

**GLASGOW COMMUNITY PLANNING PARTNERSHIP STRATEGIC BOARD  
AT GLASGOW CITY CHAMBERS  
ON TUESDAY 13 DECEMBER 2011  
2.00PM**

**AGENDA**

1. Welcome and Apologies
2. Minutes of Last Meeting of 13 September 2011 – **attached**
3. Presentation: Community Policing Update – Strathclyde Police
4. One Glasgow Update – **attached**
5. Youth Unemployment Update – **attached**
6. Overcoming Poverty in Glasgow – **attached**
7. Integrated Grant Fund – LCPP recommendations 2012/13 – **attached**
8. Date of Future Meetings:

Tues – 27 March 2012 - 2.00pm
Tues – 19 June 2012 - 2.00pm
Tues – 11 September 2012 - 2.00pm
Tues – 11 December 2012 - 2.00pm



DRAFT MINUTES

**Meeting of the Glasgow Community Planning Strategic Board  
on Tuesday 13 September 2011 at 2pm  
in Glasgow City Chambers**

**Present:** Bailie James McNally (Glasgow City Council - Chair), Councillor Stephen Curran (Strathclyde Police Authority), Gordon Sloan (GHA); Martin Johnstone (Third Sector Forum)

**Apologies:** Andrew Robertson & Anne Hawkins (NHS Greater Glasgow and Clyde), Brian Sweeney (Strathclyde Fire & Rescue); Anne Hawkins (NHS Greater Glasgow and Clyde); Stephen House (Strathclyde Police); Susan Aktemel (Third Sector Forum)

**Attending:** Bailie Catherine McMaster (Glasgow City Council), Mark Feinmann (NHS GGC), George Black, Jim Gray, Colin Edgar, Shaw Anderson, Richard Kelly and Paul Kilby (Glasgow City Council), Ruairaidh Nicolson (Strathclyde Police); Heather Voisey & Margaret Moore (GHA); Lewis Ramsay (Strathclyde Fire and Rescue); Susan Deighan (Glasgow Life), & Linda de Caestecker (Director of Public Health, NHS GGC).

**1. Welcome and Introduction**

Bailie McNally welcomed everyone to the meeting. Apologies were noted as above.

**2. Minutes of last meeting – 21<sup>st</sup> June 2011**

The minutes of the previous meeting were agreed as an accurate record.

**3. One Glasgow**

George Black spoke to a report detailing progress in relation to the development of One Glasgow, which had previously been discussed by the GCPP Executive Group on 8 June. The report covered a number of points:

- background and context within which One Glasgow has emerged,
- development of a 'total' accounting process,
- priority themes which will be central to One Glasgow,
- involving other partners, including the Third Sector and the Scottish Government in the future development of One Glasgow,
- recognition among partners that savings from the initiative will require up-front investment, and will be identified over the longer term.

During discussion, a number of further issues were raised:

- how to ensure that partners which invest and deliver savings for other agencies are compensated,
- importance of Scottish Government support and involvement,
- consideration of the development of a 'Public Interest Bond' model,
- incentivising preventative investment by partners,
- the importance of outcome based targeting and commissioning.

Following discussion, the Board endorsed the content of the One Glasgow report.

**4. Presentation: A New Approach to Community Facilities**

Susan Deighan spoke to a presentation regarding community facilities in Glasgow. A working group has been established with membership from key partners, including Glasgow City Council, GCSS, City Property, Glasgow Life & GHA. The main drivers of the work of this group were identified as:

- sustainability in light of current financial challenges
- One Glasgow approach
- focussing on the services delivered, as well as the buildings

The aim of the group is to ensure that sustainable, high quality, community based services for all Glasgow citizens can be delivered through a range of easily accessible community facilities that reflect local needs. The group has considered a number of factors including:

- the delivery of local services
- increasing community involvement in the management and operation of facilities
- different delivery and operational models – including social enterprise and community asset transfer
- managing community expectations
- broadening the range of individuals using facilities

Following discussion, the Board welcomed the work carried out to-date and asked for an update at a future meeting.

**5. Triple P Update**

Mark Feinmann spoke to a report providing an update on the roll-out of the Triple P programme across the city over the last 18 months. Following the presentation, a number of issues were highlighted during discussion:

- number of participants categorised as being from 'complex' families
- participants at each of the 5 levels of the programme
- how initial interventions are followed-up
- data collection in relation to participants on the programme
- links with the Scottish Children's Reporters Administration
- role of Third Sector, faith and community organisations
- the age group of the children and of those attending the seminar events
- the need for a more accurate sense of how the programme is performing

The Board welcomed the update and agreed that a further update should be brought back to a future meeting.

**6. Date of Next Meeting:**

Date of the next meeting was noted as Tuesday 13 December 2011 – 2pm



Report to: Glasgow Community Planning Partnership Strategic Board,  
13 December 2011

Report by: George Black, Chief Executive, Glasgow City Council

Subject: One Glasgow Progress

Contact: Anne Connolly, Glasgow City Council, phone 0141 287 5678

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## 1.0 Purpose

1.1 At its meeting of 12 October 2011, the Community Planning Partnership Executive Group considered a presentation on the proposed governance arrangements for One Glasgow, including the establishment of a Programme Board. This report provides an update on actions and progress following the presentation. It is for consideration by the GCPP Strategic Board.

## 2.0 Key Actions

2.1 The early practical work has focused on bringing resources together to support the programme, establishing the programme board and governance, agreeing project leads and basic project management approaches. The following have been agreed or progressed since the meeting on 12 October 2011:

- The Programme Board met on 15 November 2011 and agreed its remit, a meeting schedule at 8 weekly intervals, the key principles for the work drawn from the One Glasgow report, with a clear focus on service streamlining and re-engineering.
- Partner organisations have agreed their lead roles in relation to the three work streams. Strathclyde Police will lead the work stream on reducing offending, Glasgow City Council will lead the work stream on children and NHSGCC will lead the work stream on the vulnerable elderly. They have agreed projects leads and work stream co-ordinators. They will be supported in this work by a range of partners.
- Senior Officers from the partner organisations (the Lead Officers' Group) met on 9 November 2011. It will work to ensure that the project moves at a pace and to resolve any operational roadblocks in completing the tasks to be delivered. It agreed a draft remit for each of the work streams as a basis for consultation. It agreed basic project documentation and how we will track progress against plans.
- Work stream co-ordinators have been briefed on their role and agreed broadly the programme support they will require to begin practical work on the One Glasgow recommendations.
- A small team of officers has been identified to support the programme. These include staff with project management, data collection and analysis and service

review / system mapping skills.

- Discussions are ongoing with a range of partners, not directly involved to date, to agree their involvement and representation on the One Glasgow approach. Given the diverse nature of the work streams, this involves discussions with a range of city based and national organisations.
- The project plan is under development with each work stream drafting an outline plan for the end of November.

### **3.0 Next Steps**

3.1 The priorities over December and early January are focussed on specifying what tasks the work streams will undertake and what options they will develop further for consideration by the Programme Board in the New Year. It will also involve more communication to a broad range of partners on the approach and discussing their support and involvement where required. Tasks include:

- Complete the project plan, drawing on the individual work stream project plans delivered at the end of November.
- Identify work stream quick wins that can be progressed to demonstrate the benefits and the principles of One Glasgow. A priority for December will be the mapping of specific aspects of joint service provision in each of the themes where duplication can be removed or rapid improvement made.
- Draft the remit of the Service Quality Assurance Sounding Board and the broad pool of organisations which may be invited to attend for agreement with the Programme Board in January.
- Identify how other partners will be involved or represented in the One Glasgow approach for discussion with the Project Sponsor and Board.
- Meet with the Scottish Government Team in December to discuss emerging ideas and support for work planned as part of One Glasgow on children 0-8.
- Complete basic data collection in November and December and collate the city's current agreed outcomes or objectives for the work stream themes to support project planning and delivery.
- Agree a schedule of 8 weekly meetings with the Programme Board which will take place in January, March, late May/June and August 2012.
- Agree an approach to how we communicate the work on One Glasgow and its purpose to a range of interests in the city and amongst partner organisations.

### **4.0 Recommendation**

4.1 The GCPP Strategic Board is asked to consider and note progress with One Glasgow and the high level next steps outlined.

**Glasgow's Youth Employability Partnership and Initiatives  
Report to CPP Strategic Board 13 December 2011**

**INTRODUCTION**

This report provides an update on the youth employability structures and initiatives delivered as part of Glasgow's Youth Employability Partnership whose aim is to increase youth employment and employability opportunities in the city.

**BACKGROUND AND CONTEXT**

In 2008, in response to the Scottish Government More Choices, More Chances strategy, Glasgow City Council formed a partnership to galvanise like-services in the city with a common purpose to improve employment prospects for young people aged 16-24. This partnership was known as Glasgow's MCMC Partnership and was led by Education Services Head of Vocational Education, and chaired by Development and Regeneration, Head of Economy and Business. This city partnership developed and adopted a reporting and operating framework and saw the formation of 5 area based Youth Employability Groups (YEGs) whose aim was to provide local employment and employability solutions for local needs. These YEGs reported directly the Strategic Partnership Group who in turn reported to the CPP Strategic Board.

In 2011, an internal review was undertaken of the functionality and effectiveness of the partnership and changes were made. These changes built on the successes and aligned further the partnership to the restructured 3 strategic planning areas in the city. There was also a refocus on the leaders refreshed key priorities for the city, particularly youth unemployment and vulnerable young people.

The result was to restructure and rename and the partnership became Glasgow City Council's Youth Employability Partnership with the development of a Partnership Plan (Attached as Appendix 1). For simplicity, a diagram representing the new structures can be found on page 15 of Appendix 1.

This plan is a robust document and has collated all like-minded targets from relevant plans including the Single Outcome Agreement, and plans internal to partners out with the city council. The document is attached to this report for reference purposes and for simplicity, extracts of the plan have been embedded into the body of this report.

Another major change to the partnership structures saw the introduction of Glasgow's Youth Gateway. The Gateway is the operating and delivery arm of the partnership and sees the pooling of resources in the form of Activity Agreement Coaches from Education Services, key workers from Skills Development Scotland, and Employability Advisers (Youth Employability Service) from Glasgow's Regeneration Agency. The Gateway operates as a

one point of referral from all partners in the city where young people will receive one-to-one support from the most appropriate adviser and will be signposted and supported to a positive outcome. Aftercare services will also be provided

Since 2008, much work had been undertaken to provide clarity in the complex landscape of youth employability activity in Glasgow. Partner delivery, types of interventions and amount of provision in the city is significant and it became increasingly obvious that to provide the most appropriate intervention at the right time and place, a more cohesive approach was required. A Youth Employability Pipeline (attached as Appendix 2) has very recently been developed to show the core activity within the city, how a young person might be supported through the pipeline whilst highlighting the significant levels of provision available within the city. This provision may be specifically commissioned or delivered by the Partnership, or as part of national programmes for example, those supported by Skills Development Scotland for example, ie Modern Apprenticeships, Get Ready for Work, and Training for Work, or the Inspiring Scotland Ventures supported by the Inspiring Scotland 14:19 Fund.

More on the specifics of initiatives and interventions follows.

## **PARTNERS**

The partners within the Youth Employability Partnership are:

- Glasgow City Council Education Services
- Glasgow City Council Development and Regeneration Services
- Glasgow City Council Democratic Services
- Skills Development Scotland
- Glasgow's Regeneration Agency
- Glasgow's Colleges
- Glasgow Life
- Glasgow Community and Safety Services
- Glasgow Council for the Voluntary Sector
- Inspiring Scotland
- Glasgow City Council Social Work Services
- Glasgow Housing Association
- NHS

A recent and welcome addition to the 3 local Youth Employability Groups has been officers from Glasgow City Council Democratic Services. This addition provides greater cohesion to the work of the Community Planning Partnerships and the city 'themes' adopted there.

## **KEY TARGET GROUPS**

The 4 key target groups defined for the Partnership are:

1. 15-16 year olds reaching their school leaving date at risk of not making a successful transition from school (Positive School Transitions)
2. 16-19 year olds who are not in education, employment or training (Positive Post-School Transitions)
3. Young people aged 15-21 with additional entitlements afforded through ASL Legislation; including
4. Young people aged 15-21 in and leaving local authority care/ care leavers

Extracted from Appendix 1 – Youth Employability Partnership Plan

**Targets**

The targets and outcomes agreed by the partnership are:

Ref	Indicator	Data Source	Baseline	2010-2011 Target	2011-2012 Target
<b>POSITIVE SCHOOL TRANSITIONS (PST)</b>					
3.8	Increase the proportion of school leavers (from publicly funded schools) in positive and sustained destinations (FE, HE, employment or training)	SLDR	83.1% (2006 – 07)	87.0%	85.5%
3.9	Increase schools' vocational training places for mainstream pupils from S2 upwards	GCC Vocational Education	1,000 (2006-07)	1,090	1,020
<b>POSITIVE POST SCHOOL TRANSITIONS (PPST)</b>					
2.7	Number of Key Benefit Claimants (16-19 year old JSA Claimants)	Jobcentre Plus	2065 (May 2006)	1769*	1633*
				*Proportion of generic target – see calculation below	
<b>Young People who require Additional Support for Learning</b>					
N/A	Proportion of young people going to Higher Education, Further Education, Training or Employment from 'Special Schools' – Note: This indicator has been adopted by Glasgow's MCMC Partnership although not formally measured through the SOA reporting process.	SDS	64% (2009/10)	66%	68%
7.27	Number of places on schools' vocational training programmes for young people from ASL schools	GCC Vocational Education	Was part of a combined indicator now separated for accurate measurement		300

Young People In and Leaving Care					
7.2 4	Proportion of Looked-After and Looked-After and Accommodated Young People Leaving Care who are known to be in Employment, Education or Training	GCC Social Work Services	32.0%	40.0%	42%
7.2 7	Number of places on schools' vocational training programmes for young people who are school age and looked after by the authority	GCC Vocational Education	Was part of a combined indicator now separated for accurate measurement	130	

Extracted from Appendix 1 – Youth Employability Partnership Plan

### Core Initiatives

Contained within Appendix 2, Glasgow's Youth Employability Partnership – Employability Pipeline 2011 are the following initiatives within Glasgow. With the exception of the Schools Vocational Programmes delivered by Education, all these initiatives are being delivered at each of the 5 stages of engagement with our young people. A short summary of each initiative follows and outcomes are detailed where available at this time.

#### Schools Vocational Programmes – 2000 places per academic year

Targets young people from S2 to S6 within Mainstream and Special Schools targeting those with Additional Support for Learning. In addition, specific programmes have been developed for Care Leavers namely Enhanced Vocational Inclusion Programme (EVIP). EVIP is now a 'virtual' school which means that it is open to inspection by the HMIE. This is the first of its kind in Scotland targeting young people who are looked after by the city as the corporate parent and who have disengaged from mainstream education. All programmes are vocational in nature and delivered in the main within Glasgow's colleges with a vocational qualification as the core element. Employability activities are also delivered to complement the vocational element

#### Stage 1-2 Interventions - referral/barrier removal

A variety of interventions delivered by the wider partnership are delivered at these 2 initial stages of the Employability Pipeline within the Youth Gateway. Young people are referred to the Gateway from all partners in the city whether at point of leaving school, or from negative destinations after school. The school referral process is aided by the use of the newly introduced Glasgow's Risk Matrix which is fed through the SEEMIS school system. This helps flag young people who are in danger of not making a positive transition from school and signposts them by 'identified need' to the Gateway team, ie

Education's Activity Agreement Coaches (Red), SDS Key Workers (Amber) and GRA Youth Employability Advisers (Green). This unique system, the result of partnership working with West Dunbartonshire and Inverclyde Council's, is now being promoted by the Scottish Government to other Local Authorities as an example of best practice.

In addition a wide range of partner agencies deliver interventions which contribute directly or indirectly towards our targets - including Glasgow Life Numeracy and Literacy work, Princes Trust Get Into programmes, GCSS Diversionary Activity, GCC Education School Gates Project, ESOL and third sector activity including support for volunteering and targeted supports to vulnerable groups e.g. Roma community

#### Inspiring Scotland Ventures

Inspiring Scotland's 14:19 Fund aims to significantly reduce the number of young unemployed people by investing in co-ordinated delivery of targeted work by the voluntary sector. Significant funding is being delivered over a 7-10 year period, with investment targeted at the areas of greatest need. The 14:19 Fund was launched in 2008 and currently invests in 22 ventures (9 in Glasgow) all working to significantly reduce the number of young people who are not able to make a successful transition from school. The Glasgow Ventures include Tomorrows People, FARE, The Venture Trust, Street League, Impact Arts, Action for Children, Move On, Enable and Princes Trust. Between them the Ventures support over 1400 young people each year in Glasgow. Plans are underway to establish referral mechanisms from Glasgow's Youth Gateway to the courses and services offered by the Ventures.

#### Stage 3 Interventions – Vocational opportunities

##### Glasgow Regeneration Agency – Youth Employability Service (YES)

A part of the city's P5 Strategic Skills Pipeline, the Youth Employability Service is a key part of the cities Youth Gateway. Supporting over 1000 young people per year, the YES team offers one to one support delivered in outreach locations across the cities 3 strategic planning areas. Young people are referred from a range of sources, primarily through the schools 16+ meetings and through the Employability Support Partnership with Job Centre Plus. In addition to one to one case management support, young people will be supported through a range of personal development and vocational courses and link in with the Youth gateway partnership opportunities.

Target Engagement – 2000 (1000 per year)

Target Job Outcomes – 800 (400 per year)

##### Care Leavers Employment – Launchpad

Launchpad Programme is a new programme managed by the Care Leavers Employment Service (SWS) which supports young people who are either looked after or accommodated by Glasgow City Council to move into employment by developing bespoke, individualised training to develop the skill, knowledge and experience necessary to successfully access and sustain employment opportunities.

The programmes involve the development of core skills and vocational training as well as work placements. The programmes are delivered by a range of agencies including Glasgow Adult Literacy and Numeracy Partnership, Glasgow Regeneration Agency, Glasgow Life and the FE sector lasting for between three and six months, depending on level of support required to progress.

Target Engagement – 40 (20 per year)

Target Job Outcomes - 20

National Training Programmes – Get Ready for Work

Get Ready for Work is a National Training Programme aimed at 16-18 year olds that provides participants with classroom-based activity along with an extended work placement. Glasgow's YEP works alongside SDS (who manage GRFW contracts) to shape and inform GRFW delivery within the city to meet the needs of our young people and of the labour market.

For 2011-12 GRFW contracts were co-commissioned with local CPPs for the first time with a representative from Glasgow's YEP involved in this process. This will be repeated for the upcoming commissioning process and the YEP is working with SDS to explore ways in which the Partnership can become more involved in the commissioning process.

In reporting year 2010- 2011, 1659 young people were supported through a GRFW programme.

Stage 4 Interventions – Employment

Clyde Gateway Youth Jobs Fund

The Clyde Gateway: Youth Jobs Fund is a partnership project developed by Glasgow City Council Education Services, Clyde Gateway Urban Regeneration Company and Glasgow Works and is delivered by Action for Children.

The overall aim of the Clyde Gateway Youth Jobs Fund (YJF) is to support 50 'work ready' 16 & 17 year olds who reside within the Glasgow Clyde Gateway area who are looking for work and to source small, medium and large enterprises to provide employment opportunities for this group of young people. The YJF Project offers employers wide ranging supports (including provision of a wage subsidy) that allow them to make quality opportunities

available by creating jobs for unemployed young people who face significant disadvantage in the labour market.

#### Care Leavers Transitions Programme

The Transitions Programme supports Care Leavers within Glasgow (including young people who have been Looked After at Home). The Programme supports 'work ready' young people entitled to an Aftercare Service aged between 16-21 years old, who reside within the Glasgow. Its two key target groups are young people who are:

- Job Ready – who are unemployed but would have in more favourable economic conditions moved directly into employment/MA
- Job ready with support – A proportion that have completed a first stage programme such as an Activity Agreement, a Get Ready for Work Programme or the Launchpad Training Programme and require some additional support to secure appropriate employment

#### Commonwealth Apprenticeship Initiative – CAI

Targets school leavers from both winter and summer cohorts. CAI works with employers to increase the level of apprenticeship vacancies then supports recruitment of Glasgow School leavers through a dedicated recruitment website. This forms the first part of the GCC offer direct to employers as part of the GCC strategy to reduce youth unemployment.

Vacancies filled from 1 January 2011 – 30 November 2011

Total	School Leaving Date
57	Summer 2010
302	Summer 2011
6	Winter 2011
239	Winter 2010
604	-

This is the highest level of successful outcomes in a 12-month period since the CAI began in 2009 and has involved recruiting for 314 companies. The SLDR has recorded a 1.5% increase in employment outcomes for 2010-11 from the previous year which in part may be attributed to the GCC assistance to companies to recruit Glasgow school leavers

#### Commonwealth Jobs Fund

The Commonwealth Jobs Fund is the second element of the GCC offer to employment and targets employment opportunities for 18 – 24 year olds. Similar to CAI the fund encourages employers to recruit for their vacancies from a pool of job ready unemployed young people. Companies are offered a

12-month wage subsidy in return for paying the new recruit a minimum of the Glasgow Living Wage – currently £7.15 per hour.

#### Commonwealth Graduate Fund

Recently announced at the State of the City Economy Conference in November 2011 the Commonwealth Graduate Fund creates the third part of the Council offer to employers by offering a 12 month wage subsidy to employers willing to increase their headcount by recruiting an unemployed Glasgow graduate. The fund is now operational and has had 84 enquiries to date from companies wanting more information or ready to recruit. The process of registering graduates is underway.

#### Youth Enterprise Zones

Councillor Gordon Matheson announced this new initiative at the 2011 State of The City Economy Conference in November 2011. Development and Regeneration Services are currently working on the detail.

#### Community Jobs Fund Scotland

SCVO manages Community Jobs Fund on behalf of the Scottish Government. This national programme offers unemployed young people the opportunity to work for 6 months within the Third Sector in jobs that are high quality, sustainable and offer a supportive environment. Glasgow has been allocated 344 jobs and as a hot spot area, 10% of these are for 16-17 year olds with jobs lasting for 9-month, and a further 10% are for people aged over 24 years. Job Centre Plus and SDS (partners within the Glasgow Youth Gateway) are the referral partners for job applications and within Glasgow a range of voluntary sector partners and Inspiring Scotland organisations were successful in hosting these opportunities for clients.

#### Stage 5 Interventions - Aftercare

The Aftercare Programme is provided as part of the GRA Youth Employability Service (YES) and provides 'in employment' support to those young people who are in need of a continued level of guidance and mentoring. This support is provided by the Wise Group and targets 400 young people in need per year.

#### Measurable Successes for Glasgow (to date)

The recent School Leaver Destination Return in the city saw a positive increase of 2.3%. This is very positive in the current economic climate, and with 4,800 leavers in this cohort, only 24 were reported as 'unknown' and unable to be found by the partnership. We believe that this is as a result of much more focused, multi-agency tracking through 16+ Learning Choices systems and more systematic and early intervention taking place with our

most vulnerable young people – in particular through Glasgow's Activity Agreement Programme and SDS Key Work Service.

#### Additional Support for Learning ASL – School Leaver Destination Return

Glasgow's Youth Employability Partnership, in May 2011 formalised a new set of employability targets and indicators including the incorporation of an indicator to measure and report on the destinations of young people leaving Glasgow's Special Schools

In 2010 – 11 (mirroring the trend within our mainstream schools) Glasgow recorded a 2% increase in positive destinations (from 64% to 66%) from 2009-10; which meets the target set by the Partnership for the reporting period.

#### Activity Agreement External Evaluation

Glasgow was one of the 10 local authority areas selected to be part of the Activity Agreement Pilot during 2010-2011. Aimed at supporting young people disengaged from learning move into positive destinations after leaving school, the focus of this is early interventions and, within Glasgow, young people are referred from schools (and other partner agencies) up to 6 months prior to their statutory leaving date.

Following a detailed external evaluation of national pilot (covering the period until November 2010) it was confirmed that the pilot had been successful ('well delivered and have achieved good results'). Glasgow was singled out as having the greatest number of referrals across the pilot areas, and the highest number of hard progressions in Scotland. The average cost of Glasgow's hard progressions was identified as being the lowest in Scotland.

Glasgow was also highlighted as having a significantly higher percentage of young people with low attainment in school and young people who were persistently truant, as well as higher levels of young people who were winter leavers, looked after children/care leavers, and young people from a BME background.

- ◆ The Scotland-wide budget for the Activity Agreement pilot was £11,001,212 of which Glasgow received £1.5m to support 450 young people through an Activity Agreement – representing 14% of the overall funding pot. Glasgow received the third highest funding allocation, behind Fife and North Lanarkshire;
- ◆ Over the course of the pilot period Glasgow supported 500 young people into an Activity Agreement. Nationally during the same period 2031 (inclusive of Glasgow) young people were signed to an AA – Glasgow's AA total represents slightly under a quarter of the national AA total

- ◆ Over the course of the pilot period, Glasgow supported 278 young people into a 'hard outcome' – i.e. f/t FE, HE, Employment or a National Training Programme. Nationally, during the same period 839 young people were supported into a hard outcome.
- ◆ Glasgow's outcome total represents over a third of the hard outcomes achieved nationally over the AA pilot period
- ◆ Glasgow recorded a 73% positive destination rate from its AA programme over the pilot period compared to a rate of 62% nationally over the same time period.

## Conclusion and Recommendations

The Community Planning Partnership is asked to note the following key achievements of Glasgow's Youth Employability Partnership

- ◆ The YEP has streamlined its planning and decision making structures in 2011 to work co-terminously with other strategic planning functions within the city. This exercise has also resulted in a strengthened formal reporting relationship between the YEP and the Community Planning Partnership
- ◆ In 2010 – 11, despite the ongoing issues around very low economic growth the YEP has overseen Glasgow's best ever School Leaver Destination Return – with 86.4% of young people progressing from school to a positive destination. Glasgow also recorded its highest ever proportion of young people making a positive transition from its Special Schools in 2010 – 11.
- ◆ In summer 2011 as a response to the increased challenges brought about by the depressed labour market aligned with significant cuts in funding to public sector bodies, Glasgow's YEP developed Glasgow's Youth Gateway, to provide a joined up single door entry system for every young person who is employed or at risk of unemployment within the city. This has significantly reduced the risk of 'losing' any of our young people
- ◆ The YEP continues to oversee and lead on the delivery of a wide range of employability programmes designed to meet the needs of Glasgow's young people at every stage of the strategic employability pipeline
- ◆ The recent national external evaluation of the Activity Agreement Pilot phase reported on the considerable strengths of Glasgow's model both in terms of the range and numbers of young people supported along with a significantly higher outcome rate than the national average

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Report to: Glasgow Community Planning Partnership Strategic Board,  
13 December 2011

From: Jim Gray

Subject: Overcoming Poverty in Glasgow

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### **Purpose of Report**

1. This report outlines the rationale for the creation of an Anti Poverty Strategy to be adopted by the Glasgow Community Planning Partnership and provides recommendations on its development and management.

### **Background**

2. Despite significant investment in physical regeneration and social renewal, Glasgow continues to have a disproportionate share of poverty in Scotland. While improvements have been made, Glasgow still has 49% of the most deprived 5% data zones in Scotland according to the 2009 Scottish Index of Multiple Deprivation (SIMD). Glasgow possesses the highest concentration of multiple deprivation in Scotland.
3. Currently, Glasgow does not have a single comprehensive anti-poverty strategy. Other Local Authorities (for example South Lanarkshire) and Community Planning Partnerships (for example Renfrewshire CPP) have devised specific anti-poverty strategies. In addition to the ongoing prevalence of multiple deprivation and the effects of the economic downturn and constraints on public sector spending, forthcoming changes to the welfare benefits system will present growing challenges to the city in terms of tackling poverty. The process of developing a joint strategy for the CPP would allow the identification of current partner policy and strategy in relation to tackling poverty. The development of a dedicated anti-poverty strategy would assist partners through providing a shared strategic vision for tackling poverty in the city with specific and measurable outcomes. This strategy would also set out how Community Planning Partners can work together to ensure strategy and services are aligned to the needs of those experiencing poverty.
4. It is suggested that another reason for undertaking work on this, is that we have the opportunity of ensuring that the proposed refresh of the Single Outcome Agreement would feed into the process.

### **Current Initiatives**

5. The CPP partners have already been involved in a range of research studies, working groups and initiatives around poverty. This proposal is to bring these together into a comprehensive and integrated strategy. Work already underway includes -

*a. Persistent Poverty in local areas*

Research<sup>1</sup> was recently conducted on behalf of GCPP on persistent poverty in three geographical areas of the city. These consisted of Barrowfield, Castlemilk and Possilpark. This research highlighted a number of key concerns and challenges in relation to services and opportunities around health, education, employment and training, housing and crime.

This piece of work is currently being taken forward in Barrowfield, the most deprived datazone in Scotland, through the East Centre and Calton Local Community Planning Partnership Board. The next stage will look at public service provision and anti poverty strategy and activity across partners with a view to informing the development of more effective and tailored services.

*b. Poverty Truth Commission*

The Poverty Truth Commission was formed in March 2009, bringing together some of Scotland's civic leaders with people who have experience of poverty. The commission has focused on three main areas: care for children unable to live with their parents, overcoming violence in communities and addressing the stereotyping of people living in poverty<sup>2</sup>.

*c. Glasgow Health Commission*

In 2008 the Glasgow Health Commission was established. It was challenged to come up with innovative recommendations to tackle Glasgow's record on health. The Health Commission report made 20 recommendations for improving health and tackling inequalities in Glasgow. These recommendations are grouped under three themes; people & culture, the environment and changing services<sup>3</sup>.

*d. The Child Poverty Sub Group of the Children's Services Executive Group*

The Child Poverty Sub Group (a sub group of the Children's Services Executive Group), set up in 2009, has a remit for providing a strategic framework for tackling child poverty in Glasgow. Work has been undertaken looking at evidence, policy and practice relating to child poverty in order to define the context for a strategy to address child poverty in Glasgow.

*e. Glasgow Centre for Population Health (GCPH)*

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<sup>1</sup> Persistent Poverty in Glasgow: Beyond the Statistics (2011)

<sup>2</sup> The findings from the Poverty Truth Commission March 2009 – April 2011 are available at: [http://www.povertytruthcommission.org/uploads/doc\\_16351614042011\\_30031\\_Poverty\\_Truth\\_Commission\\_A5\\_report\\_-\\_small.pdf](http://www.povertytruthcommission.org/uploads/doc_16351614042011_30031_Poverty_Truth_Commission_A5_report_-_small.pdf).

<sup>3</sup> The Glasgow Health Commission report and recommendations are available at: <http://www.glasgow.gov.uk/NR/rdonlyres/019795D2-E4B9-431B-8027-406DB3F12019/0/GlasgowHealthCommissionFinalReport.pdf>

GCPH was established in 2004 as a resource to generate insights and evidence aimed at improving health and tackling inequality. GCPH undertakes a number of strands of work such as GoWell, a ten-year research and learning programme focusing on 15 disadvantaged neighbourhoods experiencing regeneration in Glasgow. GoWell aims to investigate the impact of investment in housing, regeneration and neighbourhood renewal on the health and wellbeing of individuals, families and communities<sup>4</sup>. GCPH also supports the work of Equally Well, which along with the Early Years Framework and Achieving Our Potential, sets out the Scottish Government's and COSLA's shared approach to tackling intractable generational social problems.

6. The research outlined above, in conjunction with up to date, relevant and appropriate evidence could be used as a starting point for the development of a broader anti-poverty strategy. The process adopted would build on the experience and expertise across each of the Community Planning Partners.

### **Proposal**

7. It is proposed that a working group be established, with representation from each of the partners, to develop proposals on the scope, content and shape of an anti-poverty strategy. This would involve discussion and engagement with partners including, in particular, engagement with those who have been working on the above initiatives. It is proposed that the working group should provide progress briefings to the Chair of the CPP Strategic Board with a detailed report to be submitted to the GCPP Strategic Board in March 2012 for further discussion.

### **Recommendations**

8. The GCPP Strategic Board is invited to:
  - Agree initial work to develop an anti-poverty strategy for Glasgow, for potential endorsement by the Glasgow Community Planning Partners;
  - Agree that officers from GCC Democratic Services arrange to set up a working group to produce initial proposals to develop the strategy and undertake initial discussions with partners regarding the shape and scope of the strategy;
  - Agree that partners should nominate a key contact to participate in the working group;
  - Agree that a more detailed report be submitted to the Strategic Board in March 2012.

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<sup>4</sup> More information on GoWell can be accessed at: <http://www.gowellonline.com/>



Report to: Glasgow Community Planning Partnership Strategic Board

**Date: 13 December 2011**

**From: Richard Kelly, Grants & Initiatives Manager, Democratic Services**

**Subject: Local CPP Recommendations 2012/13**

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### Introduction

1. This paper presents recommendations for the allocation of the Local CPP awards from Glasgow City Council's Integrated Grant Fund 2012/13.
2. A report has been submitted to the GCC Executive Committee on 8 December 2011 (report can be viewed at [Executive Committee 8.12.11](#)) seeking consideration of the allocations for grants programmes detailed at **Table 1** within this paper. It proposes that the approval of Local Community Planning Partnership (CPP) allocations be remitted to the Glasgow CPP Strategic Board.
3. This report invites the Board to consider and approve the Local CPP awards as part of the Integrated Grant Fund 2012/13.

### Background

4. On 6<sup>th</sup> October 2011, the Council's Executive Committee agreed the following recommendations:
  - the allocation of £40m across a range of funding programmes;
  - the approach that delivered the Council's commitment towards maintaining investment in previously agreed programmes and which focused investment on the budget priorities of the Council and Glasgow Community Planning Partnership; and
  - the proposals to safeguard the delivery of community-based services at a local level.
5. The Board is reminded that Glasgow City Council (GCC) and Glasgow CPP grants have been aligned with new, refreshed grants programmes. Each programme has been assessed for Strategic Fit with GCC Budget Priorities and GCPP Priorities as follows:

GCC Budget Priorities:

- Training and Skills for Employment
- Education and Early Years
- Targeted Support for the Vulnerable

GCPP Priorities:

- Youth Employability
- Early Intervention (including early years)

6. The GCC Executive Committee also agreed that the following considerations should be taken into account in relation to the allocation of funding in 2012/13:
  - A concern to safeguard the delivery of community based services at a local level and to ensure that funding to local third sector organisations receives a degree of protection
  - Recognition that some grants programmes have been subject to significant levels of savings in previous years
  - The Council's commitment to maintain the level of investment in the following programmes – Craft Apprenticeship Programme and Community Policing
  - The Council's commitment to maintain the level of investment in the newly established Glasgow's Regeneration Agency, following the saving of £1.7m from last year
7. It was agreed by the Executive Committee that the following budgets (£23.1m) be maintained at 2011/12 levels for 2012/13:
  - Local Community Planning Partnership Boards (£9.4m)
  - Area Committee Grants (£1.46m)
  - Glasgow's Regeneration Agency (£7.6m)
  - Craft Apprenticeships (£1.455m)
  - Community Policing (£3.2m)

**Savings Required – 2012/2013**

8. Taking into account the points above, the Executive Committee agreed that the overall savings to the Integrated Grant Fund (IGF) in 2012/13 be £1.4m which equals 3% of the total IGF budget allocation for 2011/12 (£41.6m).
9. The savings of £1.4m are identified in the programme budgets in **Table 1** below:

**Table 1**

Programme	2011/12 allocation	Recommended Savings	Recommended Allocation 2012/13
Employability	£11,243,849	£216,918	£11,026,931
Families & Early Years	£4,229,043	£243,632	£3,985,411
Community Safety	£3,792,816	£60,644	£3,732,172
Learning	£2,430,131	£219,061	£2,211,070
Arts & Culture	£2,295,230	£183,620	£2,111,610
Equality & Diversity	£1,892,764	£91,026	£1,801,738
Health & Wellbeing	£1,336,578	£99,825	£1,236,753
Community Facilities	£1,158,640	£111,373	£1,047,267
Youth	£994,628	£80,205	£914,423
Vulnerable Adults	£665,879	£51,292	£614,587
Third Sector Support	£417,033	£48,210	£368,823
Community Engagement	£300,348	£52,348	£248,000
Area Committee Budgets	£1,510,512	£0	£1,510,512
LCPP Boards	£9,403,042	£0	£9,403,042
<b>Total</b>	<b>£41,670,493</b>	<b>£1,458,154</b>	<b>£40,212,339</b>

10. The Board is asked to note that the recommendations under each Programme have been developed by the relevant Strategic Lead – e.g. GCC service department, Arms Length External Organisation or GCPP partner.

11. A separate briefing meeting took place on 2 December 2011 with GCPP Executive Group members from GHA, Strathclyde Fire & Rescue and Strathclyde Police about these recommendations. The detailed recommendations are contained in the Executive Committee papers for 8 December 2011.

**Assessment Process**

12. The assessment process for IGF funding for 2012/13 assessed current grant recipients against a number of criteria to determine recommendations for funding, including:

- Strategic fit with GCC budget priorities (for non CPP funds) and CPP priorities (for CPP funds)
- Finance, including an assessment of their most recent audited accounts
- Performance and impact
- Monitoring compliance
- Governance

13. Information was also gathered from historical monitoring information; funding proposal forms; performance monitoring agreements; monitoring visits and financial assessments.

### Stakeholder Engagement

14. Throughout the assessment process regular engagement took place including with:

- **Third Sector:** The Third Sector Forum has become an established partner within Community Planning. Frequent discussions have taken place with formal and informal groupings with the aim of communicating the financial challenges and seeking the views of Third Sector Partners on how best to mitigate these. Discussions have taken place with the Third Sector IGF Sub-Group to consider the potential impact of the savings and also to build effective consultation on, for example, further developing Programme Targets and Outcomes. Throughout the process, we have provided regular updates to the Third Sector Forum.
- **Grant Holders:** In addition to the ongoing discussions and contact that officers have with the organisations funded within their grant programme, regular updates have also been provided to all grantholders in relation to the 2012/13 assessment process.

### Standard Conditions of Grant

15. All awards will be subject to the Council being satisfied that all applicable Conditions of Grant have been adhered to during 2011/12 and to the Council receiving a satisfactory Funding Proposal Form from each of the grant funded organisations covering the financial and performance aspects of grants funded activity in 2012/13. In accepting the grant award, all grant holders will have agreed to sign up to the Council's Standard Conditions of Grant.

### Local CPP Recommendations

16. The Local CPP Board recommendations for 2012/13 are **attached** at **Appendices 1–10**. These recommendations were approved by the Local CPP Boards in November 2011.
17. As stated above, all ten local Community Planning Partnership areas within Glasgow had their allocations maintained at 2011/12 levels as detailed in **Table 2** below:

Table 2

LCPP Area	Proposed Budget 2012/13	Appendix
<b>NE Sector</b>		
Glasgow North East	£1,252,228	<b>1</b>
East Centre & Calton	£1,112,055	<b>2</b>
Baillieston, Shettleston & Greater Easterhouse	£1,043,512	<b>3</b>
<b>NW Sector</b>		
West	£1,685,478	<b>4</b>
Maryhill / Kelvin & Canal	£1,376,564	<b>5</b>
Centre & West	£371,873	<b>6</b>
<b>South Sector</b>		
Govan & Craigton	£769,354	<b>7</b>
Greater Pollok & Newlands / Auldburn	£670,588	<b>8</b>
Pollokshields & Southside Central	£664,522	<b>9</b>
Langside & Linn	£456,810	<b>10</b>
<b>Glasgow City</b>	<b>£9,402,984</b>	

**Recommendations**

18. It is recommended that the Glasgow CPP Strategic Board:

- Note the content of this report
- Considers and approves the Local CPP recommendations as detailed in Appendices 1–10.