

TOWARDS A FAIRER NORTH LANARKSHIRE
TACKLING POVERTY ACTION PLAN 2020 – 2023

Actions 2020 – 2023 – INCREASE INCOME VIA EMPLOYMENT								
Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Lead Team	Monitoring
Living Wage	Payment of the living wage by employers is amongst those interventions that can support people out of poverty.	There is an increase in the number of NL employers with real living wage accreditation	All	6 North Lanarkshire employers have achieved accreditation	2023	Ongoing work	Tackling Poverty	Number of employers paying the living wage
Community Benefits	To increase the number of tackling poverty interventions within community benefits	To improve the economic, social or environmental well-being of our communities	Contract Owners	n/a	2023	Ongoing work	Procurement	Number of tackling poverty interventions
Parental Employment Support Fund	Support families who are in or at risk of poverty to support/ access into work	An increase in parents entering and progressing in employment	Employability Support	n/a	2023	Planning & Delivery	Employability Support & Routes to work	Number of parents entering and within target groups progressing in employment
North Lanarkshire to increase the number of people employed and receiving the real living wage	North Lanarkshire to increase the weighting applied to “real living wage” providers in tendering applications in line with the City Deal.	An increase in NL residents receiving the “real living wage”.	Procurement	5% current weighting applied	2023	Research Stage	Procurement	Number of tenders where higher weighting was applied to living wage providers
Improved transport and access to services	Improving accessibility to services across the whole of North Lanarkshire	Equity of access for all our communities	To be confirmed	n/a	2023	Research stage	To be confirmed	Transport accessibility

Actions 2020 – 2023 – INCREASE INCOME VIA EMPLOYMENT

Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Lead Team	Monitoring
<p>Identify pathways within labour market growth sectors or areas of high replacement demand which will provide progression routes out of low pay in North Lanarkshire.</p>	<p>As part of the Workforce for the Future Strategy and associated plan, work progression pathways will be identified for key labour market growth sectors or those with high replacement demand. These will focus on progression routes out of low pay and strategies for engaging young people (in schools) and those economically active in the labour market (through Routes to Work) to consider increasing their qualification levels and job prospects to improve average weekly wage levels and alleviate “in work” poverty.</p>	<p>Progression pathways identified for key growth sectors with qualifications and progression routes agreed, published and funded.</p>	<p>The Plan for North Lanarkshire Economic Regeneration Delivery Plan Workforce for the Future Strategy Developing the Young Workforce</p>	<p>Average weekly wage in North Lanarkshire £548.90</p>	<p>2020 to 2023</p>	<p>Working group and plan to be discussed and agreed during 2020/21</p>	<p>Communities/ People and Organisational Development.</p>	<p>Number of people progressing to higher paid jobs within North Lanarkshire Noomis statistics for levels of Qualifications within the working age population and average weekly wage.</p>

Actions 2020 – 2023 – INCREASE INCOME VIA EMPLOYMENT

Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Lead Team	Monitoring
Supported Enterprise	Assist people who may be further from the labour market into employment. Key client groups; children leaving care; children with additional support needs; people with mental health issues; people with disabilities	Increase opportunity of employment for those furthest from the labour market.	The Plan for North Lanarkshire Economic Regeneration Delivery Plan Local Child Poverty Action Report Workforce for the Future Strategy Youth Guarantee	242 people in work	Ongoing	Ongoing	Enterprise Education and Families Employability Support	Annual SLAED Return Local Government Benchmarking Framework

Actions 2020 – 2023 – INCREASE INCOME VIA EMPLOYMENT

Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Lead Team	Monitoring
Prospects Programme	The Prospects programme aims to help unemployed people further from the labour market of all ages from North Lanarkshire into work.	Assist people into employment	The Plan for North Lanarkshire Economic Regeneration Delivery Plan Local Child Poverty Action Report Workforce for the Future Strategy	2019/20 957 supported into employment 136 lone parents into employment	2020/21	Ongoing	Employability Services / Routes to Work	Annual SLAED Return Local Government Benchmarking Framework
No One Left Behind	Targeted employability support for vulnerable young people who have mental health problems, the BAME community and over 50s.	Assist people into employment /training or education	The Plan for North Lanarkshire Economic Regeneration Delivery Plan Local Child Poverty Action Report Workforce for the	n/a	20/21	Ongoing	Employability Services	Annual SLAED Return Local Government Benchmarking Framework

			Future Strategy					
North Lanarkshire Youth Guarantee	Deliver a range of employment focused activities eligible for funding under the Scottish Youth Guarantee guidelines to support 868 young people aged 16-24 years old into employment, training or education.	Assist 16-24 year olds into employment /training or education	The Plan for North Lanarkshire Economic Regeneration Delivery Plan Local Child Poverty Action Report Workforce for the Future Strategy	n/a	21/22	Ongoing	Employability Services	Annual SLAED Return Local Government Benchmarking Framework

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TACKLING POVERTY ACTION PLAN 2020 – 2023

ACTION PLAN – INCREASE INCOME VIA SOCIAL SECURITY BENEFITS								
Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Lead Team	Monitoring
Establish NLC First Point of Contact Team for Advice & Information Services	All referrals for welfare rights and money advice will come through one focal point with one number & one email, with a call out service being delivered	The financial inclusion team will ensure residents receive a more efficient service / reduce waiting times for appointments	The Plan for North Lanarkshire Local Child Poverty Action Report	20,674 benefit checks completed in 18/19 21,342 benefit checks completed in 19/20	June 2021	Ongoing - Introduced FPOC for all external referrals. Next step is to reorganise/ restructure the team to provide FPOC for internal and external referrals	Financial Inclusion Team	The number of residents assisted and outcomes of calls, advice provided, claims assisted, income generated, level of debts, referrers etc. will be collated via MySwis and MACS
Work with children and families who receive a social work service to ensure income maximisation is carried out	Reduced the number of our children and their families living in poverty	The financial Inclusion team will work with social work to ensure all families with social work involvement are offered a benefit check	The Plan for North Lanarkshire Local Child Poverty Action Report	24.87% of children in NL live in poverty	2022 – in line with Scottish government and LCPAR	Ongoing – The administration of the Financial Insecurity Payment includes wraparound care of benefit check to ensure sustainable solutions. The introduction of FPOC for all services will assist in meeting the planned outcome	Financial Inclusion Team	Myswis reports

MacMillan Advice Service	Maximise the income of cancer patients and their carers	Provide income maximisation and debt advice	The Plan for North Lanarkshire	1008 referrals in 2018/19 669 referral in 2020 (<i>the drop in referrals is due to the covid19 pandemic impact on clinics etc</i>)	Temp funding until Sep 2021	Ongoing	Financial Inclusion Team MacMillan	Myswis reports
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ACTION PLAN – INCREASE INCOME VIA SOCIAL SECURITY BENEFITS

Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Lead Team	Monitoring
Kinship Carer's Income Maximisation	Embed income maximisation advice into social work practice	The financial Inclusion team will work with social work to ensure all families with social work involvement are offered a benefit check	The Plan for North Lanarkshire Local Child Poverty Action Report	254 kinship care benefit checks carried out in 2019/20	Ongoing	Ongoing	Education & Families Financial Inclusion Team CAB North Lanarkshire	Myswis reports CABx
Food Poverty Referral Gateway	Mitigate the need for foodbank use by ensuring access to advice services and claims to crisis grants	A decrease in the use of foodbanks	The Plan for North Lanarkshire Local Child Poverty Action Report	22% reduction in food bank referrals	2023	Ongoing	Tackling Poverty Team	Referrals to food banks – claims to SWF in relation to food poverty North Lanarkshire Advice Network monitoring information
Health Hub for Information and Advice	Health staff can refer to information and advice surgeries which they host within 3 health settings.	Universal access to information and advice services	The Plan for North Lanarkshire Local Child Poverty Action Report	454 referrals generating £1,013,096 in 2019/20	2023	NHSL provided temp funding for NLC and external providers to receive referrals from Community Link Workers in GP practices – Health Hub will be incorporated into this.	Financial Inclusion Team NHS Lanarkshire	Myswis and referral spreadsheet

ACTION PLAN – INCREASE INCOME VIA SOCIAL SECURITY BENEFITS

Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Lead Team	Monitoring
Health visitor & district nurse pilot project	Embedding money issues into the assessment process in Coatbridge and Airdrie Locality	Roll the programme out across all localities	The Plan for North Lanarkshire Local Child Poverty Action Report	172 referrals in 19/20 <i>down slightly due to COVID19 impact on clinics, visits etc</i>	2022	NHSL temporary funding to continue for a further year.	Financial Inclusion Team NHS Lanarkshire	Myswis and referral spreadsheet
Income Maximisation via benefit uptake	North Lanarkshire Council and External Commissioned Independent Advice Services	Increase in income via benefit	The Plan for North Lanarkshire Local Child Poverty Action Report	£48.6 million in addition income generated in 2019/20	Ongoing <i>External advice services competitive grant process</i>	Ongoing – third sector competitive grant funding for 2021 -2023 underway	Financial Inclusion Team North Lanarkshire Advice Network	Myswis North Lanarkshire Advice Network monitoring information

ACTION PLAN – INCREASE INCOME VIA SOCIAL SECURITY BENEFITS

Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Lead Team	Monitoring
Universal Credit Assistance Fund	Implement the approved £1m Universal Credit Assistance Fund	Fund Council tenants' rents during the five week waiting time for Universal Credit	Housing (Solutions)	n/a	Ongoing	Fund approved; scheme to be established and rolled out in early 2020	Housing (Solutions)	HSMS
Universal Credit Drop In	Assist people who have difficulty accessing their account (lack of PC skills and access) to manage their UC account.	People are able to manage their universal credit claims therefore, minimising the risk of sanctions and payment delays	The Plan for North Lanarkshire	n/a		Temporary funding	Cumbernauld Poverty Action	Cumbernauld Poverty Action

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ACTION PLAN – REDUCING THE COST OF LIVING								
Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Lead Team	Monitoring
Education – Food Poverty Prevention	School holiday and weekend food provision to children with free school meal entitlement Increase free school meal uptake	Children have access to hot meals	The Plan for North Lanarkshire Local Child Poverty Action Report	32,513 meals delivered since inception of Club 365 10,539 children in receipt of FSM	Ongoing	Under review	Education and Families	Level of uptake from families specifically targeted. Increased figures in school meal take up
Increase uptake of school clothing grants	All those entitled access the school clothing grant.	Children have access to suitable school and footwear Work toward automation of this service	The Plan for North Lanarkshire Local Child Poverty Action Report	11,854 children in receipt of SCG	Ongoing	Established	****	Increased figures in school clothing grants
Provision of sanitary products within schools and other public buildings	Provide women with access to sanitary products within education and other public buildings	Universal access to sanitary products within education and public buildings	The Plan for North Lanarkshire Local Child Poverty Action Report	16,956 products have been provided since July 2019	Ongoing	Established	Tackling Poverty	Take up figures of free sanitary products

ACTION PLAN – REDUCING THE COST OF LIVING

Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Lead Team	Monitoring
Fuel Poverty	<p>Assist families who are experiencing fuel poverty via campaigns such as Big Switch and income maximisation</p> <p>Energy Best Deal – focussing on the cost of supply of utilities and pursuing alternative options for residents</p>	<p>People are lifted out of fuel poverty</p> <p>People accessing cheaper fuel</p>	<p>The Plan for North Lanarkshire</p>	<p>36,000 households in fuel poverty</p>	<p>Pending new campaign</p> <p>Ongoing</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Housing</p> <p>CABx</p>	<p>Reduction in households experiencing fuel poverty</p> <p>CABx</p>
Financial Education	<p>Provide school children with money advice/consumer advice information sessions (MACA)</p>	<p>Make children more aware of financial issues.</p>	<p>The Plan for North Lanarkshire</p> <p>Local Child Poverty Action Report</p>	<p>4205 primary children provided with awareness session in 18/19</p> <p>219 Additional Support Needs secondary pupils provided with awareness session 18/19</p>	<p>Ongoing</p>	<p>Established – will be reviewed and MACA PLUS sessions introduced and aimed at school leavers</p>	<p>Financial Inclusion Team</p> <p>Education and Families</p>	<p>Spreadsheet recording of children attending sessions.</p>

ACTION PLAN – REDUCING THE COST OF LIVING

Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Lead Team	Monitoring
Affordable Credit	To widen access to payroll deduction for credit unions and access to affordable credit.	To increase credit union membership and reduce payday loan lending in North Lanarkshire Establish credit union forum in North Lanarkshire	The Plan for North Lanarkshire Local Child Poverty Action Report	14,752 adult & 1131 young members (based on 3 of the 17 credit union providers in NL)	2023	Ongoing work	Financial Inclusion Team Education and Families	Increase in credit union membership Increase in employers offering payroll deductions
Debt Advice	Advice and Support in relation to debt and budgeting advice provided by Council Services and External Advice Services	Assist people out of debt and provide them with the tools to budget accordingly	The Plan for North Lanarkshire Local Child Poverty Action Report	1402 referrals to the service in 18/19	Ongoing	Established and ongoing	Financial Inclusion Team	MACS
Debt Advice Pilot	Debt assistance utilising a telephone helpline and webchat interface	Assist people out of debt and provide them with the tools to budget accordingly	The Plan for North Lanarkshire Local Child Poverty Action Report	n/a	March 2022	Ongoing	CABx	CABx

ACTION PLAN – REDUCING THE COST OF LIVING

Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Lead Team	Monitoring
New affordable homes	Deliver 5,000 new affordable homes by 2035	Reduce the cost of living by increasing the supply of energy efficient, affordable homes	Housing (New Supply)	November 2019 – 743 units completed	2035	Ongoing	Housing (New Supply)	
New affordable homes	Support housing association partners to deliver new homes	Reduce the cost of living by increasing the supply of energy efficient, affordable homes	Housing (New Supply)	2014/15-2018/19 – 634 homes completed	1,169 homes to be delivered by March 2024	Ongoing	Housing (New Supply)	
Improved energy efficiency	Deliver capital investment programme, HEEPS ABS and other initiatives	Reduce the cost of living and fuel poverty by improving the energy efficiency of housing stock across all tenures	Housing (Investment)	August 2019 – 99.2% of properties have an EPC of D (SAP 55) of above 2,100 homes improved through HEEPS ABS	2024	Ongoing – 5 year investment programme being prepared for implementation from 2021	Housing (Investment)	

ACTION PLAN – REDUCING THE COST OF LIVING

Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Lead Team	Monitoring
Support homeowners to adapt, repair and maintain their homes	Deliver advice and assistance (including financial assistance) to homeowners through the Scheme of Assistance	Reduce the cost of living by preventing and addressing disrepair, and improving health and wellbeing by supporting owners to adapt their homes	Built Environment (Private Sector); HSCP (Equipment and	2018/19 – 345 disabled adaptations; 832 assistance (including 167 grants and 3 missing shares provided	Ongoing	Ongoing (N.B. Revised Scheme of Assistance to be prepared in 2021/22 following adoption of forthcoming Local housing strategy	Built Environment (Private Sector); HSCP (Equipment and Adaptations)	
Address the issues of funeral poverty	Work with funeral directors in an attempt to address high funeral costs for north Lanarkshire residents	More affordable packages and plans to meet the rising costs of funeral			2023	Begin late 2020	Tackling Poverty	

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ACTION PLAN – RESEARCH, STRATEGIC PLANNING AND PROGRAMME MANAGEMENT

Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Lead Team	Monitoring
Establish a short term working group be established in order to properly examine the impact of COVID -19 on those in North Lanarkshire already experiencing poverty and inequality as well as those who are likely to fall into poverty as a result of the economic and social impact of COVID -19	The approach to recovery planning will be established on the principle of “build better back.”	Fully researched recovery plan	NLC and NLP Recovery Plans	Pre-COVID-19 crisis data	June 2020 & Ongoing	To be established- membership to be determined	Financial Inclusion Team (with link officers across services and the partnership)	Activity from the TPOAG will be reflected within the Strategy with recommendations approved by the Policy and Resources Committee
Establish a Tackling Poverty Officer Action Group	Establishing a group of Officers from across the Community Planning Partnership who will be able to contribute to the development and implementation of the Tackling Poverty Strategy.	All services and Community Planning Partners will co-ordinated the approach to tackling poverty which will complement the Plan for North Lanarkshire.	The Plan for North Lanarkshire Local Child Poverty Action Report	n/a	Ongoing	Established – membership to be reviewed	Financial Inclusion Team (with link officers across services and the partnership)	Activity from the TPOAG will be reflected within the Strategy with recommendations approved by the Policy and Resources Committee

ACTION PLAN – RESEARCH, STRATEGIC PLANNING AND PROGRAMME MANAGEMENT

Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Lead Team	Monitoring
<p>Community input to strategy development and delivery</p> <p>Work with Community and Voluntary Sector organisations to ensure that communities are aware of the tackling poverty strategy and have an opportunity to contribute to its ongoing development</p>	<p>Building on earlier engagement through initial development of the strategy undertake the following</p> <ul style="list-style-type: none"> Undertake a survey amongst community and voluntary sector networks to allow input to the ongoing development and delivery of the tackling poverty strategy Delivery of an input on the Tackling Poverty Strategy to the 9 Community Boards to allow further discussion regarding their role in its delivery 	<p>Through existing mechanisms local communities are aware of and can contribute to delivery of the Tackling Poverty Strategy</p>	<p>The Plan for North Lanarkshire</p> <p>Local Child Poverty Action Report</p> <p>Working with Communities Framework</p> <p><i>Voluntary Sector (Food Poverty/Insecurity)</i></p> <p><i>Young People</i></p> <p><i>COVID-19 Impact/Emerging Issues</i></p>	<p>Early engagement through previous locality structures (input to meetings and challenge poverty events).</p> <p>Feedback from engagement throughout C19 has highlighted that issues associated with poverty continue to be a concern for local people but that discussion is often around the symptoms of poverty</p>	<p>Survey distributed by June 2021</p> <p>Feedback report and any required changes agreed by August 2021</p> <p>Input to Community Boards Autumn cycle (following approval of LOIP's?)</p> <p>Agreement around role of Community Boards at a locality level</p>	<p>June 2021</p> <p>August 2021</p> <p>Sept 2021</p> <p>Oct 2021</p>	<p>Voluntary Action North Lanarkshire</p> <p>Community and Voluntary Sector</p> <p>Communities Team</p>	<p><i>Update reports and monitoring as part of the monitoring of the Tackling Poverty Strategy and Action Plan</i></p> <p><i>Regular Tackling poverty reports to Community Boards through LOIP's</i></p>

ACTION PLAN – RESEARCH, STRATEGIC PLANNING AND PROGRAMME MANAGEMENT

Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Lead Team	Monitoring
Establish a Tackling Poverty Team	A Tackling Poverty Team will be responsible for the co-ordination and monitoring of all tackling poverty work	All services and partners will have co-ordinated corporate approach to tackling poverty	The Plan for North Lanarkshire Local Child Poverty Action Report	n/a	Ongoing	Options to realign existing resources being assessed for consideration alongside the Tackling Poverty Strategy and COVID-19 crisis recovery planning	Financial Inclusion Team	Activity from the team will be monitored via the Strategy, the TPOAG and appropriate committee
Poverty Proof Decisions	Embed poverty impact assessments into decision-making	in line with the Fairer Scotland Duty, we have one impact assessment which covers equality and diversity, health inequalities, poverty and children’s rights	The Plan for North Lanarkshire Equalities Strategy	n/a	2020	Pending	Financial Inclusion Team Equalities Network	Poverty will be considered in key strategic decisions
Introduce Memorandums of Understanding between the Financial Inclusion Team and Services	Income maximisation and debt advice services are available to all residents via either the services themselves or effective referral routes	All services will have a co-ordinated corporate approach to tackling poverty	The Plan for North Lanarkshire Economic Regeneration Delivery Plan	n/a	Dec 2020	Pending	Financial Inclusion Team	Referrals and activity monitored via MySwis and MACS

ACTION PLAN – RESEARCH, STRATEGIC PLANNING AND PROGRAMME MANAGEMENT

Action	Brief Description	Planned Outcome	Links to Other Plans/ Strategies	Baseline	Timescale	Status	Lead Team	Monitoring
Establishment of an Involvement Group to help shape the strategy and services	In order to get the views and direction from those with lived experience, people will be invited to join an Involvement Group	Establishment of Group	The Plan for North Lanarkshire Local Child Poverty Action Report Working with Communities Framework	n/a	2020 to establish – group will be ongoing	Ongoing	Communities Team Financial Inclusion Team Community and Voluntary Sector Voluntary Action North Lanarkshire	Involvement group and input reflected within the Strategy and future direction
Universal Credit Scheme	A universal credit fund to mitigate against the impact of arrears accrued due to DWP methods and timescales	Assist residents to manage arrears due to the delay in initial Universal Credit claims	The Plan for North Lanarkshire Economic Regeneration Delivery Plan	n/a	2023	Research Stage	Housing Services	Reduction in arrears due to the delay of UC payments
Sustain tenancies	Deliver increased financial advice and assistance via 8 additional Income Maximisers	Increase incomes from social security, reducing rent arrears and sustaining tenancies in social rented homes	Housing (Solutions)	October 2019 - 96.51% sustainment (tenants in arrears sustaining tenancies for 12 months or more) Average arrear £466	Ongoing – approach initially funded for 12 months	Ongoing	Housing (Solutions)	

