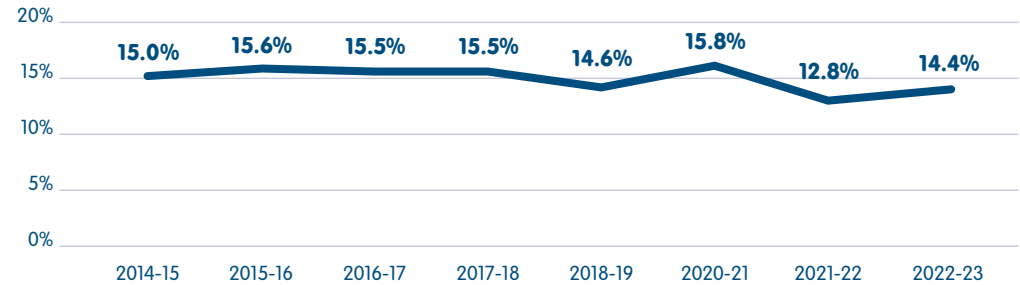
## Child Poverty

Child poverty in East Renfrewshire is the lowest in Scotland

3,288 (14.4%) of children live in low-income families after housing costs<sup>5</sup>



Child poverty estimates (% after housing costs)



Source: End Child Poverty Coalition child poverty estimates (after housing costs)



Child poverty rates in all (mainland) Scottish local authorities have increased in the last year

In East Renfrewshire they have increased from 12.8% to 14.4%<sup>7</sup>



Child poverty in East Renfrewshire is the lowest in Scotland

Child poverty levels vary across the authority



At least 1 in 3 children

- are in low-income families in parts of:
- Dunterlie, East Arthurlie and Dovecothall
  - Neilston and Uplawmoor<sup>8</sup>



At least 1 in 4 children

- are in low-income families in parts of:
- Auchenback
  - Mearns Village, Westacres and Greenfarm
  - South Thornliebank and Woodfarm
  - Arthurlie and Gateside<sup>9</sup>

Almost half (47%) of the children in poverty in East Renfrewshire are living in lone parent households

1,243 children living in poverty are in lone parent households

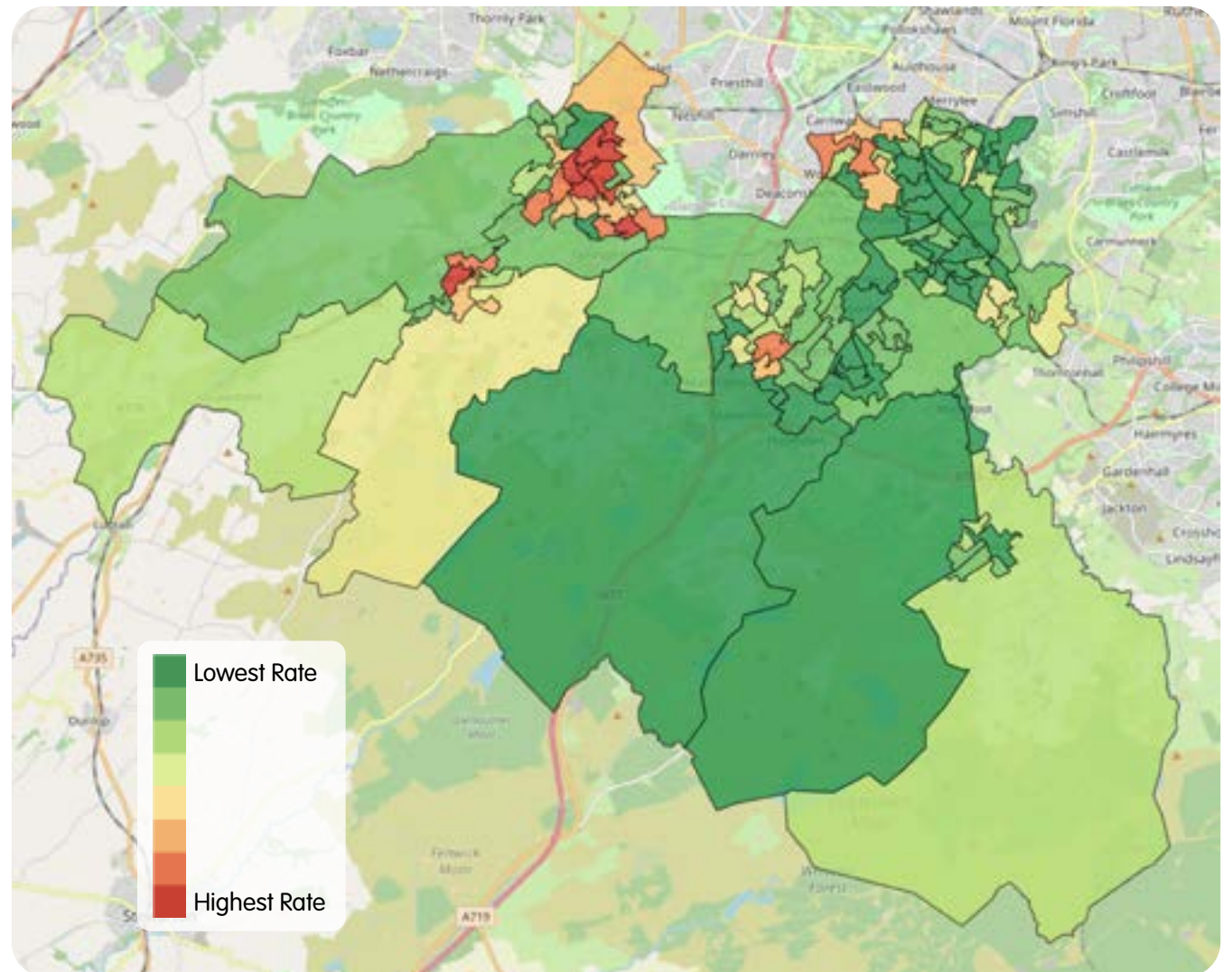


Around a third of children living in poverty in East Renfrewshire are living in a workless household

797 (32.5%) of children living in relative poverty, live in households where no adults are working<sup>11</sup>



## East Renfrewshire – % of Children in Poverty 2021/22





Scottish Government has identified 6 groups most likely to experience poverty. The key data in East Renfrewshire shows:

#### **Lone parent families**

11% of ER households with children are lone parent households.<sup>12</sup> which is lower than the Scottish average of 19%.

1,243 children, or 47%, of those living in poverty<sup>13</sup> are living in lone parent households.

#### **Minority ethnic families**

There are currently 3,879 minority ethnic pupils enrolled in primary and secondary schools in East Renfrewshire.<sup>14</sup>

#### **Families with a disabled adult or child**

There are 218 (12.3 per 1,000) pupils in East Renfrewshire that have been assessed and/or declared as having a disability.<sup>15</sup>

There are 203 families in East Renfrewshire claiming Disabled Child Entitlement.<sup>16</sup>

#### **Families with a younger mother (under 25)**

There were 38 children born in 2021 to mothers who were under the age of 25. This accounted for 6% of all births in the area which is lower than the Scottish average of 16%.<sup>17</sup>

#### **Families with a child under 1**

In 2021 there were a total of 790 live births.<sup>18</sup>

In East Renfrewshire there are 179 children aged 1 year's old or younger living in relative poverty.<sup>19</sup>

Around 15% of families (249 out of 1607) claiming Universal Credit have a child aged 1yrs old or younger.<sup>20</sup>

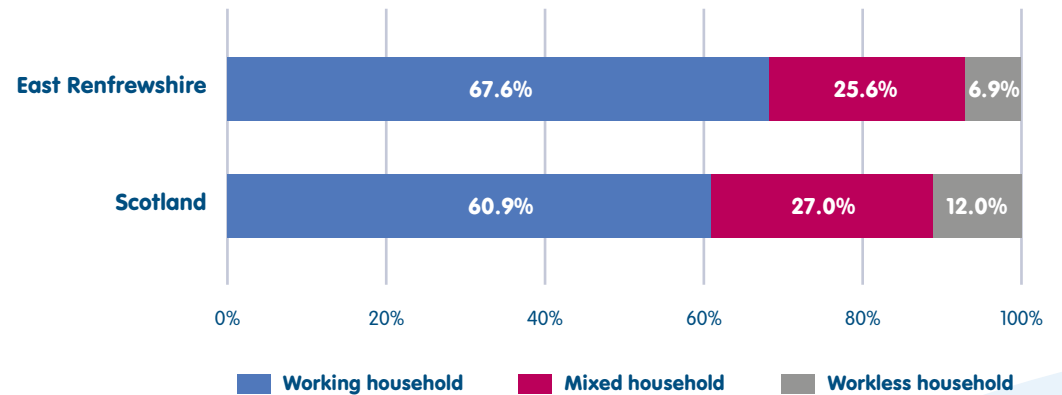
#### **Larger families (3+ children)**

9% of households are large families (two adults with 3 or more children, or 3 adults with 1 or more children). This is almost double the Scottish average, at 5%.<sup>21</sup>

# CHAPTER 1: EMPLOYMENT



Children in working households (2021)



## What we know about income from employment

Two thirds of children living in poverty in East Renfrewshire are living in household with at least one adult in employment



67.5% of children living in relative poverty, live in households where at least one adult is working <sup>22</sup>

Most children in East Renfrewshire live in households with at least one adult in employment

For two thirds (67%), all adults in the household are in employment; this is slightly higher than the Scottish average (60.9%) <sup>23</sup>



For one in four (25.6%), at least one adult is in employment and at least one other is unemployed or inactive <sup>24</sup>



Less than one in ten children live in a workless household



Only 6.9% of children live in a household with no adults in employment; this is almost half the Scottish average (12%) <sup>25</sup>

Those living in East Renfrewshire earn significantly more than those working in the area

The median full-time gross earning for ER residents is £809.40 per week



Compared to £626.50 per week for those working here<sup>26</sup>



Both are higher than the Scottish median of £622<sup>27</sup>



NB. This relates to all employees; there is no available data to identify whether or not they have dependent children.

Employees in East Renfrewshire are twice as likely to earn less than the living wage than nationally

30.9% of adults aged 18 years or over earn less than the living wage in East Renfrewshire compared to 15.2% in Scotland<sup>28</sup>

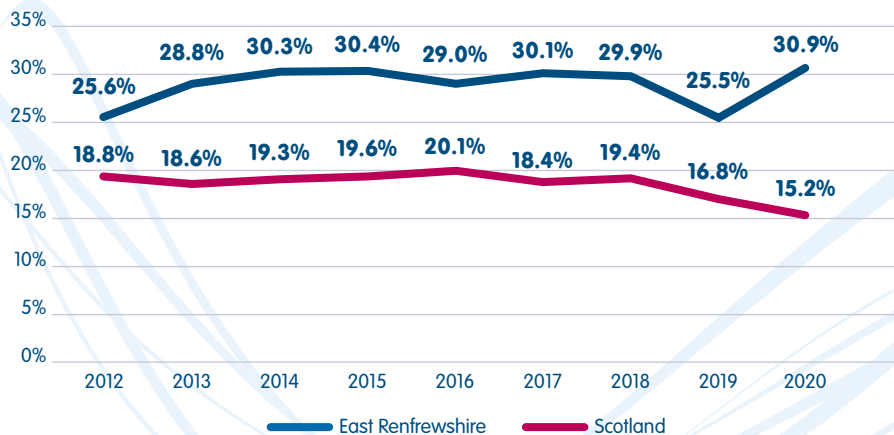


The number of Real Living Wage employers in East Renfrewshire is increasing

- There are 34 Real Living Wage accredited employers in the area; an increase of 11 since last year.<sup>29</sup>
- 24 of these employ up to 50 people; 8 employ between 51 and 250 people; and only 2 employ 251+ people.<sup>30</sup>



% Employees (18+) earning less than the living wage



Source: ONS Annual Survey of Hours and Earnings



Only 6% of the businesses in East Renfrewshire employ 50 or more people

- There are 2,660 businesses based in East Renfrewshire and the vast majority (2,435) are micro businesses that have less than 10 employees.<sup>31</sup>


2,660 businesses in East Renfrewshire





## What action we have taken

We said	We did
<p>Encouraging more businesses to become Real Living Wage accredited</p>	<p>We have undertaken a range of engagement work to encourage more businesses to become Real Living Wage accredited. This includes:</p> <ul style="list-style-type: none"> <li>• Living Wage Scotland attending local business network meetings to promote the benefits of becoming RLW accredited</li> <li>• Meeting with the Poverty Alliance to discuss partnership working on how best support East Renfrewshire businesses through the accreditation process</li> <li>• Working directly with employers and funding their accreditation for 12 months through a RLW programme funded through Local Authority Covid Economic Renewal (LACER)</li> <li>• Running several RLW marketing campaigns to encourage local businesses to become Real Living Wage accredited</li> </ul> <p>As a result, we have seen a further increase in numbers of RLW accredited employers since last year; 34 up from 23.</p> <div data-bbox="584 555 2085 628" style="background-color: #004a7c; color: white; padding: 5px;"><b>CASE STUDY</b></div> <p><i>J&amp;M Murdoch &amp; Son Ltd is a family-owned transportation, waste management, disposal and recycling business based in Neilston. In October 2022, they became accredited as a Real Living Wage employer meaning all employees and contractors across the board are paid a fair wage.</i></p> <p><i>Over recent years, the impact of the pandemic and the cost-of-living crisis has had an impact on staff and J&amp;M Murdoch &amp; Son Ltd wanted to recognise and respond to this. Managing Director Drew Murdoch felt that reviewing staff wages was the right thing to do at this time as the workforce is what makes the business. It's important that the staff are happy, and their financial wellbeing is a big part of this. A happier workforce is good for the individuals which is, in turn, good for the business.</i></p> <p><i>Before becoming RLW accredited, there was disparity between the earnings of different employees. This difference has reduced now meaning more equity. There has also been an improvement in staff retention meaning skills and expertise remain in the business.</i></p> <p><i>Approximately 30 staff have seen an increase in their wages as a result of this change. One member of staff told us "My wages have gone up which has made a big difference to me and my family. Like everyone, all our bills have been going up lately. Getting paid a bit more each month has meant I've been able to manage this increase."</i></p> <p><i>J&amp;M Murdoch &amp; Son Ltd applied for the accreditation online and found the process straightforward. They are proud to be a RLW accredited employer in East Renfrewshire and would encourage other local businesses to do this too.</i></p> <div data-bbox="1312 1193 1771 1378" style="text-align: center;">  <p><b>MURDOCH</b> SKIP HIRE   WASTE MANAGEMENT   HAULAGE</p> </div> <div data-bbox="1809 1187 2033 1369" style="text-align: right;">  <p>Living Wage Scotland</p> </div>

## 45

We said	We did
	<p>We have had early discussions with partners to enable East Renfrewshire to become a Living Wage Place and we participated in Glasgow City Region discussions on Community Wealth Building and the Fair Work Charter.</p> <p>We are developing an East Renfrewshire employer charter to drive positive improvements in outcomes in our labour market.</p> <p>This scheme has four pillars;</p> <ul style="list-style-type: none"> <li>• Fair Pay - increasing our average weekly wage in line with the Fairer Scotland Duty</li> <li>• Employ East Renfrewshire – ensuring that job opportunities go to ER residents</li> <li>• Buy East Renfrewshire – enhancing supply chain / procurement / community benefits</li> <li>• Be the Best – ensuring fair work practices which attract and retain employees</li> </ul> <p>There has been limited traction with local businesses primarily due to the increase in the cost doing business.</p> 
<p>Increasing support for in-work parents to remain active in the workplace, train and gain progression</p>	<p>We continue to offer key worker employability and financial inclusion support to all in-work parents via our Parental Employment Support (PES) Programme. Between April 2022 and March 2023, the PES programme supported 27 in-work clients with the following outcomes:</p> <ul style="list-style-type: none"> <li>• Funded 3 SVQ qualifications for parents to sustain employment</li> <li>• Funded CSCS training and card and Prince 2 qualification to enable parents to stay in employment</li> <li>• 12 parents achieving an increase in income</li> <li>• 3 parents into full time employment with a further 7 into part time employment</li> <li>• 9 parents sustaining employment or self-employment after 13 weeks; 6 after 26 weeks; 5 after 39 weeks and 1 after 52 weeks</li> <li>• 3 parents recruited via our Employment Recruitment Incentives.</li> </ul> <div data-bbox="582 1002 2083 1276" style="background-color: #004a7c; color: white; padding: 10px;"> <p><b>CASE STUDY</b></p> <p><i>Natasha was working 20 hours a week as a janitor/cleaner and was keen to complete a SVQ3 in Facilities Management to help progress her career. However, she wasn't able to commit to further training due to the hours she was working and the cost of this. Natasha worked with the PES team to review her finances and they helped her to review her benefits and reduce hours in current role to make time for studying. Her course was also funded through PES funding so it was not at a cost to her. Natasha is currently studying towards her qualification and, once complete, this will expand opportunities for her to take next step in her career.</i></p> </div>
<p>Design and inputs to employability programmes via Participatory Budgeting (PB)</p>	<p>Work on developing our mainstreaming Participatory Budgeting approach is ongoing in East Renfrewshire with inter-departmental planning. Several PB ideas have been explored for Economic Development but due to set funding criteria, tight timescales for project development and consultation and capacity constraints this action has not yet been progressed.</p>

We said	We did
<p>Delivery of new Parental Transition Fund and Best Start, Bright Futures programme</p>	<p>Key worker employability and financial inclusion support continues to be offered via our Parental Employment Support (PES) Programme for unemployed parents and parents from our priority parental groups. Between April 2022 and March 2023, the PES programme supported 36 unemployed parents with the following outcomes:</p> <ul style="list-style-type: none"> <li>• Funded 8 accredited training courses</li> <li>• 16 unemployed parents have seen an increase in income</li> <li>• Funded 6 childcare places via either afterschool or holiday clubs to enable parents to sustain their employment, take on new roles or undertake additional hours</li> <li>• 9 parents supported into full time employment with a further 20 into part time employment</li> <li>• Supported parents into the care sector via jobs fair and course in January 2023</li> <li>• Work and wellbeing course for parents ran in March 2023 with accredited learning in food hygiene, first aid and wellbeing with employability. This will feed into the Facilities Management vacancies</li> <li>• 12 parents sustained employment or self employment after 13 weeks; 6 after 26 weeks; 5 after 39 weeks; and 2 after 52 weeks.</li> </ul> <p>Alongside our PES programme, we have also funded 30 Long Term Unemployed posts through our No-One Left Behind funding in the public and third sector with over half of these posts being filled by local parents as the posts offer flexibility in terms of hours worked. Our parents have worked across a range of sectors including Housing, HR, Education, Money Advice, Third Sector, Peer Mentoring gaining invaluable work experience and building up confidence to re-renter the world of work and to progress.</p> <div data-bbox="1675 614 2060 798">  </div> <div data-bbox="577 837 1030 973">  </div> <p>In January 2023, we also launched the Scottish Child Minding Association campaign which offers free funding and support to parents interested in becoming a childminder within the Newton Mearns and Clarkston areas where there is most need. This has been funded via PES and is being promoted to all local parents.</p> <p>In February 2023, we undertook an employer survey with local businesses to attempt to determine barriers employers and parents may face to employment. There were 64 responses from businesses across East Renfrewshire who employ staff; of which 66% employ parents from the priority groups. The key findings included:</p> <ul style="list-style-type: none"> <li>• 78% of the respondents have no employment strategies in place to include parents from the priority groups, but 82% also said they don't face any challenges in employing such individuals</li> <li>• Flexi-working and school hours were the most commonly used employment schemes</li> <li>• The main challenges in using employment schemes are: staff cover during required business hours and the need for staff to be on site/location. Some businesses also highlighted that the nature of their industry makes it impractical for a huge degree of flexibility</li> <li>• Most businesses didn't require support to encourage them to employ parents, but those who did, would like financial assistance, either for training or to cover employee absence regarding childcare.</li> </ul> <p>The full findings will be considered by the Local Employability Partnership and will inform future planning and decision making around parental employment support.</p>

## CHAPTER 2: SOCIAL SECURITY



### What we know about income from social security

Families in East Renfrewshire are less likely to receive income through social security than the other parts of Scotland

**Only 4 out of 5 children (81%) of all children in East Renfrewshire are registered for child benefit**<sup>32</sup>



this is amongst the lowest proportion of all local authorities.

**Only 1.26% (315) of all Education Maintenance Allowance claimants were from East Renfrewshire**<sup>33</sup>



Less than one in ten children in primary school receives free school meals based on low-income eligibility

**8.4% of P1-P7 pupils receives free school meals** (in December 2022)<sup>34</sup>



There are around 1,600 families in receipt of Universal Credit in East Renfrewshire

**249 of these have a child aged 1yr old or younger**<sup>35</sup>



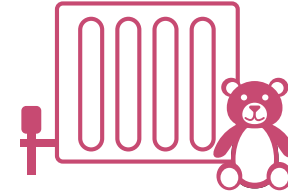
**203 of these are claiming Disabled Child Entitlement**<sup>36</sup>

Families in East Renfrewshire are receiving new Social Security Scotland Grants

**2,240 Scottish Child Payment applications authorised in East Renfrewshire since 2020**<sup>37</sup>



**335 Child Winter Heating Assistance Payments were made in 2021/22 totalling £67,000**<sup>38</sup>



There is ongoing demand for social security support by East Renfrewshire families

**APPLY**



**2,115 applications for Scottish Welfare Fund; 1,409 Crisis Grant applications and 706 Community Care Grant applications. Crisis Grant applications have risen by 39% from the previous year**<sup>39</sup>

(During 2022/23)

**1,491 pupils were in receipt of free school meals based on low-income criteria. 792 were in primary school (8% of all primary school pupils)**<sup>40</sup>

(in December 2022)



**Between April 2022 and March 2023, 2,279 food parcels were distributed to families with children, equivalent to 44 families a week accessing food parcels**<sup>41</sup>



## What action we have taken

We said	We did
<p>All parents involved with employability programmes are offered financial inclusion support</p>	<p>The Money Advice and Rights Team (MART) and Work EastRen provide a joint service to support parental employability. MART employ a part-time officer to provide advice and support to all Parental Employability Support Fund (PESF) clients; this ensures the parents are given tailored support around how any changes in earnings will impact on their social security entitlements.</p> <p>Key worker employability and financial inclusion support continues to be offered via our Parental Employment Support (PES) Programme for in-work and unemployed parents. During 2022-23, we supported:</p> <ul style="list-style-type: none"> <li>• 12 parents (in-work) to achieve an increase in income</li> <li>• 16 parents (unemployed) achieve an increase in income</li> <li>• 57 parents were offered Social Security Advice resulting in £70,000 financial gain</li> </ul> <p>Going forward, we hope to extend and enhance this support to include an additional focus on financial education and budgeting.</p>
<p>Improved knowledge of financial wellbeing among school aged residents, parents, carers and staff</p>	<p><b>We have worked directly with families to improve their knowledge of financial wellbeing.</b></p> <p>The Money Advice and Rights Team has embedded advice services within 3 primary schools; Cross Arthurlie and Thornliebank Primary Schools since October 2022, and Mearns Primary since February 2023. By March 2023, the project had:</p> <ul style="list-style-type: none"> <li>• reached 271 families</li> <li>• achieved £21,154.56 financial gains</li> <li>• achieved an uptake of 288 National Entitlement Cards</li> </ul> <p>In addition to the embedded service, the Money Advice and Rights Team has also worked with other schools:</p> <ul style="list-style-type: none"> <li>• St Mark's Primary School, Giffnock Primary and Woodfarm High all held events to promote the MART service to families and encourage up take of entitlement</li> <li>• Barrhead High has established a referral pathway with the Wellbeing Officer hosted a Money Saving Expert session</li> <li>• Mearns Castle High had sessions on money awareness and management with senior pupils</li> <li>• Isobel Mair had financial literacy/wellbeing training delivered in partnership with HSCP for young people transitioning into adulthood (school leavers).</li> </ul> <p>Events for young adults involved in the care systems from schools across the authority were also held in partnership with HSCP. Cost of living events were also delivered to residents with young families, in partnership with the Community Learning &amp; Development team.</p> <p><b>We have also worked to improve the financial wellbeing knowledge of staff.</b></p> <p>MART delivered training to the Hardship Payments team who administer Free School Meals and Clothing Grants, to ensure that the team were able to signpost applicants to other support services where appropriate.</p> <p>Poverty awareness sessions were delivered to all Head teachers, Pastoral Care teachers and school Equality Coordinators, with the purpose of raising awareness with frontline staff and encouraging them to signpost families who might be facing financial hardship.</p> <p>Staff in Early Years settings are also receiving targeted awareness raising sessions to ensure they are able to identify signs of child poverty and are well informed about referral pathways. This is being delivered in partnership with psychological services.</p>

**Money Advice**



**& Rights Team**

We said	We did
<p>Improved parental access to benefits and income maximisation information and advice, including new referral pathways</p>	<p>A new process has been agreed around provision of discretionary free school meals for parents slightly above the Scottish Government threshold. For identified families, the Money Advice and Rights Team now undertake an income and expenditure forecast and make a recommendation to Education. Between April 2022 and March 2023, 28 pupils have received discretionary free school meals. This means each family could save over £400 compared to buying school meals during term time, and they also receive direct payments during holiday periods. It should be noted there is no additional budget for this so funding comes from existing Education budget. Only those in the most severe financial hardship will be referred via this mechanism.</p> <p>MART has also delivered awareness raising sessions with Health Visitors with the aim of increasing referrals to advice service as part of the universal provision. To date, this has resulted in a 50% increase in referrals.</p> <p>We have delivered outreach work and awareness raising sessions with a range of services and partners to improve access to benefits and income maximisation. These include, but are not limited to Back 2 School Bank, Autistic Collective, Alzheimer's Scotland, Healthier Minds/CAMHS, Health Improvement team, Willow Clinic, Busby Memory Lane, Neilston Development Trust, local MSPs and East Renfrewshire Culture and Leisure Trusts. We have targeted outreach work to coincide with relevant groups such as parent and toddler groups and Book Bug.</p> <div data-bbox="577 678 2049 798" style="text-align: center;"> </div>
<p>Improved availability of affordable credit options in East Renfrewshire</p>	<p>We have had initial discussions with Renfrewshire Council and some affordable credit providers with a view to improve availability in the area. Existing providers offer an online service which is open to East Renfrewshire residents currently. Going forward we will look at working in partnership with providers and the third sector to establish local outreach services and promote availability of existing online services.</p>
<p>Enhanced use of data to provide insights and interactivity</p>	<p>We commissioned data work to understand how the post Covid cost of living crisis is impacting in East Renfrewshire. The work uses a unique set of banking data and identifies 'wellbeing indicators' such as overdraft use, income from benefits and living beyond means. This data is then analysed against 'contextual data' such as family size, receipt of free school meals and use of money advice services.</p> <p>This work is being used to help us understand where the cost of living is hitting the hardest, what household types and factors are potentially financially vulnerable, and this is being used to target resources to support households.</p>

## CHAPTER 3: COSTS OF LIVING



### What we know about costs of living

Housing costs in East Renfrewshire are higher than average

Average property price is £280,323 compared to £180,287 Scottish average<sup>42</sup>



Private rent in Greater Glasgow (data is not available at an East Renfrewshire level) is higher than the Scottish average for all property sizes.<sup>43</sup>

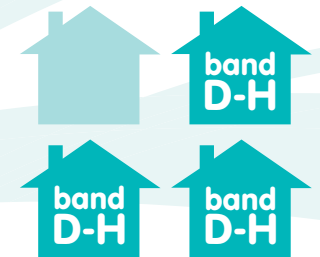
Property size	Greater Glasgow	Scotland
1 bed	£648	£580
2 bed	£858	£736
3 bed	£979	£906
4 bed	£1,773	£1,460

Fuel poverty in East Renfrewshire is the lowest in Scotland

In the period 2017-2019, the fuel poverty rate in East Renfrewshire was the lowest in Scotland at 13%, although it is expected that this figure is much higher in 2023 due to energy costs climbing significantly<sup>46</sup>

Property value and size mean council tax costs are high in East Renfrewshire

Council Tax levels are around average however around three out of four properties (73.3%) are in council tax band D-H, which is almost double the Scottish average (39.8%)<sup>44</sup>






The average amount of council tax that is paid in East Renfrewshire is £1,734<sup>45</sup>




We said	We did
<p>Reducing energy costs for vulnerable families</p>	<p>We are working in partnership to provide families with financial support towards energy costs, energy efficiency grants, energy saving advice and energy saving direct support.</p> <p>East Renfrewshire Citizens Advice Bureau supported 137 clients on energy between April 2022 and March 2023. This includes helping with energy bills, debt, fuel poverty and helping with the government scheme.</p> <ul style="list-style-type: none"> <li>• £18,891.53 received from the Home Heating Advice Scotland, this is split over 13 clients and has been used to write off client's energy debt to enable them to start a fresh. This is helped both clients on pre-payment and standard meters</li> <li>• £4361 has been provided from the Fuel Bank Foundation, who we are now a partner with. They provide £49 vouchers to clients on pre-payment meters to help them top up. This service has so far been provided to 89 Clients</li> <li>• £196 has been provided from the Megafund. They again have provided vouchers of £49 to clients on a pre-payment meter. These have been issued to 3 clients</li> <li>• £900 refunds to clients from their energy accounts.</li> </ul> <div data-bbox="584 663 2085 735" style="background-color: #00a69a; color: white; padding: 5px;"><b>CASE STUDY</b></div> <div data-bbox="584 735 2085 1193" style="background-color: #e0f2f1; padding: 10px;"> <p><i>Stephanie* is a single mum who contacted East Renfrewshire Citizens Advice Bureau (ERCAB) for a benefit check as she wasn't sure if she was receiving everything that she was entitled to. ERCAB advisors found that Stephanie had debt of £1,384 which had been passed to a debt collection agency, who was seeking a warrant to enter the property to change her meters from standard meters to pre-payment.</i></p> <p><i>Stephanie advised that when her mother passed away, she let the bills run away from her and she wanted to try get this sorted and was hoping to sort a payment plan with her energy provider.</i></p> <p><i>The advisor applied to the Home Heating Advice Scotland who accepted the application and awarded Stephanie £1,700. Her outstanding energy debt was paid directly to the debt collection agency and the remained was credited to Stephanie's utility account, to help her get back on her feet and set up her new monthly direct debit.</i></p> <p><i>Stephanie was relieved to have the debt paid and have some breathing space to set up her new payments. She said that without the help of ERCAB she and her son would be experiencing extreme financial hardship.</i></p> </div> <p>East Renfrewshire Council's Housing Service introduced the Home Energy Saver Scheme in Winter 2022. This initiative provides free and practical advice &amp; assistance to local residents struggling with the cost of living and looking for ways to reduce energy bills. They carry out home energy checks and can undertake works such as radiator bleeding, replacing old bulbs with energy efficient LED lights, silicone sealing around doors and window frames, loft hatch insulation, and repairing or replacing window vents. Since this scheme began, 173 households have received a home energy check. On behalf of East Renfrewshire Council's Housing Service, Care &amp; Repair's Winter Initiative has carried out a similar service and undertaken energy efficiency related works for a further 69 vulnerable households.</p>



We said	We did
	<p>East Renfrewshire Council's Housing Service targeted Local Authority Covid Economic Recovery (LACER) funding towards families experiencing hardship who found themselves having to choose between paying rent or heating and eating. This funding provided rent relief on a temporary basis through the cold winter to vulnerable families to allow them to ensure their home could be kept warm whilst providing time to work with advice services. It was able to help students with young children and also working families who were just over the income threshold for benefits but experiencing real poverty due to the cost-of-living crisis. 103 families were helped in this way, with a total spend of £127,200.</p> <p>East Renfrewshire Council has worked in partnership with Voluntary Action East Renfrewshire and East Renfrewshire Culture and Leisure Trust to deliver Warm and Welcome Spaces during Winter 2022/23. Warm and Welcome Spaces provide a dignified space for those struggling to heat their homes to go, keep warm, have a hot refreshment and access holistic support.</p> <ul style="list-style-type: none"> <li>• 46 Warm and Welcome Spaces opened across East Renfrewshire</li> <li>• 33 organisations received small grant funding from East Renfrewshire Council</li> <li>• There were over 3,500 attendees to spaces</li> <li>• 25% of people who attended spaces did so for the first time.</li> </ul> <p>Many of our Warm and Welcome Spaces opted to include some element of food or drink provision in their offer including teas, coffees, biscuits, homemade soup and sandwiches.</p> 
<p>Increasing provision of affordable housing options to vulnerable groups</p>	<p>In 2022-2023, East Renfrewshire Council's Housing Service:</p> <ul style="list-style-type: none"> <li>- Let 281 empty homes</li> <li>- Delivered 132 new units of affordable housing</li> <li>- 94 of these new units are a mix of 1-4 bedroom homes, including wheelchair adapted and ground level accessible homes</li> </ul> <p>The Strategic Housing Investment Plan (SHIP) supports the delivery of additional affordable housing:</p> <ul style="list-style-type: none"> <li>- 23 new social rented homes in Barrhead were delivered by Barrhead Housing Association</li> <li>- 3 rent off the shelf purchases of 2/3 bed homes</li> <li>- 15 homes have been provided as entry level priced homes for sale in Barrhead.</li> </ul> <p>The SHIP aims to ensure that all existing and new social housing in East Renfrewshire is targeted to meet a range of local need.</p> <p>In addition to increasing affordable housing provision, we have worked to reduce housing related costs. Barrhead Housing Association (BHA) worked in partnership with a local flooring supplier to provide new carpets in 36 homes at a cost of £30,000. 14 of these households had one or more children living in them. BHA also purchased and distributed £10,450 of food vouchers and kitchen equipment to household in need. 77 households were supported; 35 of which had one or more children living in them.</p> 

We said	We did
	<p>250 young people took part in Barrhead Housing Association's Tenancy Sustainment course; an initiative to address homelessness and reduce the potential of homelessness occurring. The 'Resettlement Passport' is a tenancy skills course designed to improve the skills and confidence of vulnerable people taking on a tenancy and was targeted at the most vulnerable housing applicants and new tenants. The course is made up of 10 units, covering areas key to sustaining a tenancy such as:</p> <ul style="list-style-type: none"> <li>- Benefits and budgeting</li> <li>- Utilities</li> <li>- Shopping and cooking on a budget</li> <li>- Housekeeping and DIY</li> <li>- Security, emergencies and fire</li> <li>- Setting up your own place</li> <li>- Community awareness and isolation.</li> </ul> <p>BHA has engaged over 250 young people from both Barrhead high schools and the schools have incorporated the Resettlement Passport into their curriculum with a focus on task management skills while carrying out a vocational project.</p>
<p>Reducing costs to families of school attendance and participation</p>	<p>A new Education <a href="#">Social Justice Framework and Strategy</a> were developed between May and October 2022 and launched in February 2023. These documents provide practical guidance to support schools to adapt poverty-aware practice and signpost a range of supports for children and families living with poverty. The Strategy outlines actions to be taken in partnership with schools to reduce inequality from 2023-26.</p> <p>Refreshed guidance on the use of Pupil Equity Funding (PEF) was shared with schools in May 2022. In September 2022, all head teachers took part in meetings with their link Quality Improvement Officer and the Education Scotland Attainment Advisor for East Renfrewshire with a focus on effective planning for PEF. This was followed by peer moderation of PEF plans in January 2023. Evidence gathered suggests almost all schools have a strong rationale for their use of PEF and appropriate plans in place outlining well-considered interventions to reduce the impact of poverty on learning and attainment. 54% of plans detail work to reduce the cost of the school day. Evaluation of PEF plans and reports in April 2023 will inform next steps in using PEF to reduce the poverty-related attainment gap.</p> <p>A professional learning session for school equalities leads was held in September 2022 with a focus on the Cost of Living Crisis, with support from Business Operations and Partnerships and Money Advice and Rights Team colleagues.</p> <p>A revised Dressing for Excellence policy was shared with schools in March 2022 with impact on school uniform policies from April 2022. This includes a strong focus on reducing the cost of uniform and working in partnership with parents to develop sustainable and cost-effective approaches to uniform. Through the school equalities coordinators network and cost of the school day practice sharing group, lead staff were supported to further develop in-school approaches such as uniform banks and recycling schemes to reduce costs to families while preserving dignity.</p> 

We said	We did
<p>Continuing to reduce costs to families of Early Learning and Childcare</p>	<p>We continued to provide 1140 hours to all that are eligible for it and apply for it. A daily hot meal and a snack is provided for children attending an Early Learning &amp; Childcare setting including for those on a Blended model. Almost all children access this free food entitlement, although there are some parents who still choose to send in packed lunches. All parents who access this free provision are having a reduction in food bill costs for a free hot meal and snack 5 days a week.</p> <p>Following Scottish Government's review of eligibility criteria for 2 year old funded places in 2023, East Renfrewshire Council is working with the Department for Work and Pensions to identify children in East Renfrewshire who were newly eligible. We will proactively contact these families and work with them to take up their places.</p>
<p>Reducing costs to families of the pregnancy pathway</p>	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="width: 75%;"> <p>NHS Greater Glasgow and Clyde (NHSGGC) is reviewing its maternity strategy and there is a process to integrate a response to child poverty and equalities in this including a specific Equality Outcome in place. Actions to address structural barriers in the maternity pathway for minority ethnic community and those living in poverty include:</p> <ul style="list-style-type: none"> <li>• issuing and marketing a patient interpreting code to ensure access to the telephone triage system</li> <li>• development of a simple step by step guide to NHSGGC maternity services</li> <li>• review of patient facing materials (including the Badgernet app for maternity, child and neonatal records) in community languages</li> <li>• improvement plan for areas of care not meeting the needs of minority ethnic women (e.g. birthplans; poverty)</li> <li>• improvement plan for patient engagement</li> <li>• developing a staff training plan.</li> </ul> <p>The review of NHSGGC's Maternity Strategy offered an opportunity to review the maternity pathway for minority ethnic women and planning is underway to carry out a suite of Equality Impact Assessments to ensure the pathway is accessible to all.</p> <p>In NHSGGC, there were 1,068 early years ('Healthier Wealthier Children') referrals to money advice services (913 health visiting, 204 midwifery), with a financial gain of £1.6million. In East Renfrewshire there were 97 East Renfrewshire referrals; 92 of which were from health visiting teams and 5 from midwives. This is an improvement from 2021/22 for health visiting referrals. This could still be improved, as could referrals from midwifery. A short life working group is working to improve health visiting referrals to money advice and East Renfrewshire is participating in that process.</p> <p>NHSGGC had 238 referrals to the Children's Hospital Money Advice service, and 273 repeat clients. This resulted in a total of £2,537,426.52 in financial gains and a total of £193,287.94 in debt managed. Of those who used the service:</p> <ul style="list-style-type: none"> <li>• 56% had an annual income of &lt;£15k before seeing the service and were living in poverty</li> <li>• 46% of those who used the service identified as having a disability with the service reaching families with a total of 120 children (&lt;16 years) who also had a disability</li> <li>• 16% of those who used the service were from an ethnic minority background and 14% required a translator for their appointments.</li> </ul> </div> <div style="width: 20%; text-align: center;">  </div> </div>

We said	We did
	<p>(N.B. data below is at NHSGGC level and is not available at East Renfrewshire level).</p> <p>NHSGGS also had 190 referrals to the Special Needs in Pregnancy (SNIP) money advice service and 292 repeat clients. Financial gains were a total of £552,896.02 and total debt managed was £89,626.05. Of the new clients, 90% were living in poverty before seeing the service:</p> <ul style="list-style-type: none"> <li>• 36% had an annual income of &lt;£6k</li> <li>• 45% had an annual income of &lt;£10k</li> <li>• 9% had an annual income of &lt;£15k</li> <li>• 10% had an annual income between £15k and £25k</li> </ul> <p>Of those who used the SNIP money advice service:</p> <ul style="list-style-type: none"> <li>• 50% identified that they had a disability 50% of were &lt;25 years old</li> <li>• 35% were lone parents with dependants</li> <li>• 45% were single parents expecting their first child</li> <li>• 45% of new SNIP service users were minority ethnic</li> <li>• 22% of new users needed an interpreter to engage with the service.</li> </ul> <p>A total of 98 travel cards were provided to women who had no money to pay for travel to their Maternity Appointments.</p> <p>NHSGGC also had 107 referrals for Emergency maternity grants; totalling £4,985. This did not go live until until September 2022.</p>
<p>NHSGGC will widen access to employment; which includes a focus of Child Poverty Act priority groups</p>	<p>NHSGGC's Widening Access To Employment plan continues delivery in the areas aligned to our Workforce Strategy:</p> <ul style="list-style-type: none"> <li>• Apprenticeships: Engagement with ongoing recruitment of modern apprentices aligned, expansion of Foundation Apprenticeship opportunities in partnership with Further Education and Education partners</li> <li>• Formal Graduate programmes: Post pandemic reintroduction of careers activity in line with Education partners linked to apprenticeships and other routes to employment</li> <li>• Employability Programmes: Completion and evaluation of Kickstart, Schedule of employability programmes supporting guaranteed interviews for particular posts</li> <li>• Career Pathways: Aligned to our workforce plan and Fair Work commitments visible career access, development and progression opportunities for our staff and community</li> <li>• Community Wealth Building: Align our workforce activity to the pillars within CWB as an Anchor institution, create connections between HSCP led employability programmes in the community to workforce opportunities.</li> </ul>
<p>NHSGGC will increase supporting community benefits and role as procurer</p>	<p>NHSGGC is continuing to work with the Supplier Development Programme and our Public Health Colleagues to encourage more local small and medium-sized enterprises (SMEs) to become suppliers to the Board and focusing on increasing diversity. We are also increasing our spend in all local authority areas to above the 12%.</p>



## MITIGATING THE IMPACTS OF POVERTY

In addition to taking action against the drivers of poverty, we have worked in partnership to reduce the impact of poverty in a number of ways.

### Summer holiday provision

The local authority received £118,349 for the targeted provision of accessible activities, childcare and food for children from low-income families during the 2022 school summer holidays. We worked with our partners at the East Renfrewshire Culture and Leisure Trust and Include Me 2 Club to provide places at summer camps throughout the summer. The camps offered a range of sports, expressive arts and play based activity, with lunch and snacks provided every day. Camps also offered childcare opportunities for parents and carers and we worked with local after-school provider MACS to deliver wraparound care from 8am through to 6pm.

In total, around 330 children participated in these opportunities, ranging from 5 days to 30 days. In focus groups held to evaluate the offer, children spoke enthusiastically of healthy, stimulating fun facilitated by supportive, trained adults.

One parent commented

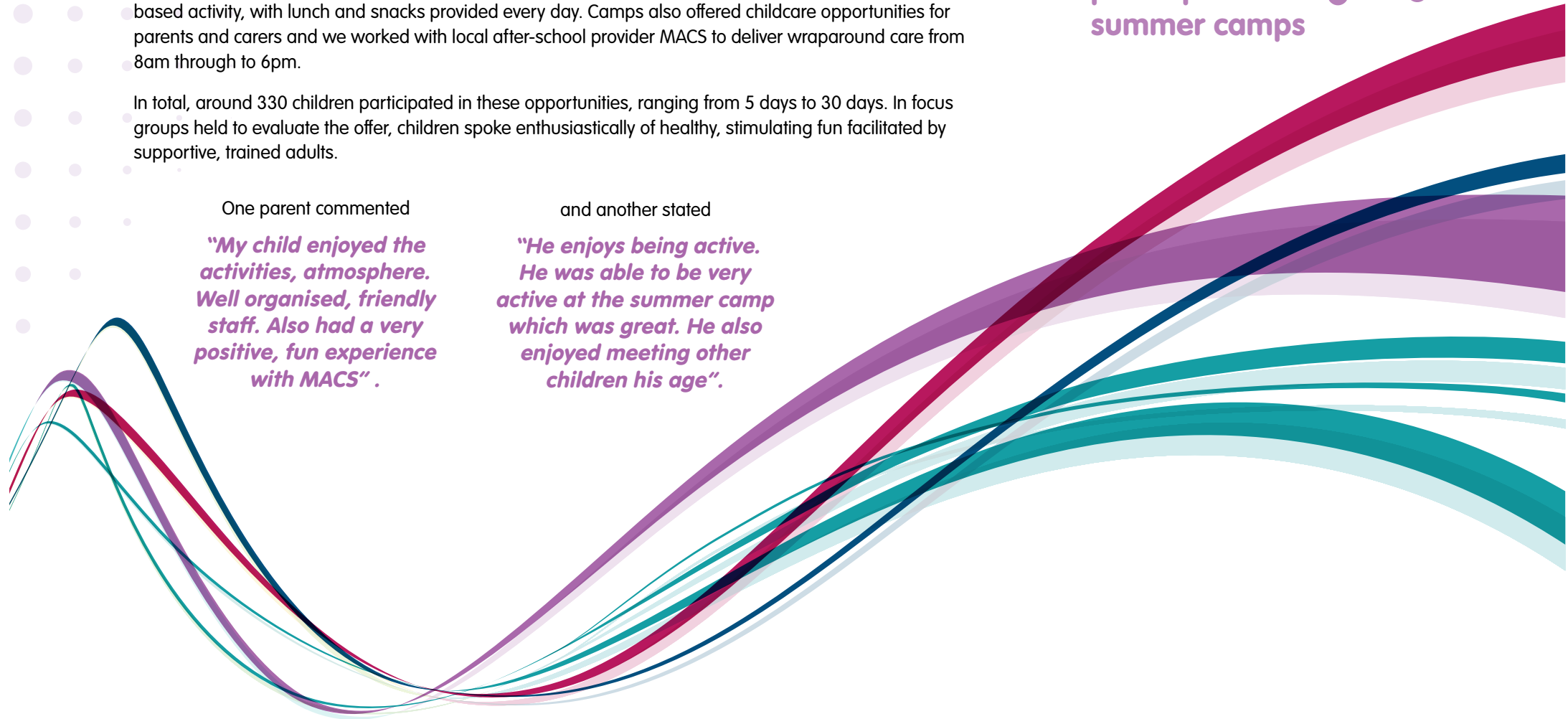
*“My child enjoyed the activities, atmosphere. Well organised, friendly staff. Also had a very positive, fun experience with MACS” .*

and another stated

*“He enjoys being active. He was able to be very active at the summer camp which was great. He also enjoyed meeting other children his age”.*



**330 children  
participated in  
summer camps**



## Joint Adult Learning and Family First Project

Adult Learning services and Family First worked jointly with parents to support their child's learning at home and in nursery. Early Years establishments engaged with families who could benefit from the project and a referral process was also developed to allow staff to refer directly into the project with the permission of the families.

23 families have received family learning support from this project, which has led to increased confidence, and for some parents to move from volunteering into employment. 7 wellbeing sessions have been delivered in early years centres in response to what families wanted. Families reported this has improved their communication with others and most said that if they take time for own wellbeing as this helps their whole family feel better.

### CASE STUDY

Martin\* is a single dad to 3-year old Jaxon\* and they recently moved into a new flat. Martin had little support around him, so when staff at Jaxon's nursery suggested this project he was happy to give it a try. During the initial 1-2-1 learning plan, Martin shared that he struggles with his own confidence, being in group settings and worries about his lack of experience dealing with his child's development and behaviour. He was unsure what he could do as a job. He also has dyslexia but didn't want any direct support for literacy.

Martin attended all the sessions including a visit to Glasgow Science Centre, taken part in group activities and discussions and has recently sought extra support with us for career planning. He is keen to attend the follow up personal development course.

Martin has shown improvement in all areas including personal confidence, employability, literacy and interactions with his child.

Martin told us:

*"I was a new dad thrown into the deep end – not got experience, confidence – now I can swim better! I can see Jaxon has come on last few months. Jaxon has been insisting that I read books to him – I'm a bit more confident. I've come a long way from the start of this course – it's helped build my confidence socially with people, being in the group – I used to just sit in the house and now I'm more confident speaking to people outside even just at the park. I'm hoping that Jaxon gets in full time next year so that I can start looking for a job – I'd love to get into work again as we need the money."*



## Family First



## Breakfast Carts

Building on the success of previous years, we have continued and expanded the provision of free breakfasts for pupils in a range of schools across Barrhead, Neilston and Thornliebank areas using short-term, Covid funding.

The initial project was piloted in two primary schools and one secondary school. It was utilised and evaluated positively by pupils, parents and school staff. The project was also recognised through a motion in parliament by Kirsten Oswald MP about the positive impacts of the project. Covid recovery funding enabled the roll out of the breakfast cart project to a total of 10 schools.

The carts are set up at 8.30am at the school door for young people to access as they enter the school building. The carts offer a variety of fruit, toast and selection of cereals. This enables children and young people to grab a breakfast and go with the exception of cereal when pupils have to attend the dining hall to access milk for the cereal.

In March 2022, 446 pupils were accessing the breakfast carts, this has increased by 12% to around 500 children and young people accessing breakfast on a daily basis.



**Around 500  
children and young  
people access  
breakfast carts on  
a daily basis**



**1,200 local people  
took part in events  
and activities  
between April 2022  
and March 2023**

## Brighter Futures Barrhead

The Brighter Futures Barrhead Project was a co-ordinated partner and community volunteer approach to talking poverty and inequality for local families. Coordinated by Barrhead Housing Association, the project engaged 1,200 people between April 2022 and March 2023. The project has some key successes including:

- 25 parents took part in wellbeing sessions and 15 gained a Personal Development Award
- 13 parents completed a 'Parenting Matters' course and 2 parents completed facilitator training
- 60 children and their families engaged in 31 Bookbug sessions
- 100 people took part in the summer programme of 48 family activities, where 250 snack packs were distributed
- 350 people attended the free Summer Fun Day
- 50 young people took part in a drama course exploring how Covid-19 has affected their mental health.

## CONCLUSION & FUTURE ACTIONS

Through the Child Poverty Oversight Group and Local Child Poverty Action Plan, East Renfrewshire Council, HSCP and partners are committed to tackling the increasing challenge of child poverty in our local communities.

While East Renfrewshire has the lowest rate of child poverty in Scotland, we are not complacent and are keenly aware of the gap that exists between our most affluent families and our most vulnerable.

We also recognise the potential for our poverty profile to change over time as we witness the impacts on the financially vulnerable, or families who are 'just about managing'. We remain concerned at the impact of the cost of living on local people and the outlook for future public sector finances will make it increasingly hard to fulfil our commitments to prevention and early intervention.

The Council, Health & Social Care Partnership and local partners are working closely together, making best use of the resources available and doing some innovative work on data which will inform and drive future strategic planning.

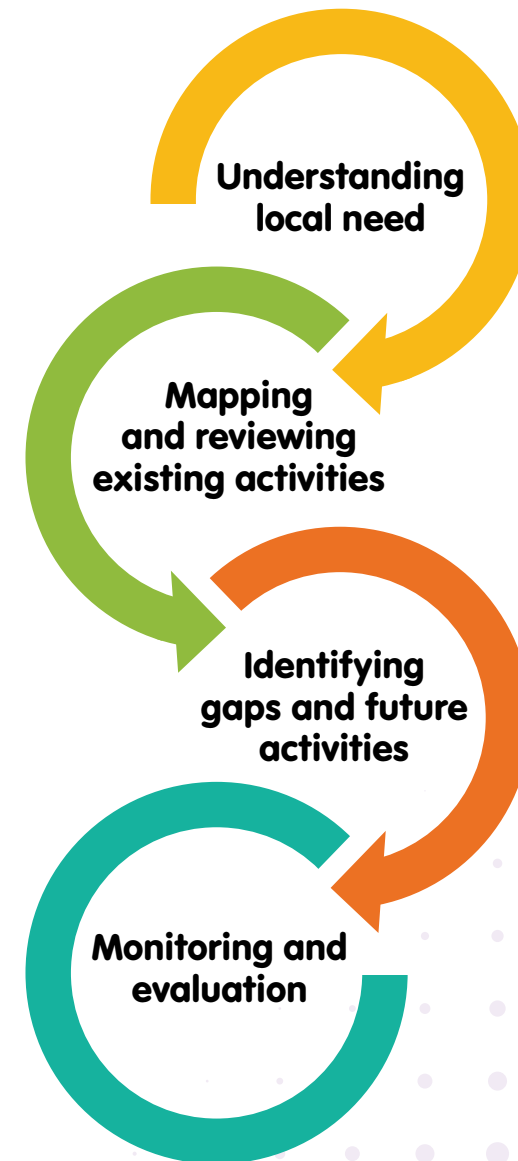
We will continue to take action against the critical activities we have identified for each of the three drivers of poverty (as outlined in the following driver diagram).

We will explore new and existing data to gain a better understanding of poverty in East Renfrewshire; including those who are experiencing generational poverty and those who are facing poverty due to the ongoing impacts of Covid and the cost-of-living crisis. We will use mapping information to understand the differing needs and vulnerabilities across different parts of the authority and respond accordingly.

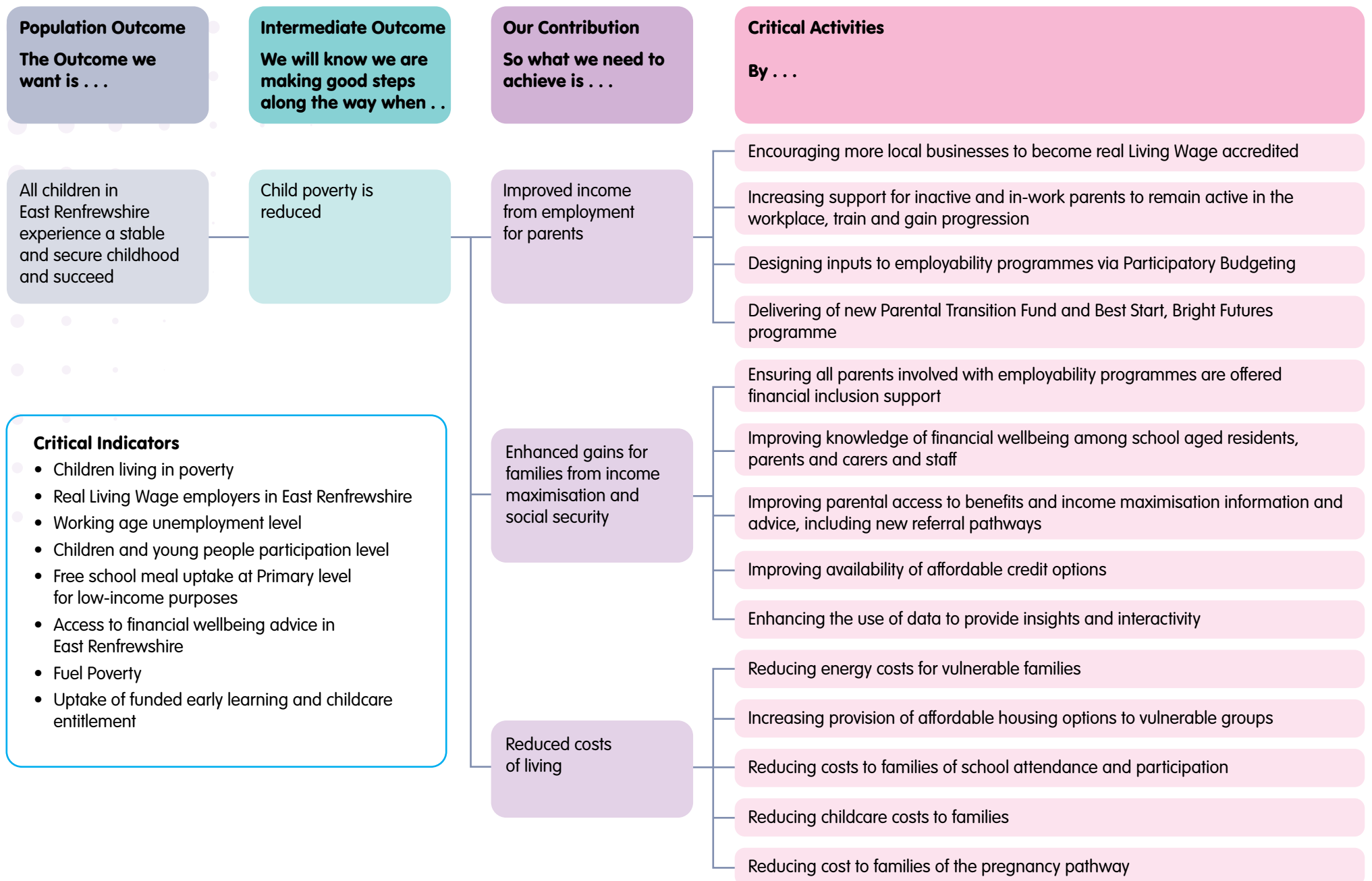
We will build upon the existing demographic information and any newly published data, including Census, to consider our local demographics in line with the 6 priority groups to allow us to target resources most effectively. Based on existing data, this will include a focus on lone parent households and larger families.

Over the year ahead, as a partnership, we will undertake an outcome planning exercise to understand local need; map and review existing activities; identify gaps and future activities; and agree how best to monitor and evaluate progress.

In doing so, we hope to identify some key, evidence-based actions to allow us to focus our limited resources in the most effective way.



## 2023-2024 ACTIONS



## FOOTNOTES

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