Highland Community Planning Partnership	Agenda Item	5.
Community Planning Board – 3 October 2019	Report No	CPB 08/19

Highland Outcome Improvement Plan: Annual Report

Report on behalf of the Chief Officers Group

The Board is asked to:

- Consider and note the update from the HOIP Delivery Groups.
- Note the work identified at the CPP Development Day to progress the action plans and ensure appropriate linkage with Community Partnership priorities.
- Note the CPP Performance in relation to the key national performance indicators.

1. Background

1.1 The Highland Outcome Improvement Plan (HOIP) 2017-2027 was approved by the CPP Board in October 2017. The HOIP was developed with the clear purpose of partners working together to reduce inequality across Highland communities. The Plan doesn't reflect everything that we do together as a partnership but provides a focus for activity for the CPP. The outcomes and key priorities within the plan were developed following extensive engagement with communities across Highland.

1.2 Over the course of the first year, the main focus was to ensure that there were appropriate structures in place to support the delivery of the HOIP. The review of the CPP structure, whilst recognising the importance of long-standing statutory and other sub-groups, streamlined a number of existing groups and established a Delivery Group for each of the HOIP Outcomes. Each Delivery Group has a lead agency and officer, with an expectation that all partners will contribute to the delivery of each outcome in the HOIP.

1.3 The paper provides an update on
- the draft action plans which have been developed.
- the national key performance indicators and how these relate to the HOIP outcomes.
- next steps, which reflect the discussion at the recent CPP development Day.

2. HOIP Delivery Group Plans

2.1 The HOIP is comprised of 5 key outcomes:
- **Poverty Reduction -** more people in Highland will live a life free from the experience of poverty

- **Community Participation and Dialogue (CLDE) -** people in Highland will be more involved in decisions that affect their lives
- **Infrastructure -** fewer people in Highland experience transport or digital connectivity as a barrier to accessing opportunities
- **Community Safety and Resilience -** people in Highland will benefit form living in stronger, safer and more resilience communities
- **Mental Health and Wellbeing -** people in Highland will benefit from good mental health and wellbeing

2.2 Supporting each of these outcomes is a set of identified priorities and 4 cross-cutting themes which are relevant across all 5 outcomes. These are:
- Employability, Employment and Skills Development
- Community investment and Development
- Digital Inclusion
- Equality of Opportunity and Inclusion

2.3 4 of the 5 Delivery Groups have been established and have met on a number of occasions to develop their draft action plans. These plans can be found at appendices 1-4. The most developed of the action plans is the Community Learning, Development and Engagement Delivery Plan (appendix 2) which supports the CLD Plan agreed by the Board in June 2018. The Infrastructure Delivery Group has yet to meet but the first meeting is due to be scheduled shortly.

2.4 As identified at the CPP Development Day, and subsequently discussed at the Chief Officer's Group on 31 August 2019, further work is required to identify key performance indicators against the action plans and a review of the evidence base behind each priority. Discussion at the COG noted the importance of specifying any resource requirements to implement the plans in order to support effective decision making by the COG and Board.

2.5 A key area identified for action from the CPP Development Day is to ensure that the appropriate linkages are made between the HOIP Delivery Plans and the Community Partnership priorities and actions. This will help to ensure that the partnership has appropriate governance and accountability processes in place for work undertaken in Community Partnerships and strategically through the delivery plans. Proposals to support this will be considered at the November COG and December Board meetings.

2.6 Updated plans with relevant indicators will be submitted to the December Board for consideration.

3. **National Performance Framework Update**
3.1 An interim performance report was provided to the Board in March which set out analysis of the key performance indicators for Highland from the National Performance Framework. This makes comparisons in performance between Highland, Scotland and our related family group of community planning partners. As noted in section 2, further work is required by each of the delivery groups regarding their plans to ensure the plans reflect local and strategic priorities.

3.2 There are 18 key performance indicators in the National Performance Framework. An updated position for 2017/18 is provided at appendix 5.

3.3 Highlights in performance across the indicators include:
- Positive destinations achieved by school leavers (higher than average)
- Highland employment rate (higher than average)
- Business survival rate (higher than average)
- Crime rate per 10,000 (lower than average)
- Dwelling fires per 100,000 (lower than average)
- Carbon Emission (lower than average)
- Emergency hospital admissions (lower than average)
- Unplanned hospital attendance (lower than average)

3.4 Area where performance is just below the national and/or family group average:
- % of babies with a healthy birth weight
- Child poverty
- Education, S4 average tariff score
- Out of work benefits (% aged 16 to 64 years in receipt of out of work benefits)
- Early Mortality
- Wellbeing (average score on the short version of the Warwick-Edinburgh Mental Wellbeing Scale age 16+)

3.5 Areas where the partnership is below the national and/or family average:
- % of Primary 1 school children with a healthy Body Mass Index (BMI);
- Median Earnings (£)
- Fragility Index (3 factors: depopulation, old Age Dependency and rural depopulation)
- Fuel Poverty.

4. Next Steps

4.1 Updated Delivery Plan reports will be provided to the December Board for consideration, including key performance indicators to support activity. Work to take forward the delivery of the CPP Development Day outcomes will help to support this and improve the connections between the strategic partnership and local partnership priorities.

Alison Clark, Acting Head of Policy, Highland Council
Cathy Steer, Head of Health Improvement, NHS Highland

DRAFT HOIP Delivery Plan - Poverty Reduction

More people in Highland will live a life free from the experience of poverty.

"UK poverty is real, costly and harmful. Millions of people, many of them in a working family, are struggling to make ends meet."
 (The Joseph Rowntree Foundation (JRF), 2016)

The JRF define poverty as 'when someone's resources, mainly material resources, are well below those required to meet their minimum needs, including participation in society.' Nationally within Scotland the Scottish Government estimated that in 2015-16 880,000 people (17% of the population) were living in poverty; up from the previous year. Overall it is estimated that 19% of young people in Scotland live in poverty, demonstrating that the impacts of poverty are disproportionately felt on the young.

Initial engagement across the Community Planning Partnership (CPP) and our communities has highlighted several areas that the CPP can start to work on with a view to eradicating poverty in the region. They are not a fully comprehensive solution but represent an initial focus to build upon and which compliments the existing work of partner organisations.

2017-20 Priorities for Poverty Reduction:

1. Living Wage & Seasonal Employment

Wages in Highland particularly those in remote and rural communities are below the equivalent of the national living wage. This combined in some areas with an overreliance on employment that is by nature, seasonal contributes to 'in work poverty'. Tackling underemployment and diversifying the economy for those communities most impacted by seasonal employment are identified areas for action.

No. (RAG)	Action	Timescale	Lead Officer	Measure, target & baseline	Update
1.1	Through the regional living wage steering group determine the extent to which the living wage is being paid.	September 2019	Economy and Regeneration Manager	The extent of the living wage being paid is understood by the group.	
1.2	Based on the above determine what the barriers are to paying and the ways the partnership can encourage employers to pay the living wage.	December 2019	Acting Head of Policy	A number of supporting actions will be determined by the group	
1.3	Develop a communication strategy to promote 'in work' benefits across the partnership and raise awareness with employers and employees.	October 2019	Acting Head of Revenues and Business Support	A strategy will be in place	
1.4	Consider what actions the CPP can take to lobby / raise awareness of the issues around private rents.	October 2019	Housing Policy Manager	Actions will be considered and progressed.	
1.5	Employment: Multiple part-time posts Develop approaches to enable flexible workforces within communities and across organisations by developing a small test of change to support employers to enable employees to work in multiple jobs.	September 2019	Chief Executive CALA	Test of change is implemented	

No. (RAG)	Action	Timescale	Lead Officer	Measure, target & baseline	Update
1.6	**Seasonal Employment** Work together to develop a talent attraction and retention strategy in order to develop opportunities and reduce reliance on seasonal employment.	October 2019	TBC	Strategy in place	
1.7	**Part-time/Seasonal Employment** Work together to maximise entitlements for seasonal, part time and low paid workers by: • delivering income maximisation services in key sectors impacted by part time work • raising awareness of services with seasonal employers and employees • Identify and target employers to raise awareness of entitlements and employment rights	April 2020	Acting Head of Revenues and Business Support Economy and Regeneration Manager	DATA?	

2. Financial Education & Advice

Engagement has highlighted the need to do more to prepare people to manage their household incomes. This should focus on training and awareness-raising in order to reduce poor financial management which can lead to debt and poverty at key life stages and changes.

No. (RAG)	Action	Timescale	Lead Officer	Measure, target & baseline	Update
2.1	Develop a strategy to promote benefit take up and advice across our collective organisations by raising awareness of sources and advice and support to manage money and debt issues.	November 2019	Acting Head of Revenues and Business Support	Strategy in place	

No. (RAG)	Action	Timescale	Lead Officer	Measure, target & baseline	Update
2.2	Target financial education provision to champs, Youth Work services and young people in a transition phase from school to college and Skills Development Scotland.	September 2019	Acting Head of Revenues and Business Support	Enhanced provision in place	
2.3	Support the rollout of ESF, preventing poverty and Move On programmes which provide financial education and advice through promotion and referral across partnership agencies.	April 2020	Preventing Poverty Manager	Increased referrals and promotion	
2.4	Seek funding to develop partnership approach to 'managing your money' sessions across Highland in conjunction with community partnerships.	April 2020	Acting Head of Revenues and Business Support	Sessions undertaken across partnerships	

3. Affordable Childcare

Affordable childcare is a significant factor in the cost of living in Highland. For those households, working or looking for work, access to affordable childcare is necessary in order to remain economically active or enter work as these costs have the potential to neutralise the benefits of work.

No. (RAG)	Action	Timescale	Lead Officer	Measure, target & baseline	Update
3.1	Work with the infrastructure delivery group to explore the barriers to accessing flexible childcare	October 2019	TBA	Exploration complete	
3.2	Develop a strategy to promote awareness of; • Access to support for childcare costs. • Access to tax free childcare	June 2020	Acting Head of Revenues and Business Support		
3.3	Explore options with partnerships to support flexible models of childcare in individual communities	June 2020	TBA	Options explored	
3.4	Work in support of the 1140 expansion board to determine future actions for this group in relation to poverty principles and eligible 2 year old uptake	May 2020	Chief Executive, CALA	Future actions determined	

4. Reducing Fuel Poverty

With recent increases in fuel poverty in Highland work needs to continue to ensure that the unique challenges which Highland households face don't disadvantage them further.

No. (RAG)	Action	Timescale	Lead Officer	Measure, target & baseline	Update
4.1	Review the affordable warmth action group priorities to determine future actions and opportunities for this group.	October 2019	Housing Policy Manager	Actions determined	
4.2	Work with the community safety and resilience group to promote awareness amongst vulnerable groups of energy	December 2019	Home Energy Scotland	Awareness promoted	

No. (RAG)	Action	Timescale	Lead Officer	Measure, target & baseline	Update
	advice and income maximisation related to fuel poverty..				

CLDE Improvement plan 2018 – 2021

Highland Outcome Improvement Plan	National CLD Outcomes	National Engagement Standards
1. Poverty Reduction – more people in Highland will live a life free from the experience of poverty 2. Community Participation & Dialogue – people in Highland will be more involved in decisions that affect their lives 3. Infrastructure – fewer people in Highland experience transport or digital connectivity as a barrier to accessing opportunities 4. Community Safety & Resilience – people in Highland will benefit from living in stronger, safer and more resilient communities 5. Mental Health & Wellbeing – people in Highland will benefit from good mental health & wellbeing	1. Communities are confident, resilient and optimistic for the future 2. Communities manage links within communities and to other communities and networks 3. Community members identify their capacities, learning and skills, enhance them and apply them to their own issues and needs 4. Community members form and participate equally, inclusively and effectively in accountable groups 5. Communities consider risk, make reasoned decisions and take control of agendas 6. Communities express their voice and demonstrate commitment to social justice and action to achieve it 7. Community members' perspectives are broadened through new and diverse experience and connections	1. We will identify and involve the people and organisations that are affected by the focus of Engagement (Inclusion) 2. We will identify and overcome and barriers to participation (Support) 3. There is a clear purpose for the engagement, which is based on a shared understanding of community needs and aspirations. (Planning) 4. We will work effectively together to achieve the aims of the engagement (working together) 5. We will use methods of engagement that are fit for purpose (methods) 6. Throughout the community engagement we will communicate clearly and regularly to the people, organisations and communities affected (communication) 7. We will assess the impact of the engagement and use what has been learned to improve our future community engagement practice (Impact)

Improvement priority:				
1. Through the role of the CLDE Lead we will ensure that a robust CLDE approach is delivered through the locality planning process.				
Actions	**Measures / evaluation**	**Timescale**	**Lead**	**BRAG**
Meet with partnership chairs to share the plan and learning from the inspection.	Partnership chairs consulted with	January 2019	Douglas Wilby	
Inspection findings presented to stakeholders at annual CPP event.	Findings presented	November 2018	Fiona Richardson	
Circulate inspection report to partnership chairs	Inspection report circulated	April 2019	Ian Kyle	
Improvement priorities identified and shared with CPP board	Findings presented and shared with board.	March 2019	Douglas Wilby	
Host education Scotland development day	Day attended by a wide range of partners	May 2019	Fiona Richardson	
Deliver health inequalities training to partners and stakeholders	All partners and stakeholders uptake the learning offer	March 2020	Fiona Richardson	
Apply the learning from International futures training (transformative innovation) in targeted mid ross community to improve public engagement	Increased and improved public engagement	December 2019	Fiona Richardson/ Val Macdonald	
Develop a dynamic programme to deliver workshops for partnerships and CLDE leads to support a robust approach. (Tools and tactics)	Findings presented	Ongoing	Fiona Richardson	
Arrange CLD Standards Council training to raise awareness of CLD and increase the use of the i-develop website	Improved awareness of CLDE approach	May 2019	Fiona R	

Update
Mid Ross CLDE event held in March. Follow up report produced and circulated. CLDE gathering held in Lochaber in May – wide range of partners took part.
Mid Ross CLDE Network training events - Health inequalities training 28 March, CLD Standards Council 24 May.
IFF training 20 March – CPP partners attended – follow up activity planned for mid ross locality area following lack of public attendance at MRCP meeting, new approach required – measure of using IFF approach will be increased public engagement
Ed Scotland development day 10 May – wide range of partners attended from all Community Partnership areas.

Improvement priority:
2. Support localities to develop locality plans which include CLDE programmes and activity.

Actions	Measures / evaluation	Timescale	Lead	BRAG
Deliver self-evaluation presentation to outline how to use the SE tool.	CP supported to use the SE tool	May 2019	Fiona Richardson	
Support partnerships to undertake the self-evaluation of their locality plans	Support delivered	Ongoing	Ian Kyle	
Offer to facilitate SE activity within the CPs	Support delivered	Ongoing	Fiona Richardson	
To support the partnerships to identify priorities and actions for CLDE through the SE process	Priorities and actions identified	Ongoing	Fiona Richardson	
Gather, assess and track self-evaluations and peer evaluations	Future planning and delivery informed	November 19	Fiona Richardson	
Evaluate with partnerships the quality of the SE Tool	Tool evaluation methodology developed and evaluation complete	May 2020	Ian Kyle	

Update

How Good is our Partnership review carried out with Lochaber CP in Jan 2018
Self-evaluation presentation delivered at Nairn CP, Badenoch & Strathspey CP, Caithness Locality Leads meeting.
Highland CLD presentation delivered at Inverness CP and Caithness Locality Leads meeting highlighting the strategic priorities
Facilitated self-evaluation session took place with Nairn CP and with the Merkinch & South Kessock Locality plan sub group. Sutherland CP carried out self-evaluation in Oct 2018. Mid Ross Self-evaluation carried out in preparation for the CLD inspection. Conon Bridge Locality plan self - evaluation updated in May 2019.
Sutherland CLDE network agreed on 12 Aug to carry out *How good is our CLD* session at next meeting

Improvement priority:

3. Establish 9 Community Learning, Development and Engagement (CLDE) networks

Actions	Measures / evaluation	Timescale	Lead	BRAG
Fiona to call and chair a meeting of CLD leads to determine the framework for developing networks.	Guidance developed	January 2019	Fiona R	🟦
Support the establishment of a network in Mid Ross to support learning for establishing future networks	Network established, shared action plan developed, range of partners involved, joint activity and evaluation	March 2019	Di Agnew	🟦
Support the establishment of a network in East Ross to support learning for establishing future networks.	Network established, shared action plan developed, range of partners involved, joint activity and evaluation	Oct 2019	Nigel Brett Young	🟧
Nigel and Di to lead a discussion at the Strategic group focussing on the learning from establishing the networks	Support delivered, review carried out and future planning informed	Nov 2019	Nigel and Di	🟧
CLD Leads to establish their networks and first gathering have taken place	Networks established in all 9 CP areas, range of partners involved, joint actions identified	Feb 2020	All CLD Leads	🟩

Update
Meeting held on 28 Jan with CLD Leads. Network guidance developed and circulated for comment.
Mid Ross network meeting held on 6 March and post event report circulated. Follow up health inequalities training delivered and good network member participation at the Education Scotland development day on 10 May.
Lochaber CLDE Gathering took place on 14 May, 30+ partners took part. Feedback gathered on draft locality plans. Presentation delivered on the Highland CLDE plan, priorities, using data to plan, improvement priorities from the Education Scotland inspection and the work of the Lochaber Partnership. Following up event planned for 3 September 2019.
Sutherland CLD Gathering took place on 12 August attended by 20 people.
Caithness CLD Gathering scheduled for 26 August
Inverness CLD Gathering scheduled for 23 September
Mid Ross Gathering 30 August

Improvement priority:

4. Develop and co-produce a new cross sector Youth Work Strategy for Highland

Actions	Measures / evaluation	Timescale	Lead	BRAG
Establish a cross sector Youth Work Strategy Review Group (YWSRG)	Cross sector group established and actions/timeline defined	September 2018	Nigel Brett Young	
Carry out focus group activity across all 9 CP areas	Focus group took place, information gathered	September 2018	Mark Richardson	
Develop and carry out online survey	Online survey carried out and good return of data	Nov 2018	Mark Richardson	
Analysis data gathered from focus groups and surveys	Data analysed, YWSRG informed of findings and priorities identified	March 2019	Esme Leitch	
Co-produce a youth work improvement plan for the voluntary youth sector to be included in the Highland Cross Sector Youth Work Strategy.	Plan produced based on National Youth Work Outcomes recognising the specialisms of all Highland third sector youth orgs.	Feb 2018	Clair Nichol	
Present consultation findings to YWSRG	Opportunity for the YWSRG to be informed and make comment to enhance the strategy	April 2019	Esme Leitch	
Present an update on progress to the CLDE Strategic Group	CLDE Group informed	May 2019	Nigel Brett Young	
Create draft strategy document	Draft strategy produced for comment/feedback	June 2019	Esme Leitch	
Prepare Youth Strategy workshop for Highland Youth Parliament	HYP members informed and further opportunity to comment and shape	June 2019	Esme Leitch	
Prepare Youth Strategy Roadshow for key partners	Key partners attend and are informed	July 2019	Esme Leitch	
Prepare Youth Work Strategy report for THC Care, Learning & Housing Committee	Report completed	July 2019	Douglas Wilby	
Present Youth Work Strategy at THC Care, Learning & Housing Committee 21 August	Youth Work Strategy presented and Elected members informed	August 2019	Esme Leitch	
Call a meeting of the Youth Work Improvement group to progress the co production of the action plan	Cross sector action plan developed to implement the Youth Work Strategy	November 2019	Nigel Brett Young	

Update
Youth Work Strategy Review Group established in June 2018 and co-chaired by Highland Youth Convener and HLH Principal Adult & Youth Manager. Group has met 6 times since June 18 and membership regularly includes young people from HYP Executive Committee and local area reps, third sector youth organisation, Elected Members and HLH.

THC Care, Learning and Housing Committee endorsed the Youth Work Strategy on 21 August 2019

Improvement priority:
5. Develop and co-produce an adult learning strategy

Actions	Measures / evaluation	Timescale	Lead	BRAG
Invite J Holliday to sit on the CLDE Strategic group	WEA/HALP represented on group	May 2019	Fiona R	
Meet with HALP to discuss improvement priorities from the Ed Scotland inspection	Actions identified	May 2019	Mike Jones	
Call meeting of Mid Ross Adult Learning providers to discuss pathways	Meeting held and shared actions identified	August 2019	Mike Jones	
Deliver annual Highland Adult Learners conference	Conference held, learners recognised for their achievements	June 2019	Mike Jones	

Update

Mid Ross Adult Learning Providers meeting will take place as part of the Mid Ross CLDE network meeting on 30 August.

HALP event delivered on 21st June 2019 under the theme of "A place to Learn" there were 87 learners and practioners and 17 nominations for outstanding learner awards. Video of event available at https://www.youtube.com/watch?v=HVRYW1_cQDM

Improvement priority:
6. Develop and Co-produce a volunteer strategy for Highland

Actions	Measures / evaluation	Timescale	Lead	BRAG
Follow up conversation with Lynda Thomson to explore support from NHSH to develop volunteer strategy	Meeting took place and actions identified	May 2019	Fiona R	🟦
Arrange meeting with Mhairi Wylie to discuss how to progress this action	Meeting held and shared actions identified	August 2019	Lynda Thomson	🟧

Update
Volunteer conference arranged for Volunteers Week in June. Panel session planned to discuss merit of Highland cross sector volunteering strategy.

Improvement priority:
7. Develop a code of practice for community engagement in Highland and support the role out of training for CLDE practitioners and public agency staff once complete

Actions	Measures / evaluation	Timescale	Lead	BRAG
Deliver learning event for Community Partnerships and stakeholders to improve community engagement practices	Learning event programme will include session on community engagement code of practice. Increase the understanding and use of the national standards for community engagement.	September 2019	Elissa De Waal	🟩
Invite Elissa to August meeting to update on learning event	CLDE strategic group informed and involved in planning of learning event	August 2019	Fiona R	🟩
Meet with Elissa to discuss CLD input at regional learning event	Increased understanding of CLD approach	August 2019	Fiona R	🟧

Update

Regional learning event planned for 19 September

Improvement priority:
8. Develop a workforce development plan and deliver the action and training needs identified

Actions	Measures / evaluation	Timescale	Lead	BRAG
Identify CLD training needs	Needs identified and actions agreed	Sept 2018	Fiona R	
Develop a cross sector calendar of CLD training opportunities	Calendar of training opportunities available for CPs and stakeholders	December 2019	Fiona R	
Identify central point to advertise training available	Training opportunities easily accessible	October 2019	Fiona R	
Call a meeting of working group to progress collation of training opportunities and shared calendar	Shared ownership of training offer	October 2019	Fiona R	

Update
CLD practitioners training needs survey carried out in June 2018 to inform the CLD Plan. At each CLD network meeting, information is sought on training needs specific to that locality.

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Improvement priority:
9. Develop a third sector led CLD forum for peer support, networking and good practice development

Actions	Measures / evaluation	Timescale	Lead	BRAG
Meet with Ian Donald from HTSI to establish links.	Meeting held. Shared actions agreed.	June 2019	Fiona R	
Arrange third sector CLD forum meeting	Forum meeting held attended by range of partners	June 2019	Ian Donald	
Invite Ian Donald to CLDE strategic meeting to update on third sector forum	Update delivered	November 2019	Fiona R	
Update				

HOIP – COMMUNITY SAFETY & RESILIENCE DELIVERY GROUP	Last Meeting – 3RD July 2019
Action Point 1 - CPR Training Delivery **Action Point 2 - Sharing Information and Training on Pole Trafficking** **Action Point 3 - Register of Training** **Action Point 4 - Driver Training** **Action Point 5 - Parenting Skills** **Action Point 6 – Access to Funding**	**Group Members:** - Scottish Ambulance Service (SAS) - Police Scotland (PS) - Scottish Fire & Rescue Service (SFRS) - Highland Council (HC) - British Red Cross (BRC) - Scottish Prison Services (SPS) - National Health Service (NHS) - Highland Third Sector Interface (TSI) - Highlife Highland (HLH) - Highlands & Islands Enterprise (HIE) - Seonag MacKinnon - Scottish Natural Heritage (SNH) - Chris Grant

RAG KEY		New Actions/No Progress	Some Action Taken/On-going	Complete

Action	Sub- Descriptor	Meeting Date Agreed	Detail	Action Owner	Status	RAG
Action Point 1 - CPR Training Delivery						
1.1	Co-ordination of CPR training	03/07/19	Identification of competency of partner agencies to deliver CPR / AED training and provision of standardised approach and training. Requirements for refresher training and a system for implementing this to be established.	SAS, SFRS, BRC	Initial meeting between SAS, SFRS, BRC to identify training & maintained strategy cancelled and to be re-scheduled.	
1.2	Highland AED location Data base	03/07/19	Collation of Defib location to create data base. Process to examine methods for ensuring AED's are fit for purpose and serviced as per manufactures instruction.	SAS, HC, Red Cross	Progress update at next HOIP - CSR meeting on 25th Sept	

1.3	Training Facilities	03/07/19	Identification of suitable training venues to host training sessions	All partner agencies	Awaiting partner agency update at next HOIP - CSR meeting on 25th Sept	🟧

Action Point 2 - Sharing Information and Training on Pole Trafficking

2.1	Literature & Guidance	03/07/19	Provision of standardised training & presentation materials for partner agencies to use to support training and staff understanding	PS	Being collated for update at next HOIP - CSR meeting on 25th Sept	🟧
2.2	Agency Support	03/07/19	Establishment of the role and support partner agencies can provide. Agencies to consider providing 'people trafficking champions' to support collaborative approach.	All partner agencies	Awaiting partner agency update at next HOIP - CSR meeting on 25th Sept	🟧
2.3	Emergency Liaison Group Support	03/07/19	Dialogue with Emergency Liaison Group leads required to establish information sharing opportunities.	PS	Further guidance from HOIP - CSR required prior to discussion with ELG	🟥

Action Point 3 - Register of Training

3.1	Register of Training by provided by partners	03/07/19	All agencies to identify what training they provide. This will be used to identify what opportunities there are for communities and other agencies to utilise this training for improving community & resilience. End goal being the production of a training syllabus.	All partner agencies	Awaiting partner agency update at next HOIP - CSR meeting on 25th Sept	🟧

Action Point 4 - Driver Training

4.1	Driver Training delivery	03/07/19	Each group partner will be asked to identify capacity for provision of driver training for use of community vehicles.	All partner agencies	Further guidance & clarity from HOIP - CSR required to establish training requirements	🟥
4.2	Minibus law / insurance regulations	03/07/19	Requirement to establish the legal and insurance regulations for community groups driving minibuses with >9 seats	SFRS	SFRS representative liaising with Driver Training Dept. to seek clarity on regulations	🟧
4.3	Mapping Exercise	03/07/19	Group to liaise with HOIP Infrastructure Group to discuss mapping exercise of community driver training needs.	PS , SFRS, TSI	• Joint meeting to be organised • TSI also to look at any work been undertaken by Third sector on this.	🟥

Action Point 5 - Parenting Skills

5.1	Sharing of Parenting Skills information	03/07/19	Group to undertake mapping exercise to identify how partners can work together to best share information and guidance with communities. Guidance from HC Head of Children's Services to be sought	SFRS , HC	SFRS representative to liaise with HC Head of Children's Services to discuss, requirements, opportunities and best practise.	🟥

	Action Point 6 – Access to Funding					
6.1	Funding avenues to be established	03/07/19	TSI to lead and use funding knowledge to help establish what guidance is available regarding training for funding. Local Council Voluntary Services also to be approached for guidance.	TSI	TSI to advise on potential funding streams at next HOIP - CSR meeting on 25th Sept	
6.2	Partnership Funding Capability	03/07/19	Each partner agency to identify funding stream they have access to that could be used to support group objectives	All partner agencies	Partner agencies to provide progress update at next HOIP - CSR meeting on 25th Sept	

Draft Delivery Plan - Mental Health & Mental Wellbeing
People in Highland will benefit from good mental health and wellbeing

"Mental health… is a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community."
(World Health Organisation, 2001)

Resilience – as in "being able to cope with the normal stress of life" – is an important component of most definitions of mental wellbeing, and is relevant for preventing mental illness. It covers the personal attributes and capacities that are known to increase happiness both in self and others.

Good mental health allows children and young people to develop the resilience to cope with whatever life throws at them, and starting early to promote emotional and social wellbeing is essential to ensuring that the population of Highland are supported to start well, develop well, work well, live well and age well.

Although many people in Scotland enjoy good mental health there has been no significant changes to levels of wellbeing, for men or women, since 2008. 1 in 3 GP appointments relates to a mental health problem. Around one in ten adults (9%) had two or more symptoms of depression with approximately 12% of the population of Scotland using an antidepressant every day. Suicide rates for both men and women are higher in Highland than the Scottish average and suicide in Scotland is three times more likely in those from the most deprived areas when compared to those in the least deprived areas. Poverty is the single biggest driver of poor mental health according to the Scottish Government Mental Health Strategy 2017-21.

Promoting the mental wellbeing of all is therefore an important approach to preventing inequality.

Draft 2017-20 Priorities for Mental Health & Mental Wellbeing

1. Early Years, Childhood and Adolescence

Raising awareness across the population and opportunities to educate about mental health are important to build personal resilience and promote good mental wellbeing. A preventative approach is essential combined with building a broader understanding of mental wellbeing. There is a particular need to consider how this work can be prioritised with young people.

No.	Action	Timescale	Lead Officer	Resources	Measure, target & baseline
1.1	Scope opportunities to develop mental health and wellbeing promotion in the curriculum of schools including: • Primary Mental Health worker role • Compassionate classrooms resource • New work on CAMHS and access to services		Mental Health Improvement Group		tbc
1.2	Improve understanding of trauma, distress and resilience in schools, families and communities: • Decider skills • Violence reduction unit - test approaches • NES trauma framework		tbc		tbc
1.3	Develop and deliver workshop to partnership staff on trauma, distress and resilience	Dec2019	Sally Amor		
1.4	Scope opportunities for developing work on transitions for mental health services		Sally Amor		tbc

2. Tackling Stigma and Discrimination

Stigma and discrimination are contributing factors to inequality and are major barriers to full participation in society. Supporting employers and public services to take action to reduce stigma and discrimination can have a significant impact on promoting mental wellbeing.

No.	Action	Timescale	Lead Officer	Resources	Measure, target & baseline
2.1	Develop postvention interventions for communities/workplaces.		Multiagency suicide prevention group		
2.2	Develop capacity to deliver mentally healthy workplace training to partner organisations.		tbc		
2.3	Develop a plan for partnership activity on mental health and wellbeing promotion, including activities for e.g. suicide prevention week	Dec 2019	Cathy Steer		
2.4	All CPP organisations sign up to the See Me campaign and support the campaigns activities.		tbc		
2.5	Develop CPP approach to promoting mental wellbeing for staff: • Share good practice • Tackling workplace stress • Mental health representatives initiative		tbc		

3. Working & responding together

A stronger collaborative approach across the public, third and independent sectors will help to more effectively meet the needs and support people with mental ill health in communities.

No.	Action	Timescale	Lead Officer	Resources	Measure, target & baseline
3.1	Develop a joint training plan on mental health, wellbeing and resilience for staff in partner organisations.	Mar 2020	Cathy Steer		
3.2	Information/ toolkit for developing connected communities.		tbc		
3.3	Deliver Suicide Intervention and Prevention programme (SIPP) training to partner staff, community groups and targeted business/workers across Highland.		Elspeth Lee		
3.4	Develop a framework for a trauma informed partnership including a review of training, resources and tools for services across the CPP.		tbc		

4. Participation and Inclusion

Activities which encourage participation, social inclusion and purpose all support improved mental wellbeing. Peer support, learning and collective action within communities promote mental wellbeing. Person centred and equitable services that enable people to have control over their lives and facilitate active involvement will help mobilise personal and community assets and enhance individual experience.

No.	Action	Timescale	Lead Officer	Resources	Measure, target & baseline
4.1	Support development of a Community Link Worker service in Highland.		Cathy Steer		
4.2	Support development of Green health Partnership activities in Highland.		Highland Green Health Partnership		
4.3	Scope work for further action on loneliness and social isolation.		tbc		

Performance of Highland community planning outcomes

Indicator	Performance in 2017/18 and trend from 2006/07 to 2017/18	Highland Council Score in 2017/18	Absolute difference to Scotland Score	Absolute difference to family group score
% of Babies with a Healthy Birthweight	More or less aligned with the rest of the country	90.1%	0.1	0.3
Primary 1 healthy Body Mass Index (%)	Consistently slightly lower than the national average within the healthy weight band	83.4%	-1.1	-0.9
Child Poverty (%)	Lower than the national average and declining in line with national trend	12.1%	-4.0	-0.5
Educational Attainment	Static trend, in line with national average	5.5	0.0	0.0
Positive destinations (%)	Higher than the national average and the highest performing in the family group	97.4%	3.3	1.5
Employment rate (%)	Consistently above Scottish and family group average	79.7%	6.1	3.7
Median Earnings (£)	Aligned with national trends but consistently lower than the national average	£429.3	-13.0	5.8
Out of work benefits (%)	Consistently lower than the national average and decreasing in line with national trends	8.5%	-2.4	-0.3
Business survival (%)	Consistently higher than the national average	65.1%	4.7	0.7
Crime rate (per 10,000)	Consistently below the national average, and has decreased in line with national trend	299.7	-150.5	-29

	Dwelling fires (per 100,000)	Consistently below the national and family group averages	**65.1**	**-33.0**	**-10.5**
	Carbon Emissions	Consistently lower than national trend. Improving in line with the rest of Scotland	**-3.7**	**-8.1**	**-6.3**
	Emergency Admissions	Decrease over time compared to an increase nationally	**21,585.5**	**-4,008.9**	**33.3**
	Unplanned Hospital Attendances	Significant increase over time compared to a slightly decreasing national trend	**19,755.5**	**-5,173.2**	**-162.4**
	Early Mortality	Steady decrease in line with national trends. Consistently performs better than Scotland as a whole	**372.7**	**-52.5**	**3.4**
	Fragility Index	Consistently higher than national trend, and increasing	**104.6**	**2.9**	**1.0**
	Wellbeing	More or less aligned with rest of the country	**24.5**	**0.1**	**0.0**
	Fuel Poverty (%)	Significantly higher than national trend. Figure increasing in Highland compared to decreasing national trend	**49.1**	**21.8**	**15.1**