

A Fairer Shetland.....

**- A Framework for Tackling Poverty,
Disadvantage and Social Exclusion in Shetland**

2013/14

A Fairer Shetland.....

- A Framework for Tackling Poverty, Disadvantage and Social Exclusion in Shetland

Purpose and Use of This Framework

This framework has been developed for a number of reasons:

- to continue to develop and update Shetland's understanding of poverty, social exclusion and deprivation;
- to set out how Shetland intends to achieve the requirements of the Scottish Government, in this area of work¹;
- to provide the strategic direction for the 'Fairer' element of Shetland's Single Outcome Agreement (SOA)², including setting out how Shetland will work in partnership with the Scottish Government to deliver on Scotland's Child Poverty Strategy³;
- recognising that solving these issues is not always about additional resources, to set out the ways in which people need to work together and with people to solve problems; and
- to inspire people to work together to reduce poverty in Shetland.

Timescale

This framework is about an approach, so is relevant for the long-term⁴. It will be reviewed on an annual basis, providing an opportunity to report progress and ensure continued debate, challenge and changed culture.

Governance and Accountability

Achieving the strategic and operational outcomes of this framework is everyone's responsibility. However the 'Fairer Shetland' group⁵ have responsibility for setting the outcomes and ensuring these are being achieved. Progress is reported to the Shetland Partnership via the Single Outcome Agreement.

This framework has been developed by on-going dialogue with workers and managers, building on the 2006 research and the peer research run by young people – 'Poverty is Bad – Let's Fix It!!', and the partnership away day to review progress and set priorities for the coming year, which received input from the EPIC project run by the Poverty Alliance.

Further information and workshop reports can be found at:

<http://www.shetland.gov.uk/communityplanning/deprivationandsocialexclusion.asp>

¹ "Achieving Our Potential', 'Equally Well' and the 'Early Years' Framework' are a suite of documents, that, taken together represent the Scottish Government's vision based around early intervention, and thus the means to reduce poverty, social exclusion and deprivation. This package of policy documents set out to support the necessary shift in investment and action from costly and ineffective reaction to social problems, to their prevention." Achieving Our Potential, Scottish Government. Also of relevance is the 'Valuing Young People' Framework.

² "The Single Outcome Agreements between the Scottish Government and Community Planning Partnerships will provide the vehicle for describing how poverty is being tackled at a local level." Nicola Sturgeon MSP Deputy First Minister and Cabinet Secretary for Health and Well being

<http://www.shetland.gov.uk/communityplanning/>.

³ The Child Poverty Act can be found at: <http://www.legislation.gov.uk/ukpga/2010/9/contents>

⁴ 10 years.

⁵ See Appendix A for Remit and Membership.

1. Where Are We?

This section summarises the current context and main challenges for Shetland, at this time⁶.

- The impact of the global recession is being felt elsewhere. The impact on Shetland is less certain at this time, but the contraction of the public sector will be a key issue in the coming years.
- UK Welfare Reform is resulting in a reduction in funding, provided through the benefit system, for many families and individuals. There will be a number of years of transition as people adjust to different expectations and levels of household income. There is a need for Shetland to focus on providing services effectively and in collaboration, to maximise our ability to assist people through this period of change, including into long-term employment. The move to digital by default also needs to be supported. If risk is that, as the income of some of the most vulnerable families in Shetland decreases, the demand for support services will increase. This includes debt advice, social housing, supported employment services and social work.
- The Scottish Government expect Community Planning Partnerships to set out, through the Single Outcome Agreement, how local areas will assist them to meet the targets set out in the Child Poverty Act (2010). This includes making the right combination of decisions to ensure the greatest impact on child poverty at local level, through the three social frameworks (Achieving Our Potential; Equally Well; Early Years Framework). This recognises the value and need for a collaborative approach across services – genuinely integrated services, through partnership working and shared resources. These frameworks are underpinned by the following principles:
 - Prevention of problems in the first place;
 - Early intervention if problems have already started to manifest themselves;
 - Joined up delivery; and
 - A person centred approach to addressing poverty and inequality.This approach is backed up by national and local evidence.
- The Christie Commission’s recommendations on how Scotland needs to approach the real reduction, against a backdrop of substantial growth in demand (such as ageing population and welfare reform) and a track record of failure to deliver to remove negative outcomes, include the need to focus on:
 - Preventative action and tackling inequalities;
 - Ensuring citizen and community participation in the design and delivery of services.
- It is now understood, locally and nationally, that the best way to tackle poverty and social exclusion in a rural area, such as Shetland, where it is dispersed, is to provide an individual, outcome focused approach. Those individuals who are particularly vulnerable continue to be:
 - young people whose parents are not able to ensure they are able to access opportunities and grow up feeling a part of the community within which they live;
 - adults of any age who have low self-esteem and/or poor mental health, often due to situations which have developed as a result of negative experiences in the past and can result in homelessness and substance misuse. This is particularly acute if their situation is not understood by the community within which they live;
 - those who are physically disabled or with a long-term illness and their carers, when they do not receive adequate support and understanding;
 - those looking after a young family without access to their own transport, particularly those living in remote areas of Shetland;
 - older people unable to access opportunities that would enable them to feel a part of the community.

⁶ A more detailed summary was provided in the 2012/13 Framework, available from <http://www.shetland.gov.uk/communityplanning/deprivationandsocialexclusion.asp>

There is also evidence of social exclusion for ethnic minority individuals in Shetland, whether cultural or as a result of employer barriers, and of degrees of social exclusion for white incomers to Shetland.

- There is still a need to raise awareness of poverty, disadvantage and exclusion in Shetland, and de-stigmatising the outcomes, if we are to ensure we are a society that looks after the vulnerable. In doing so, it will become easier to mainstream measures and approaches to tackling poverty and social exclusion.
- There is a need to stop crisis management, through early intervention and a focus on individuals and families and achieving their outcomes. Local tools and skills need to be effective.
- There is an opportunity to assist individuals and households to cope with the increasing cost of heating and transport (Fuel Poverty and Transport Poverty) and overall reduction in household income (in real terms).
- A youth led peer research approach was designed and implemented to explore young people's perceptions and experiences of poverty, social exclusion and inequality. The key messages which need to impact on our ways of working are:

"Young people feel the lack of and expense of transport prevents them from accessing opportunities which leads to seeking excitement through alcohol and drugs. Young people feel the lack of transportation and its cost are factors leading to isolation, which can cause mental health and substance abuse issues."

"Young people in Shetland find it hard to be an individual due to peer pressure and adult judgement."

"Stigmatisation and labelling due to the 'Shetland Grapevine' have very negative impacts on young people."

"Young people feel there are limited career choices in Shetland."

"Shetlanders are not aware of poverty on the islands."

"Young people are not aware of support services."

The research also found that we can:

- Use knowledge to shape decision-making
- Use budget cuts to catalyse innovation
- Use people to take ideas forward

But that:

- Bad habits mean there is a habit of doing things one way and a common reluctance to do things differently.
- Budget cuts directly impact staff and services meaning that more has to be done with fewer resources.
- Rules and requirements at the national level put pressure on service planners providers to do things in a certain way.

- The EPIC project, run in Shetland by the Poverty Alliance, in September 2012, reiterated previous research and showed that people are willing to assist others, through peer information sharing.

2. Where Do We Want To Be?

This section sets out the national and local framework.

2.1 Nationally

NATIONAL PRIORITY AREA

WEALTHIER & FAIRER - Enable businesses and people to increase their wealth and more people to share fairly in that wealth.

NATIONAL OUTCOMES

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

We have tackled the significant inequalities in Scottish society.

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

2.2 Locally

SHETLAND LOCAL OUTCOME

We have tackled inequalities by ensuring the needs of the most vulnerable and hard to reach groups are identified and met, and that services are targeted at those most in need.

SHETLAND 'FAIRER' STRATEGIC OUTCOMES⁷

A) Reduced Levels and Impact of Poverty, Deprivation and Social Exclusion in Shetland.

B) Socio-economic disadvantage does not impact on the opportunities people have.

SHETLAND 'FAIRER' OPERATIONAL OUTCOMES⁸

A) WE ARE SUPPORTING HOUSEHOLDS TO MAXIMISE THEIR INCOME: increasing a household's income and reducing outgoing payments on household essentials. This will be achieved by:

- Increasing uptake of national and local benefits and other entitlements;
- Promoting ways to reduce pressure on household budgets, including debt advice, energy efficiency and thrifty living;
- Promoting the benefits of paying people enough, through work, where possible; and
- Developing financial capability.

B) WE ARE INCREASING EMPLOYMENT OPPORTUNITIES AND ARE PROVIDING THE RIGHT SUPPORT AT THE RIGHT TIME TO ENABLE EACH INDIVIDUAL TO ACCESS LONG-TERM EMPLOYMENT OPPORTUNITIES:

- Ensuring the Shetland economy can provide sufficient and varied job opportunities for the requirements of the population;
- Removing physical barriers to work, through transport, childcare, improving poor health (in particular mental health and substance misuse) and remote working; and
- Providing a person-centred approach to effectively and efficiently enable individuals to achieve positive destinations in the long term (including employability and skills development).

C) WE WORK WITH PEOPLE AS INDIVIDUALS TO IMPROVE THEIR LIFE CHANCES, by

- Providing every person in contact with a service with a 'lead professional' able to work with them, and others to improve their quality of life;
- Providing particularly vulnerable individuals, of all ages, with high intensity support programmes;
- Expecting all services to work proactively to improve quality of life, by collaborating to provide genuinely integrated services and sharing resources.

⁷ SOA Outcomes 2010-12

⁸ Fairer Shetland Partnership Outcomes 2010-12

- D) WE PROVIDE OPPORTUNITIES TO DEVELOP COMMUNITY CONNECTIONS, including
- Enabling people to feel a part of their local community, and take pride in their local area; and
 - Enabling people to access social activities and networks.

Projects and activities delivered through this framework will also contribute to other national and local outcomes. See http://www.shetland.gov.uk/about_performance/default.asp for link to Shetland's Single Outcome Agreement.

3. How Will We Know When We Have Got There?

The following indicators are used to measure progress⁹.

SHETLAND 'FAIRER' STRATEGIC OUTCOMES

A) Reduced Levels and Impact of Poverty, Deprivation and Social Exclusion in Shetland.

- Number of Income Deprived People;
- Percentage of Claimants (aged 16-64 years) in Receipt of Out of Work Benefits;
- Number of Children Living in Households in Receipt of Out of Work Benefits;
- Number of Households in Fuel Poverty.

B) Socio-economic disadvantage does not impact on the opportunities people have.

- Social Capital

SHETLAND 'FAIRER' OPERATIONAL OUTCOMES

A) WE ARE SUPPORTING HOUSEHOLDS TO MAXIMISE THEIR INCOME: increasing a household's income and reducing outgoing payments on household essentials. This will be achieved by:

- Proportion of working age population (16-64 years) who are in employment;
- Increased up-take of in-work benefits;
- Households are aware of ways to reduce expenditure;
- Number of services where financial capability has become embedded in ways of working;
- Number of Households in Fuel Poverty;
- Number of Credit Union Members.

B) WE ARE INCREASING EMPLOYMENT OPPORTUNITIES AND ARE PROVIDING THE RIGHT SUPPORT AT THE RIGHT TIME TO ENABLE EACH INDIVIDUAL TO ACCESS LONG-TERM EMPLOYMENT OPPORTUNITIES:

- Number of ESA customers who gain employment;
- Number of vacancies advertised through JobCentre Plus;
- Number and Percentage of Unemployed Young People (18-24);
- Number of Modern Apprenticeships, Skillseekers, Get Ready for Work, Training for Work;
- Effectiveness Of Employability Pipeline;
- Increased provision and flexibility of childcare;
- Increased proportion of jobs in rural areas;
- Increased flexibility of transport.

C) WE WORK WITH PEOPLE AS INDIVIDUALS TO IMPROVE THEIR LIFE CHANCES

- Number and Percentage of young people moving on to positive destinations;
- Number of vulnerable parents supported;
- Number of person-centred and family centred cases which result in positive long-term outcomes as a result of interventions through this framework.

D) WE PROVIDE OPPORTUNITIES TO DEVELOP COMMUNITY CONNECTIONS, including

- Enabling People to Access Social Activities and Networks: number of individuals supported.

⁹ The baseline and progress is provided in Appendix B.

4. How Will We Get There?

This section covers how Shetland will continue to reduce levels of poverty, deprivation and social exclusion and improve people's quality of life.

It sets out:

- key principles for the way in which we must all work together;
- priority areas, with examples of what is required to address these; and
- actions, responsibilities and timescales.

This framework recognises that a Fairer Shetland can be achieved, less by the use of additional resources, and more by changing the ways in which we work together across services and agencies.

Key Principles

The following Key Principles must be followed:

- Evidence-based, needs-led intervention;
- Holistic, person-centred approach, consistent across services in Shetland;
- Collaborative working;
- Responsive and flexible to the unique needs of individuals and families, able to adapt and evolve to assist and support the pathways of people;
- Break existing cycles of poverty, deprivation and social exclusion in order to provide long-term improvements in quality of life for people;
- Help people to develop own solutions, using accessible, high quality public services, as required;
- Celebrate diversity and actively challenge prejudice and discrimination;
- Safeguard and, where possible, enhance the environment of Shetland; and
- Be proactive for foreseeable future challenges.

Priority Areas, Indicative Actions and Projects

These are reviewed on an annual basis. For 2013/14 they have been reviewed using the information summarised in Section 1, information from the EPIC research project and a partnership away-day, held in September 2012.

In recognition of the current context, the following areas will receive the most support during 2013/14:

- Supporting households through the changes and impacts resulting from Welfare Reform, including the provision of clear information on support available;
- Involvement in and support to digital inclusion;
- Developing a thrifty approach to reduce household bills;
- Supporting the development of family learning approaches;
- Enabling people to feel part of their community and able to take part in activities;
- Developing and implementing a program of events to reduce stigma in Shetland;
- Work closely with others to develop locally appropriate solutions to improve transport at the community level;
- Develop the understanding and capacity of managers to consider poverty and inclusion issues in their work and ongoing review; and
- Promote the findings of the Minimum Income Standard.

In addition, the following is the responsibility of other partnerships:

- The use of multi-agency assessment tools to reduce poverty and isolation;
- Increase employment opportunities and provide the right support at the right time to enable individuals to access long-term employment opportunities;
- Addressing fuel poverty; and
- Sustainable childcare and transport solutions, removing barriers to access.

Appendix A - Fairer Shetland - Terms of Reference

Purpose

The aim of this partnership is to reduce poverty, deprivation and social exclusion in Shetland.

Evidence shows that nearly 10% of the Shetland population are living in difficult circumstances: whether through, for example, high levels of debt; low income; difficulty in heating their homes; inability to access basic services, employment or amenities; homelessness or overcrowding; or frequently a combination of such problems.

This partnership recognises that improving people's life circumstances is as much about existing front-line services working together, with the individual or household, as it is about additional resourcing of services.

To achieve the aim, this partnership is responsible for the development, implementation and monitoring of a framework to tackle the outcomes and targets, as set out in National Frameworks and Shetland's Single Outcome Agreement (SOA).

Membership

Consultant in Public Health – Susan Laidlaw (Chair)
Charitable Trust General Manager – Ann Black
Highlands and Islands Enterprise – Mhari Pottinger
Skills Development Scotland – Nicola Graham
Manager, Citizen's Advice Bureau – Sylvia Jamieson
JobCentrePlus – Karen Johnstone
Executive Manager, Economic Development – Douglas Irvine
Executive Manager, Environmental Services – Maggie Sandison
Executive Manager, Community Planning and Development – Vaila Simpson
Executive Manager, Housing – Anita Jamieson
Youth Work Team Leader – Brenda Leask, and representing Schools Service
Executive Officer, Voluntary Action Shetland – Catherine Hughson
Childcare Partnership Co-ordinator – vacant
Executive Manager, Sport and Leisure – Neil Watt
Team Leader – Benefits and Revenues – Andrew Hall
Executive Manager, Children's Resources – Martha Nicolson
Executive Manager, Transport Strategy and Planning – Michael Craigie
Shetland College – Karen Eunson
Adult Learning Team Leader – Nancy Heubeck
Shetland Alcohol and Drugs Partnership Co-ordinator – Karen Smith
Community Safety Officer – Amanda Souter
Policy Manager (Poverty and Social Inclusion) – Emma Perring

A range of staff may be involved, when necessary.

Role

- To provide strategic direction and leadership to understanding poverty, deprivation and social exclusion in Shetland;
- To develop and assist the implementation of a holistic, person-centred approach;
- To maximise funding opportunities to deliver on agreed outcomes;
- To monitor and review progress in delivering against agreed outcomes; and
- To represent the views of Shetland in relation to poverty, deprivation and social exclusion at a national and international level.

Accountability

The partnership will report progress through Shetland's Single Outcome Agreement. The Shetland Partnership Performance Group is responsible for the SOA, which is reported to the Scottish Government on an annual basis.

Representatives of individual organisations report progress to their respective organisations, as required.

APPENDIX B: Indicators

This section sets out the measures and current baseline to be used to monitor progress.

SHETLAND 'FAIRER' STRATEGIC OUTCOMES

A) Reduced Levels and Impact of Poverty, Deprivation and Social Exclusion in Shetland			
<u>Indicator</u>	<u>Source</u>	<u>Baseline</u> (Data and Professional Assessment)	<u>Trend</u>
Number of Income Deprived People	SIMD/ NOMIS Annual	2004: 1492 (6.8% of population) 2006: 1934 (8.8% of population) 2009: 1870 (8.42% of population)	↓ 2012: 1475 (NB: 2011 figures) (7% of population)
Percentage of Claimants (aged 16-64 years) in Receipt of Out of Work Benefits	NOMIS Annual	October 2011: 7% (1,000) (of which 179 on JSA).	↗ November 2012: 9.6% (1380) (of which 230 on JSA).
Number of Children Living in Households in Receipt of Out of Work Benefits or in receipt of Child Tax Credit	HM Revenues and Customs Annual	200 families receiving out of work benefits 1600 families receiving in work benefits (WFT / CTC) 2009/10 / N.B.: to nearest '00 It is estimated that there are currently approx. 2,400 families in Shetland.	→ December 2011: no change in number receiving out of work benefits and 1,000 receiving in work benefits.
Number of Households in Fuel Poverty	Scottish House Condition Survey Annual	Shetland 2004/07: 32%. 66% not in fuel poverty. 4% unobtainable. Unst 2009: 49%	↗ 36% (15% of these are in extreme fuel poverty). 61% not in fuel poverty. 4% unobtainable (Shetland 2008/10). Continued increased in household fuel costs.
B) Socio-economic disadvantage does not impact on the opportunities people have			
<u>Indicator</u>	<u>Source</u>	<u>Baseline</u> (Data and Professional Assessment)	<u>Trend</u>
Social Capital	Performance and Improvement, SIC	92% feel part of their community / 7% do not. 96% that people are willing to help each other. 82% (23% strongly/ 69%) agree that people in their local area look out for each other. 79% able to trust most people in their local	No update available.

		community. Your Voice, late Autumn 2010. Annual Survey. These questions will be asked directly to target groups.	
--	--	--	--

Indicator	Source	Baseline (Data and Professional Assessment)	Trend
WE ARE SUPPORTING HOUSEHOLDS TO MAXIMISE THEIR INCOME			
Proportion of working age population (16-64 years) who are in employment	NOMIS	2008/09: 1,900 economically inactive (13.5% of resident working age population, working age population – 14,100). Of which 600 wanting a job and 1,300 not wanting a job. 2009/10: 1,500 economically inactive (10.6% of resident working age population, working age population – 14,200). Of which 500 wanting a job and 1,000 not wanting a job.	↘ Jul 2011-June 2012: 2,400 economically inactive (16.8% of resident working age population), of which 2,000 (rounded number) not wanting a job.
Increased up-take of in-work benefits	Inland Revenue	April 2009: 2,100 households in receipt of Child and Working Tax Credits.	→ December 2011: no change in number receiving out of work benefits and 1,000 receiving in work benefits.
Households are aware of ways to reduce expenditure	Adult Learning, SIC	Increase in uptake of financial capability courses as a result of campaigns.	New indicator.
Number of services where financial capability has become embedded in ways of working	Poverty and Inclusion Officer, SIC	Baseline to be established.	New indicator.
Number of Households in Fuel Poverty	Scottish House Condition Survey	Shetland 2004-07: 32%. 66% not in fuel poverty. 4% unobtainable. Unst 2009: 49%	↗ 36% (15% of these are in extreme fuel poverty). 61% not in fuel poverty. 4% unobtainable (Shetland 2008/10). Continued increased in household fuel costs.
WE ARE INCREASING EMPLOYMENT OPPORTUNITIES AND PROVIDE THE RIGHT SUPPORT AT THE RIGHT TIME TO ENABLE INDIVIDUALS TO ACCESS LONG-TERM EMPLOYMENT OPPORTUNITIES			
ESA customers who gain employment	DWP	May 2009: 745	→ February 2012 – 720
Number of unfilled job vacancies	Nomis	November 2012: 82	New indicator.

Number and Percentage of Unemployed Young People (18-24)	Nomis	October 2011: 45 (2.7%)	↗ November 2012: 55 (3.3%) of which up to 10 has been for 12 months or longer.
Number of Modern Apprenticeships, Skillseekers, Get Ready for Work, Training for Work	SDS	2010/11 318 Modern Apprenticeship & Skillseeker places. 30 places on Get Ready for Work for young people not in work and 25 Training For Work places for adult unemployed.	New baseline established 2010/11. Nicola
Effectiveness Of Employability Pipeline - Number of employability agencies using WYFY - Number of individuals passing through the pipeline and proportion who have a lead professional	Local Agencies	Baseline under development (responsibility of Employability Partnership).	New indicator.
Increased provision and flexibility of childcare	Care Commission	2009/10: 29 active childminders registered in Shetland. 2010/11: 17 active childminders registered in Shetland.	↗ 22 registered childminders in Shetland (December 2012).
Increased proportion of jobs in rural areas	Economic Development Unit Three year basis	2003 - 62.9% FTE jobs Lerwick and Scalloway - 37.1% Other 2007 - 65% LK & Scalloway - 35% Other	↗ 2011 - 60.4% FTE jobs Lerwick & Scalloway - 39.6% Other 2011 is taken from partial information. It includes the Council employment, BP and the fish catching sector, and the information is taken from 902 individual returns.
Increased flexibility of transport	ZetTrans	2008-09: 40% of population has access to a DRT/ Shopper Service. Towards the end of 2009/10, 2 new services came online, linking Scalloway to Burra and Whiteness/Weisdale.	No Change.
WE WORK WITH PEOPLE AS INDIVIDUALS TO IMPROVE THEIR LIFE CHANCES			
Number and Percentage	More Choices,	01/08/08-31/07/09: School Leavers: 91.7% in positive	↗

of young people moving on to positive destinations	More Chances	destination – month of Sept 2009, 0.7% decrease on previous year (24 not in positive destinations). Number not in employment (seeking) increased 0.8% to 5.9%. 01/08/09-31/07/10: School Leavers: 28 out of 248 school leavers not in positive destinations 01/08/10-31/07/11: School Leavers: 25 out of 276 school leavers not in positive destinations.	01/08/11-31/07/12: School Leavers: 25 out of 276 school leavers not in positive destinations. Nicola
Number of vulnerable parents supported.	Voluntary Action Shetland	Baseline to be established as part of the parenting strategy.	New indicator. - Hansen
Number of person-centred and family centred cases which result in positive long-term outcomes as a result of interventions through this framework.	Poverty and Inclusion Officer, SIC	2012: 7 families / individuals.	New indicator.
WE PROVIDE OPPORTUNITIES TO DEVELOP COMMUNITY CONNECTIONS			
Enabling People to Access Social Activities and Networks: number of individuals supported.	Performance and Improvement, SIC	92% feel part of their community / 7% do not. 96% that people are willing to help each other. 82% (23% strongly/ 69%) agree that people in their local area look out for each other. 79% able to trust most people in their local community. Your Voice, late Autumn 2010. Annual Survey. These questions will be asked directly to target groups.	No update available.

APPENDIX C: Implementation Plan

TASK	DELIVERY AGENCY/IES	ACTION REQUIRED	FUNDING	IN MARCH 2014 we will have..
A) INCOME MAXIMISATION				
A.1 Support households through the changes and impact resulting from Welfare Reform.	Fairer Shetland Partnership – Welfare Reform Sub-Group	Set Out in Welfare Reform and Financial Resilience Action Plan: focus on clear pathway and capacity building for clients and communication & upskilling of key workers & peers.	WER and Maximise Opportunities fo External Funding for Outreach (e.g. DWP / LEADER)	All the right staff trained, as required to support households through the changes.
A.2 Continue to part-fund the CAB’s Money Advice Service.	Citizen’s Advice Bureau, SLA 2010/14.	Three Monthly Monitoring	£19,073	Provided clarity on the future of this funding.
A.3 Work in partnership with agencies and organisations to promote thrifty living, including reducing energy bills, and financial capability.	Citizen’s Advice Bureau / Revenues, SIC / Energy Unit / Housing / Credit Union / Poverty and Inclusion Officer, SIC	Ongoing Project Work: for example Come Dine with Me / Growing Your Own / Cooking on a Budget / Sewing Skills Links with A.1.	WER and External Funding (e.g. £1,000 from Consumer Focus and £2,500 from Food Standards Agency)	Supported a number of groups to develop skills to reduce their outgoings, with further work and roll-out planned.
NB: Actions to tackle Fuel Poverty is set out in Shetland’s Local Housing Strategy.				
B) EMPLOYABILITY				
B.1 Increase employment opportunities and provide the right support at the right time to enable individuals to access long-term employment opportunities.	Through Employability Operational Group			
B.2 Provision of affordable childcare (barrier removal)	Through Childcare Partnership			
B.3 Provision of Public Transport Network (barrier removal)	Through ZetTrans and Transport Strategy Group			
B.4 Employability Services: providing a person-centred approach to effectively and efficiently enable individuals to achieve positive destinations.	Moving On Employment Project	Part-fund Job Crews, with a focus on long-term outcomes and employability	£78,000	Provided clarity on the future of this funding.
	Shetland Community Bike Project	Part-funding of mental health focused post with Moving-On Employment. Part-fund Shetland Community Bike Project	£25,000	

C) TREAT PEOPLE AS INDIVIDUALS TO IMPROVE THEIR LIFE CHANCES				
C.1 Multi-agency use of assessment tool, focusing on the outcomes individuals and families would like to achieve to improve their quality of life, and delivering support in a collaborative way.	GIRFEC / WYFY Implementation Groups			
C.2 Funding freed up to fill gaps that cannot be met in any other way.	Fairer Shetland Partnership	This may also include additional training around GIRFEC / WYFY.	£20,000	Developed a culture of problem solving.
C.3 Investigate and implement family learning	Fairer Shetland Partnership / CLD Partnership	Seek and support opportunities to take this approach and find external funding.	WER	
C.4 Provide support to vulnerable parents, with children of all ages, throughout Shetland.	Through Parenting Strategy Group, including Parent Link Shetland	Support development of preventative community led service.	£25,000	Provided clarity on the future of this funding.
C.5 Provide befriending opportunities for vulnerable young people (ages 7-16).	Shetland Befriending Scheme	Continued work of Support Worker, with focus on integration into social networks.	£20,000	Provided clarity on the future of this funding.
D) COMMUNITY CONNECTIONS				
D.1 Enable people to feel a part of their local community, and take pride in their local area.	Community Planning and Development Service, Youth Service, Family Mediation, Poverty Officer, SIC	Roll-out Community Connections Training (half and full day), including within GIRFEC / WYFY. Evaluation and Rollout Pilots. Consider as part of Grant Review (access to Community Groups).	WER	Developed a culture of supporting people to feel part of their community, whether professional staff or community members.
D.2.3 Provide a fund to enable people to access social activities that they cannot currently afford.	Poverty and Inclusion Officer, SIC	Continue with provision, and progress further with implementation of Smart Card.	£30,000	
E) ADDRESS STIGMA (Also Through Youth Strategy & Shetland Alcohol and Drugs Strategy)				
E.1 Develop a collective understanding of the issues around quality of life and	Youth Service, SADAP, Mind Your Head, Poverty and Inclusion	Develop and implement a program of events and promotions to reduce stigma in Shetland, e.g. the use of Shormal in communities and	WER	Increased understanding, in the wider community.

reducing stigma.	Officer, SIC	schools, EPIC participants as champions, Truth about Youth and Mentoring Scheme.		
F) TRANSPORT				
F.1 Work closely with others to develop locally appropriate solutions to improve transport, such as Village Moped, Village Cars and Hitchhiking.	Fairer Shetland Partnership / ZetTrans	Seek and support opportunities to take this approach and find external funding.	WER and External Funding	
G) COMMUNITY REGENERATION				
F.1 Support Community Regeneration Policy and Deliver on Priorities.	Community Regeneration Partnership	Enable Community Development Organizations to deliver on aspects of this framework, such as Community Connections, Welfare Reform and Employability and Transport.	£47,000	Provided clarity on the future of this funding. Developed closer links between our priorities and local communities.
H) DECISION-MAKING				
H.1 Poverty proofing decision making, budgets and services (taking a hearts and minds approach).	Poverty and Inclusion Officer, SIC / ALL SERVICES	Develop and incorporate Poverty and Disadvantage into Integrated Impact Assessment	WER	Developed the understanding and capacity of managers to consider poverty and inclusion issues in their work and ongoing review.
I) ADMINISTRATION				
I.1 Ensure Shetland's agenda is recognised at the national level by participating in the national Rural Poverty Network, and Poverty Network, and other relevant events.	Poverty and Inclusion Officer, SIC		£750	
I.2 Provide a budget for hire of premise for meetings, workshops and learning events.	Poverty and Inclusion Officer, SIC			

Appendix D: Equality Impact Assessment

Examination of Available Data

9.a. What do we know from existing data and research?

Research into Deprivation and Social exclusion in Shetland (2006 report) and more recent updates through workshops carried out in 2009 (bringing together experiences and knowledge of staff that deliver services).

Peer Research project, 2011 – Poverty is Bad – Let’s Fix It!!

The Scottish Index of Multiple Deprivation shows that Shetland is not highly deprived at local level, however, there are individuals who experience deprivation and social exclusion. The number of income-deprived individuals is 1860, or 8.5% of the population.

There are higher numbers of deprived individuals dispersed in more remote areas of Shetland, and spatial pockets within concentrations of local authority housing. The complexity of the national benefits system contributes to the low uptake of benefits in rural areas.

The Framework highlights the individuals in Shetland that are particularly prone and vulnerable to deprivation and social exclusion in Shetland, and therefore actions are focused on these groups.

The Framework also highlights experiences and trends in terms of access, characteristics of Shetland’s communities, health, housing, income and employment, training and learning. This baseline and trends in research all contribute towards the framework for tackling poverty, deprivation and social exclusion in Shetland.

9.b. What gaps in knowledge are apparent?

Gaps in knowledge may appear as data and research becomes out of date.

9.c. If there are any potential difficulties in getting the data to fill these gaps, please describe these.

There are no significant difficulties. Continued updates of research, with cooperation from staff delivering services through sharing their knowledge and experiences, should prevent gaps in knowledge.

Step 3

10. Use the table to indicate:

(a) where you think that the service / strategy / project / policy could have a **negative impact** on any of the equality target groups i.e. it could **disadvantage them/unlawful racial discrimination**.

(b) where you think that the service / strategy / project / policy could have a **positive impact** on any of the groups or contribute to **promoting equality, equal opportunities or improving/promote good relations** within equality target groups.

	Positive impact – it could benefit	Neutral/No Impact	Negative impact – it could disadvantage	Reason
Gender				

Women	x			Fairer outcome to remove barriers to work such as childcare, enabling parents to work flexibly and providing opportunities for remote working. Agencies are made aware of this agenda and its needs.
Men	x			
Race				
Asian or Asian British people	x			The Fairer Framework acknowledges Shetland's increasing migrant population, and commits to ensuring the Shetland economy can provide sufficient and varied job opportunities for the requirements of the population. Agencies are made aware of this agenda and its needs.
Black or Black British people	x			
Chinese people	x			
People of mixed race	x			
White people	x			
People who's first language is not English	x			
Disabled people				
Learning Disabilities	x			Priority area of work is to work with people as individuals, enabling everyone that is in contact with a service to have a lead professional, and staff is able to identify and work with people to improve their quality of life. Actions also focus on improved transport and decentralized employment opportunities.
Physical Disabilities	x			
Sensory Impairment	x			
Elderly/ Infirm	x			
Mental Health	x			As above, but the Framework also actions addressing mental health issues (through Annsbrae and Mind Your Head, and Moving on Project) to increase employment opportunities and employability.
Lesbian, Gay men, Bisexuals and Transgender		x		
Age				
Older people (60+)	x			Fairer outcome to provide people, of all ages, with high intensity support programmes to improve their life chances. Actions include support for young people, with a focus on employability and those in remote areas, but also on providing programmes for all other age groups with chaotic lives, and
Younger people (17-25), and children	x			

				children through support to vulnerable parents.
Faith groups		x		
Socio-economic	X			Fairer outcome of reduced levels of poverty, deprivation and social exclusion in Shetland and that socio-economic disadvantage does no impact on the opportunities people have. Actions are in place to achieve these outcomes, focusing on increasing household income and targeting those in fuel poverty.

11. If you have indicated there is a negative impact on any group, is that impact:

N/A

Legal?

(i.e. it is not discriminatory under anti-discriminatory legislation)

YES / NO

Intended?

YES / NO

Level of impact

HIGH / LOW

12. a) Could you minimise or remove any negative impact that is of low significance? Explain how:

N/A

b) Could you improve the strategy, project or policy's positive impact ? Explain how:

No

13. If there is no evidence that the strategy, policy or project promotes equality, equal opportunities or improved relations – could it be adapted so that it does? How?

No

14. Do you have any further comments to make:

The challenge will be for people working in Shetland to assess their activity, projects and resource allocation against the strategic and operational outcomes of the Fairer Framework, to ensure they are doing all they can to reduce inequalities that currently exist within Shetland.

Please sign and date this form, keep one copy and send one copy to Performance and Improvement

Signed Emma Perring

Date 10th December 2012