



**Fairer Scotland Fund (FSF): Improving Lives, Regenerating
Communities**

Glasgow Community Planning Partnership

Proposals for Fairer Scotland Fund 2008/09

June 2008

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Foreword

Introduction by Councillor Jim Coleman, Chair of the Glasgow Community Planning partnership

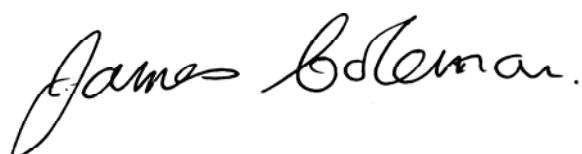
I am delighted to present on behalf of the Glasgow Community Planning Partnership, our proposals for Fairer Scotland Fund (FSF) investment. This document sets out how FSF will be used to add value to the range of services delivered by partners in the city, in order to achieve our range of ambitious outcomes for Glasgow.

I am particularly pleased as Chair of the Community Planning partnership, to present this proposal within the wider framework of the Single Outcome Agreement (SOA) for Glasgow. The SOA is the over-arching agreement for Community Planning Partners about how agencies will work collectively to improve the lives of those who live, visit and work in the city. The Fairer Scotland Fund will play a key role in delivering on many of these outcomes, and I am pleased that partners have embedded these proposals within the over-arching Outcome Agreement.

The Fairer Scotland Fund (FSF) is designed to regenerate the most disadvantaged communities, and to improve the life chances of individuals and groups experiencing disadvantage. Whilst Glasgow has made great strides in recent years through the physical regeneration of our communities, and by increasing life opportunities for residents, more needs to be done. The FSF will provide a catalyst for Partners to deliver joined-up, better quality services to Glaswegians, and to close the gap between our disadvantaged and more affluent neighbourhoods. This first proposal for Fairer Scotland Fund will provide a benchmark for how we deliver these services, with the expectation that they will make an immediate impact upon people's lives. However, these first FSF proposals will be just the start of an on-going development process, and we expect our services to respond and adapt to the challenges ahead.

Local communities play an integral part in developing and delivering effective, responsive services in the city. I am encouraged to note the progress made by the CPP in developing structures that improve the relationships between service providers and residents in the city. Local communities are beginning to have a more involved role in shaping the priorities of Community Planning Partners, and I expect that relationship to be strengthened further through these proposals. I am encouraged by the level of FSF investment in community engagement and capacity building activities committed by the Partnership this year, and also note the significant levels of investment committed to an equality and diversity programme. This will ensure that involvement in the Community Planning process is inclusive of all Glasgow's residents, regardless of age, race, gender, disability, sexuality or belief.

I am proud of what we have achieved with regeneration funds in recent years, and am committed to working with all Partners to deliver better Outcomes for Glaswegians. Community planning is starting to really deliver for the people of Glasgow, and I am pleased to present the first formal proposals on behalf of the CPP for Fairer Scotland Fund investment.

A handwritten signature in black ink, reading 'James Coleman'.

Councillor James Coleman
Chair, Glasgow Community Planning Partnership

1. Introduction

This submission provides detailed proposals from the Glasgow Community Planning Partnership (CPP) on how it will deploy investment from the Fairer Scotland Fund (FSF) to regenerate the most disadvantaged communities, and to improve the life chances of individuals and groups experiencing disadvantage. This document also outlines how the CPP will align investment activity from the Fairer Scotland Fund with the Single Outcome Agreement for Glasgow.

The Glasgow CPP welcomes the opportunity to submit its proposals for Fairer Scotland Fund investment in Glasgow for the year ahead. The CPP supports the need for the continuity outlined by Scottish Government in extending the longevity of investment in regeneration activity across Scotland. There are many examples of partnerships and programmes initiated using Community Regeneration Fund (and related) monies that have been a success in Glasgow, and which we are anxious to see continue. Equally however, we recognise that regeneration activity needs to continue to improve and evolve, and as such, we are refining our investment plans and priorities in response to the changing needs of local communities. We will outline these changes in this document.

The Glasgow CPP has made a commitment to the development of a Single Outcome Agreement for 2008/09 that articulates the desired outcomes for Glasgow, and which will be delivered by the range of CPP partners. The CPP and its support company Glasgow Community Planning Ltd (GCP Ltd.) has given a commitment to working within the strategic SOA framework to identify those particular outcomes and priorities within the SOA that the FSF can most influence. These are set out in section 4.

2. Process

Since its inception in 2004, the Glasgow Community Planning Partnership has sought to deliver high quality, efficient and effective public services that are responsive to local people's needs. The Development of Glasgow's SOA and specific Fairer Scotland Fund proposals will strengthen the impact of Community Planning.

The delivery of Glasgow's ROA has had a positive impact on the city. The availability of the Community Regeneration Fund and other associated resources, has helped to facilitate new and innovative ways of working, and encouraged more effective partnership working. The Glasgow CPP welcomes the 3 year allocation of Fairer Scotland Fund and believes that this will enable the Partnership to continue to develop and strengthen the Community Planning Process and help deliver tangible benefits to our disadvantaged communities.

An element of the proposed activity outlined for FSF is new activity which reflects the shifting priorities for Partners in the city. However, some of the activity developed to help achieve outcomes achieved under the previous Regeneration Outcome Agreement for Glasgow will continue. The CPP is keen to take forward the learning from the ROA process, and to build on recent successes to further enhance the FSF investment programme.

Our investment proposals for Fairer Scotland Fund are linked to those relevant National Outcomes identified as strategically important (referred to in Scottish Government guidance as 'line of sight'). In addition, our FSF investment proposals also align to specific Local Outcome identified in Glasgow's Single Outcome Agreement (SOA) for 2008.

Glasgow's SOA is an agreement drawn up and endorsed by the CPP partners, and sets out the key strategic Objectives and Outcomes for Glasgow. The development of the Single Outcome Agreement has as its starting point the existing Community Plan: *Our Vision for Glasgow 2005-2010*. Throughout the process of drafting the SOA, partners considered how services would be delivered to impact upon the five key strategic themes of the Community Plan.

This document sets out the particular elements of the SOA which FSF investment will impact most upon. The FSF investment will be expected to add value to proposed partnership activity. In particular, FSF will be utilised to deliver services to residents, to help narrow the gap between our deprived and more affluent communities.

In order to identify and prioritise investment decisions across the city, the Partnership has appointed five Thematic Champions to lead on the development of activities under each of the Themes of the Community Plan, namely, *Healthy, Working, Safe, Learning* and *Vibrant*.

The CPP tasked each of the Thematic Champions to take a lead role in identifying the activities that helped to inform the populating of the SOA Templates. Each Thematic Champion was therefore allocated a primary role in a number of National Outcomes (and identified other Champions with a Secondary or Tertiary role in each National Outcome) from the list of 15 provided under the Concordat with COSLA. The purpose of this process was to achieve a co-ordinated and inclusive approach to the development of all of the National Outcome Templates.

The process of selecting relevant outcomes was supplemented by a series of five independently facilitated workshops to which a range of partners were invited to

participate. Each workshop considered the range of current strategies and action plans impacting upon that National Outcome and developed appropriate associated local outcomes.

By adopting this process, the CPP have taken cognisance of and built upon the stakeholder consultations and community involvement for the Community Plan and key plans and strategies of the Community Planning Partners. We have also built ownership through an inclusive process.

The Local Outcomes articulated in the SOA have been agreed by Glasgow's Community Planning Partners and represents a distillation of key partnership strategies. Each of these Local Outcomes addresses specific local priorities identified in key strategy documents of the Community Planning Partners.

Whilst the themes of the Glasgow Community Plan 2005-10 remain broadly relevant, the targets have now been subject to some revision, and a review /update of the current Community Plan is likely. Similarly, as the SOA develops over time, the indicators of progress may change. Subsequently, we will also continually review the appropriateness and fit of those 'line of sight' indicators selected to monitor FSF impact, and to develop additional supporting indicators where appropriate. Further details of the selected indicators are provided in Section 5 and Appendix 3 of this report.

Agreeing FSF Linkages with the SOA

The CPP has broadly accepted the 'line of sight' guidance from Scottish Government outlining those National Outcomes that the FSF investment is expected to have direct impact upon. Additionally, the FSF will also be expected to be relevant to specific Local Outcomes agreed by partners as part of the SOA process. Further information on the 'line of sight' outcomes is provided in Section 5 of the report.

A mapping exercise was conducted by staff within Glasgow Community Planning Ltd, in consultation with other CPP partners, to investigate the linkages between the FSF investment and the SOA. The mapping exercise identified the major programmes of FSF investment activity agreed for FSF for 2008, both city wide and local, and the corresponding outputs and services to be delivered under these programmes. These activities were then aligned with the most relevant National and Local Outcomes in the SOA.

Ongoing Development of the SOA and FSF Proposals

Within the partnership it is acknowledged that there is a need to strengthen the relationship between:

- the agreed, shared CPP Priorities and Objectives; and
- the individual and collective partners' planning decisions and resource allocations

It is intended that stronger relationships will ensure that mainstream services and resources change to reflect priorities agreed in partnership, broadening the focus of Community Planning.

The focus of investment of the Fairer Scotland Fund will continue to evolve over the lifetime of the current SOA, in order to remain flexible and responsive to changes in activity being progressed by CPP partners. The CPP will also continue to examine ways in which FSF will be invested in programme-based solutions, which are

delivered in partnership, and which add value and complement mainstream activity by CPP partners in delivering Outcomes for Glasgow.

Over the course of the 3 year SOA period, the CPP will also continue to strengthen the links with communities to ensure that they are closely involved in developing services. Further details of the community involvement process are given in Sections 6 and 7.

3. Strategic Context

Glasgow's Community Plan *Our Vision for Glasgow 2005-2010* sets out the vision for Community Planning in the city, and outlines key strategic objectives and priorities for Glasgow. Glasgow's Single Outcome Agreement takes cognisance of these objectives and priorities, within the context of the Government's National Performance Framework. Similarly, the proposals for Fairer Scotland Fund have been framed around the 5 themes of *working, learning, healthy, safe and vibrant*, Glasgow, and how FSF investment can contribute to these themes.

The underlying rationale for the investment priorities identified by CPP partners is contained within the extensive evidence base available to the CPP partners in Glasgow. Glasgow continues to make significant advances in tackling the socio-economic issues facing residents in the city, and available statistical evidence confirms these advances, in areas such as the labour market, education, and housing. However, more work needs to be done to tackle those issues where progress is slower.

The CPP recognises the importance of partnership to delivering on many of the existing challenges and intended outcomes. It has been supportive of the development of a Single Outcome Agreement that represents the reality and commitment of the broad partnership of agencies. The evidence outlined in this section provides a broad panoramic view of current socio-economic conditions in Glasgow. We expect Fairer Scotland Funds will be deployed effectively to support those activities aimed at addressing some of the themes outlined below.

Working Glasgow

Although the city economy and labour market continues to flourish, a number of issues continue to affect Glasgow:

- not all of Glasgow's residents have shared in the recent jobs growth, with 26% of working age adults claiming work or income related benefits, compared to 17% across Scotland
- not all the new jobs created in the city have been high value, with some employment opportunities continuing to offer less attractive terms and conditions, with limited career progression on offer – conditions for those taking up 'entry level' job opportunities often lack job stability or continuity
- a significant proportion of adults in Glasgow continue to lack basic qualifications or the necessary skills to allow them to compete and advance in the labour market – this often limits employment opportunities or affects the sustainability or viability of employment
- the employment rates for disabled residents, black and ethnic minority residents, young people (aged 16-19) and those aged over 50 all remain significantly below the Glasgow average

The main areas of focus of Fairer Scotland Fund investment to support a working Glasgow will include efforts to improve the employability and skills of Glasgow residents, and in particular, those who may be disadvantaged due to life circumstances, age, race, disability or ill-health.

Learning Glasgow

Glasgow is home to a significant proportion of residents who are educated to degree level or above, and it supports thriving Further and Higher education sectors that provide quality education services to those who participate in adult-age learning. However, it remains relatively weak in engaging with specific sections of its

population in learning activities, with rates of educational attainment remaining relatively low for some groups – a significant gap persists between those who are skilled and educated, and those who struggle to attain basic levels of achievement:

- a high proportion of the city's residents (21%) have no qualifications compared to the Scottish average (13%)
- an estimated 65,000 adults in Glasgow could benefit from support with reading, writing and use of numbers

A key focus for learning activity in Glasgow is its young people, and significant inroads are being made by partners to address existing issues. However, more needs to be done to give our child learners the best start into adult life. For example:

- the city continues to have a higher than average proportion of young school leavers not in education, employment or training (16%) compared to the national average (14%), with the level amongst its young people looked after or in accommodated care at 55%
- over the past few years, school attainment levels for S2 pupils have improved for reading, writing and mathematics, but remain below national standards
- similarly, attendance and exclusion rates in Glasgow schools have improved but continue to lag behind Scottish standards

Strategic investment of Fairer Scotland Fund will focus on support for adult literacy and numeracy, and in particular in delivering learning within the community. Additionally, FSF monies will be used to support children's and young peoples' education & skills programmes to ensure that they and their families are given appropriate support to ensure that they get the best start to their adult lives.

Safe Glasgow

The SOA will address a wide range of issues to deliver safer communities and improve the lives of local residents. The focus will not only address the tackling of crime and anti-social behaviour, but also about providing a safer environment and delivering services to assist the most vulnerable in our communities.

Evidence suggests that crime and anti-social behaviour remain a challenge:

- almost 160,000 anti-social behaviour incidents recorded annually
- almost 4,300 violent crimes reported in Glasgow in 2007, which per head of population is higher than the Scottish average and many comparable English cities
- up to 85% of men attending Accident & Emergency at weekends have been involved in an assault or fight
- alcohol fuels many problems in the city, with 65% of victims of assault reporting that their assailant was intoxicated
- 63% of all fatal fires in Strathclyde are alcohol related

In terms of tackling issues around vulnerable people, children are a key focus for FSF investment:

- Glasgow is home to almost 20% of all children in looked-after accommodation in Scotland
- young people are disproportionately likely to be both a victim or perpetrator of a violent crime or serious accident, with those aged 15-25 the most vulnerable

- 9% of all children & young people in Glasgow (over 8,800) were referred to the Scottish Children's reporter administration in 2006/07 – of these, almost three-quarters were for non-offence related grounds such as concerns over welfare and abuse concerns
- over 1,000 under 15 year olds are admitted to hospital each year as a result of accidents
- 3% of all children under 15 live with a parent with problem drug use

Activities to tackle issues around other vulnerable groups will also continue, as evidence indicates that problems persist, with than 10,000 domestic abuse incidents reported in 2007, almost 1,700 racist incidents reported, and 129 homophobic incidents reported.

Some of the FSF investment in working with vulnerable groups will be utilised to encourage greater awareness and reporting of issues, as well as ways of addressing both the immediate affects and root causes.

Healthy Glasgow

The health & well-being of Glaswegians will remain a primary focus of FSF investment. In particular, the CPP recognises the inter-linkages between the health theme and others such as working, learning and safe. Much of the activity will focus around health promotion, and working with partner agencies to address key issues such as drugs addiction, alcohol, obesity, and mental health. Some investment will be targeted at specific groups including young people, older residents, and those living in deprived communities.

The evidence supports the continuing need to address long standing health issues in the city:

- life expectancy for men in Glasgow is 69, compared to 75 for Scotland
- emergency hospital admissions for the over 65s are more than 25% higher in Glasgow than the Scottish average
- cancer registration rates are 7% above the national average

In relation to lifestyles, the evidence continues to point to long term problems:

- more than one-in-three adults continue to smoke, above the Scottish average
- half of adults don't meet recommended weekly physical activity levels
- the proportion of serious drug users in the city is well above the Scottish average, and there were 113 drugs related deaths in Glasgow in 2006, more than one-quarter of the Scottish total
- alcohol consumption is above both the Scottish, UK and European average, with 27% of men and 14% of women exceeding the maximum weekly recommended limits

Disparities are most stark in our deprived communities, with ill-health and negative behaviours more prevalent in these areas:

- the proportion of emergency hospital admissions attributable to drugs is 66% higher in the 15% most deprived areas compared to the city average (2005/06), and is 400% higher than in the non-deprived areas
- the proportion of emergency hospital admissions attributable to alcohol is 66% higher in the 15% most deprived areas compared to the city average (2005/06), and is 369% higher than in the non-deprived areas

- the proportion of adults who smoke was 39% for Glasgow in 2005. However, this increases to 47% for bottom 15% Data Zone residents
- the proportion of residents of 15% areas reporting a positive perception of general mental or emotional well-being is lower (78%) than those living in non deprived 15% communities (87%)

FSF activity will be focused on tackling health inequalities, with a particular emphasis on investment in services that help narrow the gap between our deprived and less deprived communities.

Vibrant Glasgow

The Glasgow CPP will support a programme of activity to advance a vibrant Glasgow. Investment in vibrant themes will be deployed to support a number of Local and National Outcomes aimed at improving the resilience and vibrancy of local communities. This will include investment in both the people and fabric of local communities, as strong successful communities are built around both residents and the physical environment.

Although there is a general satisfaction amongst residents in most communities about the quality of life, some issues continue to affect their experiences:

- 86% of residents rated their neighbourhoods as good or very good places to live in 2006, although this lagged behind the Scottish average of 92% - satisfaction levels were lower at 76% in 15% communities
- anti-social behaviour affects peoples' perceptions of neighbourhood quality with two-thirds (64%) reporting that the quality of their lives had been affected by this in the past two years

Community engagement and participation levels will be targeted as part of our CPP investment in vibrant themes. Despite recent successes in improving engagement in Community Planning, evidence suggests that engagement and participation levels are still not high enough:

- just one-in-five residents (20%) had been actively involved in a local community group in the previous 12 months
- similarly, just 21% had volunteered at some stage over the previous year

The issue of capacity building is often recognised as a barrier to increasing the levels of involvement or participation in local communities. The CPP will therefore invest in activities to improve capacity building. The establishment of Community Reference Groups (CRGs) and coordinated developments such as the Race Equality Action Plans will attempt to engage a wide cross section of the population across the city. Further information on these activities is outlined later in this document.

4. Priorities for FSF Investment

The Fairer Scotland Fund will be used by the Community Planning Partnership to progress the work of the partnership and deliver upon the strategic themes set out in the city's Community Plan. By delivering across the five themes, the CPP expect FSF to contribute to a range of National and Local Outcomes.

Glasgow has been awarded more than £51 million in Fairer Scotland Fund for 2008/09. Whilst the level of FSF investment committed for 2008/09 represents a significant amount, the CPP will deploy the funds strategically across particular priorities and Outcomes, rather than investing the Fund across all Outcomes in the SOA. These 'line of sight' Outcomes are summarised in Appendix 1.

The 'line of sight' has been derived by mapping the priorities of the CPP with Local and National Outcomes outlined in the SOA. These Priorities are being addressed at both city-wide and local levels. The CPP has approved a series of programmes which represent co-ordinated activities that are expected to contribute to and impact on specific priorities and outcomes.

Table 1 summarises the major programmes for investment for FSF for 2008/09, and indicates which themes and Outcomes they are expected to impact upon. Table 2 provides more detail of some of the specific local area priorities.

The Glasgow CPP has undertaken a comprehensive review of activities funded under the CRF and associated funds, and has developed a 'programme-themed' approach to investment priorities. This exercise is aimed at ensuring that complementary services are linked together. It also aims to achieve a closer fit with the five strategic CPP themes, as well as ensuring that there is also a complementary alignment with Partner's mainstream services.

Community Planning priorities are established within a Citywide planning and performance framework but there is also an emphasis on developing local priorities within that framework. The process for this is outlined later in this proposal.

Table 1 includes an amount of £509,213, which currently remains unallocated by the CPP as of 30 June 2008. This unallocated amount provides an element of flexibility for the CPP to invest in emerging programmes brought forward by Partners over the remainder of the financial year that align with SOA priorities.

Specific details around each of the priorities already agreed by the Partnership are outlined below:

Table 1

FAIRER SCOTLAND FUND INVESTMENT 2008 – 2009		
Programme	Investment 2008/09	Headline Description
Glasgow Works & Other Employability Programme	£4,490,000	Programme of activity to promote employability under Glasgow Works, plus other employability activities, including a contribution to new craft apprenticeships for Glaswegians
Local Regeneration Agencies	£7,000,000	Support to LRA funded activities, to promote economic development (and employability until Glasgow Works contracts commence in July 2008), support to build capacity in the social economy and increase enterprise development
Future Childcare	£2,000,000	Contribution to city's approach to childcare services
Glasgow City Council–Led Citywide Programmes	£9,143,300	Diverse activities such as healthy eating, sporting activities, and learning, delivered on a citywide basis
Addictions Programme	£1,200,000	Support to on-going addictions programme, inc. drugs & alcohol
Financial Inclusion	£850,000	Improve the financial management skills of Glasgow residents
Routes Out of Prostitution	£420,000	Programme to work with vulnerable women
Sports Programme	£275,000	Sport and education in the community, including schools football & 'Old Firm' Alliance projects
Children's Services Programme	£2,500,000	A programme to address the needs of vulnerable children and young people
Community Policing Programme	£1,980,000	Enhanced policing programme rolled out across Glasgow, plus including deployment of new community police officers
Glasgow Community & Safety Services	£240,000	Diversitary activities for young people including sport, leisure and education
Clean Glasgow Community Programme	£300,000	Contribution to city-wide environmental improvement programme
Faith Communities Programme	£130,000	Inter-faith programme to work with and support local communities
Equalities & Diversity Programme	£1,700,000	Programme of investment to facilitate and support equality & diversity
Community Engagement Programme	£750,000	To provide support to the community engagement process, both city wide, and at area level
Voluntary Sector Support	£130,000	Includes the Voluntary Sector Compact
Local CPP Programmes	£14,746,487	Investment in continuing programmes, plus new activities that meet with priorities across the 10 local CPPs
Support Costs	£2,000,000	Including the operational costs of Glasgow Community Planning Ltd.
Administration Costs	£650,000	Glasgow City Council to manage fund payments and audit costs
Total Investment	£50,504,787	Allocated FSF as of 30 June 2008
Balance	£509,213	Unallocated FSF

Employability Programme

A number of funding streams have previously been aimed at addressing the employability agenda. Given the Partnership's agreed approach to employability through *Glasgow Works* (the body charged with delivering on the DWP City Strategy in Glasgow); it is proposed that investment in employability is incorporated in an employability programme. This programme will include the delivery of a range of support services to help improve the employability of individuals, as well as working with employers.

It replaces previous activity funded under the *More Choices: More Chances* strategy aimed at working with young persons, former *Workforce Plus* programme aimed at employability activities for those further from the labour market, and the employability programmes formerly delivered by the Local Regeneration Agencies in Glasgow.

Fairer Scotland Funds will be invested in activities aimed at delivering on the '*Glasgow Works Business Plan*', which outlines a strategy for cutting the number of Glasgow residents claiming key work related benefits by 17,200 to 2009. The Glasgow Works Business Plan will target specific groups including those hardest to reach and most excluded, including the young, older people, single parents, those on health-related benefits, and Black & Minority Ethnic residents. The strategy is also expected to contribute to closing the employability gap between those in deprived communities and non-deprived areas, and it will also have a secondary target of addressing child poverty.

The Glasgow Works programme will be delivered across the five Strategic Planning Areas of the city (boundaries recognised by a range of CPP partners as agreed service delivery boundaries, including Glasgow Community Planning Ltd – each area contains 2 Local Community Planning partnerships), with a consortium of agencies providing services to a range of clients in each area, and working towards agreed targets and outcomes.

The Glasgow CPP has aimed to coordinate resources in a whole Glasgow approach to employability through utilising FSF, DWP, European Structural Funds and partner resources in a coordinated programme of activity targeting those groups of individuals that require additional support to enter the employment market.

The overall programme of employability activity will also include investment in activities over and above those delivered via Glasgow Works. This is to ensure continuity in the delivery of effective services with a track record in achieving results that are not part of the Glasgow Works programme. One example of activity includes the *Environmental Employability* project, which aims to address issues of worklessness and employability within designated communities, and is a partnership between the Local Regeneration Agencies and the Glasgow Housing Association. It is a transitional employment programme that seeks to maximise the employment opportunities for local people through the planned investment in environmental improvements and maintenance within the city.

Local Regeneration Agencies Activity

The network of 5 Local Regeneration Agencies (LRAs) in Glasgow deliver services to local communities and businesses, and focus on themes of employability, learning, economy, regeneration, and environment. Typically, the LRAs provide support to childcare, guidance, training, employment opportunities, business development and environmental improvements. Much of the employability activity delivered by the

LRAs will be done so under a new contractual agreement with Glasgow Works. However, this only accounts for part of the FSF investment by the CPP in LRA network activity. An extensive programme of other services will be delivered by the LRAs.

Whilst these differ across the city's Strategic Planning Areas dependant on local needs, the common core services delivered by all of the agencies are outlined below:

People

- providing services along the employability pathway from client engagement to in-work progression
- a range of training options that match client need with employer demand delivering industry-led learning and skills programmes
- creating links with significant opportunities in the city, planning involvement with the organisers of the Commonwealth Games and already involved in other major developments including the Clyde Waterfront, Clyde Gateway, M74 extension and the new Southern General hospital

Place

- property development and management activities, as well as environmental and sustainability activities
- addressing market failure by developing quality business, enterprise and community space

Enterprise

- intensive Start-Up support through the business planning process, access to finance and aftercare support to aid sustainability
- support to existing local SMEs, and businesses locating in the area
- support to social economy, Start Up and existing organisations helping to build capacity and support to increase sustainability

Building Community and Institutional Capacity

- strategic roles locally and at a Glasgow and Metropolitan West level by participation on various groups and fora, influencing decisions that will affect the local communities of Glasgow
- at a delivery level improving community engagement and capacity building
- supporting local infrastructure in terms of involvement in strategic area planning through local Community Planning Partnerships, Community Health & Care Partnerships, Area Co-ordination Groups and the new Strategic Planning Areas
- a key role in relation to the local Employability Frameworks in each of the five planning areas by servicing and supporting the role of the groups at the strategic, operational and practitioner levels

Children and Young People

Programmes of activity have been approved, which detail how FSF will contribute to activities to address the needs of vulnerable children and young people. These programmes will link several of the themes of Community Planning in the city, and will strengthen partnership working between agencies.

A new programme for childcare services has been finalised which will contribute to the economic and social renewal agenda as set out in the Community Plan. This programme will contribute to the city's new approach to childcare following completion of the on-going childcare review. This *Childcare Programme* will also

build on and enhance the activities of the *Working for Families Programme*, the *Glasgow Works* programme, and the Council-led *Early Childhood & Extended Services Strategy*. All these activities address the employability agenda in the city, and in particular address the childcare issues facing lone parents and those returning to work.

A *Children's Services programme* will address early years & parenting support services, respite services, building resilience amongst children, supporting children in their learning activities, and development of intensive responses for children in care. Investment will be carefully targeted at vulnerable children, young people, families and communities in ways that create a positive impact for them, and also allows for improvements to mainstream service delivery. The programme will aim to link activities with those of partner organisations, and to enhance interconnections with services across the city.

Additional support to children and young people will be made through the investment being made in relevant services under the '*Council-led city wide programmes*'. Elements of these programmes will focus on children, with activities such as free fruit, breakfasts, and sporting/cultural activities for children of school age included to complement other activities. Additionally, the city-wide programme will include support to services to families with vulnerable children or young people.

Glasgow City Council–Led Citywide Programmes

A major element of Fairer Scotland Funding investment will be led by the local authority and arms-length partners such as Culture & Sport Glasgow, and will sustain and develop a diverse range of large-scale services that are delivered to beneficiaries city-wide. The diversity of these services will ensure that they contribute to a number of Community Planning themes, and subsequently, a range of Local and National Outcome, including health, employment, safe, learning and vibrant Outcomes.

Health Outcomes will be supported through a series of activities focussing on school children. A '*free breakfast initiative*' is available in all primary schools, with one-in-five children currently utilising the service. This is complemented by a 'Fruit Plus' services which provides free fruit to all children in nurseries, primary and secondary schools, and which currently has a 90% take up level in the city. Both services are complemented by a range of healthy eating promotional activities.

The promotion of healthy eating is complemented by activities which encourage more active lifestyles. A free swimming programme will continue to receive support through FSF, to encourage young Glaswegians to participate in fun activities at local leisure facilities. A '*Class Connections*' scheme will complement this by providing access to the full range of culture and leisure services venues, for children and young people in pre 5, primary and secondary schools, with a specific focus of assisting children from excluded groups. Finally, continued support for the '*Young Scot/Kidz Cards*' helps to sustain a programme of accessible and accountable leisure services to young people in Glasgow, with a particular aim of encouraging young people to take part in community engagement activities.

A significant contribution to the Vibrant Glasgow theme will be facilitated by FSF investment in 'Community Action Teams', which have been set up to deliver programmes across the city to support arts, sport and play activities in local communities. In the last financial year, the teams supported 240 local projects across Glasgow.

Another major focus of the city-wide Programmes is around learning and skills. A *'Vocational Training'* programme provides training & education activities to promote core skills, including *Skillseekers* and *Modern Apprenticeships* programmes. A *'Lifelong Learning Programme'* is also supported, aimed at delivering better job outcomes, including supporting people into work. It also delivers a significant programme of guidance to individuals, to assist participants in to employment, and to provide guidance on learning opportunities, including core skills training. Lastly, the *'Goals Programme'* supports young people into further learning by introducing them to further & higher education.

Health Programme

The health programme will be based around key priorities of addictions (drugs & alcohol), obesity and inequalities in health – with a particular focus on early childhood and tackling child poverty. Activity focusing on aspects of women's health will continue, including *'Routes Out of Prostitution'*, a programme to work with vulnerable women.

Work will continue during 2008/09 to fully deliver a new citywide *'Addictions Programme'*. The CPP previously funded a citywide Addictions Programme through CRF, as well as funding a considerable amount of addictions related activity through the Local CPPs. A cumulative evaluation was carried out in early 2008 on all addictions activity funded through CRF, through both the citywide Addictions Programme and Local CPPs. The evaluation highlighted the need for a more strategic approach, with service provision following demand rather than historical funding patterns and FSF money being used to fill gaps in mainstream services.

Throughout 2008/09 *Glasgow Community Planning Ltd.* and *Glasgow Addictions Services* will work with service providers towards developing such an approach, which will form the new FSF Addictions Programme. This programme will aim to bring together the two previously disparate streams of addictions funding – the citywide programme and locally funded activity - under clear strategic priorities. This will incorporate many of the services previously receiving CRF funding and ensuring even, demand led provision of those, as well as identifying the need for new or additional services. Much of the addictions related activity currently funded through FSF focuses on employability work with individuals. It is anticipated that this will continue to be an important part of the FSF Addictions Programme, whilst also looking to develop services in other areas where there may be gaps in mainstream provision.

Most of the investment in health-related Outcomes is being co-ordinated and delivered at local level. The network of local CPPs are investing in activity to address locally identified issues, which will deliver relevant services to address particular health themes in specific communities. A range of issues are being targeted by local CPPs, with FSF investment complementing that committed by other CPP partner resources. Local investment activity includes:

- activities in local schools to promote healthy eating and exercise to tackle rising obesity issues
- support for community health facilities, which aim to promote healthy living to local residents
- alcohol and drugs prevention projects, which offer support services to those experiencing issues with addictions – many services also offer support to families of those with addictions issues

- befriending support to improve the quality of life of people who are considered to be vulnerable or at risk; and
- support services that promote positive mental well-being, including dedicated stress management services

Investment in many health-related activities across the city will be expected to impact upon other themes. In particular, some of the activity funded under local or city-wide health themes will initially be expected to show linkages with employability related activities, as health interventions, be they for clients with physical or mental impairments, often overlap with initiatives in terms of the client groups engaged with.

Financial Inclusion

The delivery of financial inclusion services in the city which cut across a number of key themes including health, employability and safe, by working with client groups to offer a diverse range of support services. A more programme-based approach to delivering financial inclusion services will be implemented, with FSF resources crucial to the delivery of this. CPP partners, led by Glasgow City Council, have approved a '*Financial Inclusion Strategy*' to drive forward with modernising services delivered across the city.

The main elements of services will cover a broad financial inclusion agenda including money advice, welfare rights, financial education/budgeting, fuel poverty, health related advice, affordable credit, and employability advice via in-work benefit checks and debt advice.

From 2009 onwards, a new model of delivery for financial inclusion services will be adopted. CPP Partners, including Glasgow City Council, Glasgow Housing Association, Glasgow Community Planning Limited and Greater Glasgow and Clyde NHS Board have developed proposals to address how resources can be maximised by re-aligning existing financial inclusion funding and joining up financial inclusion programmes across the city. As a result, partners have recognised the gaps and anomalies in current provision including the lack of coverage in some areas and clusters of services in others.

Following extensive discussions and consultation, partners have decided to adopt a commissioning approach to advice and information services which will result in improved service delivery, a better balance between quality and cost, and potentially some redistribution of services based on a needs assessment for the city. Part of this discussion has focused on the development of service specifications for each of the 5 Strategic Planning Areas and for city wide services.

The new model will result in the creation of a single Financial Inclusion Strategy Programme for the city and will allow for a strategic approach to services and developments in all areas. One of the aims of the new model will be to encourage providers to identify how and where financial inclusion services complement activities under other themes and outcomes. E.g. attention has also been given to potential links that can be made with both the Glasgow City Strategy and 'Glasgow Works' to ensure that those residents facing significant barriers to work are supported into sustainable employment with the benefit of increased advice on finance and debt management.

Sports Programme

This programme is closely aligned to wider health activity. The approved sports programme consists of development of *Schools Football* and the '*Old Firm Alliance*' projects. The Old Firm Alliance is an established programme of youth engagement

work led by Celtic & Rangers Football Clubs, aimed at fostering better education and understanding, within a sporting context. The main focus is to take children from deprived areas and introduce them to a programme of sport and education which helps break down sectarian barriers, and also provides further opportunities to them.

Safe City

FSF will make a significant contribution to supporting services that address safe outcomes. A diverse range of services will be supported, focussing on tackling violent crime and disorder, making communities safer, working with young people, and investment to improve the physical and social environment within communities.

One of the main programmes will be the '*Community Policing*' proposal. This is a joint programme between Strathclyde Police, Glasgow Community & Safety Services and each of the 10 local Community Planning Partnerships in the city, to provide 100 community police officers, spread evenly across the 10 local CPPs. These officers will be specifically allocated to a local CPP area. They are additional to any resources which may come at a future date through the Scottish Government. The initiative is a direct response to the community desire for more visible and responsive local policing. It is part of the wider '*public re-assurance model*' currently being rolled out by Strathclyde Police to combat issues relating to safety and the perceptions of safety in local communities.

Strathclyde Police will introduce multi-agency problem solving groups, one per Local CPP area, to be known as '*Neighbourhood Reassurance Groups*'. These will work closely with partners to identify and tackle the underlying problems which have led to the high level of residents concern. The above actions will start to address residents' concerns and the additional officers provided through this proposal will greatly enhance the effectiveness of the interventions.

The CPP will also continue to utilise FSF to contribute to the funding of the 'Enhanced City-Centre Policing plan'. The Plan delivers a safer Glasgow by providing enhanced levels of visible policing in Glasgow City Centre at weekend nights. The initial evaluation of this plan has highlighted a dramatic reduction in particular crimes in the city centre, and the increase in confidence and security felt by those using the city centre.

Community & Safety Services Programme

An important element of delivering programmes around the safe Glasgow theme is the provision of diversionary activities for young people. For 2008/09, Glasgow Community & Safety Services will lead on the delivery of a programme of activity. A number of integrated teams will work locally to encourage partnership solutions to local youth and crime issues through working with a wide range of service providers and community groups.

The FSF will contribute to enhanced services that address and cover identified gaps in services for young people, particularly later in the evenings and at weekends between 7 – 11pm, which according to police intelligence are peak times for offending. This is done through the provision of both fixed and mobile resources, such as sporting activities, multi-media resources, arts, drama, and other activities.

Further activities will be funded to challenge anti-social behaviour which will link in with the youth justice system, and also to provide access to outdoor educational and learning opportunities for young offenders. The '*Restorative Justice programme*', which is a city wide initiative led by the local authority, and supported via FSF,

provides an early interventions programme to young offenders, with over 1,700 people supported in the past year.

A significant element of the Fairer Scotland Funding investment on safe outcomes will also be delivered at local level. The network of local CPPs are investing in activity to address locally identified issues, which will deliver locally relevant services to address particular safe themes. Currently, a range of issues are being targeted by local CPPs, where FSF money is being invested along with other CPP partner resources. These include investment in:

- support services which address gender based violence
- support to victims of crime and work with offenders to address underlying issues
- diversionary work with young people involved in violence and gang activity
- education programmes aimed at raising awareness of safety issues

Clean Glasgow

The Glasgow CPP will continue to make a contribution to Clean Glasgow, the city-wide environmental improvement programme. Clean Glasgow is an initiative that seeks to look at the range of issues that link to cleansing and the environment. The programme aligns with CPP priorities around creating safer, cleaner and more vibrant local communities.

Clean Glasgow will focus on environmental clean-ups including de-littering services, sweeping streets, removing chewing gum, uplifting fly tipping and de-littering gap sites. However, this is coupled with an educational programme for schools in relation to litter and refuse. Targeted initiatives in specific areas encourage local communities to be proactive in their approach to litter. Clean Glasgow is led by Glasgow City Council and Glasgow Community & Safety Services. However, local CPPs are closely involved in shaping the programme at local level through the implementation of the *Neighbourhood Management* approach, which works with residents to identify priorities at the local level and implements appropriate responses.

Equalities and Diversity Programme

A Race Equality programme is being finalised between a range of city partners to progress the equalities and diversity agenda within Community Planning in Glasgow. The programme will also aim to improve the range, extent, and impact of funding for work with BME communities in Glasgow. A key principle of the programme is to bring together and streamline work with long standing BME communities, new migrants, and refugees.

The lead agencies include City Council, Police, NHS, Culture & Sport Glasgow, and Glasgow Anti-Racist Alliance (GARA). These agencies will work closely with a range of voluntary sector partners to deliver a number of themes including employment & business development, challenging racist behaviours, working with young people, and capacity building and community development. Lead agencies will also have responsibility for facilitating the delivery of multi-agency action plans to improve equality & diversity within Community Planning.

An '*equalities and diversity fund*' will be made available to agencies across the city that contribute to the race equality programme. The fund will re-align investment that was previously provided via Integration Resources.

The CPP will also continue to invest in Glasgow Equalities Partnership (GEP), which has been established to support the development of positive links between Community Planning Partners and organisations working in the equalities fields. The GEP works with equality networks and key voluntary sector and public agencies to develop the vision of an 'Equalities Hub' for Glasgow.

Engaging Communities

For Community Planning to be effective, it is essential that CPP Partners continue to engage in a meaningful way with communities. The CPP has identified specific resources to continue this activity - this will cut across activity within all five strategic themes. Further detail of services to be delivered as part of community engagement and community capacity building are outlined in Section 6 of this report. Key activities to be supported through FSF include:

- establishment and support to Community Reference Groups (CRGs) across all 10 local CPP areas, which will consist of voluntary representatives from local communities, and will link into formal CPP structures
- funding of 'community support vehicles' in each of the 5 strategic planning areas to assist the delivery and management of CRGs
- supporting the implementation of community engagement strategies in each area which set out specific priorities for partner agencies
- the development and implementation of Neighbourhood Management 'Action Plans', to respond to issues raised by residents in the recent resident survey of 10,000 Glaswegians
- support to a community capacity building programme to increase the level of involvement of residents in Community Planning structures & processes
- investment in 'Engage' which is a tool to help identify local community and voluntary groups operating in the city, and also 'VOiCE', which will be a means of capturing community engagement activity and identifying best practice
- continued investment in communications across the city through use of local community newspapers to inform residents of developments in Community Planning

Much of the support to the delivery of the above will come from the dedicated funding of *Engagement Network Coordinators*, employed by Glasgow Community Planning Ltd. to facilitate engagement activity across each of the five Strategic Planning Areas.

The CPP are investing FSF money in the development of a 'faith communities' programme, which is also expected to contribute to outcomes around broadening engagement and local participation and inclusion. Working through local churches, it is anticipated that these bodies will develop the social action and social engagement role of the churches as catalysts within their local communities and to act, in this particular area of work, as a point of contact between all the major churches in Glasgow and the CPP partners.

Local churches will also be funded to help to promote and support social and economic justice in priority areas in Glasgow by enabling people and communities of faith to play a more effective part in closing the opportunity gap between the richest and poorest citizens and communities in Glasgow. The CPP will offer support to faith communities in areas of deprivation who are tackling poverty and improving their community for everyone. The activity supported through the faith communities programme will not only impact upon community development and engagement

activity, but will be expected to impact upon the wider theme of vibrancy by fostering more inclusive, healthy local communities.

Voluntary Sector Compact

The Single Outcome Agreement (SOA) outlines a commitment amongst CPP partners to develop and strengthen plans to engage further with the Third Sector in the delivery of programmes to address priority issues. The CPP will support specific investment of FSF resources to help deliver this.

Specifically, the CPP is supporting the development of a '*Voluntary Sector compact*' for Glasgow. The compact is a high level agreement between the voluntary sector and other partners involved in community planning in the city which sets out a framework for good relations and a commitment to an ethos and set of standards that promote effective and respectful partnership working.

The Compact will aim to:

- foster positive relations between the voluntary sector and public sector community planning partners
- establish a positive ethos and approach that will underpin partnership working in Glasgow
- promote better understanding of the value and contribution each partner in the compact brings to the city
- support the continued development of the voluntary sector in Glasgow to ensure the sector is strong, sustainable and independent and that the breadth and diversity of the sector is safeguarded
- build the added value that the voluntary sector brings in terms of thinking, actions, and funding; and
- improve the contribution the voluntary sector makes to regenerating Glasgow

The Compact has an anticipated launch of the Compact by August 2008. The Compact agreement is expected to strengthen and develop the involvement of the voluntary sector within Community Planning structures in Glasgow, which will strengthen further the delivery and effectiveness of Community Planning in the city over the period of the existing SOA and beyond.

Local CPP Programme Investment Plans

Just under 30% of the entire FSF allocation for 2008/09 (£14.7m) will be managed directly by the 10 local CPPs in the city. Whilst many of the programmes described previously will be delivered across the city, local CPPs will also have direct control over significant budgets to deliver specific services within their own boundaries. This autonomy ensures that a level of local investment decisions are made by local partners, in conjunction with local communities, to advance the CPP's objectives at the community level.

In addition, over the course of 2008/09, it is planned to recreate the links between local CPPs and the employability and other economic development funding to Local Regeneration Agencies, which effectively allocates the decision making process for a sizeable proportion of the employability budget to local areas also.

A significant proportion of the activity identified for 2008/09 (£9m) is a continuation of existing funding in each local CPP, including activities previously funded under CRF and Community Voices. This is not a simple roll forward exercise but rather the result of a rigorous and thorough re-examination of all funded activity. At the end of 2007,

local CPPs analysed all existing funding to evaluate whether those services funded continued to fit with strategic CPP objectives. The analysis was underpinned by a number of criteria including; strategic fit, value for money and utilising the performance information available to us through the CPP's Single Monitoring Framework. Approximately 20% of existing activity did not fit with the criteria.

The Glasgow Community Planning Strategic Board agreed that efficiency savings identified from this exercise could be reinvested in local Community Planning priorities that are consistent with strategic priorities and outcomes identified in the Community Plan and SOA. Further details of the local involvement aspects of this process are given in Section 7

Table 2 outlines a cross section of the local investment priorities for 2008/09 for each of the five strategic planning areas (which each have two local CPPs attached to them). Local Investment Plans outline the areas of additional service delivery which local CPP partners have prioritised, and which will be addressed over the coming year. It is anticipated that FSF will be made available where required to add value to activities being developed by CPP partners to address these issues. However, investment will not only be financial, but other support will also be offered through the time commitment of GCP Ltd. staff to help deliver on these priorities.

Table 2 represents a diverse snap-shot of key priorities and does not constitute a comprehensive and detailed list of all local priorities. Full details of local priorities and specific plans to address these issues have been developed by local CPPs and are documented within local CPP Board papers. The Table demonstrates that local investment decisions are spread across a wide range of CPP themes. In keeping with the overall approach of the SOA framework, local investment decisions will remain under review from year to year to ensure that they continue to fit with the strategic objectives and outcomes of the CPP.

Table 2

Local Investment Priorities for 2008/09					
Cross-section of local priorities					
East	Violence, inc. against women	Health Inequalities	Anti-Social Behaviour	Alcohol abuse	Community Engagement
West	Obesity	Employer engagement	Arts participation programme	Environmental improvement	Community Capacity Building
North	Addictions	Promotion of life-long learning	Anti-Social Behaviour	Arts & health programmes	Support to positive destinations: education, training & employment
South East	Community Policing	Road Safety	Home Safety	Domestic violence	Language Services for diverse communities
South West	Alcohol	Drugs	Attainment and achievement of young people	Violent crime	Attractiveness of local environment

Commonwealth Games – Making the Most of the Opportunities

The delivery of the Commonwealth Games in Glasgow in the lead up to 2014 will act as a catalyst for greater involvement at community level, not just in a sporting sense, but as a catalyst for local residents to share in the participation in the organisation and delivery opportunities, including volunteering. Investment in infrastructure will focus not just on high profile venues such as the velodrome and indoor arena, but in the upgrading of community based facilities across the city which will benefit local residents long after the Games have finished.

The city intends that the 2014 legacy will be to raise the aspirations and confidence of local residents and communities in helping to deliver a Games that benefits all. CPP partners will develop partnering opportunities in coming years to enhance community engagement and participation through the Commonwealth Games, and will support investment that complements this.

The Commonwealth Games organising committee have set out initial plans for the legacy of the games, both pre and post event. The Games will offer the obvious health benefits by delivering better facilities and inspiring more people to become active and healthy. They are also expected to offer opportunities in employment and volunteering in the run up to the Games, and offer a major focus for community involvement, not just in the East End, but across the city, as the delivery agencies seek to put into place all the elements (including the volunteers) required to deliver a successful Games.

It is not anticipated that the FSF will be expected to make a direct financial contribution to the delivery of the Commonwealth Games itself. Instead, it will make an indirect contribution to a number of elements crucial to the success of the Games. Some of the most significant contributions will evolve around the improvement in community involvement and capacity building. The Glasgow CPP will

continue to develop connections with those delivering the Games, and ensure that opportunities arising from the event will be open to all, including those in our most deprived communities.

5. Performance Framework

The process for selection of the relevant National and local Outcomes was covered previously in Section 2. This section outlines the rationale behind the alignment of CPP priorities and FSF investment with specific National and Local Outcomes in the SOA – and presents our ‘line of sight’ framework.

FSF investment will make a primary contribution towards nine of the fifteen National Outcomes. However, by delivering a broad range of complementary and inter-linked activities, the CPP anticipates that this investment will have a secondary (but nonetheless important) impact on several of the other National Outcomes. The ‘line of sight’ relationship between FSF and National Outcomes is summarised in Annex A.

For example, it is anticipated that the Community Planning process itself will facilitate the delivery of the cross-cutting National Outcome 15 *“Our public services are high quality, continually improving, efficient and responsive to local people’s needs”*, through the delivery of more responsive, effective and efficient services. Glasgow CPP will strive to make progress towards achieving this outcome through the provision of FSF funds to engage with local communities to ensure that services are responsive to local needs and that residents play an integral role in the planning, delivery and evaluation of service provision. Additionally, the CPP will aim to ensure that effective partnership working becomes systemic in the planning, delivery and evaluation of services provision.

Indicators of progress

The CPP has considered the ‘line of sight’ between services invested in using FSF and Glasgow’s local and National Outcomes. A number of indicators within the SOA have been identified as appropriate measures of progress to demonstrate the impact of the FSF. These are highlighted within the National Outcome templates in Appendix 3.

The range of known investment activity has been considered and compared against the range of SOA indicators. Those chosen represent a cross-section of those indicators which FSF should make a significant contribution to. However, we expect the FSF investment to impact on many more not highlighted in the ‘line of sight’. The CPP will report on a cross-section of key indicators rather than all possible ones which FSF might impact upon. This will maintain the focus and brevity of the monitoring process.

The decision to exclude some indicators also relates to the scale of FSF investment relative to wider CPP partners investment. Whilst FSF investment in 2008/09 is considerable at around £51m, this represents just 1% of total investment by CPP partners within the overall SOA. For some activities, FSF will make a small local contribution to a much larger programme, which will make it challenging to quantify attribution towards a target.

Many of the indicators in Glasgow’s SOA relate to pre-existing strategies or service targets to be delivered by various CPP partners. Others have been specifically identified and agreed as part of the SOA development process. For some targets, the contribution of FSF investment has already been accounted for. For many others the FSF investment will be expected to contribute additional impact to the targets set. The added value of the investment, or ‘stretch element’ attributable to FSF will be outlined in Appendix 3.

For many indicators the precise stretch element has not been included in this version of our proposals. Additional time is required to conclude all negotiations with partner agencies (and contractors where relevant) about precise service outputs to be developed. These negotiations should be concluded during summer 2008, and the CPP partners will quantify and report back on all FSF stretch contributions by the autumn.

The measures of progress selected are largely expressed at a city level, with fewer reported at a 15% vs non 15% split, as the SOA targets Outcomes for the entire city, not just the deprived areas. Where available, the CPP will provide additional information out-with that in the SOA, which splits available data by deprived vs non-deprived areas, thus ensuring that we continue to monitor the closing of the gaps between our deprived vs non deprived areas.

For all FSF funded activity, the Glasgow CPP will expect those accessing the Funds to demonstrate how their activities will include efforts to reach more excluded groups, both in terms of geographic exclusion, but also in terms of client beneficiaries or circumstances. Consequently, funded services will have to demonstrate how they are contributing to the narrowing of the gap between our deprived and more affluent communities.

Further Development of Indicators

The line of sight indicators selected for 2008/09 are a cross section of those in the SOA which closely match activity which FSF will be expected to have a significant impact on. However, there are a number of indicators in the SOA which require further development over the course of 2008/09, in terms of setting baselines and targets. As such, we have not highlighted these as they do not fully meet with the SMART standards. Where relevant, as these are developed over the year, we shall consider whether they are appropriate indicators for FSF, and may include those within our suite of performance indicators for future years. Similarly, a number of key action plans and strategies are currently being developed by CPP partners which will impact upon the Outcomes in the SOA. These will include measures of progress for relevant Outcomes. Where relevant, the CPP will also review these measures with a view to including some of these indicators as measures of progress for FSF in future years.

Linking Investment to Outcomes

Outlined below is the rationale behind the selection of particular outcomes. The basic premise for the exercise conducted was to consider how closely the strategic priorities for Community Planning fit with the National Performance Framework?

NO2: We realise our full economic potential with more and better employment opportunities for our people.

FSF expected contribution – High

Linked to Relevant Local Outcomes: LO7, LO9, LO22

The main focus of FSF activity will be to support activities aimed at improving resident's employability, including their skills, learning and experiences. The thrust of investment will be made through the *Glasgow Works*, programme which will co-ordinate activity amongst providers to assisting persons at various stages in the labour market to advance further towards employment. The programme will also support activities to improve the sustainability of employment for individuals. A particular focus of *Glasgow Works* will be to assist excluded groups, including those harder to reach and vulnerable.

FSF investment will also assist in activities delivered through the Local Regeneration Agencies, which aim to increase the volume and diversity of business carried out in the city, through support for social economy organisations and local community based businesses. It is anticipated that support for these bodies will increase employment opportunities for residents in local communities where mainstream opportunities may be fewer.

NO3: We are better educated, more skilled and more successful, renowned for our research and innovation

FSF expected contribution – High

Linked to Relevant Local Outcomes: LO20, LO21, LO22

The CPP will invest significant resources into improving the skills of local residents, and as such, view this National Outcome as being high priority. Investment will be made in services that improve learning for all ages – children, adults and learners later in life. Whilst many of the activities will complement the delivery of skills for employment, they need not necessarily focus solely on this Outcome. Activities will also focus on improving both child and adult literacy and numeracy, as well as improving general confidence, capacity building and engagement of local residents through learning. Many of the activities funded will be expected to link closely with other Local and National Outcomes, particularly those around working, safe and vibrant themes. A major programme of investment in childcare and parental support activities will align closely with this Outcome, as well as linking with activities under National Outcomes 2, 4 and 5.

NO4: Our young people are successful learners, confident individuals, effective contributors and responsible citizens

FSF expected contribution – High

Linked to Relevant Local Outcomes: LO5, LO18, LO20, LO21, LO22, LO23

This Outcome is key to giving children the best start in life, and FSF investment will make a contribution to a number of areas of activity to support this. Primary focus will be on support to education, although investment will also link in programmes of activity which cross over into themes of child safety, including diversionary activities, school attendance, and working to provide parental support services. Investment in education programmes, including those formerly funded under *More Choices More Chances*, will also support older children of school leaver age, to assist them in gaining the appropriate skills, learning and experiences, to assist them to enter positive destinations after leaving full time school education. This activity will be delivered under the Glasgow Works programme and will align closely with other National Outcomes 2, 3, and 5.

NO5: Our children have the best start in life and are ready to succeed

FSF expected contribution – High

Linked to Relevant Local Outcomes: LO13, LO14, LO17, LO18, LO21

National Outcome 5 is another priority Outcome for the CPP, and significant FSF investment will be made to support programmes of activity that contribute to this. Activity will focus on habits and behaviour of children, young people, and new mothers, and will include activities that address early years' services, physical activity and diet, as well as teenage health issues including awareness of sexual health and

addictions issues. Activities funded under this outcome will align closely with those under National Outcome 4, which aims to address children's education, by supporting children, schools and their parents.

A key aim of investment in National Outcome 5 is to address child poverty and to continue to close the gap between those living in our most deprived communities and our more affluent areas. The CPP recognises that poverty and deprivation manifests itself in many ways and the causes of poverty can be complex and varied. Subsequently, FSF investment programmes to address poverty and deprivation in Glasgow households will have to address a range of issues, from health, education, income, safety and employment issues, with a particular focus on support to young people and their parents. For example, the investment in the city's *childrens' services programme* will address early years & parenting support services, respite services, building resilience amongst children, and support to children in their learning activities. Service activity supported by FSF Investment will be delivered by a diverse range of CPP partner organisations including the local authority and NHS, working in partnership with community and voluntary agencies.

NO6: *We live longer, healthier lives*

FSF expected contribution – High

Linked to Relevant Local Outcomes: LO3, LO9, LO12, LO13, LO14, LO15, LO17, LO18,

Fairer Scotland Fund investment will contribute to a range of health related activities across Glasgow, with a particular focus on priorities of alcohol and drugs, obesity, and health inequalities caused by poverty, with a particular focus on children. Health-related activities will contribute to a range of Local Outcomes around alcohol consumption and its effects, physical activity and healthy diets and promotion of positive behaviours. Investment in this Outcome will contribute to measures that tackle wider issues of poverty and deprivation. FSF will also be invested in services that offer preventative health services, such as those that encourage more physical activity and healthier diets.

FSF investment is expected to impact upon health inequalities. Evidence suggests that ill-health and associated effects are more prevalent amongst those living in deprived communities, and where ill-health itself re-enforces many of the barriers that maintain poverty levels in the city. Tackling health issues in Glasgow is a long term and complex issue, and tangible results may not manifest themselves over the lifetime of the current SOA. However, there are a number of activities being funded under health programmes which will begin to impact upon health inequalities more immediately. Those include programmes that promote healthier lifestyles.

NO7: *We have tackled the significant inequalities in Scottish society*

FSF expected contribution – High

Linked to Relevant Local Outcomes: LO5, LO9, LO15, LO16, LO17, LO21

This Outcome underlies the key principles of Fairer Scotland Fund investment in Glasgow, and resources will be deployed to reduce inequalities experienced by residents across the city, be they on the basis of background, social grouping, or locality. Many of the programmes outlined in Table 1 will make a contribution to this National Outcome, with investment aimed at both local and city-wide levels. There will be close links between the themes addressed in this Outcome and those elsewhere in the SOA. The delivery of services to address this Outcome also require

innovative and efficient partnership working between different public sector agencies and the voluntary, community and private sectors.

Some of the themes to be invested in by the CPP under this Outcome include initiatives to address safety and welfare of young people, including reducing accidents, crime anti-social behaviour, and drugs. Additionally, activities for young people that also link to education and employment will impact upon this Outcome. A range of specialised activities will continue that serve the needs of young people in secure or looked after accommodation.

Financial Inclusion issues remain prevalent in Glasgow, and a programmed-approach will be developed in 2008 to develop complementary services to residents across the city. This programme model approach will replace existing financial inclusion services invested in, including money, debt, legal and benefits advice. Both the existing Financial Inclusion investment and new programme approach will be encouraged to demonstrate linkages with other activities that rest under other themes. E.g. some money and debt advice services are expected to demonstrate how they link with other providers offering complementary services to clients on the employability pathway. Similarly, some advice services have linkages to mental health activities, in order to tackle stress and well-being issues.

Activities funded under this Outcome will also contribute to tackling inequalities around gender, race, age, disability, sexual orientation, and faith, and activities to address these will also contribute to the delivery of National Outcomes 11 and 13. – Complementary to these will be activities to improve resident's aspirations, confidence, decision making capacity and involvement in community life. The investment in a dedicated community engagement programme and the continued support and facilitation provided via Glasgow Community Planning Ltd. will both strengthen this.

NO8: We have improved the life chances for children, young people and families at risk

FSF expected contribution – High

Linked to Relevant Local Outcomes: LO5, LO15, LO16, LO17, LO18

Investment in this Outcome will link to issues of socio-economic deprivation and inequality. For young people, this might manifest itself in terms of poorer educational attainment, anti-social behaviour, diet, or lack of opportunity. For adults, inequality is likely to manifest itself in terms of lower income, unemployment and inactivity, where health and addictions issues might be more prevalent. Programmes of activity to support vulnerable children and adults will be supported, including the childrens services programme. An addictions programme will also deliver services to both addicts and their families.

NO9: We live our lives safe from crime, disorder and danger

FSF expected contribution – High

Linked to Relevant Local Outcomes: LO3, LO4, LO6

Glasgow CPP will invest in a range of measures aimed at improving community safety and addressing anti-social behaviour across the whole of Glasgow. The need for investment in these priorities has recently been re-enforced through the results of the Neighbourhood Management survey of 10,000 residents in Glasgow, where local people were asked about local issues and current service provision. Anti-social

behaviour, including that resulting from alcohol consumption, was highlighted frequently across the city, as were issues of youth disorder and environmental degradation.

A number of programmes and initiatives will be delivered at city-wide and local levels. These services will involve a mixture of interventions, from increasing community policing, creating safer physical environments, and delivering more diversionary services in local communities. Interventions will focus both on addressing visible problems, such as levels of anti-social behaviour, but also on the perception of crime in local areas, which can be equally as damaging to community well-being. Initiatives such as Strathclyde Police *public re-assurance* model will impact upon this. Engagement with local communities is a strong theme within the initiative.

Services to tackle these issues and to contribute to the National Outcome will be delivered by a range of key CPP partners, including Strathclyde Police, Glasgow Community & Safety Services, Culture & Sport Glasgow, the local housing agencies, as well as the community and voluntary sectors. FSF resources will be targeted on this National Outcome which in conjunction with progress on other Outcomes (e.g. NO2, NO3, NO6), should positively impact on the victims and perpetrators of anti social behaviour.

NO11: We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others

FSF expected contribution – High

Linked to Relevant Local Outcomes: LO3, LO4, LO6, LO23,

NO11 is the final National Outcome highlighted as a priority focus for FSF investment. This is another key theme which is cross-cutting in nature, and which will directly impact upon all themes and Objectives of Community Planning in Glasgow.

The major focus of activity will contribute to delivering safer, more vibrant and inclusive communities, and a number of programmes will link to this Outcome, including our Community Policing, Community Engagement, Equality & Diversity, and Addictions programmes. Initiatives will tackle some of the issues identified in the recent Neighbourhood Management survey in Glasgow, including addressing graffiti, litter, vandalism, youth disorder, and road safety. Residents also highlighted a number of potential improvements to their local communities, including greater provision of open spaces and play areas, more community policing, and better leisure facilities for young people. Neighbourhood Action Plans are being finalised across all 56 local communities in Glasgow, and CPP partners will adapt services in order to respond to specific local community needs. FSF investment will add value to activities being proposed to improve the quality and vibrancy of local neighbourhoods.

Fairer Scotland Fund investment in the Community Engagement programme will contribute to activities focusing on developing the aspirations, confidence, and capacity building of community members, in order to enhance linkages between CPP partners and local residents. The support and involvement of local communities will be integral to increasing the level and quality of services delivered to neighbourhoods. The CPP will increase activities to support capacity building to enable local communities to play a fuller and more active part in local Community Planning Partnerships. Local community and voluntary sector involvement in these activities are crucial to the delivery of this Outcome to ensure buy-in.

Secondary Outcomes

FSF investment will also indirectly contribute to a number of other National Outcomes. Although these may not be the primary focus for FSF, the CPP recognises that the diversity of investment in services, and the cross cutting nature of activities will impact upon a range of other Outcomes to varying degrees. This secondary impact should be recognised, and consequently, we will highlight and record relevant local indicators within these Outcomes as part of this process, in order to demonstrate the wider impact of FSF investment. The Outcomes are as follows:

- **NO10** *We live in well-designed, sustainable places where we are able to access the amenities and services we need*
- **NO12** *We value and enjoy our built and natural environment and protect it and enhance it for future generations*
- **NO13** *We take pride in a strong, fair and inclusive national identity*
- **NO15** *Our public services are high quality, continually improving, efficient and responsive to local peoples' needs*

FSF investment in a range of arts, leisure, sporting and cultural activities will impact strongest in primary Outcomes around health, learning, young persons, and strong communities. However, these programmes will also contribute to the general fabric of local communities by enhancing the standard of facilities and access to services, and subsequently contributing to NO10. The FSF fund will also contribute to this Outcome as a consequence of responding to those Neighbourhood Management priorities that require local partner agencies to provide improved local amenities.

The CPP has identified additional relevant 'line of sight' indicators within NO10 that FSF will make impact upon:

- visits to museums and galleries
- number of attendances at community facilities

Similarly, FSF investment will contribute to the protection of the natural and built environment (NO12) through the neighbourhood initiatives aimed at tackling litter, graffiti, fly tipping and low level vandalism. The priorities for protecting the environment were identified through the Neighbourhood Management survey, and will be delivered by CPP partners through local Action Plans.

The CPP has identified additional relevant 'line of sight' indicators within NO12 that FSF will make impact upon:

- proportion of residents citing litter as a problem
- proportion of residents citing graffiti as a problem
- proportion of residents citing dog fouling as a problem
- reduce recorded crimes of vandalism, malicious damage or malicious mischief

Glasgow's SOA makes a strong connection between local involvement and inclusiveness, with National Outcome 13 - *we take pride in a strong, fair and inclusive national identity*. FSF investment levels in local community engagement, capacity building, and the creation of vibrant communities through investment in local arts, culture and leisure, will make a measured contribution to forging strong and inclusive identities for communities. Local events are often aimed at reaching out to all

communities, breaking down barriers, and fostering understanding and participation between all – in turn, this will contribute to Outcome 13 in a wider sense.

The CPP has identified relevant additional 'line of sight' indicators within NO13 that FSF will make impact upon:

- proportion of residents who feel involved in their local community
- proportion of local residents involved in volunteering activities
- programme of events, activities, concerts in park
- number of racist incidents
- number of homophobic incidents

More effective community planning in Glasgow will have an overall affect on National Outcome 15 by delivering better quality services that continually evolve, are efficient and responsive to local peoples' needs. FSF investment will be used to add value and improve existing services to local communities. FSF will be used where appropriate as the catalyst to providing new services, and will encourage better partnership working by bringing together different CPP partners to deliver innovative solutions.

The CPP has identified additional relevant 'line of sight' indicators within NO15 that FSF will impact upon:

- increase Community Capacity Building support provided by public services
- proportion of residents who believe they can influence decisions that affect their local neighbourhood

Appendix 1 summarises the anticipated contribution of FSF towards each of the National Outcomes.

6. Involvement Process

Involvement of the local community in planning and delivering public services is fundamental to Community Planning. A well defined engagement structure has been established in Glasgow to facilitate this by ensuring community influence across all public services. These structures continue to evolve and will be strengthened further through activities supported by the FSF during the remainder of 2008/09.

Community Engagement Plans

Detailed '*Community Engagement Plans*' have been developed in each of the five Strategic Planning Areas, which set out how CPP partners will work with each other and local communities to achieve more joined up and involved service delivery. The plans will also aim to maximise opportunities for synergy among the community engagement activities of partner organisations, avoiding duplication and ensuring best value and most efficient use of resources.

Local Community Engagement Plans will empower communities by devolving decision making, supporting independent community initiatives wherever possible, and demonstrating where engagement activities can make a genuine improvement to service provision. The Community Engagement Plans aim to build on the work that has already been carried out across all sectors, to ensure that the expertise developed is used to best effect, whilst adding value through better co-ordination and improved sharing of information.

The *National Standards for Community Engagement* have been used to develop and underpin the local Community Engagement Plans to ensure the way in which CPP Partners work with communities is open, transparent and effective. Using the National Standards, partners have defined the objectives to identify how we can contribute to the vision for all of the local Community Planning Partnerships. Additionally, the CPP has tried to ensure that each Community Engagement Plan delivers an effective and co-ordinated approach to engagement for the benefit all communities throughout Glasgow.

Early Outcomes from the Community Engagement Plans include:

- establishing Community Reference Groups (CRGs) in each of the Local Community Planning Partnership areas to involve residents in influencing decisions that affect them. The inclusion of diverse equalities groups in the Community Reference Groups and Community Planning structures is integral to the structure and integrity of these
- building capacity and providing support for community residents by identifying and resourcing training, development and support needs
- training in the '*National Standards for Community Engagement*' for partner organisations and local community groups
- establishing a community engagement database (Engage) to help community planning partners identify and therefore potentially engage with appropriate community based organisations and groups
- supporting partner organisations to develop youth networks and work together to engage children and young people
- engaging residents in our Neighbourhood Management surveys and establishing resident's panels to improve service delivery and gather feedback from residents on priorities and progress
- supporting the publication and delivery of local newspapers and bulletins to share information

- working with other partners and local community groups to develop and implement local community engagement activities
- monitoring and evaluating community engagement by implementing the VOiCE (Visioning Outcomes in Community Engagement) Information Technology tool

Community Reference Groups

Community Reference Groups (CRGs) are central to the embedding of community engagement practices within the Community Planning process in Glasgow. They have been established in each of the ten local community planning partnership areas, and these groups consist of over 300 nominated or elected individuals from a wide range of community based organisations. They reflect the range of community interests across their area, by ensuring membership from all the neighbourhoods as well as groups of people from different backgrounds (e.g. age, race, gender, disability, sexuality, belief etc).

In order to operate effectively, standards have been developed for CRGs that highlight the requirement for fairness and inclusion, ensuring that those affected by disadvantage and exclusion are involved and recognising the importance of place, interest, equalities and diversity. The Glasgow Equalities Partnership has been established to facilitate this across the City.

The CRGs bring together local residents with diverse backgrounds and interests to provide an initial point of contact for public sector engagement. By tapping into the local expertise that exists on these groups, service providers can capture community influence in determining the issues that matter most to communities, and respond accordingly.

Specifically, the CRGs have a key role to play to ensure effective community engagement on the local community planning structures. The CRGs will help to directly communicate the priorities of local people to the LCPPs, assist with wider community engagement, contribute to the planning of community engagement activities and assess their effectiveness, and contribute to the support of community residents on the Boards of a wide range of public services. Nominees of Community Reference Groups will also sit in local Community Engagement Co-ordinating Groups (stakeholder groups charged with implementing Community Engagement) to strengthen the direct link between the community and service providers.

Glasgow Community Planning Partnership will commit the necessary resources to support the CRGs during 2008/09. The CPP has identified resources to facilitate the work of the CRG to meet the cost of events, administration and travel as well as publicity, training, communication and expenses. The Glasgow CPP is establishing five '*Community Engagement Support Vehicles*', one for each of the Strategic Planning Areas. These vehicles will consist of seconded and/or employed staff with a specific remit to support the Community Reference Groups to achieve their aims. Support may vary between each area, but typically will involve support for administration, member development and community capacity building. The establishment and implementation of these vehicles will be advanced further during 2008.

Community Capacity Building

Community Capacity Building (CCB) is a key component of Community Development. Support for it complements that provided for community engagement activity, as a priority activity to help improve the involvement process between CPP partners and the communities they serve. Community capacity building is the

development activity that strengthens the ability of community organisations and groups, so that they are better able to engage in consultation and planning, manage community projects and take part in partnerships and community enterprises. The focus for community capacity building is primarily to strengthen the community sector and secondly to reach out to individuals.

The CPP has committed FSF investment in community capacity building activities for 2008/09. A Community Capacity Building Working Group has been established in Glasgow and is charged with coordinating activities and responding to the emerging community capacity building agenda. It currently provides information and feedback on issues relating to community capacity building to the Partnership via the Glasgow Community Learning Strategic Partnership (GCLSP). The working group has representation from Culture & Sport Glasgow, Glasgow City Council Social Work, Glasgow Council for the Voluntary Sector and Glasgow Community Planning Limited.

A recent study was commissioned by Glasgow Community Planning Limited to examine the interconnected agendas around community capacity building and community engagement in Glasgow. A number of areas of activity will be taken forward over the course of the current year to raise the profile of community capacity building and inform ongoing development. Activity will include:

- defining the capacity building needs of Community Reference Groups, and community residents on Local Community Planning Boards
- understanding the capacity building needs of community groups in general
- mapping of existing community capacity building services in Glasgow
- the deliver of learning events on 'Making Community Engagement Work'

Communicating Our Progress

Not all residents wish to be actively involved in those engagement structures facilitated by Community Planning partners. Nevertheless, there is strong interest at the local level to remain well informed of the progress of partners in delivering better public services. Local Community Planning Partnerships (CPPs) are committed to communicating the progress they make to residents and will continue to invest in a range of methods to communicate this. One of the largest commitments is the publication of free local news media in each of the five Strategic Planning Areas.

Each Local CPP distributes free news media bi-monthly or quarterly to all households, businesses, schools, housing offices and voluntary organisations across each of the five Strategic Planning Areas that cover Glasgow. Combined together, these publications have a circulation of 306,000 copies, including those sent to households or premises, and a potential readership of 581,000 residents. The news media is produced on a not for profit basis and represents joint working between a range of Local CPP partners. Contributions to contents are actively sought from partners and have included features on activities from: community based projects and voluntary organisations, Glasgow City Council, Local Regeneration Agencies, Community Health and Care Partnerships, Strathclyde Police, Strathclyde Fire and Rescue, Culture & Sport Glasgow, housing organisations including Glasgow Housing Association, Glasgow Community Safety Services and GCP Ltd. Representatives from contributing partner agencies make up editorial sub groups in one form or another across the five planning areas and their role is to source potential features and agree the final content for each publication.

7. Local Priorities

The Glasgow Community Planning Partnership is clear that the investment priorities for the Fairer Scotland Fund should pay due regard to both hard evidence of need from data sources, and more qualitative information derived from local residents in communities.

The FSF will be required to be invested in activities that align with the priorities outlined within the Community Plan, both at city and local level. Therefore, the Community Plan itself will be revisited over the next year, to ensure that its Objectives and Outcomes continue to reflect current priorities.

Gathering Local Views

Over the past 12 months, the CPP has made progress in identifying local priorities. A range of CPP partners have conducted extensive public consultation exercises and commissioned detailed research to identify issues and capture community views. These include:

- Strathclyde Police Public Reassurance Strategy
- Community Health & Care Partnerships (CHCPs) Public Participation Forums
- Glasgow Housing Association Tenant Satisfaction Survey
- Glasgow City Council Panel results

Results from these activities, along with research & information gathered by other Partners, have helped to build up a considerable body of evidence around local priorities. One of the main ways in which the CPP has utilised this information has been reflected in the development of '*Local Investment Plans*'.

Each Local Community Planning Partnership area has developed an '*Investment Plan*' for 2008/09. Local Investment Plans set out how local funds (including FSF) will be invested against identifiable local priorities. Input to the scope of these plans has been required from all stakeholders, and the evidence gathered by each agency, including those incidences outlined above, has helped inform developments. The views of local communities have also been included in the process through the Neighbourhood Management Survey outlined below, through their involvement on local theme groups that set the agendas for each of the agreed priorities, or through consultation directly with the Community Reference Groups. This has ensured that local people can have a real influence over the investment of public resources.

The most significant information gathering exercise implemented by partners has been the *Neighbourhood Management Survey*. Neighbourhood Management is an approach that supports local communities and service providers to work together in partnership to improve local outcomes, by improving and joining up local services, and making them more responsive to local needs. Core services typically covered by Neighbourhood Management arrangements include: security, control of nuisance and general supervision, environmental maintenance and repair of damage to public areas; and street cleaning, refuse collection and rubbish removal.

A pilot survey in 2006 of neighbourhoods in the North East of Glasgow involving 1,000 residents identified a series of issues of concern, including road safety, anti-social behaviour and environmental degradation such as graffiti, litter and dog fouling. Following analysis of the results, a multi agency Steering Group lead by the CPP developed local Action Plans for each of the 8 identified neighbourhoods, to respond to the issues raised. Partners then took the priorities identified and addressed them collectively by bending either budgets or resources. The

implementation of the Action Plans achieved significant outcomes for the North East, with all the major areas of concern showing improvement. In most cases, the level of concern expressed by residents has reduced by more than 50%.

As a result of the success of the pilot area, a detailed questionnaire was commissioned, which sought the views of 10,000 local people across all 10 local CPP areas (then sub-divided into 56 specific neighbourhoods) on key local issues, and special effort was made to ensure that the participants represented a cross section of the city's population. The findings provide a wealth of information on the priorities of those individuals that would not necessarily seek to be engaged through any formal structures.

The survey results for all areas showed overall that there was a great deal of consensus and commonality of issues raised, which was then used to inform the development of local 'Action plans' to address these.

The survey also identified that there was a degree of longer term interest in local Neighbourhood Management and that a sizeable proportion of residents would be keen to remain involved at some level or another. Respondents to the survey were asked if they would like to continue to be consulted with regarding local service delivery issues, with around 25% stating that they were happy to do so. It has since been agreed that those respondents who indicated a willingness to participate in this way will form the basis of a refreshed '*Citizens Panel*' for Glasgow, which will be utilised by the CPP on a series of issues. It is likely that there will be 10 localised Panels, each consisting of approximately 200-250 individuals that will aggregate up to a city response.

The findings from the city-wide Neighbourhood Management survey will directly inform and influence how services are deployed locally. The survey has resulted in real tangible outcomes for the city as CPP Partners move forward with concrete action plans to implement changes to service delivery at neighbourhood level across Glasgow. A total of 56 '*Local Action Plans*' have been devised - one for each of the identified neighbourhoods across Glasgow. Planning at this level will ensure that resources are deployed according to specific local neighbourhood conditions, recognising that within relatively small geographical areas there can be some differences in the challenges facing local communities.

These Action Plans, like the pilot, show similarities across neighbourhoods and bigger geographical areas for the key issues of concern although there is significant variance in both priority and the level of concern expressed by residents across some of the 56 neighbourhoods. The plans will inform and support initiatives which address the key issues and reporting back has already confirmed to communities what the issues are. Further communications will describe what is being done to address the issues with a subsequent report assessing the impact from initiatives. The intention at this stage is also to repeat the Neighbourhood Management survey in two years time to evaluate the impact recorded by residents as the recipients of the various services.

If the success of the original pilot is replicated across the city, then the top ten key issues of concern should see significant improvement, which would then allow, through the proposed second survey, for the reprioritisation of residents concerns and the process to refocus on these and, over time, improve the quality of life of our residents.

These approaches will ensure that the needs and views of the local community continue to be reflected in the investment plan of each LCPP which in turn will determine how the FSF and partner budgets are to be utilised.

Looking forward, the Glasgow CPP will sanction the development of '*Local Outcome Agreements*', one for each of the 10 local Community Planning Partnerships in the city. These will strengthen the local input to community planning in the city, by articulating how partners will work to deliver on local priorities and outcomes, and how this activity will contribute to the city-wide FSF investment priorities and Single Outcome Agreement.

Appendix One: Fairer Scotland Fund Contribution to National Outcomes

National Outcome	FSF Contribution & Priority Status	Comments
NO1 We live in a Scotland that the most attractive place for doing business in Europe	LOWER	Contribution to be made through improvements in employment, skills and training of the workforce
NO2 We realise our full economic potential with more and better employment opportunities for our people	HIGH	Employability support services, skills and learning will impact on this outcome
NO3 We are better educated, more skilled and more successful, renowned for our research and innovation	HIGH	Child and adult learning activities will impact on this outcome
NO4 Our young people are successful learners, confident individuals, effective contributors and responsible citizens	HIGH	Investment in Childrens education services
NO5 Our children have the best start in life and are ready to succeed	HIGH	Improvement in education, health and facilities relating to children
NO6 We live longer, healthier lives	HIGH	Contribution to a range of health programmes across a diverse age range of target clients
NO7 We have tackled the significant inequalities in Scottish society	HIGH	Investment in a diverse range of activities to address crime and, victimisation, reduce accidents, tackle addictions and financial inclusion
NO8 We have improved the life chances for children, young people and families at risk	HIGH	Improve physical and mental health / emotional well-being of families and individuals, and support for vulnerable children
NO9 We live our lives safe from crime, disorder and danger	HIGH	Support for measures to tackle crime and anti-social behaviour, working with young people, improving local communities
NO10 We live in well-designed, sustainable places where we are able to access the amenities and services we need	LOWER	Contribution to be made from community planning activities e.g. community involvement and engagement
NO11 We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others	HIGH	Improving quality of life in local communities
NO12 We value and enjoy our built and natural environment and protect it and enhance it for future generations	LOWER	Contribution through environmental improvement at local community level
NO13 We take pride in a strong, fair and inclusive national identity	LOWER	Contribution through community engagement and capacity building, social capital etc.
NO14 We reduce the local and global environmental impact of our consumption and production	LOWER	Contribution through better education and awareness of impacts on local communities & environment
NO15 Our public services are high quality, continually improving, efficient and responsive to local people 's needs	LOWER	Contribution to this Outcome through investment in other National Outcomes. Better community Engagement should also strengthen this.

Appendix Two: Fairer Scotland Fund Contribution to SOA Local Outcomes

It is anticipated that the FSF will have a greater impact on some of the 24 Local Outcomes in the SOA than others. From the information compiled from city wide programmes and area teams, 19 of the 24 local outcomes (highlighted below) are identified as being most directly relevant FSF funded activity for 2008/09, with the other 5 deemed to have secondary linkages. They are as follows:

Local Outcome	FSF Contribution	Contributes to National Outcomes
LO1 Reduce the level of violent crime, including gender-based and domestic violence	Primary	NO9
LO2 Reduce injuries as a result of road traffic incidents, fires and incidents in the home	Secondary	NO6, NO9
LO3 Reduce the public acceptance and incidence of over-consumption of alcohol and its subsequent negative impacts (personal, social and economic)	Primary	NO6, NO9, NO11
LO4 Reduce the impact and incidence of anti-social behaviour	Primary	NO9, NO11, NO12
LO5 Reduce the involvement of young people in crime and as victims of crime and accidents	Primary	NO4, NO7, NO8, NO15
LO6 Reduce the fear of crime	Primary	NO1, NO9, NO11, NO13
LO7 Increase the number of jobs in Glasgow	Primary	NO2
LO8 Increase the proportion of better paid and more productive jobs	Secondary	NO2
LO9 Increase the proportion of Glasgow residents in work	Primary	NO2, NO6, NO7
LO10 Increase performance and volume of business carried on in Glasgow	Secondary	NO1, NO2, NO3, NO15
LO11 Improve the attractiveness of Glasgow as a place to live, invest, work and visit	Primary	NO1, NO10, NO12, NO13
LO12 Increase the proportion of the population with a healthy BMI	Primary	NO6
LO13 Increase the proportion of residents involved in physical activity	Primary	NO5, NO6, NO10
LO14 Improve children's diets	Primary	NO5, NO6
LO15 Reduce the difference in life expectancy between most affluent and most disadvantaged residents	Primary	NO6, NO7, NO8
LO16 Reduce the harm caused by drugs addiction	Primary	NO7, NO8, NO9
LO17 Reduce the proportion of children in poverty	Primary	NO2, NO5, NO6, NO7, NO8
LO18 Increase the proportion of parents who are capable, responsible and supported	Primary	NO4, NO5, NO6, NO8
LO19 Reduce the proportion of residents who smoke	Secondary	NO5, NO6, NO7, NO8
LO20 Improve Literacy and Numeracy of the population	Primary	NO1, NO3, NO4
LO21 Improve educational attainment & achievement of all children and young people	Primary	NO1, NO3, NO4, NO5, NO7, NO15
LO22 Improve skills for employment	Primary	NO1, NO2, NO3, NO4,
LO23 Improve residents' aspirations, confidence, decision making capacity and involvement in community life	Primary	NO3, NO4, NO10, NO11, NO12, NO13, NO15
LO24 Improve Glasgow's physical environment and infrastructure.	Secondary	NO7, NO10, NO12, NO14

Appendix Three: Relevant FSF / SOA 'Line of Sight' Outcomes Templates

The following templates are reproduced from the Glasgow Single Outcome Agreement 2008, and identify the relevant National Outcomes and local progress indicators recognised as 'line of sight' for Glasgow's Fairer Scotland Fund proposals. I.e. FSF investment is expected to make a contribution to each of the measures highlighted. All stretch targets are to be finalised by **September 2008**.

National Outcome Templates 2-9, plus 11 are included as those National Outcomes identified as high priority by the Glasgow CPP in terms of FSF contribution. Outcome Templates 10,12,13 and 15 are also included as there are a number of relevant indicators within these that are pertinent to measuring the impact of the FSF activity and its contribution to Outcomes.

The measures of progress selected are largely expressed at a city level, with fewer reported at a 15% vs. non 15% split. This is because the SOA targets Outcomes for the entire city, not just the deprived areas. However, where available, the CPP will provide additional information out-with that in the SOA, which splits available data by deprived vs. non-deprived areas, thus ensuring that we continue to monitor the closing of the gaps between our deprived vs. non deprived areas.

<p>National Outcome 2:</p> <p>“We realise our full economic potential with more and better employment opportunities for our people”.</p> <p>Fairer Scotland Fund Contribution and Priority Status: High</p>	<p>Local Context</p> <p>Glasgow is Scotland's largest city and a major contributor to the nation's economy, generating over £13 bn GVA annually and supporting over 400,000 jobs. The last decade has seen strong jobs growth has benefited Glasgow residents, with an additional 45,000 finding work over the period; this has increased the employment rate from 55% in 1996 to 66% in 2006, but it is still significantly lower than the Scottish average (75%). The unemployment rate too has dropped steadily from 15.1% in 1996 to 7.8% in 2006, although, again, it remains higher than the rate for Scotland (5.3%).</p> <p>Over the last decade, its jobs growth (24%) has significantly outperformed that of Scotland (14%). This has been due to the continuing expansion of the service sector, particularly related to retail and tourism, including sport and cultural events, which grew by a third and now accounts for around nine out of ten of the city's jobs. However, many of these service jobs are in 'lower-value' activities rather than in 'knowledge intensive' sectors.</p> <p>Not all of Glasgow's citizens, however, have benefited so far from the city's recent economic boom. While the trend is improving, over a quarter of Glasgow's working age residents (26%) claim a key worklessness or income related benefit (compared to 17% across Scotland). Recent research has shown worklessness and ill-health are inextricably linked - a major issue for Glasgow which has the highest proportion of Incapacity Benefit claimants in Scotland.</p> <p>The employment rates for disabled residents, black and ethnic minority residents, young people (aged 16-19) and those aged over 50 are all significantly below the Glasgow average. Additionally, people from certain areas of the city, such as the north, East-end and the Inner South-side also have less access to work. We are unable to set outcome targets to reduce the gap in employment rates for these specific groups as reliable employment rate survey data is not currently available,</p> <p>Taking forward the “work for those without” theme specifically, the city has embraced the Department for Work and Pension's (DWP) Cities Strategy by launching the Glasgow Works Partnership (partly funded by the Fairer Scotland Fund), which has a two-year contract with DWP but seeks to bring about long-term structural change in the city's employability infrastructure, ensuring that more Glasgow residents get to be part of the city's economic growth through support into employment and in work support to sustain employment. DWP and Glasgow Works have agreed the targets that the employment rate will be raised to 67.8% by May 2009, and some 12,000 residents will come off the three main benefits of JSA (620), Lone Parent Income Support (2,600) and Incapacity Benefits (8,750). Glasgow works will also monitor how the programme is closing the gap between claimants in 15% vs non 15% areas. Glasgow Works policy groups are establishing further targets around Young People (covered by More Choices, More Chances) Incapacity Benefit claimants over 50 years, Black and Minority Ethnic residents and child poverty. Significantly, GGNHS plays a prominent part both in the Step Change strategy and in Glasgow Works; partners recognise the crucial role of health in the economy, and of employment in healthy working lives.</p> <p>Workforce skills are an increasingly important element in business competitiveness; however, a high proportion of the city's residents (21%) have no qualifications compared to the Scottish average (13%).</p> <p>Glasgow has made great progress, but to make further progress requires a step change in the city's performance. Glasgow's task is two-fold: to ensure that job growth continues, especially higher value added jobs; and ensuring that more Glasgow residents are drawn into the labour market and into sustainable, rewarding employment. The employee job growth targets set out below reflect the expected job creation in strategic regeneration areas such as International Financial Services District (IFSD); the Clyde Gateway (Glasgow and South Lanarkshire) and Glasgow City Centre.</p>
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	Local Outcomes 7: Increase the number of jobs in Glasgow Local Outcome 8: Increase the proportion of better paid and more productive jobs Local Outcome 9: Increase the proportion of Glasgow residents in work Local Outcome 17: Reduce the proportion of children in poverty	Relevant Indicators	Frequency / Type / Source	Baseline (2006/07)	Local Targets & Timescales
		Employee jobs in Glasgow	Annual/ Annual Business Inquiry / Council Plan 4.1.2	388,387 (2006/07)	Increase employee jobs by 17,000 by 2010/11 (50,000 increase by 2016/17)
		Employment in priority industries (financial services, tourism, creative industries, life sciences, marine, energy and food and drink)	Annual Business Inquiry	ABI 2006 Financial 23,000; Tourism 31,000; Creative 23,000; Energy 2,500; Food & drink 5,500; Marine 3,600	Increase in employee job numbers in all priority sectors by 2016 and specifically: <ul style="list-style-type: none"> • 5,000 additional jobs in Financial Services (in International Financial Services District (IFSD)) jobs by 2011 • Marine 400 additional by 2011.
		Average earnings ⁱ	Annual Survey of Hours and Earnings	5.3% below UK average	UK average by 2017
		Labour productivity (GVA per employee (£) + growth %)	Annual Business Inquiry and Bak Basel survey.	4th quartile, 34 of 35 European comparator cities	2 nd quartile by 2017
		Number of families receiving Child or Working Tax Credits while in work or with CTC more than the family element	Her Majesty's Revenue and Customs	70,500 (April 2008)	Target will be provided by end of June
		Employment rate	Annual Population Survey/NOMIS.	9% below Scottish average (66% cf 75%)	67.8% by May 2009 71.3% by 2010/2011 achieve Scottish average (75%) by 2016/17 FSF contribution 0.2% = 67.6% without FSF element
		Proportion of working age residents claiming key benefits ⁱⁱ	Monthly/ DWP Work and Pensions Longitudinal Study (WPLS)/Council Plan ref: 4.1.1	8.5% gap (2006/07)	Narrow the gap between Glasgow and the rest of Scotland to 6% by 2010/11

		Number of Key Benefit Claimantsⁱⁱⁱ	Monthly/ DWP Work and Pensions Longitudinal Study (WPLS) /Glasgow Works City Strategy	Number of claimants (May 2006 baseline): Job Seekers' Allowance -16,060 Incapacity Benefit - 58,220 Lone Parent -13,985	Target number of claimants by May 2009: Job Seekers' Allowance -15,443 Incapacity Benefit - 49,469 Lone Parent -11,388 FSF Contribution to 2009 targets: JSA – 31 IB – 438 LP – 130 Total - 599
	Required Actions/commitment by local partners for these outcomes	Continued commitment to implementation of Step Change economic strategy and action plan to drive generation of more and better jobs. Continued commitment to implementation of Glasgow Works City Strategy to ensure improved integration between the public funders, more streamlined delivery of services to achieve a more client-centred approach, and greater involvement of employers. Skills Development Scotland working with Scottish Enterprise and priority industry employers, including major public sector partners such as Glasgow City Council and NHS, to promote effective workforce development.			
	Scottish Government required action/commitment to support delivery of local outcome	Support Glasgow and other Scottish City Strategy areas in seeking benefit flexibilities from DWP to support transitions into work. Support from Government departments to enable local partners to work effectively together. Support in helping agencies to deliver across theme. Explore scope for obtaining more robust data, e.g. boosting Annual Population Survey to improve sample sizes and allow measurement for particular groups e.g. BME resident unemployment etc. 15% vs. non 15% areas.			

<p>National Outcome 3:</p> <p>We are better educated, more skilled and more successful, renowned for our research and innovation.</p> <p>Fairer Scotland Fund Contribution and Priority Status: High</p>	<p>Local Context:</p> <p>While Glasgow has one of the largest concentrations of students and educational institutions in the UK and over 30% of adults possess degrees, the city has fewer graduates than the UK average among its over-50s. Indeed, those aged 50 to retirement are significantly more likely to have no qualifications (39.2%), compared to their counterparts in other areas. Many adults have low skill levels and it is estimated that some 65,000 would benefit from literacy and numeracy support. It is estimated that in 2008-09, approximately 13,000 learners will be engaged through a range of Adult Literacy and Numeracy programmes in their communities, through local colleges and voluntary and health organisations, in their workplaces or through specialist thematic provision (e.g. provision to young people, liberated prisoners).</p> <p>We are committed to enabling inclusion and independence for vulnerable groups receiving community care e.g. those with learning and physical disabilities and mental health problems. A key element of this approach is to support those with care needs to achieve their employment aspirations. Social Work Services is currently working to improve its client information system to ensure that future iterations of the SOA include employability targets for individual client groups.</p> <p>There will be a commitment in the coming year to encouraging all employers in Glasgow to secure effective staff training, support for career progression and accreditation in the workplace. In working towards that commitment, information will be gathered to assist consideration of options for indicators and targets which would make sense across the range of employers. Since 2003/04 approximately 10,000 assisted training places for unemployed and disadvantaged persons have been provided each year to improve residents' skills for employment.</p> <p>Staff from early years' services and schools will maximise the contribution which these services can make to driving the economy in Glasgow by working with Glasgow's Colleges to encourage and support parents and carers into training and employment including improved access to childcare throughout the city. Literacy and numeracy will be a priority for all ages, and prioritised in a programme of Family Learning.</p> <p>We will incorporate the values, purposes and principles of Curriculum for Excellence for all ages in the city. Our aspiration is to enable all Glasgow learners to develop their capacities as successful learners, confident individuals, responsible citizens and effective contributors to society. By keeping our learners at the centre and building the curriculum around the development of capacities, we can transform the learning experience for people of all ages, linked directly to the Glasgow City Learning Theme and the National Skills strategy to contribute to economic, cultural and social regeneration.</p>
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The outcomes and targets below reflect the need to ensure that children, young people and adults receive the best possible educational and vocational support to help fulfil their potential and that those who are jobless or poorly skilled, have greater opportunity to gain employment or improve their skills. The city's relatively high levels of deprivation impact adversely on the educational attainment levels for children and young people and, in particular, the average school leaver. In spite of general increases in rates of participation in higher education, the gap between the traditionally 'high participation' communities and less affluent areas is not narrowing. This is particularly important in relation to those 16-19 year olds who are not in education, employment or training who represent a higher proportion of school leavers in Glasgow than the average for Scotland. We are currently developing a 14-19 strategy which will involve all learning providers in the City and provide an entitlement to positive destinations for our young people. As part of this approach, we are committed to ensuring entitlement to a Modern Apprenticeship for every suitably qualified school leaver aged 16-18 in Summer 2009. In terms of young people entering higher and further education on leaving school:

- In 2003/04, 22% of Glasgow's young people moved on to further education; in 2006/07 this figure was 26%. This was above the national average of 23% in 2006/07
- In 2003/04, 18% of Glasgow's young people moved on to higher education; in 2006/07 this figure was 22%. This was below the national average of 30% in 2006/07.

Local Outcome 20: Improve Literacy and Numeracy of the population Local Outcome 21: Improve educational attainment & achievement of all children and young people Local Outcome 22:	Relevant Indicators	Frequency / Type / Source	Baseline (2006/07)	Local Targets & Timescales
	Proportion of working age residents with no qualifications	Annual Population Survey	21% with no quals (2006)	Reduce to the Economic Strategy's economic comparator group Core Cities' average of 17% by 2016 FSF Stretch Target – t.b.c.
	Number of adults participating in the adult literacy and numeracy programmes	Glasgow City Council Annual/ Council Plan ref 2.2.4 ^{iv}	12,500 (2006/07)	Increase to 13,000 by 2008/09 and thereafter increase by 2% year on year to 2010/11 FSF Stretch Target – t.b.c.
	Provision of assisted certificated and non-certificated training places	Glasgow City Council Annual/ Council Plan ref 2.2.3	10,059 (2006/07)	Deliver 7,500 training places in 2008/09 22,500 adults receiving training to 2010/11 FSF Contribution – t.b.c.

	Improve skills for employment	Disabled people into mainstream employment	Glasgow City Council Annual/ Council Plan ref 2.2.3	0% (2005/06)	Aim for 10% of RSBi employees to enter mainstream employment
	Local Outcome 23. Improve residents' aspirations, confidence, decision making capacity and involvement in community life	Numbers trained in construction skills at the new Construction Skills Academy	Glasgow City Council Annual/ Council Plan ref 2.2.3	N/A	training over 200 adults each year specifically targeting people who have difficulty accessing the labour market
		Construction training provision for Lone Parents	Glasgow City Council Annual/ Council Plan ref 2.2.3	9 (2006/07)	15 lone parents each year to 2010/11
		Number of adult literacy learners reporting positive impact on quality of their life in their personal, family, community and working lives	Glasgow City Council Annual/Adult Learning Network reporting	Establish by end July 2008	Increase against baseline by 2% by 2009/10, and thereafter increase by 2% year on year to 2010/11
		Number of adults literacies learners reporting positive impacts in their working lives and employability	Glasgow City Council Annual/Adult Learning Network reporting	Establish by end July 2008	Increase against baseline by 2% by 2009/10, and thereafter increase by 2% year on year to 2010/11
		Proportion of people leaving prison, resident in Glasgow, engaged in literacies development	Glasgow City Council Annual/Adult Learning Network reporting	Baseline to be developed over 2008/09	Local target and timescale to be developed by June 2009
		Number of parents/carers taking part in family learning programmes	Annual Education and Social Work Services Annual Reports	New indicator – no baseline. Work to assess this in coming year.	To be considered against baseline
		Working age Social Work service users referred to employment services	Glasgow City Council Social Work Services Annual Performance Report Council Plan ref 4.1.3	No Baseline – new	Refer at least 1000 service users per year

		Adult Social work service users (numbers) in work, education or training, or voluntary work	Glasgow City Council Social Work Services Annual Performance Report/Council Plan ref 4.1.3 (Quarterly reporting)	No Baseline – new	Increase number of service users in: <ul style="list-style-type: none"> work by 200 education or training by 300 voluntary work by 125
		Proportion of young people going to higher education, further education, training or employment ^v	Annual/ Council Plan ref. 2.1.6 Source: Scottish Government Publication: Destination of Leavers from Scottish Schools	84% (2006/07)	87% by 2010/11 (additional target for young people leaving care under Nat Outcome 7) FSF contribution 3% of 87% target to 2010/11
		Number of places on schools vocational programme for 14 – 16 year olds in mainstream schools	Glasgow City Council Annual Performance Report/Council Plan ref 2.2.1	1,000	Increase to 1090 by 2010/11 (additional target for young people in care under Nat Outcome 7)
	Required Actions/commitment by local partners for these outcomes	Commitment by all partners to implement Glasgow's Community Learning Strategy Partnership's Adult Literacy and Numeracy Strategic Plan 2008/11 at a City and local planning level. Commitment by all adult literacies partners to use the Learner Outcome Information Tracking System to support development of information on outcomes being achieved.			
	Scottish Government required action/commitment to support delivery of local outcome	Recognise a need to focus on the wider achievement of children and young people at national level would be helpful, and work to establish indicators in this regard would also assist inspection and audit bodies in evaluating improvements and in giving recognition to the considerable work done in the city in this regard and the many achievements of Glasgow's children and young people.			

<p>National Outcome 4:</p> <p>Our young people are successful learners, confident individuals, effective contributors and responsible citizens.</p> <p>Fairer Scotland Fund Contribution and Priority Status: High</p>	<p>Local Context:</p> <p>Glasgow City Council manages 127 pre 5 establishments: nursery schools/classes; extended day provision; Family Learning Centres and has partnership arrangements with 22 voluntary and 66 private and independent sector providers. The Glasgow Schools' Pupil Census 2006 found that in terms of the overall school population, i.e. excluding children in early years' provision: there is almost a 50/50 gender split; where the ethnic minority background is disclosed: 82% (56,337pupils) of the school population has an ethnic background which is 'UK White'; 3% (2,119 pupils) has an ethnic background of 'White Other'; 12% (7,842 pupils) has a minority ethnic background. (3% is not known or has not been disclosed); 3.1% of the school population (2,146 children and young people) are from Asylum Seeking or Refugee families (or are themselves Asylum Seekers or Refugees).</p> <p>While some children who grow up in low-income households will go on to achieve their full potential, many others will not. Poverty places strains on family life and excludes children from the everyday activities of their peers. Many children experiencing poverty have limited opportunities to play safely and often live in overcrowded and inadequate housing, eat less nutritious food, suffer more accidents and ill health and have more problems with school work. Therefore tackling child poverty will also impact on this National Outcome.</p> <p>We recognise the value of Curriculum for Excellence and are committed to improving the learning experiences for all children and young people and to raising attainment and achievement. Curriculum for Excellence acknowledges the need to recognise a broader range of achievements, as well as enabling high levels of attainment. Through strong partnership working Glasgow City Council already provides a rich and diverse range of opportunities for children and young people to achieve. We shall work to make these a more coherent and integrated part of a curriculum to broaden and deepen the experiences of all our children and young people. Curriculum for Excellence in Glasgow will include partnership working with for example, further education colleges, Culture and Sport Glasgow, Glasgow Works, the voluntary sector and other services and agencies to ensure a coherent, all age approach by learning providers with a clear focus on social renewal throughout the City. We will build on our successful interagency work in Employability and Enterprise, Health Promotion, Active Schools, Eco Schools and International Education, etc. to extend and enhance the range of opportunities for personal achievement and for cross curricular and interdisciplinary learning. Furthermore, we shall incorporate Education Service's 'Be All You Can Be' policy in a way which promotes challenge, enjoyment, breadth, depth, progression, relevance, coherence, personalisation and choice in learning for all children and young people. We have a strong tradition of recognising establishment and individual achievement in these areas, e.g. health promoting schools, Eco schools, music festivals, sporting events, International awards and Fulcrum Challenge. Our establishments have gained national recognition in citizenship, public speaking, sport, music, dance and drama.</p> <p>A review of Continuing Professional Development for all Education Service staff is currently taking place to ensure that we are rising to the challenge of learning in the 21st century. The Service has a Quality Assurance and Improvement policy based on effective self-evaluation using quality indicators. There is also a strategy of quality reviews which involves officers and peer headteachers in conducting thematic reviews in nurseries and schools. A working group chaired by a secondary headteacher has taken forward a leadership strategy this year and a succession planning and talent spotting initiative has targeted 20 education staff who have the potential to be leaders of the future. Plans are in place to offer this leadership opportunity to social work staff.</p>
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In relation to attainment levels in Glasgow the following should be noted:

- In terms of the proportion of children achieving appropriate national levels of attainment in Reading, Writing and Mathematics:
 - Between 2004/05 and 2006/07 there was an improvement in the proportion of children in primary school attaining appropriate national levels of attainment in Reading (up from 78% to 82%), Writing (up to 70% to 75%) and Mathematic (up from 82% to 86%)
 - Between 2004/05 and 2006/07 there was an improvement in the proportion of young people in secondary school attaining appropriate national levels of attainment in Reading (up from 54% to 58%), Writing (up from 44% to 51%) and Mathematics (up from 52% to 59%) by S2
- In terms of the proportion of young people in secondary schools achieving SQA awards, between 2004/05 and 2006/07 there was an improvement in the proportion of pupils attaining:
 - SCQF 3 Eng/Maths from 82% to 86%
 - 5+ SCQF 3 or better from 83% to 86%
 - 5+ SCQF 4 or better from 63%% to 66%
 - 5+ SCQF 5 or better from 21% to 22%
 - 3+ SCQF 6 or better from 17% to 18%
 - 5+ SCQF 6 or better from 10% to 11%.
- In terms of school attendance, between 2004/05 and 2006/07:
 - Primary school attendance increased from 92.8% to 93%
 - Secondary school attendance increased from 86.8% to 88%.
- In terms of school exclusions, between 2004/05 and 2006/07:
 - The incidence of primary school exclusions dropped from 986 to 815
 - Secondary school exclusion increased from 6,215 to 6,367.

At this stage, the majority of targets set in these areas relate to all children and young people and what we aim to see over the coming period is a closing of the gap between those groups not achieving the Glasgow averages. Targets in relation to improvement s in the educational attainment and achievement of Looked After and Looked After and Accommodated Children and reductions in the volume and seriousness of offending by young people are covered under National Outcome 7.

	Local Outcome 20: Improve Literacy and Numeracy of the population	Relevant Indicators	Frequency / Type / Source	Baseline (2006/07)	Local Targets & Timescales
	Local Outcome 21: Improve educational attainment & achievement of all children and young people	Proportion of children in primary schools achieving appropriate national levels of attainment in Reading, Writing and Mathematics ^{vi}	Annual/ Council Plan (CP 2.1.1)	Reading 82% (2006/07) Writing 75% (2006/07) Mathematics 86% (2006/07)	Reading 88% by 2010/11 Writing 83% by 2010/11 Mathematics 90% by 2010/11
		Proportion of young people achieving appropriate national levels of attainment by the end of S2 in Reading, Writing and Mathematics^{vii}	Annual/ Council Plan (CP 2.1.2)	Reading 58% (2006/07) Writing 51% (2006/07) Mathematics 59% (2006/07)	Reading 65% by 2010/11 Writing 58% by 2010/11 Mathematics 65% by 2010/11 FSF Stretch Target – t.b.c.
	Local Outcome 22: Improve skills for employment				
	Local Outcome 23. Improve residents' aspirations, confidence, decision making capacity and involvement in community life	Proportion of young people by the end of S4 achieving English and mathematics at SCQF level 3 or better ^{viii}	Annual/ Council Plan (CP 2.1.3)	86% (2006/07)	88% by 2010/11
		Proportion of young people by the end of S4 achieving 5 or more awards at SCQF level 3 or better	Annual/ Council Plan (CP 2.1.3)	86% (2006/07)	88% by 2010/11
		Proportion of young people by the end of S4 achieving 5 or more awards at SCQF level 4 or better	Annual/ Council Plan (CP 2.1.3)	66% (2006/07)	68% by 2010/11
		Proportion of young people by the end of S4 achieving 5 or more awards at SCQF level 5 or better	Annual/ Council Plan (CP 2.1.3)	22% (2006/07)	23% by 2010/11
		Proportion of young people by the end of S6 achieving 3 or more awards at SCQF level 6 or better ^{ix}	Annual/ Council Plan (CP 2.1.4)	18% (2006/07)	18.5% by 2010/11
		Proportion of young people by the end of S6 achieving: 5 or more awards at SCQF level 6 or better	Annual/ Council Plan (CP 2.1.4)	11% (2006/07)	11.25% by 2010/11

		Secure education and positive destinations for all young pregnant women and mothers	Annual / Council Plan	Baseline to be established in coming 6 months.	Increase (Targets to be established following consideration of baseline)
		Primary school attendance	Annual/Council Plan (CP 2.1.7)	93% (2006/07)	95% 2010/11 FSF Stretch Target – t.b.c.
		Secondary schools attendance	Annual/Council Plan (CP 2.1.7)	88% (2006/07)	90% 2010/11 FSF Stretch Target – t.b.c.
		Primary school exclusions	Annual/Council Plan (CP 2.1.7)	815 (2006/07)	Reduce by 2% each year to 2010/11
		Secondary schools exclusions	Annual/Council Plan (CP 2.1.7)	6367 (2006/07)	Reduce by 2% each year to 2010/11
	Required Actions/commitment by local partners for these outcomes	It will be essential that these priorities are reflected in the city's Child and Family Services Plan (to be developed), and that Community Planning partners support the implementation locally of these priorities, including decisions about resource allocation at local and city wide level. Further, that there are positive links with the children's services planning arrangements to ensure maximum effort and minimum duplication of unnecessary effort, to achieve these local outcomes.			
	Scottish Government required action/commitment to support delivery of local outcome	It is assumed that the national Early Years and Early Intervention Policy will articulate the links between parental involvement in their children's learning and improved outcomes for children currently and in later life, as well as the costs associated with improving and expanding early childhood services to meet the wider needs of families. In this regard it would be helpful if the Policy makes clear expectations around this, around adult learning to support this and takes account of Glasgow's needs in this regard, including the high levels of need in relation to those children, young people and adults where English is their second language.			

<p>National Outcome 5: Our children have the best start in life and are ready to succeed</p> <p>Fairer Scotland Fund Contribution and Priority Status: High</p>	<p>Local Context:</p> <p>Forty two percent of all young people aged 8 to 20 in Glasgow live in the most deprived 10% of neighbourhoods in Scotland (Scottish Index of Multiple Deprivation, 2006). Addressing child poverty is a key issue and will be considered under National Outcome 8.</p> <p>If our young people are to be successful learners, confident individuals, effective contributors and we are to reduce the poverty gap, then this starts at birth. All services to children and families, during the earliest years of a child's life, are committed to ensuring that all children have the best possible start in life. Within the next 5 years, all parents / carers will be able to access childcare provision within buggy - pushing distance of their home, 52 weeks a year, 8.00 a.m. until 6.00 p.m. and beyond where appropriate. There will be high quality education and high quality childcare services in all settings and services in the city: council, voluntary and private sector for children from birth to 16 years with strengthened quality assurance arrangements and a review of the partnership arrangements in this regard to ensure that in the city we will be delivering National Outcome 4 for children and for parents and carers.</p> <p>Breast feeding is known to give health benefits to both mother and child and this is internationally recognized by the World Health Organization recommendation that all children should be exclusively breastfed for the first 6 months of life. Glasgow City stills fall short of the Scottish Target of 50% children to be still breastfeeding at 6 weeks of life and there are also large variations in breastfeeding rates across Glasgow. A new HEAT target has been set to reach 33.3% of newborn children being exclusively breastfed at 6-8 weeks by 2010/11.</p> <p>The dental health of children is slowly improving. However, throughout the NHS Greater Glasgow and Clyde area, between 40% and 70% of children aged five have decayed teeth. Dental cavities is the most frequently recorded cause of admission to acute hospitals in the area for children aged 0 to 15. Children from the top 15% most deprived parts of the area had 67% more admissions than expected, based on all NHS Greater Glasgow and Clyde area rate. In relation to Free School Meal entitlement/registration, in 2005/2006 (Scottish Executive, 2006. School Meals in Scotland 2006. Edinburgh: SE) this applied to 37.9% of Glasgow children (compared to 18.6% of Scotland's children)</p> <p>Glasgow's "Big Breakfast" provides open access to a free breakfast as part of a multi-strand integrated approach which aims to improve nutritional intake of primary school children, improve their attendance and punctuality and contribute towards higher educational attainment. During 2007/08, the service has had an uptake level of 20% which equates to approximately 7,020 breakfasts being served on a daily basis.</p>
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<p>Fruit Plus provides pre-school children, primary school children and children attending special needs schools with free fruit five times a week during the school year. The main aim of Fruit Plus is to encourage a fruit eating habit amongst pupils at an early age that will be maintained throughout life. The project places emphasis on integrating the principles of healthy eating into various areas of the school curriculum with the aim of improving health and attainment levels.</p> <p>A new programme for future childcare is proposed which would replace the current Working for Families approach. This programme will contribute to the city's emerging approach to childcare following completion of the on-going childcare review. The specific details of two substantial childcare programmes as well as the services formerly funded under Better Neighbourhood Services Fund (now Fairer Scotland Fund) which aim to improve the lives of children and young people in the most deprived communities will be finalised in the next three months. One programme will be relating to supports for vulnerable children and one relating to future childcare, following on from Working for Families.</p> <p>Improvement targets relating to the provision of support for children and young people due to parental substance misuse is under National Outcome 8.</p>				
<p>Local Outcome 18: Increase the proportion of parents who are capable, responsible and supported</p> <p>Local Outcome 21: Improve educational attainment & achievement of all children and young people</p> <p>Local Outcome 14: Improve children's diets</p> <p>Local Outcome 19: Reduce the proportion of</p>	Relevant Indicators	Frequency / Type / Source	Baseline (2006/07)	Local Targets & Timescales
	Proportion of carers/parents with access to high quality education and childcare within buggy pushing distance of their home	Annual/GCC Education Services	New indicator. Baseline will be established during 2008/09	100% carers and parents (within the next 5 years)
	Staged intervention in early years establishments to identify needs of the 'whole child' and family/carers	Annual/GCC Education Services	New indicator. Baseline will be established during 2008/09	All early years establishments in the city by 2010/11
	Proportion of 3 year olds attending early years' provision	Annual/GCC Education Services	80% (2006/07)	85% by 2009 FSF Stretch Target – t.b.c.
	Proportion of 4 year olds attending pre-school education	Annual/GCC Education Services	97% (2006/07)	sustain at 97% in 2009 FSF Stretch Target – t.b.c.
	Proportion of newborns exclusively breastfed at 6-8 weeks	Annual/Greater Glasgow & Clyde NHS	22.5%	increase to 33.3%

	residents who smoke	Uptake of school meals ^x	Glasgow City Council/ (annual) Council Plan ref. 5.2.5	primary (59%) and secondary (50%) schools	Halt the decline and maintain current level of uptake
		Uptake of 'Big Breakfast' free breakfast provision in all Glasgow primary schools	Glasgow City Council/ (annual)	20% uptake (2006/07)	20% uptake (based on primary school roll) in 2008/09 FSF Stretch Target – t.b.c.
		Uptake of 'Fruit Plus' free fruit provision in Glasgow primary schools	Glasgow City Council/ (annual)	90% of fruit provided was consumed (2006/07)	90% fruit consumed in 2008/09 FSF Stretch Target – t.b.c.
		Proportion of children meeting recommended activity levels	Scottish Health Survey (SHS)	71.5% (SHS 2003)	Increase 75% by 2012 FSF Stretch Target – t.b.c.
		Five year old children (primary one) with no signs of dental disease	Annual/Greater Glasgow & Clyde NHS	47.6%	60% by 2010
		3 to 5 years olds registered with dentist	Annual/Greater Glasgow & Clyde NHS	72.4%	80% by 2010
		Childhood vaccinations	Annual/Greater Glasgow & Clyde NHS	91.4% at 24 months 94.4% at 5 years	95% target for all (ongoing)
		Smoking rates among 13 year olds	Glasgow City Council/(annual)Council Plan ref. 5.2.2	3% (2006)	reduce to 2% by 2010
		Smoking rates among 15 year olds	Glasgow City Council/(annual)Council Plan ref. 5.2.2	13% (2006)	reduce to 12% by 2010

	<p>Scottish Government required action/commitment to support delivery of local outcome</p>	<p>The Government produces an Action Plan on the back of the discussion paper on Tackling Poverty, Inequality and Deprivation in Scotland which identifies national and local action which will reduce the income inequality gap as a prerequisite to reducing health inequalities between social classes.</p> <p>The Government to seek to ameliorate the possible adverse effects on child poverty of the DWP benefit change coming in October, particularly moving single parents onto Job Seekers Allowance, when the childcare provision in Scotland is currently inadequate to support single parents into work.</p> <p>With reference to Healthy Eating in schools, we ask that the Scottish Government recognise a more flexible approach to the maximum salt, sugar and fat content in school meals. In some parts of the City, adherence to the current limits has resulted in counterproductive negative behaviour with school meal uptake dropping as pupils switch to eating from fast food outlets. Greater flexibility is sought to develop menus which will meet the needs of our young people in a more flexible way e.g. balanced diets which would include the above ingredients in small measure as well as fruit and vegetables.</p> <p>We also ask that the Government produces guidance to support work to encourage school children to stay within the school grounds during break times, avoiding access to fast food outlets.</p>
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<p>National Outcome 6:</p> <p>We live longer, healthier lives.</p> <p>Fairer Scotland Fund Contribution and Priority Status: High</p>	<p>Local Context</p> <p>The NHS Greater Glasgow and Clyde area has a mortality rate that is almost a quarter higher than would be expected based on the Scottish rate. Targets relating to improving life expectancy are under National Outcome 7.</p> <p>'Let Glasgow Flourish' highlighted that obesity is increasing both in Glasgow and nationally. This is a national and international problem which affects people across all ages, genders and deprivation categories, although there are higher rates amongst older populations, those with learning difficulties, women and in areas of multiple deprivation. One fifth of pre-school children and 60% of adults are either overweight or obese.</p> <p>Alcohol consumption and its damaging effects have increased sharply in Glasgow since the early 1990s. Alcohol problems are worse here than in the rest of Scotland, the UK, or Western Europe. Excessive consumption of alcohol increases the risk of a range of diseases including coronary heart disease, stroke, some cancers, as well as liver cirrhosis and psychiatric disorders. 72% of men and 58% of women in Scotland drink regularly.^{xi} Among them, 63% of men and 57% of women exceeded the recommended maximum daily amount at some point in the week, although a smaller number (27% of men and 14% of women) exceeded the maximum weekly recommended total consumption. Men's consumption of alcohol has fallen slightly over time, while women's continues to rise. Three quarters of men and women drink at home rather than in pubs, clubs, or restaurants. Evidence suggests that alcohol consumption and its affects are felt worst in our most deprived communities.</p> <p>True alcohol consumption is generally underreported. Current recommendations are that men and women should not consistently drink more than 3-4 and 2-3 Units (8 grams/10 mls alcohol) daily respectively. Binge drinking is defined as consumption in a single day of 8 Units or more in men and 6 Units or more in women. A maximum weekly total consumption of 21 Units is advised for men and 14 Units for women. 16-24 year olds drink most heavily compared with other adults. In Scotland, amongst 13 year olds 56% of boys and 59% of girls have ever drunk alcohol. 7% of 13 year olds and 18% of 15 year olds reported having been drunk more than 10 times. Socio-economic deprivation is associated with increasing alcohol consumption but the harm it causes people in more deprived circumstances cannot be attributed solely to the quantity of alcohol consumed. There is little evidence to explain why alcohol and deprivation make such a damaging combination but it is likely to be due to a mixture of individual risks (such as poor diet or drug use) and environmental risks (such as drinking on the street).</p> <p>The balance of Community Care expenditure across the City continues to shift away from residential towards home and community-based services, reflecting the increase in the proportion of vulnerable people being supported in their own homes with enhanced independence and choice. We are currently piloting a User Defined Service Evaluation Tool (UDSET) aimed at measuring both clients' and carers' satisfaction levels with the Community Care services provided. It is anticipated that improvement targets on satisfaction levels will be included in future iterations of the SOA. Additional Community Care improvement targets are included in National Outcome templates 3 and 15.</p> <p>The GoWell Research programme is a longitudinal study of the processes and impacts of housing improvement and neighbourhood transformation that are taking place in Glasgow. The programme, which began in 2006, will provide over the next eight years a sustained examination of how national policy goals related to communities, regeneration and health are achieved at a local level and their impacts on people and communities in Glasgow. A focus of the study is Glasgow Housing Association's (GHA) investment and regeneration programmes. The first GoWell Community Health and Wellbeing Survey was undertaken in 2006. The next survey will be completed in 2008/09. GHA is committed to using the findings to influence the way it invests in its neighbourhoods across the city.</p>
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	Local Outcome 19: Reduce the proportion of residents who smoke	Relevant Indicators	Frequency/Type/ Source	Baseline (2006/07)	Local Targets & Timescales
		Smoking rates among adults (aged 16+) ^{xii}	Glasgow City Council/(annual) Council Plan ref. 5.2.2	31% (2006)	reduce to 22% by 2010
	Local Outcome 3: Reduce the public acceptance and incidence of over-consumption of alcohol and its subsequent negative impacts (personal, social and economic)	Achieve agreed number of screenings using the setting-appropriate screening tool and appropriate alcohol brief intervention, in line with SIGN 74 guidelines by 2010/11	NHS/Annual/HEAT	0	4,000 per year (target to be reviewed for 2009/10)
		Attendance at Glasgow City Council owned indoor and outdoor sport, recreation and leisure facilities^{xiii}	Glasgow City Council/(annual) Council Plan ref. 5.2.6	4,249,932 (2006/07)	to 4,463,789 by 2008/09 FSF Stretch Target – t.b.c.
	Local Outcome 12: Increase the proportion of the population with a healthy BMI	Free swim sessions for juveniles and over 60s	Glasgow City Council/(annual) Council Plan ref. 5.2.6	245,506 (2006/07)	264,965 by 2008/09 FSF Stretch Target – t.b.c.
		Modal share of adults undertaking active (walking, cycling, public transport) travel to work or education ^{xiv}	Scottish Household Survey (SHS)/ (Annual)	30% travel to work using active forms of transport (2005/06)	Increase
	Local Outcome 23: Improve residents' aspirations, confidence, decision making capacity and involvement in community life	Achieve agreed completion rates for child healthy weight intervention programme by 2010/11	Annual / NHS HEAT	0	4,447 by March 2011
		Proportion of adults meeting recommended activity levels	Scottish Health Survey (SHS) Greater Glasgow Health and Well Being Survey (GGHWS)	35% (SHS, 2003) Greater Glasgow Baseline 48.9% (2005, GGHWS)	SHS increase to 40% by 2012 FSF Stretch Target – t.b.c.
		Proportion of people aged 65 or over with intensive care needs cared for in residential homes	Glasgow City Council/(annual) Council Plan ref. 5.4.2	62.5%;	Reduce proportion cared for in residential homes to 59% by 2011

		Proportion of people aged 65 or over with intensive care needs cared for at home (10 hours a week or more) ^{xv}	Glasgow City Council/(annual) Council Plan ref. 5.4.2	37.5%.	Increase proportion receiving intensive home care to 41% by 2011
		Number of overnight respite nights per 1,000 population for people aged 65+	Glasgow City Council/ SWS Annual Report/Disability & Rehab Performance Framework	306	323 by 2011
		Number of overnight respite nights per 1,000 population for people aged 18-64	Glasgow City Council/ SWS Annual Report/Disability & Rehab Performance Framework	35	34 by 2011
		Each NHS Board will achieve agreed improvements in the early diagnosis and management of patients with dementia by March 2011	HEAT target annual	Not yet available	Not yet agreed
	Required Actions/commitment by local partners for these outcomes	Local Licensing Boards to work with the partnership on outlet density and licensing decisions. Strathclyde Police to support enforcement of legislation about serving people who are intoxicated. Consideration of local policies on fast food vans near schools			
	Scottish Government required action/commitment to support delivery of local outcome	Scottish Government to continue work on reducing access to, raising the cost of and advertising of alcohol. Further research on effective education on alcohol for young people. Scottish Government to review planning legislation that allows food vans outside schools and multiple unhealthy fast food outlets near schools.			

<p>National Outcome 7:</p> <p>We have tackled the significant inequalities in Scottish Society</p> <p>Fairer Scotland Fund</p> <p>Contribution and Priority Status: High</p>	<p>Local Context</p> <p>Glasgow has a disproportionate share of persons living in Scotland's most deprived communities. It has 11% of the Scottish population, but accounts for more than one third (34%, SIMD 2006) of all those living in a neighbourhood ranked in the bottom 15% most deprived in Scotland. Many types of inequality exist across Glasgow e.g. health, education and employment inequalities. These inequalities can be gender, age, disability, race and faith, sexual orientation or area based, or can apply to certain groups such as Looked After and Accommodated Children. For instance, the Community Plan's Safe theme strategic assessment shows a disproportionate impact of key community safety issues on deprived areas, and by age and sex. This applies across the spectrum of perpetrators, victims, and in terms of overall impact including fear of crime, fire safety and community cohesion.</p> <p>Differences in income, gender, race and faith, disability, sexual orientation and social class are all associated with health inequalities. The interactions between them are also powerful determinants of health. Socio-economic status however is central to inequality and health outcomes. Variations also exist in the impact of a whole range of community safety issues across the city with geographical 'hotspots', strongly correlated with deprivation levels, for some issues. Additionally, some small areas or neighbourhoods are significantly affected by a wide range of these issues^{xvi}. The following information illustrates a variety of these inequalities which must be addressed to ensure social justice in Glasgow.</p> <ul style="list-style-type: none"> • The three CHCPs with the highest standardised mortality ratios also have the highest concentrations of most deprived data zones in their areas (60% of the population in East Glasgow (CHCP) lives in the 15% most deprived data zones in Scotland, 63% in North Glasgow; and, 49% in the South West Glasgow). • Detailed analysis of violent crime patterns in Glasgow shows that male offenders outnumber females by more than three to one, and that the peak ages for offending and being a victim are from around 15 to 25. The area of residence of offenders and victims is highly correlated with deprivation, and in some smaller, deprived communities in Glasgow more than one in ten people have been victims of a violent crime in the past three years (see graph). Unsurprisingly, incidents of violent crime are highly concentrated in the centre of the city. • Gender based violence in the form of domestic violence incidents has increased from 8,000 in 2003 to over 10,000 in 2006 and 2007. Gender-based violence including domestic abuse is overwhelmingly perpetrated by men against women, and children of both sexes. The physical and mental health consequences of gender-based violence include injury, anxiety, depression, post traumatic stress reactions, poor education/employment history, addictions, self-harm, eating disorders and suicide. Women from deprived communities face more barriers to escaping violent partners and overcoming the social and health impact of abuse. • Analysis of the police, fire and health statistics by age and sex shows a disproportionate involvement of young people both as perpetrators and victims. This is particularly true of young men. Additionally, young people, particularly boys, are disproportionately affected by road traffic accidents. • While we have seen improvements in the proportion of Looked After and Looked After and Accommodated young people leaving care service who are known to be in employment, education or training (up from 32% in 2003/04 to 45% 2006/07) this is still significantly lower than for Glasgow's young people as a whole, reflecting the significantly poorer educational attainment of these young people.
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- Educational attainment of Looked After and Looked After and Accommodated young people is significantly lower than that of Glasgow's other young people. Between 2004/05 and 2006/07, the proportion of Looked After and Accommodated young people leaving care with SCQF Level 3 in English and Maths decreased from 36% to **28%**. **However, over the same period there was** an improvement in the proportion of Looked After young people gaining these qualifications, up from 12% to 15% - equating to an overall decline for all young people leaving care from 20% to 19%.
- There is significant disparity in health conditions across Glasgow, which needs to be addressed. The proportion of emergency hospital admissions attributable to drugs is 66% higher in the 15% most deprived areas compared to the city average (2005/06, source: GG&CNHS), and is 400% higher than the non-deprived areas. The proportion of emergency hospital admissions attributable to alcohol is 66% higher in the 15% most deprived areas compared to the city average (2005/06, source: GG&CNHS), and is 369% higher than the non-deprived areas. The proportion of adults who smoke was 39% for Glasgow in 2005. However, this increased to 47% for bottom 15% Data Zone residents.
- Financial Inclusion remains a significant issue in the city, which often re-enforces the inequalities that exist in our communities. According to the Scottish Household Survey, those most likely to suffer from financial inclusion include some of the most excluded groups, including older people, the unemployed, those who do not own their homes, those with a disability or long term illness, and those on low income. Many residents have a poor grasp of financial skills:
 - 22% of households having no access to a bank account
 - 63% having no savings
 - 33% having no home contents insurance
 - Just 10% of respondents in Glasgow stated that they manage their money 'very well'.

These inequalities are relevant to all of the Local Outcomes the partnership is trying to achieve, a variety of which is stated below.

	Relevant Indicators	Frequency / Type / Source	Baseline (2007/08)	Local Targets & Timescales
Local Outcome 15: Reduce the difference in life expectancy between most affluent and most disadvantaged residents	Mortality from Coronary Heart Disease among the under 75s in deprived areas	Annual/Greater Glasgow & Clyde NHS	123.2 per 100,000 persons aged under 75	86.0 at March 2011
	Male expectancy at birth in the most deprived areas	Annual/Greater Glasgow & Clyde NHS	69.2 male	Increase to Scottish average 74.6
	Female expectancy at birth in the most deprived areas	Annual/Greater Glasgow & Clyde NHS	76.0 female	Increase to Scottish average 79.6
	Local Outcome 19: Reduce the proportion of residents who smoke	Smoking rates among people living in the city's most deprived areas (bottom 20% SIMD)	Glasgow City Council/(annual) Council Plan ref. 5.2.2	39% (2006) reduce to 32% by 2010

	Local Outcome 1: Reduce violence and its impact, including gender based violence	Difference in overall crime levels in worst 15% SIMD datazones and low crime areas	Quarterly/ Statistical Data Strathclyde Police	SIMD 2006 average crime score: • worst 15% SIMD is 1074 • top 15% SIMD is 284 • difference of 790	reduce difference to 770 without detriment to low crime areas by 2010/11 FSF Stretch Target – t.b.c.
	Local Outcome 5: Reduce the involvement of young people in crime and as victims of crime and accidents	Difference in overall crime levels in worst 15% crime affected datazones and low crime areas	Quarterly/ Statistical Data Strathclyde Police	A 2007/08 baseline will be available early 2008/09	5% reduction in gap by 2010/11 without detriment to low crime areas
		Number of domestic violence incidents	Quarterly/Statistical/ Strathclyde Police	10,079 (2007 baseline)	Reduce by 2% by 2010/11 FSF Stretch Target – t.b.c.
		Reducing the volume and seriousness of offending by young people	Council Plan ref. CP 3.1.4/ Annual	Indicators under development.	Work towards the national targets relating to reducing the volume and seriousness of offending by young people FSF Stretch Target – t.b.c.
	Local Outcome 20: Improve Literacy and Numeracy of the population				
	Local Outcome 17: Reduce the proportion of children in poverty	Numbers of children killed and seriously injured on the roads^{xvii}	Annual/statistical data/ Scottish Government- Key Road Accident Statistics. Council Plan ref. 3.1.6	52 (calendar year 2007) (1994-98 average- 149)	70% reduction from the 1994-98 average (exceeding the national targets of 50%) by 2010 FSF Stretch Target – t.b.c.
		Number of adults estimated to have severe drug dependency	NHS/Glasgow City Council	Baseline 11,500 (2003)	Reduce (specific target available by mid June)
	Local Outcome 21: Improve educational attainment & achievement of all children and young people	Uptake of drug rehabilitation services	NHS/Glasgow City Council	Residential - 394 Communities based - 1827	Increase Residential – 450 Community based – 1850 FSF Stretch Target – t.b.c.
		Local Outcome 24: Improve Glasgow's physical environment and infrastructure.			
		Number of people receiving social care support as part of an integrated substitute prescribing programme	NHS/Glasgow City Council	Baseline available by mid June	Increase (specific target available by mid June)

		Number of adults with addiction problems receiving support towards employability	NHS/Glasgow City Council	1,676	2,100 FSF Stretch Target – t.b.c.
		Number of young people reporting illegal drug misuse, lifetime ever, in the last 12 months and in the last month	NHS / Glasgow City Council	Unavailable – available on publication of LA SALSUS reports	Reduce (specific target available by mid June) FSF Stretch Target – t.b.c.
		Physical health of people with severe mental health problems	NHS / Glasgow City Council	Baseline available by mid June	Improve (specific target available by mid June)
		Access to physical health check at least once per 15 months for mental health patients	NHS / Glasgow City Council	Baseline available by mid June	Increase (specific target available by mid June)
		Proportion of households with a bank account	Scottish Household Survey/Glasgow City Council DRS/Annual	81.5% (2007)	Increase
		Proportion of households which 'Manage Very Well' financially	Scottish Household Survey/ Glasgow City Council DRS/Annual	9.8%	Increase FSF Stretch Target – t.b.c.
		Proportion of Looked After and Looked After and Accommodated young people leaving care service who are known to be in employment, education or training^{xviii}	Annual/ Glasgow City Council Social Work Services Council Plan ref 2.1.5 (B)	32% (2006/07)	Increase by 2% each year FSF Stretch Target – t.b.c.
		Proportion of Looked After and Looked After and Accommodated young people achieving at least one SCQF Level 3	Annual/ Glasgow City Council Social Work Services Annual/ Council Plan ref 2.1.5 (A)	37% compared to 52% nationally (2006/07)	Close the gap between Glasgow and rest of Scotland

		Proportion of Looked After and Looked After and Accommodated young people achieving SCQF Level 3 in English and Mathematics ^{xix}	Annual/ Glasgow City Council Social Work Services Annual/ Council Plan ref 2.1.5 (A)	19% (2006/07)	29% by 2010/11
		Number of places on schools vocational programme for vulnerable young people, including those who are looked after and accommodated	Annual/ Glasgow City Council/ Council Plan ref 2.2.1	150	Increase to 220 by 2010/11
		Provision of wheelchair accessible housing ^{xx}	Council Plan ref. 4.2.5. Local Housing Strategy	New indicator	deliver 210 units of wheelchair accessible homes by 2010/11
		Provision of wheelchair accessible housing	Council Plan ref. 4.2.5. Local Housing Strategy	New indicator	ensure 10% of accommodation in all new housing projects of 20+ homes is wheelchair accessible or readily adaptable

		Proportion of rail, subway and bus stations and vehicles DDA-compliant (regional)	Annual / KPI / SPT and operators (GIS)	<p>55 Glasgow Rail Stations (44% of which are compliant) Baseline (2007)</p> <p>Buses: 690 buses 26% of which are compliant (Strathclyde Region) (2007)</p> <p>15 Glasgow Subway Stations: (0% of which are compliant) (2007)</p> <p>Glasgow Buchanan Bus Station (Compliant) Glasgow Partick & Govan Cross Bus Stands: Not compliant (2007)</p>	<p>Increase</p> <p>Increase</p> <p>Subway unlikely to be fully compliant due to narrow gauge rails in the event of a need to detrain. Dispensation has been granted because of reasonable cost factors and availability of alternative means of transport. When resources become available for a major refurbishment, the position will be reviewed.</p>
		Proportion of public service buildings suitable and accessible to people with disabilities ^{xxi}	Glasgow City Council/Statutory Performance Indicator/Annual	26.9% (2006/07)	Improve
	Required Actions/commitment by local partners for these outcomes	<p>Cross theme early years support and intervention including parenting support as part of preventive measures</p> <p>Increase provision of youth diversion programmes and the involvement of young people in sports and leisure activities.</p> <p>Increase the number of Strathclyde Fire and Rescue Service Firesetter Advisors working within Glasgow.</p> <p>Responsiveness of all organisations to local problems and concerns, and involvement of local people in decisions and actions – linked to National Outcome 15.</p> <p>Agencies within the Strathclyde Partnership Transport with regional responsibilities should aim to provide City level data for baseline and future monitoring purposes.</p>			

	<p>Scottish Government required action/commitment to support delivery of local outcome</p>	<p>Cross government strategy and priority to early years support and education including parenting strategies</p> <p>Legislation to prevent the sale of matches and cigarette lighters to children and young people.</p> <p>Improve access to funding to support multi agency youth development work.</p> <p>Cross government strategy and priority to early years.</p> <p>The Government produces an Action Plan on the back of the discussion paper on Tackling Poverty, Inequality and Deprivation in Scotland which identifies national and local action which will reduce the income inequality gap as a prerequisite to reducing health inequalities between social classes.</p> <p>The Government to seek to ameliorate the possible adverse effects on child poverty of the DWP benefit changes coming in October, particularly moving single parents onto Job Seekers Allowance, when the childcare provision in Scotland is currently inadequate to support single parents into work</p>
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National Outcome 8. We have improved the life chances for children, young people and families at risk Fairer Scotland Fund Contribution and Priority Status: High	Local Context				
	<p>At the heart of many of these differences in health outcome are issues of socio-economic deprivation and inequality. Living on a low income affects different sectors of the population in different ways. For children, it means that their diet and health suffers, they are more likely to die in an accident, they have higher rates of long-standing illness and have poorer attainment and school attendance records. As adults, they are more likely to have poor health, be unemployed or be homeless. They are also more likely to become involved in offending drug and alcohol use. 49,570 people with children claiming working age benefits in Glasgow which equates to 15.8% of the Scottish number. 20,580 people with children claiming IS/JSA in Glasgow, which equates to 21% of the total claimants with children for Scotland. Improvement targets aimed at addressing aspects of economic inequality e.g. reducing the number of people claiming key benefits (a proxy for child poverty) are included in the National Outcome 2 template.</p>				
	<p>Over the 2006/07 period 8,822 children and young people in Glasgow were referred to the Scottish Children's Reporter Administration^{xxii}, equating to 9% of the city's child population compared to a Scotland wide average of 5.8%. Of these referrals:</p> <ul style="list-style-type: none">• 2,913 were referred on offence related grounds• 6,604 were referred on non-offence related grounds (e.g. related to welfare and abuse concerns).				
	<p>On 31st March 2006, 19.8% of all of Scotland's Looked After Children and young people were looked after by Glasgow City Council (2,565 children and young people)^{xxiii}.</p>				
	<p>The number of children on the Child Protection Register is projected to rise by 35% from 353 in 2006/07 to 476 in 2010/2011. We will continue to meet this increasing demand for the provision of help and support to children at serious risk and aim to receive positive inspection reports of Glasgow's child protection services. We will work with our partner agencies to achieve a positive inspection report when Glasgow's child protection services are inspected by HMIE in Autumn 2008 and continue to work together on the resultant action plan targets for improvement.</p> <p>Within Glasgow City crude teenage pregnancy rates vary between a high of 65.1 per 1,000 population in North Glasgow CHCP to a low of 47.6 per 1,000 in SE Glasgow CHCP. These rates, which reflect the concentration of social deprivation in parts of Glasgow, seem unacceptably high when they are compared to the equivalent rate in East Renfrewshire CHCP of just 19.7 per 1,000.</p> <p>In 2003 it is estimated that 3.1% of all children aged 0-15 in Glasgow lived with a parent with problem drug use.</p>				
Local Outcome 16: Reduce the harm caused by drugs addiction	Relevant Indicators	Frequency / Type / Source	Baseline (2006/07)	Local Targets & Timescales	
	Vulnerable 2s initiative in targeted areas of the city based on staged intervention	Annual/GCC Education Services Standards and Quality Report	440 childcare places (2006/07)	500 childcare places	

	Local Outcome 17: Increase the proportion of parents who are capable, responsible and supported	Number of children in residential units and schools	Annual/ GCC Council Plan (CP 5.3.2)/ Social Work Services Annual Performance Report	125 children in residential units and 73 in schools (at 31 Mar 2007)	Reduce to 110 in residential units by 2010/11 Minimise number of children in residential schools from 2007 baseline
		Number of foster carers, including respite and shared carers	Annual/ GCC Council Plan (CP 5.3.2)/ Social Work Services Annual Performance Report	446	Increase to 546 by 2010/11
		Number of adoptive families approved per year	Annual/ GCC Council Plan (CP 5.3.2)/ Social Work Services Annual Performance Report	31 approved in 2006/07 (up from 9 in 2005/06)	Increase to 40 per year
		Suicide rate	NHS	17.9 per 100,000 population	Reduce suicide rate between 2002 and 2013 by 20%. 50% of key frontline staff in mental health and substance misuse services, primary care, and accident and emergency being educated and trained in using suicide assessment tools/ suicide prevention training programmes by 2010
		Percentage of population with positive perception of general mental or emotional well being	NHS/3 yearly	83% of sample - 78.7% in deprived areas	Increase FSF Stretch Target – t.b.c.
		Drug-Related Deaths	NHS/Annually	113 deaths (27% of Scottish)	Reduce
		New individuals reported to the Scottish Drug Misuse Database	NHS/Annually	448 per 100,000 pop EASR (2002/03)	Reduce

		Percentage of secondary school pupils reporting they had not taken any illegal drugs/solvent in the past year	NHS/Annually	Baseline tbc	Increase proportion
		Number of children and young people (12-18 years) supported by Community Addiction Teams ^{xxiv}	Social Work Services Annual Performance Report/Glasgow City Council Plan ref. 5.2.4	1,250	Maintain at 1,250
		Number of children supported due to parental substance misuse	Annual/ Council Plan (CP 5.3.4)/ Social Work Services Annual Performance Report	2,429	Increase provision of support - 2,800 children by 2010/11 FSF Stretch Target – t.b.c.
		Number of adults supported by the Community Addiction Team ^{xxv}	Glasgow City Council/(Annual) Council Plan ref 5.2.4	10,514 (2006/07)	Increase to 12,500 by 2010/11
		Proportion of homeless households assessed as non-priority ^{xxvi}	Glasgow City Council/ Annual Council Plan ref 5.2.1	14.9% (1,285) in 2006/07	Reduce to 7.5% (642) by end of 2008/09
		Teenage pregnancy rate	Annual/Greater Glasgow & Clyde NHS	7.5	Reduce by 20% the pregnancy rate (per 1000 population) in 13-15 year olds from 7.5 in 1995 to 6.8 by 2010
	Required Actions/commitment by local partners for these outcomes	A Children's Services programme, funded by CPP partners, will address early years & parenting support services, respite services, building resilience amongst children, supporting children in their learning activities, and development of intensive responses for children in care.			
	Scottish Government required action/commitment to support delivery of local outcome	National Media campaigns to promote infant mental health and parenting. Better co-ordination of the performance management and outcome monitoring across agencies and community plan themes.			

<p>National Outcome 9:</p> <p>We live our lives safe from crime, disorder and danger</p> <p>Fairer Scotland Fund Contribution and Priority Status: High</p>	<p>Local Context:</p> <p>The Safe Theme Strategic Assessment highlights the following:</p> <ul style="list-style-type: none"> • Violent Crime. Glasgow has higher rates of violent crime than the rest of Scotland and many comparable English cities. This includes high levels of serious assault using weapons. This is a particular problem in the city centre. <ul style="list-style-type: none"> ○ Over 4,286 violent crimes reported in Glasgow in 2007 which is slightly below the four year average 2003-2007 of 4,412 ○ Over 1,000 people admitted to hospital as a result of an assault each year ○ Up to 85% of men attending Accident and Emergency at weekends have been involved in a fight or assault ○ Trends show a slight reduction in violent crime and assault admissions since 2004 but the picture has remained fairly steady since. Violent crime is rising in some areas of the city and falling in others • Anti-social behaviour and disorder (ASB) <ul style="list-style-type: none"> ○ 160,00 ASB incidents recorded annually (Four year average 2003-2007 =157,266) ○ Over 8,000 deliberate (5,000 Secondary and 3,000 Primary) fire incidents each year ○ Trends for both of these are reasonably stable, although there is a significant increase in the city centre ○ Fire related ASB is concentrated within the most deprived high density housing areas where levels of deliberate fire setting and fire related ASB are higher than elsewhere in Scotland and many comparable UK cities. • Accidents and Injury – on the roads and in the home <ul style="list-style-type: none"> ○ Over 6,000 police reported road traffic incidents each year ○ Over 2,000 older people admitted to hospital as a result of an accident or fall each year ○ Over 1,000 under 15 years olds admitted to hospital as a result of an accident each year ○ 1,334 fires in domestic dwellings and 284 fire casualties including 8 fatalities ○ Over 2700 Home Fire Safety Visits carried out by Strathclyde Fire and Rescue (SFR) ○ Trends for RTIs and admissions are slightly declining but remain high • Alcohol. The significant impact of alcohol misuse and particularly drunkenness on all of these issues. 2004 statistics for Glasgow City show: <ul style="list-style-type: none"> ○ 2,026 drunkenness offences; ○ 1,649 drink driving offences; ○ 7,540 offences of consumption of alcohol in a designated place. ○ 63% of fatal fires in Strathclyde were alcohol related but this figure is significantly higher within Glasgow e.g. alcohol was a contributory factor in six of the fatalities within Glasgow • A&E snapshot survey data shows: <ul style="list-style-type: none"> ○ More men than expected from overall figures were injured in fights/attacks (84.9%). ○ More women than expected self harmed (31.3%) or had accidents (26.8%). ○ Of 172 interviewees who had been attacked, 65% thought that their assailant had been drinking alcohol. 63% of assailants were strangers. The majority of injuries were to the head (47%) or face (33%).
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- Drugs:
 - Each year between 150-200 people die as a result of drugs overdose
 - A significant proportion of people caught in possession of drugs were 19- 25 year old
 - A quarter of lifetime drug users first tried drugs when they were 16 years old
 - The number of people caught in possession of drugs in the previous 6 years has increased steadily with a slight reduction in 2006/07

Overall crime and anti-social behaviour affects our most deprived communities disproportionately:

- Recorded crime rates are 34% higher in our most deprived communities (bottom 15% data zones) compared with our non-deprived communities, 3 year averages 2003/04 to 2005/06, Strathclyde Police data
- Alcohol related crimes are 67% higher in our most deprived communities (bottom 15% data zones) compared with our non-deprived communities, 3 year averages 2003/04 to 2005/06, Strathclyde Police data
- Drugs related crime rates are 225% higher in our most deprived communities (bottom 15% data zones) compared with our non-deprived communities, 3 year averages 2003/04 to 2005/06, Strathclyde Police data

<p>Local Outcome 1: Reduce the level of violent crime, including gender based violence, and its impact</p> <p>Local Outcome 4: Reduce the impact and incidence of anti-social behaviour</p> <p>Local Outcome 2: Reduce injuries as a result of road traffic incidents, fires and incidents in the home</p>	Relevant Indicators	Frequency / Type / Source	Baseline (2006/07)	Local Targets & Timescales
	Violent crime rates ^{xxvii}	Quarterly/Statistical/ Strathclyde Police	14,432 (2007)	Reduce by 2% by 2010/11
	Overall re-conviction rates ^{xxviii}	Community Justice Authority. Council Plan ref. 3.1.5	47% within 2 years in 2003/04	Reduce to 45% within 2 years by 2010/11
	Reported incidence of ASB/Disorder (incl vandalism and malicious mischief)^{xxix}	Quarterly/Stats/ Strathclyde Police	166,866 (2006/07)	Reduce by 2% by 2010/11 FSF Stretch Target – t.b.c.
	Percentage of adults who rate their neighbourhood as a good place to live ^{xxx}	Annual Questionnaire Survey/ Strathclyde Police	Very good = 28% Fairly good = 52%	5% increase by 2011
	Incidence of fire setting and fire related crime and ASB	Strathclyde Fire and Rescue Service/ (annual)	8,000	10% reduction by 2011 FSF Stretch Target – t.b.c.
	Number of children and adults killed or seriously injured in road accidents^{xxxi}	Annual/Statistical data Scottish Government (Key Road Accident Statistics) Council Plan ref. 3.1.6	258 (2007 calendar year) (1994-98 average of 594)	60% reduction from the 1994-98 average (exceeding the national target of 40% reduction) by 2010 (target for children under National Outcome 7) FSF Stretch Target – t.b.c.

	<p>Local Outcome 3: Reduce the public acceptance and incidence of over-consumption of alcohol and its subsequent negative impacts (personal, social and economic)</p> <p>Local Outcome 6: Reduce the fear of crime</p> <p>Local Outcome 16: Reduce the harm caused by drugs addiction</p>	Incidence of home fires resulting in casualties ^{xxxii}	Annual/Statistical Data Strathclyde Fire and Rescue Services	284	10% reduction by 2011
		Incidence of fires in domestic dwellings	Annual/Statistical Data Strathclyde Fire and Rescue Services	1,334	10% reduction by 2011
		Number of transport-related accidents across Strathclyde region	Road Accidents Scotland (Scottish Government); Railway Safety (Office of Rail Regulation)/(Annual)	Road accidents 4,294 (cars), 2,356 (other modes) (2006) Rail and Subway 24 (2006/07) (all regional figures)	Reduce rail and subway to 20 (2006/07). Discussions are underway with Strathclyde Police and Railway Safety to obtain statistics at a City level
		Crime incidence on public transport across Strathclyde region	Annual reports; British Transport Police	1,086 Bus; 3,948 Rail (Regional figures) 68 Glasgow Subway (provisional data)	Reduce
		Number of persons reported for drinking in public	Quarterly/Statistical/ Strathclyde Police	8,929 (2006/07)	Reduce by 2% by 2010/11 FSF Stretch Target – t.b.c.
		Detection for the supply and possession with intent to supply controlled drugs	Quarterly/Statistical/Strathclyde Police	8677 (2007 calendar year)	Increase by 5% by 2011
		Weight of Class A drugs seized	Quarterly/Statistical/Strathclyde Police	211.25kg (2007-2008)	Increase by 6% by 2011
		Number of class A tablets seized	Quarterly/Statistical/Strathclyde Police	480,418 (2007-2008)	Increase by 8% by 2011
		Referral offers to the Arrest Referral scheme to impact on offending relating to drug addiction	Quarterly/Statistical/Strathclyde Police	2,091 (2007-2008)	Increase by 5% by 2011

	Required Actions/commitment by local partners for these outcomes	<p>Partners to develop plans on gender based violence including strategies to increase identification and effectiveness in responding to disclosure.</p> <p>Partners to deliver actions in the Joint Alcohol Policy. Cross theme action also required on alcohol, particularly linked to healthy and vibrant themes</p> <p>Partners to increase the use of enforcement powers to reduce fire setting and fire related anti social behaviour</p> <p>Cross theme early years support and intervention including parenting support required as part of long term actions on violence</p> <p>Joint action from all partners to improve road and home safety and safe play areas</p> <p>Drugs and substance misuse cuts across all themes especially Health</p> <p>Strathclyde Partnership Transport agencies with regional responsibilities to provide City level data for baseline and future monitoring purposes.</p>
	Scottish Government required action/commitment to support delivery of local outcome	<p>Alcohol – government action required on issues such as pricing, labelling, advertising</p> <p>Road and home safety. Consideration of additional legislation, e.g. mandatory bike helmets, thermostats, banning looped blind cords. Needs to be part of a co-ordinated national strategy on child safety</p> <p>Cross government strategy and priority to early years support and education including parenting strategies</p> <p>Legislation to prevent the sale of matches and cigarette lighters to children and young people</p> <p>Cross Government Child Safety Strategy for Scotland as part of the European Child Safety Alliance.</p> <p>That Scottish Government reinforces the message to Fiscals that dealing with sales of alcohol to under age purchasers should be dealt with as a serious matter.</p> <p>That the Scottish Government gives guidance to Licensing Boards on the definition of “over capacity of licensed premises”.</p>

<p>National Outcome 10:</p> <p>We live in well-designed, sustainable places where we are able to access the amenities and services we need.</p> <p>Fairer Scotland Fund Contribution and Priority Status: Lower</p>	<p>Local Context</p> <p>A well-designed, accessible, vibrant city is essential for the attraction and retention of a skilled workforce and business investment (National Outcome 1). It should also improve the feeling of safety and reduce public fear of crime. Local outcomes relating to these issues are included in National Outcomes 11. Housing regeneration is a major part of the transformation of Glasgow as an attractive place to live and work. Improving the quality and range of housing, residential neighbourhoods and environments through good sustainable design and at strategic locations helps Glasgow develop its status as a major European city. This is being achieved through: redevelopment of the Waterfront and Clyde Gateway (national regeneration priorities); creation of 4 new neighbourhoods; continuing area regeneration mainly in deprived areas; redevelopment of 8 Transformational Regeneration Areas (TRAs) (East Govan/Ibrox, Gallowgate, Laurieston, Maryhill, North Toryglen, Red Road, Sighthill and Shawbridge); renewal of local neighbourhoods; and development of Community Growth Areas. The TRAs require major re-structuring to create sustainable mixed tenure communities. While not all of the new housing provision in the city to 2010 will be in regeneration areas (targets provided below), the majority of the new social rented housing will be concentrated here. The scale of regeneration (including proposed mixed use redevelopment) and the linkages with the Scottish Government's National Regeneration priority - the Clyde Corridor – will bring significant change both for communities and the city. It is a priority to take advantage of the scale of housing-led regeneration in the city to impact directly on deprivation and poverty through employment and training opportunities.</p> <p>It is essential that both physical development and the provision of services is undertaken in a sustainable manner, alleviating rather than compounding the inequalities outlined in National Outcome 7. Many of the health and wellbeing improvements we are trying to achieve for Glasgow's residents (National Outcome 6) are dependent on increased participation in physical, sporting, cultural, voluntary and community activity. However these improvements cannot occur without appropriate provision of high quality, accessible community, cultural and leisure facilities and a transport and infrastructure system that encourages and enables a modal shift to active forms of transport (walking, cycling and public transport) for example.</p> <p>A number of large-scale developments are planned for the 2014 Commonwealth Games, including National Indoor Arena and Velodrome. However, as well as providing new facilities for the community, the legacy of the 2014 games will be a healthier, more vibrant City, of people enjoying and realising the benefits of sport as well as the wider social, environmental and economic improvements that the Games can help deliver.</p> <p>Visits to and usage levels of existing key community facilities has improved over the last few years, specifically:</p> <ul style="list-style-type: none"> • in 2006/07 Glasgow's museums attracted a total of 4,389,285 million visits representing a 59% increase on the 1,798,311 visits recorded during 2004/05 (Kelvingrove Art Gallery and Museum closed for refurbishment and previously accounted for 10% of overall museum visits). • in 2006/07 a total of 1,143,729 attendances were recorded at community facilities representing a 24% increase on the 924,522 attendances recorded during 2004/05. • in 2006/07 a total of 4,249,932 attendances were recorded at indoor and outdoor sports facilities representing a 2% increase on previous years' performance of 4,167,966 attendances - figures for outdoor facilities not available during 2004/05 and the figures reported during 2005/06 include the baseline outdoor figures. • in 2006/07 Glasgow's libraries recorded a total of 4,191,606 million visits representing a slight increase (0.33%) on the 4,177,776 visits recorded during 2004/05.
	<p>Fairer Scotland Fund Proposal</p>

	Local Outcome 24: Improve Glasgow's physical environment and infrastructure	Relevant Indicators	Frequency / Type / Source	Baseline (2006/07)	Local Targets & Timescales
		Deliver the Forth and Clyde Canal project	Annual / Council Plan / DRS	N/A	Complete Phase 1 of both the Maryhill and Speirs Locks by Spring 2011
	Local Outcome 11: Improve the attractiveness of Glasgow as a place to live, invest, work and visit	City's cultural and sporting infrastructure	Annually / Council Plan / CSG	N/A	Complete the following: <ul style="list-style-type: none"> ▪ Riverside Museum by 2011 ▪ Glasgow Museum Resource Centre Phase 3 by end of 2011 ▪ Toryglen Regional Football Centre in 2008 ▪ Redevelopment of Scotstoun Stadium an international athletics venue by 2010 ▪ Refurbishment of Castlemilk Pool by Summer 2008 ▪ Maryhill Community Leisure Centre by 2009 ▪ Milton Community Campus by August 2008 ▪ Drumoyne Sports Centre by 2010 ▪ North Kelvinside Pitch Complex by 2010 ▪ National Indoor Arena and Velodrome by June 2009 ▪ Upgrade and additional 50m pool at Tollcross Park Leisure Centre by May 2012 ▪ Upgrade of Kelvingrove Park Bowling Green by September 2011
	Local Outcome 13: Increase the proportion of residents involved in physical activity				
	Local Outcome 23. Improve residents' aspirations, confidence, decision making capacity and involvement in community life	Sports pitch provision	Annually / Sports Pitch Strategy / GCC	110	Reduce the deficit of sports pitches in Glasgow by providing: 3 x full size synthetic pitches 2 x 7-a-side synthetic pitches 11 x new or upgraded full size natural grass pitches additional changing accommodation at 2 locations (North Kelvinside and Drumoyne)
		Increase wireless capacity	Glasgow City Council (Annual)	N/A	From City Centre to: West End by 2009 and East End by 2012
		Provision of private sector housing ^{xxxi}	Glasgow City Council Council Plan ref. 4.2.5 (Annual)	New indicator	deliver 2,700 new build homes per year to 2010/11

		Provision of social rented sector ^{xxxiv}	Glasgow City Council Council Plan ref. 4.2.5 (Annual)	New indicator	deliver 4,700 new build homes by 2010/11
		Provision of large family and wheelchair housing ^{xxxv}	Glasgow City Council Council Plan ref. 4.2.5 Local Housing Strategy (Annual)	N/A	deliver 210 units in each category over 3 years
		Proportion of population living up to 800 metres of rail with a half-hourly service or Subway station or up to 600m of bus stops with at least 6 buses per hour or up to 400m of a bus stop with an hourly service	SPT (Geographical Information Systems)	Work ongoing to establish baseline by June 2008.	Increase
		Bus passenger numbers	Glasgow City Council Council Plan ref. 3.3.2	8 quality bus corridors	4% growth in bus passengers as a result of increasing the number of quality bus corridors
		Percentage of the road network that should be considered for maintenance treatment	Glasgow City Council Council Plan/SPI	24.93% (2006-08)	To be within the top quartile of Scottish authorities in 2008/09
		Time lost on regional roads due to congestion ^{xxxvi}	(Annual) Scottish Household Survey (SHS) outputs (Scottish Government)	12.3 % of car driver trips affected by congestion (2005)	Decrease

		Proportion of population within 30 minutes (public transport) journey time of strategic employment location	SPT (Modelling Suite)	73% (work ongoing to verify baseline year)	Increase
		Visits to museums and galleries	Glasgow City Council/Statutory Performance Indicator Council Plan ref 5.2.7	4 million recorded in 2006/07	Maintain FSF Stretch Target – t.b.c.
		Resident who are active library borrowers	Glasgow City Council/Statutory Performance Indicator Council Plan ref 5.2.8	111,490 in 2006/07(19.3 % of the population)	Increase by 5% to 116,930 by 2008/09 and thereafter set targets
		Number of visits to Glasgow's libraries	Glasgow City Council/Statutory Performance Indicator, Quarterly	4,191,606 visits	Increase by 3% by 2009/10
		Number of attendances at community facilities	Glasgow City Council/Statutory Performance Indicator, Quarterly	1,143,729	Increase by 3% by 2009/10 FSF Stretch Target – t.b.c.
		Learning Centre & Access Point users as a percentage of the city's population	Glasgow City Council/Statutory Performance Indicator Council Plan ref 5.2.8	12% (2006/07)	12.75% by 2008/09 and thereafter set targets for the following two years
	Required Actions/commitment by local partners for these outcomes				

	<p>Scottish Government required action/commitment to support delivery of local outcome</p>	<p>Increased government investment in infrastructure and public transport. Also improved government support and guidance on developer/stakeholder contributions for infrastructure including public transport.</p> <p>Scottish Government willingness to endorse Transformational Regeneration Areas (TRA) delivery mechanism and to vary operation of the GHA Stock Transfer Land Protocol clawback agreement</p>
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National Outcome 11: We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others Fairer Scotland Fund Contribution and Priority Status: High	Local Context <p>Glasgow needs strong, engaged communities who feel in control and safe. Fear of crime has as much of an impact on communities as crime levels themselves. Strategies to tackle crime must be supported by information and reassurance to communities to ensure that fear reduces in line with action to reduce crime and its impact. Fear of crime is impacted on by social isolation and levels of community support and confidence.</p> <p>The Glasgow Community Safety Partnership brings together key public and voluntary sector agencies from across the city to support this. The development of neighbourhood management and public reassurance strategies is a key strand of community safety activity in identifying and responding to local needs and concerns. It is quite possible that in the first year the action plan in support of the Outcomes may actually result in an increase in some offence statistics but these are thereafter predicted to fall to the target levels.</p> <p>Reducing anti-social behaviour is a key aim of the Partnership. Indicators in relation to this are covered under National Outcome 9. The Glasgow strategic assessment has identified work with families and young people as a particular priority in relation to safety. Young people as victims or perpetrators of crime is covered under National Outcome 7. Reducing offending rates for young people is dependent on the provision of positive, diversionary activities, participation, volunteering and people's achievement.</p> <p>Research shows the condition of the physical environment (e.g. graffiti and litter) is linked to fear of crime. The 'Clean Glasgow' campaign aims to work with the community to tackle these environmental issues and to encourage pride in neighbourhoods. Targets relating to environmental conditions can be found in National Outcome 12.</p> <p>In addition, the Scottish Government continues to advocate a state of readiness against extremist action and we are taking every possible precautionary measure to protect Glasgow citizens, consistent with the level of threat from terrorist and extremist activity, This requires a balance between protecting those communities who would be affected most by extreme action and the wider community targeted by extremists so as to build community cohesion and strong diverse communities.</p>				
	Local Outcome 4: Reduce the impact and incidence of anti-social behaviour Local Outcome 6: Reduce Fear of Crime and increase confidence in local communities	Relevant Indicators	Frequency / Type / Source	Baseline (2006/07)	Local Targets & Timescales
		Proportion of residents reporting their quality of life has been affected by anti-social behaviour in last 2 years	Glasgow City Council Citizens' Panel/Annual	64% (Spring 2007)	Reduce FSF Stretch Target – t.b.c.
		Percentage of adults who rate their neighbourhood as a good place to live ^{xxxvii}	Strathclyde Police Public Consultation Survey (Annual)	Very good (28%) Fairly good (52%) (2006/07 baseline)	5% increase by 2011 FSF Stretch Target – t.b.c.

		Positive public perception of the general crime rate in local area (fear of crime)^{xxxviii} generally and by reference to the confidence of minority communities	Annual Strathclyde Police Public Consultation Survey	Fear of crime (39%) (2006/07 baseline)	2% reduction by 2011 FSF Stretch Target – t.b.c.
		Satisfaction with safety and personal security on public transport	Annual Scottish Household Survey reports; Annual NOVA survey for Subway	81% Bus (2005/06); 53% Subway (Spring 2007) (Rail figures awaited)	Improve
		Attacks on emergency service workers (Fire Service)	Strathclyde Fire and Rescue Service/ (annual)	72 recorded attacks on fire-fighters	10% reduction by 2011 FSF Stretch Target – t.b.c.
		Attacks on emergency service workers (Police Service)	Strathclyde Police (Quarterly)	1,747 (2006/07)	2% reduction by 2011 FSF Stretch Target – t.b.c.
	Required Actions/commitment by local partners for these outcomes	Cross theme early years support and intervention including parenting support as part of preventive measures Responsiveness of all organisations to local problems and concerns, and involvement of local people in decisions and actions – links to national outcome 15. Improve the recording and reporting of fire setting and fire related ASB. Improve joint working between SFR and Clean Glasgow Campaign. Implementation of Neighbourhood Management Action Plans			
	Scottish Government required action/commitment to support delivery of local outcome	Cross government strategy and priority to early years support and education including parenting strategies. Include Fire setting and fire related ASB within the National ASB agenda and current review of ASB legislation and enforcement. To provide support for Anti-radicalisation and related Protect strategies.			

<p>National Outcome 12:</p> <p>We value and enjoy our built and natural environment and protect it and enhance it for future generations.</p>	<p>Local Context</p> <p>Glasgow has just under 100,000 houses built before 1945 and has an estimated 7,650 Below Tolerable Standard (BTS). One third of older private houses are in Conservation Areas and many of these are in disrepair. The city's improvement and repair programmes are vital to preserving the city's distinctive townscape. Eradication of BTS housing and substantial improvement in condition of older private housing. Among older private houses 2004/05: 7,650 are BTS, around 30% of properties have over 20% disrepair to most roof elements, one fifth of tenement closes require modernisation, 84% fail SHQS</p> <p>Improving the environment of neighbourhoods is important for encouraging communities to make full use of local services, assisting to improve perceptions about safety, bringing benefits for health and social interaction, and fostering greater pride in their neighbourhoods. GHA as the largest social landlord in the city with the majority of its stock in the most deprived neighbourhoods is investing £105 million in environmental improvement in these neighbourhoods over the next 10 years. This investment includes the Neighbourhood Quality Improvement Fund designed to work with partners to improve the wider neighbourhood, not just the land it owns. GHA is working with partners to derive employment and training benefits from environmental investment and maintenance. Neighbourhood GHA Environmental Capital programmes 2008/09 of £12 million will benefit 4,408 tenants and owner occupiers.</p> <p>The Glasgow Fuel Poverty Strategy (2005) provides a framework for energy efficiency improvements in housing. The Council has adopted a policy requiring all social housing funded through the Development Funding programme from April 2007 to meet EcoHomes 'very good' standard as a minimum, with the draft City Plan 2 requiring higher sustainability standards. The GHA's investment programme is the largest single contributor to improved energy efficiency in Glasgow's housing. GHA's investment programme has invested £580 million in the last 5 years on improving tenants homes to make them warmer, safer and drier.</p> <p>The cleanliness and safety of the city is a key issue for local people and we believe that by tackling environmental problems, we can enhance the appearance of local communities and improve citizens' quality of life, while at the same time eliminating "signal crime", which encourages more serious problems in neighbourhoods. Achieving the local outcomes cited here will help to improve residents' and visitors' perceptions of crime and safety in their neighbourhoods and the city (National Outcome 11). In 2006/07, Glasgow received a street cleanliness score of 67 out of 100 from the Keep Scotland Beautiful index. While this represented a significant improvement from 47 in 2001/02, the score remains significantly below the Scottish average (71) and sees Glasgow ranked 28th of all 32 local authorities on this indicator. While Citizens' Panel findings show that the proportion of residents who are dissatisfied with street cleaning has decreased from 33% in 2001 to 26% in 2006, the issue continues to attract one of the lowest levels of customer satisfaction in the Citizens' Panel survey results.</p> <p>Poor quality environments and higher rates of anti-social behaviour and related crimes are linked. The level of recorded crimes of vandalism and malicious mischief peaked in 2004 as a result of the introduction of the Scottish Crime Recording Standard and has remained relatively constant since then. After many years of simply cleaning up after offenders, it became increasingly accepted that a more holistic approach was needed, in order to bring any kind of long-term sustainable improvement. It was therefore recognised that a new, integrated strategy was required; one that put some onus on the general public to change their behaviour. This has been addressed under the Clean Glasgow campaign launched in 2006. The key objective in its first year has been to achieve a noticeable improvement in the physical environment across the City, through a process that incorporates education, improvements in Council Service operations, and enforcement. It is expected that this will require long-term commitment in order to break down the accepted practices of recent decades.</p>
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During 2006/07 there were major works at 6 woodland sites and 18 grassland sites, ground flora plants were introduced to 7 new plantation woodlands, there was an improvement in water quality in some of Glasgow's most polluted burns, new ponds were created at Ruchill Park and Cardowan Moss and Garscadden Wood local nature reserves and design works were prepared for 9 pond creation or improvement schemes.					
<div>Local Outcome</div> <div>Local Outcome 24: Improve Glasgow's physical environment and infrastructure.</div> <div>Local Outcome 4: Reduce the impact and incidence of anti-social behaviour</div> <div>Local Outcome 11. Improve the attractiveness of Glasgow as a place to live, invest, work and visit</div> <div>Local Outcome 23. Improve residents' aspirations, confidence, decision making capacity and involvement in community life</div>	Relevant Indicators	Frequency / Type / Source	Baseline (2006/07)	Local Targets & Timescales	
	Complete the Townscape Heritage Initiatives	Glasgow City Council Project reports. Annual	N/A	Merchant City Spring 2010 Parkhead by Spring 2011 Govan by Autumn 2008 (Stage 2 bid)	
	Condition of older (pre 1945) housing stock	Scottish House Condition Survey (continuous, reporting every 2 years), local surveys (occasional)	7,650 older homes Below Tolerable Standard (BTS)	Reduce ^{xxxix}	
	Sustainable construction of housing procured by public sector	Glasgow City Council Council Plan ref. 4.2.5 (Annual)/ Development Funding Annual Performance Review	N/A	100% of social rented sector new build programme (see National Outcome 10) will satisfy EcoHomes "Very Good" Standard	
	Biodiversity	Glasgow City Council Council (Annual)/Land and Environmental Services Annual Performance Report	N/A	<ul style="list-style-type: none">Complete 5 new grassland/ wildflower meadow projects3 pond creation/ naturalisation projects	
	White Cart Flood Prevention scheme	Glasgow City Council Council (Annual)/Land and Environmental Services Annual Performance Report	N/A	<ul style="list-style-type: none">During 2008/09, much of the Contract 1 Upper Catchment preliminary work, including earthworks, concrete base detail, spill ways and flow controls, will be complete, and construction work for the Contract 2 Urban Defences should startDuring 2010/11 most of the main construction works to create 8.3 kms of defence walls, etc, should be complete.	
	Street cleanliness	Keep Scotland Beautiful index/ Statutory Performance Indicator Annual/Council Plan ref 3.1.1 (A)	67 (2006/7)	Improve to 68 by 2010/11	
	Proportion of residents citing litter as a problem	Glasgow City Council Citizens' Panel (Annual) Council Plan ref 3.1.1. (B)	50% (2007)	Reduce proportion citing as problem FSF Stretch Target – t.b.c.	

		Proportion of residents citing graffiti as problem	Glasgow City Council Citizens' Panel (Annual) Council Plan ref 3.1.1. (B)	41% (2007)	Reduce proportion citing as problem FSF Stretch Target – t.b.c.
		Proportion of residents citing fly posting as a problem	Glasgow City Council Citizens' Panel (Annual) Council Plan ref 3.1.1. (B)	30% (2007)	Reduce proportion citing as problem FSF Stretch Target – t.b.c.
		Proportion of residents citing chewing gum as a problem	Glasgow City Council Citizens' Panel (Annual) Council Plan ref 3.1.1. (B)	60% (2007)	Reduce proportion citing as problem
		Proportion of residents citing fly tipping/dumping as a problem	Glasgow City Council Citizens' Panel (Annual) Council Plan ref 3.1.1. (B)	31% (2007)	Reduce proportion citing as problem
		Proportion of residents citing dog fouling as a problem	Glasgow City Council Citizens' Panel (Annual) Council Plan ref 3.1.1. (B)	27% (2007)	Reduce proportion citing as problem
		Recorded crimes of vandalism, malicious damage or malicious mischief ^{xi}	Quarterly/ Statistics Strathclyde Police	17,939 (2006/07)	Reduce by 2% by 2010/11 FSF Stretch Target – t.b.c.
		Increase 'Friends of Parks' groups across the city	Glasgow City Council/Project reporting (Annual)	14 groups in 2007	21 groups in 2008 25 groups in 2009
	Required Actions/commitment by local partners for these outcomes	To articulate the role of Vibrancy across other themes Glasgow's Older Private Housing Strategy aims to secure a joint approach by the Council, property managers, private landlords and housing associations, with strong community support. Implementation of Neighbourhood Management Action Plans.			
	Scottish Government required action/commitment to support delivery of local outcome	Recognise and support the Metropolitan role played by Glasgow City. Recognise and support the social economy and third sector in contributing to Vibrancy of the City of Glasgow. Scottish Government recognition of costs and difficulty of effective treatment where poor building conditions are combined with low incomes and low property values.			

<p>National Outcome 13: We take pride in a strong, fair and inclusive national identity.</p>	<p>Local Context</p> <p>If Glasgow is to achieve its local outcomes relating to the attraction of investment, tourists and skilled workers (National Outcome 1), it is essential that residents and visitors view it as a welcoming, vibrant, safe and socially cohesive city. Residents' satisfaction with Glasgow as a place to live has increased from 85% (very satisfied 36% and satisfied 49%) in Spring 2005 to 95% in Spring 2007. Glasgow's success in winning the bid to host the Commonwealth Games will help us build a confident city, raising the aspirations not only of elite athletes but of all young people in the city, as well as raising Glasgow's profile across the world as a major visitor and tourist destination.</p> <p>The targets set out in this SOA take account of the need to take full advantage of the opportunities arising from hosting the Commonwealth Games. We are also determined to leave a lasting legacy from 2014 by maximising the opportunities for the people of Glasgow, developing international relations with other Commonwealth countries and ensuring the memory of a magnificent Games. In tandem with the planned physical improvements, we will build volunteering capacity in the city and increase opportunities for all citizens to participate in sport and physical activity at community level. In the run up to the Games, we will stage the 2008 Commonwealth Sports Development Conference, a cultural festival programme and bring other major sporting events to the city.</p> <p>Racist crime is one indicator of community cohesion. However, while the numbers of racist incidents and homophobic incidents has increased year on year since the introduction of recording through the Strathclyde Police Vulnerable Person database in 2002, it is currently estimated to be up to 80% underreported. Partners are currently working to increase the reporting of racist incidents and crime, therefore it is expected that the number of crime will increase in the short term as a result of these activities.</p> <p>Culture and sport make a significant contribution to addressing issues of equality and inclusion, health and well-being, and community cohesion. A year round programme of festivals, major events and exhibitions (e.g. Mela, Glasgay, and the biennial Contemporary Arts and Human Rights Exhibition at the Gallery of Modern Art) promote mutual understanding and respect, challenge discrimination, and raise awareness of social justice issues. Culture and Sport Glasgow's newly established area teams will facilitate improved partnership working with local communities, thereby supporting increased participation in culture and sport amongst the most disadvantaged communities. In addition, evaluation of Glasgow's Cultural Pathfinder will identify critical success factors in widening participation and embedding culture and sport within community planning, and will help inform the future development of robust indicators to measure the impact of cultural activity.</p> <p>Extending the English for Speakers of Other Languages (ESOL) provision in the city is considered vital to ensure people can fully participate in the labour market, the education system and community life, thereby supporting community cohesion^{xli}. There has been a significant increase in demand for learning programmes that support English language development as a result of the Asylum Seeker Dispersal Programme and an increase in migrant workers from non-English speaking countries including from the EU Accession States^{xlii}.</p>
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<p>The Glasgow area has the biggest concentration of Gaelic speakers outside the traditional Gàidhealtachd. According to the 2001 Census, some 10,000 Glasgow residents have some Gaelic language ability and the number of Gaelic speakers and learners is increasing. The Council has given strong support to Gaelic development in the city. It opened the first 3-18 year Gaelic Medium Education (GME) school (Sgoil Ghàidhlig Ghlaschu) in Scotland in 2006 and appointed the country's first Gaelic Arts Officer in 2004.</p> <p>The Council is currently developing a Gaelic Language Plan (in response to the Gaelic Language (Scotland) Act 2005), which will run from 2009 to 2012. The plan acknowledges Gaelic's wider cultural value and aims to encourage its use and a greater appreciation of its place within historical and contemporary contexts. Culture and Sport Glasgow's Community Learning team provide Gaelic classes, courses and events for adult learners and parents of children in GME. In addition, Culture and Sport Glasgow employs a Gaelic Arts Officer who is responsible for leading the implementation of the existing three-year Gaelic Arts Plan which was adopted in 2006. Recent developments include the annual Feis Glaschu and the programme of traditional music, Ceol's Craic, presented at the Centre for Contemporary Arts. The Arts Plan 2009-12 is currently being developed in partnership with local and national Gaelic agencies.</p>				
<p>Local Outcome 11. Improve the attractiveness of Glasgow as a place to live, invest, work and visit</p> <p>Local Outcome 23: Improve residents' aspirations, confidence, decision making capacity and involvement in community life</p>	Relevant Indicators	Frequency / Type / Source	Baseline (2006/07)	Local Targets & Timescales
	Proportion of residents who are satisfied as a whole with Glasgow as a place to live	Glasgow City Council Citizens' Panel/ Annual	Very satisfied 44% Fairly satisfied 51% (95% overall) (Spring 2007)	Maintain
	Proportion of residents who feel involved in their local community	Glasgow City Council Citizens' Panel/ Annual	20% residents either felt very or fairly involved (Spring 2006)	Increase FSF Stretch Target – t.b.c.
	Proportion of residents involved in a community group in last 12 months.	Glasgow City Council Citizens' Panel/ Annual	20% (Spring 2006)	Increase
	Proportion of local residents involved in volunteering activities	[Baseline from Scottish Household Survey 2003/04] Biannual / KPI / GCPP	Average for Year 2003/04 19% for worst 15% areas 23% for non 15% areas 21% Glasgow City	Increase FSF Stretch Target – t.b.c.
	Volunteering levels in the city	This will be developed via the Strategic Volunteering Framework data	tbc	Increase

		Programme of events, activities, concerts in parks	Glasgow City Council Annual	260 local events	Increase to 350 local events in 2008/09 FSF Stretch Target – t.b.c.
		Number of racist incidents^{xliii}	Quarterly/ Strathclyde Police Vulnerable Persons database	1,660 (2006/07)	a 5% increase in reporting by 2010/11 FSF Stretch Target – t.b.c.
		Number of homophobic incidents	Quarterly/ Strathclyde Police Vulnerable Persons database	129 (2006/07)	a 5% increase in reporting by 2010/11 FSF Stretch Target – t.b.c.
		Number of English for Speakers of Other Languages (ESOL) learning places in community, college and work related settings	Community Learning Strategic Partnership	Baseline information to be developed over 2008/09	Local target and timescale to be developed by June 2009
		Number of children in Primary 1 entry to Gaelic Medium Education (GME)	Glasgow City Council Education Services (Annual)	2006/07 – 52	Increase to 106 by 2012
		Transfer rate from Primary GME to Secondary GME	Glasgow City Council Education Services (Annual)	2007/08 – 95%	Target: 2012 – maintain
	Required Actions/commitment by local partners for these outcomes	Partners are asked to work with the Hate Crime Policy Officer to improve third party reporting of racist incidents and crime (currently estimated at 80% underreported). They are also asked to broaden multi agency monitoring of hate crime to include homophobic abuse and harassment of disabled people. Partners will commit to providing information on adult ESOL learning participation levels. Implementation of CPP Community Engagement programme and Equalities and Diversity programme.			
	Scottish Government required action/commitment to support delivery of local outcome	Additional national funds are needed to support ESOL services in Glasgow that will target people from a range of groups including asylum seekers and refugees, new migrants (including from the European A8 accession states), and settled minority ethnic communities. Recognise and support the role of Glasgow in International settings Recognise and support the social economy and third sector in contributing to Vibrancy of the City of Glasgow Support the development of strategies intended to develop and increase the role that volunteers play in the City (with particular reference to Glasgow 2014). Support the outcomes of the current Cultural Pathfinders as agents for regeneration in local communities.			

National Outcome 15 Our public services are high quality, continually improving, efficient and responsive to local people's needs	Local Context <p>The Glasgow Community Planning Partnership, and the individual agencies operating within it, seek to provide services which are responsive to community needs and continually improving. In an effort to develop this, the Partnership wishes to seek out better planning processes at both a city wide and local level. The partnership has yet to define in detail how the local and city wide planning processes will interact and connect to the range of existing planning and delivery mechanisms across and within the community planning partners. There is a desire to simplify and coordinate better these activities and reduce bureaucracy and duplication, where that is possible. We also want to create stronger relationships between priorities and resource allocation decisions, and between community planning priorities and objectives and the planning decisions of the community planning partners. This stronger relationship is intended to ensure that mainstream services and resources change to reflect priorities agreed in partnership, broadening the focus of community planning from the marginal to the mainstream and less on the use of CRF resources.</p> <p>The Partnership wishes to create a clearer performance framework, which creates mutual accountability and enables us to assess progress and the added value delivered by community planning.</p> <p>Involvement of the local community in planning and delivering public services is fundamental to community planning. In Glasgow a well defined structure has been established to facilitate this by ensuring an influence across public services rather than simply on the use of limited targeted resources through the Fairer Scotland Fund. These structures will continue to evolve over the course of this year and it is anticipated that they will be fully operational by March 2009.</p> <p>Community Reference Groups (CRGs) have been established in each of the ten local community planning partnership areas. These groups consist of nominated or elected individuals from a wide range of community based organisations. They reflect the range of community interests across their area, by ensuring membership from all the neighbourhoods as well as groups of people experiencing inequalities (e.g. in relation to race, gender, disability, sexuality, faith etc).</p> <p>The delivery of a best value focussed community engagement process with strong planning and performance framework will set the foundations for the delivery of high quality improving services.</p> <p>Glasgow Community and Safety Services provides the opportunity for a range of services to come together from previously separate agencies to work in a way which better supports local communities. The Community Safety Partnership particularly acknowledges the importance of response rates, crime detection rates and responsiveness of public sector services to local community needs in developing public confidence in their areas and in reducing the fear of crime.</p>				
	Local Outcome 21: Improve educational attainment & achievement of all children and young people	Relevant Indicators	Frequency / Type / Source	Baseline (2006/07)	Local Targets & Timescales
		Proportion of schools receiving positive inspection reports ^{xiv} (as percentage of inspections in the given year)	Annual/GCC Education Services	Baseline ^{xiv} (2006/ 07: Primary 90% Secondary 58% Special 100%	Increase proportion (Specific target TBC in coming 3 months)

	Local Outcome 5: Reduce Fear of Crime and increase confidence in local communities.	Proportion of pre-school centres receiving positive inspection reports ^{xlvi} (as percentage of inspections in the given year)	Annual/GCC Education Services	National criteria does not fit pre school Centres but a baseline of 'next fit' will be provided in coming 3 months	Increase proportion (Specific target TBC in coming 3 months)
		People's perceptions of the quality of Policing services delivered ^{xlvii}	Annual Consultation Survey Strathclyde Police Public Consultation Survey	Very Satisfied (30%) Satisfied (34%)	5% increase by 2011
	Local Outcome 11. Improve the attractiveness of Glasgow as a place to live, invest, work and visit	Percentage of all criminal cases dealt with within 26 weeks ^{xlviii}	Strathclyde Police/ Annual Report COPFS	tbc	Increase by 3% by 2011
		Proportion of tenants of social landlords who report satisfaction with their services	Source: GHA Tenant Satisfaction Survey (2004)	72% of GHA tenants (2006)	Reach national average (currently 78%) by 2010/11
	Local Outcome 23: Improve residents' aspirations, confidence, decision making capacity and involvement in community life	Satisfaction with service provide by Glasgow City Council	Glasgow City Council Citizens' Panel/ Annual	23% very satisfied 57% fairly satisfied (baseline 2007/08)	Increase
		Proportion of passengers satisfied with public transport information provision	Annual SHS outputs/ SPT (Subway)	89% rail (2005) 82% bus (2005) 60% Subway (2007)	Increase
		Proportion of passengers satisfied with public transport reliability	Annual SHS outputs / SPT (Subway)	86% rail (2005) 75% bus (2005); 51% Subway (2007)	Increase
		Proportion of passengers satisfied with the public transport system	Annual SHS outputs/ SPT (Subway)	84% rail (2005) 76% bus (2005) 86% Subway (2007)	Increase
		Council efficiency savings ^{xlix}	Glasgow City Council/ Annual Council Plan ref. 1.1.3	Glasgow City Council - £42m saved in 2006/07	deliver £35m in Efficiency Savings in 08/09 Continue to deliver year on year efficiency savings
		Council Procurement costs ⁱ	Glasgow City Council/ Annual Council Plan ref. 1.1.5	N/A	deliver £5.5m in savings in procurement costs to 2010/11 as part of Scotland Excel Consortium

		Delayed discharge per 1,000 population (number of patients waiting more than 6 weeks for discharge to appropriate setting)	Annual NHS HEAT standard	0	Maintain at 0
		Reduction in the proportion of older people (aged 65+) who are admitted as an emergency inpatient two or more times in a single year	Annual NHS HEAT	72.1 per 100,000 population	tbc
		Proportion of residents who believe they can influence decisions that affect their local neighbourhood	Glasgow City Council Citizens' Panel/ Annual	3% strongly agree 21% tend to agree (24% overall) (Spring 2006)	Increase FSF Stretch Target – t.b.c.
		Community Capacity Building support provided by public services	Glasgow Community Learning Service Partnership mapping of Community Capacity Building services.	Baseline will be available from March/April 2008	Increase in range and extent FSF Stretch Target – t.b.c.
	Required Actions/commitment by local partners for these outcomes	Individual partners' statutory responsibilities for financial balance, efficiency etc and individual organisation performance targets across a range of measures. Implementation of CPP Community Engagement programme.			
	Scottish Government required action/commitment to support delivery of local outcome	Further assistance to CPPs to help develop measures relating to community engagement, capacity building, and involvement.			

ⁱ Related to LI 7: median weekly earnings relative to the Scottish average

ⁱⁱ Local Outcome Indicator 38: Number of claimants in receipt of unemployment related benefits

ⁱⁱ Local Outcome Indicator 38: Number of claimants in receipt of unemployment related benefit

^{iv} Relates to National Indicator 30: Reduce number of working age people with severe literacy and numeracy problems. Improvement Service have advised that output indicator can be used.

^v Related to Local Outcome Indicator 40: Percentage of school leavers destined for employment, training, further, higher and other education

^{vi} Related to Local Outcome Indicator 2: Glasgow indicator relates to the percentage of children attending publicly-funded schools in Glasgow and attaining appropriate level in maths, reading and writing by the end of relevant 5-14 stage

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- ^{vii} Related to Local Outcome Indicator 2: Glasgow indicator relates to the percentage of children attending publicly-funded schools in Glasgow and attaining appropriate level in maths, reading and writing by the end of relevant 5-14 stage
- ^{viii} The S4 indicators measure the single year cumulative percentage of Glasgow S4 student attainment at these SCQF levels
- ^{ix} The S5 and S6 indicators measure the single year cumulative percentage of Glasgow S5 and S6 student attainment at these SCQF levels
- ^x Related to Local Outcome Indicator 36: Numbers of children taking up nutritious school meals
- ^{xi} Scottish Executive. Scottish Health Survey 2003. Edinburgh, 2005.
- ^{xii} Related to National Indicator 17: Reduce the percentage of the adult population who smoke to 22% of by 2010 and Local Outcome Indicator 28: Levels of smoking among adults/ young people
- ^{xiii} Related to Local Outcome Indicator 34: Percentage and breakdown of the local population taking part in sport/ leisure activities
- ^{xiv} Related to: National Indicator 36/Local Indicators menu 49
- ^{xv} Related to Local Outcome Indicator 20: Percentage of older people aged 65+ with intensive care needs receiving services at home
- ^{xvi} Further work is ongoing to develop appropriate indicators to measure crime levels in the 15% most deprived SIMD areas and areas of lowest crime. It is hoped that baseline figures for 2007/08 will be available by June 2008.
- ^{xvii} Relates to Local Outcome Indicator 50: Number of adults and children killed or seriously injured in road accidents
- ^{xviii} Related to Local Outcome Indicator 41: Number of young people leaving care for education, employment or training
- ^{xix} Related to Local Outcome Indicator 5: Number and percentage of all looked after children who attain standard grades in English and Maths
- ^{xx} Related to Local Outcome Indicator 61: Number, quality and variety of affordable homes
- ^{xxi} Relates to Local Outcome Indicator 58
- ^{xxii} Scottish Children's Reporter Administration, Annual Report, 2006.
- ^{xxiii} Children's Social Work Statistics 2004-05, Scottish Executive, 2005
- ^{xxiv} Related to Local Outcome Indicator 32: Prevalence of problematic drug use within council area and National Indicator 29: Decrease the estimated number of problem drug users in Scotland by 2011
- ^{xxv} Related to Local Outcome Indicator 32: Prevalence of problematic drug use within council area and National Indicator 29: Decrease the estimated number of problem drug users in Scotland by 2011
- ^{xxvi} Related to Local Outcome Indicator 59: Number of households assessed as 'homeless' or 'potentially homeless'
- ^{xxvii} Related to National Indicator 24: Reduce overall crime victimisation rates by 2 percentage points by 2011
- ^{xxviii} Related to National Indicator 23: Reduce overall reconviction rates by 2 percentage points by 2011
- ^{xxix} Relates to Indicator 24
- ^{xxx} Relates to National Indicator 28
- ^{xxxi} Relates to Local Outcome Indicator 50: Number of adults and children killed or seriously injured in road accidents
- ^{xxxii} Relates to Local Outcome Indicator 52: Incidence of home fires resulting in casualties and casualties
- ^{xxxiii} Related to Local Outcome Indicator 61: Number, quality and variety of affordable homes

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- xxxiv Related to Local Outcome Indicator 61: Number, quality and variety of affordable homes
- xxxv Related to Local Outcome Indicator 61: Number, quality and variety of affordable homes
- xxxvi Relates to National Indicator 4
- xxxvii Related to National Indicator 28: Increase the percentage of adults who rate their neighbourhood as a good place to live and Local Outcome Indicator 48: Number and percentage of residents stating they are satisfied with their neighbourhood
- xxxviii Related to National Indicator 31: Increase positive public perception of the general crime rate in local area and Local Outcome Indicator 46: Adult residents stating fear of crime is having a moderate or great effect on the quality of life
- xxxix Specific targets will be included in Glasgow Older Private Housing Strategy which will be finalised by the end of 2008/09
- xl Relates to Local Outcome Indicator 49: Incidences of vandalism, malicious damage or malicious mischief
- xli A8 Nationals in Glasgow, Blake Stevenson, May 2007
- xlaii "English for Speakers of Other Languages [ESOL] Strategy: mapping exercise and scooping study," Scottish Executive Social Research, 2004.
- xlaiii Related to LO 55 and LOI: 56 Community cohesion
- xlaiiv Related to National Indicator 8
- xlav Based on HMIE Quality Indicators used pre 2008: 2.1; 3.3; 3.4. This represents the best fit available for the new Local Outcome Indicators
- xlavi Related to National Indicator 12
- xlavii Relates to National Indicator 43: Improve people's perceptions of the quality of public services delivered
- xlaviii Relates to National Indicator 25: Increase the percentage of criminal cases dealt with within 26 weeks by 3 percentage points by 2011
- xlax Relates to National Indicator 42: Improve public sector efficiency through the generation of 2% cash releasing efficiency savings per annum
- ¹ Relates to National Indicator 42: Improve public sector efficiency through the generation of 2% cash releasing efficiency savings per annum