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Tackling Child Poverty in Scotland: Examples of Policy and Practice

Driver: Income from Employment

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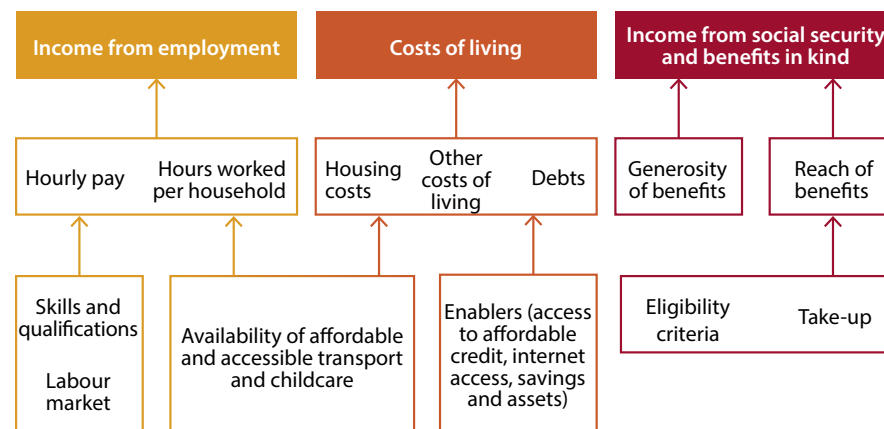
Introduction



The direct drivers of poverty fall into 3 main categories – income from employment, costs of living, and income from social security. Being in employment remains the most sustainable route out of poverty, but it is not a guarantee against poverty. The vast majority of children in poverty live in a household where at least one adult is in paid employment. The number of children in relative poverty

where at least one adult is in full time paid employment exceeds the number of children in relative poverty in families where no one is in paid employment. For more information, visit www.gov.scot/publications/tackling-child-poverty-delivery-plan-annex-2-further-technical-information/pages/2/

Figure 1: Summary of the Drivers of Child Poverty



Policy and Practice Examples



These examples of policy and practice in addressing different aspects of child poverty have been drawn from the 2019/2020 Local Child Poverty Action Reports. These have been collected to share practice which will be of potential interest to other local authorities and those involved in work to reduce child poverty. At this stage these are not formally evaluated and should not be considered as 'best practice'. The intention of this document is not to 'map' the range of activity underway in local authority areas and it is not an exhaustive overview of examples from reports. It exists simply to provide examples of activity that might inform upcoming approaches to the development of content for reports, or might encourage report authors to find out more about some of the examples included.

The examples have been presented according to the key driver of poverty they might seek to address, although clearly there will be overlap in terms of the number of drivers that some of the following examples could fall within.

Wording has been changed in some of the examples to reduce the amount of text and if any mistakes have been introduced into the text as a consequence of that please let us know.

If you would like to find out more about any of the examples quoted below, please contact the National Co-ordinator for the Local Child Poverty Action Reports who can provide contact details.

In all cases you can ask yourself:

- How would this approach work in my local context? Do I know what is already happening in my area and would this approach add to this?
- What more can I do to ensure that this approach benefits those who are most likely to experience child poverty i.e. the priority groups?
- Will the benefit reach those with protected characteristics?
- If I make a change, how will I know that I am making a positive difference?

Renfrewshire

Living Wage Accreditation Plan

Renfrewshire's Living Wage Accreditation Action Plan contains a number of different actions which promote the payment of the living wage in Renfrewshire, particularly across the Council's supply base. Renfrewshire Council is committed to the Living Wage and recognises the differences payment of the Living Wage can make to the lives of its employees and in tackling low pay by contractors who provide services funded by the council. The action plan is monitored and reported on by the Living Wage Working Group which makes sure the Council takes part in regular reviews with the Scottish Living Wage Foundation.



Within the Council's Procurement process, Living Wage is considered to be a key indicator of fair practice. Contractors which supply employees must pay them the Living Wage. Following negotiation, all of our contracted Care at Home providers and Supported Living providers have confirmed that care staff are paid the Living Wage, including Out of Area providers.

Businesses which are signing up to Invest in Renfrewshire are given advice regarding the accreditation process. At the moment we have 71 accredited living wage employer, an increase of 14 on last year. We are continuing to work with local businesses, the Living Wage Foundation and Community Planning Partners to increase this number.

Fife

Promote Fife as a Living Wage region

The interim target to double the number of accredited Living Wage employers in Glenrothes from 9 to 18 was achieved within the first six months of this action. It is estimated that Living Wage accreditations have benefited 200 employees in Glenrothes with a total increase in income of £75,000. (They state that Covid 19 has made Living Wage accreditation an unrealistic proposition for businesses etc.



East Ayrshire

Achieving Living Wage Status

In April 2020, East Ayrshire Council secured accredited living wage status. As a direct result of this, 350 of the Council's third-party contracted employees received a real Living Wage of £9.30. As part of the accreditation journey the Council engaged with individual contractors and found that 88% were already committed to paying the real Living Wage. The Council has committed to continuing to work with contractors to get this figure as close to 100% as possible.

South Lanarkshire

Promoting Fair Work and the Real Living Wage

We have developed a booklet to promote fair work and the real living wage to employers. The council also co-hosted a Living Wage

Big Breakfast during living wage week, aimed at local employers. The living wage accreditation discount scheme was launched in March 2019 and has continued with 13 employers taking up the offer of the discount by April 2020 leading to 179 staff receiving a pay uplift due to the scheme. The councils Business Development Support Enquiries now require applicants to confirm if they pay a living wage. The council has also added a requirement within the commissioning process for the Business Gateway to discuss and monitor the living wage with all businesses supported. As a result of this activity the number of accredited living wage employers across South Lanarkshire has grown by over a third compared to last year from 67 in April 2019 to 90 in April 2020. South Lanarkshire



continues to rank as the 4th best authority in Scotland for the number of accredited living wage employers. The Council, NHS Lanarkshire and other partners have prioritised working with supported businesses who are living wage employers and provide employment for people with disabilities or from disadvantaged circumstances e.g. 106 contracts awarded by the

council in 2018-2019, 83 suppliers were committed to paying the real living wage and 24 were accredited living wage employers.

Glasgow

Glasgow Living Wage

Glasgow will continue work to influence partners to pay the Glasgow Living Wage, which is based on the National Living Wage at £9.30 per hour. There are currently around 400 employers with more

than 89,000 staff who pay the Glasgow Living Wage. NHS GGC will become a Living Wage Accredited employer before the end 2020.

Dumfries and Galloway

Regional Economic Strategy

The current RES promoted the Living Wage and directed investment from the Council and Scottish Government Town Centre Funds. The creation of the South of Scotland Regional Economic Partnership with investment in a range of projects across Dumfries and Galloway and Scottish Borders of £10M; continuing work of the South of Scotland Alliance and Forum; and creation of the Borderlands Inclusive Growth Partnership meant there was continued investment in projects that will support employment across the region and also set a new context for our economic agenda that will further develop in the next LCPAR.

Glasgow

The Young Parent's Support Base

Young Persons Support Base has been operating since 2010 and is a city-wide resource, based at Smithycroft Secondary school with outreach support for young parents across Glasgow. This service meets 2 of the 6 priority groups, i.e. mothers under the age of 25 and parents with a child under 1, and aims to support young parents (men and women up to the age of 19 years) to attain the best possible start in life for themselves and their children. The service works with young parents



who attend mainstream secondary schools, young women who are disengaged from learning but who are of school age and older teenage parents, who have left school. To date 28 of the students have taken up employment with GCC as a Support for Learning Worker, one is awaiting a start date, one took up employment as a Child Development Officer while 6 are awaiting start date and 5 awaiting interview.

Glasgow

City Employability Pipeline

Employability Pipeline Phase 2 mentioning child poverty as a cross cutting theme and all bidders asked how their bids will contribute to addressing child poverty and how they will support parents.

East Ayrshire

Promoting Fair Work Practices

Role model good employer practices across the CPP and work with colleagues in the third and private sectors to promote fair working practices. Engagement with the Scottish Government Fair Work team, including a presentation to the CPP Board, led, in December 2019, to the adoption of a joint pledge by East Ayrshire Council and CPP Board to 'Promote the dimensions of Fair Work within local workplaces with the aim of achieving our ambition for Kilmarnock to become a Fair Work Town by 2025'. The principles of Fair Work (including No Zero Hours Contracts, Tackling the Gender Pay Gap, Workforce Development and Trade Union



recognition) are important to the Community Wealth building initiatives which are being taken forward locally on a pan-Ayrshire basis. Work had commenced prior to the current crisis to enshrine the principles of Fair Work, and it will be more important than ever that this continues. In April 2020, the Council secured accredited living wage status after undergoing a rigorous application process.

Aberdeenshire

Targeting In Work Poverty

The report 'Towards a Fairer Aberdeenshire' has been developed to outline the impact of the Tackling Poverty & Inequalities Strategic group, which covers the whole of Aberdeenshire. There has been funding to target those experiencing in-work poverty through the community hubs in Peterhead and Fraserburgh. Measures such as extending opening hours and provision of free online training as well as working towards The ideal timeframe for Aberdeenshire Council to progress an application for employer accreditation is early November 2020 with a target completion date of April 2021. The new hourly rate of "Real Living Wage" (RLW) will be announced on 6th November 2020 which precedes National Living 13 enhancing workforce planning and pathways. Aberdeenshire Council is taking steps towards gaining accreditation as a Living Wage Employer following its Business Services Committee decision on 23rd April to add the matter to the Outstanding Business List and to seek to progress this within a realistic timescale, bearing in mind the current pandemic situation.



Renfrewshire

Parental Employment Support Fund

A keyworker for unemployed people and 2 keyworkers for employed

people will be funded through this programme to ensure that specific resources are available for both groups. The role of the keyworker will be to guide and support the clients through an employability programme of support which includes assessment of skills, identifying potential career opportunities, employability workshops and support, groupwork for confidence building, CV support and how to

prepare for interviews. Invest will also support the following:

- identify, and work towards, an employment goal
- Fund training or new skills to enhance employment prospects
- Provide financial advice on how to maximise income and benefits
- Help to job search and prepare for interviews
- Link to employers looking for staff with the client's skills and experiences
- Increase income from employment

PESF Funding will be used for activities such as driving lessons to support people working on low incomes in Care and other areas where these could lead to an increased hourly rate and/or more responsibility. Where there is a clear correlation between upskilling



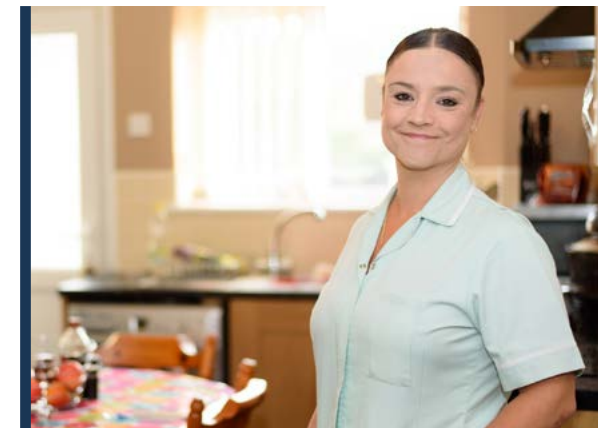
and promoted posts, training provision will also be purchased. Developing new skills and abilities through funded training and traineeship hours will help build skills, CVs and confidence. There has also been liaison between NHSGGC human resources department on their employability initiatives to attract parents on low income and local authority parental employment support fund developments across NHSGGC.

The PESF Project will reduce gender inequality and improve the prospects for women within their workplace by offering access to accredited vocational qualifications which will improve employment and increase earning capacity. The project will mainly target women with the focus on improving pay. This will directly be contributing to reducing gender inequality and will have a positive impact on the gender pay gap. We will continue to promote the Living Wage to local employers and traineeship opportunities created by PESF will all be paid at the Living Wage rate.

Inverclyde & NHSGGC

Various initiatives

NHSGGC provides a range of employability outreach activity, Inverclyde is included in this. In 2020/21, in line with guidance from national Healthy Working Lives partners, NHSGGC aims to undertake a family friendly audit of its policies. In terms of Living Wage Accreditation, Inverclyde will work to influence partners, including the NHS to achieve accreditation.



NHSGGC

Work with lower paid staff

NHSGGC has consulted with lower paid staff. Many had money worries, from the research changes to attendance management procedure, wage slip messages and nurse registration processes all include money worries messages. In addition, staff money worries clinics are being piloted.

North Ayrshire

Skills for Life – lone parents

The Skills for Life initiative is an intensive skills and training programme that helps support the long-term unemployed get back into employment. It's a partnership of the Council, Ayrshire College, DWP, CEIS Ayrshire and Childcare and Recreational Information Service (CARIS). The focus is on single parents – to help provide them with a chance to gain real experience in the workplace. 15 people completed the programme in 2019/20. 11 have secured permanent employment with the council and a further 2 have secured employment in the private sector. Participants are on

average £90 per week better off. The programme has been successfully delivered in North Ayrshire for the past three years with many of its participants going on to secure jobs. The participants will take part in a skills and training academy at the Ayrshire College, receive childcare and money advice and begin a 26-week work placement with the Council in roles such as catering, cleaning,



janitorial staff, admin assistant, care at home assistant and assistant customer service advisor. On completion of the programme, they will continue to be supported by all partners in their quest for employment.

Renfrewshire

HSCP Planning and Public Health

The team have contributed to increasing awareness of employability and the associated health impacts for patients with staff and partners. As reported in Year 1, The Employability Pipeline model has been developed as a framework to support the effective delivery of employability services. Organisations work collaboratively to support and progress each individual through their personal pathway towards, and into, a positive destination.

Renfrewshire HSCP Planning and Public Health team, have developed an employability resource to support professionals across Renfrewshire to raise the issue of employability with participants. The resource is broken down to cover all stages of the Employability pipeline. The resource details services in Renfrewshire which are available to support participants at each stage. In 2019/20 the resource was distributed to Mental Health, Addictions, Allied Health Professionals, Family Nurse Partnership and Community Connectors staff. The resource was also distributed with employability specialist's partners including Invest in Renfrewshire, DWP and third sector partners Recovery Across Mental Health staff.



Recognising the importance of employability and the impact it can have on health outcomes. As a result the Renfrewshire HSCP Planning and Public Health team supported a partnership between NHSGGC Physiotherapy Service and Invest in Renfrewshire to support individuals with Musculoskeletal (MSK) problems access employability support. As a result of this partnership 12 people with MSK problems have received specialist employability support on offer by Invest in Renfrewshire to move along the employability pipeline.

10.26 The HSCP Planning and Public Health team has also worked in partnership with Invest in Renfrewshire to set up a single point of contact for all referrals from HSCP Mental Health and Addictions services into Invest in Renfrewshire's employment support services. Since setup in January 2020 5 individuals have been referred by HSCP Mental Health and Addictions teams for support to progress along the Employability Pipeline.

North Lanarkshire

Supported Enterprise

21 care leavers are being supported through the Family Firm Project (ROOTS) 13 of whom are currently in employment and the remaining 8 are being supported in training, development and finding employment. 215 people with a learning disability have been referred to the service. 175 of whom have been supported into employment and the remaining 40 at different stages of the supported employment five stage model. 79 people with mental health issues have been referred to the service, 59 are currently being supported in work, with the remaining 20 at different stages within the model. 1043 unemployed residents with at least two barriers to entering the labour market were supported into employment. 74% have sustained employment for at least 6 months.

East Ayrshire

Building Thriving Local Economies

Work with Barclays to deliver a three-year economic growth initiative in Kilmarnock, as part of the 'Thriving Local Economies' scheme. Barclays 'Building Thriving Local Economies' Kilmarnock initiative was launched on 11 June 2019 at Ayrshire College, Kilmarnock. A series of further engagement sessions followed, with community planning partners and local business leaders, to inform development of a programme of bespoke support for Kilmarnock and surrounding areas. Three key focus areas were subsequently identified, namely co-ordination of Digital skills, SME support and increased mentoring support. A series of business development sessions were delivered in partnership with the local CVO and, since August 2019, all secondary schools in Kilmarnock gained access to the bank's Life Skills programme, which aims to equip young people with skills they need for the world of work. Further consideration is now being given to tailoring Barclays support to reflect the local covid-19 recovery and renewal agenda.

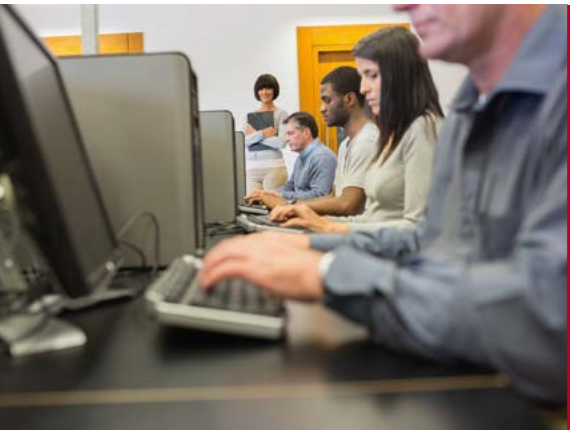


West Dunbartonshire

Access to Further Education

The collaboration between West College Scotland and West Dunbartonshire Council facilitates adults' participation in a range of learning opportunities at a variety of levels. We deliver a range

of subjects many of which are geared towards opportunities in the local labour market. The venues used are located throughout West Dunbartonshire and childcare is provided to facilitate participation



and we use local centres to minimise travel costs and enable learners to engage in the opportunities from within their local communities. We deliver up to 2,000 hours of learning for residents. Services delivered in schools, specifically geared towards attracting parents. This encourages access but also reduces the cost of participation.

Fife

Making it Work for Lone Parents Project

Making it Work for Lone Parents is a partnership project delivered by Fife Gingerbread and Citizens Advice & Rights Fife to support lone parents overcome barriers to employment. Fife Gingerbread supports lone parents to overcome barriers to progression and build resilience through a person-centred approach. CARF are integrated throughout the project providing specialist money advice at all support stages of their employability journey. 2019-20:

- 134 lone parents engaged with project
- £77,945 financial gain through income max. activity
- £38,583 debt identified and support provided
- 16 money advice group sessions facilitated, 354 participants
- 43 work, education and training outcomes were achieved.

Edinburgh

Employability Approach

Edinburgh's employability support is targeted on people who have significant barriers to work such as having a disability or mental health problem or being in recovery from alcohol or drug use. Our services are open to and welcoming of parents but not necessarily targeted at them. Many of the employability services provide people with a 'one stop shop', with support and advice for benefits built in.

Examples of services include All in Edinburgh which supports people with disabilities and long-term health conditions with employment and welfare rights. Many people who use this service have complex benefits arrangements including Personal Independence Payments and Access to Work. The Works, a small-scale service run by NHS Lothian, supports people with mental health problems.

The Next Step programme, started in April 2019, supports unemployed and low-income families across the city, and partners with Citizen's Advice Edinburgh and One Parent Families Scotland. Third Sector grants support smaller client-focussed services for particular client groups such as young people and people leaving prison. LinkNet works specifically with BAME communities, which are known to be at increased risk of being out of work or in poorly paid jobs. The No-one Left Behind initiative provides a more extended range of support to young parents, with help to develop personal, social skills and parenting skills as well as support for employment.



Smaller organisations are also supported to help their clients to get essential financial support and the Joined up for Jobs forum has recently partnered with Turn2Us and Edinburgh Trust to do this. Joined up for Jobs is also working with Social Security Scotland to make sure that people can access the Best Start payment and Job Start payment.

Angus/Tayside

Tay Cities Engineering Partnership



The Tay Cities Engineering Partnership (TCEP) has an ambition to bring together the expertise of key private and public engineering facilities across Tayside in a new collaboration. This collaboration will drive up the skills and technology base of the sector so it becomes more competitive in an international marketplace.

The project will enable the exchange of expertise between industry and education, accelerating the pace of research and development (R&D) and, crucially, delivering benefits to businesses and the economy.

The project aims to:

- create a state-of-the-art centre for training, demonstration and product prototyping
- help increase the uptake of companies using digital technologies and advanced manufacturing techniques for design, prototyping and Proof Of Concept

- increase awareness of employment opportunities in the engineering and manufacturing sector
- increase those gaining vocational/non-vocational qualifications in alignment with industry needs

TCEP will build on the great tradition of engineering innovation within the region. It aims to help deliver a step-change required by Industry 4.0 to:

- meet the capability needs of the sector and its employers
- upskill the region
- encourage R&D
- promote the opportunities of a career in engineering

Appendix 1

Links to Further Information about Child Poverty in Scotland

- [Knowledge Hub](#)

Taking Action on Child Poverty in Scotland is a group with members who are interested in tackling child poverty in Scotland. It's free to join and you get immediate access a range of information and the opportunity to link with others working to tackle child poverty in Scotland

- [Improvement Service Child Poverty Pages](#) which includes links to all published local child Poverty Action Reports

- [Public Health Scotland](#) Child Poverty Information and Resources

- [Poverty and Inequality Commission](#)

- [Child Poverty Scotland Dashboard](#): national data on child poverty in Scotland

- [Child Poverty Action Group Scotland](#)

- [Poverty Alliance](#)

These resources were pulled together by the National Co-ordinators for the Local Child Poverty Action Reports based at the Improvement Service and Julie Arnot, Senior Health Improvement Officer (Child Poverty), Public Health Scotland.

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The logo for Improvement Service, featuring the letters 'is' in a dark blue, lowercase, sans-serif font. The 'i' has a red dot above it, and the 's' has a red dot at the bottom right. Below the 'is' is the word 'improvement' in a dark blue, lowercase, sans-serif font, and the word 'service' in a red, lowercase, sans-serif font.
improvement **service**