Public Document Pack

Scottish Borders COUNCIL

SCOTTISH BORDERS COUNCIL
THURSDAY, 29 JUNE, 2023

A BLENDED MEETING of the SCOTTISH BORDERS COUNCIL will be held in the COUNCIL

CHAMBER, COUNCIL HEADQUARTERS, NEWTOWN ST. BOSWELLS AND VIA MICROSOFT

TEAMS on THURSDAY, 29 JUNE, 2023 at 10.00 AM.

All Attendees, including members of the public, should note that the public business in this

meeting will be livestreamed and video recorded and that recording will be available

thereafter for public view for 180 days.

J. J. WILKINSON,
Clerk to the Council,
19 June 2023

	BUSINESS	
1.	**Convener's Remarks.**	
2.	**Apologies for Absence.**	
3.	**Order of Business.**	
4.	**Declarations of Interest.**	
5.	**Minute** (Pages 7 - 20) Consider Minute of Scottish Borders Council held on 25 May 2023 for approval and signing by the Convener. (Copy attached.)	2 mins
6.	**Committee Minutes** Consider Minutes of the following Committees:- (a) Berwickshire Area Partnership 30 March 2023 (b) Local Review Body 17 April 2023 (c) Teviot and Liddesdale Area Partnership 18 April 2023 (d) Peebles Common Good Fund 19 April 2023 (e) Planning and Building Standards 24 April 2023 (f) Chambers Institution Trust 10 May 2023 (g) Local Review Body 15 May 2023 (h) Gibson Trust 15 May 2023 (i) Executive 16 May 2023	5 mins

	(j) Jedburgh Common Good Fund 29 May 2023 (k) External Services Providers 30 May 2023 (l) Scrutiny and Petitions 1 June 2023 (m) Innerleithen Common Good Fund 1 June 2023 (n) Executive 13 June 2023 (o) Galashiels Common Good Fund 15 June 2023 (Please see separate Supplement containing the public Committee Minutes.)	
7.	**Committee Recommendation - Proposed Scrutiny Review Programme** (Pages 21 - 32) Consider recommendation from Scrutiny & Petitions Committee. (Report and appendix attached.)	10 mins
8.	**Galashiels Academy New Build Project** (Pages 33 - 40) Consider update report by Director Infrastructure and Environment. (Copy attached.)	20 mins
9.	**Scottish Borders Proposed Gaelic Language Plan** (Pages 41 - 78) Consider report by Director Education and Lifelong Learning. (Copy attached.)	15 mins
10.	**Anti-Poverty Strategy Progress Report** (Pages 79 - 134) Consider report by Director Resilient Communities. (Copy attached.)	10 mins
11.	**Scottish Borders Local Child Poverty Report 2022/23 and Action Plan 2023/24** (Pages 135 - 280) Consider report by Director Resilient Communities. (Copy attached.)	15 mins
12.	**Update on Cost of Living Response** (Pages 281 - 294) Consider report by Director Resilient Communities. (Copy attached.)	15 mins
13.	**Integration Joint Board Directions May 2023** (Pages 295 - 308) Consider report by Chief Officer Health and Social Care. (Copy attached.)	15 mins
14.	**Teviot Day Centre Re-provisioning** (Pages 309 - 356) Consider report by Chief Officer Health and Social Care. (Copy attached.)	15 mins
15.	**Mainsteaming Report and Equality Outcomes Progress Report 2021-23** (Pages 357 - 490) Consider report by Director People Performance and Change. (Copy attached.)	15 mins
16.	**Strategic Transport Priorities** (Pages 491 - 506) Consider joint report by Director Infrastructure and Environment and Director Resilient Communities. (Copy attached.)	15 mins
17.	**Dog Fouling on Sports Pitches** (Pages 507 - 524) Consider report by Acting Chief Officer Corporate Governance. (Copy attached.)	15 mins

18.	**Motion by Councillor S. Hamilton**	
	Consider Motion by Councillor S. Hamilton in the following terms:	
	"This Council expresses its strong opposition to the closure of Bank of Scotland branches in Duns, Eyemouth, Jedburgh, and Newcastleton, recognising the negative impact it will have on local residents and businesses.	
	We request that the Leader writes to the Bank of Scotland on the following points.	
	1. Emphasise the importance of maintaining access to in-person banking services, particularly for those individuals who do not currently have access to internet or phone banking facilities. 2.Our deep disappointment by the lack of understanding demonstrated by the Bank of Scotland towards our small towns and rural communities that rely on these branches for their banking needs in the Scottish Borders. 3. We call upon the Bank of Scotland to reconsider its decision and engage in meaningful dialogue with local stakeholders, including this Council, to explore alternative solutions that preserve essential banking services within the affected communities. 4. This Council requests the Bank of Scotland to provide satisfactory responses to all questions and concerns raised by the Council and affected residents, ensuring transparency and addressing each point of inquiry thoroughly. 5. Underline this Councils commitment to collaborating with relevant community groups, local stakeholders, parliamentarians, and other authorities to seek solutions that mitigate the adverse effects of branch closures and secure continued access to vital banking services in the Scottish Borders.	
	Conclusion: Scottish Borders Council in conjunction with Parliamentary representatives continue to strongly opposes the closure of Bank of Scotland branches in Duns, Eyemouth, Jedburgh, and Newcastleton, and affirms its commitment to supporting the affected communities. We urge the Bank of Scotland to reconsider its decision, engage in constructive discussions, and provide satisfactory responses to address the concerns raised by the Council and local residents. Together, we will strive to find alternatives that prioritise the banking needs of our communities and preserve vital local services."	
19.	**Motion by Councillor Thornton-Nicol**	5 mins
	Consider Motion by Councillor Thornton-Nicol in the following terms:	
	"In the 1995 Pensions Act, the Government increased State Pension age for women from 60 to 65, with a further increase to 66 in the 2011 Pensions Act. The change was not properly communicated to 3.8m women born in the 1950s until 2012, giving some only one year's notice of a six year increase in their anticipated retirement age. 7100 of the affected women are in our own authority area.	
	Council believes this injustice has not only had a profound effect on the individuals involved, but on the wider community in Scottish Borders. These women are impacted financially, which impacts on every aspect of their lives. It affects their mental well-being and physical health.	

	Women who had a planned retirement should have been able to make their own decisions. Some would have volunteered, some would have looked after older people as unpaid carers, some would have provided childcare for their families. All of these things that they cannot do have a knock on impact on local government and service provision. Our local economy is negatively affected by the reduced spending power and disposable income the uncommunicated State Pension Age changes has brought about among women born in the 1950s. Council therefore agrees with: 1. The conclusion of the All Party Parliamentary Group on State Pension Inequality that women born in the 1950s have suffered a gross injustice, affecting their emotional, physical and mental circumstances in addition to causing financial hardship 2. A swift resolution to this ongoing injustice before more and more women die waiting for compensation. 3, The WASPI campaign for an immediate one-off compensation payment of between £11,666 and £20,000 to those affected, with the most going to women who were given the shortest notice of the longest increase in their state pension age. and asks that the Leader of the Council writes to local Members of Parliament, and to the Secretary of State for Work and Pensions to outline the effects of the injustice to 1950s women on the community in Scottish Borders and to seek their support for an immediate compensation package.	
20.	**Motion by Councillor Sinclair** "Scottish Borders Council: • Recognises Scottish Breastfeeding Week, which took place between 5 and 11 June 2023, with the aim to celebrate the work being done to support, promote and protect breastfeeding, as well as raising awareness of the Breastfeeding Friendly Scotland Scheme; • Welcomes the fact that 52 organisations in the Scottish Borders have signed up to the Scottish-wide Breastfeeding Friendly Scotland Scheme which aims to ensure that babies can be breastfed in comfort and without interruption, reducing barriers for parents who breastfeed; and, • Recognises the benefits breastfeeding has for both baby and mother's health, helping to protect children from a vast range of illnesses and to protect mothers from breast cancer, ovarian cancer and heart disease."	5 mins
21.	**Open Questions**	15 mins
22.	**Any Other Items Previously Circulated**	
23.	**Any Other Items Which the Convener Decides Are Urgent**	
24.	**Private Business** Before proceeding with the private business, the following motion should be approved:- "That under Section 50A(4) of the Local Government (Scotland) Act 1973 the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in the relevant paragraphs of Part 1 of Schedule 7A to the aforementioned Act."	
25.	**Committee Minutes**	2 mins

	Consider private Sections of the Minutes of the following Committees:- (a) Peebles Common Good Fund 19 April 2023 (b) Gibson Trust 15 May 2023 (c) Executive 16 May 2023 (d) External Services Providers 30 May 2023 (Please see separate Supplement containing private Committee Minutes.)	
26.	**Borderlands Inclusive Growth Deal - Destination Tweed Outline Business Case** (Pages 525 - 654) Consider report by Director Resilient Communities. (Copy attached.)	15 mins

NOTES
1. **Timings given above are only indicative and not intended to inhibit Members' discussions.**

2. **Members are reminded that, if they have a pecuniary or non-pecuniary interest in any item of business coming before the meeting, that interest should be declared prior to commencement of discussion on that item. Such declaration will be recorded in the Minute of the meeting.**

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SCOTTISH BORDERS COUNCIL

MINUTE of MEETING of the SCOTTISH BORDERS COUNCIL held in Council Headquarters, Newtown St. Boswells and via Microsoft Teams on 25 May 2023 at 10.00 a.m.

Present:-   Councillors W. McAteer (Convener), J. Anderson, D. Begg, C. Cochrane, J. Cox, L. Douglas, M. Douglas, J. Greenwell, S. Hamilton, E. Jardine, J. Linehan, N. MacKinnon, S. Marshall, D. Moffat, S. Mountford, A. Orr, D. Parker, J. PatonDay, J. Pirone, C. Ramage, N. Richards, E. Robson, M. Rowley, S. Scott, F. Sinclair, E. Small, A. Smart, H. Steel, R. Tatler, V. Thomson, E. Thornton-Nicol, T. Weatherston.

Apologies:-   Councillors P. Brown, C. Hamilton.

In Attendance:-   Chief Executive, Director Education and Lifelong Learning, Director Infrastructure and Environment, Director Social Work and Practice, Director Strategic Commissioning and Partnerships, Chief Officer Health and Social Care, Acting Chief Financial Officer, Acting Chief Corporate Governance Officer, Clerk to the Council.

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1.   **CONVENER'S REMARKS**

1.1   The Convener confirmed that the opportunity for members of the public to have their questions answered at Council meetings would commence at the next meeting in June. He outlined the criteria and advised that there would be a limit of 5 questions answered per meeting.

1.2   The Convener advised that the Borders Book Festival was due to be held from 15-18 June and paid tribute to the organisers of the event which attracted literary giants and well known personalities. He paid particular tribute to the Late Duchess of Buccleuch, Lady Elizabeth, who had created the Walter Scott Prize which had been awarded since 2009.

1.3   The Convener commented on the various community events which had been organised to celebrate the King's Coronation.

1.4   The Convener advised that the Jim Clark Rally was due to be held that weekend which coincided with the 60th anniversary of Jim Clark winning his first Formula 1 Championship. He wished both the organisers and competitors well for the event.

1.5   The Convener congratulated Hawick RFC for winning both the league and the cup for 2022-23.

1.6   The Convener congratulated Julie Forrest from Hawick on her success in winning the Indoor Bowls World Championship Singles in Australia, to add to the many other titles she already held, making her one of the most successful sports people in the Borders.

DECISION
AGREED that congratulations be passed to those concerned.

ORDER OF BUSINESS

2.   The Convener varied the order of business as shown on the agenda. He advised Members that the item relating to the Inspection Report on Children at Risk of Harm would now be considered in public. The Inspection report had been embargoed when the agenda had originally been published but was now in the public domain. The Minute reflects the order in which the items were considered at the meeting.

3. **MINUTE**

The Minute of the Meeting held on 27 April 2023 was considered.

DECISION
AGREED that the Minute be approved and signed by the Convener.

4. **COMMITTEE MINUTES**

The Minutes of the following Committees had been circulated:-

External Services/Providers	7 March 2023
Community Planning Strategic Board	9 March 2023
Audit	13 March 2023
Police, Fire & Rescue and Safer Communities	16 March 2023
Hawick Common Good Fund	21 March 2023
Tweeddale Area Partnership	28 March 2023
Cheviot Area Partnership	29 March 2023
Executive	18 April 2023
Scrutiny & Petitions	20 April 2023

DECISION
APPROVED the Minutes listed above.

DECLARATION OF INTEREST
Councillor Rowley declared an interest in the following item of business in terms of Section 5 of the Councillors Code of Conduct, due to a working relationship with a co-founder of the project, and left the meeting during the discussion.

5. **DESTINATION TWEED PROGRAMME UPDATE**

There had been circulated copies of a report by the Director Infrastructure and Environment on progress with the Destination Tweed Programme, which formed part of the Borderlands Inclusive Growth Deal. The Destination Tweed Programme was a £24.7m capital programme that was part of the Borderlands Inclusive Growth Deal. The Destination Tweed Programme comprised 13 different projects, the most significant of which was the Tweed Trail, which would be a 113-mile long walking and cycling trail from Moffat to Berwick-upon-Tweed. A contribution of £10m from the Deal would help to fund the Tweed Trail. The programme was being led by Tweed Forum on behalf of Scottish Borders Council, Northumberland County Council and Dumfries and Galloway Council. An Outline Business Case was ready to be signed off by the Scottish Government and a draft Full Business Case would shortly thereafter be submitted for Government consideration, which would then require approval from Council and the Borderlands Partnership Board. Scottish Borders Council intended to take a lead role on the project management and construction of the Tweed Trail, expanding on the work undertaken in 2022/23. This was being formalised via a revision of a Memorandum of Understanding between the Council and Tweed Forum. A governance structure for the programme was being established which included a lead Programme Delivery Board with a series of Working Groups. A Business Engagement Working Group was also being established.   Members welcomed this ambitious project which would have great health and economic benefits for the people of the Borders and help attract tourists to the area. The educational and environmental benefits were also highlighted. Members were very happy to support the continuing work and noted that further reports would be brought to Council later in the year.

DECISION
AGREED to:-

(a) **note the information provided on the current position with the Destination Tweed Programme;**

(b) endorse the Council's project delivery arrangements for the Tweed Trial;

(c) note that programme Outline and Full Business Cases would be brought back to Council for approval in 2023 as detailed in the report.

MEMBER
Councillor Rowley re-joined the meeting.

6. **EARLSTON PRIMARY SCHOOL NEW BUILD PROJECT UPDATE**
There had been circulated copies of a report by the Director of Infrastructure and Environment providing an update on the progress with the new Earlston Primary School and Health Centre following the procurement stage. The Executive Committee on 16 April 2019 approved that the project to deliver a new primary school in Earlston should proceed to detailed design and procurement stages. Discussions with NHS Borders about a combined Primary School and replacement Health Centre took place. The detailed design and planning stages had been completed for this combined facility during 2021 and 2022. The procurement stage was nearing conclusion and was showing a budget pressure. The report proposed a phased construction beginning with the Primary School, Early Years and Community space. In light of the revised costs of £5.4m for the replacement Health Centre (based on May 2023 prices), a final decision on the affordability, timescales and resultant funding sources needed to be considered fully by the Board of NHS Borders. However, to minimise disruption to the existing primary school; ensure that there was no adverse impact on the school curriculum; minimise build timescales; and avoid further inflationary cost pressures, it was important to proceed with the primary school build at this stage. The design of the building was such that a phased construction could be undertaken. Members agreed that despite the increased costs, which would only rise further if there were delays, it was important that the project proceeded and highlighted the benefit it would have for the whole community in Earlston. Mr Curry answered Members' questions and advised that similar increases were expected across the whole capital programme. Officers would work with the construction team to try to minimise disruption to both the school and the wider community. It was noted that the delivery of the health centre lay with NHS Borders and although they were keen to proceed they were dependent on central funding. Members thanked officers for their work on the project.

DECISION
NOTED:-

(a) the progress of the project through the statutory planning stage and the completion of the detailed design and procurement stage;

(b) the current budget position that was, as a result of the procurement stage, above the budget for both the Primary School and Health Centre elements; and

(c) that NHS Borders required to assess the affordability, timescales and funding source for the Health Centre element of the project given the increased costs.

6. **INTEGRATION JOINT BOARD DIRECTIONS APRIL 2023**
There had been circulated copies of a report by the Chief Officer Health and Social Care providing an update to the Scottish Borders Council on the Directions issued to the Scottish Borders Council from the Health and Social Care Integration Joint Board in their April 2023 meeting. These Directions related to the Health and Social Care Partnership Annual Budget and the closure of the Gala Resource Centre. The report explained that such Directions were a legal mechanism intended to clarify responsibilities requirements between partners. The primary purpose of Directions was to set a clear framework for the resourcing and operational delivery of the functions that had been delegated to the Integration Joint Board and to clearly convey the decisions made by the Integration Joint Board about any given function. The "Annual Services and Budget Direction 2023" was contained in Appendix 1 to the report. This aligned to the budget offer made by the Scottish Borders Council once the

budget was set in February 2023. This related to the annual budget set by the IJB to the Scottish Borders Council and NHS Borders for delegated and hospital 'set aside' services. This included the requirements for oversight of performance, delivery and risk. It also outlined the requirements relating to collaborative and integrated working across the Health and Social Care Partnership. The "Gala Resource Centre" Direction was contained in Appendix 2 to the report. This related to the decision to close the Gala Resource Centre, and develop a service for people with Emotionally Unstable Personality Disorder. Members welcomed the Directions process which was a successful method of keeping them informed.

DECISION
 NOTED the Directions issued by the Health and Social Care Integration Joint Board to the Scottish Borders Council.

7.   **AUDIT COMMITTEE ANNUAL REPORT 2022/2023**
There had been circulated copies of a report by the Chair of the Audit Committee submitting the Audit Committee Annual Report 2022/23 to the Council, which presented the Audit Committee's performance in relation to its Terms of Reference and the effectiveness of the Audit Committee in meeting its purpose. The report explained that it was important that the Council's Audit Committee fully complied with best practice guidance on Audit Committees to ensure it could demonstrate its effectiveness as a scrutiny body as a foundation for sound corporate governance for the Council. The CIPFA Audit Committees Practical Guidance for Local Authorities and Police 2018 Edition (hereinafter referred to as CIPFA Audit Committees Guidance) included the production of an annual report on the performance of the Audit Committee against its remit for submission to the Council. The Audit Committee Annual Report 2022/23 was appended to the report and was designed both to provide assurance to Council and to outline actions to improve its effectiveness. Scottish Borders Council continued to be a lead authority in adopting this best practice. The Audit Committee carried out self-assessments of Compliance with the Good Practice Principles Checklist and Evaluation of Effectiveness Toolkit from the CIPFA Audit Committees Guidance during Development Sessions on 1 and 6 March 2023 facilitated by the Chief Officer Audit & Risk. The outcome of the self-assessments for the Committee was a high degree of compliance against the good practice principles and a medium degree of effectiveness, which was to be expected in the first year of a new Committee membership following the local elections in May 2022. The Committee had four continuing Elected Members, including the Chair, which provided some valuable continuity in knowledge and experience. There were six new Elected Members and two new external members, who were new to local government. The members of the Audit Committee considered its annual report 2022/23 and supporting self-assessment documents at their meeting on 10 May 2023, noting some minor amendments to the supporting self-assessment documents. Councillor Thornton-Nicol, as Chair of the Audit Committee, presented the report and thanked officers for their assistance.

DECISION
AGREED to:-

(a)   **acknowledge the performance of the Audit Committee and its assurance to the Council, as set out in its Annual Report 2022/23 contained in Appendix 1 to the report;**

(b)   **note the improvement actions identified during the self-assessment process to enable its development as a fully effective Audit Committee, as set out in its Annual Report 2022/23 contained in Appendix 1 to the report; and**

(c)   **endorse the Audit Committee recommendation that other Council Committees should carry out an annual evaluation to assess whether they were fulfilling their remits as part of continuous improvement, as set out in its Annual Report 2022/23 contained in Appendix 1 to the report.**

8. **REVISION TO PROCUREMENT AND CONTRACT STANDING ORDERS**
   With reference to paragraph 4 of the Minute of 22 February 2022, there had been circulated copies of a report by the Acting Chief Financial Officer on revisions to the current Procurement and Contract Standing Orders. These had been reviewed and updated to ensure that they remained fit for purpose. Revised Standing Orders were contained in Appendix 1 to the report. The report outlined the 5 areas where changes had been made which included changes to the management structure and the scheme of delegation.

   DECISION
   AGREED to approve the proposed changes to Procurement & Contract Standing Orders, as contained in Appendix 1 to the report, for implementation from 1 June 2023.

   MEMBER
   Councillor Jardine left the meeting during consideration of the following item.

9. **REVIEW OF SCOTTISH PARLIAMENTARY CONSTITUENCY BOUNDARIES**
9.1 There had been circulated copies of a report by the Chief Executive providing details of the provisional proposals received from Boundaries Scotland for changes to the Scottish Parliament Constituencies and asked Council to consider what, if any, response it would wish to make. As required by legislation, this Second review of Scottish Parliament Boundaries was started in September 2022. In this respect, on 17 May 2023, Boundaries Scotland published its provisional proposals for new constituency boundaries for the Scottish Parliament, and opened a one month public consultation on the proposals, running until the end of Saturday 17 June 2023. The length of the consultation period was fixed in legislation. There were currently two Scottish Parliament constituencies which included the Scottish Borders – the Ettrick, Roxburgh, & Berwickshire County Constituency, comprising Wards 4, 6, 7, 8, 9, 10 and 11 of Scottish Borders Council (total electorate – 56,409); and the Midlothian South, Tweeddale & Lauderdale County Constituency, comprising Wards 1, 2, 3 and 5 of Scottish Borders Council and Wards 1, 4 and part of Ward 6 of Midlothian Council. Boundaries Scotland's provisional proposals made no changes to the Ettrick, Roxburgh & Berwickshire County Constituency, and a map showing this constituency was attached as Appendix 1. There were however, changes proposed to the current Midlothian South, Tweeddale & Lauderdale County Constituency. This would be replaced by a proposed Clyde Valley & Tweeddale County Constituency, comprising Wards 1, 2, 3 and 5 of Scottish Borders Council and Wards 2 and 3 of South Lanarkshire Council. A map showing the new constituency was attached as Appendix 2. As this was a political matter, no recommendations were provided, but officers had included a number of suggestions. Members may wish to consider whether to suggest moving part of Ward 5 (Oxton, Lauder, Blainslie and Earlston polling districts) from the proposed Clyde Valley & Tweeddale Constituency into the Ettrick, Roxburgh & Berwickshire Constituency. It was also suggested that to better reflect the wider Scottish Borders, the name for the Clyde Valley & Tweeddale Constituency was changed to the Clyde Valley, Tweeddale & Gala Water Constituency. Members needed to decide whether to submit a response to Boundaries Scotland by 17 June 2023.

9.2 Members discussed the proposals and Councillor Sinclair, seconded by Councillor Mackinnon, moved as follows:-

   "Council agrees to object to the proposals for the 2023 Review of Scottish Parliamentary constituencies for the Scottish Borders and Midlothian Council areas by Boundaries Scotland. The reasons for this objection are as follows:
   Accessibility and connectivity – the current Midlothian South, Tweeddale and Lauderdale constituency is linked through numerous public transport routes. Borders Buses operate up the A7, A68 and A72, linking the Borders to Midlothian. Even travelling by car, options are limited across the proposed new constituency. The current MSP's constituency office is sited in central Galashiels, which has extensive transport links to the different parts of the constituency, whereas the current MSP for Clydesdale has an office in Lanark where travel to

Galashiels would require three separate buses and a journey time of well over two hours, therefore limiting constituents' access to their MSP.

Geography ensuring equity of representation for all constituents - The proposed new constituency covers a huge geographical area, meaning connections are more difficult and travel time by MSPs to various parts of the constituency would be greatly increased and people therefore less well represented.

Local ties and other inconveniences – NHS services co-ordinate and co-operate currently across Scottish Borders and Lothian, as do other bodies including City Deal, SESTran, South East Improvement Collaborative.

Consistency and Continuity – Tweeddale and the Central Borders have shared a constituency with the South of Midlothian since the establishment of the current Scottish Parliament in 1999, first as Tweeddale, Ettrick and Lauderdale and then in the current Midlothian South, Tweeddale and Lauderdale constituency since 2011. There has never been a Holyrood constituency which links the Scottish Borders with South Lanarkshire and changing the boundary now would sever the decades-long connection of Midlothian, Tweeddale, Galashiels and Lauderdale in a shared constituency.

An alternative proposal would be to move part of Ward 5 (polling districts 05A, 05B, 05C, and 05D) into the Ettrick, Roxburgh & Berwickshire constituency, bringing the total electorate closer to the quota of 59,902 at a revised total of 59,676 electors. This would leave the rest of the Midlothian South, Tweeddale and Lauderdale constituency with a reduction from 65,033 to 60,488. This would maintain the historic, geographical, connectivity and other benefits and connections between the Scottish Borders and Midlothian and create constituencies with broadly the same number of electors.

The details of the submission to be delegated to the Chief Executive, in consultation with the Members' Sounding Board."

Councillor Sinclair spoke in support of her amendment and expressed her disappointment regarding the length of the consultation period.

9.3   Councillor Parker, seconded by Councillor Tatler, moved the following amendment:-

"That Council agrees to delegate authority to the Chief Executive to make a submission to Boundaries Scotland, in consultation with the Members Sounding Board, where all issues and options will be discussed."

On the basis of Councillor Parker's amendment Councillor Sinclair agreed to withdraw her Motion.

DECISION
AGREED to delegate authority to the Chief Executive to make a submission to Boundaries Scotland, in consultation with the Members Sounding Board, where all issues and options would be discussed.

10.   **PRIVATE BUSINESS – ITEM 21**
It was agreed that item 21 on the private business agenda be considered in public as the inspection report was now in the public domain.

11.   **CHILDREN AT RISK OF HARM INSPECTION REPORT**
There had been circulated copies of a report by the Director Social Work and Practice providing a summary of the Report of the Joint Inspection of Services for Children and Young People at Risk of Harm in the Scottish Borders, published on 23 May 2023. The report highlighted the findings of the joint inspection conducted by the Care Inspectorate, Education Scotland, Healthcare Improvement Scotland and His Majesty's Inspectorate of Constabulary Scotland which was conducted between November 2022 and April/May 2023. The report identified the strengths of the services as well as areas for further development in relation to children at risk of harm in Scottish Borders. The overall grading of the services in relation to the impact on children and young people had been rated as "good" by the inspection process. Alan Small, Independent Chair of the Public Protection Committee, was present at

the meeting and gave a brief overview of his experience since taking up the post in September 2022 and that it was his role to be independent and to challenge. He highlighted the main aspects of the report and while there were always areas that could be improved he paid tribute to the staff involved and noted the positive comments on leadership. The necessary improvement plan would be put in place to deal with the areas identified and he was confident that the requirements of the Care Inspectorate would be met. Members paid tribute to Mr Easingwood and Mr Small for their work in this area and welcomed the report. Mr Easingwood and Mr Small answered Members' questions and confirmed that they needed to get views from all children.

DECISION
NOTED the report.

12. **MOTION BY COUNCILLOR TATLER**
Councillor Tatler, seconded by Councillor Ramage, moved the following Motion as detailed on the agenda:-

"Vaping has been on the rise in recent years as many look towards quitting smoking. This is a good stepping stone to being smoke free, however as vaping has risen in popularity, so has "disposable" vapes. This is creating significant environmental issues:

- As of 2017, there were 565 types of e-cigarette devices on the market, 184 of which were disposable or single-use
- Users in the UK are throwing away around 2 disposable vapes every second; that's 1.3 million a week. The number of discarded vapes accounts for around 10 tonnes of lithium being sent to landfill or waste incinerators each year - enough metal to make batteries for 1,200 electric cars
- 'Zombie' batteries have been found to cause hundreds of fires a year at recycling plants after being thrown away incorrectly (disposable vapes would be classed in this group)
- If littered, these create extremely toxic waste which can be harmful to children, pets, and wildlife as the battery may be damaged and leak chemical

Scottish Borders Council:
1. Acknowledges, with concern, the increasing impact of the sales of single use Nicotine Vaping Products (NVPs) on the health of young people and the environment, and
2. Agrees to instruct the Chief Executive to write to the Scottish and Westminster Governments expressing Scottish Borders Council's support for a proposed ban on single vapes, and to support measures to ban their sale."

Councillor Tatler also added the following:-

"3. Agrees, in recognition of the issues relating to vaping in school premises and on buses, to recommend that schools include education materials on the impact of vaping and the issues of single use vapes within the curriculum, and that ensuring vaping is not happening in schools remains a high priority across all establishments."

Councillor Tatler and Councillor Ramage spoke in support of the Motion which was unanimously approved.

DECISION
AGREED to approve the Motion as detailed above.

13. **REPRESENTATIVES ON OUTSIDE BODIES**
Councillor S. Hamilton, seconded by Councillor Pirone, moved that Councillor Linehan be appointed to replace Councillor Jardine on Clubsport Ettrick and Lauderdale and this was unanimously approved.

DECISION

AGREED that Councillor Linehan be appointed as the Council's representative on Clubsport Ettrick and Lauderdale.

MEMBER
Councillor Mackinnon left the meeting during the following item.

14. **OPEN QUESTIONS**
The questions submitted by Councillors Anderson, Ramage, Sinclair, Begg, Robson, Thomson, S. Hamilton and Mackinnon were answered.

DECISION
NOTED the replies as detailed in Appendix I to this Minute.

15. **PRIVATE BUSINESS**
DECISION
AGREED under Section 50A(4) of the Local Government (Scotland) Act 1973 to exclude the public from the meeting during consideration of the business detailed in Appendix II to this Minute on the grounds that it involved the likely disclosure of exempt information as defined in Paragraphs 1, 6, 8 and 9 of Part I of Schedule 7A to the Act.

SUMMARY OF PRIVATE BUSINESS

16. **Minute**
The private section of the Council Minute of 27 April 2023 was approved.

17. **Committee Minutes**
The private sections of the Committee Minutes as detailed in paragraph 3 of this Minute were approved.

The meeting concluded at 12.50 p.m.

OPEN QUESTIONS

Question from Councillor Anderson

To the Executive Member for Community and Business Development
Can the relevant department look at the viability of a project to rejuvenate the old town hall in Eyemouth and its frontage, the former SBC contact office, as part of the next stage application to the UK levelling up funding bid being worked on at the moment?

Response from Councillor S. Hamilton
Eyemouth is one of the four priority towns that have been identified for investment as part of the Borderlands Growth Deal and work is progressing to support the establishment of a Town Team and the development of a place plan. If the development of the old Town Hall is identified as a potential priority project by the community as part of this work, Council Officers and partners would look to support the community to develop a project to examine the viability of rejuvenating the town hall.

There may also be opportunities through the call that is going out for Community priority projects. This is the work that the Council's Economic Development and Communities Teams have been developing to try and make the process of funding simpler for communities and to allow Elected Members and Council Officers to gain a fuller understanding of potential projects that have local community support, to connect those projects to the most suitable available funding stream and help develop a pipeline of projects that we all wish to see throughout the Scottish Borders.

Question from Councillor Ramage

To the Leader
I asked a question in December 2022 about my concern over the delay in the signing of the Feasibility Study for the extension of the Border Railway. I am therefore pleased that this has now been signed by the two Governments.
During the answer it was highlighted that there is also an action to develop a working group with suitable partners and politicians, including the Campaign for Borders Rail and all Hawick Councillors. Can I ask when will this group be set up?

Response from Councillor Jardine
I can advise Councillor Ramage that Council Officers are currently trying to develop the proposed membership of the working group with a view to organising an introductory meeting in August.

Officers will be looking to organise a suitable venue and issue invitations in the near future.

Supplementary
Councillor Ramage asked that all Hawick Councillors be included and Councillor Jardine confirmed this would be the case and that all Councillors would have the opportunity to feed into the Working Group.

Question from Councillor Sinclair

To the Executive Member for Education and Lifelong Learning
How many pupils in a) primary and b) secondary receive music tuition from an instrumental and specialist music tutor?

How many instrumental and specialist music tutors are employed by SBC?

How do these figures compare to pre-pandemic levels?

Response from Councillor L. Douglas
There are currently 292 primary pupils and 548 secondary pupils receiving instrumental music lessons in Scottish Borders

We have a full time equivalent staff of 9.5 music instructors offering strings, brass, percussion, guitar and woodwind lessons.

Staffing levels have not changed since pre-pandemic and due to the hard work of the service, numbers are nearly the same as pre-pandemic levels of around 900 children and young people.

Supplementary
Councillor Sinclair asked what the Council was doing to encourage further uptake and what links were there with local bands. Councillor Douglas advised that she would obtain this information from officers for Councillor Sinclair.

Question from Councillor Begg

To the Executive Member for Estate Management and Planning
I think we all recognise the need to plant more trees. Can the Executive member responsible explain what protections are in place in Scottish Borders to mitigate the cumulative effects of farms being sold to carbon credit companies and agricultural land being converted wholesale to blanket forestry?

Response from Councillor Mountford
There is no legal provision that enables the Council to prohibit or influence the sale of privately owned farms or agricultural land to carbon credit companies or to any other party for that matter.

The planting of trees does not require planning permission, however, the Council is a statutory consultee on forestry applications to Scottish Forestry. In this respect, the consultation process allows the Council to influence such proposals at different stages of development; firstly at pre-application consultation stage and secondly, at the formal application consultation stage.

The pre- application stage provides a mechanism for the applicant to identify potential issues at an early juncture that need to be addressed in developing a woodland creation scheme at a particular location. The Council's views on the proposal are provided to the applicant and shared with Scottish Forestry.

On receiving an application, Scottish Forestry send a consultation request to the Council. Officers will, as capacity allows, provide a response to the consultation following input from a range of Council services including landscape, roads, ecology, archaeology, flood management, access and planning policy.

As a statutory consultee, the Council are not involved in community consultation on the proposal. Scottish Forestry are the regulator and carry out community consultation directly or require the applicant to do so.

In responding to an application, or providing advice, officers will refer to the policies within the government's Scottish Forestry Strategy, as well as our own Scottish Borders Woodland Strategy (2005) and its update (Technical Advice Note 2012) plus any relevant policies within National Planning Framework 4 and the Local Development Plan.

For information, the Council is developing, in association with Scottish Forestry, a Woodland Creation Framework Supplementary Planning Guidance for two pilot areas within the Scottish Borders (Pilot Area 1 - Ale, Ettrick and Yarrow and Pilot Area 2 - Teviot and Hermitage) which aims to encourage more environmentally sensitive woodland and forestry development ensuring " …*the right tree in the right place*". The development principles set out in this document could extend

beyond those areas and it is hoped that this advice could provide the model by which significant woodland expansion can be more sensitively rolled out across the Scottish Borders and Scotland as a whole. This advice will be brought before members later this year, once a Strategic Environmental Assessment (SEA) of its provisions is carried out and the document updated accordingly to take account of the SEA's findings.

Any concerns or issues raised by Council officers about a proposal during the pre - application or application consultation stages should be addressed by the applicant and will be taken into consideration by Scottish Forestry, as part of their discussions with applicants and their scheme assessment.

It is important to note that it is only under the provisions of the Environmental Assessment Regulations that statutory consultees have the formal right to object to a proposal. There is no other basis for a formal objection. If refused on this basis the applicant or any third party can apply to the Court of Sessions for judicial review, within 6 weeks of publication of the Scottish Forestry decision.

The consultation process allows issues such as cumulative impacts in a locality to be aired by officers but as there is no meaningful reference to cumulative impacts in the existing Scottish, UK or SBC forestry guidance, it is highly unlikely that potential cumulative impact would trigger an EIA objection to a woodland or forestry application at this time.

Most objections that have been registered to schemes have focussed on biodiversity impact grounds, given habitat and species protection legislation, and this is only likely to happen if concerns cannot be mitigated. Objections to forestry consultations are generally seen by Scottish Forestry to indicate a lack of information or a need to further address issues of concern and they will endeavour to resolve issues through negotiation with both parties, rather than refuse a scheme.

The adoption of the Woodland Creation Framework SPG mentioned already could help to strengthen our negotiation position. This is particularly relevant in the identified pilot areas, which are supported by a landscape capacity study and a spatial assessment tool. The proposed SPG will make reference to cumulative effects and how these might be mitigated.

In conclusion, the ability to prevent forestry proposals on the basis of cumulative impact is limited. Scottish Forestry make the final decision on forestry applications and, as stated already, there is no official recourse to an 'objection' except under EIA legislation. Whilst acknowledging the significant policy drivers for woodland creation and addressing climate change through such planting, Council officers will continue to seek to encourage the most environmentally sensitive forestry and woodland schemes that best fit the Borders landscape. Officers will also endeavour to bring the Woodland Creation Framework SPG before members at the earliest possible date.

Supplementary
Councillor Begg asked Councillor Mountford if he agreed that there needed to be a balance between food and forestry and would he meet with him to discuss this. Councillor Mountford confirmed he would be happy to meet Councillor Begg with relevant officers in attendance.

Question from Councillor Robson

To the Executive Member for Education & Lifelong Learning
How many Borders primary school pupils with diabetes are entitled to free school meals?

Response from Councillor L. Douglas
All children in P1 - P5 are currently entitled to free school meals in line with Scottish Government policy. 11 children in this group have diabetes and are entitled to Free school meals due to their age not their medical condition. A further group of 5 pupils in P6 P7 have diabetes but are not presently entitled to free school meals.

Question from Councillor Thomson

To the Executive Member for Communities & Equalities
This time last year, we put monies aside to help those struggling with the cost of living crisis. Nothing has changed and people are still struggling, so what provision are we making for this financial year?

Response from Councillor Tatler
In response to the current cost of living crisis it was agreed to release underspend from 2021/22 from the Council's reserves to provide £1.2m support to communities during 2022/23. Spend of the funding has continued in to 2023/24 with £376k of the £1.2m being carried forward. Of this balance, £292k is already committed with £84k currently unallocated.

Proposals for the unallocated amount are currently being sought and these will then be brought forward to the Cost of Living Strategic Group that is due to meet on 5th June 2023. This will take into account the additional support that is being provided nationally such as the Cost of Living payments for those on low income benefits and tax credits.

To date the support provided has focussed on the following key areas some of which will continue this year:

- Extending existing arrangements with organisations such as CAB, Changeworks etc., to provide additional resources to assist with referrals, energy advice, money advice, signposting and budgeting
- Providing warm clothing payments to children entitled to either Free School Meals or Clothing Grants
- Increasing the budgets available for the Scottish Welfare Fund, Inclusion Fund and Discretionary Housing Payments, as well as providing additional resources to support & process increased take up of benefits
- Providing a range of support focussed on keeping communities 'warm and well'
- Supporting a range of measures to ensure access to food and essential household items

In addition to the balance of the £1.2m that was approved from the Council's reserves being carried forward into this year (£376k), budget is also being carried forward to provide financial support via the Scottish Welfare Fund (£150k) and Financial Insecurity Fund (£257k). There are also a range of existing budgets and resources that are available to provide support and SBC and partners continue, through the multi-agency response, to consider how these can best be used to meet the needs of communities. Regular discussions take place at the Anti-Poverty Members Reference Group where suggestions on how we can best support our communities are welcome.

Where appropriate, evaluations and reports are being requested to evidence impact of spend. The 2022/23 Local Child Poverty Annual Progress Report, Anti-Poverty Strategy Progress Report and Cost of Living Funding Report are scheduled to come to Council next month and will provide further details on the support being provided and the impact these measures are having.

Question from Councillor S. Hamilton

To the Executive Member for Communities & Equalities
Given the UK Government has updated the eligibility for the Alternative Fuel Payment and that previously unsuccessful applications are now being automatically reviewed by the relevant Local Authorities, when can applicants in the Borders expect to hear if they have been successful?

Response from Councillor Tatler
The Alternative Fuel Payment applications are made to the UK Government. These are processed and verified as eligible for payment by the Department for Business, Energy & Industrial Strategy via the Salesforce site. Verified applications are then sent to Local Authorities for final checks to be carried out, including address, eligibility & bank account verification.

When the scheme was first announced, the evidence had to confirm that the applicant had purchased at least £200 worth of alternative fuels between September 2022 & March 2023. This limited those eligible for the scheme.

A decision was made by the UK Government in April 2023, to extend the period to cover June 2022 to May 2023. At that time, the Customer Advice & Support team checked all applications that were either on hold or those that had been refused, to identify if they were able to then award payment, based on the changes. No applications were identified for payment at the time.

An issue was identified at the stage <u>before</u> reaching the Local Authority, where applications were being marked as ineligible during the automated verification stage in the Salesforce system. Once the error was identified and rectified, eligible applications were sent to local authorities for processing. The team on receiving these, processed them as a priority and payments were issued to successful applicants.

There are currently no outstanding applications ready to process with 15 applications on hold, waiting on further information from the applicant. A total of 304 applications will have been paid by the end of this week.

Question from Councillor Mackinnon

<u>To the Executive Member for Environment & Transport</u>
In November 2022, in a response to a question regarding the "No Mow May" campaign to promote biodiversity and provide habitat and food sources for pollinators and other wildlife, the Executive Member for Environment and Transport suggested identifying general amenity areas that may be appropriate for a trial as part of the initiative. Were any such areas identified and, if so, what areas have been included to trial this approach this month and how will the success or otherwise of the trial be measured and reported?

<u>Response from Councillor Linehan</u>
No Mow May is a campaign to leave some green spaces untouched to give nature a helping hand in the early season, trying through simple measure to contribute to reversing the dramatic decline in our pollinators About - No Mow May (plantlife.org.uk) .

Further to the request for the Council to pilot No Mow May sites, a trial was undertaken in Tweeddale West where communities were invited, via their community councils, to nominate Council-managed sites to be piloted for 'No Mow May'.

Three such sites were put forward – two in Skirling and one in Broughton.

These have been left uncut to provide habitat and food for local insects and pollinators. In terms of monitoring, we are gauging customer feedback and initial results. Reporting will be undertaken as part of the Council's statutory biodiversity reporting duties. We also participated in the Plantlife 'No Mow May Movement' national audit.

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SCOTTISH BORDERS COUNCIL 29 JUNE 2023

STARRED ITEMS FROM COMMITTEE MINUTES

SCRUTINY AND PETITIONS – 1 JUNE 2023

3.   **SCRUTINY REVIEW WORK PROGRAMME**
3.1   With reference to paragraph 2 of the Minute of 20 April 2023, there had been circulated copies of a report by the Clerk to the Council, which provided further details of those subjects submitted for consideration for review by the Scrutiny and Petitions Committee and sought approval for their inclusion in the Scrutiny Review Work Programme to be recommended to Council. The report explained that there were 9 topics being take forward for inclusion in the Scrutiny Review Programme as follows:-

1. Public Toilet Provision in the Scottish Borders

2. Employability Service Public Engagement

3. Private Sector Housing Grants and Assessment Process

4. Industrial Estates in the Scottish Borders

5. Covid Recovery Funds

6. Community Access to Schools out-with school hours

7. Shared Lives

8. E-Fleet

9. See Hear Grant Funding

3.2   In providing further information for each review, consideration had been given to the potential scale of each review, the resources required to take it forward, the timing of such a review and the method of taking the review forward i.e. by way of an information hearing or focussed hearing. Working Groups were not being considered at this time due to the current pressure on staff. The breadth of some reviews would require to be taken into consideration, as would the number of reviews being undertaken at any given time, to ensure that Members and Officers did not become over-burdened and resources were not stretched too thinly. Depending on the subject matter, Officers from various Services of the Council could provide support to Scrutiny & Petitions hearings.

3.3   With regard to the review of Public Toilet Provision, Members were keen to be updated on progress with this work before the suggested date of Winter 2024, due to the public interest in the matter. It was suggested that interim update reports on progress with the programme for public toilet provision would be brought to the Committee, with the first such report to be in December 2023 and this was unanimously agreed.

   DECISION

   (a)   **AGREED the Scrutiny Review Work Programme as detailed in the Appendix to this Minute.**

   (b)   **NOTED that the Review Work Programme may be added to at a later date, subject to approval by Scottish Borders Council.**

*   (c)   **AGREED to RECOMMEND to Scottish Borders Council that the Scrutiny Review Work Programme as detailed in the Appendix be approved.**

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FUTURE SCRUTINY WORK PROGRAMME

Report by Clerk to the Council

SCRUTINY & PETITIONS COMMITTEE

1 June 2023

1 PURPOSE AND SUMMARY

1.1 **This report provides further details of those subjects submitted for consideration for review by the Scrutiny and Petitions Committee and seeks approval for their inclusion in the Scrutiny Review Work Programme to be recommended to Council.**

1.2 At its meeting on 20 April 2023, the Scrutiny and Petitions Committee considered the subjects which had been submitted for possible inclusion in the Scrutiny Review Work Programme and agreed which ones to take forward, with further information on each review to be provided by the Council's Management Team.

1.3 There are 9 topics being taken forward for inclusion in the Scrutiny Review Programme:

1. Public Toilet Provision in the Scottish Borders
2. Employability Service Public Engagement
3. Private Sector Housing Grants and Assessment Process
4. Industrial Estates in the Scottish Borders
5. Covid Recovery Funds
6. Community Access to Schools out-with school hours
7. Shared Lives
8. E-Fleet
9. See Hear Grant Funding

1.4 The Appendix to this report provides information on each Review, including a short description, what aspects of each topic are to be assessed, and proposals for how each review is to be carried out.

2 RECOMMENDATIONS

2.1 **I recommend that the Committee:-**

(a) **AGREES the Scrutiny Review Work Programme as detailed in the Appendix.**

(b) NOTES that this Review Work Programme may be added to at a later date, subject to approval by Scottish Borders Council.

*   **(c)** AGREES to RECOMMEND to Scottish Borders Council that the Scrutiny Review Work Programme as detailed in the Appendix is approved.

3   BACKGROUND

3.1   At its meeting on 20 April 2023, the Scrutiny & Petitions Committee considered the subjects which had been submitted for possible inclusion in the Scrutiny Review Work Programme and agreed which ones to take forward. Members further agreed that the Council's Management Team would be asked to provide further details, including outcomes for such reviews, for further consideration by the Scrutiny & Petitions Committee prior to it recommending its Review Work Programme for approval by Scottish Borders Council.

3.2   In providing further information, consideration has been given to the potential scale of each review, the resources required to take it forward, the timing of such a review and the method of taking the review forward i.e. by way of an information hearing, a focussed hearing or by setting up a Working Group. The breadth of some reviews will need to be taken into consideration, as will the number of reviews being undertaken at any given time, to ensure that Members and Officers do not become over-burdened and resources are not stretched too thinly. Depending on the subject matter, officers from various Services of the Council can provide support to Scrutiny & Petitions hearings and Working Groups.

3.3   In keeping with the remit of the Committee, there will be a strategic focus for each review, with information provided to allow scrutiny of delivery against a plan or policy, or benefit realisation against a target.

4   PROPOSED SCRUTINY REVIEWS

4.1   There are 9 topics being taken forward for inclusion in the Scrutiny Review Programme:

1. Public Toilet Provision in the Scottish Borders
2. Employability Service Public Engagement
3. Private Sector Housing Grants and Assessment Process
4. Industrial Estates in the Scottish Borders
5. Covid Recovery Funds
6. Community Access to Schools out-with school hours
7. Shared Lives
8. E-Fleet
9. See Hear Grant Funding

4.2   The Appendix to this report provides information on each Review, including a short description, what aspects of each topic are to be assessed, and what will happen thereafter. At this stage it is suggested that no Working Groups are established due to the pressure on officers from other work, but that information hearings are held, which may in turn lead to the formation of a Working Group to consider a subject in more depth, if that proves necessary. For information hearings, once the Scrutiny & Petitions Committee has considered the information before it, Members will then consider whether they are satisfied with that information, whether they require further information, or whether they wish to make recommendations to either the Director or appropriate Committee. Such recommendations must be in line with current budget and resources.

4.3 In terms of timescales, it is suggested that the reviews are taken forward through information hearings, thus:

- Covid Recovery Funds – August 2023
- Industrial Estates in the Scottish Borders – October 2023
- Private Sector Housing Grants and Assessment Process – December 2023
- Community Access to Schools out-with School Hours – March 2024
- Employability Service Public Engagement – March 2024
- Shared Lives – May 2024
- E-Fleet Impact – late Summer 2024
- See Hear Grant Funding – Autumn 2024
- Public Toilet Provision in the Scottish Borders – Winter 2024/25

4.4 As previously advised, Members should note that this Programme of Reviews is not final and can be added to, subject to Council approval, at any given time over the coming years as further subjects for review arise.

5 IMPLICATIONS

5.1 **Financial**
There are no costs attached to any of the recommendations contained in this report.

5.2 **Risk and Mitigations**
There is a risk that if the Committee does not produce a work programme of subjects for review that it will not fulfil its remit in the Scheme of Administration. By requesting further details from the Council's Management Team, the Committee will have guidance on potential outcomes and parameters for such reviews.

5.3 **Integrated Impact Assessment**
The Council has a statutory obligation to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between people who share a characteristic (age, disability, gender re-assignment, trans/transgender identity, marriage or civil partnership, pregnancy and maternity, race groups, religion or belief, sex-gender identity, and sexual orientation) and those who do not; and foster good relations between people who share a characteristic and those who do not. This involves tackling prejudice and building understanding. Additionally, where proposals are "strategic", the Fairer Scotland Duty requires us to show that we have actively considered how we can reduce socio-economic inequalities in the decisions that we make and to publish a short written assessment on how we have done this. At the current stage, the Scrutiny & Petitions Committee is finalising the details of the subjects it wishes to include in its Review Programme. Once these subjects have been confirmed and the Programme agreed by Council, an IIA will be completed for each Review subject, as necessary.

5.4 **Sustainable Development Goals**
When the Scrutiny & Petitions Committee is considering specific subjects as part of its Review Programme, each subject will be considered as required against the UN Sustainable Development Goals.

5.5 **Climate Change**
When the Scrutiny & Petitions Committee is considering specific subjects as part of its Review Programme, each subject will be considered as required for its impact on Climate Change.

5.6 **Rural Proofing**
When the Scrutiny & Petitions Committee is considering specific subjects as part of its Review Programme, each subject will be considered as required in terms of Rural Proofing.

5.7 **Data Protection Impact Statement**
There are no personal data implications arising from the proposals contained in this report. When the Scrutiny & Petitions Committee is considering specific subjects as part of its Review Programme, each subject will be considered as required in terms of Data Protection.

5.8 **Changes to Scheme of Administration or Scheme of Delegation**
No changes are required to either the Scheme of Administration or the Scheme of Delegation as a result of the proposals in this report.

6   CONSULTATION

6.1 The Acting Chief Finance Officer, the Acting Chief Corporate Governance Officer, the Chief Officer Audit and Risk, the Director (People Performance & Change), and Corporate Communications have been consulted on this report, and comments received have been incorporated.

Approved by

Jenny Wilkinson   **Clerk to the Council**

Author(s)

Name	Designation and Contact Number
Jenny Wilkinson	Clerk to the Council, Tel: 01835 825004

Background Papers: None
Previous Minute Reference: Scrutiny & Petitions Committee, 20 April 2023

Note – You can get this document on tape, in Braille, large print and various computer formats by contacting the address below. Jenny Wilkinson can also give information on other language translations as well as providing additional copies.

Contact us at Jenny Wilkinson, Clerk to the Council, Scottish Borders Council, Council Headquarters, Newtown St Boswells, Melrose, TD6 0SA. Tel: 01835 825004 Email: jjwilkinson@scotborders.gov.uk

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SCRUTINY & PETITIONS COMMITTEE

SCRUTINY PROPOSED REVIEWS

1.   PUBLIC TOILET PROVISION IN THE SCOTTISH BORDERS (Director lead – John Curry)

1.1   A request for a review of Public Toilet provision was submitted by Cllr Sinclair and a further request was also received from Stow Community Council to review the closure of the public toilet in Stow. After discussing the requests at its meeting on 20 April 2023, the Scrutiny & Petitions Committee agreed to include both requests into the one review to cover public toilet provision in the Scottish Borders.   At its meeting on 30 March 2023, Scottish Borders Council approved the future provision of public toilets across the Borders by providing one Council facility per each major existing settlement; and to undertake a condition survey which would lead to enhancements through capital investment (in 2024/25). There was currently additional provision in shops, filling stations, pubs, cafes and non-Council operated visitor attractions across the region and a mapping exercise would be carried out, as part of a co-ordinated communications strategy, to improve awareness and online and physical signposting of facilities for residents, tourists and visitors. The Council would also facilitate community-led initiatives to operate new or additional toilet facilities, although this would not include grant funding communities to take on redundant Council facilities. Where there were gaps in provision, the Council would also consider however, what support could be provided to operate community or business led 'Comfort Schemes' within the constraints of resource and available budget.

1.2   As the work to review and enhance the retained Council operated toilet facilities is due to take place over the next 2 years, it is considered best to allow this work to start, and then for Scrutiny & Petitions Committee to hold an Information Hearing to assess the following:
- The results of the surveys of SBC public toilets and the proposed enhancements
- The results of the mapping exercise for toilet facilities open to the public
- The communications/signage in place for public toilet facilities across the region
- Complaints received by the Council on public toilet facilities (or the lack of facilities)
- Any 'Comfort Scheme' facilities planned/in operation

At the end of the hearing, the Scrutiny & Petitions Committee will then consider whether they are satisfied with the information received, whether they require further information, or whether they wish to make recommendations to either the Director or appropriate Committee. Such recommendations must be in line with current budget and resources.

1.3   Timeline – it is suggested that the Hearing is held in Winter 2024 to allow the work to be well advanced.
Note: At the meeting of the Scrutiny & Petitions Committee on 1 June 2023, it was agreed that interim progress updates be provided to the Committee prior to Winter 2024, with the first of these scheduled for December 2023.

2.   EMPLOYABILITY SERVICE PUBLIC ENGAGEMENT (Director lead – Jenni Craig)

2.1   A request for a review of how the Employability Service publicised its work within the Borders was submitted by Cllr Anderson.   The Employment Support Service is an outcome focused service which provides support for those who may need additional help to find and sustain paid work e.g. care experienced young people, people with a learning and/or physical disability, people with a sensory impairment, people recovering from a mental illness, those who are homeless or under threat of being homeless, etc. The Employment Support Service offers a variety of services, all designed specifically to assist people in entering the workplace and moving on to working independently.

2.2   The Service is currently working on an updated communications plan and it is suggested that an Information Hearing is held which will allow the Scrutiny & Petitions Committee to assess the following:
- Current communications and marketing on the different SBC Employment services available
- Partnership work and linking in with other organisations

- Employers' engagement
- Future developments

At the end of the hearing, the Scrutiny & Petitions Committee will then consider whether they are satisfied with the information received, whether they require further information, or whether they wish to make recommendations to either the Director or appropriate Committee. Such recommendations must be in line with current budget and resources.

2.3   Timeline – due to the current work on the updated communications plan, it is suggested that the Information Hearing is held in March 2024.

3.   PRIVATE SECTOR HOUSING GRANTS AND ASSESSMENT PROCESS (Director Lead – Stuart Easingwood; Officer leads – Gwyneth Lennox and Donna Bogdanovich)

3.1   A request for a review of the Private Sector Housing Grants and Assessment Process was submitted by Cllr Robson.   If a person is disabled or lives with someone who has a disability, they may be entitled to a grant to help adapt their home. Mandatory grants are available to provide structural alterations to help meet the needs of a disabled person. These grants allow for up to 80% funding of the total cost of any alteration and any grant level about 80% is calculated on a means tested basis. All requests for grant assistance are assessed through the Social Work service, and an Occupational Therapist will carry out the assessment to see if the individual is eligible for a grant. A priority system is in operation to ensure those with critical needs receive services first.

3.2   It is suggested that an Information Hearing is held which will allow the Scrutiny & Petitions Committee to assess the following:
- The process involved within the Council in applying for a housing grant, the OT assessment and arranging the work
- The budget and resources available each year
- How clients are kept informed

At the end of the hearing, the Scrutiny & Petitions Committee will then consider whether they are satisfied with the information received, whether they require further information, or whether they wish to make recommendations to either the Director or appropriate Committee. Such recommendations must be in line with current budget and resources.

3.3   Timeline – it is suggested that the Information Hearing is held in December 2023.

4.   INDUSTRIAL ESTATES IN THE SCOTTISH BORDERS (Lead Director(s) – John Curry, Jenni Craig)

4.1   A request for a review of the Unused Trading Estate on Lennel Road, Coldstream, was submitted by Coldstream Community Council. The request advised that this site had no tenants and had stood unused for over 10 years. Understanding was sought from SBC about future plans for the site to ensure the grant monies used to create the site were not wasted and actually generated a return and jobs for the community. After discussing the request at its meeting on 20 April 2023, the Scrutiny & Petitions Committee agreed to expand this review to cover current and future use of industrial estates across the Borders.

4.2   A briefing had been provided to the Leaders' Group earlier this year and a report will be coming to Council later this year on Business Parks and Economic Development land that sets out the priorities and provides progress reports on development, demand, occupancy, etc. It is suggested that an information report is provided to the Scrutiny & Petitions Committee detailing what work is being proposed prior to the report being considered at Council.

4.3   Timeline – it is suggested that the information report is brought in October 2023.

5.   COVID RECOVERY FUNDS (Lead Officer – Suzy Douglas)

5.1 A request for review of the Scottish Government Grant Funding, including a full analysis of tis purpose and use, was submitted by Cllr M. Douglas and a request for a review of the Council's Covid Recovery Fund purpose and spend to date was also submitted by Cllr Thornton-Nicol. After discussing the requests at its meeting on 20 April 2023, the Scrutiny & Petitions Committee agreed to cover both requests in the one review.

5.2 It is suggested that an Information Hearing is held which will allow the Scrutiny & Petitions Committee to assess the following:
- The funding which had been received from Scottish Government throughout the Covid-19 pandemic, the criteria for its spend, and the actual spend and outcomes achieved
- The funding which the Council had put into its Covid Recovery Fund, the criteria for its spend, and the actual spend and outcomes achieved

At the end of the hearing, the Scrutiny & Petitions Committee will then consider whether they are satisfied with the information received, whether they require further information, or whether they wish to make recommendations to either the Director or appropriate Committee. Such recommendations must be in line with current budget and resources.

5.3 Timeline – it is suggested that the Information Hearing is held in August 2023.

6. COMMUNITY ACCESS TO SCHOOLS OUT-WITH SCHOOL HOURS (Lead Director(s) – Lesley Munro/Jenni Craig)
6.1 A request for review of Community access to school facilities out-with school hours, and the availability of janitorial staff to open/close the premises, was submitted by Cllr M. Douglas. Use of school sports facilities by the community is encouraged, and both indoor and outdoor spaces can be hired e.g. sports halls, artificial/grass pitches, dance studios, etc. Different facilities are available at individual schools.

6.2 It is suggested that an Information Hearing is held which will allow the Scrutiny & Petitions Committee to assess the following:
- The availability of school facilities across the region for community use, including availability of janitorial staff to open/close premises
- The cost of hiring school facilities

At the end of the hearing, the Scrutiny & Petitions Committee will then consider whether they are satisfied with the information received, whether they require further information, or whether they wish to make recommendations to either the Director or appropriate Committee. Such recommendations must be in line with current budget and resources.

6.3 Timeline – it is suggested that the Information hearing is held in March 2024.

7. SHARED LIVES (Lead Director – Chris Myers; Lead Officer – Simon Burt)
7.1 A request for review of the costs of the annual contract for Shared Lives, the performance against KPIs and whether savings were being met, was submitted by Cllr Thornton-Nicol. In Shared Lives, an adult or young person who needs long term support is matched with a carefully approved Shared Lives carer. Together, the person needing support and the Shared Lives carer share the carer's family and community life. Half of the people using Shared Lives move in with their chosen Shared Lives carer to live as part of their household; and half visit for day support or overnight breaks. People get safe, personal care and support, in a place which feels like home. They make friends and become more active, with improved social lives and greater involvement in their community.

7.2 It is suggested that an Information Hearing is held which will allow the Scrutiny & Petitions Committee to assess the following:
- The services provided by Cornerstone Shared Lives
- Performance of outcomes/KPIs within the contract
- What savings have been achieved

At the end of the hearing, the Scrutiny & Petitions Committee will then consider whether they are satisfied with the information received, whether they require further information, or whether they wish to make recommendations to either the Director or appropriate Committee. Such recommendations must be in line with current budget and resources.

7.3   Timeline – it is suggested that the Information hearing is held in May 2024.

8.   E-FLEET IMPACT (Lead Directors – John Curry, Clair Hepburn)
8.1   A request for review of the impact of pool cars on the cost of reimbursing mileage to staff had been submitted by Cllr Thornton-Nicol. The Council has a fleet of electric vehicles for staff to book for site visits, etc. rather than using their own vehicles and claiming back mileage expenses.

8.2   It is suggested that an Information Hearing is held which will allow the Scrutiny & Petitions Committee to assess the following:
- The cost of E-fleet vehicles, their locations and useage
- The amount of mileage being paid to staff for use of own vehicles

At the end of the hearing, the Scrutiny & Petitions Committee will then consider whether they are satisfied with the information received, whether they require further information, or whether they wish to make recommendations to either the Director or appropriate Committee. Such recommendations must be in line with current budget and resources.

8.3   Timeline – it is suggested that the Information hearing is held in late summer 2024. This will allow costs from financial year 2023/24 to be analysed prior to the hearing.

9.   SEE HEAR GRANT FUNDING (Lead Director – Stuart Easingwood; Lead Officer – Michael Curran)
9.1   A request for review of the impact of the grant funding for "See Hear" and the outcomes which are being achieved from this, had been submitted by Cllr Thornton-Nicol. See Hear is the national, strategic framework for sensory impairment in Scotland which promotes a seamless, multi-agency approach to assessment, care and support to people with a sensory impairment (hearing loss, sight loss, or dual sensory loss).

9.2   It is suggested that an Information Hearing is held which will allow the Scrutiny & Petitions Committee to assess the following:
- The services provided through See Hear
- Performance of outcomes

At the end of the hearing, the Scrutiny & Petitions Committee will then consider whether they are satisfied with the information received, whether they require further information, or whether they wish to make recommendations to either the Director or appropriate Committee. Such recommendations must be in line with current budget and resources.

9.3   Timeline – it is suggested that the Information hearing is held in Autumn 2024.

GALASHIELS ACADEMY NEW BUILD PROJECT – UPDATE REPORT

Report by Director Infrastructure & Environment

SCOTTISH BORDERS COUNCIL

29 June 2023

1   PURPOSE AND SUMMARY

1.1   **This report provides an update on the progress with the new Galashiels Academy Community Campus following the statutory and procurement stages and recommends proceeding to construction.**

1.2   Previous reports to Council on 17 December 2020 and 13 May 2021 provided an update on the project and on the informal engagement undertaken on the range of options for the location of the new school and external sports facilities.

1.3   The 13 May 2021 report to Council recommended that the project should proceed to the formal statutory stages.

1.4   Planning consent was granted in September 2022. This allowed the project to proceed to detailed design and procurement. This stage is now complete and the project is ready to proceed to construction.

2   RECOMMENDATIONS

2.1   **I recommend that the Council:-**

(a)   **Notes the progress of the project through the statutory planning stage and the completion of the detailed design and procurement stage.**

(b)   **Notes the current budget position that, as a result of the procurement stage, is £4.345M above budget.**

(c)   **Delegate to the Director Infrastructure & Environment in conjunction with the Chief Financial Officer the authority to conclude the contract with Hub South East Scotland Ltd at a project budget no greater than £64.5M allowing the project to proceed to construction.**

(d)   **Provide update reports as the project proceeds.**

3 BACKGROUND

3.1 The report to Council on 17 December 2020 identified five options for the location of the new facility and outlined advantages and disadvantages of each option. The report proposed a preference for Option 3, a new Galashiels Academy built largely within the existing boundary of the Academy and a portion of Scott Park. The report also identified that an informal community engagement exercise should be undertaken on the range of options.

3.2 The report to Council on 13 May 2021 provided feedback on the informal community engagement and recommended that Option 3 should be taken forward to the statutory processes required under planning and education legislation.

4 STATUTORY PLANNING PROCEDURES

4.1 Following the report to Council on 13 May 2021, the project moved forward to the statutory planning stages.

4.2 In June 2021, a Proposal of Application Notice (PAN) was published given that the school would be processed as a major planning application. This procedure was completed and included further community consultation.

4.3 Following this PAN stage, a full planning application was able to be made in February 2022. Given the scale of the project, a significant volume of technical plans, surveys and reports were prepared and submitted as part of the application. Details of the application were assessed by a range of Council Officers and external statutory consultees.

4.4 On 5 September 2022, the Planning and Building Standards Committee approved the application subject to a range of conditions.

5 DETAILED DESIGN AND PROCUREMENT

5.1 Approval of the planning consent on 5 September 2022 allowed the project to proceed to detailed design, further stakeholder engagement and the commencement of the procurement exercise.

5.2 A project of this nature and size will be used by a large range of education, other Council services and community users. A series of design development engagement sessions allowed the design team to update the planning stage drawings and floor layouts. In addition, the design team have been able to complete the design of the more building services and functional elements of the school. At times, specialist design advisors have also been brought in to assist with the swimming pool, acoustics in the school and fire engineering solutions.

5.3 The Council has appointed Hub South East Scotland Ltd (HubSE) to act as the private sector development partner for the delivery of this detailed design, procurement and construction stage. This is a tried and tested relationship and used to deliver Kelso High School and Jedburgh Grammar Campus. Through HubSE's pre-procured framework arrangement, the Council was able to appoint Morrison Construction Scotland Ltd to act as the main design and build contractor for the project. Morrison Construction have a strong track record of this type of project and were the main contractor for Kelso HS.

5.4   A range of other advisors have also been appointed to ensure that technical and legal aspects of the proposed contract are set up and managed appropriately.

5.5   Completion of the detailed design by late 2022 enabled Morrison Construction to obtain market tested packages of works. In a project of this size, the construction is broken down into key works packages such as groundworks, structural frame, roof, windows etc all the way through to the decorating and floor finishes.

5.6   This process takes several months given that there are over 40 separate packages of works. During 2022, construction inflation was reported in double figures through national indicators such as the Building Cost Information Service (BCIS). The project team have cost advisors and in the summer of 2022, the project was reporting a revised cost of £60.155M. This was included within the budget setting process through to the approval of the Capital Investment Plan on 23 February 2023.

5.7   However, several of the key package returns have shown a cost increase beyond that which had been allowed for through the inflationary increase in 2022. Following a review and scrutiny of the packages, the cost manager's advice is that we are seeing evidence of a volatile construction market given the inflationary pressures that have resulted from a range of worldwide events. This has made it difficult to predict with a high degree of certainty what tender returns will be.

5.8   Given these volatile construction market conditions, the overall tender return figure by Morrison Construction is some £4.345M above the budget included within the February 2023 Capital Investment Plan. The project team have undertaken a review of some of the specifications and materials within the project to see if changes can be made. At the time of writing this report, this process continues.

6   **ENHANCED SPORTING FACILITIES**

6.1   As part of the planning process and design development, the project had made an allowance to replace the current external tennis facility adjacent to the existing Academy building. This facility, run by Tennis Borders in conjunction with Live Borders, acted in a regional capacity to allow for a coaching and activity based tennis programme.

6.2   As part of the stakeholder engagement, an opportunity has been seen to provide for an all-weather covering to this replacement tennis facility. At the time of writing this report a Stage 2 funding application has been submitted to Tennis Scotland as part of their Transforming Scottish Indoor Tennis Fund (TSIT). No announcement has been made at this stage. Should the submission not be supported by Tennis Scotland, the replacement tennis courts will still be provided without the all-weather protection canopy.

6.3   Subject to securing the appropriate funding, it is possible to include this facility within the overall construction of the Academy.

7 FUNDING FROM SCOTTISH GOVERNMENT

7.1 At the time of writing the report to Council on 17 December 2020, it was noted that a bid had been made to the Scottish Government's Learning Estate Investment Programme (LEIP) - Phase 2.

7.2 Shortly after that meeting, the Council were formally informed that this bid had been successful and the project would benefit from revenue based financial support over a 25 year period subject to certain terms being met. In approximate terms, the calculated revenue payments amount to about 50% of the capital costs.

7.3 The structure of the Learning Estate Investment Programme funding is different from previous 'Schools for the Future Programme' using Design, Build, Finance & Maintain form of arrangement. This DBFM style of funding brought in private finance at agreed terms. Again, the Council had used this form for Kelso HS and Jedburgh Grammar Campus.

7.4 The new LEIP requirements will see the Council use its normal Public Works Loan Board abilities to fund the capital borrowing and receive revenue support, subject to the funding terms on a sliding scale.

7.5 At a high level, the Scottish Government have set targets on the Council covering;

- Minimised energy consumption
- Digital connectivity
- Preserving the building at condition rating A or B for 25 years
- Social value

The assessment of the project at this stage identifies that we will be able to secure the maximum funding from the Scottish Government based on their sliding scale.

7.6 The other significant funding term was that the project has to be complete and open to young learners by December 2025. Subject to a summer 2023 start on the project, this funding term will also be met.

7.7 The inflationary pressure referred to in section 5 is being recognised nationally and has resulted in discussions with Scottish Government about increased funding support to the projects that are in this current round of LEIP. It is hoped that the discussions will be concluded on this issue shortly resulting in an increase in the eligible funding for Galashiels Academy and Peebles High School projects.

8 EDUCATION (SCOTLAND) (CONSULTATION) ACT 2010

8.1 In the report to Council on 13 May 2021, it was identified that the Council would undertake a statutory consultation in accordance with the Education (Scotland) (Consultation) Act 2010. This statutory consultation is required when the Council choses to relocate a school geographically. This type of consultation was undertaken for Jedburgh Grammar Campus, Kelso High School and the 3 High School PPP schools in Earlston, Berwickshire and Eyemouth.

8.2 A strict interpretation of the requirements of this Act have been used in Galashiels since the school largely sits on the same site. Given that the school will occupy a portion of Scott Park as part of the overall new

development, it was considered that the requirements of the Act would be followed.

8.3 This process commenced in March 2023 with an online consultation. A public meeting was held on 20 April 2023 and the procedure will conclude with a report to Education Scotland. This is expected to be made in Summer 2023. At the time of writing this report, it appears that this consultation will be able to be concluded favourably with no barriers to the project proceeding to construction. A final report will be presented to Council at a later date.

9 CAPITAL BUDGET AND AFFORDABILITY

9.1 The total approved budget for the Galashiels Academy project is £60.155M. Of this, costs of £5.1M have been incurred to 31 March 2023 including the Enabling Works undertaken to get the project prepared and ready for the main construction.

9.2 Section 5 of this report identifies that the procurement stage is largely complete. However, following the tender returns, the project team and main contractor Morrison Construction have been working to minimise the over budget position. This work is ongoing with a target date for reaching contract close at a date very soon after the approval of this report. In this sense, Officers will conclude and agree the final contract amount. To allow for this, it is a recommendation of this report that Officers are delegated authority to reach a final contract sum within an overall budget maximum of £64.5M.

9.3 A report has been presented to the 25 May 2023 Council meeting in relation to Earlston PS. This report referred to inflationary pressures affecting construction contracts and this is been seen as affecting the market volatility. Similar impacts are being seen for the Galashiels Academy project as identified within this report. It is noted a number of Authorities in Scotland are also seeing an impact on their investment programmes.

9.4 The budget pressures associated with this report will have the greatest impact in 2024/25 and 2025/26 financial years. An overall resolution to this pressure will be reflected in the 2024/25 Capital Investment Plan presented to Council in February 2024.

9.5 Commencing with the project at this stage will minimise the impact of future inflationary pressures.

10 IMPLICATIONS

10.1 **Financial**

(a) The table below shows the costs incurred to date along with the budget, pending approval of the 2022/23 Capital Out-turn by the Executive Committee.

Costs to 31 March 2023	2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000	Total £'000
5,064	13,521	28,585	12,180	805	60,155

(b) Given the tender returns and the cost pressure on the project a review of the project has been undertaken by both Council officers and external cost managers. While there have been some cost savings, the review identified that the project costs were value for money. Further changes to the project would impact on educational functionality, the approved planning consent or the community facilities.

To allow this strategic Council priority project to proceed, it is recommended in this report that the Council commit to commencing the project at a maximum not to exceed budget of £64.5M. The implications of this will be reviewed as part of the 2024/25 Capital Investment Plan given that the budget pressures will be seen in 2024/25 and 2025/26 financial years.

10.2 **Risk and Mitigations**

(a) It is noted that the report to Council on 17 December 2020 identified a significant risk associated with the preferred Option 3 and its impact on Scott Park. This risk has been mitigated by the informal community consultation. While there remains a small opposition to this, it can be seen that there is not overwhelming local opposition.

(b) There is a risk that the design of the re-provided and reimagined Scott Park is not supported by the community. This risk is intended to be mitigated by the formation of a visioning working group with community participation and representation.

(c) The risk of securing planning consent for the project has been overcome thought the pre-planning and planning application stage. At the time of writing this report, the conditions associated with this planning consent are being discharged by the project team

(d) The risk associated with the Education (Scotland) (Consultation) Act 2010 has been managed though the consultation process from March to May 2023. At the time of writing this report, Education Scotland have prepared and submitted a report to the Council following the conclusion of the consultation period on 12 May 2023. A further report on this will be presented to Council at a later date, but there does not appear to be any impediment to commencing construction of the project.

10.3 **Equalities**

(a) An Integrated Impact Assessment has been carried out on the project and will be published.

(b) It is anticipated that there are no adverse impact due to race, disability, gender, age, sexual orientation or religion/belief arising from the proposals in this report.

10.4 **Acting Sustainably**

The preferred option will have a positive impact on energy consumption when compared to the existing building.

10.5 **Carbon Management**

It would be planned that the new building will seek to minimise the use of fossil fuels. This is a funding condition from the Scottish Government.

10.6 **Rural Proofing**

This report does not relate to new or amended policy or strategy and as a result rural proofing is not an applicable consideration.

10.7 **Changes to Scheme of Administration or Scheme of Delegation**

There are no changes to be made to either the Scheme of Administration or the Scheme of Delegation as a result of the proposals contained in this report.

11 CONSULTATION

11.1 The Chief Financial Officer, the Monitoring Officer, the Chief Legal Officer, the Service Director Strategy and Policy, the Chief Officer Audit and Risk, the Chief Officer HR, the Clerk to the Council and Communications have been consulted and their comments have been incorporated into the final report.

Approved by

John Curry
Service Director Infrastructure & Environment   Signature ……………………

Author(s)

Name	Designation and Contact Number
Steven Renwick	Projects Manager – 01835 826687

Background Papers: Report to Council – 13 May 2021
Previous Minute Reference: Nil

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Contact us at PlaceProjects@scotborders.gov.uk

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SCOTTISH BORDERS PROPOSED GAELIC LANGUAGE PLAN

Report by Director – Education and Lifelong Learning

SCOTTISH BORDERS COUNCIL

29 JUNE 2023

1   PURPOSE AND SUMMARY

1.1 **This report proposes that the Council's proposed Gaelic Language Plan (see Appendix A), be forwarded to the Bòrd na Gàidhlig for their agreement in accordance with the Gaelic Language (Scotland) Act 2005.**

1.2 The Gaelic Language Plan consists of 3 parts as follows:

   i.   Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic, more often when they interact with us.

   ii. Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations.

   iii. Promoting a positive image of Gaelic whenever we can as part of our day-to-day operations as an organisation.

2   RECOMMENDATIONS

2.1 **I recommend that the Committee agree that the Council submit their Gaelic Plan to the Bòrd na Gàidhlig for their approval. Thereafter the Gaelic Plan (once approved), will be translated into Gaelic and both copies (English and Gaelic) published on the Council's website.**

3 BACKGROUND

3.1 The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland and commanding equal respect to the English language.

3.2 All Councils in Scotland have been asked by the Bòrd na Gàidhlig to prepare a statutory Gaelic Plan in accordance with the Gaelic language (Scotland) Act 2005.

3.3 Gaelic Language Plans are seen as a key part in delivering the National Gaelic Plan to secure the status of Gaelic in Scotland. Following the public consultation, the plan has to be submitted to the Bòrd na Gàidhlig for approval. The Gaelic Language Plan includes a report on the outcome of the consultation. (See Appendix B)

3.4 The SBC Gaelic Language Plan was originally brought to Council for approval in June 2021; however, it has undergone a number of revisions following engagement with the Bòrd na Gàidhlig.

4 IMPLEMENTATION AND MONITORING GROUP

4.1 To ensure that the Gaelic Language Plan is embedded across the corporate structure of the local authority, it is recommended the establishment of a Gaelic Language Plan implementation and monitoring group, consisting of staff from across the local authority with responsibility for developing, implementing and monitoring different aspects of the plan.

4.2 The group will be responsible for monitoring the Gaelic Language Plan and ensuring the actions are implemented. The group will meet a minimum of twice a year (more if required).

5 IMPLICATIONS

5.1 **Financial**
There are no costs attached to the current recommendations. However if, as a result of the actions within the Gaelic Language Plan, there was a significant increase in requests for Gaelic Medium Education (GME), then a feasibility study would be required to decide whether a GME provision is developed within Scottish Borders.

5.2 **Risk and Mitigations**
All Councils in Scotland have been asked by the Bòrd na Gàidhlig to prepare a statutory Gaelic Plan in accordance with the Gaelic language (Scotland) Act 2005. Council will be failing in its statutory duty if a Gaelic Language Plan is not approved and submitted to the Bòrd na Gàidhlig. Gaelic Language Plans are seen as a key part in delivering the National Gaelic Plan to secure the status of Gaelic in Scotland. Failure to increase opportunities

to learn about the Gaelic language and the history of Gaelic may see the language die out altogether.

5.3 **Integrated Impact Assessment**
There are no significant effects on the Integrated Impact Assessment arising from the proposals contained in this report.

5.4 **Sustainable Development Goals**
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all potential: the Gaelic Language Plan will ensure opportunities for those who wish to learn and speak Gaelic.

5.5 **Climate Change**
There are no significant effects on climate change arising from the proposals contained in this report.

5.6 **Rural Proofing**
There are no significant effects on rural proofing arising from the proposals contained in this report.

5.7 **Data Protection Impact Statement**
There are no personal data implications arising from the proposals contained in this report.

5.8 **Changes to Scheme of Administration or Scheme of Delegation**
There are no changes to be made to either the Scheme of Administration or the Scheme of Delegation as a result of the proposal contained in this report.

6 CONSULTATION

6.1 Director (Finance & Corporate Governance), the Monitoring Officer/Chief Legal Officer, the Chief Officer Audit and Risk, the Director (People Performance & Change), the Clerk to the Council and Corporate Communications have been consulted and any comments received will be incorporated into the final report.

Approved by

Lesley Munro   **Director Education and Lifelong Learning**

Author(s)

Name	Designation and Contact Number
Gillian McKenzie	Quality Improvement Officer (01835 824000 Ext 8006)

Background Papers: Not applicable
Previous Minute Reference: Minute of Meeting of Scottish Borders Council held via Teams on Thursday, 17 June 2021 at 10.00am

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Contact us at Contact us at Council Headquarters, Newtown St Boswells, Melrose TD6 0SA (Tel 01835 24000).

Measadh air dreachd Plana Cànain Gàidhlig Comhairle Chrìochan na h-Alba 2023 - 2028

Assessment of Scottish Borders Council's Draft Gaelic Language Plan 2023 - 2028

1

Scottish Borders Council

GAELIC LANGUAGE PLAN

Timeframe of the plan 2023-2028

This plan has been prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on [approval date]

Contents

Foreword

It is essential that steps are taken to create a sustainable future for Gaelic in Scotland. Scottish Borders Council recognises it has a duty to assist with this process under legislation enacted by the Scottish Government and to prepare a Gaelic Language Plans for the Region.

This is Scottish Borders first Gaelic Plan. It sets out the Council's aims for the next 5 years, from 2023 to 2028, with respect to the promotion of the Gaelic language.

The plan also supports implementation of the Scottish Government's National Outcome ***'We take pride in a strong, fair and inclusive national identity'****. Our aim in doing so is to encourage the use of the Gaelic language and promoting opportunities for our communities to communicate in Gaelic in a proportionate way.*

We will demonstrate equal respect for Gaelic and English regarding any bilingual services and resources.

The Council wants to make a positive contribution to supporting the Gaelic language. We also recognise however that the Scottish Borders is an extensive rural lowland region with a dispersed settlement pattern , no single large urban centre, and a range of small towns. The Scottish Borders does not have a tradition of Gaelic speaking, nor a strong indigenous Gaelic culture, and we are therefore starting from a low base in promoting the language in our local schools and communities.

Our commitments within this Plan set out what we will do to raise the status of Gaelic in the Scottish Borders and in doing so help meet the aspirations and objectives included in the National Gaelic Plan.

Councillor Euan Jardine

David Robertson
Chief Executive

Summary

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language.

One of the key features of the 2005 Act is the provision enabling Bòrd na Gàidhlig to require a public authority to prepare a Gaelic Language Plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use

Scottish Borders Council recognises that Gaelic is an integral part of Scottish heritage and the Council is committed to the objectives set out in the National Gaelic Language Plan. We will work toward putting in place the necessary structures and initiatives to ensure that Gaelic has a sustainable future in Scotland.

In partnership with colleagues at Ainmean Àite na h-Alba, Bòrd na Gàidhlig has produced a map of Gaelic place-names from across Scotland, highlighting the widespread influence of the language. This is shown at Appendix A.

5

Structure of the Gaelic Plan

Scottish Borders Council supports the aim of the National Gaelic Language Plan 2023-28 that "Gaelic is used more often, by more people and in a wider range of situations."

We are committed to achieving this aim by focussing our work, on these three headings:-

- Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic, more often when they interact with us

- Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations

- Promoting a positive image of Gaelic whenever we can as part of our day-to-day operations as an organisation

The plan is set out as follows:

Introduction
This section provides the background and context to the Council's Gaelic Plan under the 2005 Act and provides some background to the history of Gaelic in the Scottish Borders.

Core Commitments
This part sets out how the Council will use, and facilitate the use of, Gaelic in relation the services we provide as a Council. This will also include areas such as corporate identity, signage, communication with the public and the use of Gaelic on our website.

Policy Implications for Gaelic: implementing the National Gaelic Language Plan
This segment sets out how Scottish Borders Council will implement the National Gaelic Language Plan. It also shows how we intend to promote the use of Gaelic in the planning and delivery of our services, as appropriate.

Implementation and Monitoring
This element sets out how the implementation of our Gaelic Language Plan will be delivered, and how implementation and outcomes will be monitored.

1. Introduction

Setting the Context for Developing Gaelic Language Plans

The Gaelic Language (Scotland) Act 2005 and the issuing of a notice:

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland commanding equal respect to the English language.

This document is Scottish Borders Councils' Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005. It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic.

Scottish Borders Council's Gaelic Language Plan has been prepared in accordance with statutory criteria set out in the 2005 Act and having regard to the National Gaelic Language Plan and the Guidance on the Development of Gaelic Language Plans.

Consultation on a draft Gaelic Plan

The 2005 Act requires public bodies to bring the preparation of its Gaelic Language Plan to the attention of all interested parties. Scottish Borders Council consulted on the draft of its Gaelic Language Plan from 12th April to 23rd May 2021 and has taken into account representations made to it during the consultation process.

Approval of Scottish Borders Council Gaelic Language Plan

Scottish Borders Council's Gaelic Plan was approved by Bòrd na Gàidhlig on (date to be confirmed).

2. Scottish Borders

Gaelic is one of the Celtic group of languages and one of the oldest written languages in Europe, thought to have come to Scotland from Ireland around 500 AD, but may have arrived before then, when it would have been part of a number of different languages spoken in Scotland.

In the late 18th century, it was heavily suppressed during the infamous Highland Clearances, following the turbulent Jacobite uprisings. Although, speakers of the language were persecuted over the centuries.

Since the second half of the twentieth century, there has been a sustained effort to support and revitalise the Gaelic language, in which the advances made in Gaelic education at all levels, and the establishing of Gaelic radio and television stations have been important milestones, along with the Gaelic Language (Scotland) Act of 2005. Major 20th century poets, such as Sorely MacLean and Iain Crichton Smith, writing in Gaelic and English, and contemporary groups such as Runrig and Capercaillie have increased awareness and appreciation of the language internationally, and the Arts in general are a particularly vibrant area in Gaelic culture today, drawing on a rich seam of poetry and music in Gaelic tradition.

Gaelic today is spoken in all walks of life, there are employment opportunities for young people within the language, and it is attracting new speakers from many different language communities, Gaelic is still spoken today by around 60,000 Scots.

There are people in the Scottish Borders who speak Gaelic. Mostly these are people who have come to settle in Scottish Borders. A number of these Gaelic speakers are long-time residents of the Scottish Borders having come initially for work in the Textile Industry (connections with Harris Tweed) and in local hotels.

The total number of people recorded as being able to speak and/or read and/or write and/or understand Gaelic in the 2011 Census was 771 (0.7% of the Scottish Borders population, compared to 1.7% for the whole of Scotland). Of these, the total number of people who could speak Gaelic was 375 (0.34% of the Scottish Borders population compared to 1.1% of the Scottish population).

While the present population of Gaelic-speakers in the Borders is small, there is increasing interest in learning the language, a number of people resident in the Borders are taking advantage of on-line learning opportunities to an advanced level, and there is a wider community within the population of Border who are engaging with the language through its music and song.

Ainmean Àite na h-Alba and Bòrd na Gàidhlig have developed the following map of Gaelic place-names of the Scottish Borders area, highlighting the Gaelic heritage of the area.

Crìochan na h-Alba
Taghadh de dh'ainmean-àite bhon Ghàidhlig
Airson tuilleadh air na h-ainmean seo, feuch an stòr-dàta air www.ainmean-aite.scot.

Scottish Borders
A selection of Gaelic-derived place-names
For more on these names, consult the database on www.ainmean-aite.scot.

Alt Camais
Old Cambus
'steep-bank bay'

Bun na Cille
Bunkle
'the hill foot of the church'

Longphort Mhacais
Longformacus
'the encampment associated with a person Maccus'

Ràth Mhanach
Romanno
'monks' earthen fort'

Am Port Mòr
Portmore
'the big fort'

Clacharaidh
Clacharie
'stone-place'

Cille Bheagha
Kilbucho
'the church of (St) Bega'

Inbhir Leithean
Innerleithen
'the confluence of Leithen Water'

Alt Ruighe
Altrieve
'steep bank of a lower slope'

Baile an Deadhain
Bellendean
'the settlement associated with a dean'

An Eileirig
Eilrig
'the deer trap'

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Mapa le Bòrd na Gàidhlig 2021 a' cleachdadh QGIS 3.
Research by Ainmean-Àite na h-Alba & Bòrd na Gàidhlig.
Map by Bòrd na Gàidhlig 2021 using QGIS 3.

3. The Scottish Borders Contribution

Three areas where a significant contribution can be made which relate to each other are:

3.1 Information and Awareness

As an official language of Scotland and as a contribution to a better understanding of Scotland's history and identity, it is important that the population of the Scottish Borders is exposed to and given some awareness and understanding of the Gaelic language.

9

The main body promoting awareness of Gaelic in the Scottish Borders is the Gaelic singing group who perform across the region at music events, they have also run Gaelic song workshops which have attracted considerable interest. In addition to this, they organise a programme of meetings throughout the year to promote Gaelic language and culture. These events include lectures, musical and poetry recitals and ceilidhs events are publicised on Facebook

Scottish Borders Council has in the past sponsored some Gaelic events organised in the Borders to encourage a wider awareness of the language, and has funded events and classes for Gaelic learners. For example Gaelic workshops for children and singing performances

BBC Radio nan Gàidheal is a Scottish Gaelic language radio station owned and operated by the BBC. The station was launched in 1985 and broadcasts Gaelic-language programming with the simulcast of BBC Radio Scotland. In addition there is the digital TV channel BBC ALBA that broadcasts Gaelic programmes, which include, news, scottish sport, music, factual and children's programmes daily

3.2 Education

Language and Literacy is a core curricular area within Curriculum for Excellence. Gaelic education should be a consideration for all schools as part of their curriculum planning from 3-18 and Scottish Borders Council Education Services are committed to supporting the development of Gaelic culture through this plan and any subsequent development plans.

3.2.1 Gaelic in an Education Setting

Scottish Borders Council recognises and values and importance of Gaelic language as part of strategic planning and development of language learning and of the rights of our young people to access education in Scotland's indigenous languages.

In terms of education, Gaelic is defined by two distinct approaches to development; Gaelic Medium Education (GME) and Gaelic Learners Education (GLE).

"*Gaelic Medium Education is high-quality learning through immersion. Alternative models lead to the dilution of standards and as such are non-compatible with the development of strong and sustained GME.*" Education Scotland Lead Inspector for GME, Joan Esson, June 2015

Nationally, GME is defined by Education Scotland as follows:

GME is based on the principle of language immersion. GME provision should encompass the four contexts of the curriculum within Curriculum for Excellence:

- the ethos and life of the school as a community
- curriculum areas and subjects
- interdisciplinary learning
- opportunities for personal achievement

Education Scotland strongly advises that GME is not merely language learning, it is also the delivery of subjects through the medium of Gàidhlig and Gàidhlig at the heart of the life, culture and ethos of the school.

The Education Scotland Act (2016) and Statutory Guidance on Gaelic Education include three key proposals regarding GME:

1. Authorities have a duty to promote and support GME
2. Establishment of a statutory process for authorities to assess parental requests for GME
3. Development of statutory guidance arrangements for the delivery of Gaelic education in schools and by authorities

3.2.2 Gaelic Medium Education in Scottish Borders Council

Scottish Borders Council currently provides GME through a partnership arrangement with City of Edinburgh Council. Partnership arrangements support developing capacity and effective resourcing across the region and high-quality Gaelic Medium learning for children and young people. This provision will be planned and assessed by Scottish Borders Council and local partners with local demand being monitored as part of ongoing future planning. This provision is supported by Scottish Borders Council and available on application by parents. Support and communications for parents wishing their children to access Gaelic Medium Education has been identified as an aim of the Scottish Borders Gaelic Language Plan and is included in the actions listed below.

In 2022/2023 no Scottish Borders children and young people attended the City of Edinburgh GME provision at Parkside Primary / Bun-sgoil Taobh na Pàirce), or the secondary GME provision at James Gillespie's High School.

Parents also have access to Gaelic Medium Playgroups in City of Edinburgh through partner providers and at a range of locations across the city. More information is available via Cròileagan Dhùn Èideann's website: http://www.gaelicplaygroup.com/

Scottish Borders Council Lead Officers support the ongoing development of effective partnership working across the South-East Improvement Collaborative (SEIC) and lead support for schools in developing Gaelic learning.

3.2.3 Gaelic Learners Education (GLE)

Gaelic Learners Education (GLE) refers to Gaelic learning as an additional language in an English Medium Education context.

According to the Education Scotland advice and guidance on GLE: "In English medium education, Gaelic language learning is part of children's and young people's entitlement to learning a language. Gaelic Learner Education is an overarching term which spans across 3-18 provision." ([Gaelic Education 3-18 in Language Learning in Scotland: A 1+2 Approach](#))

Gaelic Learner Education (GLE) provides young people with progressive opportunities to learn Gaelic language and experience Gaelic culture as part of the wider offer of languages across Scottish Borders Council schools. GLE is an area which is currently undeveloped in Scottish Borders schools, but is planned through the Gaelic Language Planning process. This will include seeking opportunities to promote the use of the Stòrlann 1+2 Languages website and resources, Go Gaelic (https://go-gaelic.scot/). This area is being developed in collaboration with key local and national partners including Bòrd na Gàidhlig, regional local authorities, higher and further education establishments, schools and parents.

A regional Gaelic Education Steering group has been established to support the strategic development of Gaelic language in schools and includes key local authority officers, primary and secondary teachers, parents and local partners.   Key local partners include Newbattle Abbey College, which offers professional development and engagement opportunities for schools, parents and learners. Teachers who have experience or an interest in Gaelic learning will be identified and local training opportunities are being developed and offered.

Scottish Borders Council is working with schools in neighbouring areas where GLE is currently being delivered (James Gillespie's High School, City of Edinburgh) and offering opportunities through digital solutions to open up Gaelic learning to learners across the region.

Online learning in Gaelic can be accessed via a number of free websites including Learn Gaelic and Speak Gaelic. Opportunities to learn Gaelic online or in person are also available through Sabhal Mòr Ostaig, the national Gaelic college on the Isle of Skye.   Regional courses for teachers have been developed and offered in partnership with a local provider, Togi Gaelic.

There are Also a number of online courses available to learn Gaelic, for instance, the Council's SB Learn programme, a Tessello Learning Management System which is designed to help Scottish Borders Council employees with a programme of online learning that include several languages including Gaelic and information about opportunities to learn Gaelic will be made available on the Council's webpage.

3.2.4 Gaelic in a non-education setting

Scottish Borders Council Library services are able to provide Bookbug bags in Gaelic at each of the following stages:

- Baby (gifted by the health visitor at around 6 weeks)
- Toddler (gifted by the health visitor at around 18 months
- Explorer (gifted by nurseries at 3)
- Family Bag (gifted through schools in P1)

A limited stock of Gaelic language books is available at Library Headquarters and items are available in children's collections across Scottish Borders libraries. Requests for Gaelic items are infrequent; however, this may be due to a lack of awareness and has been identified as an area for development. Also no bookbug sessions in Gaelic are being run currently

In terms of community learning, the following is currently in place:

- There is a beginners Gaelic App, Go Gaelic which is now available and free and aimed at primary school children
- There is also Duolingo, a free App and another resource for people wishing to learn a language online
- There is also SpeakGaelic, an online resource that can also provide face to face classes for complete beginners or people less confident in speaking Gaelic. For more information #contact SpeakGaelic. Scot
- A Gaelic singing group Turas who receive a small grant from the council annually
- Gaelic Education events for adults, children and young people have been held in the Scottish Borders – these events are publicised on Facebook and the Council's Yammer page for staff. Peat and Diesel a 3 piece band from Stornoway, Western Isles are appearing at the Edge Fest at Lilliardsedge in September 2023
- Funding for Gaelic education provision which is specific grant supported and can be used for any Gaelic related activity as appropriate.
- Scottish Borders Council offers an interpretation and translation service
- Stòrlann have also developed their website for schools,

3.3 Culture and Arts

There is a strong Gaelic current in Scottish Folk music. Over the past decade the Scottish Borders has developed a strong folk music tradition amongst children, young people and adults and Gaelic music has been an important influence and medium within this.

Many folk music festivals and concerts held in the Scottish Borders have included Gaelic music artists which has increased awareness and interest in the Gaelic language and culture

1. Folk Music is a key way of increasing awareness of Gaelic culture
2. There are Gaelic poets and academics who stay in the Scottish Borders
3. Some of the Arts events in the Scottish Borders have included Highland plays reflecting aspects of Gaelic culture
4. Borders based music artists and film producers are benefiting from Gaelic TV and other media through exposure and contracts
5. The Melrose Book Festival presents an opportunity to raise the awareness of Gaelic books and language

13

4. Plan Commitments

4.1 Approved High Level Aims

<table>
<tr><td colspan="2" align="center">Increasing the Use of Gaelic</td></tr>
<tr><td>High-level Aim</td><td>Work with Fèisean nan Gàidheal (organisation that supports the development of community based art tuition festivals throughout Scotland) and other key partners in order to establish a Fèis (festival of music and dance) in the Scottish Borders Council area</td></tr>
<tr><td>Current position</td><td>The Council has not engaged with Fèisean nan Gàidheal or other key partners for the establishment of a Fèis</td></tr>
<tr><td>Desired Outcome / Indicator</td><td>Establishment of or plans for the establishment of a Fèis</td></tr>
<tr><td>Actions Required</td><td>Work in with collaboration with Fèisean nan Gàidheal and other key partners to develop plans for a Fèis and implement these plans.</td></tr>
<tr><td>Target Date</td><td>April 2026</td></tr>
<tr><td>Responsibility</td><td>Scottish Borders Council</td></tr>
</table>

<table>
<tr><td>High-level Aim</td><td>Work with An Comunn Gàidhealach (organisers of Royal National Mod) and other key partners in order to establish a Provincial Mòd (opportunities to take part in Gaelic events) within the Scottish Borders Council area</td></tr>
<tr><td>Current position</td><td>The Council has not engaged with An Comunn Gàidhealach for the establishment of a Provincial Mòd</td></tr>
<tr><td>Desired Outcome / Indicator</td><td>Establishment of or plans for the establishment of a Provincial Mòd</td></tr>
<tr><td>Actions Required</td><td>Work in with collaboration with An Comunn Gàidhealach and other key partners to develop plans for a Provincial Mòd and implement these plans.</td></tr>
<tr><td>Target Date</td><td>April 2026</td></tr>
<tr><td>Responsibility</td><td>Scottish Borders Council and Live Borders</td></tr>
</table>

<table>
<tr><td>High-level Aim</td><td>Undertake the duty outlined in the Education (Scotland) Act 2016 to promote, in such manner as it thinks appropriate, the potential provision for Gaelic medium and Gaelic learner education to Scottish Borders Council residents and the opportunity which exists under this Act for parents to request the establishment of Gaelic Medium Education</td></tr>
</table>

Current position	GME Gaelic medium education provision is currently delivered through partnership agreement with City of Edinburgh Council Regional strategic steering group has been convened to support ongoing planning and development GME learner data is being gathered Contact with parents is underway to support collaborative planning GLE There is currently no GLE in Scottish Borders Council Interested teachers to be identified Teacher introduction to Gaelic courses took place during 2021/22 Exploring opportunities for interested teachers to attend Sabhal Mòr Ostaig courses Language resources to support an introduction to primary Gaelic across the curriculum are in development with Newbattle Abbey College There is a full resource pack designed to support schools with developing Gaelic as an L3 (primary or secondary). This includes PPTs and audio files which introduce the language as well as aspects of Gaelic culture. These are available on Schoolhouse and have been shared with schools. The resources are designed to link to Go Gaelic, the national primary language learning website for primary schools. This is also linked in the same resource area as the Gaelic PPTs.
Desired Outcome / Indicator	GME Data on numbers of children attending GME To support and sustain expand current provision arrangements To ensure clear information is available regarding SBC GME provision in line with the Statutory Guidance on Gaelic Education and the Education (Scotland) Act 2016 To increase uptake of GME in line with local and national plans GLE Increased numbers of schools and pupils engaging with GLE Increased numbers of teachers taking up opportunities for development in Gaelic language Locally developed Gaelic teaching resources available for teachers and schools
Actions Required	GME

	Track and monitor uptake of GME
	Evaluate council information regarding GME provision
	Promote GME through communications channels & networks
	Work in partnership with City of Edinburgh to support and sustain current arrangements and to align planning around GME.
	Promote and support pre-school and school age GME through existing partnership provision
	Families: Support pack for families; review website information; engage with parents.
	The Council will undertake a feasibility study on establishing Gaelic Medium Education.
	GLE
	Support schools with planning and development of GLE through provision of learning and teaching resources and professional development for teachers
	Promote uptake of SQA accredited courses
	Develop Gaelic learner opportunities as part of 1+2 and via partners (Newbattle Abbey College, the E-Sgoil or schools in Edinburgh).
	To undertake an audit to establish a baseline of current Gaelic provision within 1+2 in order to effectively monitor increase
	Identify opportunities to promote use of the Stòrlann Go Gaelic website to support teacher development in basic Gaelic language skills
Target Date	February 2024 – thereafter annually
Responsibility	SBC Quality Improvement Officer and the Gaelic Strategic Group

High-level Aim	Continue to support Gaelic language learning opportunities in the community, and seek to expand this where demand is evident.
Current position	One Gaelic class is currently is being offered. Partnership opportunities are available and are starting to be promoted locally
Desired Outcome / Indicator	Increased offer of local community Gaelic language learning opportunities Engagement with the Gaelic speaking local community
Actions Required	Identify and assess further opportunities for adult learning Work with local partners to provide and promote adult / community learning of Gaelic and promote SpeakGaelic

16

	Identify Gaelic speaking members of the community interested in the promotion and development of Gaelic language
Target Date	April 2025
Responsibility	SBC Quality Improvement Officer /Gaelic Strategic Group

High-level Aim	Investigate a potential partnership arrangement with Newbattle Abbey College, with the aim of identifying or developing Gaelic tutors for the Scottish Borders Council area.
Current position	Work has commenced but is subject to covid-19 restrictions
Desired Outcome / Indicator	Parternship arrangement with Newbattle Abbey College Increased number of Gaelic language tutors and teachers in SBC area.
Actions Required	Liaise with Newbattle Abbey College to develop a plan Implement plan.
Target Date	April 2025
Responsibility	Scottish Borders Council

High-level Aim	Establish a dialogue with the Gaelic Learning in the Primary School (GLPS) consortium, with a view to establishing Gaelic learner education within the council area during the lifetime of the plan.
Current position	No current provision
Desired Outcome / Indicator	Gaelic learner education available in SBC schools
Actions Required	Liaise with GLPS with the aim of establishing GLE
Target Date	April 2025
Responsibility	Scottish Borders Council Quality Improvement Officer

High-level Aim	Support and encourage families and groups of families wishing to establish Gaelic early years and/or primary school provision within the Scottish Borders Council area
Current position	No current practice.
Desired Outcome / Indicator	Families with an interest in Gaelic education supported Increase in Gaelic early years provision within the Council area
Actions Required	Support families with an interest in Gaelic education Establish Gaelic early years education if demand is sufficient.(this will be monitored through information gathered at enrolement Liaise with Gaelic early years groups

17

Target Date	April 2024 annually thereafter
Responsibility	Scottish Borders Council

Promoting a Positive Image of Gaelic

High-level Aim	Work with Live Borders and other key partners to include a Gaelic drama and music element into the curriculum, in a relevant school cluster, as a pilot, with the aim of attracting more young people into learning about Gaelic language and culture
Current position	No current provision
Desired Outcome / Indicator	Pilot of Gaelic drama and music within the curriculum of school cluster carried out.
Actions Required	Identify relevant school cluster Work with Live Borders and other key partners to include a Gaelic drama and music element into the curriculum Feedback from children and teachers
Target Date	April 2024, annually thereafter
Responsibility	Scottish Borders Council

High-level Aim	Investigate the potential for partnership working with VisitScotland as part of the Gaelic tourism strategy development
Current position	No current provision
Desired Outcome / Indicator	Engagement with the Gaelic tourism strategy and VisitScotland Increase in the Gaelic tourism sector in SBC.
Actions Required	Work with VisitScotland
Target Date	April 2025
Responsibility	Scottish Borders Council

Training and Language Learning

Current position	No staff training is available in Gaelic current position module on Gaelic available on SB Learn Training is being developed for teachers to support learning & teaching in Gaelic in schools We offered and ran a course for teachers in partnership with Togi Gaelic in January - May 2022. Two teachers attended this course. We have since offered three more courses; 2 6-week courses for beginners and 1 standalone workshop day. This was

18

	offered across Scottish Borders Council and the other South-East authorities however we had no uptake. This was despite our best efforts to promote the course but was consistent with what we were seeing in CLPL uptake elsewhere at the time. The council is happy to explore and offer regional online courses for teachers. The Gaelic Specific Grant could be used to support this.
Proposed Action	Explore and assess demand for Gaelic learning for staff Identify possible training models and approaches (e.g. Gaelic awareness, language learning etc.) Work with local partners to promote Gaelic learning opportunities locally (e.g. Newbattle Abbey College),
Proposed Outcome/ Indicator	Improved staff engagement in and awareness of Gaelic language
Lead service officer	Organisational Development officers /Quality Improvement Officer and Gaelic Lanuage Plan Implementation and Monitoring Group
Timescale	April 2024

Adult Learning	
Current position	One Gaelic class is currently is being offered. Partnership opportunities are available and are starting to be promoted locally
Proposed action	Identify and assess further opportunities for adult learning Work with local partners to provide and promote adult / community learning of Gaelic Identify Gaelic speaking members of the community interested in the promotion and development of Gaelic language
Proposed Outcome/ Indictor	Increased offer of local community Gaelic language learning opportunities Engagement with the Gaelic speaking local community
Lead service officer	Gaelic Language Plan Implementation and Monitoring Group
Timescale	April 2025

Gaelic in Communities, Partnerships and networks	
Current position	Engagement and partnership working underway with local Gaelic language partners Partnership representation on the SBC Gaelic steering group SBC is represented by lead officers on national Gaelic networks e.g. Gaelic Language Network (GLAN)

Proposed action	Continue to engage with local and national partners to support the development of local Gaelic learning opportunities and GME provision
	Engage with the GLE consortia to evaluate opportunities for Gaelic language staff development.
	Identify key local partners (business, tourism etc.)
	• Continue to attend national network events, communicate opportunities and information relating to Gaelic language and promote staff development for example encouraging a Gaelic / Scots / English poetry reading at a Borders Book Festival – .
	• Continue to deliver Gaelic Bookbug sessions – (No requests to date for these session to be delivered in Gaelic)
Proposed Outcome/ Indictor	Enhanced provision of Gaelic learning and development
	Increased engagement with and awareness of Gaelic language
Lead service officer	Scottish Borders Council Qulaity Improvement Officer and Gaelic Language Plan Implementation and monitoring Group
Timescale	April 2026

Gaelic in the Arts	
Current position	The Council has not made any provision for Gaelic in arts, heritage and recreation
Proposed action	The council's arts service will review its policies and make provision for Gaelic arts activities
Proposed outcome/indicator	The arts service's policies will make provision for Gaelic arts activities
Lead service officer	Service Manager Communities & Partnerships and Live Borders Manager
Timescale	April 2027

4.2 Staff Audit

As part of the Council's remit to consult staff, to determine what other languages staff could speak and to ask if any member of staff was interested in learning Gaelic, a form was pulled together and posted on Yammer for staff to access a copy of the consultation is attached at Appendix B

4.3 Gaelic Language Acquisition and Usage

Scottish Borders Council recognises that a sustainable future for Gaelic requires more people to learn the language and that attention requires to be focused on the

20

home, education and adult learning as the key means of achieving this. We will take the following steps to help create a supportive environment for growing the number of Gaelic speakers in Scottish Borders.

Training and Language Learning

Current position	No staff training is available in Gaelic as there has been no demand for this to date. Training is being developed for teachers to support learning & teaching in Gaelic in schools
Proposed Action	Explore and assess demand for Gaelic learning for staff Identify possible training models and approaches (e.g. Gaelic awareness, language learning etc.) Work with local partners to promote Gaelic learning opportunities locally (e.g. Newbattle Abbey College).
Proposed Outcome/ Indicator	Improved staff engagement in and awareness of Gaelic language
Lead service officer	Scottish Borders Council Quality Improvement Officer and Gaelic Language Plan Implementation and Monitoring Strategic Group
Timescale	April 2026

Adult Learning

Current position	One Gaelic class is currently is being offered. Partnership opportunities are available and are starting to be promoted locally
Proposed action	Identify and assess further opportunities for adult learning Work with local partners to provide and promote adult / community learning of Gaelic Identify Gaelic speaking members of the community interested in the promotion and development of Gaelic language
Proposed Outcome/ Indicator	Increased offer of local community Gaelic language learning opportunities Engagement with the Gaelic speaking local community
Lead service officer	Scottish Borders Council Quality Improvement Officer and Gaelic Language Plan Implementation and Monitoring Strategic Group
Timescale	April 2026

Gaelic in Communities, Partnerships and networks

Current position	Engagement and partnership working underway with local Gaelic language partners Partnership representation on the Council's Gaelic strategic group. Scottish Borders Council is represented by lead officers on national Gaelic networks e.g. Gaelic Language Network (GLAN)
Proposed action	Continue to engage with local and national partners to support the development of local Gaelic learning opportunities and GME provision Engage with the GLE consortia to evaluate opportunities for Gaelic language staff development. Identify key local partners (business, tourism etc.) Continue to attend national network events, communicate opportunities and information relating to Gaelic language and promote staff development for example encouraging a Gaelic / Scots / English poetry reading at a Borders Book Festival. Develop a page on the Council's website for Gaelic news and events etc.
Proposed Outcome/ Indicator	Enhanced provision of Gaelic learning and development Increased engagement with and awareness of Gaelic language
Lead service officer	Scottish Borders Council Quality Improvement Officer and Gaelic Language Plan Implementation and Monitoring Strategic Group
Timescale	April 2026

Gaelic in the Arts	
Current position	The Council has not made any provision for Gaelic in arts, heritage and recreation
Proposed action	The council's arts service will review its policies and where relevant make provision for Gaelic arts activities
Proposed outcome/ indicator	The arts service's policies will make provision for Gaelic arts activities
Lead service officer	Service Manager Connected Communities and Arts Manager
Timescale	April 2026

5. Consultation on the draft Gaelic Language Plan

5.1   The plan was prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and required public authorities to consult on their draft Gaelic Language Plan before submitting it to Bòrd na Gàidhlig.

5.2   The Council's Gaelic Language Plan was circulated for public consultation from 12th April to 23rd May 2021 and the results of the consultation are shown in Appendix C

6. Monitoring the plan

Scottish Borders Council is committed to monitoring the Gaelic Language Plan and will compile an annual progress report that will be provided to Bòrd na Gàidhlig and made available to the public.

7. The Gaelic Language Plan in the public authority

Overall responsibility for the plan
The Chief Executive will be responsible ultimately for ensuring that Scottish Borders Council delivers on the commitments set out in this Plan over the five-year period of 2023-2028. The senior officer with operational responsibility for overseeing preparation, delivery and monitoring of Scottish Borders Council Gaelic Language Plan is:

POSITION: Quality Improvement Officer
DEPARTMENT: Education and Lifelong Learning
NAME OF ORGANISATION: Scottish Borders Council
ADDRESS: Council Headquarters, Newtown St Boswells, Melrose TD6 0SA
TELEPHONE NUMBER: 0300 100 1800
E-MAIL ADDRESS: HQOperations@scotborders.gov.uk

Day-to-day responsibility for the plan
The Senior Business Services Officer has day-to-day responsibility for the delivery and monitoring of Scottish Borders Council's Gaelic Language Plan. Queries regarding the day-to-day operation of the plan should be addressed to:

POSITION: Senior Business Support Officer
DEPARTMENT: Corporate Transformation and Service Director
NAME OF ORGANISATION: Scottish Borders Council
ADDRESS: Council Headquarters, Newtown St Boswells, Melrose TD6 0SA
TELEPHONE NUMBER: 0300 100 1800
E-MAIL ADDRESS: research@scotborders.gov.uk

8. Gaelic Language plan implementation and monitoring group

To ensure that the Gaelic Language Plan is embedded across the corporate structure of the public authority, Bòrd na Gàidhlig recommends the establishment of a Gaelic Language Plan implementation and monitoring group, consisting of staff

from across the public authority with responsibility for developing, implementing and monitoring different aspects of the plan.

The group will be responsible for monitoring the Gaelic Plan and ensuring the actions are implemented. The group will meet a minimum of twice a year (more if required).

9. Publication

Internal
Scottish Borders Council's Gaelic Language Plan will be published in Gaelic and in English on our website. In addition, we will:-

- issue a bilingual press release announcing the plan

- publicise the plan through a variety of social media platforms

- make hard copies available on request

External
The Council will also: -

- distribute copies to arms-length organisations and other third-party organisations, explaining their role in the delivery of the plan

- distribute copies of the plan to key stakeholders in the public, private and third sectors

- distribute copies of the plan to relevant Gaelic organisations and other interested bodies

24

Appendix A

25

Appendix B

Staff Audit

Consultation for Scottish Borders Council Gaelic Language Plan

As part of the Council's remit to consult staff, to determine what other languages staff could speak and to ask if any member of staff was interested in learning Gaelic, a form was pulled together and posted on Yammer for staff to access and the post was as follows:

☞ **A bheil duine sam bith an seo aig a bheil Gàidhlig?** ☜

If you've been able to translate the sentence above, you'll know that we're looking to find out if there's anyone in SBC who speaks Gaelic. We're also interested in hearing from anyone who's looking to learn the language, or further develop their existing knowledge.

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland and commanding equal respect to the English language.

As part of the Act, all Council's in Scotland have been asked by the Bòrd na Gàidhlig to prepare a statutory Gaelic Plan to include:

- increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic more often when they interact with us
- increasing the opportunity for people to learn Gaelic as part of our day-to-day operations
- promoting a positive image of Gaelic whenever we can as part of our day-to-day operations as an organisation

Take part in our survey

We're undertaking a staff survey to see how many employees can either speak or understand Gaelic or who would be interested in learning more. If that's you, we really want to hear from you.

- The survey was made available 9th November 2021 online at:
  https://forms.office.com/r/PFaFvR4DLv
- The closing date was 21st December 2021

Results
A total of 30 responses were received and the questions and responses are as follows:

No	Question	Yes	No	Comment
Q1	Can you understand/speak Gaelic	4	26	
Q2	Gaelic Speakers only			
	Understand Gaelic	3		
	Speak Gaelic	2		
	Read or write Gaelic	2		
	Sing Gaelic	2		
	Other	1		
Q3	How often do you use Gaelic			
	Daily	2		
	Weekly/monthly	0		
	Occasionally	2		
	Never	1		
Q4	Other than English can you speak another language	11	19	
Q5	Can you speak any of the following languages			
	French	7		
	Spanish	2		
	British Sign Language	2		
	Scots	3		
	Other	6		
Q6	What other language can you speak ?			
	German	3		
	Afikaans	1		
	Nepali	1		
	Cantonese			
Q7	Would you be interested in learning or improving your Gaelic	24	5	
Q8	Would any of the following options interest you?			
	Gaelic awareness	16		
	Gaelic conversation	21		
	Join a Gaelic choir	8		

27

Respondents were asked what other Gaelic activities would interest you and the comments are included in the table below

Chance to pass on my knowledge to people at early stages of learning Gaelic
Learn to speak Gaelic
I have been learning for just under a year but my vocabulary and speaking opportunities are still limited. Any activity that allows me to increase both would be hugely beneficial.
Any lessons or language learning workshops or opportunities
Learning the language
Social events with Gaelic speakers or Gaelic learners; joint events with Gaelic speakers in other local authorities (i.e. Edinburgh, Midlothian, East Lothian)

Due to the interest in learning more about Gaelic and interest in Gaelic social events, the Council will ensure that these events are promoted and opportunities are made available for all residents of the Scottish Borders.

28

Report on the outcome of the consultation of Scottish Borders Council's Gaelic Language Plan

1 Introduction

1.1 The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to securing the status of the Gaelic language as an official language of Scotland and commanding equal respect to the English language.

1.2 All Councils in Scotland have been asked by the Bòrd na Gàidhlig to prepare a statutory Gaelic Plan in accordance with the Gaelic language (Scotland) Act 2005.

1.3 Gaelic Language Plans are seen as a key part in delivering the National Gaelic Plan to secure the status of Gaelic in Scotland. This report is about the outcome of the public consultation. Thereafter the Gaelic Language Plan will be submitted to the Bòrd na Gàidhlig for approval and will include a copy of this report.

2. The draft Gaelic Language Plan

2.1 There are 3 parts to the Gaelic Language Plan and these are as follows:

2.1.1 Increasing the use of Gaelic within our organisation and encouraging more people to use Gaelic, more often when they interact with us

2.1.2 Increasing the opportunity for people to learn Gaelic as part of our day-to-day operations

2.1.3 Promoting a positive image of Gaelic whenever we can as part of our day-to-day operations as an organisation

3. The consultation on the draft Gaelic Language Plan

3.1 The plan was prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and required public authorities to consult on their draft Gaelic Language Plan before submitting it to Bòrd na Gàidhlig.

3.2 The Council's Gaelic Language Plan was circulated for public consultation on 12th April to 23rd May 2021 and the results of the consultation are shown in the following table.

Table showing results of public consultation

Question	Yes	No	Unsure	Not answered
Can you speak Gaelic?	5	19		
Can you read Gaelic?	4	20		
Can you understand Gaelic?	5	19		
Can you sing Gaelic?	5	19		
Can you write Gaelic?	4	20		
Do you think the Scottish Borders Gaelic Plan incorporates the 3 goals for Gaelic? -	13	5	5	1
Would you be interested in learning Gaelic?	6	15	2	1
Would you be interested in learning to sing in Gaelic?	4	17	3	
Would you be interested in attending Gaelic events?	6	15	3	

3.3   Comments received as part of the consultation are as follows:

- "*If it is used in the Scottish Borders it will be used by very few people. As stated before to make Scottish Borders council develop a strategy is a shocking waste of time and resource.*"

- "*It would be great to see more opportunities to learn Gaelic!*"

- "*It's a crass attempt by the SNP to indoctrinate the nation - Gaelic was never spoken in the Scottish Borders*"

- "*An irrelevance.*"

- "*Gaelic has no history in the Borders, we should support the use of Scots. This is an invasive move on behalf of the west coast.*"

- "*Gaelic has not been a language of the Borders for a long time, it remained in the Highlands long after it had began dying out in the Borders. I feel it is the language of the Highlands.*"

- "*I would be far more enthusiastic to hear that SBC are adopting a strong policy for the retention, and teaching, of scots. This is, I*

feel, the language we are most at risk of losing. Young people don't use scots words, I do and I'm 38."

- *"It was be a travesty to lose a language still in use, though seemingly declining, while promoting a language long since lost from our area of Scotland. I am fiercely Scottish, but I relate closer to Northumberland than I do to the Highlands"*

- *"Please don't waste my council tax money on trying to teach my children a little used language. Use it to teach them something more useful, like a modern European language or teaching them that there is an exciting world out there beyond Scotland."*

- *"Why bother? Gaelic has not historically been spoken in southern Scotland, but Doric and Northumbrian have. There is no scheme to promote these languages and neither should there be. What is the motivation and justification for promoting Gaelic at public expense? Those who wish to learn Gaelic will do so without council intervention."*

4   **Conclusion**

The consultation is now completed and the draft Gaelic Language Plan will be submitted to the Bòrd na Gàidhlig for their consideration and approval. Thereafter, the plan will be translated into Gaelic and published on the Council's webpage, along with a copy of the plan in English.

Name	Designation and Contact Number
Sylvia Mendham	Senior Business Services Officer, 01835 826595
Janice Robertson	Strategic Planning & Policy Manager, 01835 824000

31

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Appendix B

Gaelic Language Plan, Outcome of Public Consultation (May 2021)

The Council's Gaelic Language Plan was circulated for public consultation on 12ᵗʰ April to 23ʳᵈ May 2021 and the results of the consultation are shown in the following table.

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- *"An irrelevance."*

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- *"It was be a travesty to lose a language still in use, though seemingly declining, while promoting a language long since lost from our area of Scotland. I am fiercely Scottish, but I relate closer to Northumberland than I do to the Highlands"*

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2

ANTI-POVERTY STRATEGY PROGRESS REPORT

Report by Director, Resilient Communities

SCOTTISH BORDERS COUNCIL

29 June 2023

1   **PURPOSE AND SUMMARY**

1.1   **This report presents progress made in delivering the Anti-Poverty Strategy Action Plan, which was adopted by Council on 23 September 2021.**

1.2   This report also gives an update of the work of the Anti-Poverty Members Reference Group, the Financial Inclusion Group and the quarterly Food Conversations. An update report in relation to additional poverty support provided by the £1.2M Cost of Living Fund is also being brought to this Council meeting.

2   **RECOMMENDATIONS**

2.1   **I recommend that Council:**

a) **Agrees the Anti-Poverty Strategy 2021 Progress Report.**

b) **Notes the work of the Anti-Poverty Members Reference Group, the Financial Inclusion Practitioners Group and the Food Conversations Group.**

c) **Agrees that the Anti-Poverty Strategy and Action Plan (created in 2021) is refreshed.**

3   BACKGROUND

3.1   At the meeting of Scottish Borders Council on 23 September 2021, the Scottish Borders Anti-Poverty Strategy and Action Plan was agreed. It was also agreed to receive a Progress Report for the Action Plan. The Strategy and Action Plan were launched during Challenge Poverty Week (4-10 October 2021).

3.2   The Strategy set out a clear vision, with 6 themes and 11 outcomes. It also highlighted areas of activity that the Council and Partners were looking to deliver to help reduce poverty in the Scottish Borders, and the creation of the Strategy and Action Plan was supported and evidenced by the Scottish Borders Picture of Poverty.

3.3   It was also agreed on 23 September 2021 to establish a Members Reference Group, which comprises of 7 Elected Members of Council appointed on a non-political basis. The role of this group is to give guidance to officers, to receive input from the Council's partners and other organisations and individuals, including those with lived experience of poverty, and to help identify gaps or areas for further focus.

3.4   The Anti-Poverty Action Plan was developed to take into account the comments received as part of the public consultation process. It was agreed that the Action Plan would be flexible and could be adapted to remain appropriate to address identified current or emerging issues. Ongoing evaluation would be considered by the Members Reference Group.

3.5   In June 2022, the Community Planning Strategic Board approved four themes for the 2022/23 CPP Work Plan (interim Community Plan):

1. Theme 1 – enough money to live on
2. Theme 2 – access to work, learning and training
3. Theme 3 – enjoying good health and wellbeing
4. Theme 4 – a good place to grow up, live and enjoy a full life

Actions within the Anti-Poverty Action Plan make a significant contribution to the outcomes contained within each theme.

4   ANTI-POVERTY ACTION PLAN 11 OUTCOMES

4.1   The actions and progress made against the 11 outcomes of the Anti-Poverty Action Plan are detailed in the Anti-Poverty Strategy Progress Report detailed at Appendix 1. Key highlights include:

4.2   **Pockets - Maximising Income**

Monetary gains for benefits (inclusive of Macmillan support and Financial help in Early Years) for 2021/22 amounted to £3,390m and for 2022/23 the figure was £3,945m. The Council's Financial Inclusion Team assists residents of the Scottish Borders to gain access to these benefits via advice, and support.

4.3 Prospects – Education and Training

Fifteen thousand iPads have been distributed to pupils and school staff since 2019, and the Centre of Excellence for Digital Learning opened in Tweedbank in October 2022. This provides a digital training space where equal access to technology is available to children, young people, families, businesses and organisations.

4.4 Prospects – Employment

The Scottish Borders Local Employment Partnership (LEP) have supported individuals into paid employment through initiatives such as No One Left Behind, the Employment Support Service, the Parental Employability Service and the Job Creation Scheme.

4.5 Prospects – Health and Wellbeing

Over 1400 young people directly benefitted from the Warm and Well:Youth Work Collaborative which was funded from the £1.2m cost of living support package, and was designed to deliver additional youth work and activities to keep young people warm and well over winter 2022/23.

4.6 Places – Housing

£31k was awarded from the Homelessness Intervention Fund, designed to prevent homelessness for households in rent arrears and at risk of homelessness

4.7 Places – Transport Connectivity

Legislation was approved by Scottish Parliament in autumn 2021 to extend the young person's free bus scheme to those aged under 22. As at May 2023, approx 24% of operator transactions on Border Buses are from U22s.

4.8 Places – Digital Connectivity

SBC and SOSE provided £150k of funding to support digital connectivity, and 539 devices were distributed to those facing barriers to digital inclusion.

4.9 People – Community

Officers are currently assisting with the delivery of Place Making in 56 of 69 community council areas across the Scottish Borders, and actively engaging with the remaining 13.

4.10 People – Poverty Awareness and Responsibility

Skills Development Scotland create learning opportunities that help people get into and progress in rewarding work so that they develop skills and competencies which help them to maintain employment.

4.11 **Partnerships –Working Collaboratively**

Partners have worked together to deliver the Anti-Poverty Strategy Action Plan. Specific partnership groups include:
- Cost of Living Strategic Group
- Cost of Living Operational Group
- Financial Inclusion Practitioners Group
- Food Conversations Group

4.12 **Pathways – Signposting and Support**

Scottish Borders Council launched dedicated Cost of Living webpages in September 2022 to provide information on a wide variety of support such as financial assistance, help with energy costs and access to food and warm spaces.

4.13 Subject to the agreement of Council, the Anti-Poverty Progress Report will be published on the Council's website and shared with all partners.

5   ANTI-POVERTY MEMBERS REFERENCE GROUP

5.1 The main objective of the Members Reference Group is to monitor the implementation of the Strategy and Action Plan to ensure that it brings benefit to those most in need.

5.2 The group was formally established in September 2021 and initially met on a quarterly basis. This has increased to monthly since September 2022 in response to the emerging cost of living crisis.

5.3 The group have provided guidance and insight, particularly in relation to energy costs and household support, and how to reach those most in need. They have heard from other organisations and partners in order to develop an understanding of the impact of poverty, and how the actions within the Anti-Poverty Action Plan are assisting those in need.

5.4 The group have also overseen and provided guidance in relation to the Cost of Living Fund spend, and have tasked officers with specific actions to assist with the identification of gaps in support being provided. They have also received data and information from the Poverty Data Group, an officer group that was created to provide additional information to the ongoing development of the Picture of Poverty, and to inform the actions within the Action Plan.

5.5 The Members Reference Group have highlighted resourcing gaps in advice and support, specifically around energy and fuel, and have had case studies presented to them to provide assurance of where best that Cost of Living financial support should be invested.

5.6 The Group have also raised the profile of Credit Unions. As a result, a working group is considering how we can set up a Credit Union in the Scottish Borders. A Credit Union is a financial co-operative which provides savings, loans and a range of services to its members. It is owned and controlled by the members. It is hoped that a Credit Union would provide an

effective option for residents of the Scottish Borders to help them to manage their money.

6   FINANCIAL INCLUSION PRACTITIONERS GROUP

6.1   The Financial Inclusion Group was set up to bring officers across the Borders together to identify what support was currently in place, and how information could be more easily shared. Over 65 officers were involved in this multi-agency group which covers a huge range of partnership working.

6.2   This creation of this group and the work undertaken has allowed a more strategic, targeted approach to be developed specifically in response to the cost of living crisis. The sharing of information has enabled the development of the Cost of Living Support information pages on the SBC website, and a strong partnership approach to Challenge Poverty Week in October 2022.

6.3   The Financial Inclusion Group also led to the establishment of the Cost of Living Strategic Group, which has continued the multi-agency approach to awarding funding on a partnership basis. This approach has been very well received, and being discussed at a national level as an exemplary model of partnership working.

7   FOOD CONVERSATIONS GROUP

7.1   The Food Conversations Group was set up during the Covid-19 pandemic to enable foodbanks, FareShare providers and other organisations to come together to share information and raise emerging and current issues. Community Hubs were then tasked to support and assist in resolving these issues at a local level, and worked with volunteers on the ground to ensure that food was provided to those in need.

7.2   After the immediate response to the pandemic, the group agreed that they wanted to continue to meet and to build on the network that had been created, and where possible, to shift from providing emergency food parcels to providing a more holistic approach which includes information on how and where to obtain financial support, and more sustainable solutions for an individual's food security.

7.3   An example of this is the Low and Slow Project which provides slow cookers, produce and recipes etc., as well as financial inclusion information. There are currently 6 projects taking place across the Borders:
- Galashiels
- Eyemouth
- Duns Primary School
- Burnfoot Community Hub
- Newcastleton
- Borders College (in development)

7.4   In parallel to this work, community cook clubs and larders are being considered within Selkirk, Walkerburn, Jedburgh and Galashiels.

8 NEXT STEPS

8.1 The Anti-Poverty Strategy was approved in September 2021. Since it was established there has been a wide range of activity undertaken by Partners to deliver the Action Plan and help residents of the Scottish Borders. The cost of living crisis emerged around spring of 2022 and remains in focus now. It is important to continue to support those in need, therefore the Strategy and Action Plan require to be refreshed to ensure they are still fit for purpose and adaptable to respond to current and emerging issues.

8.2 The Anti-Poverty Members Reference Group, the Financial Inclusion Practitioners Group and the Food Conversation Group have all proved to be invaluable in terms of guidance, support, information sharing and partnership working. These groups will continue to meet regularly to respond to current and emerging issues.

9 IMPLICATIONS

9.1 **Financial**

There are no direct budgets identified to deliver the Anti-Poverty Strategy Action Plan. Budgets within partner organisations are used accordingly to deliver their specific plans, and these benefit residents of the Scottish Borders. The Child Poverty national delivery plan distributes funding streams locally and these help to alleviate poverty.

The Council released an underspend from reserves to provide £1.2m support to communities during 2022/23 for the cost of living crisis. Balances have been carried forward into 2023/24. There is also an outstanding balance of £15,715 from the Financial Hardship Fund. Other earmarked balances from 2022/23 will increase budgets available for 2023/24 for the Scottish Welfare Fund, Inclusion Fund and Discretionary Housing Payments. Together with Scottish Government cost of living payments and other grant offers eg. Child poverty funding, these budgets will continue to support a range of measures to provide additional resources where required to address the continuing cost of living issues.

Some funding provided to local authorities by Scottish Government during the pandemic is unlikely to continue, therefore decisions on budget priorities will need to be taken locally.

9.2 **Risk and Mitigations**

a) Risks associated with this report relate to the level of poverty across the Scottish Borders and the difficulties caused by the cost of living crisis.

b) Appendix 1 outlines the progress made to alleviate poverty in the Scottish Borders and the response being made by the Local Authority to address issues going forward.

9.3 **Integrated Impact Assessment**

An integrated impact assessment has been carried out for this report and is shown in Appendices 2 and 3. There are no specific implications.

9.4 **Sustainable Development Goals**

In considering each of the UN Sustainable Development Goals, the following may be considered to make a difference:

a) **No Poverty**: This report details 6 strategic themes, identified within the Anti-Poverty Action Plan, which contribute to ending poverty in all its forms.

b) **Zero Hunger**: Strategic and local action contributing to the reduction of hunger, improvement of food insecurity and nutrition, and the promotion of sustainable agriculture is reported and evidenced throughout the Anti-Poverty Progress Report. Provision of knowledge, advice and support is evidenced throughout the 6 reported themes, driven by the needs of the community.

c) **Good Health and Wellbeing**: The Anti-Poverty Progress Report details 6 strategic themes, each ensuring healthy lives and promoting wellbeing for all, at all ages. Specifically, theme 2 evidences the work carried out at a local level to ensure that communities are healthy, happy and well.

d) **Quality Education**: Strategic theme 2 from the Anti-Poverty Action Plan details 'Education and Training', the aims to improve attainment and achievement for all, to enable them to reach their full potential. This report details employment figures in relation to benefit uptake in comparison to the UK and Scotland. The Community Learning and Development team continue to work to support those experiencing difficulties of school age.

e) **Affordable and Clean Energy**: Detailed in theme 1, partnerships with organisations such as Home Energy Scotland work to ensure access to affordable, reliable, sustainable and modern energy for all throughout the Scottish Borders.

f) **Decent Work and Economic Growth**: Many of the 6 strategic themes inform and contribute to the promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

g) **Reduced Inequalities:** Through the development of the Anti-Poverty Strategy and Action Plan, Scottish Borders Council have employed significant action to identify poverty inequalities and exclusion throughout the Borders communities which are evidenced throughout this report.

h) **Sustainable Cities and Communities**: Detailed in theme 3 'Places', this report evidences the steps taken to make our communities inclusive, safe, resilient and sustainable. This refers to housing as well as both transport and digital connectivity.

9.5 **Climate Change**

There is no impact on climate change as a result of this report.

9.6 **Rural Proofing**

There are no rural proofing implications contained in this report.

9.7 **Data Protection Impact Statement**

There are no personal data implications arising from this report.

9.8 **Changes to Scheme of Administration or Scheme of Delegation**
There are no changes to the Scheme of Administration or Scheme of Delegation as a result of this report.

10 CONSULTATION

10.1 The Acting Chief Financial Officer, the Monitoring Officer/Chief Legal Officer, the Chief Officer Audit and Risk, the Director (People Performance & Change), the Clerk to the Council and Corporate Communications have been consulted and any comments received have been incorporated into this report.

Approved by

Jenni Craig
Director Resilient Communities

Author(s)

Name	Designation and Contact Number
Janice Robertson	Strategic Planning & Policy Manager, 01835 824000

Background Papers: n/a
Previous Minute Reference: Scottish Borders Council 23.09.21

Note – You can get this document on tape, in Braille, large print and various computer formats by contacting the address below. Janice Robertson can also give information on other language translations as well as providing additional copies.

Contact us at Janice Robertson, Scottish Borders Council, Council HQ, Newtown St.Boswells, Melrose, TD6 0SA, 01835 824000, jrobertson@scotborders.gov.uk

SCOTTISH BORDERS COUNCIL

ANTI-POVERTY STRATEGY 2021

Progress Report

June 2023

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

CONTENTS

INTRODUCTION

Welcome to Scottish Borders Council's Anti-Poverty Strategy Progress Report.

The Anti-Poverty Strategy was launched during Challenge Poverty Week in October 2021, and since then we have been working with partners to deliver the action plan included in the strategy.

Our Anti-Poverty Members Reference Group has met regularly to monitor the implementation of the strategy and action plan and to ensure that it remains appropriate to address identified current or emerging issues, such as the cost of living crisis.

We remain focused on our clear vision:

- **We want a Scottish Borders where no-one lives in poverty and where everyone is able to achieve their full potential.**

- **We want the Scottish Borders to be a place where everyone can play their part in understanding that tackling poverty is everyone's responsibility.**

- **We believe that if we act locally, and in partnership, we can make a real difference.**

- **We want this Scottish Borders Anti-Poverty Strategy to be pro-active, evidenced by real experience and directed by need.**

- **Working with the people of the Scottish Borders, we aim to find solutions to poverty challenges which support them in a way that works best for them.**

The Anti-Poverty Strategy is structured around the '**pockets**, **prospects**, **places**' measurement framework adopted by the Scottish Government Child Poverty Strategy with its own additions of '**people**', '**partnerships**', and '**pathways**', and 11 outcomes, with progress against each of these set out in this report. Activities undertaken to tackle poverty in the Scottish Borders are highlighted, and as a result, we are pleased to show that our strategy is making a difference as we work towards reducing the impacts of poverty in the Scottish Borders.

Councillor Robin Tatler
Chair of the Anti-Poverty Members Reference Group

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

STRATEGY OUTCOMES

Maximising Income
Maximise financial resources of households and reduce out-going costs. Households can access services and be socially, digitally, and financially included.

Education and Training
Attainment and achievement for all to enable them to reach their potential.

Employment
Households are sustaining employment and are re-skilling to enable them to seek alternative employment.

Health and Wellbeing
Reduce health inequalities and promote wellbeing.

Housing
Everyone lives in warm, affordable homes.

Transport Connectivity
Everyone is able to get to where they want to go in a way that is affordable.

Digital Connectivity
Everyone is able to connect digitally and in a way that is affordable.

Community
Increase opportunities and empower people to fully participate in their communities and bring about change.

Working Collaboratively
Improve partnership working and networks through use of technology and media channels and training opportunities and projects to reduce poverty in the Scottish Borders.

Poverty Awareness and Responsibility
Everyone plays their part in understanding that tackling poverty is everyone's responsibility.

Signposting and Support
Develop and implement pathways to support people to move from dependence to independence.

Page 90

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

THE COST OF LIVING

Scottish Borders Council approved a report at their Council meeting on 25 August 2022 on support for the cost of living crisis. In recognition of the significant challenges that households were facing due to the increased costs of living, a financial support package of £1.2m was established to respond to the needs of communities. A short-term, multi-agency Cost of Living Crisis Strategic Group and an Operational Officers Group were also approved to provide an enhanced response.

These groups have reported into the Anti-Poverty Members Reference Group and the Community Planning Partnership, and have also taken into account local requirements and responses across each of the five localities.

A strategic, targeted approach to respond to the cost of living crisis has been developed as a result of these groups, and information sharing has enabled the development of the **Cost of Living Support information pages on the SBC website**, and a strong partnership approach to **Challenge Poverty Week** in October 2022.

An immediate allocation from the £1.2m financial support package of £0.585m was agreed which enabled a range of support to be put in place quickly. This included:

£235k

Warm Clothing grant of £100 to each child entitled to either Free School Meals or clothing grants - an initial 2,350 children benefited

£150k

Extending existing arrangements with organisations such as Citizens Advice Bureau, Changeworks etc., to provide additional resources to assist with referrals, energy advice, money advice, signposting, and budgeting

£100k

Further top-up of Scottish Welfare Fund funding

£50k

Top-up Discretionary Housing Payment funding

£50k

Additional resources to be used to support and process increased uptake of benefits

Scottish Borders COUNCIL

ANTI-POVERTY STRATEGY 2021
Progress Report

THE COST OF LIVING (cont.)

Since August 2022, proposals for the remaining £0.615m have been considered and approved by a Cost of Living Strategic Board as follows:

£100k
Expansion of the Inclusion Fund

£96k
Warm and Well, Youth Work Collaborative

£22k
Support Warm Spaces across the Borders

£15k
Energy training and food support

£13k
Live Borders - financial support to ClubSport members in relation to energy

£86k
Third Sector Interface and Live Borders, £50k for energy support, £36k for club membership, equipment and clothing support for sports clubs and organisations

£84k
Borders Housing Network, extension of the Warm and Well project, and provision of an additional resource to advise tenants

£60k
Breakfast club pilot for schools within the highest Scottish Index of Multiple Deprivation areas

£34.5k
Additional funding to support increased uptake of £100 Warm Clothing grant – a further 345 children benefited

In relation to the Council's Financial Hardship Fund, the following allocations have been made from the £190k balance since August 2022:

£77k
Cyrenians

To provide community cook clubs in Selkirk, Galashiels, Jedburgh and Walkerburn

£21k
LOW&SLOW

To provide Low and Slow projects in Duns, Eyemouth, Galashiels, Hawick, Newcastleton and Peebles

£48k
EILDON GROUP
Caring. Committed. Connected. Creative.

Support to Eildon Housing for Community FoodHub

£28k

Supermarket gift cards

£3k
FareShare
fighting hunger, tackling food waste

FareShare memberships for organisations across the Borders

Page 92

Scottish Borders COUNCIL

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

CHILD POVERTY

Since the Anti-Poverty Strategy was established in September 2021, two Child Poverty Annual Progress Reports have been published. These relate to **2021/22 progress** and **2022/23 progress**. Child Poverty Reporting is legislated by the Child Poverty (Scotland) Act 2017, which sets out the Scottish Government's statement of intent to eradicate child poverty in Scotland by 2030.

We continue to align to Scottish Government's Tackling Child Poverty Delivery Plan 2022-26, **Best Start, Bright Futures**. This sets out how we will work together to deliver on Scotland's national mission to tackle child poverty. It is a plan for all of Scotland and recognises the contribution that all parts of society must make to deliver the change needed for children and families.

Current significant challenges and positive opportunities are outlined below:

- Our children in low-income families (before housing costs) has risen from 14.6% in 2020/21 to 19.7% in 2021/22, similar to the trend for Scotland.

- 1 in 5 children still live in poverty (after housing costs) in the Scottish Borders

- There is a broad range of percentages of children living in relative low-income families in Scottish Borders Wards. The percentage ranges from 11.6% in the Tweeddale West Ward to 30.6% in the Hawick and Denholm Ward.

- 12.9% of Scottish Borders Households receive Universal Credit.

- The proportion of employees (18+) earning less than the real living wage in the Scottish Borders was 21.7% in 2021-22, notably higher than the Scottish average of 14.4%.

- The Borders Housing Network distributed over 2,200 fuel bank vouchers in 2022/23.

- There is an improvement in the gap between the Scottish Borders and the Scotland average for wages. In 2022, the gross weekly full-time workplace-based wage in the Scottish Borders was £69 less per week than the average for Scotland. In 2021, this was £96.

- 96.6% of young people have positive initial destinations when leaving school compared to 95.7% nationally (2021/22).

- Borders Modern Apprentice achievement rate is 81.5% compared to 75% nationally.

- Approximately 2,695 children benefited from a warm clothing payment of £100 paid from the Council's £1.2m cost of living support package.

- Nineteen schools and one community group will benefit from funding from the Council's cost of living support package to support free breakfast clubs across the Scottish Borders.

- Approximately 500 referrals were made for financial inclusion checks of mothers and pregnant women, this resulted in £1.25m in gains.

Page 93

ANTI-POVERTY STRATEGY 2021
Progress Report

FINANCIAL INCLUSION

A report on the Financial Inclusion Landscape across the Scottish Borders was prepared and discussed at the Community Planning Partnership Meeting in June 2021. This informed the Anti-Poverty Strategy and Action Plan.

It provided an understanding of what the Community Planning Partnership organisations offer in respect of financial inclusion advice and support, to ensure that financial inclusion resources and activity would benefit those who most need support.

Financial inclusion enquiries and referrals are received from sources such as Social Work, Education, Community Assistance Hubs, Self-Isolation Support Grant enquiries and other external partner organisations.

Community Care Assessors, Customer Service Advisors, and Housing Support Officers who meet people face-to-face or deal with calls are trained to provide basic advice about benefits, signpost and further refer to Citizens Advice Bureau or other specialists.

Officers making decisions on Discretionary Housing Payments and Scottish Welfare Fund can signpost and provide advice on benefits and other types of financial assistance.

Officers across the partnership also refer to third parties such as Home Energy Scotland, Department of Work and Pensions visiting team, Social Security Scotland, and other partners (Registered Social Landlords etc.) if this is more suitable for the person's circumstances.

There are generally good links between all of the organisations undertaking financial inclusion work across the partnership and in most cases referral processes are in place if required.

A Financial Inclusion Practitioners Group was set up to bring officers across the Borders together to identify what support was currently in place, and how information could be more easily shared. Over 65 officers were involved in this multi-agency group which covers a huge range of partnership working.

The Financial Inclusion Practitioners Group also led to the establishment of the Cost of Living Strategic Group, which has continued the multi-agency approach to awarding funding on a partnership basis. This approach has been very well received, and is being discussed at a national level as an exemplary model of partnership working.

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

THEME ONE | POCKETS

Maximising Income

Outcome: Maximise financial resources of households and reduce outgoing costs. Households can access services and be socially, digitally, and financially included.

Money Worries App
NHS Borders

NHS Borders

A digital directory created to host information about support services available nationally and locally in the Scottish Borders. The user-friendly design and content are divided into four key areas; Money, Health, Housing and Work.

Since 2019...

1.6k
downloads

14.4k
screen views

25
colleagues trained

4.2k
app log-ins/ sessions

Source: NHS Borders Joint Health Improvement Team

Training was adapted from NHS Highland's "Money Counts" training and allowed NHS Borders colleagues to better support signposting, raise awareness of the app and encourage real-time downloads.

Since the app was introduced, it is clear that users are engaging with more than one category as there has been a significant increase in both the number of screen views and sessions.

Monetary Gains
SBC Financial Inclusion Team

The SBC Financial Inclusion Team assist people throughout the Scottish Borders access benefits via advice, assistance or support. The monetary gain from successful benefit applications or tribunal appeals are measured and shown below, totalling over £7 million and helping 2,819 people since 2021.

Monetary Gain - Benefits

Source: Scottish Borders Council
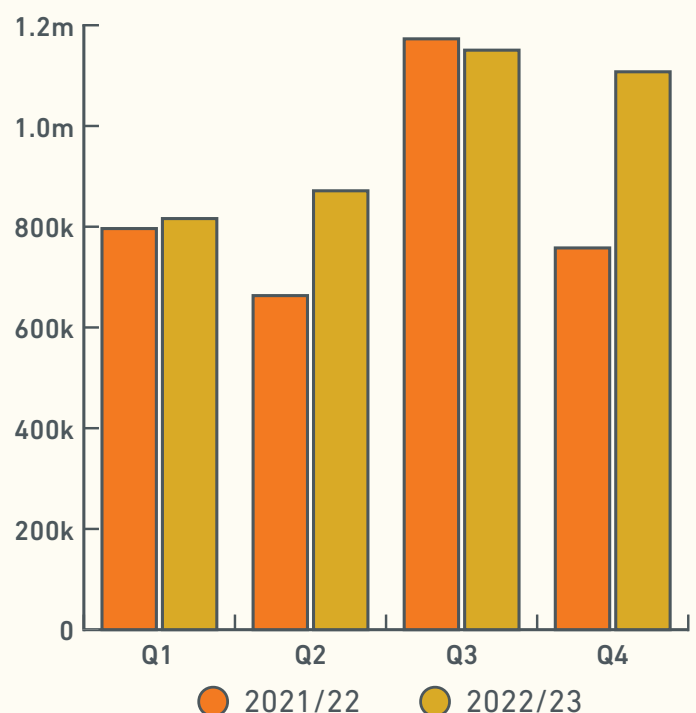
Legend: ● 2021/22   ● 2022/23

Page 95

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

THEME ONE | POCKETS

Maximising Income

Scottish Welfare Fund

Number of grants issued
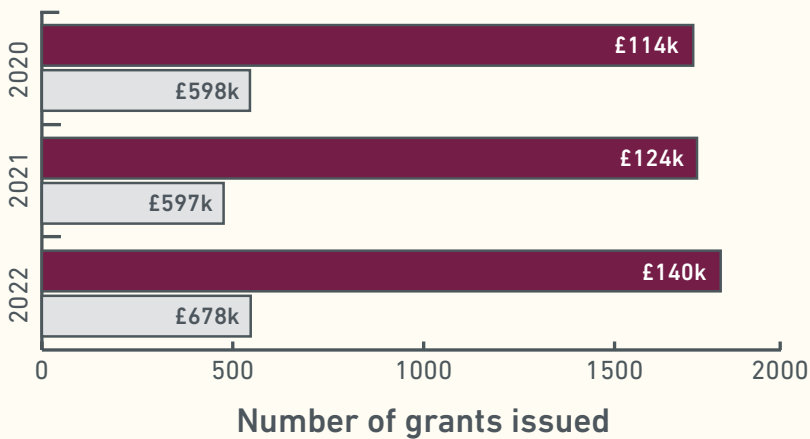
Source: Scottish Borders Council

The Scottish Welfare Fund is administered in the Scottish Borders by Scottish Borders Council and is intended to help people on:

- Income Support
- Income-based Jobseeker's Allowance
- Income-related Employment and Support Allowance
- Pension Credit
- Universal Credit

The Fund provides two types of grant:

- ● Crisis Grant
- ○ Community Care Grant

Supermarket Gift Cards

Supermarket gift cards were distributed by Scottish Borders Council to over 20 partners such as Citizens Advice Bureau, Local Area Co-ordination Team, No One Left Behind, and food provision services and enabled targeted support to over 1,000 people in need.

> " We were able to give a £20 Co-op card to someone with no other support. The individual's benefits for this month only covered their gas bill. We have signposted the individual to Citizens Advice Bureau to set up a payment plan. This gift card helps to support them with groceries until the payment plan is active.
>
> - SBC Local Area Co-ordinator "

£5.5k £5k £2.4k

£32.9k of gift cards distributed

£18k
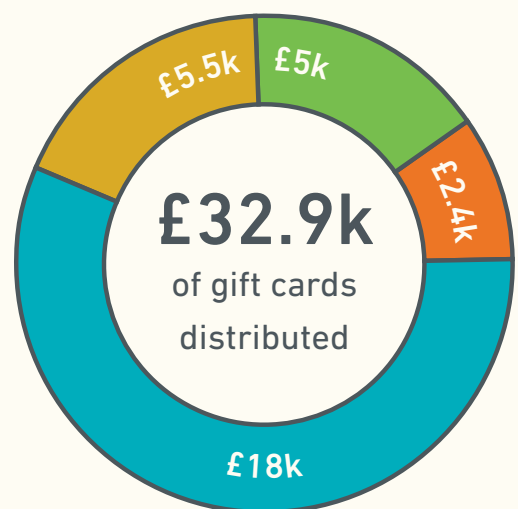
- ● Violence Against Women Service
- ● Alcohol and Drugs Partnership
- ● Food Access
- ● Early Years Team

Source: Scottish Borders Council

Page 96

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

THEME ONE | POCKETS

Maximising Income

Social Security Scotland

Social Security Scotland is an Executive Agency of the Scottish Government. It is responsible for managing the benefits that are devolved to Scotland and ensures the people who need them get them correctly and fairly.

Winter Heating Payment

The Winter Heating Payment is to help people on low income benefits who might have extra heating needs. Social Security Scotland pays this on an annual basis to people living in Scotland.

In the Scottish Borders...

6.6k payments   **£331k** paid to residents

Represents 2% of all Scottish payments
Winter 2022 - March 2023

Scottish Child Payment

The Scottish Child Payment is a weekly payment of £25 that parents and guardians can claim for every child that they are responsible for that is under 16 years of age in Scotland.

In the Scottish Borders...

45k payments   **£4.4m** paid to residents

Represents 2% of all Scottish payments
April 2022 - March 2023

Young Carer Grant

The Young Carer Grant is available to young people aged between 16 and 18 who are caring for someone who receives a disability benefit for an average of 16 hours a week.

In the Scottish Borders...

75 payments   **£17k** paid to residents

Represents 1% of all Scottish payments
2020/21 - 2022/23

Best Start Grant and Best Start Foods in the Scottish Borders

The Best Start Grant is made up of three, one-off payments: Pregnancy and Baby Payment, Early Learning Payment, and School Age Payment.

Best Starts Foods is a pre-paid card that can be used in shops or online to buy healthy foods like milk or fruit.

£567k £490k

4,605 successful applications

£342k £357k

- Pregnancy and Baby
- Early Learning
- School Age
- Best Start Foods

Source: Social Security Scotland

Page 97

Scottish Borders COUNCIL

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

THEME ONE | POCKETS

Maximising Income

Eildon Housing Community FoodHub

The Eildon Housing Community FoodHub was set up to ensure the most vulnerable people and pets across the Scottish Borders have access to essential food and household items and to reduce their financial strain.

The FoodHub partnered with Edinburgh charities Cyrenians, FareShare, and Edinburgh Dog and Cat Home to redistribute donations across the Borders to address the growing need for access to food for individuals, families and their pets as a result of the pandemic and the rural location of communities in the Borders.

Since September 2021...

14
organisations currently supported

97 tonnes
of food distributed from FareShare

1,920
animals benefited

> *The FoodHub is essential to Food HUGS to be able to support the people of Walkerburn who are struggling due to the cost of living crisis. Food HUGS features in an SBC leaflet where you can get food support. So, without the food from FoodHub, we would no longer be able to offer this support.*
>
> *Food HUGS, Walkerburn*

> *The FoodHub has been a reliable source of food and has helped in making us sustainable in providing food to those that are in need. The FoodHub has been able to supply us with ambient and tinned goods which give us the assurance that we can provide the main source to meals.*
>
> *In January 2023, we were open 18 days, we had 729 people attend our Larder. We were able to provide food to feed 2,181 people, 310 cats and 544 dogs.*
>
> *Reston and Auchencrow Larder*

Page 98

ANTI-POVERTY STRATEGY 2021
Progress Report

THEME TWO | PROSPECTS
Education and Training

Outcome: Attainment and achievement for all to enable them to reach their potential

On average, the Scottish Borders has significantly lower attainment in comparison to Scotland, with figures exacerbated within areas of deprivation.

Literacy

There is a 34.5% gap in educational performance or achievement (attainment) in the Borders for those living in the most deprived areas compared to those living in the least deprived. The average in Scotland is 24.7%.

Numeracy

There is a 28.1% gap in educational performance or achievement (attainment) in the Borders for those living in the most deprived areas compared to those living in the least deprived. The average in Scotland is 21.4%.

Achievement of SCQF Level 5 (Nat 5)

Achievement of SCQF Level 5 for those in the most deprived areas (36%) is significantly lower in the Borders than the Scotland average of 49%.

Achievement of SCQF Level 6 (Higher)

Achievement of SCQF Level 6 for those in the most deprived areas (15%) is significantly lower in the Borders than the Scotland average of 23%.

Scottish Attainment Challenge

In March 2022, Scottish Government launched the refreshed Scottish Attainment Challenge (SAC) with its mission to use education to improve outcomes for children and young people impacted by poverty, with a focus on tackling the poverty-related attainment gap.

The Scottish Attainment Challenge provides focused and targeted improvement activity in literacy, numeracy and health and wellbeing across Scotland. It also supports and complements a broad range of initiatives and programmes to ensure that all of Scotland's children and young people reach their full potential.

To ensure that the Council's funding from Scottish Government has maximum impact and to improve outcomes at pace for children and young people impacted by poverty, the **Education Equity Strategy 2021-26** was developed. This includes the establishment of the Equity Strategic Board to oversee and provide governance of SAC funds and their use. The short-term outcomes of the strategy have been achieved and actions are in place to meet the outcomes for years 2-5.

Page 99

THEME TWO | PROSPECTS

Education and Training

Inspire Learning

The Inspire Learning programme is a £16 million investment in a world-class digital learning environment for all pupils in the Scottish Borders. The project has been developed in partnership by Scottish Borders Council, CGI, XMA and Apple. The programme is a key part of the SBC Digital Learning Strategy and transforms teaching and learning in our schools for the benefit of children and young people now, and into the future.

This programme is aimed at raising attainment and supporting equity and inclusion for all children and young people. It is about investing in the learning of young people and putting them at the heart of education, improving outcomes and success for all. The effective deployment of digital technology in schools will ensure children and young people develop a level of general and specialist digital skills that are vital for learning, life and work in an increasingly digital world.

15,000
iPads have been distributed to pupils and school staff since 2019

3,600
pupils have attended Inspire Learning Festivals in 2022 and 2023

7
SBC staff are Apple Professional Learning Specialists

All Primary 6 and upwards classrooms have received audiovisual upgrades, including Apple TV. Early Years Centres up to Primary 5 classrooms will receive the same upgrades in 2023.

Each year, the Inspire Learning Team deliver "Live Lessons" for three stages of pupils and up to 30 schools, focussing on coding, sustainability, and health and wellbeing.

Source: Scottish Borders Council

Centre of Excellence for Digital Learning | Tweedbank, Galashiels

Opened in October 2022, the state-of-the-art facility provides a digital training space where equal access to technology will be available to young people, families, businesses and organisations and expands on the initial Inspire Learning investment. There are currently 14 pupils participating in an app development course, at the Centre, which has been designed to build and develop digital skills and prepare young people for an increasingly digital world of work.

Page 100

THEME TWO | PROSPECTS
Employment

Outcome: Households are sustaining employment and are re-skilling to enable them to seek alternative employment.

Scottish Borders Local Employment Partnership (LEP)

The LEP was established in 2021 with the vision:

> *"We will work together to deliver effective and easily understood employability and skills pathways focused on positive outcomes which are person-centred and lead to sustainable, fair and rewarding work."*

In 2022/23, the selected interventions below have supported individuals into paid employment, many requiring in-work and ongoing support and overall, the partnership has engaged with over 500 individuals to support them on their route to employment.

No One Left Behind

Supporting people to reach a positive destination

Stage 1 engaged with 43 people
Stage 2 engaged with 30 people
Stage 3 engaged with 23 people
Stage 4 engaged with 28 people

Employment Support Service

Supports people of working age with additional barriers find and sustain paid employment

Engaged with 99 people, 19 of which have secured paid employment

Job Creation Scheme

Scottish Government fully-funded programme to help the long-term unemployed get back into work

There have been 24 new posts created in the Scottish Borders

Parental Employability Service

Supports parents by providing one-to-one employability support

PES has worked with 31 parents and nine parents have received SQA qualifications moving them towards their chosen goals

Kickstart Scheme

Scottish Borders Council acted as a gateway organisation for the Department of Work and Pensions Kickstart Scheme providing funding for 16-24 year-olds in receipt of Universal Credit, who were at risk of long-term unemployment

This intervention supported employers to create 80 Kickstart Scheme places which in turn led to 25 permanent job roles

Page 101

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

THEME TWO | PROSPECTS

Employment

Wages

The Annual Survey of Hours and Earnings produced by ONS (Office of National Statistics) and published on NOMIS[3] contains information on wages.

Median Gross Weekly Pay in the Scottish Borders

£571
full-time workers, working in the Scottish Borders

12.1%
lower than the Scottish average

£617
full-time workers, living in the Scottish Borders

3.7%
lower than the Scottish average

The regional pay gap between Scottish Borders and Scotland has improved since 2020.

[3] https://www.nomisweb.co.uk

Living Wage in the Borders

As an accredited Real Living Wage employer, Scottish Borders Council is committed to encouraging the wider adoption of the Real Living Wage by partners, local employers, and suppliers. The Council has also included Modern Apprentices within the commitment to being a Real Living Wage employer going forward.

In September 2021, the Scottish Borders Living Wage Group announced that the locality area of Eildon was the next locality to benefit from a local approach to encourage more employers to commit to the Living Wage.

When the announcement was made, there were 37 Living Wage accredited employers in the Borders, 15 of which were in the Eildon area. More than 9,000 workers are covered by a Living Wage commitment in Eildon.

The action plan that was launched set out how the Eildon Living Wage Action Group aimed to double the number of accredited Living Wage employers in Eildon within the first year and triple it within 18 months.

Page 102

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

THEME TWO | PROSPECTS

Health and Wellbeing

Outcome: Reduce health inequalities and promote wellbeing.

Mental Health Support

Scottish Borders Council's mental health provision for young people, their families and Borders residents in general was enhanced in June 2021 with the launch of two new mental health and wellbeing support services.

Partnerships were commissioned with providers Kooth and Togetherall to offer services which help supplement and support the work already in place across the Borders. These partnerships offer holistic services from in-school wellbeing support to online counselling.

SBC Healthier, Happier, Stronger Fund

A one-off fund has been made available in each Scottish Borders locality. Organisations in Berwickshire, Cheviot, Eildon, Teviot and Liddesdale, and Tweeddale can apply for up to £5,000 towards the cost of creating or running an activity or project that meets an identified need, namely that it provides nutritional, social, physical, emotional wellbeing, and/or mental wellbeing support to adults.

A co-produced approach is being used for the allocation of the funding, working in partnership with organisations such as Borders Community Action, Scottish Borders Social Enterprise Chamber and local communities, to ensure funding is allocated equitably within the Scottish Borders.

It has been funded by the Scottish Government to support the improvement of capacity within social care.

Page 103

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

THEME TWO | PROSPECTS
Health and Wellbeing

LoW&SLoW

The Low and Slow programme was developed as a holistic way of addressing health inequalities for families and individuals who may experience food and/or fuel poverty.

An initial eight-week project aimed to reduce fuel and food bills by providing a home energy assessment, advice and support, and slow cooking recipes.

The project is run as a partnership, with the initial pilot involving multiple organisations. As the project developed across the Scottish Borders, it has taken on varied partnerships including Cyrenians and various food provision services and has involved the Joint Health Improvement Team and energy advisors through all of the programmes.

NHS Borders

CHANGEWORKS

N NEWCASTLETON COMMUNITY TRUST

16
Projects
Delivered

60
Programme
Participants

65
Slow Cookers
Distributed

6
REHIS Qualified
Participants

Morrisons Since 1899
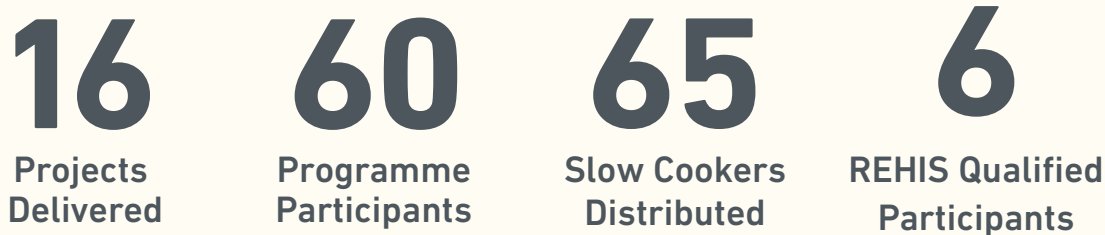
The total financial savings for all participating Low & Slow households was estimated at approximately £6,000. *Source: NHS Borders Joint Health Improvement Team*

Cyrenians

> *I have thoroughly enjoyed the last 6 weeks. I had a breakdown last year and have been having panic attacks since so initially I was worried about attending but you guys made it enjoyable. It gave me something to look forward to and got me out the house, it's a shame the programme has come to an end.*
>
> *Low & Slow Programme Beneficiary*

> *Thank you for inviting me to the course. At first, I was afraid that I wouldn't be able to cope with the English language because in stressful situations I tend to forget some words but all of you made me feel very good.*
>
> *Low & Slow Programme Beneficiary*

Page 104

Scottish Borders COUNCIL

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

THEME TWO | PROSPECTS

Health and Wellbeing

Young People

As part of the Local Child Poverty Report and Action Plan, there are various actions being delivered by Scottish Borders Council and partners to provide financial, practical and emotional support, helping to tackle and mitigate the impact of poverty as well as preventing it.

Community-based youth work organisations to provide free or low-cost access to activities, experiences and trips during evenings and weekends.

5,021
young people engaged with Youth Borders

1,895
young people took part in summer grassroots activities

549
young people in receipt of Hardship Payment vouchers

1,170
young people took part in winter wellbeing activities

Co-ordination and development of Holiday Programmes for children and young people.

10.5k
visits to Live Borders 'Get into Summer' activities

62%
of places were free of charge for attendees

81%
of attendees felt more confident attending future activities

Run family learning programmes targeted at primary schools where there are the highest levels of poverty.

67
family learning programmes delivered

82%
of adults felt a reduction in isolation

74%
of adults felt their confidence as a parent had improved

Warm and Well: Youth Work Collaborative

£96,000 was allocated to Youth Borders to deliver additional youth work activities or enhance provision to keep young people warm and well over winter 2022/23.

1,488
young people directly benefited

280
youth work sessions attended

182
vouchers or care packs distributed

> *We can't thank you enough for your help and support to allow the children experiences like this. Our travel expenses have increased because of the cost of living crisis. This funding enabled children to enjoy a fantastic day to socialise and reconnect with the outdoors.*
>
> *3rd Hawick Rainbows*
> *Neighbourhood Support Fund*

SBC Neighbourhood Support Fund

In 2022/23, the Neighbourhood Support Fund awarded approximately £42,000 to projects that directly benefited the wellbeing of young people.

Page 105

Scottish Borders COUNCIL

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

THEME TWO | PROSPECTS

Health and Wellbeing

Warm Spaces

SBC Warm and Well Fund

The Warm and Well Fund was launched to support voluntary, community and charity organisations to provide a warm space.

In Berwickshire, 16 spaces benefited from SBC and National Lottery funding between November 2022 and March 2023. Over 200 warm space sessions were delivered, with over 4,000 people attending. The sessions were run by 10 paid staff and over 100 volunteers.

In Cheviot, St. Boswells Village Hall developed 'Warm-Up Wednesdays'. These sessions ran for 14 weeks, supporting over 200 community members. Through strong partnership working and use of community assets, the group provided varied activities from local musicians to NHS screenings. The local primary school joined the group on three occasions, singing, reciting poems, and playing board games with the attendees.

In Eildon, TD1 Youth Hub ran its 'Warm Hub' over two days, in a nine-week period, and in total supported 81 people. The additional hours were targeted towards parents and families, offering refreshments, toys, and a safe, warm space to relax together. Through their existing FareShare partnership, the group were able to offer 24 families additional support via excess food at the end of the week.

£20.9k
Warm and Well Fund grants awarded

Source: Scottish Borders Council and BAVS

- £6.3k
- £4.4k
- £3.0k
- £5.5k
- £1.7k
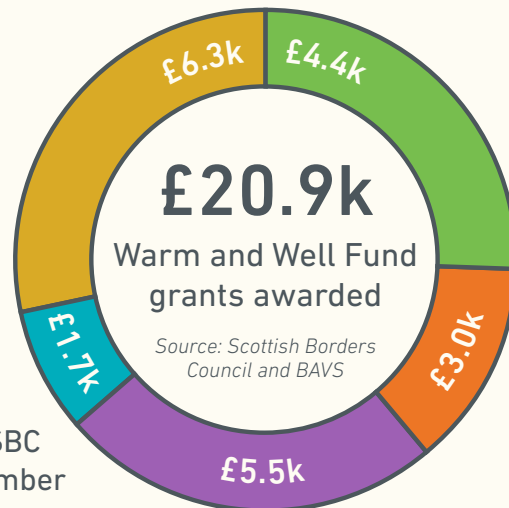
Legend:
- Berwickshire
- Cheviot
- Eildon
- Teviot and Liddesdale
- Tweeddale

> *It's great that not only can I stay here and not worry about going home to an empty fridge and cold home, but you leave out all the toys and resources, so my son can enjoy taking part in things whilst here.*
>
> TD1 Youth Hub Warm Hub Beneficiary

> *I heard this was a place where I would be able to meet other people my own age and who have similar problems to me, its good they don't judge you here.*
>
> *Over the weekend, it can be pretty rubbish as we aren't at school, but taking home loads of scran from here on a Friday night means that Saturdays aren't so bad.*
>
> TD1 Youth Hub Warm Hub Beneficiary

Scottish Borders COUNCIL

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

THEME THREE | PLACES

Housing

Outcome: Everyone lives in warm, affordable homes.

In 2021/22, Scottish Government allocated £18.6m towards new, affordable homes, allowing 314 to be delivered in the Borders. Of the 314 homes, Registered Social Landlords delivered 297. A further 16 individual home purchases have been assisted via the Open Market Shared Ownership mechanism and one long-term empty home was brought back into use via grant assistance from the Rural Housing Fund.

Alongside the **Strategic Housing Investment Plan 2022-27**, Scottish Government is estimated to invest £202m, with the proposed delivery of 1,213 new, affordable homes in the Borders.

Homelessness

In the Scottish Borders, the number of homeless applications has remained steady since 2011/12 as a result of a proactive approach to prevention through the delivery of the Housing Options approach.

During the pandemic, there was a noticeable reduction in homeless applications. In 2022/23, there were 835 applications in the Scottish Borders which is in keeping with the level of applications pre-pandemic.

265
new referrals in 2021/22 to SBC Housing Support Service

£31k
awarded from the Homelessness Intervention Fund

> " *At a time in my life which I found extremely challenging it was incredible to find such a wonderful and kind team of people to help get safely through it! I felt truly blessed.* "
>
> Individual supported by SBC Housing Support Service

Total homeless applications
Scottish Borders

Year	Applications
2020/21	767
2021/22	774
2022/23	835

Source: Scottish Borders Council

Homelessness Intervention Fund

The Homelessness Intervention Fund is administered by the Housing Support Service. The fund supports individuals and households in critical need and helps prevent homelessness for households in rent arrears or households at risk of losing their tenancy.

Scottish Borders COUNCIL

ANTI-POVERTY STRATEGY 2021
Progress Report

THEME THREE | PLACES

Housing

Housing Support Service

The Housing Support Service forms part of Scottish Borders Council's Homelessness and Financial Support Team and consists of an internal Housing Support team and a commissioned service. Housing Support offers accessible, flexible and personalised support to individuals in critical need to enable them to secure, establish, manage, and maintain their home.

The Housing Support Service administers various benefits, including Housing Benefit and the Discretionary Housing Payment.

Housing Benefit

Housing Benefit is administered by Scottish Borders Council and is intended to help claimants with low incomes to pay their rent.

In 2022/23...

4,664
Housing Benefit claims

£21.5m
House Benefit paid out

Source: Scottish Borders Council

Discretionary Housing Payment

Discretionary housing payment (DHP) is intended to help claimants who already receive housing benefit or Universal Credit but require further assistance to meet their housing costs.

In 2022/23...

1,832
DHP claims

£1.14m
DHP paid out

Source: Scottish Borders Council

> *Huge amount of knowledge and skill with regards to tenancy issues. Provide flexibility and compassion for service users and an understanding as to the complexities of working with particularly vulnerable and, at times, challenging service users.*
>
> *SBC Housing Support Service partner feedback*

Temporary Accommodation

Scottish Borders Council has experienced continued high demand for temporary accommodation post-pandemic in line with the national trend. In order to meet the unprecedented demand, SBC has increased temporary accommodation stock levels to 150 units as at 23 February 2023. The average stay in temporary accommodation is 169 days.

Page 108

Scottish Borders COUNCIL

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

THEME THREE | PLACES

Transport Connectivity

Outcome: Everyone is able to get to where they want to go in a way that is affordable.

Young Persons' (Under 22s) Free Bus Scheme

Legislation was approved by the Scottish Parliament in March 2021 enabling the introduction of a new statutory scheme to allow 5-18 year olds resident in Scotland to access free bus travel through the National Entitlement Card (NEC) and the Young Scot branded NEC (Young Scot card).

Following a further commitment made by the Scottish Government, legislation to allow the scheme to be extended to include those aged under 22 was approved by the Scottish Parliament in autumn 2021.

All young people and children aged 5-21 years can now apply for a card to access the Young Persons' (Under 22s) Free Bus Travel Scheme. Children under five years old already travel for free on buses and don't need a card.

In the Scottish Borders... *

50%
have claimed free U22s pass

61k
monthly U22s NEC transactions

24%
of operator transactions are from U22s

* Data from Borders Buses only - May 2023

Bus Travel Demand

Demand for bus travel remains significantly below pre-pandemic levels, especially amongst older people and disabled people. Whilst there has been a recovery on some travel corridors across the region, people's travel patterns have changed and it is anticipated that it will be some time before patronage returns to anywhere near 2019 trends.

Local Authority subsidies continue to support local bus operators but they have noted that since COVID-19, due to funding previously provided by Transport Scotland to help stabilise bus services being withdrawn, operating commercially continues to be of concern.

Page 109

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

THEME THREE | PLACES

Transport Connectivity

Pingo Demand Responsive Bus Service

Borders Buses, supported by Scottish Borders Council, launched the on-demand, app-enabled Pingo bus service, offering bespoke travel for Berwickshire journeys not served by a scheduled bus service.

The service began on 2 May 2022 and enables passengers to make bookings and track their journeys via an app, or alternatively make bookings by phone. It operates every day from 07:00 to 21:00, serving an area stretching from Cockburnspath and Eyemouth in the east to Coldstream in the south, and Greenlaw and Gordon in the west. This enables connections to be made with the main bus network in the area, and provides for those wishing to travel to parts of Berwickshire where there is no other bus service. It also offers trips to and from the Morrisons supermarket on the northern outskirts of Berwick, across the border in Northumberland.

Pingo is available to fare-paying passengers and concessionary card holders. The cost is a £2 base fare plus 40p per mile, but that was reduced to £1 per journey during the first two weeks of operation.

Over
12k
journeys

40%
of users are aged 22 or under

Since its introduction, Pingo has proved to be hugely successful in Berwickshire. The service has provided new transport opportunities for socially isolated residents and allowed both younger and older people to travel where they normally would not be able to without access to a car. On average, approximately 19% of Scottish Borders residents' income is spent on transport, in comparison to residents in Edinburgh who spend around 8%. With the average income of full-time workers working in the Scottish Borders approximately 11% lower than the Scottish average and public transport prices rising, the Pingo service is a lifeline for those in rural areas of the Borders.

The Future of Pingo

Scottish Borders Council has committed to extend the initial pilot Pingo project and will continue to fund the service directly until March 2024. The future of the service will be dependent on the Council's Bus Network Review which will conclude in late 2023.

Source: Borders Buses and Scottish Borders Council

Page 110

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

THEME THREE | PLACES
Digital Connectivity

Outcome: Everyone is able to connect digitally and in a way that is affordable.

Connecting Borders

Connecting Borders was an initiative created to provide digitally excluded households with devices, skills training and technical support to help them get online. It built on the success of a similar projected co-ordinated by **Connecting Scotland**.
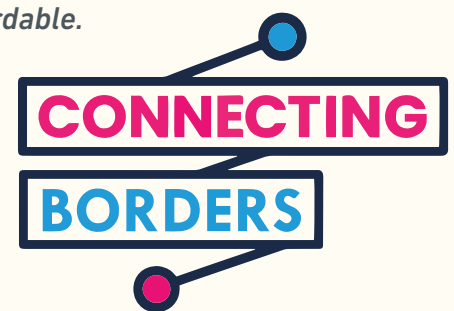
The aim was to support vulnerable individuals who face barriers to digital inclusion by providing them with:

A digital device: iPad or Chromebook
Internet connectivity: a mobile Wi-Fi hotspot (Mi-Fi) with 12 months unlimited data
Training and support: for staff to become digital champions to support people to use the devices and the internet, confidently and safely

44
digital champions

£150k
SBC and SOSE funding support

346
total referrals

330
approved referrals

95%
referral approval rate

539
devices distributed

Devices distributed

chromebooks **173**

iPads **115**

Mi-Fi dongles **251**

Source: Live Borders

Connecting Borders initiative delivered in partnership with:

SOUTH of SCOTLAND ENTERPRISE · LIVE BORDERS · bha Berwickshire Housing · EILDON GROUP Caring, Committed, Connected, Creative · NHS Borders · jobcentreplus

SBHA · BWA · Department for Work & Pensions · interest LINK · ABILITY BORDERS · Borders Care Voice · Health in Mind

Page 111

Scottish Borders COUNCIL

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

THEME FOUR | PEOPLE

Community

Outcome: Increase opportunities and empower people to fully participate in their communities and bring about change.

Place Making

Place Making is a way of working together with people who live in an area to ensure a "bottom-up" approach and ensures that the community has the power to decide what its priorities are. Place Making is about everyone who has a stake in a community or place. It's about people of all ages and interests, people who work or visit there, local businesses, voluntary organisations and public service providers, working together to determine local needs and priorities and to plan and deliver activities and projects that will address them.

Place Making recognises that communities are experts in terms of local knowledge, networks and understanding of local needs. People relate to the places or communities where they live and complex policies and issues make more sense when considered in the context of place rather than seen as abstract, separate agendas.

Officers are currently assisting with the delivery of Place Making in 56 of 69 community council areas across the Scottish Borders and are actively engaging with the remaining 13 communities to ascertain whether there is an appetite for Place Making.

The aim for communities is to create a place plan that highlights the improvements they would like in their area and allows potential funders to see how those aspirations will be achieved. Town teams or working groups are being established in communities to drive forward progress and ensure the Place Making process maintains its momentum.

Visit the Place Programme webpage

Borderlands town

Place Making activity

Page 112

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

THEME FOUR | PEOPLE

Community

Borderlands Inclusive Growth Deal

The Borderlands Inclusive Growth Deal is a cross border agreement for investment into the five Borderlands local authorities: Cumbria, Carlisle and Northumberland in the North of England, and Dumfries and Galloway, and Scottish Borders in the South of Scotland.

The Borderlands Partnership exists to deliver green growth and attract new businesses and investment by improving connectivity, delivering skills and innovation, and improving places to support their longer-term resilience.

The Borderlands area...

Has over

1 million
population

Contributes

£23bn
to the UK economy

Has over

45,000
businesses

Covers

10%
of the UK land mass

In the Scottish Borders, there are four Borderlands towns...

Eyemouth

Eyemouth has hosted three engagement sessions since November 2022. At the most recent meeting in May 2023, several community members registered their interest in joining a Town Team to develop a new Place Plan for Eyemouth.

Galashiels

There have been two engagement events held in Galashiels since November 2022 and SBC Officers are currently working to attract a group of Galashiels residents to develop a Town Team that will lead the creation of a new Place Plan.

Jedburgh

Since November 2022, there have been two engagement sessions focused on Borderlands. A team from the community meet monthly and are currently mapping local groups and existing projects, and planning their engagement strategy.

Hawick

Community members in Hawick successfully organised and led their own "Have Your Say" engagement event, held in April 2023. They have since encouraged further engagement which will begin to shape the creation of a Place Plan for Hawick.

Page 113

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

THEME FOUR | PEOPLE
Community

Community Food Growing

Scottish Borders Council launched 'Cultivating Communities', the region's first ever **Community Food Growing Strategy** in March 2021 which covers a five-year period. In recognition of the importance of supporting community food growing as part of sustainable, resilient communities, SBC has invested in resources to support the delivery of the strategy. The investment includes supporting the creation of a community food growers network (Grow Borders Network) in the Scottish Borders, supporting and facilitating community growing in all its guises by providing guidance and resources for anyone who is interested in starting, or already running, a community growing project.

SBC Wilton Lodge Park Community Garden in 2022/23

27 volunteers

680 volunteer days

2,750 volunteer hours

£28k awarded from SBC Neighbourhood Support Fund for food growing projects in 2022/23

Grow Borders Network

52 members

18 monthly newsletters

40 newsletter subscribers

9 network meetings

22 current projects

6 potential projects

Allotments and Gardens

There are currently 21 allotment sites across the Scottish Borders, six of which are managed by Scottish Borders Council.

There are also 19 community gardens and three community orchards, which can found on an **interactive map**.

> *I come over on the bus from Galashiels every Wednesday to volunteer at the garden. It gets me out and I love being part of a group that's really welcoming and friendly. We get to take the veggies and fruit home which is an additional bonus. We always have a laugh and I enjoy the tea, biscuits and chat at the end.*
>
> *Wilton Lodge Park Community Garden Volunteer*

Page 114

Scottish Borders COUNCIL

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

THEME FOUR | PEOPLE

Poverty Awareness and Responsibility

Outcome: Everyone plays their part in understanding that tackling poverty is everyone's responsibility.

Community Planning Partnership

Scottish Borders Council works in partnership with a variety of different statutory and non-statutory partners as part of the Community Planning Partnership (CPP) to tackle poverty in the Borders. The CPP is developing a new Community Plan and the actions within the Anti-Poverty Strategy 2021 Action Plan make a significant contribution to the outcomes within each of the four themes:

1 - Enough money to live on   **2 - Access to work, learning and training**

3 - Enjoying good health and wellbeing   **4 - A good place to grow up, live and enjoy a full life**

NHS Borders Communities Team

The Communities Team works in partnership to reduce poverty and health inequalities and promote inclusion. The team leads on the co-ordination of project activities that build the capacity of partner agencies and communities to improve public health and wellbeing.

Skills Development Scotland

Skills Development Scotland (SDS) is creating learning opportunities that help people get into and progress in rewarding work so that they develop the skills and competencies that drive productive businesses and regions, and help create a fairer, more equal society. By providing industry-focused skills, SDS aims to ensure that people have more skills which are relevant to the Scottish Economy, apprentices progress in employment, under-represented groups and people in poverty have improved apprenticeship participation and achievement rates, and more working age people access upskilling and retraining opportunities in priority sectors and occupations.

The Promise

Scottish Borders Council and partners recognise the potential for transformational change and agree that a shift from crisis intervention to early intervention and prevention is needed. A Plan is being developed to create a Whole Family Support Service with funding received from the Whole Family Wellbeing Fund of £668k.

Page 115

THEME FIVE | PARTNERSHIPS

Working Collaboratively

Outcome: Improve partnership working and networks through use of technology and media channels and training opportunities and projects to reduce poverty in the Scottish Borders.

Cost of Living Strategic and Operational Group

Scottish Borders Council approved a report at their Council meeting on 25 August 2022 on support for the cost of living crisis. A short-term, multi-agency Cost of Living Crisis Strategic Group and an Operational Officers Group were approved to provide an enhanced response. These groups have reported into the Anti-Poverty Members Reference Group and the Community Planning Partnership, and have also taken into account local requirements and responses across each of the five localities.

Financial Inclusion Practitioners Group

The Financial Inclusion Group was set up to bring officers across the Borders together to identify what support was currently in place, and how information could be more easily shared. Over 65 officers were involved in this multi-agency group which covers a huge range of partnership working. The creation of this group and the work undertaken has allowed a more strategic, targeted approach to be developed specifically in response to the cost of living crisis. The sharing of information has enabled the development of the cost of living support information pages on the SBC website, and a strong partnership approach to Challenge Poverty Week in October 2022.

Food Conversations

The Food Conversations Group was set up during the COVID-19 pandemic to enable foodbanks, FareShare providers and other organisations to come together to share information and raise emerging and current issues. Community Hubs were then tasked to support and assist in resolving these issues at a local level and worked with volunteers on the ground to ensure that food was provided to those in need. After the immediate response to the pandemic, the group agreed that they wanted to continue to meet and to build on the network that had been created, and where possible, to shift from providing emergency food parcels to providing a more holistic approach which includes information on how and where to obtain financial support and more sustainable solutions for an individual's food security.

Page 116

SCOTTISH BORDERS COUNCIL
ANTI-POVERTY STRATEGY 2021
Progress Report

THEME SIX | PATHWAYS

Signposting and Support

Outcome: Develop and implement pathways to support people to move from dependence to independence.

Credit Union

A working group is considering how we can set up a Credit Union in the Scottish Borders. A Credit Union is a financial co-operative which provides savings, loans and a range of services to its members. It is owned and controlled by the members. It is hoped that a Credit Union would provide an effective option for residents of the Scottish Borders to help them to manage their money.

Cost of Living

In September 2022, Scottish Borders Council launched dedicated **Cost of Living webpages** to provide information on a wide variety of support available, such as financial assistance, help with energy costs and access to food, and warm spaces. There was also information on the Cost of Living Support Fund which was funded by the Council.

Challenge Poverty Week

Scottish Borders Council, NHS Borders and other partners supported Challenge Poverty Week in October 2021 and 2022 by highlighting the wide range of information, advice and support available to support people experiencing financial hardship. A dedicated Challenge Poverty Week webpage was created and the campaign was publicised through social media channels. We will continue to participate in Challenge Poverty Week to signpost residents of the Scottish Borders towards areas of support.

What Matters Hubs

What Matters Hubs offer drop-in sessions and appointments where Scottish Borders residents can meet people from community groups and voluntary organisations as well as the Council's social workers and occupational therapists. The Hubs can also provide advice about Council's personal assessment process and eligibility criteria, the AskSARA online self-help guide and ALISS, the online directory of services, groups and activities that helps support health and wellbeing.

Financial Support and Inclusion

The Financial Support and Inclusion team at Scottish Borders Council is in place to provide advice on a range of different benefits as well as redundancy. The team can also provide training, talks and briefings, and can assist with the preparation of benefit appeals and represent benefit claimants at a tribunal.

Page 117

CONCLUSION

Scottish Borders Council and partners are committed to making a difference to people's lives by reducing poverty in the Scottish Borders, and it is clear from the progress shown in this report that it continues to be a prominent issue which partners take seriously. We are grateful for their contributions to this report as well as their actions on the ground which make a difference to those who need support.

There are still significant challenges ahead which must be tackled. This progress report has set out what has been done so far, and we are pleased to highlight such wide and varied activity and support, but there is more to do. It is more important than ever that we listen to the voices of those who have experience of living in poverty. Their feedback is valuable to us and it enables us to act accordingly to put further measures in place to help. Case studies throughout this report demonstrate that residents of the Scottish Borders are benefiting from such measures.

We will continue to raise the issue of poverty through the work of the Anti-Poverty Members Reference Group, the Financial Inclusion Practitioners Group and the Food Conversations Group. The Community Planning Partnership will continue to play their part too, and we recognise their contribution through the actions within their four priority themes.

Together we will use our combined resources to achieve the best outcomes to tackle poverty, remove the stigma attached, and create opportunities for positive change for the residents of the Scottish Borders.

Page 118

Integrated Impact Assessment (IIA)

Stage 1 Scoping and Assessing for Relevance

Section 1   Details of the Proposal

A. Title of Proposal:	Anti-Poverty Strategy Progress Report
B. What is it?	A revised Policy/Strategy/Practice
C. Description of the proposal: (Set out a clear understanding of the purpose of the proposal being developed or reviewed (what are the aims, objectives and intended outcomes, including the context within which it will operate)	This report presents the progress in delivering the Anti-Poverty Strategy Action Plan, which was adopted by Council on 23 September 2021
D. Service Area: Department:	Resilient Communities
E. Lead Officer: **(**Name and job title)	Janice Robertson, Strategic Planning & Policy Manager
F. Other Officers/Partners involved: (List names, job titles and organisations)	Multiple – these are cross-partnership Reports incorporating partners from Scottish Borders Council, NHS Borders and the third sector.
G. Date(s) IIA completed:	April 23 May 23 June 23

1

Section 2   Will there be any impacts as a result of the relationship between this proposal and other policies?

Yes
If yes, - please state here: Scottish Borders Council Anti-Poverty Strategy Local Child Poverty Report 2023/24 and Annual Progress Report 2022/23 Council Plan 2023 CPP Work Plan and priorities Community Plan Children's Rights Report 2021/23 Scottish Government Child Poverty Delivery Plan 2022/26 Best Start Bright Futures Local Housing Strategy (LHS) 2023-28 Affordable Warmth & Home Energy Efficiency Strategy 2019-2023 Capital City Partnership Edinburgh and South East Regional Claimant Count - February 2023 Summary Update City Region Deal Edinburgh & South East Scotland Progress Report Scottish Borders CLD Strategic Partnership Plan 2021-24 Community Food Growing Strategy Connecting Scotland: Phase 1 Evaluation Scottish Borders Integrated Children & Young People's Plan 2021/23 Joint Health Improvement Team Annual Report 2021 - 2022 SBC Local Housing Strategy 2017-2022 - Annual Report 2021/22 The Promise Plan 2021/24 Scottish Borders Health and Social Care Partnership: Health and Social Care Community Feedback Survey South of Scotland Regional Economic Partnership - Regional Economic Strategy Delivery Plan (2022-2025)

Section 3   Legislative Requirements

3.1 Relevance to the Equality Duty:

Do you believe your proposal has any relevance under the Equality Act 2010?
(If you believe that your proposal may have some relevance – however small please indicate yes. If there is no effect, please enter "No" and go to Section 3.2.)

Yes

Equality Duty	Reasoning:
A. Elimination of discrimination (both direct & indirect), victimisation and harassment. *(Will the proposal discriminate? Or help eliminate discrimination?)*	The proposals will help to eliminate direct and indirect discrimination, as all proposals are inclusive. All activity and actions relate to positive outcomes for residents of the Scottish Borders.
B. Promotion of equality of opportunity? *(Will your proposal help or hinder the Council with this)*	All actions detailed confirm that agencies involved are working collaboratively to promote equality and reduce exclusion.
C. Foster good relations? *(Will your proposal help to foster or encourage good relations between those who have different equality characteristics?)*	Relationships have been established between all partner agencies. Under the Equality Act there are nine protected characteristics. The actions indicate positive impacts on many of these as outlined below.

3

3.2	Which groups of people do you think will be or potentially could be, impacted by the implementation of this proposal? (You should consider employees, clients, customers / service users, and any other relevant groups)			

Please tick below as appropriate, outlining any potential impacts on the undernoted equality groups this proposal may have and how you know this.

	Impact			Please explain the potential impacts and how you know this
	No Impact	Positive Impact	Negative Impact	
Age Older or younger people or a specific age grouping		x		The reports are inclusive to all regardless of age.
Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		x		The reports are inclusive to all irrespective of disability.
Gender Reassignment/ Gender Identity anybody whose gender identity or gender expression is different to the sex assigned to them at birth		x		The reports are inclusive to all irrespective of gender reassignment/gender identity. A good relationship is in place with Scottish Borders LGBT Equality sub-group TransGen, and a service is commissioned to support LGBT children and young people in the Scottish Borders. A good relationship is in place with Scottish Borders LGBT Equality, and a service is commissioned to support LGBT children and young people in the Scottish Borders.
Marriage or Civil Partnership people who are married or in a civil partnership	x			n/a
Pregnancy and Maternity (refers to the period after the birth, and is linked to **maternity** leave in the employment context. In the non-work context, **protection** against **maternity** discrimination is for 26 weeks after giving birth),		x		Informal engagement is in place with young parent groups. These groups provide feedback and input into projects and plans. Parent Voice Group is facilitated by CLD.

4

Revised February 2023

Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)		x		The reports are inclusive to all irrespective of race.
Religion or Belief: different beliefs, customs (including atheists and those with no aligned belief)	x			The reports are inclusive to all irrespective of religion.
Sex women and men (girls and boys)	x			The reports are inclusive to all irrespective of sex.
Sexual Orientation, e.g. Lesbian, Gay, Bisexual, Heterosexual	x			The reports are inclusive to all irrespective of sexual orientation. A good relationship is in place with Scottish Borders LGBT Equality, and a service is commissioned to support LGBT children and young people in the Scottish Borders.

3.3   Fairer Scotland Duty

This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to how we can reduce inequalities of outcome caused by socioeconomic disadvantage when making <u>strategic</u> decisions.

The duty is set at a strategic level - these are the key, high level decisions that SBC will take. This would normally include strategy documents, decisions about setting priorities, allocating resources and commissioning services.

Is the proposal strategic?

Yes

If No go to Section 4

If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:

	Impact	**State here how you know this**

Revised February 2023

	No Impact	Positive Impact	Negative Impact	
Low and/or No Wealth – enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.		x		Report shows evidence of advice, support and grants provided to improve individual and family capacity and resilience. For example, through partnership working, £16.4k worth of supermarket gift cards were distributed to support deficit in income.
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies		x		Report noted increasing support via Crisis and Community Care grants for those struggling with financial pressures. As well as this, with the additional pressures from the Cost-of-Living Crisis, a Warm and Well Fund was created, distributing £22.1k throughout the Borders to create Warm Spaces during the winter.
Area Deprivation – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)		x		Report details Communities and Partnerships Team executing Place-Making conversations, empowering communities to examine their needs and make plans for the future. These plans consider effective travel routes, accessible routes and active travel where possible. Report also details 'Pingo', a demand responsive bus service pilot project operating from Berwickshire.
Socio-economic Background – social class i.e. parents' education, employment and income		x		Report details various partnerships, work and financial investment to the support of individuals regardless of their socio-economic background. For example, the provision of warm spaces does so without means testing.
Looked after and accommodated children and young people		x		Allocation of £668k awarded to SBC from the Whole Family Wellbeing Fund for 2023-2024 as part of the Best Start, Bright Futures delivery plan commitment.
Carers paid and unpaid including family members		x		The Health and Wellbeing census is to ensure an increased number of children and young people with caring responsibilities are given the necessary support if required.

Revised February 2023

Homelessness		x		Report details the number of affordable homes delivered, alongside the financial investment from Scottish Government for the improvement of warm, affordable housing. Report also details SBCs work alongside SBHA and financial investment to the Homelessness Intervention Fund.
Addictions and substance use		x		Report details positive comparative data between the Scottish Borders and Scotland in relation to addictions and substance use. Partnership working and financial investment have been executed with local community groups and national organisations working within this sector, e.g. Recovery Coaching Scotland.
Those involved within the criminal justice system		x		JHIT work with SBC's Community Justice Team to grow a range of seasonal produce at a greenhouse site in Galashiels. Links have been established with the Community Food Growing Network, as part of the Scottish Borders Food Growing Strategy.

3.4 Armed Forces Covenant Duty *(Education and Housing/ Homelessness proposals only)*

This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to the three matters listed below in Education and Housing/ Homelessness matters.
This relates to current and former armed forces personnel (regular or reserve) and their families.

Is the Armed Forces Covenant Duty applicable?

No

If "Yes", please complete below

7

Covenant Duty	How this has been considered and any specific provision made:
The unique obligations of, and sacrifices made by, the armed forces;	
The principle that it is desirable to remove disadvantages arising for Service people from membership, or former membership, of the armed forces;	
The principle that special provision for Service people may be justified by the effects on such people of membership, or former membership, of the armed forces.	

Section 4   Full Integrated Impact Assessment Required

Select No if you have answered "No" to all of Sections 3.1 – 3.3.

Yes

If yes, please proceed to Stage 2 and complete a full Integrated Impact Assessment

If a full impact assessment is not required, briefly explain why there are no effects and provide justification for the decision.

n/a

Signed by Lead Officer:	**Janice Robertson**
Designation:	**Strategic Planning and Policy Manager**
Date:	**June 2023**

Revised February 2023

Counter Signature Director:	Jenni Craig Director - Resilient Communities
Date:	June 2023

9

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Scottish Borders Council

Stage 2 Evidence Gathering and Consultation

A. Title of Proposal:	Anti-Poverty Strategy Progress Report
B. Service Area: Department:	Resilient Communities
C. Lead Officer: (Name and job title)	Janice Robertson, Strategic Planning & Policy Manager
D. Other Officers/Partners involved: (List names, job titles and organisations)	Multiple – these are cross-partnership Reports incorporating partners from Scottish Borders Council, NHS Borders and the third sector.
E. Date(s) IIA completed:	April 23 May 23 June 23

Section 1 Data and Information

A. What evidence has been used to inform this proposal?
(Information can include, for example, surveys, databases, focus groups, in-depth interviews, pilot projects, reviews of complaints made, user feedback, academic publications and consultants' reports).

Data taken from the reports and policies as listed in IIA Stage 1 'Stage 1 Scoping and Assessing for Relevance', Section 2. These reports and policies provide both Local and National statistics.

Information and data provided by agencies, partners and organisations, e.g. NHS Borders, SBC's Local Area Coordination Team, Financial Inclusion Team, Communities and Partnerships Team and Housing Strategy, Policy and Development Team.

Report detailed input for those with lived experiences via case studies and quotes provided by SBC's No One Left Behind Team, Homelessness Team and Local Area Coordination Team, NHS Borders Joint Health Improvement Team.

B. Describe any gaps in the available evidence, then record this within the improvement plan together with all of the actions you are taking in relation to this (e.g. new research, further analysis, and when this is planned)

Anti-Poverty Members Reference Group, working with Anti-Poverty Data Group, will identify key collaborative priorities throughout the year.

Work to consolidate partner actions to align more closely with Anti-Poverty drivers continues.

These actions will help to highlight any gaps in our approach to Anti-Poverty.

Section 2 Consultation and Involvement

A. Which groups are involved in this process and describe their involvement

Various multi-agency partners were involved in the process and development of the report. Consultations with the following internal and external teams and organisations informed the content of the report.

Scottish Borders Council Teams:

Communities and Partnerships
Local Area Coordination
Financial Inclusion
Housing Strategy, Policy and Development Team
No One Left Behind
Employment Support Services

Revised February 2023

Environment & Infrastructure

Other Partnerships and Agencies:
Scottish Government
NHS Borders
Home Energy Scotland
Citizens Advice Bureau
Local Foodbanks and Larders
Togetherall
Kooth
Quarriers
Borders Community Action
Scottish Borders Social Enterprise Chamber
Changeworks
Newcastleton Community Trust
Morrisons
Cyreniens
The Bridge
Youth Borders
Berwickshire Association For Voluntary Service
Borders Buses
Connecting Borders

The review of Action Plan and Progress Report will be ongoing, and all groups and agencies will be involved in this.

B. Describe any planned involvement saying when this will take place and who is responsible for managing the process

Ongoing communication with partner organisations to encourage collaborative partnership working and positive outcomes in reducing Poverty.

C. Describe the results of any involvement and how you have taken this into account.

All involvement is recorded in the Action Plan and Progress Report.

D. Describe any events held and views obtained (if applicable). Add or remove as needed.

n/a

Revised February 2023

Scottish Borders Council

Stage 3 Summary and Next Steps

Section 1   Summary

Summarise what you have learned then develop this further.
 (Describe the conclusion(s) you have reached from the evidence, and state where the information can be found.)

Please consider the following:
What have you learned from the evidence you have and the involvement undertaken? Does the initial assessment remain valid?
What new (if any) impacts have become evident?
Is the proposal not to proceed because of a disproportionate impact on equality or Fairer Scotland characteristics?

Evidence has been gathered and provided by partners to inform the report. This process will be re-examined as part of the data observatory aim below.

Data and statistics have been specifically gathered for this report. In future, the aim is to address this by developing a data observatory (or equivalent) to store data and statistics when available. The Council's strategic assessment is an example of this.

Cost of living has impacted Poverty and the response to this has been addressed within the report.

The Anti-Poverty report meets Fairer Scotland considerations and has a positive impact on this as well as the Equality Act.

The initial assessment remains valid because poverty is still a prominent issue within the Scottish Borders.

A. Please indicate if the proposal will proceed

☒   Yes, please see below section 3 for next steps
☐   No, the proposal will not proceed based on disproportionate impact on equality or Fairer Scotland characteristics

Revised February 2023

Section 2 Sign Off

Signed by Lead Officer:	Janice Robertson
Designation:	Strategic Planning and Policy Manager
Date:	June 2023
Counter Signature Director:	Jenni Craig Director – Resilient Communities
Date:	June 2023

SCOTTISH BORDERS LOCAL CHILD POVERTY REPORT 2022/23 AND ACTION PLAN 2023/24

Report by Director – Resilient Communities

SCOTTISH BORDERS COUNCIL

29 June 2023

1   PURPOSE AND SUMMARY

1.1 **This report presents the Scottish Borders Local Child Poverty Report for 2022/23 and Action Plan for 2023/24 (Appendix 1) for noting before submission to Scottish Government.**

1.2 The Child Poverty (Scotland) Act 2017 requires Local Authorities and Health Boards to jointly prepare a Local Child Poverty Action Plan Report and an Annual Progress Report.

1.3 This report provides Scottish Borders Council and Scottish Government with an update on progress made in the Scottish Borders against activities within the Action Plan for 2022/23 and sets out planned actions for 2023/24.

2   RECOMMENDATIONS

2.1 **I recommend that Scottish Borders Council note the Scottish Borders Local Child Poverty Report for 2022/23 and Action Plan for 2023/24 before submission to Scottish Government.**

3   BACKGROUND

3.1   The Child Poverty (Scotland) Act 2017 sets out the Scottish Government's statement of intent to eradicate child poverty in Scotland by 2030. Local Authorities and Health Boards are required to jointly prepare a Local Child Poverty Report (including an Action Plan) and subsequently an annual progress report each year. The annual progress report should describe activities undertaken and planned locally to contribute towards tackling child poverty.

3.2   Scottish Government's tackling child poverty delivery plan 2022 to 2026, Best Start, Bright Futures sets out how we will work together to deliver on Scotland's national mission to tackle child poverty. It focuses on: immediate action to support families now; sustained action to create the integrated support that families need to move into work; changing the system to provide the support parents need; and investing long term in both children's outcomes and economic transformation that will create a fairer, more equal Scotland. This Local Child Poverty Report and Action Plan aligns with that approach.

3.3   The direct drivers of poverty fall in to three main categories – income from employment, costs of living and income from social security. We remain focused on actions around these themes, as summarised below:
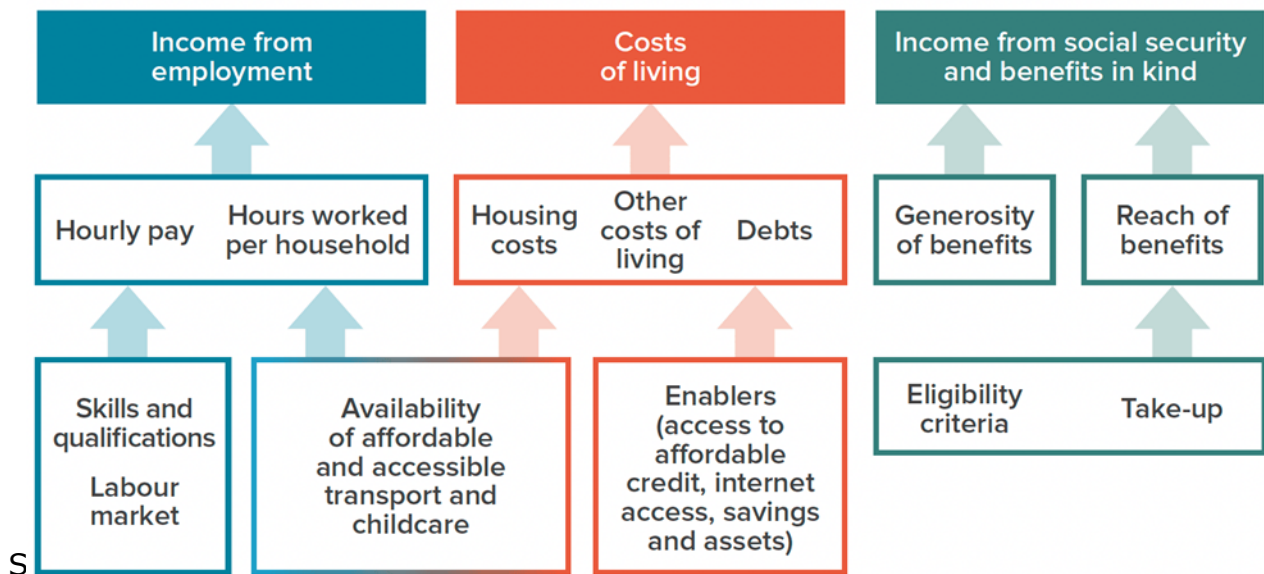
3.4   The national delivery plan continues to focus on supporting families at greatest risk of poverty. Almost 90% of all children in poverty in Scotland live within these six priority family types:

1. Lone parents
2. Families with a disabled child or parent
3. Families with 3+ children
4. Minority ethnic families
5. Families where the youngest child is under 1
6. Mothers aged under 25

4   WHAT WE KNOW ABOUT CHILD POVERTY IN THE SCOTTISH BORDERS

4.1   Appendix 1A shows a selection of data at local authority level which helps us to monitor child poverty, including data relating to the nationally identified high priority family groups. Significant highlights outlined below indicate the challenge we face in tackling child poverty in the Scottish Borders.

4.2   Our children in low income families (before housing costs) has risen from **14.6%** in 2020/21 to **19.7%** in 2021/22, similar to the trend for Scotland. The rise is likely to be a direct result of the cost of living crisis.
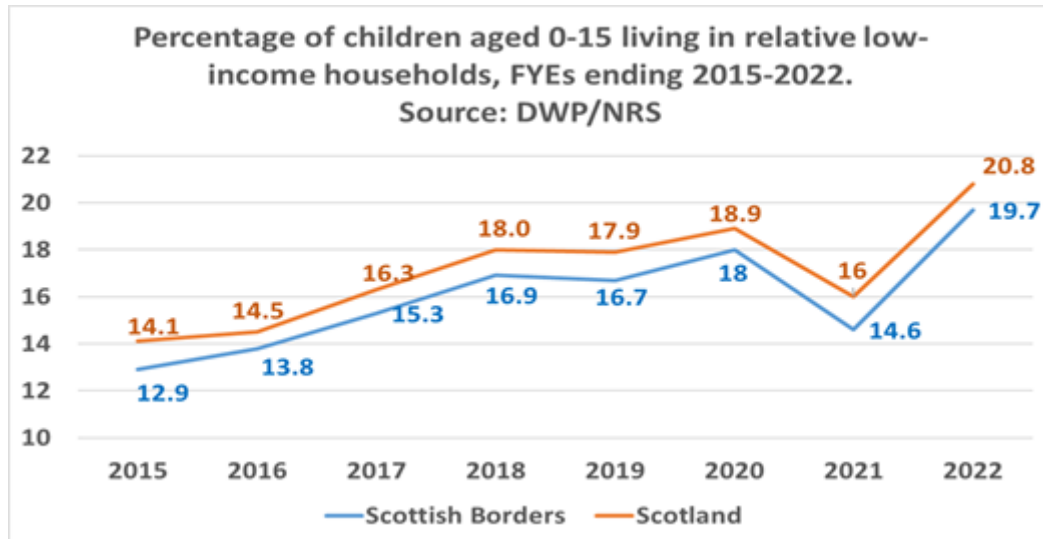
4.3   Percentages of children in low income families (before housing costs) in Scottish Borders Wards ranges from 11.6% in Tweeddale West to 30.6% in Hawick and Denholm.

	Hawick and Denholm	East Berwick shire	Selkirkshire	Galashiels and District	Jedburgh and District	Kelso and District	Scotland	Hawick and Hermitage	Mid Berwick shire	Leaderdale and Melrose	Tweeddale East	Tweeddale West
2021	22.3	16.2	16.7	15.7	17.4	15.2	16	16	14.9	12.6	8.2	8.4
2022	30.6	23.4	22.7	21.9	21.9	21.5	20.8	19.9	18.4	14.7	11.8	11.6
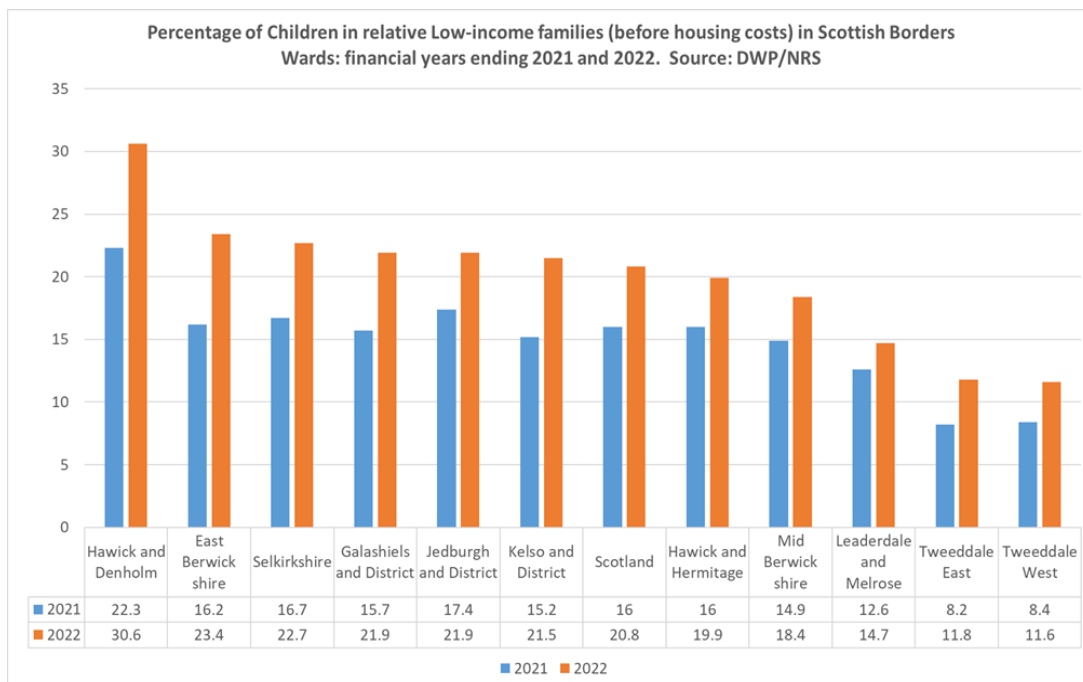
4.4 In 2022, the median gross weekly pay for full time workers working in the Scottish Borders (workplace based) was **£571.30**. This is **£69.20** less than the **£640.50** for full-time workers working elsewhere in Scotland. This is 89% of the Scottish figure.

4.5 There has been a sharp rise in workless family households since Covid-19. This indicates that families in the Scottish Borders are finding it more difficult than ever to find work (or possibly affordable childcare) that suits their circumstances.

4.6 The percentage of employees aged 18+ earning less than the real living wage in 2021/22 was **21.7%.** This is notably higher than the Scottish average of **14.4%.**

4.7 The table below shows the number and proportion of households in the Scottish Borders receiving Universal Credit compared to Scotland. Overall the Scottish Borders has a lower proportion of households receiving UC (12.9%) compared to 16.1% for Scotland. In the Scottish Borders there were 3,015 households claiming the 'Child Entitlement' or 5.4% compared to 6.5% for Scotland.

Universal Credit Households November 2022 (provisional figures)	Scottish Borders No of Households	% of All Occupied Households	
		Scottish Borders	Scotland
All Occupied Households	55,557		
All Universal Credit Households (UCH)	7,193	12.9	16.1
UCH with Children	3,140	5.7	6.7
UCH claiming Child Entitlement	3,015	5.4	6.5
UCH Lone Parent	2,115	3.8	5.0
UCH with 3+ Children	613	1.1	1.2
UCH with Child Under Age 1	273	0.5	0.5
UCH with Children - Child Disability Entitlement	275	0.5	0.7
UCH with Children - Adult Disability Entitlement	443	0.8	1.0

Source: DWP/NRS

5 WHAT ARE WE DOING ABOUT CHILD POVERTY IN THE SCOTTISH BORDERS

5.1 **Scottish Borders Local Child Poverty Report and Action Plan**

Appendix 1 provides details of the range of activities and actions being carried out across the Scottish Borders to alleviate child poverty by Scottish Borders Council, NHS Borders and key partners.

5.2 **Progress in 2022/23**

Work undertaken to address child poverty in 2022/23 by Scottish Borders Council, NHS Borders and Partners is shown in Appendix 1B. Good progress has been made against actions set out, and are shown in alignment to the national delivery plan Best Start, Bright Futures. Highlights include:

a) Actions and progress around employability are wide and varied. There continues to be a strong focus on parental employability and employment opportunities for modern apprentices, as well as partnership work on positive destinations, volunteering, and learning and skills development.

b) Work has continued to tackle the poverty related attainment gap, starting from early learning settings, and a development plan was agreed with Education Scotland to support pupils impacted by poverty to enjoy the same experiences at school as their peers, through a framework to tackle the cost of the school day.

c) Partners have supported families with benefit checks. Midwives and Health visitors continue to refer expectant and new mothers, and this has resulted in an uplift in benefits of £1.2m in 2022/23.

d) Foodbanks and larders have been supported and various food projects have continued.

e) Housing Associations and other partners have operated tenancy sustainment services for those at risk of eviction. Berwickshire Housing Association have a new Tenancy Sustainability Team which provides financial inclusion, fuel and food support, as well as access to mental wellbeing help.

Case studies shown at Appendix 1C provide further in-depth detail of specific projects undertaken in relation to child poverty in 2022/23.

5.3 **Cost of Living Support**

Multi-agency strategic and operational groups continue to meet to respond to the cost of living crisis. A financial support package of £1.2m was established in August 2022 to respond to the needs of communities, and the groups have considered and approved a range of proposals to help families. A range of support was put in place quickly, including a warm clothing payment of £100 to each child entitled to free school meals or clothing grants, approx. 2,695 children have benefitted.

Further proposals have been approved which have directly and indirectly benefitted children and families. For example, YouthBorders managed the Warm and Well: Youth Work Collaborative where £90k was made available to deliver additional youth work activities or enhance provision to keep young people warm and well over winter. The funding was specifically for young people and families experiencing financial hardship, poverty or deprivation. A total of 1,488 young people directly benefitted and 5,756 people indirectly benefitted from this funding (parents, carers, siblings etc).

Further information on support given to help with the cost of living is set out in Appendix 1.

5.4 **Breakfast Clubs**

Scottish Borders Council - £60,000 has been allocated from the Council's Cost of Living Support Fund, to support the setting up, continuation or provision of a free breakfast club offer across the Scottish Borders. Nineteen schools were successful in their application for funding in addition to one community-based group. Breakfast clubs are now starting up in these settings with support from Public Health, who are offering nutritional advice on how to set up a breakfast club in line with Scottish Government guidelines.

Borders College - Since January 2023, the College has committed to offering students a free breakfast and this will continue for the remainder of the academic year alongside the regular drop-in 'Wellbeing' cafes.

5.5 **Get into Summer 2022**

Through the summer holiday period of 2022 (4 July – 16 August 2022), Live Borders worked in partnership with Scottish Borders Council and other key providers to deliver the "Get into Summer" programme. Scottish Government allocated funding to provide an enhanced/new summer holiday provision that allowed children from low-income families to be more fully engaged in opportunities through the holiday period. The funding allowed Live Borders to deliver a comprehensive programme of sport, physical activity, and cultural opportunities and continued to offer free places for identified children through discount codes and in some instances, making whole offers free of charge.

Activities included; a variety of holiday camps in all school clusters (multi activity and sport), a Family Activity Pass for families referred by professional staff, free cinema access for targeted groups and individuals, a range of museum and galleries activities, library workshops, and a partnership disability camp with a local third sector group (Borders Additional Needs Group).

Further details are set out in Appendix 1.

5.6 **2023/24 Actions**

Community Planning Partners and other relevant organisations have contributed to the 2023/24 Action Plan as shown in Appendix 1E. A broad range of activity is set out in the Action Plan which is aligned to the national delivery plan Best Start, Bright Futures. Highlights include:

a) Employability actions include working with parents to signpost them for help with childcare to enable them to gain employment, partners working together to increase skills and the likelihood of young people impacted by poverty achieving a positive destination, and employability training and learning opportunities to support young people and parents into employment.

b) Education services will continue to use Strategic Equity Funding to narrow the poverty attainment gap in pedagogy, curriculum development and learning and teaching assessment.

c) Tweeddale Youth Action will signpost specialist support, including mental health and drug and alcohol services to young people attending youth club

d) Scottish Borders Council's Homelessness Team will support families to secure settled, mainstream housing as part of the Rapid Rehousing Transition Plan.

e) Borders College will continue to offer students a free breakfast, supermarket vouchers, lunch/breakfast bars and provide regular drop-in 'wellbeing' cafes.

f) Partners will continue to provide School Holiday Programmes.

6 IMPLICATIONS

6.1 Financial

Significant funding is attributed to tackling child poverty within the national delivery plan, and our children and families will benefit as a result. Local budgets and funding are detailed in Appendix 1.

6.2 Risk and Mitigations

a) Risks associated with this report relate to the level of child poverty across the Scottish Borders and the difficulties caused by the cost of living crisis.
b) Appendix 1B outlines the progress made to alleviate child poverty in the Scottish Borders, and actions set out for 2023/24 (Appendix 1E) show the response being made by the Local Authority, Health Board and other partners to address issues going forward.

6.3 Integrated Impact Assessment

An integrated impact assessment has been carried out for this report and is shown in Appendices 2 and 3. There are no specific implications.

6.4 Sustainable Development Goals

In considering each of the UN Sustainable Development Goals, the following may be considered to make a difference:

a) **Goal 1 - End poverty in all its forms** – local action is reported in both the 2022/23 Annual Report and the 2023/24 Action Plan which contribute to this goal.

b) **Goal 2 - End hunger, achieve food security and improved nutrition and promote sustainable agriculture** – local action is reported in both the 2022/23 Annual Report and the 2023/24 Action Plan which contribute to this goal. Food conversations are continuing and contribute to actions from the Anti-Poverty Action Plan. Cost of Living

funding support has been awarded to the Cyrenians Group who are providing food larders and cook clubs across the Scottish Borders.

c) **Goal 3 - Ensure healthy lives and promote wellbeing for all at all ages** – activities are outlined which contribute to healthy lives e.g. Summer holiday programmes provided by a range of partners such as 'Get into Summer' with Live Borders. These programmes offer a variety of different activities including sports, culture, arts, cooking lessons, and often supply food to families to take home.

d) **Goal 4 - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all** – the Scottish Attainment Challenge provides schools with funds to design programmes to close the poverty related attainment gap. The No One Left Behind project ensures that all children have a positive destination. Specific 'core' stretch aims are submitted to Scottish Government, annually for improving outcomes for all while closing the poverty-related attainment gap. SBC Education Improvement Plan 2022-2023 sets out key strategic improvement priorities for our schools and settings.

e) **Goal 7 - Ensure access to affordable, reliable, sustainable and modern energy for all** – housing tenants are supported with energy debt, given money advice and budgeting tips. Collaborative working continues with CABx, Changeworks & Home Energy Scotland to identify fuel poverty, co-ordinating referrals, advice and support.

f) **Goal 8 - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all** – the Parental employability scheme provides opportunities for parents to train for roles as well as gain employment. The intensive family support service targets specific families to support them into employment. Scottish Borders Council is committed to encouraging the wider adoption of the real Living Wage by partners, local employers and suppliers. Scottish Borders Council has also included Modern Apprentices within the commitment to being a Real Living Wage employer going forward.

g) **Goal 10 – Reduce inequalities –** local action is reported in both the 2022/23 Annual Report and the 2023/24 Action Plan which contribute to this goal. Actions aim to identify and tackle poverty and exclusion. The Scottish Borders Anti-Poverty Strategy sets out ways in which the Council and its partners will aim to work together to help reduce poverty across the region and recognises that Child Poverty is included in this aim.

6.5 **Climate Change**

There is no impact on climate change as a result of this report.

6.6 **Rural Proofing**

There are no rural proofing implications contained in this report.

6.7 **Data Protection Impact Statement**

There are no personal data implications arising from the proposals contained in this report.

6.8 **Changes to Scheme of Administration or Scheme of Delegation**

There are no changes to the Scheme of Administration or Scheme of Delegation as a result of this report.

7 **CONSULTATION**

7.1 The Acting Chief Financial Officer, the Monitoring Officer/Chief Legal Officer, the Chief Officer Audit and Risk, the Director (People Performance & Change), the Clerk to the Council and Corporate Communications have been consulted and any comments received have been incorporated into the final report.

Approved by

Jenni Craig
Director Resilient Communities

Author(s)

Name	Designation and Contact Number
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Background Papers: n/a
Previous Minute Reference: Community Planning Strategic Board 08.09.22
Community Planning Strategic Board 08.06.23

Note – You can get this document on tape, in Braille, large print and various computer formats by contacting the address below. Janice Robertson can also give information on other language translations as well as providing additional copies.

Contact us at Janice Robertson, Scottish Borders Council, Council HQ, Newtown St. Boswells, Melrose, TD6 0SA, 01835 824000, jrobertson@scotborders.gov.uk

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Appendix 1

Scottish Borders
Local Child Poverty Report 2022/23 and Action Plan 2023/24

Contents

Foreword and Introduction

This report covers progress made in tackling child poverty in the Scottish Borders in 2022/23 and sets out planned actions for 2023/24.

Scottish Borders Council, NHS Borders, Community Planning Partners, and the Child Poverty Action Group recognise the importance of tackling child poverty, and are determined to make a difference to children, young people, and families in the Scottish Borders. This Plan sets out our strategic approach and commitment to undertake priority areas of work and key actions to alleviate child poverty.

The Child Poverty (Scotland) Act 2017 sets out the Scottish Government's statement of intent to eradicate child poverty in Scotland by 2030.

The Act requires that Local Authorities and Health Boards jointly prepare a Local Child Poverty Action Plan Report and an Annual Progress Report. The annual progress report should describe activities undertaken and planned locally to contribute towards the child poverty targets set out in the Act.

We are currently facing significant challenges at a national and local level. We are in the midst of a cost-of-living crisis, there are record levels of inflation, a difficult labour market, poverty levels are rising, and we are still recovering from the covid-19 pandemic.

In the Scottish Borders we continue to experience low economic growth and wages, as well as transport and infrastructure issues. All of our children, young people and their families are likely to be affected by these challenges, and we must play our part in addressing them. We will work with partners at both a national and local level as we take action throughout 2023/2024.

The Scottish Borders faces significant challenges, for example:

- **One in five** of our children still live in poverty (after housing costs)
- In 2022, the gross weekly full-time workplace-based wage in the Scottish Borders was **£69 less per week** than the average for Scotland.
- The proportion of employees (18+) earning less than the real living wage in the Scottish Borders was **21.7%** in 2021-22, notably higher than the Scottish average of **14.4%.**
- The Borders Housing Network distributed over **2,200** fuel bank vouchers in 2022/23.

There are many positive headlines which show our commitment towards tackling child poverty, for example:

- **96.6%** of young people have positive initial destinations when leaving school compared to 95.7% nationally (2021/22).
- Borders Modern Apprentice achievement rate is **81.5%** compared to 75% nationally.
- Approx. 2,695 children benefitted from a warm clothing payment of £100 paid from the Council's £1.2m cost of living support package.
- Nineteen schools and one community group will benefit from funding from the Council's cost of living support package to support free breakfast clubs across the Scottish Borders.

We continue to align to Scottish Government's tackling child poverty delivery plan 2022 to 2026, Best Start, Bright Futures. This sets out how we will work together to deliver on Scotland's national mission to tackle child poverty. It is a plan for all of Scotland and recognises the contribution that all parts of society must make to deliver the change needed for children and families.

The Council Plan from April 2023 sets out a framework for Council decision-making and operations. The strategic context and vision of the plan recognises poverty as a challenge and commits to Scottish Borders-wide actions to make improvements to poverty levels. This Local Child Poverty Report aims to help to meet that outcome. We welcome the inclusion of this commitment in the

Council Plan.

The Scottish Borders Anti-Poverty Strategy sets out the way in which the Council and its partners will aim to work together to help reduce poverty across the region.
We recognise that partnerships are key to the achievement of the outcomes we plan for our children, young people and families in the Scottish Borders and thank the Child Poverty Action Group and the Community Planning Partnership for their contributions to the Plan.

Councillor Caroline Cochrane – Chair of Community Planning Partnership

David Robertson – Chief Executive, Scottish Borders Council

Ralph Roberts – Chief Executive, NHS Borders

National Context

Best Start Bright Futures
Scottish Government's tackling child poverty delivery plan 2022 to 2026, Best Start, Bright Futures sets out how we will work together to deliver on Scotland's national mission to tackle child poverty.

It represents the next chapter of Scottish Government's aim to tackle and reduce child poverty and take into account the wider factors impacting on poverty and the standard of living for families. It focuses on: immediate action to support families now; sustained action to create the integrated support that families need to move into work; changing the system to provide the support parents need; and investing long term in both children's outcomes and economic transformation that will create a fairer, more equal Scotland.

National Child Poverty Targets
The interim targets below must be met during the life of the national delivery plan (2023-2026), with final targets to be met by 2030, aligning with the timescales for Scotland to keep The Promise.

- **Fewer than 18% of children living in families in relative poverty in 2023-24, reducing to fewer than 10% by 2030**. This means fewer than one in ten children living in households on low incomes by 2030, compared to the average UK household.
- **Fewer than 14% of children living in families in absolute poverty in 2023-24, reducing to fewer than 5% by 2030**. This means fewer than one in twenty children living in low-income households where living standards are not increasing by 2030.
- **Fewer than 8% of children living in families living in combined low income and material deprivation in 2023-24, reducing to fewer than 5% by 2030**. This means fewer than one in twenty children living in low-income households who cannot afford basic essential goods and services by 2030.
- **Fewer than 8% of children living in families in persistent poverty in 2023-24, reducing to fewer than 5% by 2030**. This means fewer than one in twenty children living in households in poverty for three years out of four by 2030.

Drivers of Child Poverty

The direct drivers of poverty fall into three main categories – income from employment, costs of living and income from social security. We remain focused on actions around these themes, as summarised in Figure 1 below.

Figure 1 – Drivers of child poverty

Income from employment	Costs of living	Income from social security and benefits in kind	
Hourly pay / Hours worked per household	Housing costs / Other costs of living / Debts	Generosity of benefits	Reach of benefits
Skills and qualifications / Labour market	Availability of affordable and accessible transport and childcare	Enablers (access to affordable credit, internet access, savings and assets)	Eligibility criteria / Take-up

Source: Best Start, Bright Futures

Fairer Scotland Duty

The Fairer Scotland Duty (the Duty) places a legal responsibility on named public bodies in Scotland to actively consider ('pay **due regard**' to) how they can **reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions.** This is a complex, multidimensional problem, closely related to poverty. Having less access to resources can mean that individuals fare worse on outcomes including health, housing, education, or opportunities to work or train, and these negative outcomes can reinforce each other. Adversity in childhood can have life-long impacts, and growing up in poverty is associated with poorer educational attainment, employment prospects and health inequalities. Therefore, it is crucial that public bodies consider the impact that their decisions have on socio-economic disadvantage and the inequality of outcome that both adults and children may experience as a result.

Families at greatest risk of poverty

The national Child Poverty Delivery Plan continues to focus on supporting the six priority family types. Almost 90% of all children in poverty in Scotland live within these six priority family types. These groups are set out below (Figure 2), with each more likely to experience poverty than all children in Scotland (24%) and households which do not have any of the priority family characteristics (10%). We remain focused on actions to help these families.

Figure 2 – Priority families with children in relative poverty:

Lone Parents
38%

Disabled
29%

3+ Children
32%

Minority Ethnic
38%

Youngest Child Aged <1
34%

Mothers Aged <25
55%
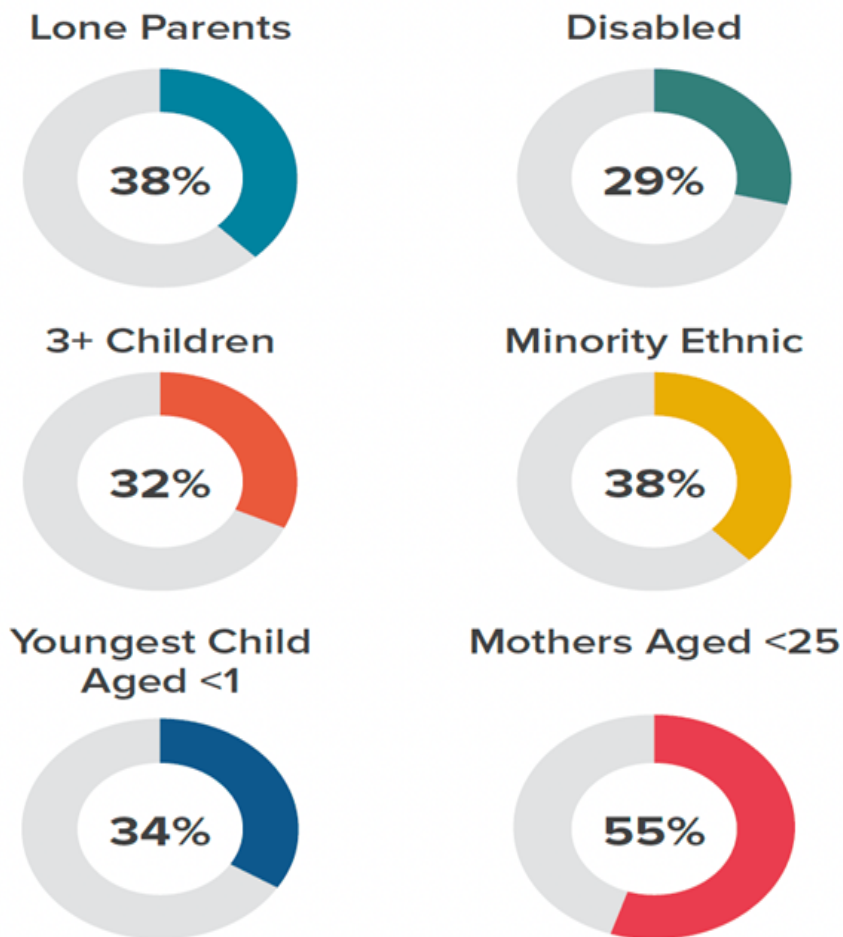
Source: Best Start, Bright Futures

Local Context

Child Poverty Data for the Scottish Borders - what do we know?

The headlines below show that we face significant challenges in the Scottish Borders.

- Our children in low-income families (before housing costs) has **risen** from **14.6%** in 2020/21 to **19.7%** in 2021/22, similar to the trend for Scotland.

- 1 in 5 children still live in poverty (after housing costs) in the Scottish Borders

- There is a broad range of percentages of children living in relative low-income families in Scottish Borders Wards. The percentage ranges from 11.6% in the Tweeddale West Ward to 30.6% in the Hawick and Denholm Ward.

- 12.9% of Scottish Borders Households receive Universal Credit.

Scottish Government produces a [dashboard](#) that provides a selection of data available at local authority level to help monitor child poverty and its drivers locally. These indicators do not measure child poverty directly in the same way as the indicators used for the national targets, but they can be used to understand the local context and how that might be changing.

[Appendix A](#) shows more detail, including data relating to the nationally identified high priority family groups.

Children in Low-income Families, before housing costs

Relative child poverty in a given year is when a family is assessed as having a low household income by the median income standards of the given year. The family must also claim Child Benefit and at least one other household income benefit (Universal Credit, tax credit or Housing Benefit) at any point in the financial year.

The chart below depicts the Scottish Government/DWP figures for the Financial Year Ending (FYE) 2022 at **19.7%** of children aged 0-15 in the Scottish Borders living in relative low-income households. This is below the UK and the Scottish averages of 20.1% and 20.8% respectively.

Estimated percentage of children aged 0-15 living in relative low-income households before housing costs, FYE 2022. Source: DWP/NRS
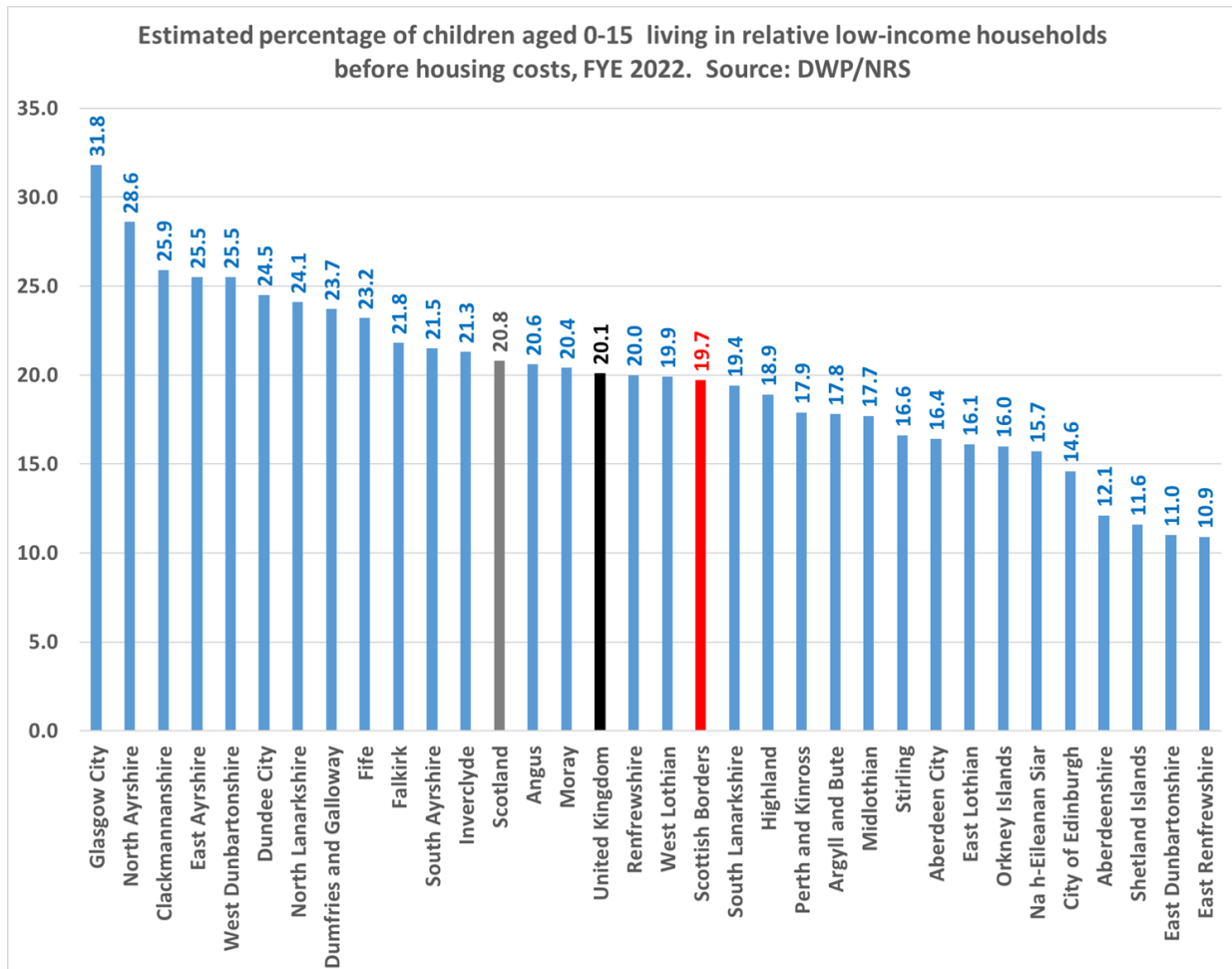
Children in Low-income households over time, FYEs 2015 to 2022 before housing costs

The line graph below shows the timeline of this measure since FYE 2015, and a sharp rise since 2021 figures, which had indicated an improvement. The rise is likely to be a direct result of the cost-of-living crisis.
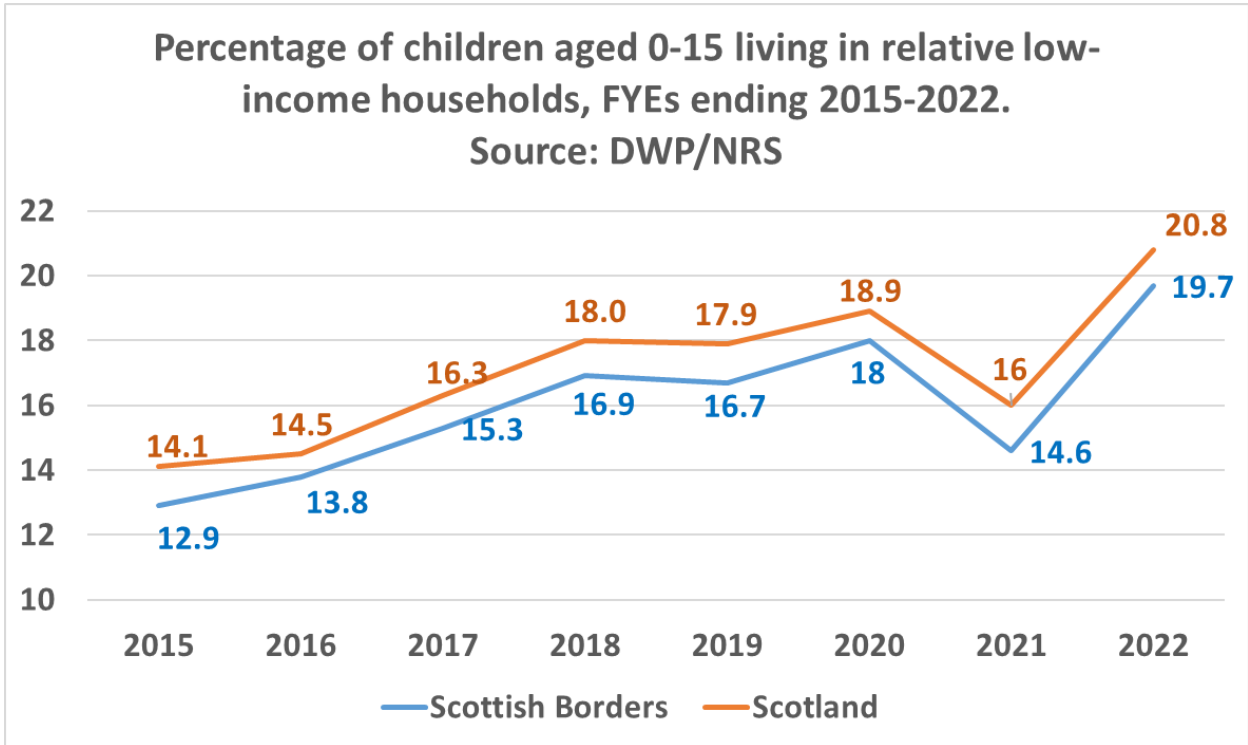
Percentage of children aged 0-15 living in relative low-income households, FYEs ending 2015-2022.
Source: DWP/NRS

Year	Scottish Borders	Scotland
2015	12.9	14.1
2016	13.8	14.5
2017	15.3	16.3
2018	16.9	18.0
2019	16.7	17.9
2020	18	18.9
2021	14.6	16
2022	19.7	20.8

Children in Low-income Families in Scottish Borders Electoral Wards

The chart below shows the Relative Child Poverty data at Scottish Borders Electoral Ward level for the FYEs 2021 and 2022. This ranges from 11.6% (2022) for Tweeddale West to 30.6% for Hawick and Denholm.

Percentage of Children in relative Low-income families (before housing costs) in Scottish Borders Wards: financial years ending 2021 and 2022. Source: DWP/NRS

	Hawick and Denholm	East Berwick shire	Selkirkshire	Galashiels and District	Jedburgh and District	Kelso and District	Scotland	Hawick and Hermitage	Mid Berwick shire	Leaderdale and Melrose	Tweeddale East	Tweeddale West
2021	22.3	16.2	16.7	15.7	17.4	15.2	16	16	14.9	12.6	8.2	8.4
2022	30.6	23.4	22.7	21.9	21.9	21.5	20.8	19.9	18.4	14.7	11.8	11.6

Children in Low-income Families, after housing costs

The Local Government Benchmarking Framework (LGBF) presents child poverty estimates (after housing costs) at local authority level, which are produced by the End Child Poverty Coalition. This measure is for relative poverty after housing costs, which provides important alignment with the targets set out in the Child Poverty (Scotland) Act 2017 and is therefore regarded as the "key" statistic on child poverty. This data shows the period following the introduction of the first round of the Scottish Child Payment but before the full aftermath of the pandemic and the cost-of-living crisis became apparent.

Percentage of children living in relative poverty after housing costs, FYE 2021, also showing "comparator" Council areas. Source: LGBF

Council area	%
Glasgow City	29.4
North Ayrshire	24.7
East Ayrshire	24.0
Clackmannanshire	23.9
West Dunbartonshire	23.4
North Lanarkshire	23.2
Dumfries & Galloway	22.9
Dundee City	22.5
Fife	22.1
Falkirk	21.5
Moray	21.3
West Lothian	21.1
Scotland	20.9
Angus	20.6
South Ayrshire	20.6
Highland	20.5
Midlothian	20.0
South Lanarkshire	19.6
Scottish Borders	19.5
Renfrewshire	19.5
East Lothian	18.9
Argyll & Bute	18.9
Perth & Kinross	18.7
Shetland Islands	18.7
Aberdeen City	18.3
Inverclyde	18.2
Orkney Islands	18.2
Stirling	18.1
Edinburgh City	17.2
Eilean Siar	16.7
Aberdeenshire	14.2
East Renfrewshire	12.8
East Dunbartonshire	12.5

The chart above shows that the Scottish Borders (red bar) had 19.5% of children living in child poverty in 2020-21. This is slightly below the Scottish average (grey bar) and is very much in the middle of its comparator council areas (green bars). The comparator Local Authorities were chosen by LGBF as they share certain population, urban/ rural and deprivation characteristics with the Scottish Borders. One in 5 children in the Scottish Borders still live in poverty.

Data for 2022 is not yet available but is expected to show a sharp increase in child poverty, which will be countered by the increase in value and range of the Scottish Child Payment from December 2022.

Average weekly Earnings

In 2022, the **median gross weekly pay** for full time workers living in the Scottish Borders (residence based) in the Scottish Borders was £617, **£23 below** the £640 for Scotland or **96% of the Scottish figure**. The regional pay gap between Scottish Borders and Scotland has greatly improved since 2021 for workers who live in the region.
([Annual Survey of Hours and Earnings - NOMIS](#))

Gross median weekly pay for full-time workers, residence based 2008-2022. Source: ASHE (Nomis)

Scottish Borders: 2008 £449.90, 2009 £437.40, 2010 £459.90, 2011 £453.30, 2012 £450.70, 2013 £507.50, 2014 £490.10, 2015 £503.50, 2016 £496.80, 2017 £514.60, 2018 £527.40, 2019 £545.90, 2020 £541.60, 2021 £550.60, 2022 £617.00

Scotland: 2008 £462.90, 2009 £471.20, 2010 £486.60, 2011 £487.20, 2012 £498.30, 2013 £507.90, 2014 £518.60, 2015 £527.00, 2016 £536.00, 2017 £547.40, 2018 £562.70, 2019 £578.30, 2020 £595.00, 2021 £619.90, 2022 £640.30

In 2022, the **median gross weekly pay** for full time workers working in the Scottish Borders (workplace based) was £571.30, £69.20 less than the £640.50 for full-time workers working elsewhere in Scotland. This is **89% of the Scottish figure**.

Gross median weekly pay for full-time workers, workplace-based, 2008-2022. Source: ASHE (Nomis)

Scottish Borders: 2008 £370.10, 2009 £381.30, 2010 £418.00, 2011 £397.60, 2012 £403.30, 2013 £452.30, 2014 £456.20, 2015 £456.10, 2016 £452.20, 2017 £467.80, 2018 £482.80, 2019 £508.70, 2020 £498.90, 2021 £527.00, 2022 £571.30

Scotland: 2008 £462.60, 2009 £472.80, 2010 £488.00, 2011 £485.00, 2012 £497.70, 2013 £508.70, 2014 £519.60, 2015 £527.00, 2016 £534.50, 2017 £546.60, 2018 £563.10, 2019 £577.00, 2020 £592.20, 2021 £620.70, 2022 £640.50

Households receiving Universal Credit

The table below shows the number and proportion of households in the Scottish Borders receiving Universal Credit compared to Scotland. Overall, the Scottish Borders has a lower proportion of households receiving UC (12.9%) compared to 16.1% for Scotland. In the Scottish Borders there were 3,015 households claiming the 'Child Entitlement' or 5.4% compared to 6.5% for Scotland.

Universal Credit Households November 2022 (provisional figures)	Scottish Borders No of Households	% of All Occupied Households	
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All Occupied Households	55,557		
All Universal Credit Households (UCH)	7,193	12.9	16.1
UCH with Children	3,140	5.7	6.7
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UCH with Children - Adult Disability Entitlement	443	0.8	1.0

Source: DWP/NRS

The Scottish Borders Child Poverty Index

The Scottish Borders Child Poverty Index (SB CPI) provides additional insight into Child Poverty in the Scottish Borders. The SB CPI was created to work alongside the Scottish Index of Multiple Deprivation (SIMD). SIMD provides a way of looking at deprivation in an area, covering the whole population and does not specifically reflect child poverty.

The SB CPI is a summary of four components, which are:

- Children in Low Income Families (**CiLIF**) – Source is DWP/HMRC.[1] Relative low-income is defined as a family whose equivalised income is below 60 per cent of contemporary median income. Gross income measure is Before Housing Costs (BHC) and includes contributions from earnings, state support and pensions. The SB CPI uses the most recent available year's data, currently there is a one-year lag e.g., for SB CPI 2022 uses the CiLIF data for 2021-22.
- Free School Meals (**FSM**) – Source is SBC. The proportion of pupils recorded for Free School Meals of all pupils in area for school year.
- Clothing Grant (**CLG**) - Source is SBC. The proportion of pupils recorded for Clothing Grant of all pupils in area for school year.
- Educational Maintenance Allowance (**EMA16+**) – Source is SBC. The proportion of pupils who are aged 16 or older (before 01 March of school year) who receive Educational Maintenance Allowance.

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[1] *The calculation of proportion of Children in Low Income Families for the purpose of the Scottish Borders Child Poverty Index differs to 'official statistics' due to the availability of the data from Stat-Xplore. The children in Stat-Xplore are defined as dependent individuals aged under 16; or aged 16 to 19 in full-time non-advanced education or in unwaged government training. (Not just those aged under 16 – unable to group into age bands). The figure for all children is then expressed as proportion of those aged 0 to 15 as published by NRS. It is recognised that this calculation is imperfect, but practical for the purpose of the SB CPI.

The table below shows the results for the Scottish Borders for 2017 to 2022

Child Poverty Index Component / Year	SB CPI 2017	SB CPI 2018	SB CPI 2019	SB CPI 2020	SB CPI 2021	SB CPI 2022
Children in Low Income Families - CiLIF (DWP)*	19.0%	20.7%	20.5%	22.0%	18.0%	**23.8%**
Free School Meals - FSM (SBC)	10.0%	10.4%	11.6%	15.7%	15.4%	**15.8%**
Clothing Grant - CLG (SBC)	14.6%	15.1%	15.2%	18.1%	18.0%	**18.8%**
Educational Maintenance Allowance 16+ - EMA16+ (SBC)	8.2%	6.2%	3.8%	16.0%	10.0%	**10.5%**

The table below highlights observations for each component of the Scottish Borders Child Poverty Index 2022.

Child Poverty Index Component	2022 Observations
Children in Low Income Families - CiLIF (DWP)*	• All data zones in the Scottish Borders had Children in Low Income Families. • All localities had at least one data zone with 40% or more Children in Low Income Families
Free School Meals - FSM (SBC)	• In 78% of data zones 10% or more pupils are registered for Free School Meals in Seemis.
Clothing Grant - CLG (SBC)	• In 87% of data zones 10% or more pupils are registered for Clothing Grant in Seemis.
Educational Maintenance Allowance 16+ - EMA16+ (SBC)	• In 25% of data zones 10% or more pupils aged 16+ received Educational Maintenance Allowance recorded in Seemis. • In 66% of data zones no pupil aged 16+ received Educational Maintenance Allowance a marked difference to previous years. • The take-up of EMA was noticeably more frequent in the Tweeddale locality. • The non-take-up of EMA in many data zones reduced the number of data zones in the 'Higher' child poverty level group.

What are we doing about Child Poverty in the Scottish Borders?

Tackling child poverty in the Scottish Borders is governed through the Community Planning Partnership. A Child Poverty Action Group steers this work and consists of Scottish Borders Council, NHS Borders, and other key partners. They meet to discuss the local approach as well as any response to national developments.

The Community Planning Partnership has oversight and approval duties associated with the Local Child Poverty Report and Action Plan but delegates the delivery of it to the Child Poverty Action Group.

Local Plans outlined below all make a contribution to tackling child poverty too.

The Scottish Borders Council Plan
The Council Plan from April 2023 sets out a strategic framework for Council decision-making and operations.

Anti-Poverty Strategy
The Scottish Borders Anti-Poverty Strategy sets out the way in which the Council and its partners will aim to work together to help reduce poverty across the region and recognises that Child Poverty is included in this aim.

Children & Young People's Services Plan 2023-2026
Child Poverty continues to feature as a priority within the Children & Young People's Services Plan 2023-26. The whole family support network outlined in the Plan will work with the Child Poverty Action Group to work towards the following aim:

> • *Reduce the number of children in poverty and reduce the impact of living in poverty on families. Ensure that children and their families are given the opportunity to contribute to shaping local policy and actions to reduce the social and economic impact of poverty.*

Scottish Borders Community Planning Partnership – Priority themes
The Scottish Borders Community Planning Partnership work with four priority themes to support communities. These are:

- Enough money to live on
- Access to work, learning and training
- Enjoying good health and wellbeing
- A good place to grow up, live in and enjoy a full life

These themes support our child poverty agenda.

Children's Rights
Local Government in Scotland together with their partners already undertake a volume of work to reduce child poverty locally. This includes annual reporting on the actions they take and plan to take to reduce child poverty. This paper Understanding Child Poverty as a Children's Right issue explores the relationship between the UNCRC and child poverty.

Our Children's Rights Report 2021-2023 reports on the steps we have taken to fulfil the requirements of the United Nations Convention on the Rights of the Child (UNCRC).

Equity Strategy
Our Education Equity Strategy 2021-2026 has been developed to ensure increased excellence, accelerated progress and embedded equity in our schools and settings to reduce the poverty related attainment gap and improve outcomes for care experienced children and young people (CECYP). The strategy coordinates the Attainment Scotland Funding streams; Pupil Equity Funding, Strategic Equity Funding and CECYP Funding to ensure maximum impact.

Education Improvement Plan

Our Education Improvement Plan 2022-2023 sets out key strategic improvement priorities for our schools and settings. The National Improvement Framework 2022 (NIF) requires each local authority to prepare and publish annual plans and reports describing the steps they intend to take each academic year to reach each of the five strategic priorities below:

- Placing the human rights and needs of every child and young person at the centre of education
- Improvement in attainment, particularly in literacy and numeracy
- Closing the attainment gap between the most and least disadvantaged children
- Improvement in children's health and wellbeing
- Improvement in employability skills and sustained positive school leave destinations for young people

The 2022/23 Action Plan Progress Report

Good overall progress has been made against the actions set out in the 2022/23 Action Plan. This is shown in detail in Appendix B, and demonstrates the wide range of activities undertaken to help alleviate child poverty in the Scottish Borders. Highlights include:

Employability	• A total of 215 young people volunteered through Live Borders' Active Schools programme. • Tweeddale Youth Action employed 1 young person and supported 5 young people to gain recruitment within local employers. • SBHA recruited 4 Modern Apprentices.
Education	• Equity and Excellence Leads were placed in large SBC Early Learning Childcare (ELC) with progress made in narrowing developmental gaps, assisting to make positive attainment by the end of P1. • ASN youths have been supported with ILF transition funding applications, accessing qualifications both national and local and launching Youth Enterprise Scotland YES teams programme in August 2022 to provide qualification SVQ 3 and access to social innovation and enterprise.
Information and advice	• SOSE has financially supported 5 organisations whose activities indirectly or directly addressed child poverty. Across the organisations, funding support has also enabled the creation of 267 jobs and safeguarded 323 jobs across the Scottish Borders. • CAB utilised 'Our Money Talk Team' Project, funded by Scottish Government. This provided customers with advice on rights and responsibilities, what is available locally and how to access services.
Housing and energy	• SBHA provided 115 tenants with a payment from the Fuel Debt Fund to clear their fuel debt (£150,000 in total payments made), an average of £1,300 per household. • 17 Warm and Well Hubs were established across the Scottish Borders, funded by SBC's Cost of Living support package of £1.2million.
Health and wellbeing	• Over 4170 visits were made by children and young people to Live Borders activities. This provided coordinated access to food, childcare, sports, leisure, and cultural activities during the holidays.
Digital exclusion	• SBHA's Digital Champions network continues to support the 224 households who received a device via Connecting Scotland. • Live Borders received 225 referrals for digital devices. Of the 225 referrals, 77 households included children. A total of 100 chromebooks and 106 ipads were distributed through the Connecting the Borders programme.
Food	• £60,000 was allocated to support the setting up, continuation or provision of a free breakfast club across the Scottish Borders. 19 Schools were successful in their application for funding along with 1 community-based group. • BHA has provided £25,000 to local foodbank and larders from the National

	Lottery Community Anchor fund, accessed through the Scottish Federation of Housing Associations.
	• Over £5,000 worth of supermarket gift cards have been distributed by SBC to local foodbanks and fareshare providers as well as to prominent groups within communities that are supporting individuals with the cost-of-living crisis.
Financial inclusion	• A £1.2m cost of living support package was made available in August 2022 and has been used to help families in a variety of ways, including, funding a warm clothing payment of £100 to children in receipt of free school meals/clothing grant/home schooling, which benefitted 2,695 children.
	• Midwives and Health Visitors continued to be proactive in referring expectant and new mothers for benefits checks. In 2022-23 there were 500 referrals resulting in an uplift in benefits of £1.2million.
Money worries	• BHA supported £5,200 gains from Scottish Child payments and £674,825 total benefit gains for 2022/23.

As well as the progress shown in Appendix B, case studies are shown in Appendix C. These case studies provide valuable insight into the work of various Partners across the Scottish Borders.

The Cost of living

Anti-Poverty Strategy - Cost of Living Support

Scottish Borders Council approved a report at their Council Meeting on 25 August 2022 on support for the Cost-of-Living crisis. In recognition of the significant challenges that households were facing due to the increased costs of living, a financial support package of £1.2m was established to respond to the needs of communities.

An immediate allocation of **£0.585m** was agreed which enabled a range of support to be put in place quickly. All of this support has helped to tackle child poverty locally. This included:

£150k	Extending existing arrangements with organisations such as CAB, Changeworks etc., to provide additional resources to assist with referrals, energy advice, money advice, signposting, and budgeting
£235k	Warm clothing payment of £100 to each child entitled to either Free School Meals or Clothing Grants - an initial 2,350 children benefitted
£50k	Top up Discretionary Housing Payment (DHP) funding
£100k	Further top up of Scottish Welfare Fund (SWF) funding
£50k	Additional resources to be used to support & process increased take up of benefits

Since August 2022, proposals for the remaining **£0.615m** have been considered and approved by a Cost-of-Living Strategic Board as follows:

£100k	Expansion of the Inclusion Fund
£115k	Support Warm Spaces across the Scottish Borders: Warm spaces	Cost of Living Crisis support	Scottish Borders Council (scotborders.gov.uk)
£96k	Warm & Well, Youth Work Collaborative
£84k	Borders Housing Network, extension of Warm & Well Project, and provision of an additional resource to advise tenants
£19.5k	Live Borders, financial support to ClubSport members in relation to energy
£60k	Breakfast Club pilot for schools within highest SIMD areas
£35k	Additional funding to support increased take up of £100 Warm Clothing Grant – a further 345 children benefitted
£86k	Third Sector Interface & Live Borders, £50k for energy support, £36k for club membership, equipment and clothing support for sports clubs and organisations

Other Support

In addition, dedicated online support pages were launched on the Scottish Borders Council website. Financial support and advice | Cost of Living Crisis support | Scottish Borders Council (scotborders.gov.uk)

The longer-term ongoing issue of poverty across the Scottish Borders continues to be addressed by the Scottish Borders Anti-Poverty Strategy and Action Plan, with progress being reported to the Anti-Poverty Members Reference Group and supported by both the Cost-of-Living Strategic Group and Cost of Living Operational Group. In addition to the £1.2m cost of living support, awards totaling £165k have been made from the Council's Financial Hardship Fund. These relate mainly to food and supermarket gift cards, and have benefitted services such as early years centres, Border Women's Aid, Children 1st and Action for Children.

Budgets and Funding

Significant budgets and funding are attributed to tackling child poverty in the Scottish Borders. Table 1 below sets these out for 2023/24.

Budget/Funding	2023/24
Crisis grants	£156,000
School clothing grants	£391,000
Free sanitary products in schools	£44,000
Free sanitary products in public bodies	£50,000
Educational Maintenance Allowance	£336,000
Pupil Equity Funding	£1,919,000
Strategic Equity Fund	£448,000
Care experienced Children and Young People Fund	£149,000
Whole Family Wellbeing Fund	£669,000
Support for the Cost of living	£376,465
Financial Insecurity Fund	£256,678
Local Authority Covid Economic Recovery Fund (LACER)	£541,220
TOTAL	**£5,336,363**

In addition to the budgets and funding set out above, Councils can now apply for their share of £4.5 million to support the provision of after school and holiday clubs for Scotland's most disadvantaged communities. Details of the scheme were set out at a National Anti-Poverty summit in Edinburgh on 03/05/2023. No further information is available yet; however, this is an exciting opportunity in tackling child poverty in the Scottish Borders.

Additional child poverty funding streams are also expected, as set out in Best Start, Bright Futures, for No one left behind, employability projects, reducing barriers and child care.

Financial Inclusion

Financial inclusion actions help families to maximise their income and benefits.

Scottish Borders Council offer a range of different Financial Inclusion services and are involved in several different work streams with a variety of partners. A Cost-of-Living Group meets at a strategic and operational level to discuss and agree actions to help families and referral processes are in place if required.

Financial inclusion support is provided in a number of ways:

- Direct support for families in crisis e.g., Provision of supermarket gift cards, grant payments, summer programmes, Christmas parcels, help with rent or housing costs and goods such as carpets, curtains, or furniture
- Benefits check service to ensure that families are claiming all they are entitled to
- Referral pathways e.g., Health visitors and family nurse partnerships
- Discretionary funding awards e.g., Borders College helping students in financial hardship
- Awareness campaigns to encourage take up of specific benefits e.g., Scottish Welfare

A case study set out in [Appendix C](#) shows the work of the Welfare Benefits Team in Early Years. This highlights the benefits of this service, with 505 clients helped over the year.

Scottish Borders Local Employability Partnership

Scottish Borders Local Employability Partnership (LEP) was formed in September 2021 and continues to meet regularly as the employability landscape changes. Its work was previously incorporated with the Borders Learning and Skills Partnership. Following a self-assessment process, it was considered that there should be a particular focus on employability services to meet the Scottish Government's ambitions for No One Left Behind policy agenda and Employability funding schemes in the Scottish Borders.

The Partnership vision is:
 "We will work together to deliver effective and easily understood employability and skills pathways focused on positive outcomes which are person-centred and lead to sustainable, fair and rewarding work"

The LEP oversees the allocation of funding from the Scottish Government and the delivery of No One Left Behind and monitors these projects to ensure they meet their required outputs and outcomes. It is acknowledged by the LEP that the best and most effective way out of poverty for people is through employment opportunities. The LEP are committed to providing an effective and relevant range of provision based on need and demand and ensuring that the right support is in place for those who rely on these services. This is done through an evidence-based approach by utilising all available data and resources to co-produce an all-age employability support service that is person centered, more joined up, flexible and responsive to individual needs leading to sustainable, fair, and rewarding work.

The Intensive Family Support Service targets specific areas, including employment, family support and income maximisation for families where generational unemployment is a feature. Over 2022, 28 families were supported with income maximisation.

No One Left Behind

Scottish and Local Government are committed to the shared ambition of [No One Left Behind](#) focusing on the needs of the individual. Adopting a collective partner and person-centred approach to tackle child poverty is one of the overarching priorities to strengthen employability support to mitigate consequences.

At local level, partnership agencies continue to work towards increasing positive pathways and sustained positive destinations for young people.

Recent examples include:
- Employability staff from NOLB and ESS attended 14+ meetings at local high schools along with other partners offering employability related activities from barrier removal to supported employment. Those identified with additional needs have pathway meetings and NOLB Stage 1 are present at those meetings.

- Employability services are regular attenders at pathway and career events.
- Care Experienced young people all have the opportunity of a meeting with a Career Advisor. Borders College works closely with SDS through their further education partnership agreement to provide withdrawal information and to aid the tracking and monitoring of all Care Experienced young people.
- A care experienced tracker is in place which is updated on a monthly basis by SDS and the Virtual Head Teacher. Where young people have not sustained a destination, or are at risk of not sustaining, appropriate interventions are discussed.
- ESS offer bespoke pathways to assist those aged 16+ furthest from the job market, volunteering, or education opportunities. This is conducted through employability training and awareness sessions including 1-1 support for those who require additional support to help overcome barriers to employment, volunteering, and further education.
- Working with parents to help gain employment is performed through joint initial visits between PES/NOLB to identify holistic support offered to the family. Using a 'whole family' approach working to identify the barriers to employment and perpetual cycle of this amongst families.
- Working in partnership with local hotels and restaurants to teach hospitality and catering skills to support young people entering the food industry through the Food Punks Project at Tweeddale Youth Action. Cohorts of students are supported through the school day in addition to the supporting of those aged 16+ into employment through Food Punks via NOLB.

Scottish Borders Council - Real Living Wage Employer

The real Living Wage is an independently calculated rate based on the cost of living and is paid voluntarily by employers. It helps to tackle poverty by putting more money into the pockets of our lowest paid workers, enabling them to earn a wage that reflects living costs and helps to lift families out of in-work poverty.

The rate is currently £10.90 and is calculated annually by The Resolution Foundation on an analysis of the wage that employees need to earn to be able to afford the basket of goods required for a decent standard of living. This basket of goods includes housing, childcare, transport, and heating costs.

As an accredited real Living Wage employer, Scottish Borders Council is committed to encouraging the wider adoption of the real Living Wage by partners, local employers, and suppliers. The Council has adopted the *Scottish Government Best Practice Guidance on Addressing Fair Work Practices*, including the Real Living Wage in Procurement for relevant contracts.

Scottish Borders Council has also included Modern Apprentices within the commitment to being a Real Living Wage employer going forward.

Food Conversations

Food conversations are continuing and have provided information and ideas towards undertaking actions from the Anti-Poverty Strategy Action Plan. The conversations have allowed us to allocate financial inclusion/cost of living funding to areas where the group have identified need. This has resulted in investment in Cyrenians who are providing food larders and cook clubs across the Scottish Borders. Two new locally based jobs have been created to help deliver this. Conversations have progressed and a food conversation action plan will be created to monitor activity. Local links are continuing to be strengthened with the need to food share more effectively a key action.

The Joint Health Improvement Team (JHIT) provided continuation funding to the Community Justice Service (CJS) Eastlands Greenhouse Project for 2022-2023. CJS colleagues have incrementally built on previous partnership success and linked into the Scottish Borders Community Food Grower's Network, this has contributed to a wider distribution of produce and relationships with new partners too including; Broomlands Primary School, Kelso, Café Recharge, We Are With You and Greener Melrose Seed Exchange.

The bulk of the produce grown has continued to be distributed through Action for Children and Early Years Centres networks. Activities have supported children and families to eat a more balanced and nutritious diet through the food security activities of a range of Scottish Borders partners including:

· Low & Slow Cooking Programme
· Burnfoot Community Hub
· Langlee Primary School
· Burnfoot Community Hub
· Galashiels Focus Centre
· Langlee Carnival
· School Holiday Programmes
· Selkirk Cooking Group
· Salvation Army Food Parcels

The produce has also been used to support REHIS Cooking Skills programmes for men and women through core CJS services. Overall, this work continues to reflect early intervention and prevention through good food activities that support the maintenance and development of relationships between children, families, and support services. Health Improvement have connected staff to the project through a site visit to enable them to learn first-hand from service users about their experience of working as part of the gardening team at Eastlands.

Evaluation information can be triangulated to demonstrate the collective impact of this project:

1. Service Users shared their insights into the development of knowledge, skills, and experience, translating this learning into everyday life and being able to give something back to the community.
2. Health Improvement staff fed back on the direct impact for service users and themselves, reflecting on behaviour change in relation to their own food choices and distributing produce to children and families through partners.
3. Galashiels Early Years Centre fed back on the positive impact of having a supply of fresh produce to support their larder provision, distributing surplus food through activities and the school playground to prevent food waste, and offering fresh produce as a snack for children.
4. Action for Children fed back on the positive impact of vegetable distribution providing insights into home cooking as a family, making the most of the produce and the produce that families enjoyed the most.

The CJS Greenhouse project reflects value for money, with minimal budget and maximum impact for all involved. It is our intention to fund this again in 2023-2024 and build on our incremental success.

Breakfast Clubs

Scottish Borders Council - £60,000 has been allocated from the Council's Cost of Living Support Fund, to support the setting up, continuation or provision of a free breakfast club offer across the Scottish Borders. Nineteen schools were successful in their application for funding in addition to one community-based group. There is currently a mixed picture across the Scottish Borders with some free to access, some paid provision and a mixture of a free offer and paid places within one setting. Some areas were targeted based on the Child Poverty index, lack of any current provision

and up take on free school meals/clothing grants. Breakfast clubs are now starting up in these settings with support from Public Health, where required, who are offering nutritional advice on how to set up a breakfast club in line with Scottish Government guidelines. The aim is to create an equitable offer across schools and community settings and this work will be evaluated throughout 2023/24.

Borders College - Borders College works in partnership with their Students Association to address food poverty through enabling access to basics via the college Larder and, prior to Christmas, themed lunches. Since January, the College has committed to offering students a free breakfast and this will continue for the remainder of the academic year alongside the regular drop in 'Wellbeing' cafes. In addition, Borders College provides supermarket vouchers and grab and go lunch/breakfast bars wherever these may be required.

Get into Summer 2022

Through the summer holiday period of 2022 (4th July – 16th August 2022), Live Borders worked in partnership with Scottish Borders Council and other key providers to deliver the "Get into Summer" programme. Funded by Scottish Government, all Local Authorities in Scotland were allocated funding to provide an enhanced/new summer holiday provision that allowed children from low-income families to be more fully engaged in opportunities through the holiday period, specifically:

- Children from lone parent families
- Children from ethnic minority families
- Children from families with a disabled adult or child
- Children from families with a young mother (under 25)
- Children from families with a child under 1 year old
- Children from larger families (3+ children)

The funding allowed Live Borders to deliver a comprehensive programme of sport, physical activity, and cultural opportunities and following on from the pilot success in summer 2021, continued to offer free places for identified children through discount codes and in some instances, making whole offers free of charge.

Activities included; a variety of holiday camps in all school clusters (multi activity and sport), a Family Activity Pass for families referred by professional staff, free cinema access for targeted groups and individuals, a range of museum and galleries activities, library workshops, and a partnership disability camp with a local third sector group (Borders Additional Needs Group).

Staffing
Get into Summer has been staffed for Live Borders in three main ways:

- Delivery by core contracted Live Borders staff (Development Officers, Active Schools Coordinators, Facility staff, Cultural staff)
- Recruitment of specific Activity Leaders/Coaches to deliver the holiday camp activity.
- Contracting external bodies to deliver on Live Borders behalf (for large parts of the Museums and Galleries programme).

Successes & Challenges
The Get into Summer project has generally been very successful with the following key benefits identified:

- Increased range of activity offered through the summer via cross service working.
- Opportunity to bring in new revenue streams via Scottish Government funding.
- Participation barriers (financial) have been somewhat removed for families who may have been otherwise not able to attend.

- High occupancy across all activities offered.
- Improved relationships with key partners involved in targeted work (SBC Education, Quarriers)

Data Analysis

Using adapted versions of the Live Borders Healthier, Happier, Stronger survey alongside standard quantitative data analysis, key findings from the GITS programme are as follows:

- Over 4170 visits made by children and young people to Live Borders GITS activities.
- Activity camps (all) averaged 91% occupancy with 69% of places free of charge for targeted children and young people.
- 47% of children reported an increase in their resilience when having to deal with day-to-day problems through GITS.
- 44% reported an improvement in their self-confidence through participation in GITS.
- 35% reported that they had reduced their feelings of loneliness as a result of their participation in GITS.
- 82% reported that they had greater confidence to attend further sport and physical activity opportunities in their schools and wider communities
- 20 activity leaders employed to lead and support activity through the summer:
    - 80% improved their self-confidence.
    - 67% felt more confident about their future employability.
    - 73% learned or developed new skills.

BANG Summer Camp July 2022 Participation Figures

The table below shows the overall participant figures from the Summer Camp held in July 2022.

Children/ Young People with Additional Support Needs	33
Parent Carers	31
Young Carers	23
Volunteers	6
Overall Participation	93

Scottish Borders Council Children and Families Social Work Service

Evidence suggests that direct and indirect impacts of poverty can both operate separately and also interact with other factors to increase or reduce the chances of abuse and neglect. It is within this sphere that children and families social work focus their day-to-day interactions and interventions.

Children and Families social work (C&FSW) fulfils specific statutory duties to children and young people in the Scottish Borders, primarily contained in the following pieces of legislation:
- Children (Scotland) Act 1995
- Adoption and Children (Scotland) Act 2007
- Children's Hearings (Scotland) Act 2011
- Children and Young People (Scotland) Act 2014

C&FSW provides a range of functions and interventions linked to the impact of poverty including:
- an initial response to referrals, investigating concerns that children may be at significant risk of abuse and neglect;
- a comprehensive service for all looked after children, children on the child protection register and those who are at high risk of becoming so;
- work with children affected by disabilities and their families;
- recruitment of and support to foster carers and prospective adopters and assessment of kinship carers;
- residential provision for young people and a satellite unit for young people in transition to independent living;

- support to young people who were previously looked after and;
- specialist assessment and support to young people who have offended and their families.
- support for Unaccompanied Asylum-seeking Young People who are aged over 18 but whose immigration status has not been concluded and therefore have no recourse to public funds.

The statutory role of C&FSW necessitates focusing on those children, young people and families assessed as most in need, supporting them to navigate complex systems which frequently place them in positions of disadvantage, and supporting children and their families who experience poverty to access services or resources that they may not have been able to. Examples include charity applications; sourcing essentials items such as food, household goods, and clothing; the provision of practical support; the provision of funding for utilities such as gas and electricity. Advice is provided by staff within the service to support budgeting on a long-term basis, and support is provided to ensure income maximisation and access to correct benefit payments. Where a child is placed with kinship carers, the set-up costs to purchase bed, bedding, clothes, and other equipment is offered to assist the successful commencement of the placement.

C&FSW also fund childminding where it is assessed to be in the child/family's best interest. Self-directed support, where families have increased choice about the support they receive, is currently primarily focused on children with disabilities, however this is a developing area of practice and Scottish Borders C&FSW will continue to engage with Scottish Government to explore options to extend self-directed support to other families.

Scottish Borders C&FSW also commission or purchase a number of services including:
- Aberlour Child Care Trust are commissioned to provide residential respite and day respite play scheme during school holiday periods for children affected by disabilities, and the Sustain Service for children and young people at risk of becoming looked after.
- Who Cares? Scotland are commissioned to provide an independent advocacy service for children and young people who are within external placements.
- Children 1st are jointly commissioned by C&FSW and the Children & Young People's Leadership Group to provide an Abuse and Trauma Recovery Service for children and young people who have been the victims of abuse.
- C&FSW also make a contribution to Children Hospice Association Scotland (CHAS) for hospice care services.
- Purchased services include a number of foster placements from independent providers and placements for children and young people who require intensive support in a residential setting.

Scottish Borders Council Education Services

Education and Lifelong Learning fulfils specific statutory duties to children and young people in the Scottish Borders, primarily contained in the following pieces of legislation:
- The Education (Scotland) Act 1980
- The Education (Scotland) Act 2016
- The Children and Young People (Scotland) Act 2014
- Standards in Scotland's Schools etc. Act 2000

Education and Lifelong Learning provides a range of functions and interventions linked to the impact of poverty. These are set out below.

A commitment to developing a curriculum that reflects the aspirations of the OECD (Organisation for Economic Co-operation) review. This was commissioned by Scottish Government in 2020 and is an independent review into the Curriculum for Excellence.

We continue to work with the wider national agendas of Developing Young Workforce, No-one Left Behind, Young Person's Guarantee and the South of Scotland Economic development strategy. Learning for sustainability, UNCRC and The Promise are also integral to the new curriculum and culture.

The Partnership with Parents Framework has been updated. All schools have continued to work closely with parents and have built on new ways of engaging with parents that were established during lockdown. The Psychology of Parenting Programme (PoPP) continued to be successful with almost all parents reporting an improvement in their child's behaviour at the end of the programme. During periods of restriction (due to Covid 19) PoPP groups were held online ensuring that parents were able to access vital support during this stressful time at home with their children.

A Development plan has been agreed with Education Scotland to update Cost of the School Day work. Updated information will be sent to all schools and settings, with plans to engage schools in further professional learning, develop a framework and support schools with self-evaluation. Where possible, schools continue to use pupil equity funding to ensure those pupils impacted by poverty are supported and do not miss out on experiences. PEF planning will change for 2023/2024 and schools will work more collegiately in clusters to plan together. Schools and settings work in partnership with other local authority and third sector organisations to support families with income maximisation and access to benefits and grants.

Stretch Aims
Following the refresh of the Scottish Attainment Challenge in March 2022, local authorities are now required to submit stretch aims which are shared annually with the Scottish Government as part of statutory plans and reports. Specific 'core' stretch aims are to be submitted for improving outcomes for all while closing the poverty-related attainment gap, these should be both ambitious and achievable within local contexts. These are set out in the table below:

CORE STRETCH AIM	OVERALL LEVELS	SIMD QUINTILE 1	SIMD QUINTILE 5	GAP (Q1 – Q5)
ACEL P1, P4, P7 Literacy Combined	75%	60%	87%	27%
ACEL P1, P4, P7 Numeracy Combined	80%	65%	89%	24%
Achieved 1 or more Qualification at SCQF Level 5 (leavers)	88%	75%	96%	21%
Achieved 1 or more Qualification at SCQF Level 6 (leavers)	66%	45%	86%	41%
Participation measure (16-19 in education, employment or training)	94%	89%	98%	9%
HWB: Attendance – Primary	95%	95%	95%	0
HWB: Attendance – Secondary	95%	95%	95%	0

Scottish Attainment Challenge (SAC)
In March 2022, Scottish Government launched the refreshed Scottish Attainment Challenge (SAC) with its mission to use education to improve outcomes for children and young people impacted by poverty, with a focus on tackling the poverty-related attainment gap. The development of our previously mentioned stretch aims sets ambitious targets for our local authority to close the poverty related attainment gap at pace. Schools have also been supported to develop their own stretch aims and these are monitored throughout the academic year. To ensure our SAC funding from Scottish Government has maximum impact and to improve outcomes at pace for children and young people impacted by poverty, the Education Equity Strategy 2021-2026 was developed. This includes the establishment of the Equity Strategic Board to oversee and provide governance of SAC funds and their use. The short-term outcomes of the strategy have been achieved and actions are in place to meet the outcomes for years 2-5.

Strategic Equity Funding (SEF)
As part of SAC funding, Scottish Borders will receive incrementally increasing funds annually until 2025/26 to support strategic work to close the poverty related attainment gap. In 2021/22, year 1 of this funding, additional strategic resource in the form of depute headteacher posts have been provided to our 3 primary schools with the largest SIMD Quintile 1 population; Burnfoot Community School, Langlee Primary School, and Philiphaugh Community School. Phase 2 of SEF Funding is in the planning stages but involves a multi-agency and community led consultation and decision-making process to ensure the best use of these funds to narrow the poverty related attainment gap. There will be a focus on pedagogy, curriculum development and learning teaching and assessment.

Early Learning and Childcare (ELC)
Support is targeted in our ELC settings to make best use of Excellence and Equity Leads (EELS) to close the poverty related attainment gap. All our ELC children received a free school meal and snack at no cost to parents.

Early Years Centres
EYCs are located in 4 areas where there is the most need in our communities: Burnfoot, Eyemouth, Langlee and Philiphaugh. The centres provide a family-friendly environment open all year round where families can grow and learn together. Centres provide direct support, signposting and a 'one stop shop' of advice for families. Weekly drop-in sessions help build relationships and provide an informal platform for visiting professionals to meet with parents in a relaxed atmosphere. The centres provide both universal and targeted support. The EYC Manager works directly with groups and individuals and manages and facilities other professionals to work in and from the centres. The work of the Centres is responsive to the needs of the families. EYCs work with parents:

- To feel empowered, supported and listened to
- To feel positive and skilled about making healthy choices for their family and themselves
- Be able to guide and support their children to thrive, grow, develop, and learn.
- Bring families together, model good practice and support parents to play and learn with their children

EYCs offer food through local food banks to families, parenting groups and other supports.

Work has been carried out to link better with schools and Citizen's Advice Bureau in extending communication about benefits and referral processes to parents/carers with primary age children as they don't have the same opportunities to get information from and be referred by NHS staff as families with children under school age. Information is now being added to the recently developed NHS Money Worries App where it can be easily accessed.

EYCs Guidance on the operation of the centres is being updated and will embed the principles of equality, dignity, and respect for all service users. EYCs are aiming to develop outreach services, including support for families in Jedburgh with funding from the Mental Health and Wellbeing Project in collaboration with partners and families.

Post School Transitions
In partnership with Developing Young Workforce Borders and Skills Development Scotland, we delivered our highly regarded careers and skills event; SkillsQuest Borders for care experienced and other learners in S2 and S3 in April 2023. This focused on developing skills, including budgeting, teamwork and cooking on a budget.

Positive Destinations for all Care Experienced and Looked After learners
Established in 2019, the Scottish Borders Virtual School acts as a local authority champion to promote the educational achievement, attainment, and experience of all of our looked after and care experienced children and young people. The Virtual School Headteacher (VSHT) continues to

support and challenge schools and partners to ensure improved outcomes for care experienced pupils, such as positive destinations.

Delivering The Promise - #KeepThePromise

Just over three years ago the Independent Care Review published 'The Promise' and in February 2020, Scottish Government signed up to the actions set out within it. Keeping the Promise requires Scottish Government to work with partners to bring transformational change. The Implementation Plan shares its ambition and works in harmony with the national child poverty plan - Best Start, Bright Futures. Poverty is one of the 5 fundamentals of The Plan 21-24 and steps must be taken at both a national and local level to alleviate the impact of poverty on families.

"Children growing up in poverty are over-represented on the child protection register and are more likely to be removed from their families..." (the promise)

"There must be significant, ongoing and persistent commitment to ending poverty and mitigating its impacts for Scotland's children, families and communities..." (the promise)

Scottish Borders Council and Partners recognise the huge potential for transformational change and agree that a shift from crisis intervention to early intervention and prevention is needed. An initial plan was developed in Autumn 2022 to create a Whole Family Support Service with funding received from the Whole Family Wellbeing Fund of £668k.

Strategic Governance and the Children and Young People's Planning Partnership
The development of a new multi-agency children's services partnership governance structure over the past twelve months has been significant. The previous structure was reviewed in terms of delivering the Promise and it was agreed to establish both a new governance board – the Children and Young People's Planning Partnership - and associated work streams. The Promise is regarded as the overall policy driver for the new structure and the 4 work streams reflect the Priority Areas of the Plan 21-24 – A Good Childhood, Whole Family Support, Supporting the Workforce and, Planning and Building Capacity.

The new structure leaves Scottish Borders in a much better position to use the WFWF to develop and transform service approaches to early intervention. The Whole Family Support work stream will be the primary route for developments in these areas.

An Intensive Family Support Service, a Family Group Decision Making Service and a two year Brothers and Sisters Project are already in existence and contribute to the delivery of The Promise. An initial Scottish Borders Whole Family Support mapping exercise has been undertaken in order to understand the complex landscape further. Other projects which linked to this are: the Children and Young People's Emotional Health and Wellbeing Project and Primary Care Mental Health and Wellbeing Project.

Partnership Working
ASN youths are provided with the opportunity to participate and engage with SBC's Promise Team through partnership working with BANG (Borders Additional Needs) and SDS (Skills Development Scotland). Eight youths meet weekly with SBC's Promise Team in relation to Human Rights, self-advocacy and understanding of local and national decision-making responsibilities.

The Promise awareness raising sessions
Awareness of The Promise has continued to be promoted through online and face-to-face presentations and workshops with foster carers, inter-agency colleagues, strategic groups, and external partners. Presentations are adapted and tailored depending on the needs of the particular group.

Student Poverty: Borders College

Poverty amongst the student body remains an ongoing concern, further exacerbated by the cost-of-living crisis being experienced by all.

Over the last academic year Borders College has continued to mobilise resources to help support students and, as far as possible, help mitigate some of the financial pressures faced in the daily challenges of managing lower incomes in a climate of increasing daily living costs.

A key priority for Borders College is to ensure that students access the funding they are entitled to and to date we have awarded in excess of £1.6M in student support funds. This includes significant levels of Discretionary and Hardship funding awards (currently circa £410K Aug 22-Mar 23) to help mitigate the increase in living and fuel costs and to help alleviate some of the hardship difficulties being experienced by our student community.

Food poverty remains an ongoing issue. This has been addressed in part by the provision of free breakfasts for students, issuing supermarket vouchers, grab and go lunch bags and ensuring access to basic provisions from our student larder for those in need. The student support services and students' association have introduced a number of smaller activities including our 'Kindness at Christmas' initiative to offer donated Christmas gifts to those struggling to provide gifts for family and loved ones and our 'Winter Warmers' initiative where students could donate, swap, or take a warm coat, accessories, or blankets throughout the colder months.

The College continues its laptop loan process to ensure students who require IT equipment have access to what they need, along with data packages where required, to ensure appropriate connectivity to support their learning.

Challenge Poverty Week – October 2022

Scottish Borders Council, NHS Borders and other partners supported Challenge Poverty Week in October 2022 by highlighting the wide range of information, advice and support that is available to support people experiencing financial hardship. The campaign was publicised through social media channels. The social media plan is shown in Appendix D.

2023/24 Actions

Our 2023/24 Actions, from across a range of Partners, are set out in Appendix E. They have been aligned to Scotland's offer to families, as set out in Scottish Government's tackling child poverty delivery plan 2022 to 2026, Best Start, Bright Futures. The plan outlines a commitment to working together to deliver differently in order to tackle child poverty head on, and our actions will contribute to that. The table below provides a sample of the work being undertaken in the Scottish Borders.

Part A: providing the opportunities and integrated support parents need to enter, sustain, and progress in work	
A strengthened employment offer to parents	Collaborative work between Borders College, SBC's Employment Support Services and DWP will be undertaken to shape a delivery plan and actions focusing on tackling child poverty through the provision of skills training and targeted interventions. Skills Development Scotland Advisors will continue to support customers (including parents and carers) requiring Careers Guidance or additional employability support through our ongoing presence in Galashiels Job Centre one day per week and in various outreach locations across the Scottish Borders.

Connectivity and childcare to enable access to employment	A pilot project to link employability and access to childcare is being considered by the Child Poverty Action Group. This will involve working with partners in the Local Employability Partnership and Early Years Teams to offer options for parents to engage in work whilst having access to appropriate childcare to allow them to do so. Border College will provide students with funding to cover childcare requirements to enable them to fulfil attendance, study, and work placement requirements of college qualifications.
Transforming our economy	Collaborative work will continue between SBC Education, Skills Development Scotland, DYW Borders, Borders College and local employers/partners to increase skills and likelihood of young people impacted by poverty achieving a positive destination. SBC's Employability Services will engage with employers to ensure fair, rewarding, and sustainable work opportunities are promoted and supported.
Part B: maximising the support available for families to live dignified lives and meet their basic needs	
A transformational approach to people and place	Borders College will extend a specific mental health counselling service to support students with mental health challenges. Scottish Borders Council (SBC) intends to deliver its vision for Place Making and regeneration.
Enhanced support through social security	Parental Employability Services will continue to provide a comprehensive Income Maximisation assessment to clients to ensure all funding streams are explored for families both unemployed and in work.
Income maximisation	Skills Development Scotland (SDS) will administer a client intervention fund to assist with the removal of barriers to employment e.g., interview clothes and passports. SDS support individuals to complete funding applications including Independent Living Fund. Referrals for the Early Years Financial Inclusion service are received from a variety of sources including NHS, nurseries, schools, and partner organisations. The service will undertake take up campaigns to encourage people to apply for benefits or support where parents might not have been aware of their potential entitlement.
Access to warm and affordable homes	JHIT shall continue to work in partnership with Borders Home Energy Forum members to support fuel poverty interventions. SBC will continue to provide support Housing Benefit and Discretionary Housing Payment applications to assist with rent payments. Berwickshire Housing Association (BHA) shall provide direct and intensive support to prevent tenancy failure and homelessness.
Part C: supporting the next generation to thrive	
Best start to life	SBC Early Years Team will work directly with health visitors to ensure breast feeding and weaning advice and practical support is readily available in Early Years centres for families.
Supporting children to learn and grow	Live Borders will offer drop in craft and reading sessions for children in the Scottish Borders libraries. Strategic Equity Funding will be used by SBC Education to narrow the

	poverty attainment gap through resourcing improvements in pedagogy, curriculum development and learning teaching and assessment.
Post school transitions	Free bus travel for under 22's will continue to be promoted across a range of services. The Local Employability Partnership and Young Persons Guarantee will refresh the framework to support transitions through 14+ school meetings.

Conclusion

In accordance with The Child Poverty (Scotland) Act 2017, the Scottish Borders Local Child Poverty Annual Report for 2022/23 describes the activities undertaken and planned locally to contribute towards Child Poverty targets set out in the Act.

It is clear from the Annual Progress Report for 2022/23 that Child Poverty in the Scottish Borders is a prominent issue which Partners take seriously, as shown by their actions, and we are grateful for their contributions to this report as well as their actions on the ground to make a difference to children and their families.

As well as the progress made in 2022/23, we are pleased to set out actions for 2023/24. The Scottish Government national delivery plan for 2022-26 demonstrates a clear commitment to tackling child poverty both nationally and locally. This Local Child Poverty Report and Action Plan recognises that national commitment and provides an insight into the work that Scottish Borders Council, NHS Borders, and Partners all do to play their part.

Working with the Community Planning Partnership, and recognising their contribution through the actions within their four priority themes, we will continue to raise the profile of, and tackle child poverty in the Scottish Borders through 2023/24 and beyond.

Appendices

Appendix 1A - Local Child Poverty Context and Statistics

Information provided shows evidence on drivers of child poverty, along with information on the groups of people who are more at risk of experiencing child poverty.

Child Poverty Headlines

The information in the Headlines section contains indicators that can be used as 'proxy' measures of child poverty locally.

The Department of Work and Pensions (DWP) publication "Children in low income families: local area statistics 2014 to 2022" provides information at local authority and ward level to help monitor child poverty and its drivers locally.

Children in Low-income Families, before housing costs

Relative child poverty in a given year is when a family is assessed as having a low household income by the median income standards of the given year. The family must also claim Child Benefit and at least one other household income benefit (Universal Credit, tax credit or Housing Benefit) at any point in the financial year.

The chart below depicts the Scottish Government/DWP figures for the Financial Year Ending (FYE) 2022 at **19.7%** of children aged 0-15 in the Scottish Borders living in relative low-income households. This is below the UK and the Scottish averages of 20.1% and 20.8% respectively.

Estimated percentage of children aged 0-15 living in relative low-income households before housing costs, FYE 2022. Source: DWP/NRS

Children in Low-income households over time, FYEs 2015 to 2022 before housing costs

Percentage of children aged 0-15 living in relative low-income households, FYEs ending 2015-2022.
Source: DWP/NRS

Scottish Borders: 12.9, 13.8, 15.3, 16.9, 16.7, 18, 14.6, 19.7
Scotland: 14.1, 14.5, 16.3, 18.0, 17.9, 18.9, 16, 20.8

The line graph above shows the timeline of this measure since FYE 2015.

Changes since the previous year: Scottish Borders and comparator Local Authority areas

The Scottish Borders is in a benchmarking group with seven other Scottish Local Authorities.
The bar chart below shows how relative child poverty in 2021 and 2022 compares with the position in these comparator areas.

Percentage of children aged 0-15 living in relative low income BHC, Scottish Borders and its comparator Council areas, FYEs ending 2021 and 2022. Source: DWP/ NRS

	2021	2022
Angus	15.5	20.6
Argyll and Bute	13.7	17.8
East Lothian	12.5	16.1
Highland	15	18.9
Midlothian	13.5	17.7
Moray	15.9	20.4
Scottish Borders	14.6	19.7
Stirling	13.1	16.6

Children in Low-income Families in Scottish Borders Electoral Wards

The chart below shows the Relative Child Poverty data at Scottish Borders Electoral Ward level for the FYEs 2021 and 2022.

Percentage of Children in relative Low-income families (before housing costs) in Scottish Borders Wards: financial years ending 2021 and 2022. Source: DWP/NRS

	Hawick and Denholm	East Berwick shire	Selkirkshire	Galashiels and District	Jedburgh and District	Kelso and District	Scotland	Hawick and Hermitage	Mid Berwick shire	Leaderdale and Melrose	Tweeddale East	Tweeddale West
2021	22.3	16.2	16.7	15.7	17.4	15.2	16	16	14.9	12.6	8.2	8.4
2022	30.6	23.4	22.7	21.9	21.9	21.5	20.8	19.9	18.4	14.7	11.8	11.6

■ 2021 ■ 2022

Numbers of children in relative low-income families, Electoral Wards

The following table gives an indication of the numbers of children who are estimated to be living in relative low-income families in the financial years ending 2021 and 2022.

Number of children in relative poverty (before housing costs) in Scottish Borders Wards				
Ward	2021	2022	% increase 2021-22	No. of children 0-15, 2021
Galashiels and District	400	556	39.0	2,534
Hawick and Denholm	371	500	34.8	1,632
East Berwickshire	289	413	42.9	1,763
Selkirkshire	251	338	34.7	1,489
Jedburgh and District	253	319	26.1	1,455
Kelso and District	218	301	38.1	1,401
Mid Berwickshire	233	291	24.9	1,582
Leaderdale and Melrose	239	277	15.9	1,880
Hawick and Hermitage	190	237	24.7	1,188
Tweeddale East	163	233	42.9	1,981
Tweeddale West	151	210	39.1	1,818

Children in Low-income Families, after housing costs

The Local Government Benchmarking Framework (LGBF) presents child poverty estimates (after housing costs) at local authority level, which are produced by the End Child Poverty Coalition. This measure is for relative poverty after housing costs, which provides important alignment with the targets set out in the Child Poverty (Scotland) Act 2017 and is therefore regarded as the "key" statistic on child poverty. This data shows the period following the introduction of the first round of the Scottish Child Payment but before the full aftermath of the pandemic and the cost-of-living crisis became apparent.

Percentage of children living in relative poverty after housing costs, FYE 2021, also showing "comparator" Council areas. Source: LGBF

The chart above shows that the Scottish Borders (red bar) had 19.5% of children living in child poverty in 2020-21 (i.e., in households with a household income that was 60% below the median for that year). This is slightly below the Scottish average (grey bar) and is very much in the middle of its comparator council areas (green bars). The comparator Local Authorities were chosen by LGBF as they share certain population, urban/ rural and deprivation characteristics with the Scottish Borders.

Children in Low-income households over time, FYEs 2015 to 2021 after housing costs

Percentage of children living in relative poverty after housing costs, FYEs 2015-2021. Source: LGBF

	2015	2016	2017	2018	2019	2020	2021
Scottish Borders	20.9	22.5	23.2	23.9	22.5	24.2	19.5
Scotland	21.6	22.8	23.4	24.2	23.2	24.3	20.9
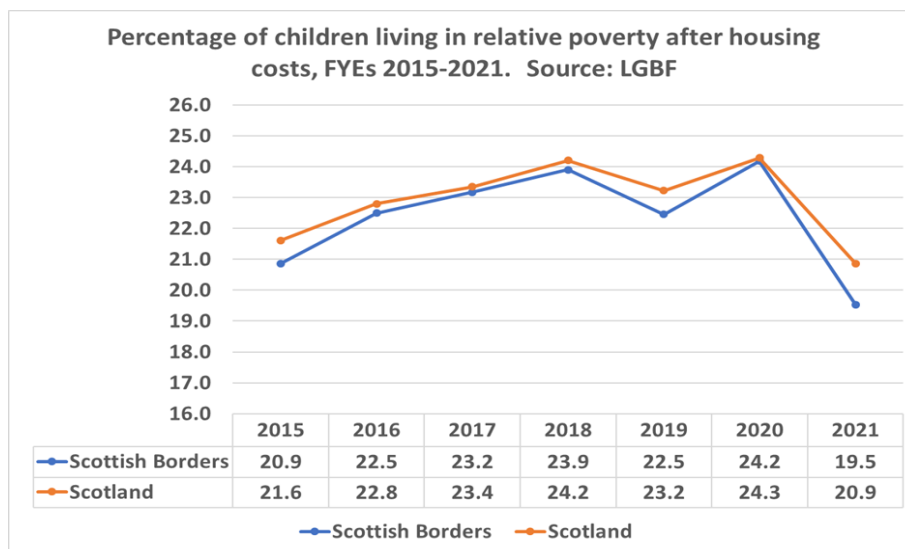
The trend in the Scottish Borders is similar to the Scottish average but has always been marginally lower. In 2020-21 the proportion of children living in poverty (after housing costs) was the lowest in seven years, although 1 in 5 children still lived in relative poverty. This was during the period where Child Welfare Payment for under 6s had been introduced to address surging levels of child poverty, but before the effects of the pandemic and the cost-of-living crisis had affected child poverty levels. Data for 2022 is not yet available but is expected to show a sharp increase in child poverty, which will be countered by the increase in value and range of the Scottish Child Payment from December 2022.

Child Poverty Drivers

The three drivers of child poverty considered in this report are:
1. Income from employment
2. Costs of living
3. Income from social security and benefits in kind

Income from employment

The following section presents evidence from official statistics on topics such as earnings and jobs, particularly in households with children. This does not measure child poverty directly but helps to provide some background context to the current position.

a) Average weekly Earnings

In 2022, the **median gross weekly pay** for full time workers living in the Scottish Borders (residence based) in the Scottish Borders was £617, **£23 below** the £640 for Scotland or **96% of the Scottish figure**. The regional pay gap between Scottish Borders and Scotland has greatly improved since 2021 for workers who live in the region.
([Annual Survey of Hours and Earnings - NOMIS](#))

Gross median weekly pay for full-time workers, residence based 2008-2022. Source: ASHE (Nomis)

Year	Scottish Borders	Scotland
2008	£449.90	£462.90
2009	£437.40	£471.20
2010	£459.90	£486.60
2011	£453.30	£487.20
2012	£450.70	£498.30
2013	£507.50	£507.90
2014	£490.10	£518.60
2015	£503.50	£527.00
2016	£496.80	£536.00
2017	£514.60	£547.40
2018	£527.40	£562.70
2019	£545.90	£578.30
2020	£541.60	£595.00
2021	£550.60	£619.90
2022	£617.00	£640.30

In 2022, the **median gross weekly pay** for full time workers working in the Scottish Borders (workplace based) was £571.30, £69.20 less than the £640.50 for full-time workers working elsewhere in Scotland. This is **89% of the Scottish figure**.

Gross median weekly pay for full-time workers, workplace-based, 2008-2022. Source: ASHE (Nomis)

Year	Scottish Borders	Scotland
2008	£370.10	£462.60
2009	£381.30	£472.80
2010	£418.00	£488.00
2011	£397.60	£485.00
2012	£403.30	£497.70
2013	£452.30	£508.70
2014	£456.20	£519.60
2015	£456.10	£527.00
2016	£452.20	£534.50
2017	£467.80	£546.60
2018	£482.80	£563.10
2019	£508.70	£577.00
2020	£498.90	£592.20
2021	£527.00	£620.70
2022	£571.30	£640.50

b) Households with Children by work status of adults in household

Percentage of all households with dependent children, by work status of adults in household:
1. All adults working; 2. mixed (1+ adult working and 1+ adult not); 3. all adults workless.
Source: APS (Nomis)

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
1. working: Scottish Borders	59.0	56.8	57.3	60.8	57.8	51.7	53.6	53.4	50.4	55.0	58.2	48.3	44.7	50.9	55.7	58.7	53.3	47.5
1. working: Scotland	56.9	56.6	59.1	57.7	57.7	55.8	55.0	54.0	54.5	55.0	56.6	57.2	56.2	59.8	58.7	60.2	59.9	58.1
2. mixed: Scottish Borders	35.2	35.2	33.1	31.7	32.0	35.6	34.8	38.8	36.3	35.0	34.5	40.7	39.5	36.6	36.8	30.8	40.0	33.1
2. mixed: Scotland	28.9	29.8	27.6	29.1	30.2	31.1	31.2	33.2	32.4	32.0	31.7	31.8	32.6	29.9	30.9	30.0	30.3	30.8
3. workless: Scottish Borders	5.7	8.8	9.7	7.5	10.2	12.7	11.6	7.8	13.3	10.8	7.3	11.0	14.9	12.5	7.5	10.6	6.7	19.5
3. workless: Scotland	14.2	13.5	13.2	13.2	12.1	13.0	13.7	12.7	13.1	13.0	11.7	11.0	11.2	10.3	10.4	9.8	9.8	11.0

The above timeline shows the work status of adults in households with children between 2004 and 2021. The red lines show the Scottish Borders pattern for each of the three work status indicators. The grey lines show the Scottish average for each.

Reasons for adults with children to not work can be positive (e.g., making a positive decision to look after home and family) but the sharp increase in workless family households since Covid-19 indicates that families in the Scottish Borders are currently finding it more difficult than ever before to find work (or affordable childcare) that suits their circumstances.

c) Percentage of employees (18+) earning less than the real living wage

This indicator is a key measure of "inclusive growth," aimed at monitoring and reducing income inequality. The data is extracted from the Annual Survey of Hours and Earnings (ASHE) for the Local Government Benchmarking framework (LGBF), which also offers comparisons with selected "comparator Council areas."

Estimated percentage of employees aged 18+ earning less than the Real Living Wage, 2021-22. Source: LGBF

Area	Value
East Dunbartonshire	32.6
East Lothian	27.1
Aberdeenshire	23.3
South Ayrshire	22.4
Angus	22.3
Scottish Borders	21.7
Inverclyde	20.3
Dumfries & Galloway	19.8
Renfrewshire	19.8
Moray	19.4
West Lothian	18.0
Falkirk	17.4
Fife	17.0
Perth & Kinross	16.5
Midlothian	15.4
North Lanarkshire	14.9
Argyll & Bute	14.8
West Dunbartonshire	14.6
Highland	14.4
Scotland	14.4
Aberdeen City	13.4
South Lanarkshire	12.5
Stirling	11.9
North Ayrshire	11.7
Glasgow City	11.3
Edinburgh City	10.3
Dundee City	10.2
East Ayrshire	9.2

The chart above shows that the proportion of employees (18+) earning less than the real living wage in the Scottish Borders (red bar) was 21.7% in 2021-22, notably higher than the Scottish average of 14.4% (black bar). It is the sixth highest proportion out of the 27 Local Authority areas that submitted sufficient data on the measure, and second highest out of its "comparator" Council areas, after Aberdeenshire.

d) Skills and Qualifications

The chart below shows three levels of qualification data from the Annual Population Survey in [Nomis](#), for the Scottish Borders and Scotland. The level of qualifications of adults aged 16-64 in the Scottish Borders has consistently been similar to the level for Scotland, as seen in the graph below. In 2021, 78.5% of adults in the Scottish Borders had at least one qualification at SCQF Level 5 or greater. 45.4% were educated to college degree level, slightly below the Scottish average. 7.8% had no qualifications, which has remained relatively unchanged and similar to the Scottish average since 2017.
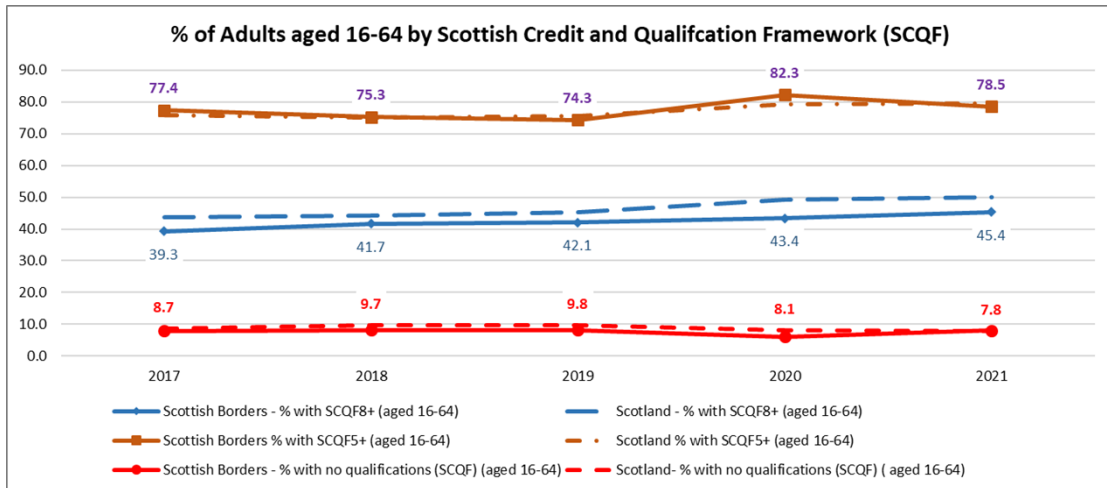
An estimated **6.0%** of working-age people in the Annual Population survey had no qualifications in 2020. This is better than the Scottish average of **8.1%.** (Nomis)

e) Participation of 16–19-year-olds

This indicator is taken from Skills Development Scotland for the [Local Government Benchmarking framework (LGBF)](#), which also offers comparisons with selected "comparator Council areas." The comparator Local Authority areas for Scottish Borders for this measure are shown with green bars in the chart below. The chart below shows that 93.4% of all 16–19-year-olds (not just new school leavers) were participating in a positive outcome in 2021-22. This is slightly higher than the Scottish average of 92.4% and is among the better results out of the other 7 comparator areas for this measure.
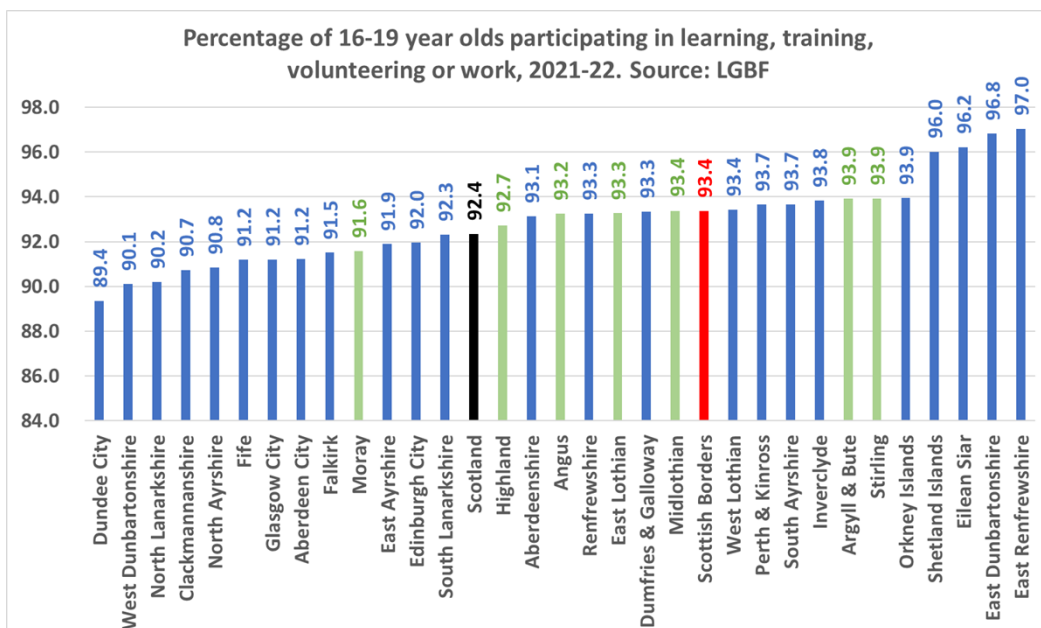
f) Participation of 16–19-year-olds over time
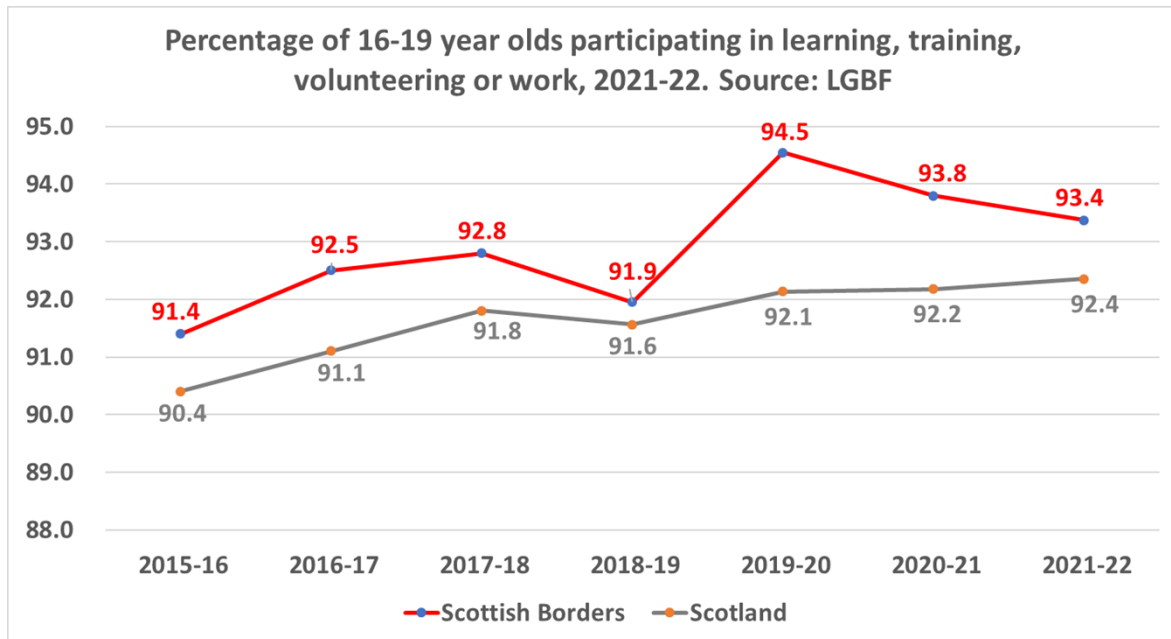
The timeline above shows that the Scottish Borders has always had a better positive participation rate than the Scottish average, and this reached an all-time high just before the Covid-19 pandemic struck. Most young people were still signed up to a place of work or study throughout the disruption, even if physical attendance was intermittent. Participation rates in Scotland are steadily increasing, despite the pandemic, presenting a challenge to the Scottish Borders to recover quickly from the past three years and maintain its place above the Scottish average.

g) Rural isolation and Access Deprivation
48% of children in the Scottish Borders live in small rural settlements of under 3,000 people in 2020, according to the Scottish Urban-rural Classification system.[2] Settlements with under 3,000 people make up 48% of all neighbourhoods in the Scottish Borders.

7% of all Scottish Borders children live in small "remote rural" settlements of under 3,000 people, more than 30 minutes' drive away from the nearest town.

41% of children in small settlements of under 3,000 people are classified as "accessible rural", i.e., they live within 30 minutes' drive from their nearest town.

According to the 2020 Scottish Index of Multiple Deprivation, most of the communities outside the main towns in Scottish Borders suffer from access deprivation, meaning that they must live with longer journey times to shops and essential services, and potentially access to employment, than people living in many other regions take for granted.

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[2] https://statistics.gov.scot/home

Costs of Living

The following section presents evidence from official statistics on topics such as consumer price inflation, fuel poverty, financial strain on households and personal debt. This does not measure child poverty directly but helps to provide some background context to the current position.
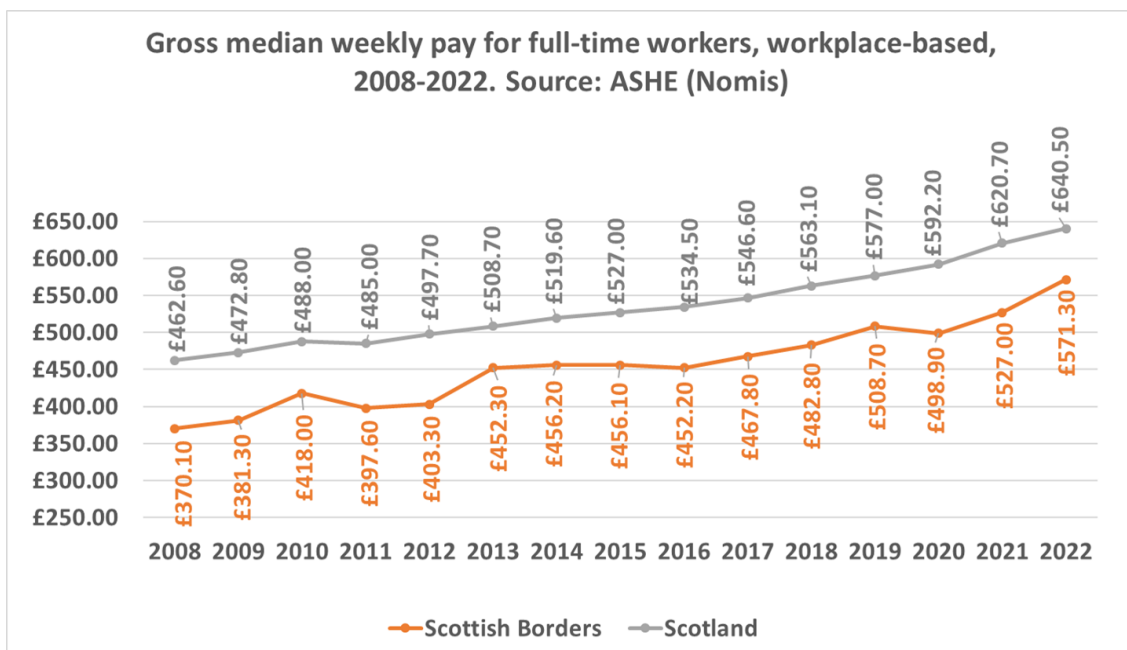
a) Consumer Price Inflation
The ONS produce the Consumer Price Inflation each month which provides National Statistics for price indices, percentage changes and insight for the changes. The key findings from the October 2022 report include:
- The Consumer Prices Index including owner occupiers' housing costs (CPIH) rose by 9.6% in the 12 months to October 2022, up from 8.8% in September 2022.
- Despite the introduction of the government's Energy Price Guarantee, gas and electricity prices made the largest upward contribution to the change in both the CPIH and CPI annual inflation rates between September and October 2022.
- Rising food prices also made a large upward contribution to change with transport (principally motor fuels and second-hand car prices) making the largest, partially offsetting, downward contribution to the change in the rates.

b) Fuel Poverty
A household which has to spend over 10% of its household income on fuel, after housing costs, to keep the home acceptably warm, is said to be in fuel poverty. "Extreme Fuel Poverty" is similarly defined, but with a threshold of over 20% of household income.

The distribution of fuel bank vouchers by the Borders Housing Network from April 2022 – March 2023:

Total distributed	2,247 vouchers
People assisted with fuel debt	4,251 (2,781 adults and 1,470 children)
Total expenditure	£101,990

c) House Prices
Source: House price statistics - Registers of Scotland (ros.gov.uk)
House prices provide a general indication of the cost of living in an area: the higher the house prices, the more likely the household will have higher mortgage repayments or rent costs, which will directly impact on their cost of living. Between 2015-16 and 2022-23 the mean residential property price in the Scottish Borders has been similar or slightly higher compared to house prices in Scotland as a whole. This indicates that rent and mortgage costs in the Scottish Borders are similar to those elsewhere in Scotland. However, wages in the Scottish Borders have consistently been below the Scottish level indicating that housing costs in Scottish Borders are relatively less affordable, compared to households in Scotland as a whole.

The graph below shows that the average property prices have generally increased in the Scottish Borders since 2015 and have generally been above the Scottish average.

Mean residential property prices, Scottish Borders and Scotland, 2015-22. Source: RoS

Year	Scottish Borders	Scotland
2015-16	£177,879	£168,960
2016-17	£176,220	£170,017
2017-18	£189,528	£177,841
2018-19	£185,699	£181,168
2019-20	£176,760	£184,766
2020-21	£178,119	£187,474
2021-22	£211,357	£204,737
2022-23	£238,046	£222,179

Source: https://www.ros.gov.uk/data-and-statistics/house-price-statistics
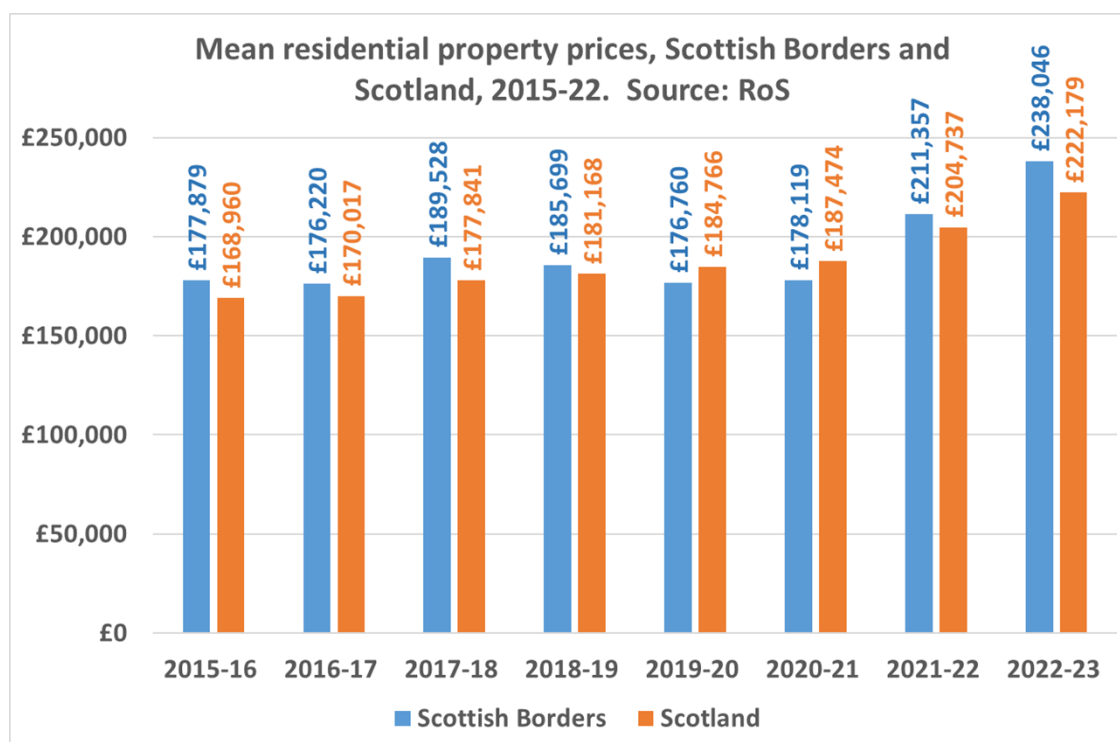
Income from social security and benefits in kind

Issues around social security benefits for families with children are listed as the third driver of child poverty. The Children in Low-Income Families indicator shows that most families are already living in at least relative poverty in order to qualify for welfare benefits. Official Statistics around use and take-up of welfare benefits fall into two categories:

1. Families who qualify for benefits and are supported by social security to meet their basic needs
2. Families who fall through the gaps in the social security system or receive inadequate support, and are in crisis

Families living in crisis due to insufficient social security support tend to be undocumented and are therefore very difficult to measure. These figures tend to present in different ways, such as food insecurity and foodbank use, housing insecurity and homelessness, chaotic lifestyles, crisis grants and mental and physical health problems.

Universal Credit (UC) is a single payment for each household to help with living costs for those on a low income or out of work. It is replacing six benefits, commonly referred to as the legacy benefits:
- Income-based Jobseeker's Allowance
- Income-related Employment and Support Allowance
- Income Support
- Working Tax Credit
- Child Tax Credit
- Housing Benefit

Support for housing costs, children and childcare costs are integrated into Universal Credit. It also provides additions for people with a disability, health condition or caring responsibilities which may prevent them from working.

Claimants are at risk of not receiving the correct amount of Universal Credit, or being refused UC, if their circumstances or household income change frequently, or their living situation is unstable, or if they are not able to produce the correct paperwork, or if they are sanctioned or deducted for any reason. These households who fall through the safety net are then at risk of severe poverty, which is insufficiently documented, and which can manifest itself in other ways, such as debt, food bank use, homelessness, mental health problems, substance misuse and crime.

Although there is almost certainly a level of under-claiming due to households stumbling over the claims process or still awaiting transfer from legacy benefits, the statistics for Households receiving Universal Credit provides an insight into priority families in relative poverty.

a) Households receiving Universal Credit
The table below shows the number and proportion of households in the Scottish Borders receiving Universal Credit compared to Scotland. Overall the Scottish Borders has a lower proportion of households receiving UC (12.9%) compared to 16.1% for Scotland. In the Scottish Borders there were 3,015 households claiming the 'Child Entitlement' or 5.4% compared to 6.5% for Scotland.

Universal Credit Households November 2022 (provisional figures)	Scottish Borders No of Households	% of All Occupied Households	
		Scottish Borders	Scotland
All Occupied Households	55,557		
All Universal Credit Households (UCH)	7,193	12.9	16.1
UCH with Children	3,140	5.7	6.7
UCH claiming Child Entitlement	3,015	5.4	6.5
UCH Lone Parent	2,115	3.8	5.0
UCH with 3+ Children	613	1.1	1.2
UCH with Child Under Age 1	273	0.5	0.5
UCH with Children - Child Disability Entitlement	275	0.5	0.7
UCH with Children - Adult Disability Entitlement	443	0.8	1.0

Source: DWP/NRS

b) Households with Children who claim the Housing Entitlement of Universal Credit

The chart below indicates that the majority of households with children who interact with the Universal Credit system need help with their housing costs, and that housing unaffordability is affecting households with children in the Scottish Borders than on average for Scotland. As of November 2022, 81.2% of all Universal Credit-claiming households with children, or 2,550 households in Scottish Borders, claim the entitlement formerly known as Housing Benefit.

The numbers below do not provide a full picture of housing insecurity. Housing Benefit is still in operation for some categories of claimant, and people who live in hostels or temporary accommodation are not eligible to apply for help with their housing costs. Applicants to Universal Credit must provide documentary proof of their housing costs. This means that the applicant must have paid their first installment of costs for the housing before they are able to apply for welfare benefits, to be paid in retrospect, which is very difficult for families already in financial and housing insecurity to do. There is inevitably an unknown number of undocumented families who are unable to claim help with their housing costs and are at risk of homelessness.
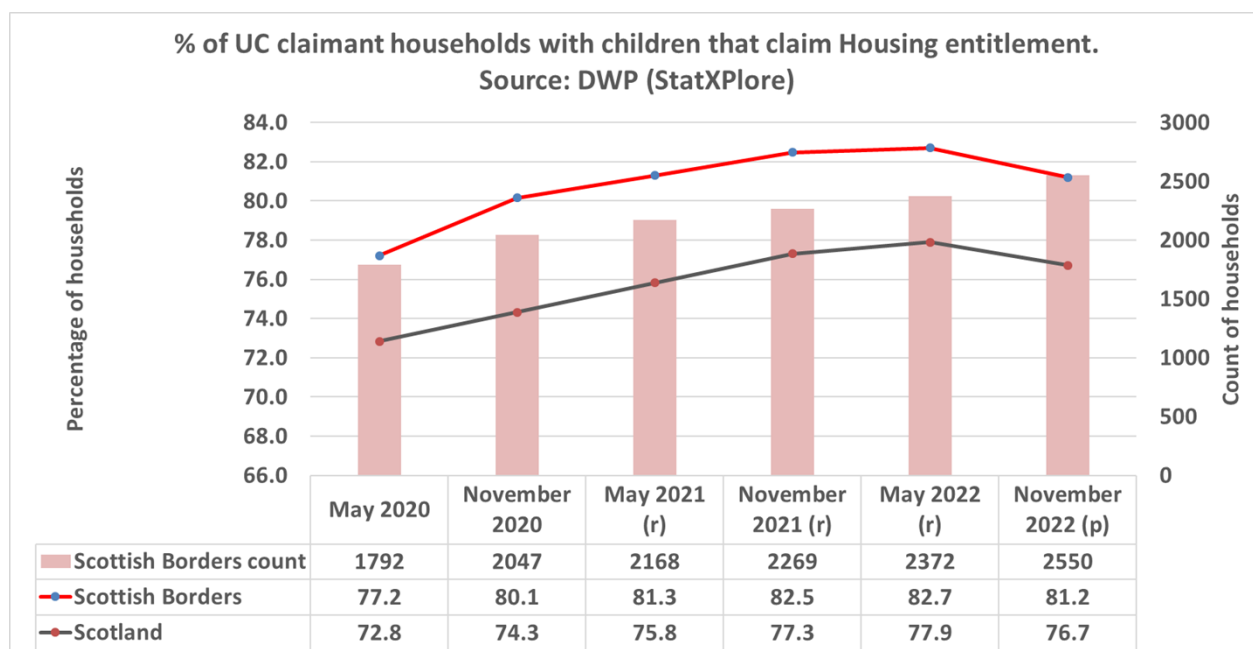
% of UC claimant households with children that claim Housing entitlement.
Source: DWP (StatXPlore)

	May 2020	November 2020	May 2021 (r)	November 2021 (r)	May 2022 (r)	November 2022 (p)
Scottish Borders count	1792	2047	2168	2269	2372	2550
Scottish Borders	77.2	80.1	81.3	82.5	82.7	81.2
Scotland	72.8	74.3	75.8	77.3	77.9	76.7

(p): the figures are provisional
(r): the figures have been revised since the previous statistical release

c) Food insecurity
Foodbanks and community food redistribution outlets

Information available on the SBC website indicates that there are 29 **food redistribution outlets** in the Scottish Borders in 2023, including: food banks, FareShare providers, Early Years Centres, Community cafes and food larders.

The locations were:
- 12 in Berwickshire
- 2 in Cheviot
- 6 in Eildon
- 3 in Teviot & Liddesdale
- 6 in Tweeddale
-

Another five participating independent food banks noted by the Independent Food Aid Network[3] (IFAN) in the Scottish Borders in March 2023, are based in Galashiels, Selkirk, Jedburgh, Duns and Eyemouth. Local foodbanks differ in their capacity to collect data about users, but reports highlight

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[3] https://www.foodaidnetwork.org.uk/scotland-food-bank-data

that 25% of their client base are children.

d) Financial, food and material support for children in Education
Free School Meals are available to all P1-5 children in the Scottish Borders, regardless of circumstances. A separate means-tested Scottish Government-funded scheme of free school meals for P6-S6 pupils is available to eligible households and is administered by the Local Authority.

Other support for families with children in education includes:

- School clothing grant - in 2022-23 this was an annual payment £120-£150 per pupil to assist with the cost of school clothing and footwear.
- Education Maintenance Allowance (EMA) is a UK Government benefit of £30 per week, paid to eligible students aged 16-19 who choose to continue with their education, in an attempt to close the deprivation attainment gap between the most-deprived and the less-deprived areas.

e) Scottish Child Payment
The Scottish Child Payment is a Scottish Government top-up benefit for households with children that was introduced in February 2021. Initially the weekly payment of £10 was awarded to families claiming universal credit with children aged 0-5.

Since December 2022, the weekly payment was increased to £25 per week and expanded to all children aged 0-15. Official Statistics for this new benefit will be available in 2024.

Priority Groups

This section provides context on the priority groups identified in 'Best Start, Bright Futures' and profile information on child population. According to Public Health Scotland, more than 8 out of 10 children in relative poverty in Scotland are in at least one of these priority groups:

1. lone-parent families
2. a household where someone is disabled
3. families with three or more children
4. minority ethnic families
5. families with a child under one year old
6. families where the mother is under 25 years of age.

Priority Group 1: Lone Parents

a) Lone Parents claiming Universal Credit

The chart below shows that 29.4% of Universal Credit claiming households were Lone Parent Households in the Scottish Borders, in November 2022. This is equivalent to 2,115 households. The proportion has always been below the Scottish average, but it is increasing. The numbers of Lone Parent Households claiming Universal Credit is also increasing, in the Scottish Borders and Scotland.
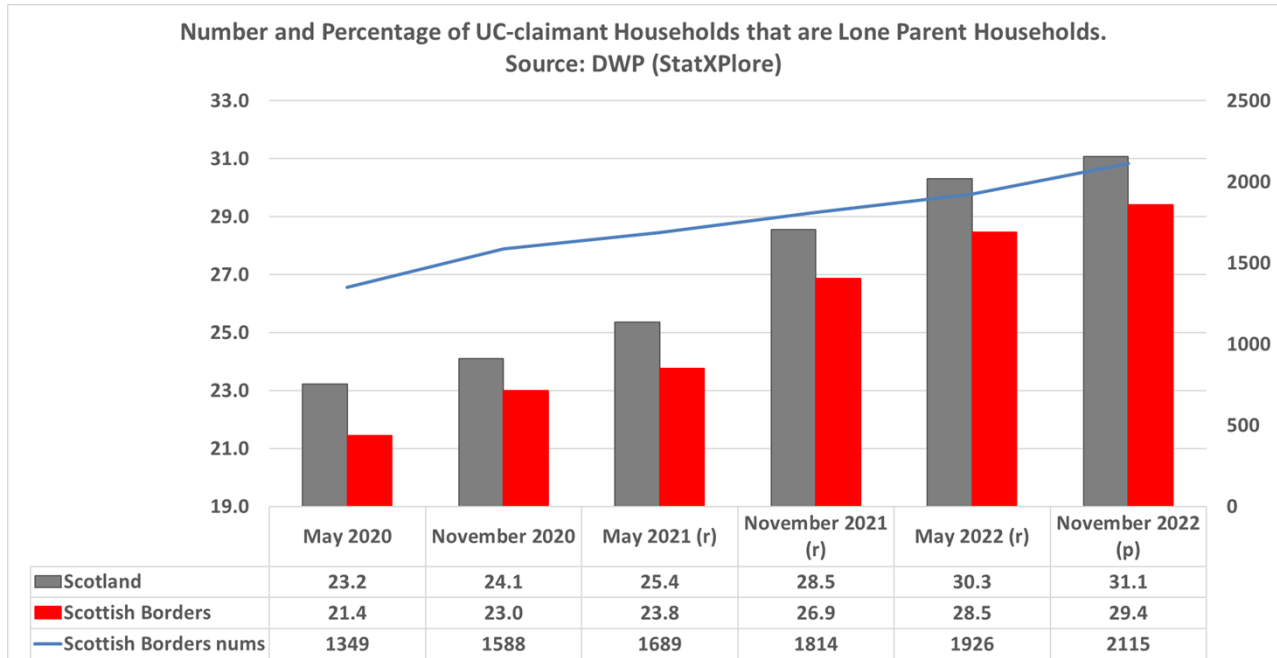
Number and Percentage of UC-claimant Households that are Lone Parent Households. Source: DWP (StatXPlore)

	May 2020	November 2020	May 2021 (r)	November 2021 (r)	May 2022 (r)	November 2022 (p)
Scotland	23.2	24.1	25.4	28.5	30.3	31.1
Scottish Borders	21.4	23.0	23.8	26.9	28.5	29.4
Scottish Borders nums	1349	1588	1689	1814	1926	2115

(p): the figures are provisional

(r): the figures have been revised since the previous statistical release

b) Uptake of Childcare Element of Universal Credit

Not all Universal Credit claimants with children need to be on a particularly low income to qualify for help. The Childcare entitlement is designed to incentivise parents to return to work, and to be inclusive towards lone parents, by paying between a third and a half of formal childcare costs for those who work a certain number of hours per week. The chart below shows that take-up of the Childcare Element in the Scottish Borders is much lower than the average for Scotland.
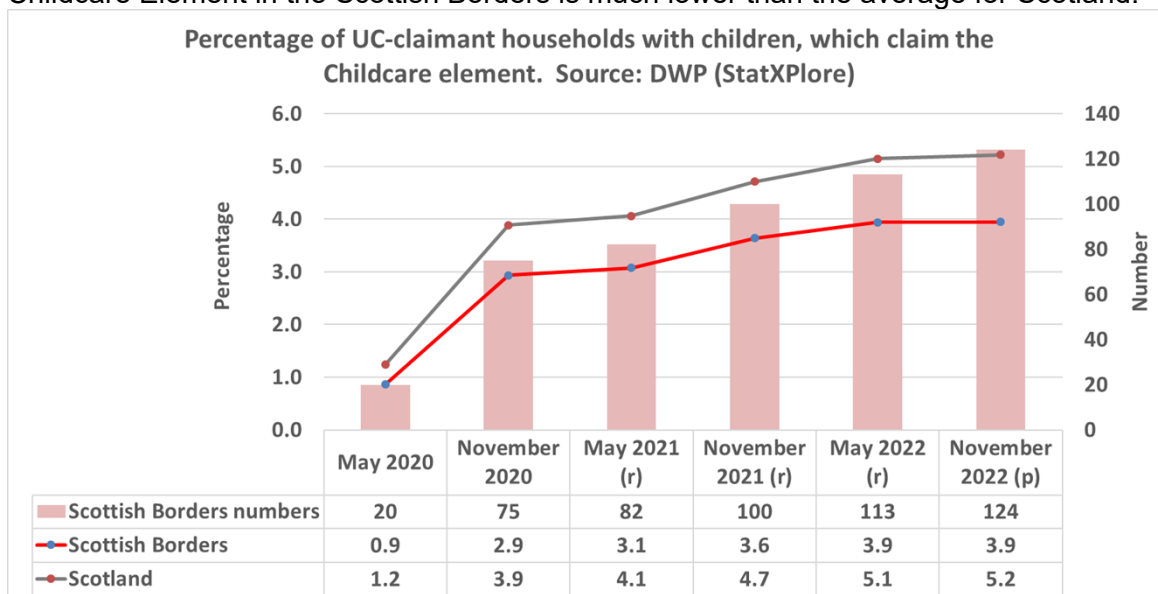
Percentage of UC-claimant households with children, which claim the Childcare element. Source: DWP (StatXPlore)

	May 2020	November 2020	May 2021 (r)	November 2021 (r)	May 2022 (r)	November 2022 (p)
Scottish Borders numbers	20	75	82	100	113	124
Scottish Borders	0.9	2.9	3.1	3.6	3.9	3.9
Scotland	1.2	3.9	4.1	4.7	5.1	5.2

(p): the figures are provisional

(r): the figures have been revised since the previous statistical release

Priority Group 2: Disabled

Households where the householder or a family member has a disability are more at risk of poverty in a number of ways:

- Difficulty in accessing suitable, well-paid work and reduced work capacity due to the disability
- Difficulty in accessing well-paid work with suitable hours, due to unpaid caring responsibilities towards a disabled family member
- Additional costs incurred directly or indirectly by the disability

a) Universal Credit – Claiming households with children that claim the limited capacity for work element

The chart below shows the numbers and percentages of households with children where an adult has been awarded the limited capability for work and work related activity component (LCWRA) element of Universal Credit. 14.1% of Scottish Borders UC-claiming households with children receive this entitlement, similar to the Scottish average and showing a similar trend. The number of awards and the proportion of households with children who receive it is steadily increasing. There are currently around 443 UC-claiming households with children in the Scottish Borders who receive the entitlement.
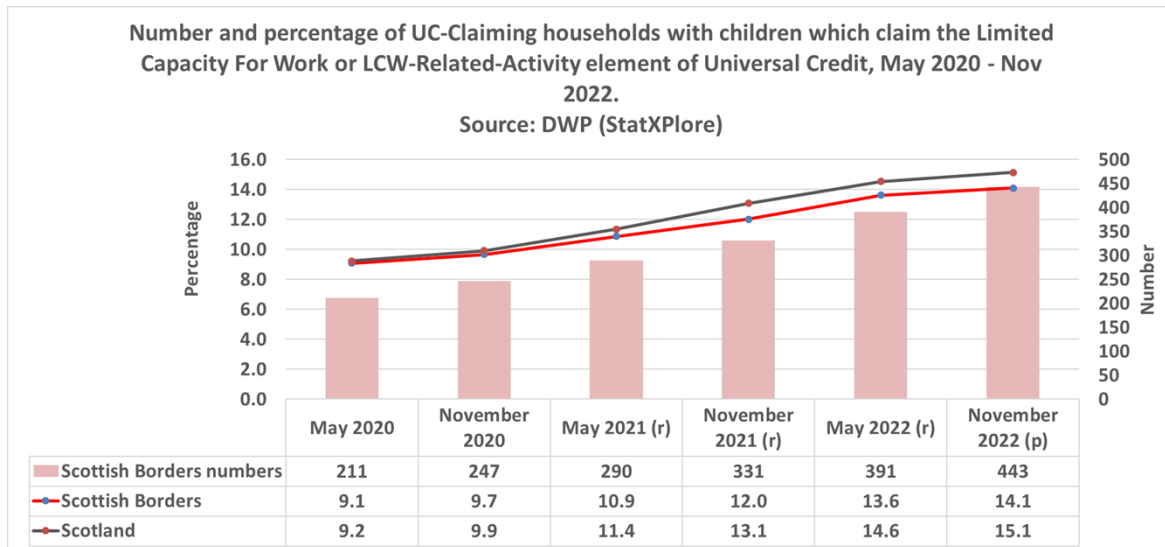
Number and percentage of UC-Claiming households with children which claim the Limited Capacity For Work or LCW-Related-Activity element of Universal Credit, May 2020 - Nov 2022.
Source: DWP (StatXPlore)

	May 2020	November 2020	May 2021 (r)	November 2021 (r)	May 2022 (r)	November 2022 (p)
Scottish Borders numbers	211	247	290	331	391	443
Scottish Borders	9.1	9.7	10.9	12.0	13.6	14.1
Scotland	9.2	9.9	11.4	13.1	14.6	15.1

(p): the figures are provisional
(r): the figures have been revised since the previous statistical release

b) Universal Credit - Claiming Households with children that claim Carer Entitlement

The chart below shows that 12.1% of UC-Claiming households with children receive the Carer's entitlement, slightly below the Scottish average, but impacting on 381 households. These are households where a child is being impacted because one of their parents or siblings requires full time care from another, and the household consequently lives in relative poverty.

% of all UC claimant households with children that claim Carer Entitlement, May 21 - Nov 22. Source: DWP (StatXPlore)

	May 2020	November 2020	May 2021 (r)	November 2021 (r)	May 2022 (r)	November 2022 (p)
Scottish Borders numbers	214	247	289	319	359	381
Scottish Borders	9.2	9.7	10.8	11.6	12.5	12.1
Scotland	10.2	10.8	11.5	12.7	13.9	14.5

(p): the figures are provisional
(r): the figures have been revised since the previous statistical release

c) Young Carers

In Scotland, Young Carers are more common in lone parent families and these Young Carers also contribute the most hours, particularly in the most deprived areas.

The Scottish Borders has a smaller share of lone parent households and deprived areas than average for Scotland, but there were 74 Young Carers recorded by Scottish Borders Council (Seemis MIS) in the 2022-23 academic year.

d) Universal Credit - Claiming households with children that have a disabled child

The chart below shows that the percentage of UC-claiming households with children that claim the Disabled Child element affects an estimated 275 households in the Scottish Borders, who are already living in relative poverty.
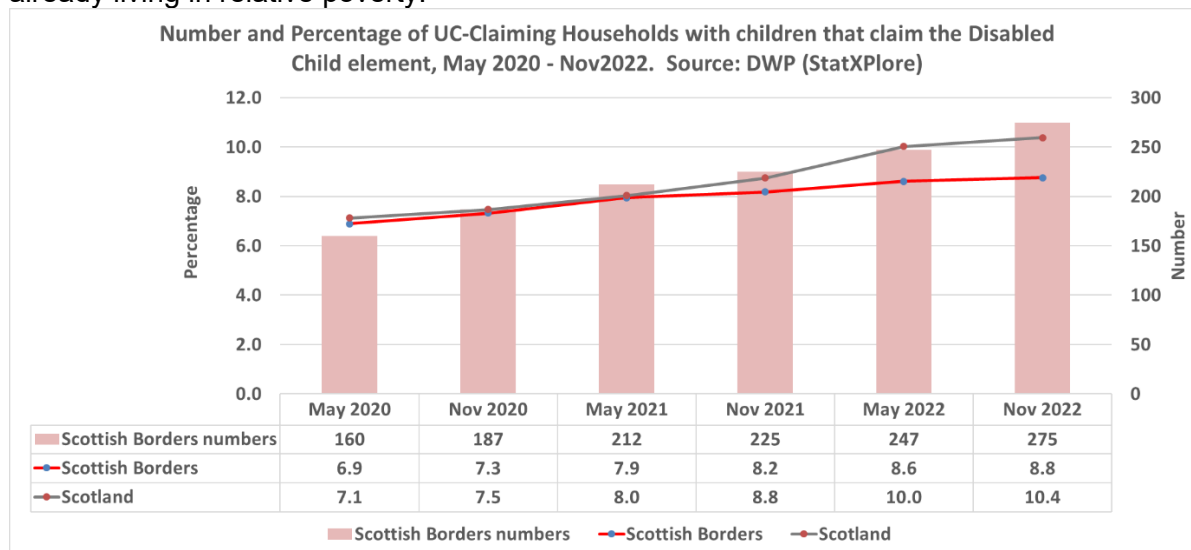
Number and Percentage of UC-Claiming Households with children that claim the Disabled Child element, May 2020 - Nov2022. Source: DWP (StatXPlore)

	May 2020	Nov 2020	May 2021	Nov 2021	May 2022	Nov 2022
Scottish Borders numbers	160	187	212	225	247	275
Scottish Borders	6.9	7.3	7.9	8.2	8.6	8.8
Scotland	7.1	7.5	8.0	8.8	10.0	10.4

(p): the figures are provisional
(r): the figures have been revised since the previous statistical release

Priority Group 3: Households with 3 or more children

According to Public Health Scotland, 12% of all families in Scotland have three or more children. They are more at risk of being affected by child poverty because:

- they are disproportionately affected by the two-child policy and the benefits cap
- they face higher costs of living, even before the current crisis
- they are more likely to report they do not manage well financially and are more likely to be living in overcrowded conditions

a) Universal Credit claimants with 3+ children

The chart below shows that the proportion of UC claimant households that have three or more children, and who are living in relative poverty in the Scottish Borders, is increasing. Only 613 households were in this category in November 2022 which is a small proportion of families.
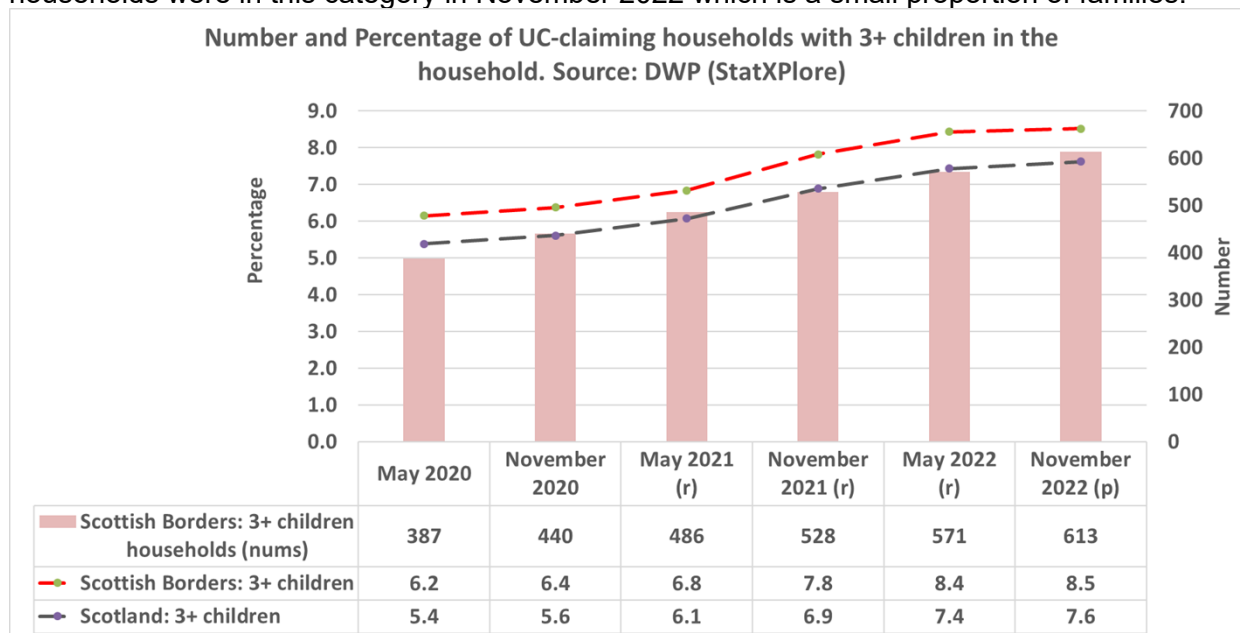
Number and Percentage of UC-claiming households with 3+ children in the household. Source: DWP (StatXPlore)

	May 2020	November 2020	May 2021 (r)	November 2021 (r)	May 2022 (r)	November 2022 (p)
Scottish Borders: 3+ children households (nums)	387	440	486	528	571	613
Scottish Borders: 3+ children	6.2	6.4	6.8	7.8	8.4	8.5
Scotland: 3+ children	5.4	5.6	6.1	6.9	7.4	7.6

(p): the figures are provisional
(r): the figures have been revised since the previous statistical release

Priority Group 4: Minority ethnic families

According to recent Scottish Government information, minority ethnic adults make up 12% of the population in Scotland. Minority ethnic people are more likely to suffer from poverty and child poverty because:

- they are more likely to live in a larger family with younger parents, which are also priority groups for child poverty
- they face additional barriers applying for, and working in, the better-paid jobs, despite often outperforming their White British peers at school
- as a consequence, they are more likely to be forced into low-paid work with irregular hours, which is contrary to a healthy family work-life balance
- they are also more likely to live with housing insecurity and higher rents in the private rented sector

There is very little information about the correlation between minority ethnic households and child poverty in the Scottish Borders. The uptake of Universal Credit is recorded by age and gender, but not by ethnic group.

Priority Group 5: Youngest child aged under 1

Families with a child under 1 are more at risk of child poverty, due to the income deprivation caused by at least one of the parents taking maternity or paternity leave for up to a year.

National Registers of Scotland estimated that there were 871 babies aged under 1 in the Scottish Borders in 2021 and a similar figure is expected for 2022.

a) Universal Credit – families with children under 1
The chart below shows that there were 273 families with babies under 1 claiming Universal Credit in November 2022. This gives us an estimate of the proportion of families that are claiming assistance due to having a new baby and being on a low income. The number of families claiming help with costs has increased substantially in the Scottish Borders, from 228 in May 2020 to the current figure, despite the flat birth rate in the region.
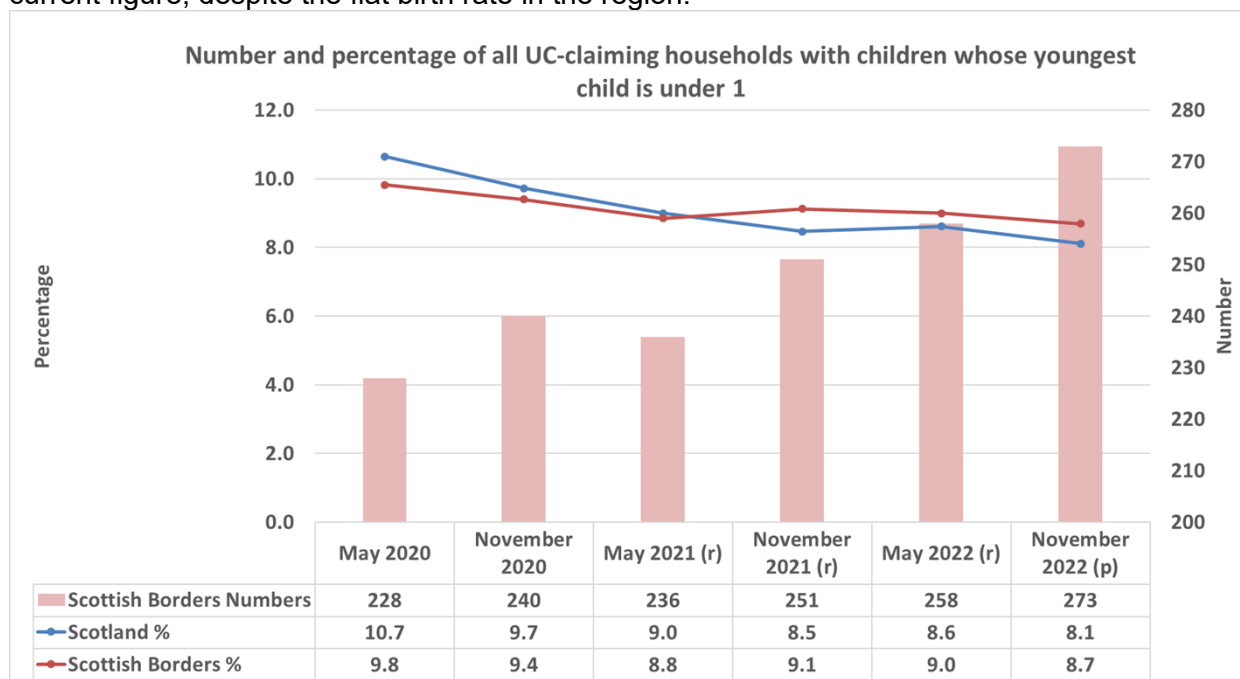
Number and percentage of all UC-claiming households with children whose youngest child is under 1

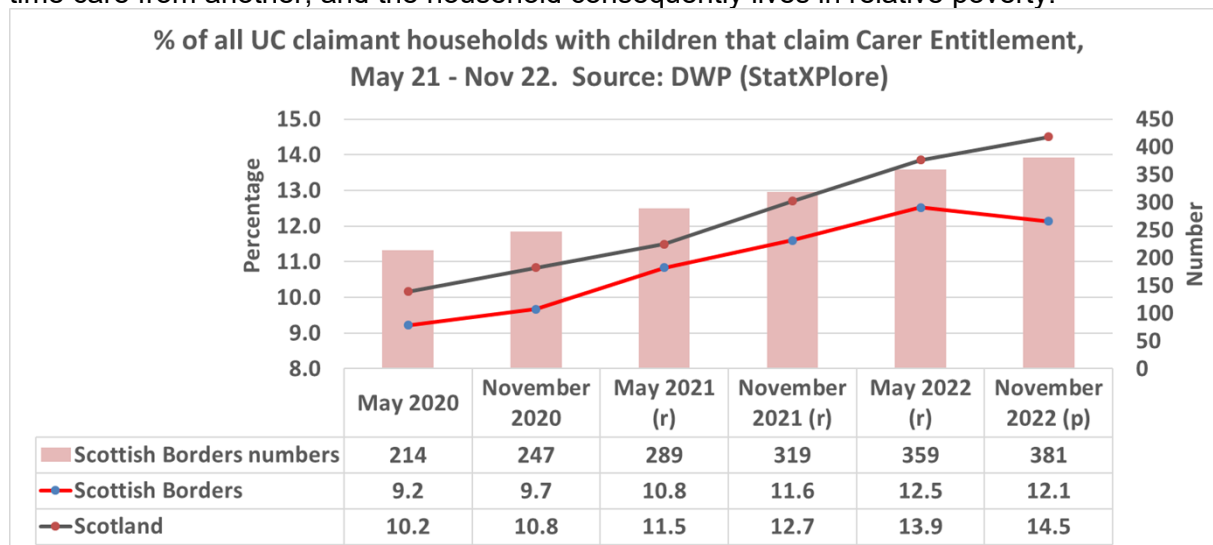|	May 2020	November 2020	May 2021 (r)	November 2021 (r)	May 2022 (r)	November 2022 (p)
Scottish Borders Numbers	228	240	236	251	258	273
Scotland %	10.7	9.7	9.0	8.5	8.6	8.1
Scottish Borders %	9.8	9.4	8.8	9.1	9.0	8.7

(p): the figures are provisional
(r): the figures have been revised since the previous statistical release

Priority Group 6: Mothers aged under 25

According to Public Health Scotland, new mothers aged under 25 account for around 23% of new mothers within the Scottish Borders. The proportion of new mothers aged under 25 is decreasing, and there is an increasing long-term demographic trend for more families to delay childbirth until their thirties and forties than ever before.

Scottish Borders Child Poverty Index 2022

Overview

The graph below shows the proportion (with number) of data zones by each level of child poverty from 2017 to 2022. The impact of Covid19 and the cost-of-living crisis can be seen in the number/proportion of data zones with Mid/High/Higher levels of child poverty. **51%** of data zones had Mid/High/Higher levels of child poverty in 2017, that increased to **69%** in 2020 and then to **80%** for 2022.
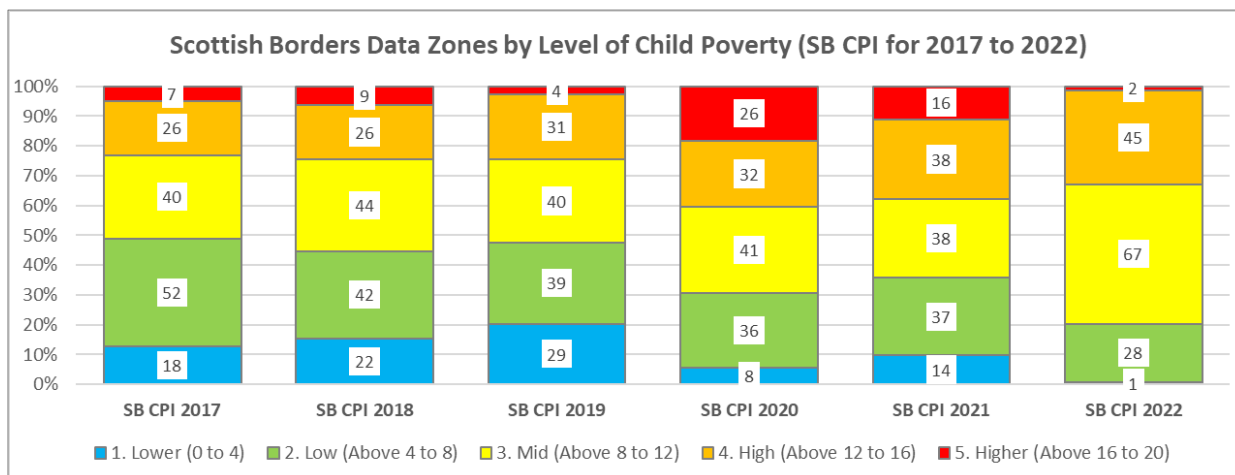
The Scottish Borders Child Poverty Index (SB CPI) provides additional insight into Child Poverty in the Scottish Borders. The SB CPI was created to work alongside the Scottish Index of Multiple Deprivation. SIMD provides a way of looking at deprivation in an area, covering the whole population and does not specifically reflect child poverty.

The SB CPI is a summary of four components, which are:

- Children in Low Income Families (**CiLIF**) – Source is [DWP/HMRC](#).[4] Relative low-income is defined as a family whose equivalised income is below 60 per cent of contemporary median income. Gross income measure is Before Housing Costs (BHC) and includes contributions from earnings, state support and pensions. The SB CPI uses the most recent available year's data, currently there is a one-year lag e.g., for SB CPI 2022 uses the CiLIF data for 2021-22.
- Free School Meals (**FSM**) – Source is SBC. The proportion of pupils recorded for Free School Meals of all pupils in area for school year.
- Clothing Grant (**CLG**) - Source is SBC. The proportion of pupils recorded for Clothing Grant of all pupils in area for school year.
- Educational Maintenance Allowance (**EMA16+**) – Source is SBC. The proportion of pupils who are aged 16 or older (before 01 March of school year) who receive Educational Maintenance Allowance.

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[4] *The calculation of proportion of Children in Low Income Families for the purpose of the Scottish Borders Child Poverty Index differs to 'official statistics' due to the availability of the data from Stat-Xplore. The children in Stat-Xplore are defined as dependent individuals aged under 16; or aged 16 to 19 in full-time non-advanced education or in unwaged government training. (Not just those aged under 16 – unable to group into age bands). The figure for all children is then expressed as proportion of those aged 0 to 15 as published by NRS. It is recognised that this calculation is imperfect, but practical for the purpose of the SB CPI.

The table below shows the results for the Scottish Borders for 2017 to 2022.

Child Poverty Index Component / Year	SB CPI 2017	SB CPI 2018	SB CPI 2019	SB CPI 2020	SB CPI 2021	SB CPI 2022
Children in Low Income Families - CiLIF (DWP)*	19.0%	20.7%	20.5%	22.0%	18.0%	**23.8%**
Free School Meals - FSM (SBC)	10.0%	10.4%	11.6%	15.7%	15.4%	**15.8%**
Clothing Grant - CLG (SBC)	14.6%	15.1%	15.2%	18.1%	18.0%	**18.8%**
Educational Maintenance Allowance 16+ - EMA16+ (SBC)	8.2%	6.2%	3.8%	16.0%	10.0%	**10.5%**

The table below highlights observations for each component of the Scottish Borders Child Poverty Index 2022.

Child Poverty Index Component	2022 Observations
Children in Low Income Families - CiLIF (DWP)*	- All data zones in the Scottish Borders had Children in Low Income Families. - All localities had at least one data zone with 40% or more Children in Low Income Families
Free School Meals - FSM (SBC)	In 78% of data zones 10% or more pupils are registered for Free School Meals in Seemis.
Clothing Grant - CLG (SBC)	In 87% of data zones 10% or more pupils are registered for Clothing Grant in Seemis.
Educational Maintenance Allowance 16+ - EMA16+ (SBC)	- In 25% of data zones 10% or more pupils aged 16+ received Educational Maintenance Allowance recorded in Seemis. - In 66% of data zones no pupil aged 16+ received Educational Maintenance Allowance a marked difference to previous years. - The take-up of EMA was noticeably more frequent in the Tweeddale locality. - The non-take-up of EMA in many data zones reduced the number of data zones in the 'Higher' child poverty level group.

Below are the maps for each component, showing the results for each of the 143 data zones in the Scottish Borders.

Scottish Borders Child Poverty Index 2022
Children in Low Income Families 2021-22
(DWP / NRS)

Children in Low Income Families

- 1: Under 10% (17)
- 2: 10% to Under 20% (42)
- 3: 20% to Under 30% (40)
- 4: 30% to Under 40% (29)
- 5: 40% or More (15)

10 Miles

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Scottish Borders Council. Licence 100023423, 2023.

The Scottish Borders has 143 Data Zones (2011 based).
The numbers in the () indicates the number of Data Zones in this category.

Scottish Borders Child Poverty Index 2022
% Pupils with Free School Meals
(2022) - SBC

Pupils with Free School Meals

- 0: None (1)
- 1: Under 5% (6)
- 2: 5% to Under 10% (24)
- 3: 10% to Under 15% (29)
- 4: 15% to Under 20% (50)
- 5: 20% to Under 30% (29)
- 6: 30% or More (4)

10 Miles

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The Scottish Borders has 143 Data Zones (2011 based).
The numbers in the () indicates the number of Data Zones in this category.

Scottish Borders Child Poverty Index 2022
% Pupils with Clothing Grant (2022) - SBC

Pupils with Clothing Grant

- 1: Under 5% (4)
- 2: 5% to Under 10% (14)
- 3: 10% to Under 15% (25)
- 4: 15% to Under 20% (39)
- 5: 20% to Under 30% (49)
- 6: 30% or More (12)

10 Miles

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The Scottish Borders has 143 Data Zones (2011 based).
The numbers in the () indicates the number of Data Zones in this category.
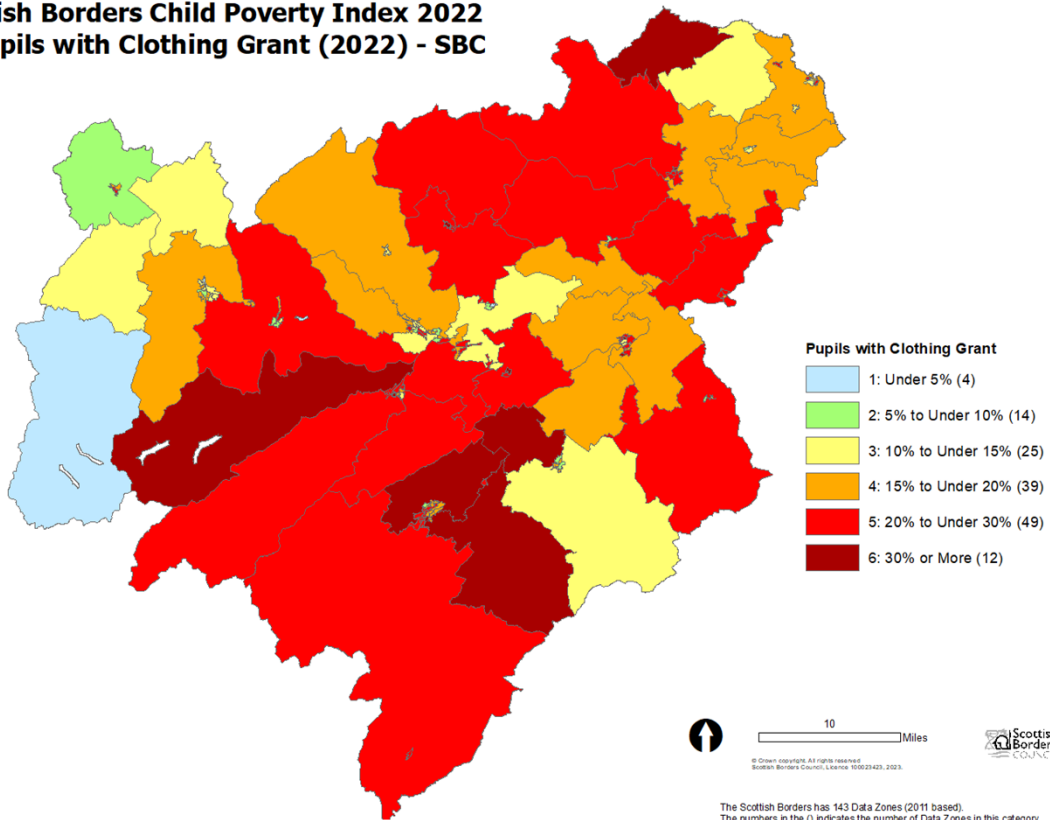
Scottish Borders Child Poverty Index 2022
% Educational Maintainance Allowance
Pupils Aged 16+ (2022) - SBC

Pupils 16+ Receiving EMA

- 0.0: None (95)
- 0.5: Under 5% (8)
- 1.0: 5% to Under 10% (5)
- 1.5: 10% to Under 15% (8)
- 2.0: 15% to Under 20% (10)
- 2.5: 20% to Under 30% (4)
- 3.0: 30% or More (13)

10 Miles

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Scottish Borders Council, Licence 100023423, 2023.

The Scottish Borders has 143 Data Zones (2011 based).
The numbers in the () indicates the number of Data Zones in this category.
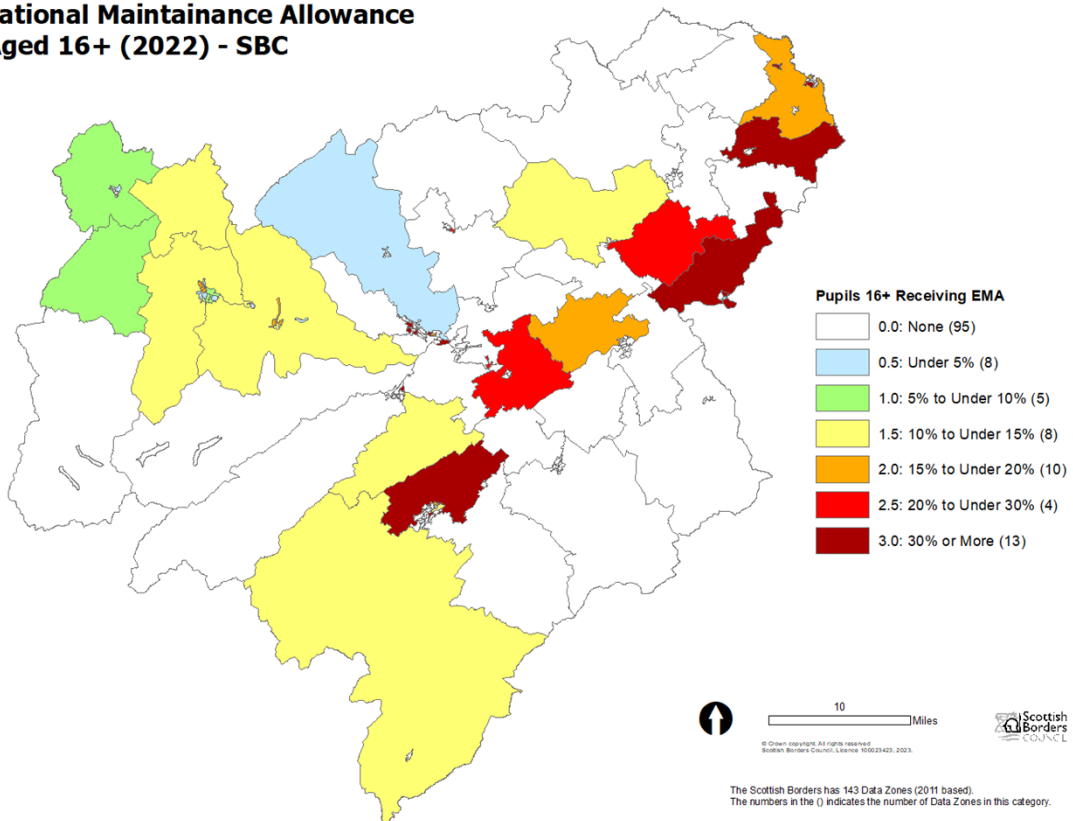
Scottish Borders Child Poverty Level Change Over Time

The graph below shows the distribution of data zones by level of child poverty for between 2017 and 2022.

Count of Data Zones in the Scottish Borders by Level of Child Poverty (SB CPI for 2017 to 2022)
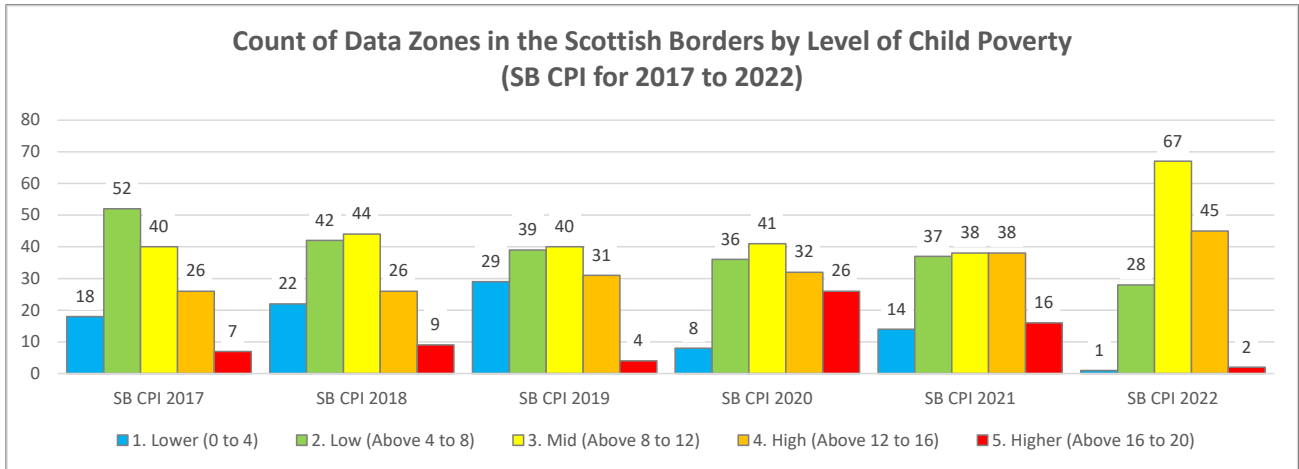
Level of Child Poverty 2017 – 2022, SBC, Locality and Data Zone

The graph below lists the data zones within each locality along with its SIMD2020 decile and the SB CPI level for 2017, 2018, 2019, 2020, 2022 and 2022.

The graph below shows the distribution of data zones in each of the localities by level of child poverty for each of the years.

Data Zone by Child Poverty Level for Each Locality by Year
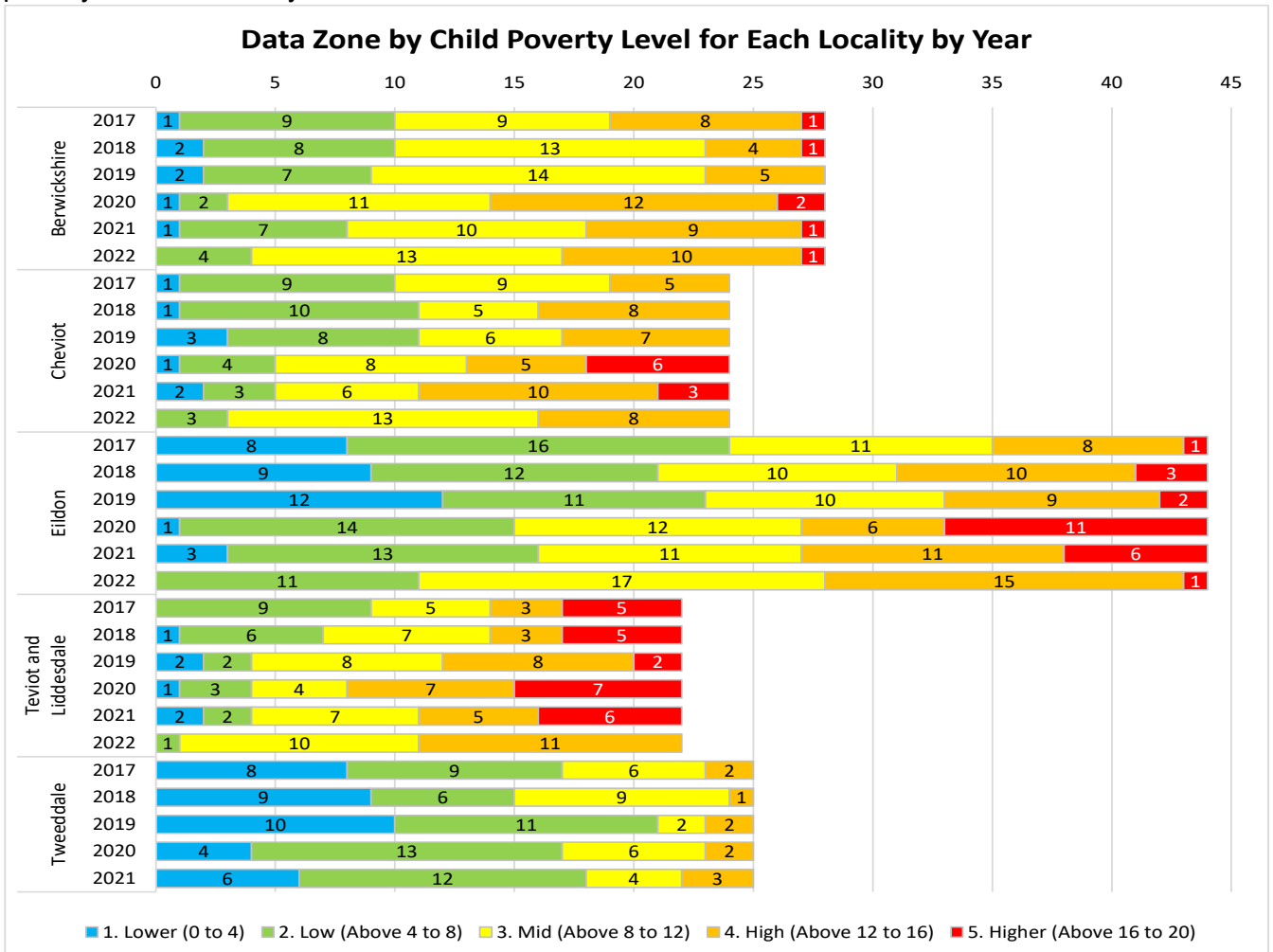
The Scottish Index of Multiple Deprivation (SIMD) is a good tool for identifying overall deprivation, however, it is not poverty specific, or child focused. The SB CPI is a tactile index created to enable better insight into child poverty within the Scottish Borders. This is a basic comparison between SIMD2020 Decile and SB CPI Score.

The graph below shows the count of the 143 data zones in the Scottish Borders by the SIMD 2020 Decile.
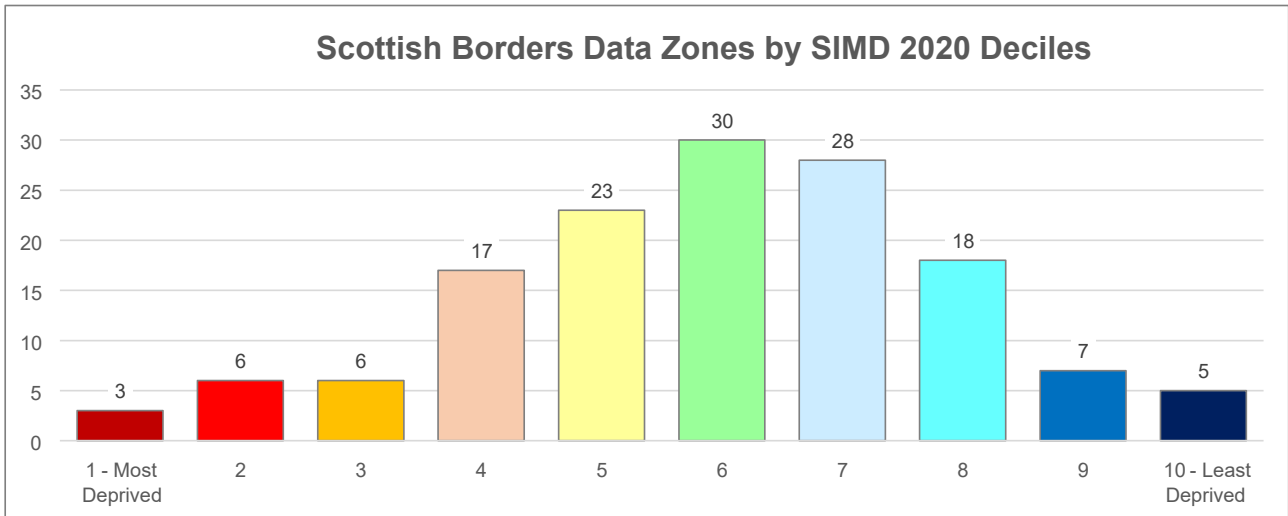
The map below shows the Scottish Borders data zones and the SIMD2020 decile.
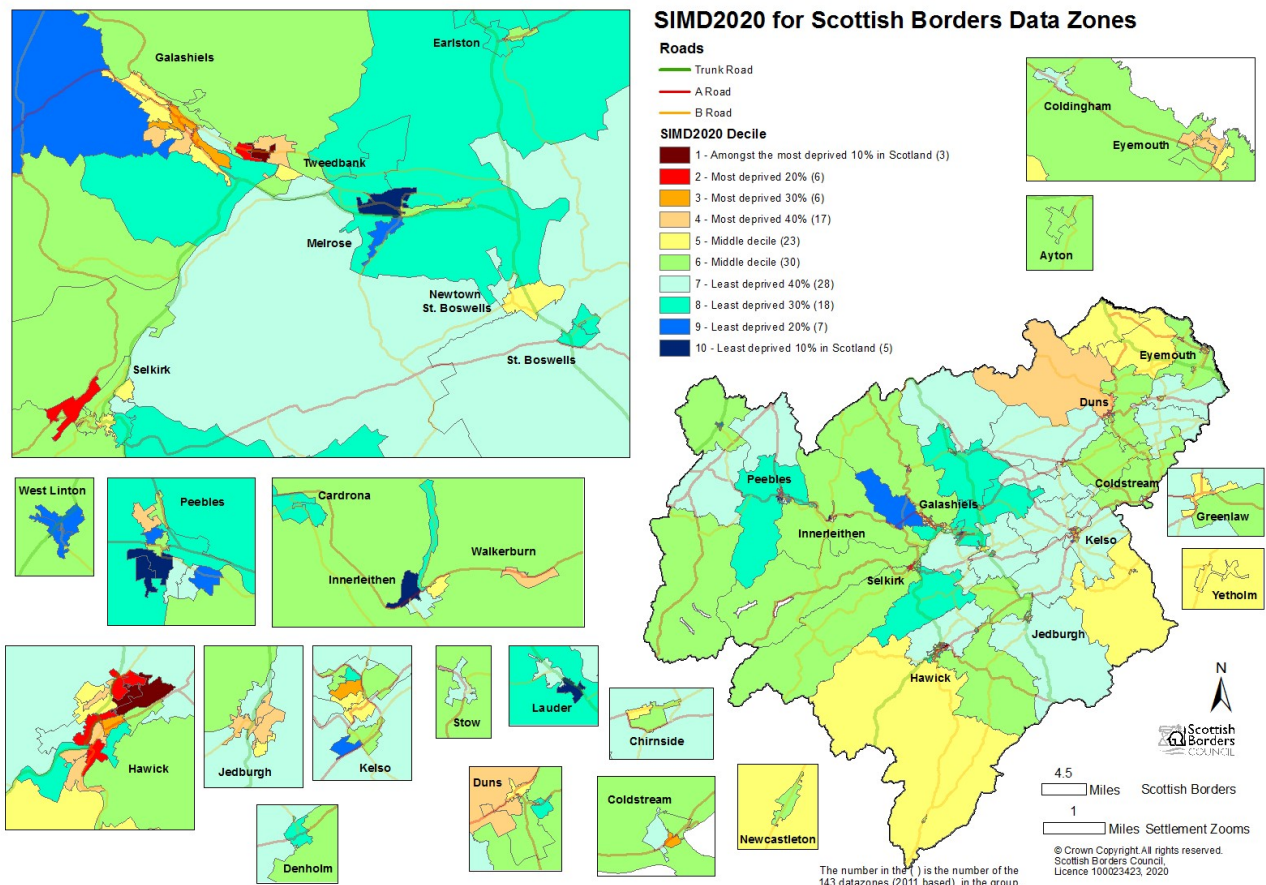
Scottish Borders Child Poverty Index 2022: Non-Denominational Primary School Ranking

Each data zone in the Scottish Borders is 'best fit' allocated to a non-denominational primary school. Each non-denominational primary school has a SB CPI2022 score based on the four Scottish Borders Child Poverty Index components which are:

- Percent of Children in Low Income Families (CiLIF) 2021-22 from DWP / NRS
- Percent of Pupils in Receipt of Free School Meals (FSM) 2022 from SBC's SEEMIS
- Percent of Pupils in Receipt of Clothing Grant (CG) 2022 from SBC's SEEMIS
- Percent of Pupils Aged 16+ in Receipt of Education Maintenance Allowance (EMA) 2022 from SBC's SEEMIS (1/2 weighting)

The table below shows the SB CPI 2022 score for each non-denominational primary school and the SB CPI 2022 level for each of the data zones in the school's best fit catchment.

| Scottish Borders | | | 12.5 | High | 1 | 28 | 67 | 45 | 2 | 143 |

SB CPI 2022 ND Primary School Rank	Secondary School	Primary School	School SB CPI 2022 Score (Max 20)	School SB CPI 2022 Level	SB CPI 2022 Level					Count of Data Zones
					Lower	Low	Mid	High	Higher	
1	Eyemouth High School	Coldingham Primary	17.0	Higher					1	1
2	Berwickshire High School	Coldstream Primary	16.0	High			1	3		4
2	Selkirk High School	Philiphaugh Primary	16.0	High				2		2
4	Hawick High School	Burnfoot Primary	15.5	High			1	3		4
4	Earlston High School	St Boswells Primary	15.5	High			1	2		3
6	Eyemouth High School	Cockburnspath Primary	15.0	High				1		1
7	Eyemouth High School	Eyemouth Primary	14.5	High			4	1		5
7	Earlston High School	Newtown Primary	14.5	High			2	1		3
9	Galashiels Academy	Burgh Primary	14.0	High			2	1		3
9	Hawick High School	Stirches Primary	14.0	High		1		1		2
9	Hawick High School	Trinity Primary	14.0	High			1	1		2
12	Selkirk High School	Knowepark Primary	13.5	High		1	2	1	1	5
12	Selkirk High School	Lilliesleaf Primary	13.5	High				1		1
14	Kelso High School	Broomlands Primary	13.0	High			1	3		4
14	Hawick High School	Denholm Primary	13.0	High			1	1		2
14	Hawick High School	Drumlanrig St Cuthberts Primary	13.0	High			5	4		9
14	Kelso High School	Ednam Primary	13.0	High				1		1
14	Earlston High School	Lauder Primary	13.0	High			1	2		3
14	Hawick High School	Newcastleton Primary	13.0	High				1		1
14	Berwickshire High School	Swinton Primary	13.0	High			1	1		2
14	Galashiels Academy	Tweedbank Primary	13.0	High		2		1		3
14	Hawick High School	Wilton Primary	13.0	High			2			2
14	Selkirk High School	Yarrow Primary	13.0	High				1		1
24	Galashiels Academy	Balmoral Primary	12.5	High			2	2		4
24	Galashiels Academy	Langlee Primary	12.5	High		1	1	2		4
26	Jedburgh Grammar	Ancrum Primary	12.0	Mid			1	1		2
26	Berwickshire High School	Duns Primary	12.0	Mid			4	2		6
26	Kelso High School	Edenside Primary	12.0	Mid			4	1		5
26	Kelso High School	Morebattle Primary	12.0	Mid			1			1
30	Eyemouth High School	Ayton Primary	11.5	Mid		1		1		2
30	Berwickshire High School	Chirnside Primary	11.5	Mid		1	1	1		3
30	Galashiels Academy	Fountainhall Primary and Heriot Primary	11.5	Mid			1			1
30	Earlston High School	Westruther Primary	11.5	Mid			1			1
34	Earlston High School	Channelkirk Primary	11.0	Mid			1			1
34	Selkirk High School	Kirkhope Primary	11.0	Mid			1			1
34	Galashiels Academy	St Peters Primary	11.0	Mid		1	1	1		3
34	Peebles High School	St Ronans Primary	11.0	Mid		2	2	1		5

					SB CPI 2022 Level					
	Scottish Borders			12.5	High	1	28	67	45	2	143

SB CPI 2022 ND Primary School Rank	Secondary School	Primary School	School SB CPI 2022 Score (Max 20)	School SB CPI 2022 Level	Lower	Low	Mid	High	Higher	Count of Data Zones
38	Galashiels Academy	Clovenfords Primary	10.0	Mid			1			1
38	Jedburgh Grammar	Jedburgh Primary	10.0	Mid		2	4			6
38	Kelso High School	Sprouston Primary	10.0	Mid			1			1
41	Peebles High School	Priorsford Primary	9.5	Mid		2	4			6
42	Earlston High School	Gordon Primary	9.0	Mid			1			1
42	Earlston High School	Melrose Primary	9.0	Mid		1	3			4
44	Peebles High School	Eddleston Primary	8.5	Mid			1			1
44	Peebles High School	Kingsland Primary	8.5	Mid		2	4			6
44	Peebles High School	West Linton Primary	8.5	Mid		1	2			3
47	Peebles High School	Newlands Primary	8.0	Low		1				1
47	Galashiels Academy	Stow Primary	8.0	Low		1				1
49	Earlston High School	Earlston Primary	7.0	Low		3				3
49	Galashiels Academy	Glendinning Primary	7.0	Low		1				1
49	Eyemouth High School	Reston Primary	7.0	Low		1				1
52	Berwickshire High School	Greenlaw Primary	6.0	Low		1				1
52	Kelso High School	Yetholm Primary	6.0	Low		1				1
54	Peebles High School	Walkerburn Primary	5.5	Low		1				1
55	Peebles High School	Broughton Primary	3.0	Lower	1					1

Level of Child Poverty 2017 – 2022, SBC, Ward, and Data Zone

Area	SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022 Level
Scottish Borders	**3. Mid**	**3. Mid**	**3. Mid**	**4. High**	**3. Mid**	**4. High**
East Berwickshire	3. Mid	3. Mid	3. Mid	4. High	4. High	3. Mid
Mid Berwickshire	2. Low	2. Low	2. Low	3. Mid	2. Low	4. High
Jedburgh and District	3. Mid	3. Mid	3. Mid	4. High	4. High	3. Mid
Kelso and District	3. Mid	4. High	3. Mid	4. High	3. Mid	4. High
Galashiels and District	3. Mid	3. Mid	4. High	4. High	4. High	3. Mid
Leaderdale and Melrose	2. Low	2. Low	2. Low	2. Low	2. Low	3. Mid
Selkirkshire	3. Mid	3. Mid	3. Mid	4. High	3. Mid	4. High
Hawick and Denholm	4. High	4. High	4. High	5. Higher	4. High	4. High
Hawick and Hermitage	3. Mid	3. Mid	3. Mid	4. High	3. Mid	4. High
Tweeddale East	2. Low	2. Low	2. Low	2. Low	2. Low	3. Mid
Tweeddale West	2. Low	2. Low	2. Low	2. Low	2. Low	3. Mid

Berwickshire

Area	SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022 Level
Scottish Borders	**3. Mid**	**3. Mid**	**3. Mid**	**4. High**	**3. Mid**	**4. High**
East Berwickshire	3. Mid	3. Mid	3. Mid	4. High	4. High	3. Mid

Data Zone 2011 Code and Name	SIMD2020 Decile v2	SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022Level
S01012309: Ayton	6	2. Low	3. Mid	2. Low	4. High	4. High	2. Low
S01012310: St Abbs and Eyemouth Landward	6	2. Low	2. Low	3. Mid	4. High	4. High	4. High
S01012311: Coldingham	7	5. Higher	5. Higher	3. Mid	5. Higher	5. Higher	5. Higher
S01012312: Reston and Coldingham Moor Area	5	4. High	3. Mid	3. Mid	3. Mid	3. Mid	2. Low
S01012313: Cockburnspath and Area	5	2. Low	3. Mid	2. Low	4. High	3. Mid	4. High
S01012314: Eyemouth - Gunsgreen	5	4. High	3. Mid	4. High	5. Higher	4. High	4. High
S01012315: Eyemouth - Seafront Harbour	4	2. Low	1. Lower	2. Low	3. Mid	2. Low	3. Mid
S01012316: Eyemouth - Central	4	3. Mid	4. High	4. High	4. High	4. High	3. Mid
S01012317: Eyemouth - South	6	3. Mid	2. Low	3. Mid	4. High	4. High	3. Mid
S01012318: Eyemouth - North	4	4. High	4. High	4. High	4. High	4. High	3. Mid
S01012320: Chirnside - West	5	4. High	4. High	4. High	4. High	3. Mid	2. Low
S01012321: Chirnside - East	6	3. Mid	3. Mid	3. Mid	3. Mid	3. Mid	3. Mid
S01012322: Whitsome Allanton and Hutton Area	7	2. Low	2. Low	1. Lower	3. Mid	2. Low	3. Mid
S01012323: Foulden and Area	7	3. Mid	3. Mid	3. Mid	3. Mid	2. Low	4. High

Area	SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022 Level
Scottish Borders	**3. Mid**	**3. Mid**	**3. Mid**	**4. High**	**3. Mid**	**4. High**
Mid Berwickshire	2. Low	2. Low	2. Low	3. Mid	2. Low	4. High

Data Zone 2011 Code and Name	SIMD2020 Decile v2	SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022Level
S01012300: Greenlaw	5	4. High	4. High	4. High	4. High	3. Mid	2. Low
S01012301: Swinton Leithholm and Fogo Area	6	2. Low	2. Low	2. Low	3. Mid	3. Mid	4. High
S01012302: Cranshaws - Abbey St Bathans Area	4	3. Mid	2. Low	2. Low	3. Mid	3. Mid	4. High
S01012303: Westruther and Polwarth Area	7	1. Lower	1. Lower	1. Lower	1. Lower	1. Lower	3. Mid
S01012304: Gordon and Hume Area	7	2. Low	2. Low	2. Low	2. Low	2. Low	3. Mid
S01012305: Duns - South	6	2. Low	2. Low	3. Mid	4. High	3. Mid	3. Mid
S01012306: Duns - West	4	4. High	3. Mid	3. Mid	4. High	4. High	3. Mid
S01012307: Duns - North	5	3. Mid	3. Mid	3. Mid	3. Mid	2. Low	4. High
S01012308: Duns - East	8	3. Mid	3. Mid	2. Low	3. Mid	3. Mid	3. Mid
S01012319: Preston and Manderston Area	6	3. Mid	3. Mid	3. Mid	2. Low	2. Low	3. Mid
S01012324: Birgham and Ladykirk Area	6	3. Mid	3. Mid	3. Mid	3. Mid	4. High	4. High
S01012325: Coldstream - West	7	2. Low	2. Low	3. Mid	3. Mid	2. Low	4. High
S01012326: Coldstream - South	3	4. High	4. High	3. Mid	4. High	4. High	4. High
S01012327: Coldstream - East	6	4. High	3. Mid	3. Mid	4. High	3. Mid	4. High

Cheviot

Area	SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022 Level
Scottish Borders	**3. Mid**	**3. Mid**	**3. Mid**	**4. High**	**3. Mid**	**4. High**
Jedburgh and District	3. Mid	3. Mid	3. Mid	4. High	4. High	3. Mid

Data Zone 2011 Code and Name	SIMD2020 Decile v2	SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022Level
S01012341: Oxnam and Camptown Area	7	2. Low	2. Low	1. Lower	3. Mid	2. Low	3. Mid
S01012342: Ancrum and Lanton Area	6	2. Low	2. Low	2. Low	3. Mid	3. Mid	4. High
S01012343: Roxburgh Heiton Eckford Area	7	2. Low	2. Low	2. Low	2. Low	3. Mid	3. Mid
S01012346: Dryburgh Charlesfield Maxton Area	7	3. Mid	2. Low	2. Low	3. Mid	3. Mid	4. High
S01012347: St Boswells - East	8	2. Low	2. Low	3. Mid	4. High	4. High	4. High
S01012348: St Boswells - West	8	2. Low	2. Low	2. Low	2. Low	3. Mid	3. Mid
S01012349: Jedburgh - Howden	5	4. High	4. High	4. High	4. High	3. Mid	3. Mid
S01012350: Jedburgh - Doom Hill	4	4. High	4. High	4. High	5. Higher	4. High	2. Low
S01012351: Jedburgh - East Central	4	3. Mid	3. Mid	4. High	5. Higher	5. Higher	3. Mid
S01012352: Jedburgh - West Central	7	2. Low	3. Mid	3. Mid	5. Higher	4. High	2. Low
S01012353: Jedburgh - Abbey	4	3. Mid	4. High	3. Mid	4. High	4. High	3. Mid

Area		SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022 Level
Scottish Borders		3. Mid	3. Mid	3. Mid	4. High	3. Mid	4. High
Kelso and District		3. Mid	4. High	3. Mid	4. High	3. Mid	4. High

Data Zone 2011 Code and Name	SIMD2020 Decile v2	SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022Level
S01012328: Town Yetholm	5	4. High	4. High	3. Mid	4. High	3. Mid	2. Low
S01012329: Morebattle Hownam and Area	5	2. Low	2. Low	2. Low	3. Mid	3. Mid	3. Mid
S01012330: Kelso S - Pinnaclehill	6	3. Mid	4. High	4. High	3. Mid	4. High	3. Mid
S01012331: Kelso S - Maxwellheugh	9	1. Lower	1. Lower	1. Lower	1. Lower	1. Lower	3. Mid
S01012332: Smailholm Stitchill and Ednam Area	7	3. Mid	3. Mid	2. Low	3. Mid	4. High	4. High
S01012333: Sprouston and Area	7	2. Low	2. Low	1. Lower	2. Low	1. Lower	3. Mid
S01012334: Kelso N - High Croft Orchard Park	6	4. High	4. High	4. High	5. Higher	4. High	3. Mid
S01012335: Kelso N - Hendersyde Oakfield	7	3. Mid	2. Low	3. Mid	2. Low	2. Low	4. High
S01012336: Kelso N - Abbotseat	8	3. Mid	3. Mid	2. Low	3. Mid	4. High	4. High
S01012337: Kelso N - Poynder Park	3	3. Mid	4. High	4. High	5. Higher	5. Higher	3. Mid
S01012338: Kelso S - Bowmont and Edenside	5	3. Mid	3. Mid	3. Mid	4. High	5. Higher	3. Mid
S01012339: Kelso S - Abbey	5	2. Low	2. Low	2. Low	3. Mid	2. Low	4. High
S01012340: Kelso S - Broomlands	6	4. High	4. High	4. High	5. Higher	4. High	4. High

Eildon

Area		SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022 Level
Scottish Borders		3. Mid	3. Mid	3. Mid	4. High	3. Mid	4. High
Galashiels and District		3. Mid	3. Mid	4. High	4. High	4. High	3. Mid

Data Zone 2011 Code and Name	SIMD2020 Decile v2	SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022Level
S01012271: Heriot - Fountainhall - Stow Landward	6	2. Low	3. Mid	3. Mid	4. High	4. High	3. Mid
S01012272: Stow	7	1. Lower	1. Lower	1. Lower	2. Low	2. Low	2. Low
S01012274: Galashiels - N - Halliburton	6	2. Low	2. Low	2. Low	3. Mid	3. Mid	2. Low
S01012275: Galashiels - N - Town Centre	3	3. Mid	4. High	4. High	5. Higher	5. Higher	3. Mid
S01012276: Galashiels - N - Windyknowe	5	1. Lower	2. Low	1. Lower	2. Low	2. Low	4. High
S01012277: Galashiels - N - Wood St	5	4. High	4. High	4. High	5. Higher	4. High	4. High
S01012278: Galashiels - W - Old Town	4	4. High	4. High	3. Mid	3. Mid	2. Low	3. Mid
S01012279: Galashiels - W - Thistle St	3	4. High	4. High	4. High	5. Higher	5. Higher	3. Mid
S01012280: Galashiels - W - Balmoral Rd	4	3. Mid	4. High	4. High	5. Higher	5. Higher	4. High
S01012281: Galashiels - W - Balmoral Pl	5	3. Mid	4. High	3. Mid	3. Mid	3. Mid	3. Mid
S01012282: Galashiels - S - Netherdale	8	1. Lower	1. Lower	2. Low	2. Low	1. Lower	2. Low
S01012283: Galashiels - S - St Peters Sch	5	4. High	4. High	3. Mid	4. High	4. High	3. Mid
S01012284: Galashiels - S - Huddersfield	3	4. High	4. High	4. High	4. High	4. High	4. High
S01012285: Galashiels - S - Glenfield	7	2. Low	1. Lower	2. Low	2. Low	2. Low	3. Mid
S01012286: Gala - Langlee - East	4	3. Mid	3. Mid	3. Mid	5. Higher	4. High	2. Low
S01012287: Gala - Langlee - Central	1	4. High	5. Higher	5. Higher	5. Higher	5. Higher	4. High
S01012288: Gala - Langlee - West	2	4. High	5. Higher	5. Higher	5. Higher	5. Higher	4. High

Area	SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022 Level
Scottish Borders	3. Mid	3. Mid	3. Mid	4. High	3. Mid	4. High
Leaderdale and Melrose	2. Low	2. Low	2. Low	2. Low	2. Low	3. Mid

Data Zone 2011 Code and Name	SIMD2020 Decile v2	SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022 Level
S01012268: Earlston and Melrose Landward	8	2. Low	2. Low	2. Low	3. Mid	3. Mid	2. Low
S01012269: Earlston - West	8	2. Low	2. Low	2. Low	2. Low	2. Low	2. Low
S01012270: Earlston - East	6	2. Low	3. Mid	2. Low	3. Mid	3. Mid	2. Low
S01012289: Gattonside - Darnick - Chiefswood	8	2. Low	1. Lower	1. Lower	1. Lower	1. Lower	2. Low
S01012290: Melrose - Newstead	6	2. Low	2. Low	2. Low	3. Mid	3. Mid	3. Mid
S01012291: Melrose - Dingleton Hill	9	2. Low	2. Low	1. Lower	2. Low	2. Low	3. Mid
S01012292: Melrose - High Street	10	1. Lower	1. Lower	1. Lower	2. Low	2. Low	3. Mid
S01012293: Tweedbank - West	6	2. Low	2. Low	2. Low	4. High	3. Mid	2. Low
S01012294: Tweedbank - North	5	4. High	3. Mid	3. Mid	3. Mid	4. High	2. Low
S01012295: Tweedbank - East	7	3. Mid	2. Low	1. Lower	2. Low	2. Low	4. High
S01012296: Lauder - South	10	2. Low	1. Lower	1. Lower	2. Low	2. Low	4. High
S01012297: Blainslie and Legerwood	8	1. Lower	1. Lower	1. Lower	2. Low	1. Lower	3. Mid
S01012298: Lauder - North	7	3. Mid	3. Mid	1. Lower	3. Mid	2. Low	4. High
S01012299: Oxton and Area	7	1. Lower	1. Lower	1. Lower	2. Low	2. Low	3. Mid

Area	SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022 Level
Scottish Borders	3. Mid	3. Mid	3. Mid	4. High	3. Mid	4. High
Selkirkshire	3. Mid	3. Mid	3. Mid	4. High	3. Mid	4. High

Data Zone 2011 Code and Name	SIMD2020 Decile v2	SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022 Level
S01012344: Newtown St Boswells - South	5	3. Mid	3. Mid	3. Mid	5. Higher	4. High	3. Mid
S01012345: Newtown St Boswells - North	7	2. Low	3. Mid	3. Mid	5. Higher	4. High	4. High
S01012376: Ashkirk Lilliesleaf and Midlem Area	8	2. Low	2. Low	2. Low	2. Low	3. Mid	4. High
S01012377: Bowden and Lindean Area	7	1. Lower	1. Lower	1. Lower	2. Low	2. Low	3. Mid
S01012378: Ettrick Water and Bowhill Area	6	2. Low	2. Low	2. Low	3. Mid	2. Low	3. Mid
S01012379: Yarrow Water and Sunderland Area	6	1. Lower	3. Mid	1. Lower	3. Mid	3. Mid	4. High
S01012380: Selkirk - Shawburn	5	3. Mid	4. High	4. High	4. High	4. High	5. Higher
S01012381: Selkirk - Town Centre	5	2. Low	3. Mid	4. High	5. Higher	4. High	3. Mid
S01012382: Selkirk - Hillside Terrace	8	2. Low	2. Low	2. Low	3. Mid	3. Mid	2. Low
S01012383: Selkirk - Shawpark	7	3. Mid	4. High	3. Mid	3. Mid	3. Mid	3. Mid
S01012384: Selkirk - Dunsdale	6	3. Mid	2. Low	4. High	4. High	4. High	4. High
S01012385: Selkirk - Heatherlie	6	3. Mid	3. Mid	3. Mid	2. Low	3. Mid	4. High
S01012386: Selkirk - Bannerfield	2	5. Higher	5. Higher	4. High	5. Higher	5. Higher	4. High

Teviot and Liddesdale

Area	SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022 Level
Scottish Borders	3. Mid	3. Mid	3. Mid	4. High	3. Mid	4. High
Hawick and Denholm	4. High	4. High	4. High	5. Higher	4. High	4. High

Data Zone 2011 Code and Name	SIMD2020 Decile v2	SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022 Level
S01012356: Denholm	8	2. Low	2. Low	2. Low	3. Mid	3. Mid	3. Mid
S01012357: Minto Cauldmill and Boonraw Area	7	2. Low	3. Mid	1. Lower	1. Lower	1. Lower	4. High
S01012358: Bonchester Bridge and Chesters Area	6	2. Low	2. Low	3. Mid	3. Mid	3. Mid	4. High
S01012359: Hawick - Burnfoot - South East	1	5. Higher	5. Higher	4. High	5. Higher	5. Higher	4. High
S01012360: Hawick - Burnfoot - Central	1	5. Higher	4. High	4. High	5. Higher	5. Higher	4. High
S01012361: Hawick - Burnfoot - West	2	5. Higher	5. Higher	4. High	5. Higher	5. Higher	3. Mid
S01012362: Hawick - Burnfoot - North	2	5. Higher	5. Higher	5. Higher	5. Higher	5. Higher	4. High
S01012368: Hawick West End - Wilton Dean	7	2. Low	2. Low	3. Mid	2. Low	2. Low	3. Mid
S01012372: Hawick North - Commercial Road	2	4. High	5. Higher	4. High	5. Higher	5. Higher	4. High
S01012373: Hawick North - Wilton Hill	5	3. Mid	3. Mid	3. Mid	3. Mid	3. Mid	3. Mid
S01012374: Hawick North - Stirtches	5	2. Low	2. Low	3. Mid	4. High	3. Mid	2. Low
S01012375: Hawick North - Silverbuthall	4	4. High	3. Mid	3. Mid	3. Mid	4. High	3. Mid

Area		SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022 Level
Scottish Borders		**3. Mid**	**3. Mid**	**3. Mid**	**4. High**	**3. Mid**	**4. High**
Hawick and Hermitage		3. Mid	3. Mid	3. Mid	4. High	3. Mid	4. High

Data Zone 2011 Code and Name	SIMD2020 Decile v2	SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022Level
S01012354: Newcastleton	6	2. Low	4. High	3. Mid	4. High	4. High	4. High
S01012355: Teviothead and Hermitage Area	5	3. Mid	3. Mid	3. Mid	4. High	3. Mid	4. High
S01012363: Hawick Central - Wellogate	2	3. Mid	3. Mid	4. High	4. High	4. High	4. High
S01012364: Hawick Central - Trinity	3	3. Mid	3. Mid	4. High	5. Higher	4. High	4. High
S01012365: Hawick Central - Millers Knowes	8	2. Low	1. Lower	1. Lower	2. Low	1. Lower	3. Mid
S01012366: Hawick Central - Town Centre	4	5. Higher	5. Higher	5. Higher	5. Higher	5. Higher	3. Mid
S01012367: Hawick Central - Weensland	6	4. High	4. High	4. High	4. High	3. Mid	3. Mid
S01012369: Hawick West End - Crumhaughhill and Parkdaill	8	2. Low	2. Low	2. Low	2. Low	2. Low	3. Mid
S01012370: Hawick Central - Drumlanrig	4	2. Low	2. Low	3. Mid	4. High	4. High	3. Mid
S01012371: Hawick West End - Crumhaugh	4	3. Mid	3. Mid	4. High	4. High	3. Mid	4. High

Tweeddale

Area		SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022 Level
Scottish Borders		**3. Mid**	**3. Mid**	**3. Mid**	**4. High**	**3. Mid**	**4. High**
Tweeddale East		2. Low	2. Low	2. Low	2. Low	2. Low	3. Mid

Data Zone 2011 Code and Name	SIMD2020 Decile v2	SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022Level
S01012256: Peebles - S - Calvalry Park	9	2. Low	1. Lower	2. Low	2. Low	2. Low	2. Low
S01012257: Peebles - S - Gallow Hill	7	3. Mid	3. Mid	2. Low	3. Mid	3. Mid	3. Mid
S01012258: Peebles - S - Edderston Rd	10	1. Lower	1. Lower	1. Lower	1. Lower	1. Lower	3. Mid
S01012259: Peebles - S - Caledonian-Springhill	10	1. Lower	1. Lower	1. Lower	1. Lower	1. Lower	2. Low
S01012260: Peebles - S - Victoria Park	7	3. Mid	2. Low	2. Low	2. Low	3. Mid	3. Mid
S01012261: Cardrona	8	1. Lower	2. Low	2. Low	2. Low	2. Low	3. Mid
S01012262: Tweeddale East Landward	6	2. Low	2. Low	2. Low	2. Low	2. Low	4. High
S01012263: Walkerburn	4	4. High	3. Mid	3. Mid	3. Mid	3. Mid	2. Low
S01012264: Innerleithen - North	8	1. Lower	1. Lower	1. Lower	2. Low	2. Low	3. Mid
S01012265: Innerleithen - East	5	3. Mid	3. Mid	4. High	4. High	4. High	3. Mid
S01012266: Innerleithen - South	7	3. Mid	3. Mid	2. Low	3. Mid	4. High	2. Low
S01012267: Innerleithen - West	10	1. Lower	1. Lower	1. Lower	2. Low	2. Low	2. Low
S01012273: Clovenfords and Area	9	2. Low	2. Low	1. Lower	1. Lower	1. Lower	3. Mid

Area		SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022 Level
Scottish Borders		**3. Mid**	**3. Mid**	**3. Mid**	**4. High**	**3. Mid**	**4. High**
Tweeddale West		2. Low	2. Low	2. Low	2. Low	2. Low	3. Mid

Data Zone 2011 Code and Name	SIMD2020 Decile v2	SB CPI 2017 Level	SB CPI 2018 Level	SB CPI 2019 Level	SB CPI 2020 Level	SB CPI 2021 Level	SB CPI 2022Level
S01012244: Carlops Romannobridge	6	1. Lower	1. Lower	1. Lower	1. Lower	1. Lower	2. Low
S01012245: West Linton - Lower	9	1. Lower	1. Lower	1. Lower	2. Low	1. Lower	3. Mid
S01012246: West Linton - Upper	9	1. Lower	2. Low	2. Low	2. Low	3. Mid	3. Mid
S01012247: Eddleston and Area	7	2. Low	1. Lower	1. Lower	2. Low	1. Lower	3. Mid
S01012248: Stobo - Blyth Bridge - Skirling	7	3. Mid	3. Mid	2. Low	3. Mid	2. Low	2. Low
S01012249: Broughton and Upper Tweed	6	3. Mid	3. Mid	3. Mid	3. Mid	2. Low	1. Lower
S01012250: Glentress and Manor Valley	8	2. Low	1. Lower	1. Lower	2. Low	2. Low	3. Mid
S01012251: Peebles - N - Connor St	4	4. High	4. High	4. High	4. High	4. High	3. Mid
S01012252: Peebles North - Dalatho	6	2. Low	3. Mid	2. Low	3. Mid	2. Low	2. Low
S01012253: Peebles - N - Cuddyside	6	2. Low	3. Mid	2. Low	2. Low	2. Low	3. Mid
S01012254: Peebles - N - March St	9	2. Low	3. Mid	2. Low	2. Low	2. Low	3. Mid
S01012255: Peebles - N - Eastgate	8	2. Low	2. Low	1. Lower	2. Low	2. Low	2. Low

Appendix 1B – Scottish Borders Child Poverty Annual Progress Report 2022/23

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Employability **Through these actions we will increase support available to parents, and uptake and awareness of that support, as well as giving parents access to skills, training and opportunities. This will strengthen the employment offer to parents and create new fair work opportunities, plus tackling inequalities which stop parents from entering and participating in the labour market.**						
Parental Employability Project						
Continued support for the Parental Employability Project through collaborative development and implementation of Introduction to Childcare Course with Borders College.	1	SBC Borders College	Increased parental income and employment	Parents	A1	Delivery of Introduction to Social Care for Parents working with Parental Employability Support Team.
Support and enhance the Delivery of the Parental Employability Project through new Child Poverty monies and current NOLB funding.	1	SBC	Increase of parental employability	Parents	A1	SBC's Parental Employability Service continue with the provision of Community Drop-ins in both Galashiels and Hawick for parents seeking employability support. Childcare is provided within Burnfoot if required.
14+ and Transitions						
Regular 14+ transition meetings with schools and partners. Signpost resource and support for those eligible students to help secure a positive and sustained destination. Offer taster sessions to try out volunteering. Work with partners including DYW, SDS and employers to start the barrier removal process for those 14+ that are on track to a negative destination. Work with the Employability Support Service (ESS) to develop pathways for young people into Project Search, MA's and Kickstart programmes.	1	SBC Education CLD ESS SDS	Increased 14+ meetings Increased positive and sustained destinations	Children & Young People	A	Regular meetings take place with all secondary schools and partners. Employability staff offer employability related activities, from barrier removal to supported employment. Those identified with additional needs have pathway meetings and NOLB Stage 1 are present at those meetings. Employability services are regular attenders at pathway and career events. The UK Government's Kickstart programme has ended as planned but continue to promote Modern Apprentice opportunities. The 14+ framework has been refreshed and been reviewed to reflect national developments in transitions for ASN young people. The three core

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
						partners that support 'Team Around the School Transitions' are school, SDS and DYW.
Undertake the Borders College 'Care Aware' initiative to provide support and a named person for care experienced young people and student carers.	1	SBC	Increased positive and sustained destinations	Young People	A	Work around transitions, and in particular school/college to post school, continues to be the focus of the YPG priority.
Work with and support ASN young people to better understand their World of Work and barriers they may encounter. This is supported through the ASN Learning Network funded by SDS and facilitated by Inspiring Scotland.	1	BANG Inspiring Scotland SDS	Removal of barriers to work for ASN Young People	Young People	A3	World of Work barriers report finalised. Volunteer opportunities increased with Saltire Award registration. Eight ASN Youths working weekly with SBC The Promise Team on Human Rights, self-advocacy and understanding of local and national decision making responsibilities. ASN Transition planning workshop held on 18th January and attended by school DYW Leads and other professionals to promote multi-agency approach to improve transition planning and ensure consistency across Scottish Borders secondary schools. Input from Arc Scotland on the Principles into Practice and mapping current practice and reality of transitions process. The South of Scotland ASN Learning Network received an additional years funding from the South of Scotland Enterprise (SOSE) and is facilitated by Inspiring Scotland. A report on progress shares recordings of spotlight sessions from young people across the region including the Employment Support Service of Scottish Borders Council.

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
YouthBorders will employ a Network Officer to connect and facilitate third sector organisations who provides services for young people / young adults aged 16-25 - this project aims to lead to improved transitions in all aspects of young people's lives. e.g. housing, employment, education, mental health and wellbeing - and will be informed by the lived experience of service users.	2	Youth Borders	Number of young people supported	Young People	C3	Youth Borders host quarterly 'Trusted Connections' network meetings for organisations working with this age group, as well as regular working group meetings.
Continue to support ASN youths with access to safe digital social and peer platforms and are launching a new digital online support service for ASN youths in Sept 2022.	2,3	BANG SDS	Number of families supported	Families	A2	The free ASN Summer Camp 2022 supported over 297 ASN families including Young Carers and ASN youths. In addition 23 ASN Parent Carers in Galashiels and 10 Hawick ASN Parents were supported.

SDS continues to develop transition programmes and information through the use of technology to support with transitions from primary to secondary. This includes young people making videos about themselves and secondary teachers delivering elements of curriculum to primary pupils using technology. All schools are using Showbie as transition tool from primary into secondary. |
| Work in partnership with Borders College to identify support for those students who are winter school leavers, have started college but not aged 16 and ineligible for Borders Young Talent. | 1 | SBC Borders College | Increased support for winter school leavers | Children & Young People | A | Borders College introduced a mentoring initiative to support those young people most at risk of not sustaining a positive learning journey through College. Progress is tracked and monitored to provide positive interventions to aid successful completion of their programme. |
| Work with partners to deliver a Careers event aimed at care experienced children and young people in secondary schools. | 1 | SBC | Delivery of Careers event | Children & Young People | A | Completed in April 2023. |

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Continue delivery of the Project 'Search', which supports young people with a learning disability or autism to transition into work. This is delivered in partnership with NHS Borders and Borders College.	1	SBC EES	Increased employment	Young People	C3	SBC EES continues to offer Project SEARCH an employability course for young people aged 16-29 years old with additional needs based at the Borders General Hospital.

During Covid there were extreme challenges with restricted access to the hospital. The Project continued delivering online learning and employability training. With restrictions lifted the 2022/2023 course was conducted from the hospital offering more external work rotations giving the interns the opportunity to work out with a hospital environment. This has provided opportunities for some of the interns to secure paid employment with ongoing support. |
| **Positive Destinations** | | | | | | |
| Develop new tracking and monitoring procedures with Skills Development Scotland and Borders College to ensure sustained positive destinations for care experienced children and young people. | 1 | SBC SDS Borders College | Increase of sustained positive destinations | Children & Young People | A | At Borders College all Care Experienced young people have the opportunity of a meeting with a Careers Advisor. The College works closely with SDS through their further education partnership agreement to provide withdrawal information and to aid the tracking and monitoring of all Care Experienced young people.

SDS have a Care experienced tracker in place which is updated on a monthly basis by SDS and SBC's Virtual Head Teacher. Where young people have not sustained a destination, or are at risk of not sustaining, appropriate interventions are discussed. |

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Continue to deliver Employability Support, based on the Supported Employment model, to all disadvantaged Borders residents.	1	SBC	Maintain employability support levels for disadvantaged Borders residents	Parents	A1	SBC's Parental Employability Service continued to offer employability support to disadvantaged people in the region. Working with partners and referral organisations, attending team meetings to promote all aspects of the service, marketing of the service through flyers, social media, working with schools to target young people without positive destinations and supporting them to overcome barriers to employment or further education.
Promote the value of youth work and seek investment in to third sector youth work to maximize the number of youth work opportunities which are available to young people in the Scottish Borders; and to advance Scotland's youth work outcomes.	1	Youth Borders	Increased awareness and participation of youth work	Children & Young People	C2	Beyond Earlston provides opportunities for young people to participate in youth achievement awards provided by Youth Scotland, Saltire Awards and support for young people with volunteering. Activities are programmed around the outdoors and these groups are well attended with an opportunity to get outdoors and to explore. Eat Sleep Ride CIC have a modern apprenticeship programme as well as offering foundation apprenticeships and GCAS apprenticeships. They also provide work experience, alternative school provision and youth achievement awards.
Work with schools and encourage children and young people to sign up to Saltire Awards.	1, 2	Volunteer Centre Borders	Number of children and young people supported	Children & Young People	B1	During the January to March 2023 period VCB's Youth Volunteering Development Officer gave 9 Saltire Awards and Volunteering/opportunities presentations and group talks to young people. 438 young people attended these talks, learning more about volunteering, opportunities and the benefits of getting involved with the Saltire Awards Scheme.

14 young people signed up to Saltire to |

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
						record their volunteering and 28 young people registered as interested volunteers.
NOLB						
Work in partnership with employers – e.g. SBC on No One Left Behind (NOLB).	1	Eat Sleep Ride CIC	Number of employment opportunities	Parents	A3	One young person was employed in March 2022 through NOLB. Initially homeless, the young person was supported in securing property and in gaining child awareness, mental health and first aid qualifications. An employee recruited through NOLB during the previous year continues at Eat Sleep Ride.
NOLB and Young Person's Guarantee (YPG) offer bespoke pathways to young people to help those 16+ who are furthest from the job market and to overcome barriers to employment, volunteering and further education. PES and IFSS offer this to parents and families.	1	SBC	Increase parental/guardian income	Parents & Young People	A2	SBC's Parental Employment Service continued to offer employability training and awareness sessions including 1-1 support for those who require additional support to help overcome barriers to employment volunteering and further education.
Work with parents on No One Left Behind (NOLB) scheme to help them into employment.	1	SBC	Increase parental/guardian income	Parents & Young People	A2	Joint Initial visits between SBC's Parental Employability Service and No-one Left Behind continued and identified holistic support offered to the family. In adopting a 'Whole family' approach contributed to identifying the barriers to employment and perpetual cycle of this amongst families.
Teach hospitality and catering skills to support young people entering the food industry through the Food Punks Project. Work in partnership with local hotels and restaurants. Support young people referred from the Criminal Justice Service into sustained employment. Support Kickstart placements and NOLB.	1	Tweeddale Youth	Increased employment and work experience opportunities within catering industry	Parents	A3	Food Punks continued to support cohorts of school refusers through the school day as well as encouraging 16+'s into employment, including through Food Punks via NOLB.
Support a new initiative within the Burnfoot community centre to deliver a bespoke employability hub for the residents of Burnfoot in Hawick.	1	SBC	Deliver an employability hub for the residents of Burnfoot	Parents	A1	SBC's Parental Employability Service continued working with partners: SDS, DWP, NOLB Stage 1, Parental Support and SBHA, providing a weekly one stop session offering support within the

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
						Burnfoot Community. PES representatives attended sessions at the parent club in Burnfoot.

ASN

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Work with charities/grassroots who support disadvantaged or marginalised groups to encourage volunteering. Support them to find volunteers through advertising and campaigning.	1,2,3	Volunteer Centre Borders SDS DYW SBC Education	Support given to families in need		B4	ASN Enhanced Work Experience Provision (pilot in Galashiels); this new project initiated by Skills Development Scotland (SDS) aims to ensure that all young people can access work placements despite any extra support they may need. Seven placements have been currently found by VCB.
Provide targeted learning programmes to support disadvantaged young people to succeed and achieve.	1	SBC CLD Third Sector	Increased learning programmes for disadvantaged young people	Children & Young People	A	Through the YES Teams programme, 12 BANG ASN youths participated in this project which created social enterprise. BANG worked with SDS Borders to co-produce reflective toolkit for career advisors, providing ASN youths with opportunity to participate and engage with The Promise Team.
Support ASN youths with ILF transition funding applications, accessing qualification both national and local and launching Youth Enterprise Scotland YES teams programme in August 2022 to provide qualification SVQ 3 to ASN youths and access to social innovation, enterprise.	1,3	BANG	Increased successful funding applications	Young People	A3	ILF Transition funding workshops delivered to youths. 1-1 support with ILF transition funding Warm and Well funding to ASN families December to Match disseminated £5,000 funding.
Promote ASN supports via social media and referral.	1,2	SBC	Number of families supported and referred	Families	B2	The Intensive Family Support Service targets specific areas including Employment, Family Support and income maximisation for families where generational unemployment is a feature. Over 2022, 28 families were supported with income maximisation. The Throughcare Aftercare Team encouraged persons to maximise the uptake of available Care Experienced Council Tax Exemption by writing to all

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
						young people eligible for the benefit informing them of this on a 6 monthly basis. The initial mailshot will be sent in April 2023, following collation of necessary contact details.
Raise awareness of Autism with organisations, create a video on Autism by Young people, and an Autism Reflection toolkit to support organisations with Person centred approach. Work with Borders College to launch Quiet induction for ASN/Autism Students.	1	BANG	Number of young people supported	Young People	A3	BANG supported 89 ASN Youths between 11-25 years of age with direct weekly sessions and 13 with targeted support with high demand for the Statutory sector.
Provide training to ASN parents on subjects to support them to manage their emotional health and well-being. In addition we have ASN parent carer volunteers whom we support and we employ ASN parents within our funded projects/ summer camps .The supportive approach supports ASN parents.	1,2	BANG	Uptake of service, and families supported	Parents	A1	BANG launched a new weekly ASN Parent peer support group in Galashiels and Hawick with JHIT funding. Monthly thematic workshops are held from Enquire, Voiceability, Social Security Scotland, Children and Families Social Work, Self-Directed Support, CONTACT and transition with SBC pilot. Thirty one parent carers attended the Summer Camp held in July 2022.
Volunteering						
Promote volunteering roles within the CAB Service and an extensive training programme to develop skills and build confidence to return to the workplace particularly after a period of being at home looking after children.	1	CAB	Increase of parents returning to work	Parents	A1	CAB obtained funding through the Robertson Trust. CAB have recruited 1.6FTe Training & Development Officers to recruit and train volunteers to cover all the Scottish Borders Area CAB's.
Deliver cross service volunteer policy and expansion of younger people into volunteering roles in Live Borders.	1	Live Borders	Increased volunteering in Live Borders by younger people	Parents & Young People	C3	Live Borders Volunteer Policy is in operation. 215 young people volunteered through the Active Schools programme.
Support our network to improve the lives of young people through their participation in quality voluntary and community-based youth work.	1	Youth Borders	Increased numbers of volunteers in community-based youth work	Children & Young People	C2	Membership organisations such as Stable Life, Beyond Earlston and Eat Sleep Ride continue to offer quality volunteering opportunities, which offer access to training and learning new skills.

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Run summer camps and volunteering for juniors, allowing parents to be able to work a full day.	1	Eat Sleep Ride CIC	Attendance level of summer camps	Children & Young People	A2	The Get into Summer programme delivered 8 full day sessions with transport provided. Twenty people benefitted from this with a further 10 junior volunteers involved.
Work with partners to make sure that everyone should have equal access to volunteering opportunities.	1,2	Volunteer Centre Borders	Number of individuals supported	Families	B3	VCB continues to promote and access the Volunteer Scotland Volunteer Friendly Award, VCB has assisted 3 organisations with their volunteer friendly in the last six months, with 3 more recently applying to complete the training/learning to achieve the award.
Promote an employee volunteering scheme with companies/organisations to encourage more people to give up their time to support the local community.	1,2,3	Volunteer Centre Borders SOSE	Evaluation of participants taking part in scheme	Families	A3	SOSE has a live volunteering policy which provides 2 volunteering days per annum. Communities clients are made aware of this at the point of engagement and all opportunities/proactive requests are shared across the organisations.

Information and Support

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Give information to clients about local opportunities and organisations which may be of interest and support to develop their goals.	1	CAB		Families	A1	CAB use a local information database. Social media and other information sources are utilised to both promote and obtain information which clients may find of interest.
Through our Borders wide employment project, liaise with employers to ensure they know their responsibilities to employees and are paying at least minimum wage.	1,2	CAB	Improved employee care Increased minimum wage recipients	Parents	A3	The ERAS Project has been busy dealing with issues from employees. The pilot is likely to be extended and there is more provision for liaising with employers.
Support employees with enquiries regarding their employment and make them aware of their rights and responsibilities and how to challenge any inequality.	1	CAB	Better employee awareness of rights	Parents	A3	Additional training has been available to ensure that most employee enquiries can be dealt with.
From pregnancy we inform clients of their employment rights and eligibility around maternity allowance or pay, time off and employer's responsibilities. Offer benefit checks due to change of circumstances and information and support on how to claim.	1	CAB	Better understanding of employment and maternity rights	Parents	C1	CAB continue to receive a number of enquiries around maternity rights and pay. Specialist resources are utilised for signposting purposes. On-going contact and changes which result once the baby is born is encouraged.

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Continue support of the library service with signposting and information for parents.	2	Live Borders	Increased parental use of library service	Parents	A1	Visitor numbers to Live Borders libraries have continued to increase with 119,536 visitors in 2022/2023 compared to 48,858 in 2021/22. There has also been an 86% increase in the use of library pc's with the Public Network reservation rate increasing from 4105 in 2021/22 to 7622 2022/23.
Maximise parental/guardians' income, by signposting to appropriate services. Support all learners in travelling to and from venues for their learning and in some cases provide childcare. Support our 16+ learners who are furthest from the job market with digital devices to help them seek opportunities in learning, volunteering or employment.	1	SBC	Increase parental/guardian income	Parents & Young People	A2	Full Income Maximisation assessments were conducted for all parents working with SBC's Parental Employment Service.

On a fortnightly basis, PES representatives attended all DWP Job Centres within the Scottish Borders. Signposting, with support, to access further learning opportunities, therapeutic interventions, health appointments, housing appointments, depending on the individual needs of the parent.

Where appropriate parents were supported to apply for devices through Connecting Scotland. |
| Provide parent employability support through the Financial Inclusion in Early Years Group. | 1 | NHS Borders SBC | Increased support to parents. | Parents | A1 | Employability support is provided by the Early Years Financial Inclusions Team who offer holistic support with benefits checks, signposting and referrals for emergency assistance including Crisis Grants or food parcels. |
| Support the Ukraine Refugee crisis group to ensure that effective and efficient employment support is available. This is in conjunction with partners in JC+. | 1 | SBC Job Centre | Ensure there is efficient employment available for Ukrainian Refugees | Parents | A1 | An Employment Development Officer post was funded last year, (October 2022), in order to ensure efficient employment opportunities for Ukrainian Refugees.

In continued collaboration with Job Centre+ this offers CSCS Course and |

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
						individual support and promoting ESOL Classes enrolment and SB College Course applications. Work continues in identifying potential job opportunities and build relationships with employers to ensure Ukrainian refugees have reliable and efficient employment options available to them.
Support the effective planning and delivery of new SG child poverty monies and targets which will include improving access and availability of childcare.	1,3	SBC	Improved access to childcare	Families	A2	Training provided to Duns Community Nursery in the development of their CIC with PES/IFSS providing support to parents. PES worked with partners to ensure the availability of funded places for hard to reach families.
Continue to offer support to disabled clients (both learning and physical) to find and sustain paid work.	1	SBC	Increased employment	Parents	B2	SBC's Parental Employability Service continued to engage with referral sources to promote employability support and opportunities to those who reside in the Scottish Borders with additional support needs and barriers to work. By offering 1-1 key worker wrap around support to individuals to support them to reach their employment goals of finding and sustaining paid employment.
Continue to support all clients to maximise their income through improved jobs and /or increased hours.	1	SBC	Increased income	Parents	B3	Working with a key worker and reviewing client's current circumstances is part of the conversations key workers from SBC's Parental Employability Service have with their clients. This is to ensure persons are supported if they wish to work more hours to maximise their income or potentially when ready to look for another job.
We will support the maximum number of parents into employment which will help their children to have a better start in life.	1	SBC	Increased parental employment	Families	C1	SBC's Parental Employability Service maintains community engagement within Early Years Centres, promotion amongst Social Work, Health, DWP and Education to work with partners to

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
						identify parents with barriers to employment.
Continue growth of the BookBug Programme for young parents and develop signposting along wide collaborative work with "return to work" schemes.	2	Live Borders	Increased parental participation of BookBug programme	Children	A1	Bookbug numbers have continued to increase with 825 sessions in 2022/23 with 4823 children attending and 4775 adults attending with them. In comparison, there were 238 sessions in 2021/22 with 2432 children and 2215 adults attending with them.
Continue to engage with the Job Centre and the PACE team to support and advise individuals facing redundancy.	1	SBC Job Centre PACE	Maintain support to those facing redundancy	Parents	A1	Scottish Borders Local PACE Partnership meet on a quarterly basis to review any PACE activity undertaken. The number of PACE interventions was relatively low throughout 2022/23 with only 2 employers with greater than 20 employees at risk requiring PACE intervention.
The Employability Support Service will continue to work in partnership with employers and employer's representatives to ensure our clients have the best possible chances of securing and sustaining paid jobs. We will support employers to ensure they have any assistance they need to engage with some of the Scottish Borders most disadvantaged citizens.	1,3	SBC	Increased employment	Parents	A3	SBC's Parental Employability Service continue working with employers to form relationships that in turn ensures better understanding of clients' needs and enabling the best support being offered to clients. Providing in work support to the employer and clients enhances the chances of clients sustaining paid employment.
Promote the Young Person's free Bus travel through the National Entitlement Card (NEC) or Young Scot National Entitlement Card (Young Scot NEC).	1,2	SBC CLD	Number of children and young people accessing free bus travel	Children & Young People	A2	The Young Scot app is now included on all Ipads in schools.
Work with clients to make them aware of their rights and responsibilities, what is available locally and how to access these services.	1,3	CAB	Number of families supported	Families	A2	This is a particular focus of Our Money Talk Team Project, funded by the Scottish Government (currently funded to end June 2023).

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Projects and Programmes						
Get into Summer Entry level job creation for young people to work in culture and leisure services.	1	Live Borders	Increased employment within culture and leisure services for young people	Parents & Young People	C3	Through Live Borders, 20 young people were recruited as Activity Leaders through the summer holidays to lead and support activity camps.
Continue Youth Leadership programme in Sport.	1	Live Borders	Maintain Youth Leadership programme in sport	Parents & Young People	C3	Live Borders supported delivery of Youth Leadership Programmes in Selkirk, Earlston and Kelso High Schools. Leadership programmes took place in Galashiels, Peebles and Duns. The Young Leadership Academy operated across all nine cluster areas taking 18 students through a year-long mentoring and education programme to support their development in sports coaching. Primary 6-7 leadership skills in 23 Primary Schools across the Scottish Borders was re-instated in teaching core skills of teamwork, safety, confidence, resilience, organisation and planning.
Introduction of Borders Employment and Mentoring project (BEAM) by the Borders Housing Network (BHN) to engage social housing tenants and families towards employment.	1	SBC BHN BHA	Increased employment amongst BHN tenants	Parents	A1	A total of 91 referrals were made to BEAM for BHN Tenants. Of these, 50 Tenants engaged with the service and 22 went on to secure employment.
Work with Hawick Employability Pilot Partners to provide employability wraparound support in Burnfoot. Remove barriers to employment by supporting individuals to have a better understanding of their own mental health needs and develop coping strategies.	1	NHS Borders SDS JHIT	Increased employment within Burnfoot	Parents	A1	Burnfoot Employability Hub pilot was launched in September 2022 with various partners including SDS, DWP, ESS, NHS, PES and SBHA. There was a weekly presence every Thursday morning at Burnfoot Community Centre. Despite promotion and various interventions there was low footfall, and the decision was taken by the multi-agency working group to cease in March 2023.

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Provide a Skills learning program me through Food and Bike Punks. Provide supported employment opportunities within TYA and signposting to organisations' such as Works+. Connection with local employers also supports post 16 employment opportunities.	1	Tweeddale Youth	Increased supported employment opportunities	Parents	C3	Tweeddale Youth Action supported the employment of 5 young people with local employers and one directly with TYA. Food and Bike Punks continue to operate, and Food Punks are collaborating with Works+ to feed young people from Tweeddale and to support cookery to existing participants.
Continue to deliver Scottish Borders Council's 'Family Firm' which supports Care experienced young people to transition into work.	1	SBC	Increased employment	Families	C3	SBC's Borders Family Firm is a project that continues to support Care Experienced Young people to transition into work. Further funding is being explored to ensure continuation as current funding from the European Social Fund ended as of March 2023.
Delivery of the Young Persons Guarantee by supporting appropriately aged individuals and creating opportunities for them both within and outwith Scottish Borders Council.	1	SBC	Increased opportunities	Young People	C3	The Young Persons Guarantee Group is a subgroup of the Local Employability Partnership. The group meets regularly and focuses on the needs of young people in the region, ensuring a regional approach creates and offers appropriate employment opportunities.
Continue to employ modern apprentices when possible.	1	BHA	Increased levels of Modern Apprentices	Young People	C3	BHA continues in the recruitment of modern apprentices despite previous attempts to recruit apprentices having very low take-up.
Offer a range of apprenticeship opportunities dependent upon funding. Work with contractors to ensure they offer work experience and apprenticeship opportunities through local schools.	1	BHA	Increased apprenticeships available	Young People	C3	BHA attends careers events at local High Schools and promotes careers in housing. BHA also has good links with job centres and employability networks.
Establish a Foundation Apprenticeship Programme with Borders College and work with Borders Housing Network and Scottish Borders Council on the Borders Guarantee.	1	SBHA SBC Borders College BHN	Increased Apprenticeship employment	Young People	C3	Borders Housing Network continues to work in partnership to enhance apprenticeship opportunities.

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Continue to support the creation of modern apprentice opportunities at Scottish Borders Council.	1	SBC	Increased Modern Apprentice opportunities	Young People	C3	During 2022/23 SBC recruited 29 modern apprentices and continues to promote and support apprentice opportunities within the organisation.

Education
Through these actions we will continue to tackle the poverty related attainment gap and support the health and well-being of children and young people. This will in turn help children and young people to achieve better lifelong outcomes, thus helping to break the cycle of poverty.

Early Years

Equity and Excellence Leads to be placed in large SBC Early Learning Childcare (ELC) settings in areas of high deprivation.	1,2	SBC Early Years Team	By end of Primary 1 current attainment data for achieving early level will be above 80%	Families	C2	Equity and Excellence Lead Officers supported 4 schools based on identified need. All are focused on narrowing developmental gaps for individuals in ELC. There is evidence of the gap narrowing in these ELC settings with significant progress being made at Jedburgh, making a difference to attainment by end of P1.
Continue to deliver Psychology of Parenting Project (PoPP) parenting groups targeted at those in highest areas of deprivation.	1,2	SBC Early Years Team	Number of participants	Families	C2	This programme continues and face-to-face delivery is re-starting.
Continue to support free access to Community Centres for nursery provision and also support the development of these groups.	2	Live Borders	Number of families supported and accessing services	Families	A2	Early Years provision is established in Tweedbank, Duns, and Selkirk.

Projects and Programmes

Develop an implementation plan following publication of Scottish Government's strategic plan for their childcare commitments.	1,2	SBC Education	Outcomes of implementation plan met	Families	A2	Early stage thinking and discussion is taking place relating to workforce planning in relation to a further expansion of provision for 2-year-olds and 1-year-olds.
Undertake a mentoring initiative to support those most at risk of disengagement to successfully transition through senior phase of school to college and for those at greatest risk of disengagement during their first year at college.	1	SBC	Uptake of Scheme	Children & Young People	B1	A 3-day Skills Quest Event for care experienced young people was conducted in April 2023. Organised by Virtual Head Teacher and DYW, the event focused on developing skills including budgeting, team working and cooking on a budget.

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Pilot a schools Resource Pack for children and young people that promotes sustainability, linked to the Curriculum for Excellence.	2	SBC Education	Uptake of Scheme	Children & Young People	B1	It is hoped this pilot will be conducted in 2023/24.
Ensure UNCRC and Children's Rights are taken into account in Child Poverty work in the Scottish Borders Future Actions.	1	SBC Partners	Child Poverty work to incorporate UNCRC and Children's Rights	Families	C1	UNCRC and Children's Rights are taken into account in appropriate child poverty actions. Addressing child poverty is a priority of our Children & Young People's Plan, which is written with policy links to the UNCRC articles and engages with children and young people, taking their rights into account.

Financial Inclusion
Through these actions we will help maximise income of low income households, lifting children out of poverty and combatting the cost of living crisis.

Financial Inclusion Fund

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Disperse funds from the Financial Inclusion Fund to those most in need.	3	SBC	Monetary gains, support given	Families	B2	Forty groups have received awards from the Financial Inclusion Fund. This has included projects such as Low and Slow, which has allowed additional community groups to deliver the programme in their local area. £160,000 has been allocated to groups so far.
Continue to support the Financial Inclusion Practitioners Group to raise awareness of financial support (68 current members).	1,2,3	SBC	Number of organisations funded whose activities indirectly or directly address child poverty	Families	B3	£190,000 has been allocated across the Scottish Borders to10 groups/organisations to support financial inclusion via the financial inclusion fund.
Raise the profile of financial inclusion through the Financial Inclusion Practitioners Group	1,2,3	SBC	Number of organisations funded whose activities indirectly or directly address child poverty	Families	B2	The Financial Inclusion Practitioners Group met 3 times in 2022/23. A multi-agency network was formed as a result. The Cost of Living Strategic and Operational Groups continued this work and have raised the profile of financial inclusion through the dispersal of £1.2M cost of living funds.

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Benefits						
Encourage families to have a benefit check to ensure they are getting all the support they are entitled to and how their earned income may be supplemented.	1,2	CAB	Increased benefits checks	Families	A1	Income maximisation benefit checks are on offer and are widely accepted. A focus around the changes to The Scottish Child Payment criteria was a priority.
Provide direct support to maximise family income, including help to access Scottish Child payments and all other welfare benefits.	3	BHA	Tracked and evaluated using the Scottish Federation Housing Associations (SFHA) social value toolkit	Families	B4 B2	BHA supported £5,200 gains from Scottish Child payments and £674,825 total benefit gains for 2022/2023. (provisional)
Increase take up of school clothing grants - Extend eligibility for school Clothing Grants to include receipt of Council Tax Reduction in eligibility (and link to take up campaign for Council Tax Reduction) and link to other benefits (e.g., Scottish Child Payment and Best Start Grants).	3	SBC	Increased take up, monetary gains	Families	B3	A take up campaign undertaken in Summer 2022 to identify potential eligible families from data held from other benefits and the process will take place annually. Housing Benefit and Council Tax Reduction applications also include applications for free school meals and clothing grants to maximise take up.
Provide financial inclusion support for early years through maximising take up of child related benefits and resources, and signposting to relevant services including child specific welfare support, access to food resources and clothing grants.	3	BHA	No. of clients, Demographic information (if given), Client financial gain	Children and Young People	B2	BHA supported £5,200 gains from Scottish Child payments and £674,825 total benefit gains for 2022/2023. (provisional)
Make direct winter payments to eligible families with low income (£100 per child) as agreed at Scottish Borders Council meeting on 25.08.22	2,3	SBC	Monetary gains, support given	Children and families	B3	Almost 2,700 children benefitted from this direct payment in 2022.
Provide school leavers or their parents contacting our service with further education options and the financial implications to and for them.i.e., loss of child related benefits and financial support through bursaries and grants for further/higher education.	1	CAB	Improved understanding of further education options and any financial implications	Families	C3	CAB attend school careers events, with enquiries dealt with as and when presented. In particular the loss of child related benefits prompts people to seek CAB's assistance.

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Provide parents with support to accessing benefits, services and supports parents to advocate. Provide advocacy training for ASN Parents and work 1-1 with ASN parents through advocacy to access other support.	3	BANG	Uptake and successful completion of training	Parents	B3	• Social Security Scotland focus groups • 1-1 sessions and group session-supported • 12 ASN parents apply for benefits and Bus Passes • Completed 7 applications for DLA or renewal of DLA • Completed 4 applications with ASN Parents on new Child Grant
Continue with Health Visitors asking about money worries at every contact and refer to the SBC Financial Support and Inclusion Team where required.	2,3	NHS Borders SBC JHIT	Record gains made, monitor national child poverty levels, Monitor Scottish Government benefit statistics	Families	B2	Midwives and Health Visitors continue to be proactive in referring expectant and new mothers for benefits checks. In 2022-2023 there were 500 referrals resulting in an uplift in benefits of £1.2million.
Cost of Living						
Provide financial inclusion support through partnership Community meetings and distributing supermarket gift cards to individuals in crisis (Financial Hardship Fund)	2,3	SBC	Monetary gains, support given	Families	B2	Over £5,000 worth of supermarket gift cards have been distributed to local foodbanks and fareshare providers as well as to prominent groups within communities that are supporting individuals with the cost of living crisis. Further Supermarket Gift cards have supported specific groups such as Violence against Women and Drugs and Alcohol partnership. Social Security Scotland have attended all 5 community meetings and provided updates on how to access welfare and the support that Social Security Scotland provides. Our in-house Welfare Benefits team have also provided regular updates at community meetings
Proactively promote free school meals (FSM) and clothing grant provision. Increase take up of free school meals - Identify	2	SBC	Increased uptake	Children & Young People	B3	A take up campaign undertaken in Summer 2022 to identify potential eligible families from data held from other benefits and the process will take

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
people who are potentially eligible but not claiming (particularly those with children who already receive universally free school meals in P1-P5) and link to other benefits (e.g., Scottish Child Payment and Best Start Grants). Increase take up of educational maintenance allowance (EMA) – identify those who are potentially eligible.						place annually. Housing Benefit and Council Tax Reduction applications also include applications for free school meals and clothing grants to maximise take up.
Increase take up of Council Tax Reduction – a campaign to include advertising and direct contact with those who are potentially eligible which will link to Clothing Grant take up.	3	SBC	Increased take up, monetary gains	Families	B3	A phased campaign started in early 2023 to identify and contact potential applicants.
Continue to work on the cost of the school day, using pupil equity funding to support this.	2,3	SBC Education	Monetary gains	Families	B2	Development plan agreed with Education Scotland. Updated information sent to all schools with plans to engage schools in further professional learning, develop a framework and support schools with self-evaluation. Where possible, schools continue to use pupil equity funding to ensure those pupils impacted by poverty are supported and do not miss out on experiences.

Information and Support

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Continue to encourage partners, local employers and suppliers to adopt the real living wage which will increase the level of income coming into a household.	1	SBC Partners	Increased adoption of the real living wage Increased income	Families	B3	Individualised Family Income Maximisation Assessments are undertaken as part of the Introduction to Service for PES/IFSS.

Communities & Partnerships
From these actions we will work with partnership, third sector and community organisations to provide holistic and whole family support.

Food Networks

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Work with partners to support Foodbanks, Fare Share, Community Larders and other food organisations to pilot and implement sustainable food options - Low & Slow. The project also provides holistic benefits and fuel/energy & debt	2,3	SBC Food Banks	Participation and Engagement data. Programme	Families	A1	Low and Slow projects are running across 5 areas. Seven Low and Slow projects are running. Cyrenians provide a food larder and cook club in: Jedburgh, Selkirk, Walkerburn and

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
advice to individuals and families.			impact evaluation report			Galashiels.
Develop a Food Network through quarterly Food Conversations with Partners. The Food Network will include a holistic approach to support and information.	2	SBC	Support given	Families	A1, B3	Food conversations have taken place throughout 2022/23 and a food network has been developed and will continue.
Continue to invest in estates and community facilities including community food gardens.	2	BHA	Number of people supported	Families	B1	Two community food gardens in Duns and Ayton run in partnership with Abundant Borders. BHA has also provided £25,000 to local foodbank and larders from the National Lottery Community Anchor fund, accessed through the Scottish Federation of Housing Associations.
People and Place						
Support Place Planning across the Scottish Borders to develop 5 Locality Plans.	2	SBC	Number of organisations funded whose activities indirectly or directly address child poverty	Families	B1	Meetings in Borderland towns have resulted in a starting point for forming Town Teams in each locality. These plans also aim to incorporate rural areas that are in close proximity. Town Team planning is being led by community members and groups and their skills and experiences are helping to shape other communities' plans.
Active role in place making and capacity building.	2	BHA	Number of people supported	Families	B1	BHA's will maintain its role in local place making and support capacity building where possible with internal and external community support funding.
YouthBorders will develop, grow and strengthen opportunities for collaboration and partnership within and between third sector and community organisations; and with the public sector.	2	YouthBorders	Number of opportunities for young people	Children & Young People	B1	YouthBorders current membership size is 51 organisations and reached 5600 young people in youth work opportunities.
BHA will continue to promote 'Ride Pingo' for its customers across Berwickshire	2	BHA	Number of families supported	Families	A2	Ongoing, via BHA social media channels

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Provide transport to families and encourage car sharing among parents.	2,3	Eat Sleep Ride CIC	Number of families supported	Families	A2	Eleven people utilised the Pingo bus to attend sessions. Car sharing is actively encouraged with at least 4 households opting for car share.
Holistic and Whole Family Support						
Wider support and linkage to reduction in child poverty action and policy networks.	2	BHA	Number of organisations funded whose activities indirectly or directly address child poverty	Families	A3	Ongoing whereby BHA continues to access other funding to support poverty reduction in the Scottish Borders.
Provide holistic and whole family support – e.g., equine therapy and access to mental health services.	2,3	Eat Sleep Ride CIC	Evaluation of support given	Families	B1	Thirty-three people accessed therapy support, 56 care parcels were distributed to low income households, and over 45 young people had access to a range of support. This has been provided funding from: Warm and Well, National Lottery, SBC and YouthBorders.
Housing & Energy **Through these actions we will help to keep housing costs low, provide support with rising energy bills and tackle homelessness for families.**						
Tenancy Sustainment						
Continue to assist clients with rent and mortgage arrear issues and at risk of eviction or repossession to look at their income and expenditure, any possible eligibility to additional financial support (e.g., DHP) and negotiate a repayment schedule on their behalf.	2	CAB	Number of families supported	Families	B4	Rent and eviction freezes until 31/3/23 has slowed down with landlords and lenders from moving to these extremes. This allows opportunities to reach repayment of arrears.
Continue to work in partnership with Shelter Scotland for representation to clients at the court stage of the eviction process.	2	CAB Shelter Scotland	Number of families supported	Families	B4	CAB continues the referral partnership with Shelter. Cases which were on hold during the pandemic are now continuing to court stage.
Provision of tenancy sustainment services including financial inclusion advice and BeWell mental health project directly funded by BHA. Comprehensive advice and signposting are also provided for fuel debt, mental wellbeing and other areas that support family households, including children.	2	BHA	Tracked and evaluated using the Scottish Federation Housing Associations (SFHA) social	Families	B1	BHA has a new operating model that includes a dedicated Tenancy Sustainability Team providing financial inclusion, fuel and food support and access to BHA BeWell tenancy support and wellbeing service. Operated by Penumbra, BeWell will expand and

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Provide support for young people leaving care through early intervention by tenancy sustainment services at the start of their tenancy			value toolkit			extend its reach to engage young people under 25 with their first tenancy having secured funding from the recent Community Mental Health and Wellbeing funding round.
Work with SBHA Tenants to promote tenancy sustainment and reduce the number of Tenants who lose their home.	2	SBHA	Less tenants evicted, and increase in those able to sustain tenancy for more than one year	Families	B4	SBHA carried out 9 evictions in 2022-23 depicting 0.16% of all SBHA's tenancies. The majority (67%) of the evictions were for non-payment of rent.
Review and update Scottish Borders Rapid Rehousing Transition Plan in order to prevent families from becoming homeless and, where homelessness cannot be prevented, to support families to secure settled, mainstream housing as quickly as possible.	2	SBC	Reduced number of families homeless, increased support provided	Families	B4	The Borders Health and Homelessness Strategic Partnership are in the process of revising the RRTP and accompanying action plan, which is due to be submitted to Scottish Government in June 2024.
Warm Affordable Homes						
Create new social housing though warm, affordable housing and infrastructure	2	BHA	Tracked and evaluated using the Scottish Federation Housing Associations (SFHA) social value toolkit	Families	B4	New build ongoing at Springfield in Duns (phase 3). This is due for completion later this year.
SBHA will build 300 homes over the next 7 years.	2	SBHA	Number of homes completed	Families	B4	SBHA has provided no new homes in 2022-23, however 15 properties have been purchased from the open market of which 10 will be available for social rent and 5 for mid-market rent.
Continue implementation of pilot Housing First Model that meets the needs of people with multiple needs in the Scottish Borders and which, as far as is possible in a rural context, conforms to the 7 principles of Housing First.	2	SBC	Principles of Housing First model adhered to	Families	B4	Housing First delivery continued throughout 2022/2023.

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Fuel Vouchers						
Provide fuel poverty support including BHN distribution of SG Fuel Support funding and Fuel Bank vouchers to over 2,400 households.	2	BHA BHN	Tracked and evaluated using the Scottish Federation Housing Associations (SFHA) social value toolkit	Families	B4	BHN members have continued to issue vouchers from the Fuel Bank Foundation to tenant households on pre-paid meters. There has been increasingly high demand for this fund with 1,727 vouchers costing £75,206 distributed in calendar year 2022. This support has helped 3,162 people including 1,028 children from some of the lowest income households in the Scottish Borders. BHN also secured a third tranche of SG Fuel Support funds in late 2022. BHN has now been successful in all three rounds of SG Fuel Support Funding and has secured just over £1m additional income to mitigate the impact of fuel poverty in the Scottish Borders.
Provide fuel vouchers to clients where possible.	2	Eat Sleep Ride CIC	Number of fuel vouchers issued	Families	B4	Through Youth Scotland Winter Fund, vouchers were issued to families who were in fuel poverty. Additionally, via the Corra Hardship funding 12 families were supported with 100 fuel payments.
Issue fuel vouchers to SBHA Tenants on pre-paid meters.	2,3	SBHA	Number of vouchers issued	Families	B2	A total of 390 SBHA Tenants were issued with a fuel voucher in 2022-2023.
Warm and Well						
Support ASN youths with ILF transition funding applications.	1,3	BANG	Increased successful funding applications	Young People	A3	Warm and Well funding to ASN families December to Match disseminated £5,000 funding.
Continue with SBHA's affordable warmth service 'Warm and Well', providing energy saving advice (an average of £188 per household savings in the year.	2	SBHA	Number of tenants supported monetary gains	Families	B3	A total of 648 SBHA Tenants accessed SBHA's Warm and Well Service in 2022-23 with the interaction generating a total of £117,000 in savings, an average of £181 per household.
Support Tenants with their heating costs and reduce their fuel debt using £150,000 from the	2,3	SBHA	Number of tenants	Families	B4	A total of 115 Tenants received a payment from the Fuel Debt Fund to

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Scot Government Fuel Debt Fund for 2022-23.			supported monetary gains			clear their fuel debt (£150,000 in total payments made), an average of £1,300 per household. SBHA will continue to provide this service into 2023-24. BHN has secured £84,000 from SBC's Cost of Living Fund to continue with the employment of SBHA's Warm and Well Coordinator and to recruit an additional energy adviser to support referrals.
Continue to check for energy savings measures and any concessionary funds and grants available to pass on to clients.	2,3	SBC CAB	Monetary gains and support given	Families	B3	Following a successful and busy 2022/23 delivering the Warm & Well scheme, CAB have secured further funding to allow the continuation of the Warm & Well Scheme to be delivered in partnership with SBC across 2023/24. In addition to the core income maximisation support and activities have also now been able to secure additional funding and support for an Energy Advisor role within the scheme, further providing support and advice particularly for those households in or at risk of fuel poverty.
Information and Support						
Continue to refer clients to the Homelessness team at SBC and explain process and procedures to client.	2	CAB SBC	Number of referrals made	Families	B4	On-going, when required. Working with the Homelessness Team is very beneficial for the client.
Support partner agencies in helping to reduce household costs through advice, signposting and specific learning programmes.	2	SBC	Uptake of services	Families	B4	PES/IFSS have worked closely with SBHA Energy specialist to apply for funds to reduce debt and look at ways to reduce energy usage. This includes: signposting families to Warm Hubs to ease fuel costs and applications to Cash for Kids for support with 'Heat the

Page 230

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
						Person not the House'. This grant provided warm bedding, clothes for the whole family and individual support for applications to Housing Associations for fuel vouchers.
Support young people and families to access heating payments to support rising fuel costs (through the Peeblesshire Food Bank). Signpost young people and advocate for them with SBC's Homelessness team.	2	Tweeddale Youth	Number of families supported	Families	B4	In the past year Tweeddale Youth have supported two young people through homelessness and signposted and collaborated with Peeblesshire Foodbank on a cookery project, supported the distribution of ingredients and setting up a Food Punks cookery channel on YouTube to share with food bank participants. https://www.youtube.com/@foodpunks official. We have also distributed supermarket vouchers to families in need.
SBHA's Financial Inclusion Team to continue to work with Tenants to support them to generate additional household income via money management and budgeting skills.	2	SBHA	Number of tenants supported, monetary gains	Families	B3	A total of 1,111 SBHA Tenants accessed SBHA's Financial Inclusion Service in 2022-23 generating a total of £610,000 in income for those households (£549 per household).
Continue to deliver SBHA's Wellbeing Framework which is designed to ensure Tenants can access the support and or intervention needed to sustain their tenancy, identifying potential barriers early on and identifying the correct pathway for support.	2	SBHA	Number of tenants supported, number of tenants sustaining tenancies	Families	B1	SBHA's Wellbeing Framework is now fully operational for all new SBHA Tenants. A total of 352 assessments have been carried out with 9% identified as high risk and specialist interventions required to support tenancy sustainment.
Continue to develop strong partnerships with JHIT, CAB and ChangeWorks etc. to support the 9 Low & Slow Projects which aim to reduce energy costs and provide nourishing food.	2	SBC JHIT CAB ChangeWorks	Uptake of Services	Families	B4	ChangeWorks are no longer an active delivery partner but have worked with local partners to continue to provide energy advice to the project. Public Health are delivering an information/train the trainers event in April 2023, with the aim of building capacity so that groups can effectively deliver the provision.

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Health & Wellbeing Through these actions we will provide financial, practical and emotional support, helping to tackle and mitigate the impact of poverty as well as preventing it.						
Financial Support						
Liaise with school and small grants / donations to support youth clubs, nurseries, school projects and community activities for children and young people.	2	BHA	Number of families supported	Families	C2	BHA continues to provide small and very limited funds to support community groups, including helping to re-start activities following Covid.
Cost of Living						
Continue to deliver LINKS Eyemouth community led food project that aims to support children and families to try new recipes that focus on healthy, lower budget eating. The project also supports wider wellbeing by promoting social connections and peer support opportunities for families, and the provision of meal bags with healthy recipes and ingredients mainly sourced from surplus food to reduce food waste.	2	NHS Borders LINKS Eyemouth JHIT	Evaluation of project, and families supported	Families	C2	Between December 2022 and March 2023, the following activities were delivered: • 100 Christmas recipe bags, • 4 energy efficiency workshops, • a creative upcycling session, • 12 Low and Slow sessions with 16 participants, • a warm hub provided for families and individuals meeting twice weekly during March 2023.
Continue to offer free food at youth club drop-in sessions and support young people living independently with food and essentials such as data when required. We also link families and young people with our local food bank and distribute supermarket vouchers to families in need.	2,3	Tweeddale Youth	Number of young people supported	Young People	B3	Tweeddale Youth Action continues to offer free food at most of our drop-ins but the continuing increase in the numbers attending and the cost of food is making this increasingly difficult to staff and fund. We continue supporting young people living independently and distributing supermarket vouchers to families in need.
Following public consultation, a proposal is being considered for further discussion in relation to period poverty.	2	SBC	Number of people supported	Families	B2	Fareshare has agreed to help distribute FPP to food banks and food larders. SBC and Live Borders premises identified for distribution. Locations are promoted through SBC Communications and website.
Continue to establish breakfast clubs in schools. Breakfast clubs are established in a number of schools in areas of greatest need, but the aim is to have one in every school.	2	SBC	Number of breakfast clubs established	Children & Young People	B2	£60,000 has been allocated to support the setting up, continuation or provision of a free breakfast club offer across the Scottish Borders. Nineteen schools

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
						were successful in their application for funding along with 1 community based group.

Mental Health

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Tweeddale Youth Action has a role in maintaining young people's mental health and emotional well-being, offering a safe space for young people to socialise, access information and advice, take part in activities and feel a sense of belonging and connection that they don't always have in other areas of their life. Act as a bridge between activities, opportunities and services that our young people will benefit from.	2	Tweeddale Youth	Uptake of service, and number of young people supported	Young People	B1	Currently open 5 days and 5 evenings per week, Tweeddale Youth Action offers a range of activities, including 5 a side football, art, cookery, film/digital and casual access youth drop-ins. Through Stepping Stones we continue to offer 1:1 and small group work support, feeding vulnerable young people, activities and opportunities available at TYA and wider through partners. We also continue to offer free holiday programmes and trips away. There are 6 other youth organisations across the Borders offering similar support.
Provide support to children under 12, through the employment of a trauma councillor.	1,2,3	Eat Sleep Ride CIC	Number of children supported	Children	A1	Eat Sleep Ride supported 4 young people, all diagnosed with SEN through CAMHS to 12 sessions and each young person is now re-engaged in education.
Ensure that clients have timely access to mental health support through the 'No one Left Behind' programme.	1, 2, 3	SBC EES	Number of participants and employment opportunities	Families	B1	A mental health support worker was funded to provide sharp intervention through NOLB. Support and access to appropriate mental health services was provided.

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Disabled						
Continue to provide 15 fortnightly peer-age befriending groups for children and young people with learning disabilities & autism aged 8-25 across the Scottish Borders.	1,2,3	Interestlink Borders	Number of members and families supported, volunteers involved and sessions provided. Annual outcomes survey of members, carers and volunteers.	Children & Young People	B1	Fortnightly befriending groups for children and young people with learning disabilities & autism aged 8-25 across the Scottish Borders continues.
Projects and Programmes						
Continue with expansion of programme and access to free places for museums and galleries, including workshop provision for families to attend.	2	Live Borders	Number of participants	Families	B1	35 creative workshops were offered through the summer of 2022 with an average 69% occupancy and 344 visits. Gala, Hawick, and Peebles programmes were the busiest. Free places were offered to low income families but uptake was low. Heart of Hawick offered free group access to film screenings with 6 groups taking up the offer and 215 individuals accessing free tickets.
Support Early Years Centres to continue to lead on a summer programme of activity with children and families across Eyemouth, Galashiels, Hawick and Selkirk.	1,2	NHS Borders SBC JHIT	Uptake of service and number of children supported	Children	C1	A successful four week summer programme took place. A total of 71 days of learning and play supported 902 children and 425 parents. Over 1500 meals were provided. A wide variety of learning and play activities were on offer. A highlight for many families was a trip to the beach.
Continue to provide free social activities and Summer respite camps in Summer, and school holidays.	2	BANG	Uptake of service, and families supported	Families	A2	BANG launched a new weekly ASN Parent peer support group in Galashiels and Hawick with JHIT funding. Monthly thematic workshops are held from Enquire, Voiceability,

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
						Social Security Scotland, Children and Families Social Work, Self-Directed Support, CONTACT and transition with SBC pilot.
Deliver 'Get into Summer 2022' for children and families of low income households which provides coordinated access to food, childcare, sports, leisure and cultural activities during the holidays.	2	Live Borders	Uptake of service and families supported	Children & Families	A2, B2	Over 4170 visits were made by children and young people to Live Borders activities. This resulted in 91% occupancy in activities with 69% places occupied free of charge to identified children and families of low income. Data includes the specific BANG camp partnership programme for families of children with a disability which saw over 50 attendances per week.
Develop a plan to transform holistic whole family support services through early intervention and prevention activities, to ensure families can access support before they reach crisis point.	1,2,3	SBC	Uptake of service and families supported	Children & Families	B1	A new governance board was developed in 2022/23: (The Children and Young People's Planning Partnership). The new structure leaves Scottish Borders in a much better position to use the WFWF to develop and transform service approaches to early intervention. The Whole Family Support work stream will be the primary route for developments in these areas.
Completion of new pathway to ensure appropriate Mental Health Services and supports are in place.	1,2,3	SBC	Compliance with legislation	Children & Families	B1	The development of an App which will enable children and young people to know which services are available within their own area is under development. It is hoped this will be placed on Ipads for August 2023. Further work will be required on this throughout the next year.

A service directory is also being developed which outlines which services are able and how to access them. A draft will be available by summer 2023. |

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Develop an action plan based upon agreed Health and Wellbeing census outcomes.	1,2,3	SBC Education	Compliance with legislation	Children & Families	B1	The 4 areas for action from the Health and Wellbeing census:- 1. Bullying – The Respectful Relationship and Anti-Bullying Policy 2023 is in the final draft stage and will include additional resources to support learning setting moving forward. 2. Caring responsibilities – Presentation at February 2023 Child Protection Coordinators business meeting by CHIMES (Action for Children) to re-emphasise the importance of support for young carers 3. Body Image – summer term PSHE programmes reviewed to ensure an increased focus, using up-to-date materials. 4. Loneliness, stress and worry are discussed with children and young people and the appropriate actions taken by their schools to support them. Kooth and Togetherall support is available for children and young people, in particular with a focus around exam stress. Summer term - further work required to support schools in this area.
Identify 'Nurture Bases' in each locality to support primary school aged children with social and emotional difficulties.	1,2,3	SBC Education	Number of nurture bases identified, and children supported	Children & Young People	B1	Schools and settings to evidence progression in embedding the nurture principles.

	Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
	Full facility family pass trial for those families in most need to support access to a wider range of activity.	2	Live Borders	Number of families accessing services	Families	A2	The number of referrals received totalled 123 from a range of partners. Of these, 46 families (37%) made use of the pass. Teviotdale was the most popular site for attendance with 499 total visits made by families.
	Promote summer programmes as relevant to the Berwickshire locality.	2	BHA	Number of families accessing service	Children	A2	Ongoing via BHA social media channels.
	Provide life coaching programmes for BHA tenants and work closely with the Bewise group to support parents into employment through husbandry accreditations, support to manage their wellbeing, help filling out benefit forms, accessing support groups, transport costs and support to access public transport.	1,2,3	Eat Sleep Ride CIC BHA Bewise Group	Number of parents supported, and employment gained following participation	Parents	A1	Eat Sleep Ride supported 4 families through this period and worked alongside Penumbra.

Tackling Digital Exclusion
Through these actions we will expand the Connecting Scotland Programme, and help to provide devices for families in poverty to enable access to appropriate services and support.

Connecting the Borders

	Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
	Continue roll out of Connecting Borders (Devices, data and mentoring support) with the 12 members of community partnership.	2,3	Live Borders	Evaluation of project, number of families supported	Children & Families	A2	Live Borders had 225 referrals in 2022-2023. Of these, 77 include children in the household. 100 Chromebooks, 106 iPads, 176 MiFi were distributed.

Support

	Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
	Continue to support households in receipt of a Connecting Scotland device.	1,2,3	SBHA	Evaluation of service, number of families supported	Families	A2	SBHA's Digital Champions network continues to support the 224 households who received a device via Connecting Scotland, to ensure they access all benefits of being online and improve their digital skills. In addition, the Borders Employment Advice and Mentoring (BEAM) project purchased 20 laptop computers and software for Tenants to enhance their job search and job applications.

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
BHA has provided hands on digital support for individuals and contributes to Berwickshire networks developments to enable digital access for all.	2	BHA	Number of families supported	Families	A2	Let's Get Digital Berwickshire transferred to BAVS with digital activities delivered under their Berwickshire About project.
Introduce software to increase benefit take up. Software to be acquired which will use information already held to identify people whose information is held within SBC databases and encourage them to apply for benefits where there is potential entitlement, which are not being claimed.	3	SBC	Increased take up, monetary gains	Families	B3	Introduced in early 2023 and several campaigns have started. Increased temporary resource in Financial Inclusion Team will allow this to be expanded in Summer 2023.

Information & Advice
Through these actions we will help to ensure families receive the support they are entitled to. We will provide support to help overcome barriers to accessing these supports, as well as improving the quality and availability of advice services.

Equity Strategy and Funding

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Respond to the opportunities of the Scottish Attainment Challenge, targeting resources where the poverty related attainment gap is greatest to deliver improved attainment in literacy and numeracy.	1,2	SBC Education	Increased attainment	Children & Families	C2	Strategic Equity Funding continues to be used to increase leadership capacity by funding 3 additional Depute Head Teachers at our schools with the highest number of children living in SIMD Quintile 1.
Continue to implement outcomes in the Equity Strategy to target action and resource to address inequalities in attainment and achievement.	1,2	SBC Education	Increased attainment	Children & Young People	C2	All short term outcomes of the equity strategy were achieved or exceeded in year 1. Year 2-3 outcomes are now in progress.

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target groups	Best Start, Bright Futures Indicator**	Update
Economic Growth						
Establish and deliver enhanced inclusive economic growth for the South of Scotland through the Regional Economic Partnership.	1,3	SOSE	Number of organisations funded whose activities indirectly or directly address child poverty	Families	A2	This year SOSE has financially supported 5 organisations whose activities indirectly or directly address child poverty. Across the organisation our funding support has also enabled the creation of 267 jobs and safeguarded 323 jobs across the Scottish Borders. SOSE continues to champion Fair Work and lead by example by strengthening our approach to Fair Work. In 2022/23 we sought to promote the opportunities that Fair Work offers to address the challenges that enterprises face around skills gaps, talent attraction and retention, disengagement and in-work poverty.
Money Worries **Through these actions we will put money directly in the pockets of low income households, lifting children out of poverty and combatting the cost of living crisis.**						
Money Worries App						
Circulate flyers (1 for each area of the Borders) which provide essential contact details for those in crisis.	2,3	SBC	Monetary gains, support given	Families	B3	Continued promotion of the NHS Money Worries App and provided flyers to foodbanks and local fareshare providers.
Continue to promote the Money Worries App to aid people by providing access to information and support to prevent escalating money worries. Deliver Bitesize Information Sessions to 1) Raise Awareness of the NHS Borders Money Worries App, 2) Encourage 'real-time' download of the App, 3) Enable participants to promote and signpost people to the App.	2	NHS Borders	Monetary gains, support given	Parents	A2	The combined total number of users/downloads for the financial year 2022/2023 is 868. Training has since evolved through partnership with the Money & Pensions Service. We have facilitated the first cohort of multi-agency staff through the MAPS Money Guiders self-directed e-learning.

*Poverty Drivers
1 – Income from Employment
2 – Costs of living
3 – Income from Social Security and benefits in kind

**Best Start, Bright Futures Indicators
A – Employment offer actions
A1 – A strengthened employment offer to parents
A2 – Connectivity and childcare
A3 – Transforming our economy
B1 – A transformational approach to People and Place
B2 – Enhanced support through social security
B3 – Income maximisation
B4 – Access to warm affordable homes
C1 – Best start to life
C2 – Supporting children to learn and grow
C3 – Post school transitions

Appendix 1C - Child Poverty Case Studies

a) Financial Help in Early Years 2022/23

Referrals to the service for the year were 505 resulting in £1.25m in increased benefits.

In 2022/23 there was an emphasis on increased hardship due to the cost of living. Many families presented with financial difficulties as a reason for referral rather than the usual benefit check. Many cases where persons were financially struggling were only highlighted when specifically asked how they were coping on a week-to-week basis.

For example, a single mum mentioned she had £4.59 in the bank and absolutely nothing in her purse when asked how she was coping. Her case was immediately forwarded for a Community Care Grant or alternative funding from the new Financial Inclusion Fund. These funds have been well received for many struggling families this year with positive reactions on receipt of this unexpected additional money.

SBC arranged for the [Financial Help in the Early Years leaflet](#) to be distributed around all Childminders, Nurseries and Primary Schools in the Scottish Borders including a message to parents that the information was also available on all websites and social media in order to check they were receiving full benefits entitlements. Additional referrals were subsequently received from these sources, particularly Primary Schools. In addition, over 600 leaflets were distributed to Health Visitors this year.

After a marked drop in referrals from non-UK citizens over the last 3 years it is recognised there has been an increase lately from families moving to the UK from places such as India, Portugal, Cape Verdi, Poland, Romania, and Ukraine. A positive response was received from one Ukrainian family who although already claiming Universal Credit did not realise they were also entitled to Scottish Child Payments of £300 per month plus a lump sum of around £800 in Early Learning and School Age Payments.

A notable case was that of a vulnerable teenage mother with a young daughter who had separated from her partner due to prolonged domestic abuse. He had been claiming all the families' benefits and had continued to do so even after the separation. SBC's involvement resulted in this arrangement being terminated and the mother is now in receipt of benefits totalling £12,300 per year and is looking forward to a much brighter future for herself and her daughter.

A mother with 4 children moved to Scotland from England to escape years of domestic abuse. The husband's income had exceeded Benefit limits, so she had no personal source of income when she arrived. Temporarily living with extended family was not working well for all involved. The full range of benefits were soon put in place and with the additional Scottish Benefits of £436 per month plus lump sums totaling £856, the total monthly income was raised from zero to £1,500 per month. She was unaware of the Scottish Benefits and after years of being financially exploited by her husband she was both surprised and delighted to be receiving this extra amount. Shortly after receiving the Benefits the family moved to more suitable accommodation in Edinburgh and are now living safely and happily away from the abusive husband and father.

b) Volunteering

Volunteering opportunities for people to learn new skills, expand connections and increase self-confidence have been very popular, and many children, young people and families benefit as a result. Examples include:
- Volunteer Centre Borders (VCB) supported and worked with 70 community groups/charities to recruit volunteers with 520 open opportunities for volunteers in the Scottish Borders.

- Ninety-seven volunteers were signposted to community groups and 104 new volunteers identified.
- Four drop-in sessions were held at Galashiels Jobcentre and 1 in Hawick Jobcentre between November-March for customers to find out more about volunteering and opportunities available.
- Citizens Advice Bureaux (CAB) attended 2 provider events in Galashiels Jobcentre. These events had 5/6 organisations attending, and CAB provided an overview of the benefits of volunteering and opportunities available.
- In November 2022 CAB attended the NHS Recovery and Wellbeing course in Galashiels to give an informal talk on the benefits of volunteering and discuss the types of opportunities available.
- During the period of September 2022 to March 2023, VCB concentrated on the unknown destinations of young people to provide joint support to young people who may not have had any help and have little options for the future. CAB work to design new learning and practical experiences for families and young people to take part in the most needed areas in the Scottish Borders.
- A Volunteer co-ordinators Network has been formed to support co-ordinators throughout the Scottish Borders with currently 18 different co-ordinators involved.
- The third 'Loving Our Volunteers' Awards celebration was held in February 2023. This celebration saw 8 categories highlight the work of groups, individuals and volunteer involving organisations across the Scottish Borders. In total 91 guests attended with 24 volunteers shortlisted, 8 winners and 16 runners up in 8 categories. Forty-four organisations were nominated, with 91 nominations altogether.

c) Warm and Well

A fund of £100k was made available across localities throughout the Scottish Borders. Organisations could apply for up to £2k towards the cost of opening additional hours or spaces. A total of £20,861.70 was granted with 17 Warm Hubs created.

In Eildon TD1 Youth Hub utilised funding to open additional hours to existing services running Warm Hubs over 2 days per week over a 9 week period supporting 81 people. Through their existing Fareshare partnership the Youth Hub offered 24 families additional support with excess food at the end of the week.

"Over the weekend it can be pretty rubbish as we aren't at school, but by taking home loads of scran from here on a Friday night means that Saturdays aren't so bad."

St Boswells Village Hall introduced Warm-Up Wednesdays running for 14 weeks supporting over 200 community members.

"It is great that not only can I stay here and not worry about going home to an empty fridge and cold home, but you leave out all the toys and resources, so my son can enjoy taking part in things whilst here."

In Berwickshire 4005 people attended the 210 sessions delivered in warm spaces. This was supported by 108 volunteers and 10 paid staff. A co-ordinated approach ensured no duplication and in offering different opening times and days across Berwickshire maximised attendance. Partnerships were formed, children benefitted from food after school on Fridays, volunteers benefitted from the provisions and many who attended lived alone with health conditions or mobility restrictions.

"A meal and weekly social interaction has been greatly valued as I struggle with mental health and feel the pinch of the cost-of-living expenses."

"I used to just come along myself and now I have people to meet and talk to. I really enjoy it."

"It's great to have the Brunch Hub as it's the only time I get out."

YouthBorders were allocated £90,000 to distribute between eligible member groups to deliver additional youth work activities or enhance provision to keep young people warm and well over winter. Young people and families experiencing financial hardship, poverty or deprivation were provided with a dignified and rights-based response to the impact of the increased cost of living on young people and their communities. Large grants of £5,000 and smaller grants of £1,500 were available to groups who met the minimum outcomes thresholds for both the young people and the organisations.

Twenty five YouthBorders member organisations received grants. These Youth Groups signposted and referred to appropriate agencies and local supports to support financial inclusion and income maximisation. A total of:

1488 young people benefitted directly from the Warm and Well Funding
5756 people indirectly benefitted from the funding (parents, carers, siblings)
280 additional youth work sessions were conducted
430 households were assisted through signposting for further support
182 vouchers or care packs to young people and their families were distributed consisting of food, blankets, and clothing
Of the 182 vouchers and care packs, these reached 264 children and young people under the age of 18

Parents/Carers quotes:
"I can't thank the funders enough. We live in an old and cold house, and I am the only one with a wage coming in with four daughters which causes big problems. It has brought huge joy and is very much appreciated, and X is over the moon. We may be struggling but that was a huge act of kindness. I am a crying mess and can't believe people would take time to help us in this way."

"I received support to help with the cost of the rising energy prices as I was struggling to make ends meet and put heating on in my home. This took a huge amount of stress from myself and helped us so much."

"I really loved the care packs that were delivered to my door. They helped me cope with my anxieties and made me feel good. I like the cosy blanket and it helps keep me warm in my bedroom because I live in a cold house. The food from Asda`s was the best. I loved the chicken and my family, and my sisters shared it and we all had fun with my family. We are very grateful for everything."

d) Whole systems approach to diet and healthy weight with a focus on children and families and reducing health inequalities

The Whole System Approach to child healthy weight and reducing inequalities commenced in Eyemouth in March 2021. Funding of £50k was awarded in January 2022 to support the delivery of priority themes identified in stakeholder workshops:

Theme 1 - Communication: publication of Eyemouth Living magazine. Developed and distributed by volunteers to homes and community venues in the town. The publication is now moving online.

Theme 2 - Family Participation and Learning: development of a book boxes scheme; engagement with parents and decision makers re play spaces and the implementation of a community lunch.

Theme 3 - Outdoor activities: a junior parkrun has been ongoing since August 2022; improvements have been made in access to cycling safety and resources; a resource pack and associated training has been developed to support outdoor activities provision. An equipment store is available through the community centre.

Appendix 1D - Challenge Poverty Week 3-9 October 2022

DATE	Messaging
Mon 3	This week we're supporting Challenge Poverty Week by highlighting the wide range of information, advice and support that is available across the region to support people experiencing financial hardship #ChallengePoverty #CostofLivingCrisisSupport **Highlight on Money Worries App** The NHS Borders Money Worries App provides a wide range of information about support services available nationally and locally in the Scottish Borders. Find out how you can improve your financial health by downloading it from either the Apple App store or Google Playstore. #ChallengePoverty #CostofLivingCrisisSupport **Highlight on SBC Cost of Living Support** It's #ChallengePoverty week (3-9 October) and a reminder that our website provides detailed information about what grants, benefits and support you may be entitled to. For more information, visit: http://www.scotborders.gov.uk/costoflivingcrisissupport or call Customer Advice and Support Services on 0300 100 1800. #ChallengePoverty #CostofLivingCrisisSupport
Tues 4	**Highlight on Energy** If you're worried about your energy bills or struggling to stay warm at home, you can find tips for reducing fuel costs and links to help and support here: http://www.scotborders.gov.uk/costoflivingcrisissupport

	Highlight on Mental Health "Poverty is one of the causes of mental ill health. As more people struggle financially during the cost-of-living crisis, it is more important than ever to look after your mental health and know where to find support if you need it. Find tips for staying well and links to help and support here." http://www.nhsborders.scot.nhs.uk/media/896673/Mental-Wellbeing-support-summary-leaflet.pdf
Wed 5	**Highlight on Financial Support** Did you know Citizens Advice Bureau could help with income maximisation and advice on bills? They also offer a free financial health check service. Find out more information here: Debt and money advice	Scottish Borders Council (scotborders.gov.uk) Did you know you can receive financial help during pregnancy and with a child up to school age? Find out more about what support is available and our Financial Help in the Early Years information sheet here: Benefits for parents, children and young people	Financial Assistance and Support	Scottish Borders Council (scotborders.gov.uk) Social Security Scotland: You can now access face-to-face support when applying for benefits with Social Security Scotland. Book an appointment with a Client Support Adviser by calling 0800 182 2222 or find out more here: Benefits and grants - mygov.scot
Thu 6	**Highlight on Food** There are various options available if you are struggling with access to food, including: Food banks, Fairshare providers, Early Years Centres, Community cafes and food larders. Find local venues and organisations here: Help with access to food	Cost of Living Crisis support	Scottish Borders Council (scotborders.gov.uk) If you're on a low income or receive certain benefits, you may be eligible for free school meals, plus some other benefits such as clothing and footwear grants. Find out more at: Benefits for parents, children and young people	Financial Assistance and Support	Scottish Borders Council (scotborders.gov.uk)
Fri 7	**Highlight on Benefits** Could you, or someone you know, be missing out on Pension Credit? Pension Credit tops up pension income and can help with day-to-day living costs. You can check your eligibility at www.gov.uk/pension-credit or by calling 0800 99 1234 The Scottish Child Payment is a weekly payment of £20 per eligible child under 6. You can find more information and how to apply here: https://www.mygov.scot/scottish-child-payment The NHS Borders Money Worries App provides a wide range of information about support services available nationally and locally in the Scottish Borders. Find out how you can improve your financial health by downloading it from either the Apple App store or Google Playstore.

101

Appendix 1E - Scottish Borders Child Poverty Actions 2023/24

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target group	Best Start, Bright Futures Indicator
Employability **Through these actions we will increase support available to parents, and uptake and awareness of that support, as well as giving parents access to skills, training and opportunities. This will strengthen the employment offer to parents and create new fair work opportunities, plus tackling inequalities which stop parents from entering and participating in the labour market.**					
Parental Employability Service					
Provide access to and referrals to the Employability Service.	1, 3	SBC Early Years SBC ESS	Increased referrals	Children and Families	A1
Financial Support					
Offer assistance with benefit appeals and specialist advice.	1, 3	SBC Financial Inclusion Team	Number of benefit appeals and specialist advice provided	Children and Families	A2
Signposting for help with childcare (aged 2+), travel, digital skills and information on financial support through welfare benefits and Scottish Social Security Benefits.	1, 3	CAB	Increased take up of services and benefit entitlements	Parents	A2
Increase awareness and accessibility of HMRC's Childcare Account for both working families and childcare providers.	1, 3	SBC Early Years	Increased number of families receiving support Increased number of registered childcare providers with scheme	Children and Families	A1
Provide support to parents to help them to take up, extend or sustain employment and maximise their income.	1, 2, 3	SDS	Uptake or extension of employment to maximise income	Parents	B3
Administer a client intervention fund to assist with the removal of barriers to employment and support individuals to complete funding applications including Independent Living Fund.	1, 2, 3	SDS	Usage of funding	Families	B3
Positive Destinations					
Increase skills and the likelihood of young people impacted by poverty achieving a positive destination.	1	SBC Education SDS DYW Borders Borders College SBC CLD	Increased skills of young people and achievement of positive destinations	Children and Young People	A3

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target group	Best Start, Bright Futures Indicator
Ensure care experienced learners receive ongoing support through transition from school to positive destinations. Increase positive destination rate of learners living in quintile 1 and reduce the poverty gap.	1	SBC Education	Increased positive destination rate of learners	Young People	C3
Fair Work Nation					
Work with employers to ensure they are aware of their responsibilities to employees/workers in line with the principles of a Fair Work Nation.	1	CAB	Increased awareness of workforce challenges and Fair Work Nation	Families	A3
Engage with employers to ensure fair, rewarding and sustainable work opportunities are promoted and supported.	1	SBC Employability Service	Increased engagement with employers	Families	A3
Work with employers to support delivery of apprenticeship programmes and encourage Fair Work practices including payment of the Living Wage.	1, 2	Borders College SBC Employability Service Interest Link Borders	Number of apprenticeship programmes	Young People	C3
Childcare					
Offer options for parents to engage in work and access to appropriate childcare.	1	Child Poverty Action Group Employability Service SBC Early Years	Engagement in work for parents accessing appropriate childcare	Parents	A2
Provision of support funding to cover Childcare requirements to enable students to fulfil their attendance, study and work placement requirements.	1	Borders College	Increased attendance levels	Families	A2
Volunteering					
Promote volunteering roles within the CAB Service to support parents/carers returning to the workplace.	1	CAB	Increase of parents returning to work	Parents	A1
Develop volunteer peer mentoring to build confidence, responsibility and help with career decisions.	1	Interest Link Borders	Number of members & families supported, volunteers involved and sessions provided.	Families	B1
Create pathways into youth work and offer opportunities for learning and on the job training through volunteering.	1	Tweeddale Youth Action	Number of young people supported	Young People	C3
Information and Support					
Signposting and provision of information to parents will be done through the library service.	1	Live Borders	Number of parents supported	Parents	A1
Signpost or refer parents to local specialist services who are looking for support back into employment.	1	CAB	Increased referrals	Parents	A1

103

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target group	Best Start, Bright Futures Indicator
Provide learning opportunities to support parents into employment.	1	SBC CLD	Take up of increased learning opportunities	Parents	A1
Promote employability and other relevant projects across social media channels and through referrals from frontline staff.	1, 2	BHA	Increased employability promotion	Parents and families	A1
Provide advice, assistance and benefit checks to parents of young children.	1, 2, 3	SBC Early Years	Provision, value and uptake of benefits and support	Parents	A1
Offer employability training to those requiring support, including young people and parents.	1	SBC ESS	Increased number of participating parents and young people at training	Parents and Young People	A1
Partners can use our space to meet clients in a safe/neutral space to provide help and advice.	1	Live Borders Job Centre Third Sector	Increased participation from parents and families	Parents and families	A1
Grow the BookBug Programme to support young parents and develop signposting alongside "return to work" schemes.	1	Live Borders	Increased parental participation of BookBug programme	Parents and families	A1
Develop partnership approaches to jointly run events with roadshows/leaflets.	1	Live Borders	Increased participation at jointly run events	Parents and families	A1
Collaborate with partners to offer digital skills in library spaces.	1	Live Borders	Usage of Connecting Borders devices	Parents and families	A1
Offer activities, respite and unlimited support for family members to develop friendship networks, confidence and communication skills.	1	Interest Link Borders	Number of family carers benefitting and sessions provided.	Families	A1, B1, C2
Expand outreach Careers guidance and employability support activities.	1	SDS Job Centre	Increased engagement from customers including parents and carers	Parents and families	A1
Monthly drop-ins at EY centres to provide Parental Employability Support (PES) for parents who are entitled to Eligible 2's placements. Fortnightly drop-in support from the Parental Employability Service (PES).	1	SBC ESS SBC Early Years DWP	Take up of training opportunities Eligibility of parents entitled to support	Children and Families Parents	A1
Provide numeracy courses for parents through the Government's Multiply initiative.	1	SBC ESS	Increased number of participating parents	Parents	A1

Page 248

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target group	Best Start, Bright Futures Indicator
Offer 1-1 employability support to care experienced young people and engage with support services to ensure wrap around support is provided.	1	SBC ESS	Number of care experienced young people supported	Young People	C1
Projects and Programmes					
Shape a delivery plan and actions through the provision of local skills training and targeted interventions, including travel vouchers to ensure accessibility.	1	Borders College Local Employability Partnership SBC ESS DWP	Formulation of delivery plan and actions	Young People	A1
Develop a Community Pop Up Hub employability programme.	1, 3	SDS DWP SBC	Increased engagement from individuals	Families Parents Disabled Minority Ethnic Mothers	A1
Deliver programmes promoting independence/life skills and offer awards in volunteering to support participants to gain the skills required to enter paid work.	1	Borders College	Number of volunteering awards	Young People	C3
Develop physical and mental health, mindfulness and meta skills through an employability boot camp.	1	Borders College SBC	Increased physical and mental health skills	Families	A3
Provide an all age employability service (16+), including travel pass and digital connectivity access.	1	SBC Employability Service	Number of young people supported	Young People	C3
Work with local partners to provide targeted employability skills training and support people into ancillary roles in the NHS.	1	Borders College SBC NHS	Improved target employability skills	Families	A3
Undertake meaningful industry insight visits over the summer to a broad range of key industry sectors.	1	SDS DYW	Visits conducted	Young People	A3
Support partnership planning for poverty related issues by producing labour market information including Regional Skills Assessments.	1	SDS	Evidence from Regional Skills Assessments conducted	Families	A3
Break the intergenerational cycle of poverty by working with partner agencies to target hard to reach families.	1, 2, 3	SBC ESS Social Work Early Years	Take up of services	Families	B1

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target group	Best Start, Bright Futures Indicator
Education Through these actions we will continue to tackle the poverty related attainment gap and support the health and well-being of children and young people. This will in turn help children and young people to achieve better lifelong outcomes, thus helping to break the cycle of poverty.					
Attainment					
Achieve medium term outcomes of Scottish Attainment Challenge strategy to improve outcomes whilst closing the poverty-related attainment gap.	1	SBC Education	Achievement of medium term outcomes	Children and Young People	C2
Narrow the poverty attainment gap through resourcing improvements in pedagogy, curriculum development and learning and teaching assessment by utilising Strategic Equity Funding.	1	SBC Education	Narrowing of poverty attainment gap	Children and Young People	C2
Develop a curriculum reflecting the aspirations of the OECD Review of Curriculum for Excellence as well as The Hayward Review on national qualifications and assessment.	1	SBC Education	Evaluation of practices, approaches and experiences of staff and children	Children and Young People	A2
Ensure Learning for Sustainability, UNCRC and The Promise are integral to our new curriculum and culture.	1	SBC Education	Evaluation of practices, approaches and experiences of staff and children	Children and Young People	A2
Plan and lead interventions with children and parents/carers to close poverty related attainment gaps.	1	SBC Early Years	Attainment gap improvements	Children and Families	C2
Transport and Travel					
Ensure all young people have access to the Young Scot website, support to apply for their Travel Card and free bus travel for under 22s is promoted.	1	SBC CLD Borders College SBC EES Tweeddale Youth Action CAB	Increased applications for Travel Cards Increased uptake of travel entitlement Increased bus travel applications	Young People	A2, C3
Students who do not qualify for national travel entitlement schemes are provided with bus or train tickets where they meet the eligibility requirements of student bursary.	1	Borders College	Increased distribution of bus and train tickets	Young People	A2, C3

Page 250

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target group	Best Start, Bright Futures Indicator
Digital Support					
Identify children and young people with learning disabilities and autism who would benefit from devices and connections.	1	Interest Link Borders Connecting Scotland Connecting Borders	Increased uptake in digital devices	Children and Young People	A2
Student advice, guidance and support is available to all students and supported by a comprehensive student information portal to support successful learner outcomes.	1, 2, 3	Borders College	Positive learner outcomes	Families	B3
Support to adults requiring help with accessing, owning and training for IT literacy.	1	SBC CLD	Number of adults supported	Families	C2
Information and Support					
Provision of support funding to cover Childcare requirements to enable students to fulfil their attendance, study, and work placement requirements of college qualifications.	1	Borders College SBC CLD	Increased attendance levels Increased access to childcare	Families	A2
Libraries offer drop in craft and reading sessions and the 'summer ready challenge' for children.	1	Live Borders	Number of children supported	Children	C2
Identify and support pupils, in partnership with schools, whose education may be affected by poverty factors.	1, 2, 3	SDS Schools	Number of young people supported	Young People	C3
Ensure all young volunteers qualify for Saltire Awards.	1	Interest Link Borders	Number of volunteers	Young People	C3
Ensure our learners are aware of and supported to apply for the various government schemes to expand the networks for our communities.	1, 3	SBC CLD	Increased applications for government schemes	Families	A2
Projects and Programmes					
Provide a mentoring programme specifically aimed at supporting, advocating and coaching young people who are most at risk of not sustaining a successful learning journey.	1	Borders College	Number of students supported	Families	C2, C3
Deliver enhanced inclusive economic growth through the Regional Economic Partnership, whilst continuing to adopt and embed the Fair Work approach.	1, 3	SOSE	Number of organisations funded whose activities indirectly or directly address child poverty	Families	A2

107

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target group	Best Start, Bright Futures Indicator
Information & Advice Through these actions we will help to ensure families receive the support they are entitled to. We will provide support to help overcome barriers to accessing this support, as well as improving the quality and availability of advice services.					
Transport and Travel					
Signpost to relevant services where there is an entitlement to support with transport e.g., free bus pass.	1	SBC Financial Inclusion Team	Uptake of Travel Cards	Families	A2
Advertise and promote free bus travel for under 22s and Job Start Payment.	1, 2, 3	SBC Financial Inclusion	Number of young people supported	Young People	C3
Signposting and Advice					
Signpost specialist support, including mental health and drug and alcohol services to young people attending youth club.	1, 2, 3	Tweeddale Youth Action	Number of Young People signposted	Young People	B1
Provide a holistic and whole family support library service by signposting and provision of authoritative sources of information.	1, 2, 3	Live Borders	Uptake in signposting	Families	B1
Signpost or refer to local and national employment support if relevant.	1, 2	CAB	Number of young people supported	Young People	C3
Available Support					
Develop and produce a service directory which outlines available support for children and young people, families, and professionals.	1, 2	SBC Financial Inclusion Team	Increased available support	Families	B1
Proactively promote free school meals (FSM) and clothing grant provision, conduct benefit take up campaigns and provide linked advice and support.	2	SBC Financial Inclusion Team	Increased uptake	Children and Young People	A3, B3
Students are supported to ensure that they access the maximum and appropriate funding sources available to them.	1, 2, 3	Borders College SBC CLD	Uptake of funding sources	Families	B3
Housing & Energy Through these actions we will help to keep housing costs low, provide support with rising energy bills and tackle homelessness for families.					
Tenancy Sustainment					
Support families to secure settled, mainstream housing as part of the Rapid Rehousing Transition plan.	1, 2	SBC Homelessness	Reduction in homelessness	Families	A1, B4
Parents are signposted for advice and support on housing or tenancy related matters.	1, 2, 3	SBC Financial Inclusion SBC Homelessness	Number of families supported	Families	B4

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target group	Best Start, Bright Futures Indicator
Use social media and campaign marketing to encourage people facing homelessness to engage early with a view to set up repayment options and/or other suitable debt remedies.	1, 2, 3	CAB Landlords	Number of families supported	Families	B4

Fuel and Energy

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target group	Best Start, Bright Futures Indicator
Award Crisis Grants or signpost to external partners to assist with fuel costs.	1, 2, 3	SBC Financial Inclusion CAB Changeworks Home Energy Scotland RSL's	Number of families supported	Families	B4
Utilise funding from the Scottish Government's Fuel debt fund 2023/24 to support tenants with their heating costs and reduce their fuel debt.	2, 3	SBHA	Number of tenants supported monetary gains	Families	B4
Support 2,000 social rented tenants through continued funding of the Warm and Well Co-ordinator and Energy Advisor.	2, 3	SBHA	Number of tenants supported monetary gains	Families	B4

Warm Affordable Homes

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target group	Best Start, Bright Futures Indicator
Creation of new social housing though warm, affordable housing and infrastructure.	2	BHA	New social housing creation	Families	B1

Information and Support

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target group	Best Start, Bright Futures Indicator
Engage with support services to ensure they are easily accessible and available to all, as well as funding information.	1, 2, 3	SBC ESS	Number of families supported	Families	B4

Health & Wellbeing
Through these actions we will provide financial, practical, and emotional support, helping to tackle and mitigate the impact of poverty as well as preventing it.

Food and Healthy Eating

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target group	Best Start, Bright Futures Indicator
Secure funding to continue to support families with vouchers and continue to provide food at evening drop-in sessions.	1, 2, 3	Tweeddale Youth Action	Number of vouchers distributed Food provided	Young People	B1, B2
Invest in estates and community facilities including community food gardens.	1, 2, 3	BHA	Investment to community food gardens	Families	B1
Work with third sector services providing family support to build capacity in relation to health and wellbeing (e.g., healthy eating on a budget).	1, 2	JHIT	Number of families supported	Families	B1

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target group	Best Start, Bright Futures Indicator
Offer students a free breakfast, supermarket vouchers, lunch/breakfast bars and provide regular drop in 'Wellbeing' cafes.	1, 2, 3	Borders College	Number of students supported	Families	C1
Provide training to support Breakfast Clubs to deliver nutritious food for children.	2	JHIT	Number of children supported	Children	C2
Promote 'Ride Pingo' for its customers in Berwickshire and enable older people to attend lunch clubs and social community events.	1	BHA Berwickshire Wheels	Number of transport users	Families	A2
Mental Health					
Offer Books on Prescription and signpost to mental health services.	1	Live Borders	Increased uptake Increased signposting	Families	B1
Provide tenancy sustainment services, direct and intensive support to prevent tenancy failure including financial inclusion and BeWell mental health project.	1, 2, 3	BHA	Uptake of sustainment services Number of families supported	Families	B1, B4
Lobby for renewed funding for the student mental health counselling service. Continue to work with local third sector providers to provide collaborative interventions that will support student mental health and wellbeing.	1, 2	Borders College	Uptake in mental health counselling services	Families	B1
Co-deliver Continuous Professional Development training on Mental Health Awareness including Trauma Informed Practice and Self Harm and Suicide Prevention.	1	NHS Borders SDS	Increase of trained SDS Advisors	Families	B1
Information and Support					
Provide five fortnightly peer-age befriending groups for children and young people with learning disabilities & autism aged 8-25. Also, fifteen 1:1 befriending links.	1	Interest Link Borders	Number of members & families supported, volunteers involved, and sessions provided	Children and Young People	B1
Provide information on maternity rights, additional support offered, benefit checks and claim support.	1, 2, 3	CAB	Number of families supported	Families	C1
Provide local breastfeeding support groups.	1	JHIT SBC Early Years	Number of parents supported	Parents	C1
Provide Healthy Start Vitamins.	1	JHIT	Number of children supported	Children	C1
Provide weaning and healthy groups for families.	1	JHIT SBC Early Years	Number of families supported	Families	C1

Page 254

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target group	Best Start, Bright Futures Indicator
Projects and Programmes					
Implement the Team Around the Cluster approach in our school communities.	1, 2, 3	SBC Education	Uptake of families supported	Children and Families	B1
Increase the number of schools and settings evaluating themselves as good or better for QI 3.1. Provide training for child protection coordinators and designated managers on aspects of The Promise and roll out play pedagogy.	1	SBC Education	Increased results Uptake of training	Children and Young People	C1
Monitor and evaluate whole family support provided to ensure it continues to meet the needs of the families.	1, 2, 3	SBC Early Years	Evaluation of support provided	Families	B1
Provide a programme of Bookbug for babies and toddlers.	1	Live Borders	Number of children supported	Children	C1
Support delivery of School Holiday programmes.	1	JHIT	Number of families supported	Families	C1
Undertake core work with families on playing with their children through a number of sessions, i.e., Bookbug, Stay and Play, Tots Time.	1	SBC Early Years	Number of families supported	Families	C1
Funded ELC provided free at the point of delivery.	1	SBC Early Years	Number of families supported	Families	C1
Tackling Digital Exclusion **Through these actions we will expand the Connecting Scotland Programme, and help to provide devices for families in poverty to enable access to appropriate services and support.**					
Identify further sources of funding to continue with the Connecting Borders project to meet increased demand.	1	Live Borders	Usage of Connecting Borders devices	Parents and families	A1, C3
Utilise Connecting Scotland, NOLB and SPF resources to ensure all parents gain access to a device and appropriate IT training.	1	SBC EES	Access to digital devices	Parents	A2
Provide a laptop loan system whereby anyone who requires a laptop, digital device or broadband access receives this.	2	Borders College	Uptake of digital devices	Families Young people	C2, C3

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target group	Best Start, Bright Futures Indicator
Communities & Partnerships From these actions we will work with partnership, third sector and community organisations to provide holistic and whole family support.					
People and Place					
Deliver our vision for place and regeneration and support communities to form Place Plans.	1, 2	SBC Communities	Partnership working with third sector and community organisations	Families	B1
Seek opportunities to deliver place-based services in communities in collaboration with other partners and agencies.	1	SDS	Delivery of place-based services	Families	B1
Provide library membership for every baby born in the Scottish Borders.	1	Live Borders SBC Registrars	Number of families supported	Families	C1
Support the delivery of play park programmes through the Capital Investment Scheme and Sport and active living funding opportunities.	1	SBC Communities	Delivery of play parks Number of children and young people supported	Families	C1, C2
Develop new partnerships, in both the third sector and community organisations to gain improved outcomes for our clients.	1, 2, 3	CAB	Number of families supported	Families	B1
Funding					
Initiate and support community projects through community funds, some of which are now social enterprises.	1	BHA	Increased community projects	Families	A3
Work in partnership with third sector and community organisations, attend fortnightly/monthly community meetings and co-deliver warm and well grant funding.	1, 2, 3	SBC Communities	Partnership working with third sector and community organisations	Families	B1
Work with strategic partners to ensure there is help with heating costs through Cost-of-Living Support initiatives.	2	SBC Planning & Strategy	Cost of Living initiatives	Families	B2
Support the roll-out of the Money Guiders Training Programme in partnership with the Money and Pensions Service.	1, 2, 3	JHIT	Response to Money Guiders Training Programme	Families	B3

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target group	Best Start, Bright Futures Indicator
Holistic and Whole Family Support					
Provide holistic support through the Stepping Stones project and signpost to other organisations.	1, 2, 3	Tweeddale Youth Action	Number of referrals received	Young People	B1, B2
Work cohesively in family assessments to provide a package of support as part of a shared 'whole family approach.'	1	SBC ESS	Increase to packages of support delivered	Families	B1
Projects and Programmes					
Explore the possibility, working in collaboration with NHS, to ensure timely mental health support is offered to clients accessing employability services.	1	SBC ESS NHS	Delivery of collaborative working with NHS	Families	B1
Work in collaboration with Peebles High School to offer daytime vocational support for disengaged young people. Work towards PHS using SQA framework to recognise achievement through this support and tie in with business and enterprise.	1	Tweeddale Youth Action	Number of young people supported	Young People	C2
Attend school career fairs to raise awareness of all types of support that could be available depending on their circumstances.	1, 2, 3	CAB	Number of children supported	Children	C2
Inform and shape provision based on the Annual Participation Measure, focusing on areas with poor participation.	1	SDS LEP YPG	Number of families supported	Families	C2
Improve the effectiveness, consistency, and impact of 14+ meetings through a refreshed framework and event for core partners.	1	SDS LEP YPG	Number of young people supported	Young People	C3
Engage fully in identifying, supporting, and addressing child poverty throughout the Local Employability Partnership key themes of transitions, barriers, employer engagement, skills, and leadership.	1, 2, 3	SBC Employability Service	Number of young people supported	Young People	C3
Promote an employee volunteering scheme with companies/organisations and continue to deliver the volunteering policy.	1,2,3	SOSE Volunteer Centre Borders	Evaluation of participants taking part in scheme	Families	A3

Page 51

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target group	Best Start, Bright Futures Indicator
Fuel related activity Through these actions we will tackle fuel poverty and provide support with rising energy bills.					
Warm and Well					
Offer libraries as warm spaces during autumn and winter 2023/24. Signpost to the SBC Cost of Living Crisis website.	2	Live Borders	Number of participants Number of families supported	Families	B2, B4
Allocate Warm and Well funding to support the operation of warm spaces in communities during the winter period.	1, 2, 3	SBC Communities	Number of families supported	Families	B4
Attend Warm Spaces and other community groups to be pro-active to discuss energy saving ideas, schemes, and funds available to help families.	1, 2, 3	CAB	Number of families supported	Families	B4
Fuel and Energy					
Provide ongoing support to mitigate fuel poverty including distribution of SG Fuel Support funding, Fuel Bank vouchers and energy saving advice.	2	BHA	Funding and voucher allocation	Families	B2
Signpost clients to Housing Providers as part of Initial Assessment to ensure eligibility of all additional funds for Fuel costs.	2	SBC ESS	Increased eligibility identified from Initial Assessments	Families	B2
Partnership Working					
Work in partnership on specific projects such as Low and Slow and provide energy training in local communities.	2	SBC Communities Changeworks CAB	Uptake of Low and Slow Project	Families	B2
Work in partnership with Borders Home Energy Forum members to support fuel poverty interventions.	2	JHIT	Number of families supported	Families	B4
Continue the partnership delivery of the Warm & Well Scheme in 2023/2024, including the services of an Energy Advisor.	2	SBC CAB	Monetary gains and support given	Families	B4
Financial Inclusion Through these actions we will help maximise income of low-income households, lifting children out of poverty and combatting the cost-of-living crisis.					
Education Settings					

114

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target group	Best Start, Bright Futures Indicator
Students under the age of 18 are assisted to apply for Education Maintenance Allowance and to ensure that they maximise the student income streams they are eligible for.	1, 2, 3	Borders College	Number of students supported	Young People	C2
Schools will work more collegiately in clusters on the cost of the school day, using pupil equity funding to support it.	2, 3	SBC Education	Monetary gains	Families	B2
Support parents to be more confident as parents and co-learners in the education of their children and help their child flourish as a member of the school and wider community.	1	SBC CLD	Number of families supported	Families	C1
Income Maximisation					
Work in partnership with other local authority and third sector organisations to support families with income maximisation and access to benefits and grants.	1, 2, 3	SBC Education	Uptake of families supported	Children and Families	B3
Provide Financial Inclusion and signposting to relevant services including child specific welfare support, access to food resources and clothing grants. Maximise take up of child related benefits and resources.	1, 2, 3	BHA	Uptake in accessing assistance Update of benefits	Families	B2, B3, B4, C1
Provide a comprehensive Income Maximisation assessment to clients to ensure all funding streams are explored for families both unemployed and in work. Ensure all eligible families are in receipt of the package of 5 family benefits.	1, 2, 3	SBC ESS	Volume of Income Maximisation Assessments	Families	B2
Provide benefit checks and advice (including referrals from Employability Team) and signposting.	1, 2, 3	SBC Financial Inclusion SBC Early Years	Uptake of referrals Updates in benefits checks	Families	A3, B1, B2
Provide support and signposting for applications for disability benefits and assist with appeals if required.	1, 2, 3	SBC Financial Inclusion	Uptake in benefits applications	Families	B2
Projects and Programmes					
Provide pilot pop up welfare/employability hubs offering wellbeing and employability support and advice.	1, 2, 3	SBC ESS SBC Communities	Attendance at hubs	Families	B3
Undertake take-up campaigns to encourage people to apply for benefits or support where parents might not have been aware of their potential entitlement.	1, 2, 3	SBC Financial Inclusion	Referral intake	Families	B3
Money Worries **Through these actions we will put money directly in the pockets of low-income households, lifting children out of poverty and combatting the cost-of-living crisis.**					
Cost of Living					

115

Action	Poverty Driver*	Partners Involved	How will impact be assessed?	Intended beneficiaries or target group	Best Start, Bright Futures Indicator
Provide funds to run free breakfast clubs across 20 schools.	2	SBC Communities	Attendance at breakfast clubs	Children and Families	B2
Ensure all students eligible to receive student funding have received additional cost of living payments to help mitigate the cost-of-living crisis in the 22-23 academic year.	2	Borders College	Continuation of Scottish Government funding	Families	B2, B4
Support families 1:1, liaison with housing, vouchers available for supermarkets, linking with and referrals on to charities. Hold clothing swap shops.	1, 2, 3	SBC Early Years	Number of families supported	Families	B4
Income and Benefits					
Increase awareness of benefits among parents of primary and secondary pupils through continued campaigning.	3	SBC Financial Inclusion Team	Monetary gains, support given	Families	B3
Work with people and families to maximise their income in person, by telephone, near me digital service and mail, attending community events and outreach services.	1, 2, 3	CAB	Increase to number of families supported	Families	B3
Provide support with Housing Benefit and Discretionary Housing Payment applications to assist with rent payments.	1, 2, 3	SBC Financial Inclusion	Number of families supported	Families	B4
Promote welfare benefits and Scottish Government benefits relevant to the young person.	1, 2, 3	CAB	Number of young people supported	Young People	C3
Information and Support					
Promote the Money Worries App to increase uptake	1, 2, 3	JHIT CAB NHS Borders	Usage of Money Worries app Number of families supported Monetary gains	Families Parents	A2, B3, C1
Public Health/Health Improvement will roll out multi-agency MAPS Money Guiders training.	2	NHS Borders CAB		Parents	A2

*Poverty Drivers
1 – Income from Employment
2 – Costs of living
3 – Income from Social Security and benefits in kind

**Best Start, Bright Futures Indicators
A1 – A strengthened employment offer to parents
A2 – Connectivity and childcare
A3 – Transforming our economy
B1 – A transformational approach to People and Place
B2 – Enhanced support through social security
B3 – Income maximisation
B4 – Access to warm affordable homes
C1 – Best start to life
C2 – Supporting children to learn and grow
C3 – Post school transitions

Appendix 1F – Glossary

ASHE	Annual Survey of Hours and Earnings	FPP	Free Period Products
ASN	Additional Support Needs	FSM	Free School Meals
BANG	Borders Additional Needs Group	FYE	Financial Year End
BAVS	Berwickshire Association for Voluntary Service	GCAS	Graduate Career Advantage Scotland
BEAM	Borders Employment and Mentoring	GITS	Get In To Summer
BHA	Berwickshire Housing Association	HMRC	HM Revenue and Customs
BHN	Borders Housing Network	IFAN	Independent Food Aid Network
C&FSW	Children & Families Social Work	IFSS	Intensive Family Support Service
CAB	Citizens Advice Bureau	ILF	Independent Living Fund
CAMHS	Child and Adolescent Mental Health Services	IT	Information Technology
CECYP	Care Experienced Children and Young People	JC+	Job Centre+
CHAS	Children Hospice Association Scotland	JHIT	Joint Health Improvement Team
CIC	Community Interest Company	LACER	Local Authority Covid Economic Recovery Fund
CILIF	Children in Low Income Families	LCWRA	Limited Capability for Work Related Activity
CJS	Community Justice Service	LEP	Local Employability Partnership
CLD	Community Learning and Development	LGBF	Local Government Benchmarking Framework
CLG	Clothing Grant	LINKS	Linking Ideas for Nourishment Knowledge and Support
CPI	Consumer Price Index	MA	Modern Apprentice
CPIH	Consumer Price Index including owner occupiers Housing costs	MAPS	Money and Pensions Service
CSCS	Construction Skills Certification Scheme	MiFi	Mobile Wireless Router
DHP	Discretionary Housing Payment	MIS	Management Information System
DLA	Disability Living Allowance	NIF	National Improvement Framework
DWP	Department for Work and Pensions	NOLB	No One Left Behind
DYW	Developing Young Workforce	NOMIS	National Online Manpower Information System
EELS	Excellence and Equity Leads	NRS	National Records of Scotland
ELC	Early Learning Childcare	OECD	Organisation for Economic Cooperation
EMA 16+	Educational Maintenance Allowance	ONS	Office for National Statistics
ERAS	Employment Rights and Advice Service	PACE	Partnership Action for Continuing Employment
ESOL	English for Speakers of Other Languages	PEF	Pupil Equity Fund
ESS	Employability Support Service	PES	Parental Employability Support
EYCs	Early Years Centers	PHS	Peebles High School
FGDM	Family Group Decision Making	PoPP	Psychology of Parenting Programme

PSHE	Personal, Social and Health Education	SIMD	Scottish Index of Multiple Deprivation
QI	Quality Improvement	SOSE	South of Scotland Enterprise
REHIS	Royal Environmental Health Institute of Scotland	SPF	Shared Prosperity Funding
RRTP	Rapid Rehousing Transition Plan	SVQ	Scottish Vocational Qualifications
RSL's	Registered Social Landlords	SWF	Scottish Welfare Fund
SAC	Scottish Attainment Challenge	TYA	Tweeddale Youth Action
SB CPI	Scottish Borders Child Poverty Index	UC	Universal Credit
SB	Scottish Borders	UCH	Universal Credit Households
SBC	Scottish Borders Council	UNCRC	United Nations Convention on the Rights of the Child
SBHA	Scottish Borders Housing Association	VCB	Volunteer Centre Borders
SCQF	Scottish Credit and Qualifications Framework	VSHT	Virtual School Head Teacher
SDS	Skills Development Scotland	WFWF	Whole Family Wellbeing Funding
SEF	Strategic Equity Funding	YES	Youth Enterprise Scotland
SEN	Special Educational Needs	YSNEC	Young Scot National Entitlement Card
SFHA	Scottish Federation of Housing Associations	YPG	Young Person's Guarantee
SG	Scottish Government		

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Integrated Impact Assessment (IIA)

Stage 1 Scoping and Assessing for Relevance

Section 1   Details of the Proposal

A. Title of Proposal:	Local Child Poverty Progress Report 2022/23 and Local Child Poverty Report and Action Plan 2023/24
B. What is it?	A new Policy/Strategy/Practice ☐ A revised Policy/Strategy/Practice x
C. Description of the proposal: (Set out a clear understanding of the purpose of the proposal being developed or reviewed (what are the aims, objectives and intended outcomes, including the context within which it will operate)	The Child Poverty (Scotland) Act 2017 requires Local Authorities and Health Boards to jointly prepare a Local Child Poverty Action Plan Report and an Annual Progress Report. As per the Scottish Government's statement of intent to eradicate child poverty by 2030, the objective is to identify and reduce child poverty by mitigating financial and hardship risks. This work is facilitated by multiple partners, their action plans, workshops, poverty drivers, impact analysis and intended beneficiaries.
D. Service Area:	Resilient Communities

Revised February 2023

Department:	
E. Lead Officer: **(**Name and job title)	Janice Robertson, Strategic Planning & Policy Manager
F. Other Officers/Partners involved: (List names, job titles and organisations)	Multiple – these are cross-partnership Reports incorporating partners from Scottish Borders Council, NHS Borders and the third sector. These can be made available upon request.
G. Date(s) IIA completed:	March 23 April 23 May 23

Revised February 2023

Section 2 Will there be any impacts as a result of the relationship between this proposal and other policies?

Yes
If yes, - please state here: Scottish Borders Council Anti Poverty Strategy Integrated Children and Young People's Plan 2021/23 Children and Young People's Services Plan 2023/26 Council Plan 2023 CPP Work Plan and priorities Community Learning & Development Plan Children's Rights Report 2021/23 Scottish Government Child Poverty Delivery Plan 2022/26 Best Start Bright Futures

Section 3 Legislative Requirements

3.1 Relevance to the Equality Duty:
Do you believe your proposal has any relevance under the Equality Act 2010? *(If you believe that your proposal may have some relevance – however small please indicate yes. If there is no effect, please enter "No" and go to Section 3.2.)* Yes

Revised February 2023

Equality Duty	Reasoning:
A. Elimination of discrimination (both direct & indirect), victimisation and harassment. *(Will the proposal discriminate? Or help eliminate discrimination?)*	The proposals will help to eliminate direct and indirect discrimination, as all proposals are inclusive. The plan also depicts the intended beneficiaries and how attainment will be measured in order to realise Scottish Government targets.
B. Promotion of equality of opportunity? *(Will your proposal help or hinder the Council with this)*	The 6 high level nationally identified priority groups at high risk of poverty are Lone Parents, Disabled, 3+ Children, Minority Ethnic, Youngest child aged less than 1 and Mothers aged less than 25. The Drivers of Child Poverty fall into 3 main categories; Income from Employment, Cost of Living, Income from Social Security. The plans have ensured all of these groups have been included and all actions detailed confirm that agencies involved are working collaboratively to promote equality and reduce exclusion.
C. Foster good relations? *(Will your proposal help to foster or encourage good relations between those who have different equality characteristics?)*	Relationships have been established between all partner agencies Under the Equality Act there are nine protected characteristics. The plans make positive impacts on many of these as outlined below.

3.2	Which groups of people do you think will be or potentially could be, impacted by the implementation of this proposal? (You should consider employees, clients, customers / service users, and any other relevant groups)

Please tick below as appropriate, outlining any potential impacts on the undernoted equality groups this proposal may have and how you know this.

	Impact			Please explain the potential impacts and how you know this
	No Impact	**Positive Impact**	**Negative Impact**	
Age Older or younger people or a specific age grouping		x		The plans are inclusive to all children, young people and their families.

4

Revised February 2023

Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		x		The partner agency of Borders Additional Needs Group implement actions and will continue to progress them. SBC work in partnership with NHS Borders and Borders College offering Project Search, an employability course for young people with additional needs. Interest Link provide 15 fortnightly peer-age befriending groups for young people with learning disabilities and autism aged 8-25 across the Scottish Borders.
Gender Reassignment/ Gender Identity anybody whose gender identity or gender expression is different to the sex assigned to them at birth		x		The reports are inclusive to all children, young people and their families irrespective of gender reassignment/gender identity.
Marriage or Civil Partnership people who are married or in a civil partnership	x			These are not nationally identified key risk groups in relation to Child Poverty.
Pregnancy and Maternity (refers to the period after the birth, and is linked to **maternity** leave in the employment context. In the non-work context, **protection** against **maternity** discrimination is for 26 weeks after giving birth),		x		The Early Years Financial Inclusion Team campaigns, provides advice and support in relation to maternity payments, childcare assistance (e.g free childcare or help within Universal Credit awards) as well as entitlement to Best Start Grants and Scottish Child Payments. Midwives and Health Visitors are proactive in referring expectant and new mothers for benefit checks. In 2022-2023 500 referrals were conducted resulting in a benefits uplift of £1.2 million.
Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)		x		Minority Ethnic Groups are a nationally identified key group and are recognised within the plan. The reports are inclusive to all children, young people and their families irrespective of race.

5

Religion or Belief: different beliefs, customs (including atheists and those with no aligned belief)	x			Religion and Beliefs are not nationally identified key risks in relation to Child Poverty. The reports are inclusive to all children, young people and their families irrespective of religion.
Sex women and men (girls and boys)	x			Gender is not nationally identified key risk groups in relation to Child Poverty. The reports are inclusive to all children, young people and their families irrespective of sex.
Sexual Orientation, e.g. Lesbian, Gay, Bisexual, Heterosexual	x			Sexual Orientation not nationally identified key risk groups in relation to Child Poverty. The reports are inclusive to all children, young people and their families irrespective of sexual orientation.

3.3   Fairer Scotland Duty

This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to how we can reduce inequalities of outcome caused by socioeconomic disadvantage when making underlined strategic decisions.

The duty is set at a strategic level - these are the key, high level decisions that SBC will take. This would normally include strategy documents, decisions about setting priorities, allocating resources and commissioning services.

Is the proposal strategic?

Yes

If No go to Section 4

If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:

	Impact			State here how you know this
	No Impact	**Positive Impact**	**Negative Impact**	

6

Revised February 2023

Low and/or No Wealth – enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.		x		Income from employment is one of the 3 main drivers of child poverty. The Action Plan depicts multi agency actions to be undertaken, how these are assessed, intended beneficiaries and the progress of such actions. Income maximisation work and employability work contribute to ensuring families have enough money to live.
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies		x		Costs of Living is one of the 3 main drivers of child poverty. The Action Plan depicts multi agency actions to be undertaken, how these are assessed, intended beneficiaries and the progress of such actions. Food banks, Warm and Well scheme, and the provision of Warm Spaces all contribute.
Area Deprivation – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)		x		Berwick Housing Association continue to promote 'Ride Pingo' for its customers across Berwickshire.

Borders College works with the Local Employability Partnership, Employment Support Services and DWP to ensure course times are arranged with transport vouchers to ensure accessibility.

SDS (Skills Development Scotland) Advisers engage with individuals in a location appropriate to them. When a customer is unable to attend a Public Access Centre in Hawick or Galashiels, SDS Advisers arrange to meet in outreach locations including Community Centres and are looking to expand the outreach activity in 2023. |
| **Socio-economic Background –** social class i.e. parents' education, employment and income | | x | | Income from employment is one of the 3 main drivers of child poverty. The Action Plan depicts multi agency actions to be undertaken, how these are assessed, intended beneficiaries and the progress of such actions.

SBC and Borders College support the Parental Employability Project through collaborative development and implementation of Introduction to Childcare Course with Borders College. |
| **Looked after and accommodated children and young people** | | x | | Allocation of £668k awarded to SBC from the Whole Family Wellbeing Fund for 2022-2023 as part of the Best Start, Bright Futures delivery plan commitment. |

7

Carers paid and unpaid including family members		x		The Health and Wellbeing census is to ensure an increased number of children and young people with caring responsibilities are given the necessary support if required. CHIMES is to engage with each school cluster in the summer term to re-emphasise the importance of support for young carers.
Homelessness		x		SBHA tenants are supported to access BEAM (Borders Employment Advice and Mentoring) to help them access training, educational and volunteering opportunities to enhance their opportunities to find employment.
Addictions and substance use		x		These are not nationally identified key risk groups in relation to Child Poverty. Tweeddale Youth Action signpost specialist support, including mental health and drug and alcohol services to young people who attend youth club. This information is clearly displayed at both youth clubs and is also included on our website's resources page- accessible by families and young people alike.
Those involved within the criminal justice system		x		JHIT work with SBC's Community Justice Team to grow a range of seasonal produce at a greenhouse site in Galashiels. Links have been established with the Community Food Growing Network, as part of the Scottish Borders Food Growing Strategy.

3.4 Armed Forces Covenant Duty *(Education and Housing/ Homelessness proposals only)*

This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to the three matters listed below in Education and Housing/ Homelessness matters.
This relates to current and former armed forces personnel (regular or reserve) and their families.

Is the Armed Forces Covenant Duty applicable?

No

If "Yes", please complete below

Scottish Borders Council

Covenant Duty	How this has been considered and any specific provision made:
The unique obligations of, and sacrifices made by, the armed forces;	
The principle that it is desirable to remove disadvantages arising for Service people from membership, or former membership, of the armed forces;	
The principle that special provision for Service people may be justified by the effects on such people of membership, or former membership, of the armed forces.	

Section 4 Full Integrated Impact Assessment Required

Select No if you have answered "No" to all of Sections 3.1 – 3.3.

Yes

If yes, please proceed to Stage 2 and complete a full Integrated Impact Assessment

If a full impact assessment is not required, briefly explain why there are no effects and provide justification for the decision.

n/a

9

Revised February 2023

Signed by Lead Officer:	Janice Robertson
Designation:	Strategic Planning and Policy Manager
Date:	
Counter Signature Director:	Jenni Craig Director - Resilient Communities
Date:	

Scottish Borders Council

Stage 2 Evidence Gathering and Consultation

A. Title of Proposal:	Local Child Poverty Progress Report 2022/23 and Local Child Poverty Report and Action Plan 2023/24
B. Service Area: Department:	Resilient Communities
C. Lead Officer: (Name and job title)	Janice Robertson, Strategic Planning & Policy Manager
D. Other Officers/Partners involved: (List names, job titles and organisations)	Multiple – these are cross-partnership Reports incorporating partners from Scottish Borders Council, NHS Borders and the third sector. These can be made available upon request
E. Date(s) IIA completed:	March 23 April 23 May 23

Section 1   Data and Information

A. What evidence has been used to inform this proposal?
(Information can include, for example, surveys, databases, focus groups, in-depth interviews, pilot projects, reviews of complaints made, user feedback, academic publications and consultants' reports).

Information from Agencies and partners National Statistics Local Data and Statistics

Lived Experience information via case studies and feedback
Case Studies
Publications
Action Plans and Progress Reports
Other key plans and strategies

B. Describe any gaps in the available evidence, then record this within the improvement plan together with all of the actions you are taking in relation to this (e.g. new research, further analysis, and when this is planned)

The Child Poverty Action Group will identify key collaborative priorities throughout the year.
Work to consolidate partner actions to align more closely with Child Poverty drivers continues.
These actions will help to highlight any gaps in our approach to Child Poverty.

Section 2   Consultation and Involvement

A. Which groups are involved in this process and describe their involvement

Various multi-agency partners are involved in the process. Any consultations undertaken by partners inform the content of the report.
The review of Action Plan and Progress Report will be ongoing and all groups and agencies will be involved in this.

Revised February 2023

B. Describe any planned involvement saying when this will take place and who is responsible for managing the process

Planning is underway to hold a multi-agency partner workshop in 2023-24 to encourage collaborative partnership working and positive outcomes in reducing Child Poverty. The Child Poverty Action Group (a multi-agency working group) will be responsible for managing the process.

C. Describe the results of any involvement and how you have taken this into account.

All involvement is recorded in the Action Plan and Progress Report.

 D. Describe any events held and views obtained (if applicable). Add or remove as needed.

n/a

Stage 3 Summary and Next Steps

Section 1   Summary

Summarise what you have learned then develop this further.
 (Describe the conclusion(s) you have reached from the evidence, and state where the information can be found.)

Please consider the following:
What have you learned from the evidence you have and the involvement undertaken? Does the initial assessment remain valid?
What new (if any) impacts have become evident?
Is the proposal not to proceed because of a disproportionate impact on equality or Fairer Scotland characteristics?

> Evidence has been gathered and input provided partners to inform the report. This process will be re-examined as part of the data observatory aim below.
>
> Data and statistics have been specifically gathered for this report. In future, the aim is to address this by developing a data observatory (or equivalent) to store data and statistics when available. The Council's strategic assessment is an example of this.
>
> Cost of living has impacted Child Poverty and actions are set out in the plan to address this.
>
> The Child Poverty report meets Fairer Scotland considerations and has a positive impact on this as well as the Equality Act.
>
> The initial assessment remains valid because child poverty is a prominent issue within the Scottish Borders. The 6 high risk groups identified in the national delivery plan Best Start Bright Futures are considered in the plan and align closely with the protected characteristics set out in the Equality Act.

   A. Please indicate if the proposal will proceed

☒   Yes, please see below section 3 for next steps

☐ No, the proposal will not proceed based on disproportionate impact on equality or Fairer Scotland characteristics

Section 2 Sign Off

Signed by Lead Officer:	Janice Robertson
Designation:	Strategic Planning and Policy Manager
Date:	
Counter Signature Director:	Jenni Craig Director – Resilient Communities
Date:	

Revised February 2023

Section 3   Monitoring and Review (complete if relevant, remove if not)

B. State how the implementation and impact of the proposal will be monitored, including implementation of any amendments? For example what type of monitoring will there be? How frequent?

Annual Reports will be prepared and reported to Community Planning Partnership

Child Poverty Action Group will monitor the implementation of the Action Plan

C. What are the practical arrangements for monitoring? For example who will put this in place? When will it start?

Child Poverty Action Group meeting – quarterly

D. When is the proposal due for review?

Statutory publication in June

E. Who is responsible for ensuring that this happens?

Child Poverty Action Group and the Community Planning Partnership

F. Please indicate if you have developed an Action Plan to take forward any remaining actions

☐   Yes, please see attached on final page

☒   No, no further actions required

Revised February 2023

ANTI-POVERTY STRATEGY – UPDATE ON COST OF LIVING RESPONSE

Report by Director, Resilient Communities

SCOTTISH BORDERS COUNCIL

29 June 2023

1   PURPOSE AND SUMMARY

1.1   **This report provides an update in relation to the £1.2m financial support package that was released from Council reserves to provide support to communities during 2022/23.**

1.2   At Council on 25 August 2022, it was agreed to approve the creation of a short term multi-agency Cost of Living Crisis Strategic Group and an Operational Officers Group in order to provide an enhanced response to the exceptional autumn and winter pressures our communities were facing.

1.3   These groups have reported into the Anti-Poverty Members Reference Group and the Community Planning Partnership, and have also taken into account local requirements and response across each of our five localities.

1.4   An update is also provided for the allocation of balances in relation to the Financial Hardship Fund.

2   RECOMMENDATIONS

2.1   **I recommend that Council:**

   (a)   **Notes the Cost of Living spend to date as detailed in section 4 of this report, and the balances being carried forward to 2023/24:**
   (b)   **Notes the Financial Hardship Fund spend to date as detailed in section 4 of this report, and the balances being carried forward to 2023/24: and**
   (c)   **Agrees that the Director of Resilient Communities, in consultation with the Anti-Poverty Members Reference Group, consider any further action that is required and provides a further report to Council if there are any further financial implications.**

3   BACKGROUND

3.1 At the Scottish Borders Council meeting on 25 August 2022, a £1.2m underspend from 2021/22 outturn reserves was released to provide support to communities during 2022/23.

3.2 It was agreed to allocate £585k of the £1.2m to allow immediate dispersion of financial support as detailed in paragraph 4.1.

3.3 Council also agreed to delegate authority to the Director of Resilient Communities in consultation with the members of the Anti-Poverty Members Reference Group, to allocate the remaining £615k as required.

3.4 Council also agreed to establish a multi-agency Anti-Poverty Strategic Group and an Operational Officers Group to respond to the global cost of living crisis. The Groups consult and receive information, data and real life experiences from the Financial Hardship Officers Group, Financial Inclusion Practitioners Group, Poverty Data Group, the Food Conversations Group and any other appropriate mechanisms that are available.

3.5 The creation of these groups has enabled a focussed, corporate and partnership response to further support those in need, and to disperse funding in a timely, efficient and effective way, and to support the delivery of actions within the Anti-Poverty Strategy Action Plan and the Child Poverty Action Plan.

3.6 A communications plan was also created to provide a comprehensive campaign that provided general information, and a support directory for both Challenge Poverty Week in October 2022 and the Council's website: [Financial support and advice | Cost of Living Crisis support | Scottish Borders Council (scotborders.gov.uk)](https://scotborders.gov.uk)

3.7 The longer term ongoing issue of poverty across the Scottish Borders continues to be addressed by the Scottish Borders Anti-Poverty Strategy and Action Plan, with progress being reported to the Anti-Poverty Members Reference Group, and supported by both the Cost of Living Strategic Group and Cost of Living Operational Group.

3.8 In June 2022, the Community Planning Strategic Board approved four themes for the 2022/23 CPP Work Plan (interim Community Plan):

1. Theme 1 – enough money to live on
2. Theme 2 – access to work, learning and training
3. Theme 3 – enjoying good health and wellbeing
4. Theme 4 – a good place to grow up, live and enjoy a full life

Both the Cost of Living Support Package, and the delivery of the actions within the Ant-Poverty Action Plan make a significant contribution to the outcomes contained within each theme.

3.9 In addition to the £1.2m cost of living support, other financial support includes the Financial Hardship Fund. Details of this was reported to the Council's Executive Committee on 9 February 2021 and 16 November 2021.

A balance of £190k was administered through the Anti-Poverty Strategic Group.

4   ALLOCATION OF £1.2m COST OF LIVING SUPPORT FUND

4.1   An immediate allocation of £585k was agreed by Council on 25 August 2022, which enabled a range of support to be put in place quickly. This included:

£150k	Extending existing arrangements with organisations such as CAB, Changeworks etc., to provide additional resources to assist with referrals, energy advice, money advice, signposting, and budgeting
£235k	Warm clothing payment of £100 to each child entitled to either Free School Meals or Clothing Grants - an initial 2,350 children benefitted
£50k	Top up Discretionary Housing Payment (DHP) funding
£100k	Further top up of Scottish Welfare Fund (SWF) funding
£50k	Additional resources to be used to support & process increased take up of benefits

4.2   Since August 2022, proposals for the remaining £615k have been considered and approved by the Cost of Living Strategic Board as follows:

£100k	Expansion of the Inclusion Fund
£22k	Support Warm Spaces across the Scottish Borders: Warm spaces	Cost of Living Crisis support	Scottish Borders Council (scotborders.gov.uk)
£15k	Energy training and food support
£96k	Warm & Well, Youth Work Collaborative
£84k	Borders Housing Network, extension of Warm & Well Project, and provision of an additional resource to advise tenants
£13k	Live Borders, financial support to ClubSport members in relation to energy
£60k	Breakfast Club pilot for schools within highest SIMD areas
£35k	Additional funding to support increased take up of £100 Warm Clothing Grant – a further 345 children benefitted
£86k	Third Sector Interface & Live Borders, £50k for energy support, £36k for club membership, equipment and clothing support for sports clubs and organisations
£30k	Financial Inclusion Assistant role in Employability Service
£7.5k	Warm Spaces – Reaching You. A CAB proposal to provide outreach services.

4.3   A balance of **£66,591** is available for further allocation during 2023/24.

4.4   Evaluation of the impact of these supports is underway and references are made to these in the Anti-Poverty Progress Report which is also presented to this Council meeting. Specific examples include:

a) The Warm and Well Fund was launched to support voluntary, community and charity organisations to provide warm spaces. In Berwickshire, over 200 warm space sessions were delivered between November 2022 and March 2023, with over 4,000 people attending. In Cheviot, St. Boswells Village Hall developed 'Warm-up Wednesdays'. These sessions ran for 14 weeks and supported over 200 members of the community.

b) The Warm & Well: Youth Work Collaborative awarded grants to 25 YouthBorders member organisations to deliver additional youth work activities or enhance provision to keep young people warm and well over winter 2022. This funding was for young people and families experiencing financial hardship, poverty or deprivation and it provided a dignified approach to the impact of the increased cost of living on young people in their communities. A total of 1,488 young people directly benefitted from this funding, there were 280 additional youth work sessions and 430 households were signposted to further advice and support. 182 care packs of food, blankets and warm or waterproof clothing were also distributed.

c) £60k was awarded for Breakfast Clubs to 20 schools/community groups, (3 in Berwickshire, 4 in Cheviot, 9 in Eildon, 3 in Teviot & Liddesdale, and 1 in Tweeddale). Funding is being used to provide free breakfast for everyone with the aim of maximising attendance in school, providing a nutritional breakfast and working towards providing an equitable offer across the Scottish Borders. We will continue to evaluate the impact, early feedback from one school reported that lateness has decreased, the choice of breakfast is positive, children are more alert and around 25% of the school are attending.

4.5   In relation to the Financial Hardship Fund the following allocations have been made from the £190k balance.

Access to Food	
£76,665	Cyrenians, to provide community cook clubs in Selkirk, Walkerburn, Jedburgh and Galashiels
£20,890	Low and Slow Projects, available in Galashiels, Eyemouth, Duns, Peebles, Hawick and Newcastleton
£3,000	FareShare Membership across the Borders
£38,830	Eildon Housing, support for Borders FareShare Hub
£9,000	Eildon Housing, further support for Borders FareShare Hub

Supermarket Gift Cards	
£9,000	Violence Against Women Service (VAW)
£2,400	Early Years Team
£9,000	Further allocation to VAW
£5,500	Alcohol and Drugs Partnership

4.6   This leaves a balance of **£15,715** for further allocation during 2023/24.

4.7   Examples of how this funding has benefitted residents of the Scottish Borders include:

a) 60 participants have taken part in the Low and Slow programme and 65 slow cookers have been distributed

b) The Eildon Housing Community FoodHub works in partnership to distribute donations across the Borders to address the growing need for access to food for individuals, families and their pets.

4.8   The Cost of Living Strategic Group and the Anti-Poverty Members Reference Group continue to look at levels of demand and options to provide further support. If the Council should consider any further financial support, a report will come forward on the implications.

5   IMPLICATIONS

5.1   **Financial**

In response to the cost of living crisis, the Council released an underspend from reserves to provide £1.2m support to communities during 2022/23. A balance of £84,488 was carried forward into 2023/24. There is also an outstanding balance of £15,715 from the Financial Hardship Fund. The multi-agency Strategic Group and the Anti-Poverty Members Reference Group will continue to meet to disperse this balance appropriately. Other earmarked balances from 2022/23 will increase budgets available for 2023/24 for the Scottish Welfare Fund, Inclusion Fund and Discretionary Housing Payments. Together with Scottish Government cost of living payments and other grant offers e.g. Child poverty funding, these budgets will continue to support a range of measures to provide additional resources where required to address the continuing cost of living issues.

5.2   **Risk and Mitigations**

The dispersal of £1.2m has helped to mitigate hardship for Scottish Borders residents. The agreement to release these funds in August 2022 has enabled the multi-agency Strategic Group and the Anti-Poverty Members Reference Group to make a difference to those in need throughout the cost of living crisis. Agreement to carry forward balances will ensure that this response can continue, and along with national payments, will continue to help those most in need of support.

5.3   **Integrated Impact Assessment**

An integrated impact assessment has been carried out for this report and is shown in Appendix 1. There are no specific implications.

5.4   **Sustainable Development Goals**

In considering each of the UN Sustainable Development Goals, the following may be considered to make a difference:

a) **No Poverty**: This report details the dispersion of cost of living funds. Residents of the Scottish Borders have benefitted as a result. This has made a contribution to ending poverty in all its forms.
b) **Zero Hunger**: Strategic and local action contributing to the improvement of food insecurity and nutrition is reported as part of the dispersal of funds, driven by the needs of the community.

c) **Good Health and Wellbeing**: The warm and well initiatives detailed in this report contribute to ensuring healthy lives and promoting wellbeing for all. This includes work undertaken by SBC, Live Borders, Youth Borders and the Third Sector.

d) **Affordable and Clean Energy**: Work with partnerships and other organisations has helped Scottish Borders residents to maintain access to affordable, reliable, sustainable and modern energy.

e) **Reduced Inequalities:** Through the dispersal of cost of living funds, Scottish Borders Council and partners have helped to identify poverty inequalities and exclusion, and provided resources to those in need.

5.5 **Climate Change**

There is no impact on climate change as a result of this report.

5.6 **Rural Proofing**

There are no rural proofing implications contained in this report.

5.7 **Data Protection Impact Statement**

There are no personal data implications arising from this report.

5.8 **Changes to Scheme of Administration or Scheme of Delegation**

There are no changes to the Scheme of Administration or Scheme of Delegation as a result of this report.

6   CONSULTATION

6.1 The Acting Chief Financial Officer, the Monitoring Officer/Chief Legal Officer, the Chief Officer Audit and Risk, the Director (People Performance & Change), the Clerk to the Council and Corporate Communications have been consulted and comments received have been incorporated into this report.

Approved by

Jenni Craig
Director Resilient Communities

Author(s)

Name	Designation and Contact Number
Janice Robertson	Strategic Planning & Policy Manager

Background Papers: n/a
Previous Minute Reference: Scottish Borders Council 25.08.22

Note – You can get this document on tape, in Braille, large print and various computer formats by contacting the address below. Janice Robertson can also give information on other language translations as well as providing additional copies.

Contact us at Janice Robertson, Council HQ, Newtown St.Boswells, TD6 0SA, 01835 824000, jrobertson@scotborders.gov.uk

Scottish Borders Council

Integrated Impact Assessment (IIA)

Stage 1 Scoping and Assessing for Relevance

Section 1   Details of the Proposal

A. Title of Proposal:	Anti-Poverty Strategy - Cost of Living Support
B. What is it?	A new Policy/Strategy/Practice ☐ A revised Policy/Strategy/Practice ☐
C. Description of the proposal: (Set out a clear understanding of the purpose of the proposal being developed or reviewed (what are the aims, objectives and intended outcomes, including the context within which it will operate)	This report will provide an update of spend in relation to the £1.2M of Council reserves which were released in August 2022 to provide enhanced support to the cost of living crisis.
D. Service Area: **Department:**	Resilient Communities
E. Lead Officer: **(**Name and job title)	Janice Robertson, Strategic Policy and Planning Manager
F. Other Officers/Partners involved: (List names, job titles and organisations)	Scottish Borders Council Members Reference Group, Multi-agency Cost of Living Strategic Group, Multi-agency Cost of Living Operational Group both of which include Scottish Borders Community Planning Partners
G. Date(s) IIA completed:	May 2023 June 2023

1

Scottish Borders Council

Section 2   Will there be any impacts as a result of the relationship between this proposal and other policies?

Yes / No *(please delete as applicable)* **YES**
If yes, - please state here: The outcomes achieved using the Cost of Living Support Fund may influence future versions of both the Scottish Borders Anti-Poverty Strategy and the Community Plan.

Section 3   Legislative Requirements

3.1 Relevance to the Equality Duty:	
Do you believe your proposal has any relevance under the Equality Act 2010? *No – this report is an update of spend from Council reserves agreed 25 August 2022.* *(If you believe that your proposal may have some relevance – however small please indicate yes. If there is no effect, please enter "No" and go to Section 3.2.)*	
Equality Duty	**Reasoning:**
A. Elimination of discrimination (both direct & indirect), victimisation and harassment. *(Will the proposal discriminate? Or help eliminate discrimination?)*	
B. Promotion of equality of opportunity? *(Will your proposal help or hinder the Council with this)*	
C. Foster good relations? *(Will your proposal help to foster or encourage good relations between those who have different equality characteristics?)*	

2

3.2 Which groups of people do you think will be or potentially could be, impacted by the implementation of this proposal? (You should consider employees, clients, customers / service users, and any other relevant groups)

This report provides an update on spend of £1.2m reserves approved at Council on 25th August 2022

Please tick below as appropriate, outlining any potential impacts on the undernoted equality groups this proposal may have and how you know this.

	Impact			Please explain the potential impacts and how you know this
	No Impact	Positive Impact	Negative Impact	
Age Older or younger people or a specific age grouping		X		Funds from the £1.2m package have been dispersed across various partners and initiatives and all residents of the Scottish Borders could benefit as they are fully inclusive
Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X		Funds from the £1.2m package have been dispersed across various partners and initiatives and all residents of the Scottish Borders could benefit as they are fully inclusive
Gender Reassignment/ Gender Identity anybody whose gender identity or gender expression is different to the sex assigned to them at birth		X		Funds from the £1.2m package have been dispersed across various partners and initiatives and all residents of the Scottish Borders could benefit as they are fully inclusive
Marriage or Civil Partnership people who are married or in a civil partnership	X			Funds from the £1.2m package have been dispersed across various partners and initiatives and all residents of the Scottish Borders could benefit as they are fully inclusive
Pregnancy and Maternity (refers to the period after the birth, and is linked to **maternity** leave in the employment context. In the non-work context, **protection** against **maternity** discrimination is for 26 weeks after giving birth),		X		Funds from the £1.2m package have been dispersed across various partners and initiatives and all residents of the Scottish Borders could benefit as they are fully inclusive
Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy		X		Funds from the £1.2m package have been dispersed across various partners and initiatives and all residents of the Scottish Borders could benefit as they are fully inclusive

3

Revised February 2023

	No Impact	Positive Impact	Negative Impact	
travellers, refugees, migrants and asylum seekers)				
Religion or Belief: different beliefs, customs (including atheists and those with no aligned belief)		X		Funds from the £1.2m package have been dispersed across various partners and initiatives and all residents of the Scottish Borders could benefit as they are fully inclusive
Sex women and men (girls and boys)		X		Funds from the £1.2m package have been dispersed across various partners and initiatives and all residents of the Scottish Borders could benefit as they are fully inclusive
Sexual Orientation, e.g. Lesbian, Gay, Bisexual, Heterosexual		X		Funds from the £1.2m package have been dispersed across various partners and initiatives and all residents of the Scottish Borders could benefit as they are fully inclusive

3.3 Fairer Scotland Duty

This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to how we can reduce inequalities of outcome caused by socioeconomic disadvantage when making <u>strategic</u> decisions.

The duty is set at a strategic level - these are the key, high level decisions that SBC will take. This would normally include strategy documents, decisions about setting priorities, allocating resources and commissioning services.

Is the proposal strategic? *No – this report is an update of spend from Council reserves agreed at Council on 25 August 2022.*

Yes / No *(please delete as applicable)* **If No go to Section 4**

If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:

	Impact			State here how you know this
	No Impact	**Positive Impact**	**Negative Impact**	
Low and/or No Wealth – enough money to meet basic living costs and pay bills but have no				

4

savings to deal with any unexpected spends and no provision for the future.				
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies				
Area Deprivation – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)				
Socio-economic Background – social class i.e. parents' education, employment and income				
Looked after and accommodated children and young people				
Carers paid and unpaid including family members				
Homelessness				
Addictions and substance use				
Those involved within the criminal justice system				

Revised February 2023

3.4 Armed Forces Covenant Duty *(Education and Housing/ Homelessness proposals only)*	
This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to the three matters listed below in Education and Housing/ Homelessness matters. This relates to current and former armed forces personnel (regular or reserve) and their families. **Is the Armed Forces Covenant Duty applicable?** **NO** If "Yes", please complete below	
Covenant Duty	**How this has been considered and any specific provision made:**
The unique obligations of, and sacrifices made by, the armed forces;	
The principle that it is desirable to remove disadvantages arising for Service people from membership, or former membership, of the armed forces;	
The principle that special provision for Service people may be justified by the effects on such people of membership, or former membership, of the armed forces.	

Section 4 Full Integrated Impact Assessment Required

Select No if you have answered "No" to all of Sections 3.1 – 3.3.

No

If yes, please proceed to Stage 2 and complete a full Integrated Impact Assessment

6

Revised February 2023

If a full impact assessment is not required briefly explain why there are no effects and provide justification for the decision.

This report presents an update of spend in relation to the Anti-Poverty Strategy - Cost of Living Support Fund. The Anti-Poverty Strategy has already been in receipt of a full IIA when it was agreed by Council on 23 September 2021, and a report for Council on 29th June provides a full updated IIA for the Anti-Poverty Strategy Progress Report.

Signed by Lead Officer:	**Janice Robertson**
Designation:	**Strategic Planning & Policy Manager**
Date:	**June 2023**
Counter Signature Director:	**Jenni Craig**
Date:	**June 2023**

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INTEGRATION JOINT BOARD DIRECTIONS: MAY 2023

**Report by Joint Director, Health and Social Care /
Chief Officer, Integration Joint Board**

Scottish Borders Council

29 June 2023

1 PURPOSE AND SUMMARY

1.1 This report provides an update to the Scottish Borders Council on the Directions issued to the Scottish Borders Council from the Health and Social Care Integration Joint Board at their May 2023 meeting.

1.2 The Directions issued by the Integration Joint Board in May 2023 relate to:

 (a) the implementation of the new Teviot and Liddesdale Day service in Hawick;
 (b) the establishment of a Community Integration Group (Locality Working Group) pathfinder in the Eildon locality;
 (c) the implementation of the homecare night support pathfinder in the Duns area; and
 (d) the scoping of revenue costs for the Tweedbank and Hawick Care Village programme.

2 RECOMMENDATIONS

2.1 **I recommend that the Council notes the Directions issued by the Health and Social Care Integration Joint Board to the Scottish Borders Council**

3   BACKGROUND

3.1   The Public Bodies (Joint Working) (Scotland) Act 2014 (the Act) outlines the arrangements for delegating services and resources from Local Authorities and Health Boards to Integration Joint Boards. These arrangements are summarised at a high level in the Audit Scotland diagram below.
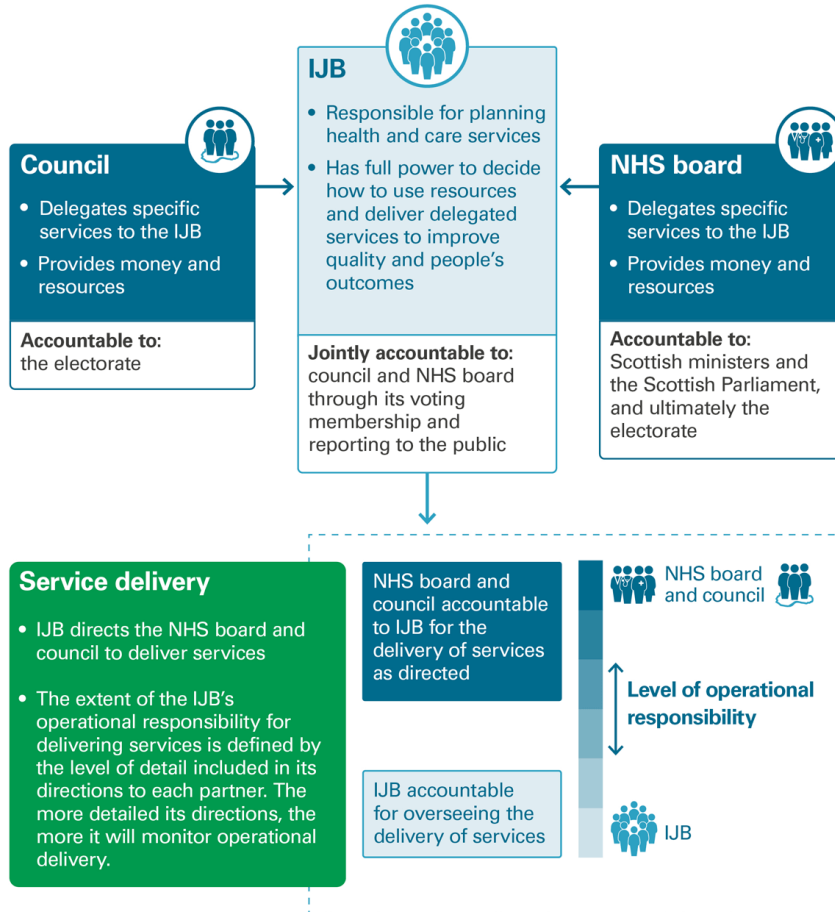
3.2   Under these arrangements, the responsibility for decisions about the planning and strategic commissioning of all health and social care functions that have been delegated by the Council and the Health Board sit with the Integration Joint Board as a statutory public body.

3.3   The Act states that an Integration Joint Board must direct their partner authorities to carry out each function delegated to the Integration Joint Board.

3.4   Directions are a legal mechanism intended to clarify responsibilities requirements between partners. The primary purpose of Directions are to set a clear framework for the resourcing and operational delivery of the functions that have been delegated to the Integration Joint Board and to clearly convey the decision(s) made by the Integration Joint Board about any given function(s).

Scottish Borders Council – 29 June 2023

3.5 Within our local context, the "Integration Joint Board Directions Policy and Procedure" ensures that all Directions that affect the Scottish Borders Council are developed in partnership between the Integration Joint Board and Scottish Borders Council, so that when they are issued, these are supported and understood.

3.6 This update is included to ensure that Integration Joint Board directions issued to the Scottish Borders Council are shared with all Elected Members at Full Council so as to ensure that Elected Members are fully sighted, and as a matter of record.

4   DIRECTIONS ISSUED FOLLOWING IJB MEETING IN MAY 2023

4.1 The 'implementation of the new Teviot and Liddesdale Day service in Hawick' Direction is enclosed in Appendix 1. Further information is enclosed in a separate paper for Council.

4.2. The 'establishment of a Community Integration Group (Locality Working Group) pathfinder in the Eildon locality' is enclosed in Appendix 2. This relates to work to re-establish the groups formerly known as Locality Working Groups in the Eildon area as a pathfinder. Having functioning groups at locality level which have a key role in the planning of delegated services, and in decision-making are a statutory requirement for Integration Joint Boards. These will align to the five Area Partnership localities and there will be a close synergy between the Community Integration Groups and the Area Partnerships. The focus of the Community Integration Groups will be to map services at locality level; and bring together social care, social work, health, the third sector, commissioned partners and communities to focus on prevention and early intervention, and reducing poverty and inequalities.

4.3 The 'implementation of the homecare night support pathfinder in the Duns area' direction is enclosed in Appendix 3. This follows from the pathfinder in the Peebles area and the consultation that was launched. On analysis of the consultation results, it became apparent that the main concerns related to areas where respondents felt that provision would not be in place, when it indeed would be. As a result a Frequently Asked Questions document was developed to address these concerns.   Unfortunately 68% of the responses had been received in the first three days prior to the Frequently Asked Questions document being published, and had this information been available then it is expected that this additional context would have helped to better inform respondents about the proposed redesign. As a result, the Integration Joint Board supported a further pathfinder in the Duns area.

4.4 The 'scoping of revenue costs for the Tweedbank and Hawick Care Village programme' is enclosed in Appendix 4. As the social care function and revenue for the care villages sits within the Integration Joint Board's delegation and delegated budget, an original direction was considered in the February 2023 Integration Joint Board meeting when considering the Hawick Care Village Outline Business Case. However at the meeting it was agreed that NHS Borders should also be formally directed to ensure that this is in their work programme due to the necessary consideration of the health service input into the Care Villages.

5   IMPLICATIONS

5.1 **Financial**
There are no costs attached to any of the recommendations contained in this report, however both Directions contain detail on the impacts on the budget delegated to the Integration Joint Board.

5.2 **Risk and Mitigations**
As Directions are developed in partnership with the Scottish Borders Council, no specific concerns need to be addressed.

5.3 **Integrated Impact Assessment**
Integrated Impact Assessments have been undertaken in relation to the work that led to these Directions, in line with the Integration Joint Board's Equality duties in its capacity as a Public Body. These are available in the Integration Joint Board meeting papers, referenced in the background papers below.

5.4 **Sustainable Development Goals**
The Integration Joint Board works to achieve the following Sustainable Development Goals:

- Goal 3: Ensure healthy lives and promote well-being for all at all ages
- Goal 5: Achieve gender equality and empower all women and girls
- Goal 8: Promote inclusive and sustainable economic growth, employment and decent work for all
- Goal 10: Reduce inequality within and among countries
- Goal 16: Promote just, peaceful and inclusive societies
- Goal 17: Revitalise the global partnership for sustainable development

5.5 **Climate Change**
There are no related climate impacts associated with this report.

5.6 **Rural Proofing**
n/a

5.7 **Data Protection Impact Statement**
There are no personal data implications arising from the proposals contained in this report.

5.8 **Changes to Scheme of Administration or Scheme of Delegation**
No changes to the Scheme of Administration or Scheme of Delegation are required.

6   CONSULTATION

6.1 The Chief Executive, Director (Finance & Corporate Governance), the Monitoring Officer/Chief Legal Officer, the Chief Officer Audit and Risk, the Director (People Performance & Change), the Clerk to the Council and Corporate Communications have been consulted.

Approved by

Name   Chris Myers   Title Joint Director, Health and Social Care

Author(s)

Name	Designation and Contact Number
Chris Myers	Joint Director, Health and Social Care / Chief Officer Integration Joint Board

Background Papers:
Scottish Borders Health and Social Care Integration Joint Board 17 May 2023 paper. Available from:
https://scottishborders.moderngov.co.uk/ieListDocuments.aspx?CId=218&MId=6535&Ver=4

Scottish Borders Health and Social Care Integration Joint Board Directions Policy and Procedure. Available from 12 December 2021 papers (page 21):
https://scottishborders.moderngov.co.uk/documents/s61363/IJB%2015.12.21%20Agenda%20pack.pdf#page=21

Directions from integration authorities to health boards and local authorities: statutory guidance. Available from: https://www.gov.scot/publications/statutory-guidance-directions-integration-authorities-health-boards-local-authorities/

Previous Minute Reference: n/a

Note – You can get this document on tape, in Braille, large print and various computer formats by contacting the address below.

Contact us at Chris Myers chris.myers@scotborders.gov.uk

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DIRECTION FROM THE SCOTTISH BORDERS INTEGRATION JOINT BOARD Direction issued under S26-28 of the Public Bodies (Joint Working) (Scotland) Act 2014	
Reference number	SBIJB-17052023-01
Direction title	Teviot and Liddesdale Day Services
Direction to	Scottish Borders Council
IJB Approval date	Approved by the Integration Joint Board on 17 May 2023
Services/functions covered by this Direction	Teviot and Liddesdale Day Services
Full text of the Direction	The Scottish Borders Health and Social Care Integration Joint Board is directing the Scottish Borders Council: 1. To implement the Teviot and Liddesdale Day Services Business Case, developing and establishing day services in keeping with the agreed service model set out in section 6 and meet the criteria set out in section 8.2, continuing to do so through a co-productive approach and building on the IIA. 2. To live within the funding parameters identified in the financial evaluation and within overall budget availability for social care. Specific budget proposal to be signed off by July 2023. 3. To further progress the consideration of Day Services across the region.
Timeframes	To start by: 17 May 2023 To conclude by: 31 March 2024
Links to relevant SBIJB report(s)	Teviot and Liddesdale Business Case
Budget / finances allocated to carry out the detail	Specific budget proposal to be confirmed as noted above.
Outcomes / Performance Measures	Service specification as set out in the business case is to be met.
Reporting to IJB/SPG or Audit	Any required monitoring to the Integration Joint Board via the: • IJB Audit Committee (for performance against the Direction) • IJB Strategic Planning Group (for new plans and proposals associated with day services in other localities)
Date Direction will be reviewed by Audit Committee	Monitoring at September IJB Audit Committee

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DIRECTION FROM THE SCOTTISH BORDERS INTEGRATION JOINT BOARD	
Direction issued under S26-28 of the Public Bodies (Joint Working) (Scotland) Act 2014	
Reference number	SBIJB-170523-2
Direction title	Establishment of the Eildon Community Integration Group pathfinder
Direction to	Scottish Borders Council and NHS Borders
IJB Approval date	Approved by the Integration Joint Board on 17 May 2023
Does this Direction supersede, revise or revoke a previous Direction?	No
Services/functions covered by this Direction	All delegated functions: The direction is not service specific but locality working groups could exercise influence across all delegated services
Full text of the Direction	The IJB is directing NHS Borders and the Scottish Borders Council to provide leadership, admin support and appropriate membership to enable the establishment of the Eildon Community Integration Group pathfinder. This pathfinder will inform the approach to the development of further locality Community Integration Groups across the Scottish Borders. This is in line with the approach set out in the IJB paper (link enclosed below). It is expected that: - The Integrated Impact Assessment will continue to be developed in stages 2 and 3 - Membership will be diverse from across the Health and Social Care Partnership, partners and our broader communities, including representation from groups identified as part of the Integrated Impact Assessment - Further exploration will occur to understand the opportunities for synergy with the Area Partnerships The pathfinder Community Integration Group will work to: - Map all health, social care, social work and well-being services in their area and develop local directories for the public, staff and partners on what is available - Explore how to work more collaboratively, and provide more seamless services to our communities, putting people at the heart of everything we do, and streamlining any duplication - Focus on developing measures, outcomes and initiatives to promote prevention and early intervention in the locality - Focus on developing measures, outcomes and initiatives to reduce poverty and inequalities in the locality - Support the IJB to appropriately engage with local communities on an ongoing basis

	Once established, one representative from each Community Integration Groups will report in to the Strategic Planning Group, and one of the leads will be nominated to be a non-voting member of the IJB, representing the views of localities.
Timeframes	To start by: July 2023
Links to relevant SBIJB report(s)	IJB papers 17 May 2023: https://scottishborders.moderngov.co.uk/ieListDocuments.aspx?CId=218&MId=6535&Ver=4
Budget / finances allocated to carry out the detail	The Chief Financial Officer has made provision for Locality Coordinator and Project Officer support to support the pathfinder. It is expected that costs will be defined as part of the pathfinder.
Outcomes / Performance Measures	This working arrangement should be directly pointing towards improvements in services link to the Strategic Plan, the National Health and Wellbeing Outcomes and IJB Performance Measures
Date Direction will be reviewed	It is expected that an update will be brought back to the IJB in September 2023, to allow for decisions on the roll-out across the remaining four localities.

DIRECTION FROM THE SCOTTISH BORDERS INTEGRATION JOINT BOARD Direction issued under S26-28 of the Public Bodies (Joint Working) (Scotland) Act 2014	
Reference number	SBIJB-170523-3
Direction title	Implementation of a night support pathfinder in the Duns area
Direction to	Scottish Borders Council
IJB Approval date	Approved by the Integration Joint Board on 17 May 2023
Does this Direction supersede, revise or revoke a previous Direction?	No
Services/functions covered by this Direction	Adult Social Care
Full text of the Direction	The Scottish Borders Council is directed to undertake a further pathfinder in the Duns area for the night support service. As part of this, it is expected that: - The 'Ways of working' of the HSCP will be adopted - An enabling approach will be taken - Service users will be consulted and engaged with - Staff will be supported - Appropriate supports (e.g. Assistive Technology / Technology Enabled Care / on-call) and reassurance will be provided, - Appropriate continued mitigation to concerns is provided and; - The Integrated Impact Assessment will be updated in a dynamic way as part of the management of the project
Timeframes	To start by: As soon as possible
Links to relevant SBIJB report(s)	IJB papers 17 May 2023: https://scottishborders.moderngov.co.uk/ieListDocuments.aspx?CId=218&MId=6535&Ver=4
Budget / finances allocated to carry out the detail	This will be covered by the budget and the financial plan.
Outcomes / Performance Measures	Improve the experience for service users by: - Minimising disruption overnight - Preventing confusion and disorientation - Promoting sleep - Giving increased choice and sense of control to service users - Improves service user safety by providing constant monitoring rather than a time-limited face to face visit - Allows for an immediate response in the event there is a serious concern with a service user in need of urgent assistance This aligns to the following National Health and Wellbeing Outcomes: - People, including those with disabilities or long term conditions, or who are frail, are able to live, as far as reasonably practicable, independently and at home or in a homely setting in their community. - People who use health and social care services have positive experiences of those services, and have their dignity respected.

	- Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services. - People who use health and social care services are safe from harm. - Resources are used effectively and efficiently in the provision of health and social care services It is expected that through redesign across the Borders, that the reinvestment opportunity to increase Care at Home capacity would be in the region of £450,000 per annum. This will need to be reviewed by the IJB prior to decision.
Date Direction will be reviewed	January 2024 IJB Audit Committee

DIRECTIONS FROM THE SCOTTISH BORDERS INTEGRATION JOINT BOARD	
Directions issued under S26-28 of the Public Bodies (Joint Working) (Scotland) Act 2014	
Reference number	SBIJB-170523-4
Direction title	Scoping of the associated integrated service models of delivery and associated revenue costs for the Full Business Cases for the Hawick and Tweedbank Care Villages.
Direction to	Scottish Borders Council and NHS Borders
IJB Approval date	Approved at Integration Joint Board meeting 17 May 2023
Does this Direction supersede, revise or revoke a previous Direction?	Yes: Revises SBIJB-15-12-21-3
Services/functions covered by this Direction	- Care Home services - Extra Care Housing - Services and support for adults with Learning Disabilities - Associated integrated services
Full text of the Direction	To scope the potential integrated service model of delivery and potential revenue costs associated to the development of both of the Full Business Cases for Hawick and Tweedbank. As part of this process, it is expected that: - There will continue to be full and appropriate consultation and engagement with stakeholders which informs the development of the Care Village service model - The Equalities and Human Rights Impact Assessment will continue to be developed and informs the development of the Care Village service model - The model of services will be needs based and align to the Integration Planning and Delivery Principles - The model of services will be integrated and holistic, in line with the integration delivery principles and Scottish Government "My Health, My Care, My Home - healthcare framework for adults living in care homes." - The full proposed costs of the proposed service delivery will be outlined and based on best value principles It is recognised that the capital investment needed to deliver the Care developments is included in the Scottish Borders Council's Capital plan. It is expected that the Full Business Case for revenue and service provision will be considered by the Integration Joint Board, and that the Full Business Case will be considered for approval by the Scottish Borders Council.

Timeframes	Hawick Care Home Provision Full Business Case and associated service model of delivery To start by: With immediate effect To conclude by: Early 2024	Tweedbank Care Village Full Business Case and associated service model of service delivery To start by: With immediate effect To conclude by: Early 2024
Links to relevant SBIJB report(s)	- December 2021 IJB – Item 6f Tweedbank Care Village OBC https://scottishborders.moderngov.co.uk/ieListDocuments.aspx?CId=218&MId=6088&Ver=4	

	- September 2022 IJB - Item 6A Hawick OBC Initial Agreement https://scottishborders.moderngov.co.uk/ieListDocuments.aspx?CId=218&MId=6386&Ver=4 - February 2023 IJB – Item 5a Hawick Care Village OBC https://scottishborders.moderngov.co.uk/ieListDocuments.aspx?CId=218&MId=6610
Budget / finances allocated to carry out the detail	The budget for programme support is as per the scheme of integration. It is expected that all revenue implications for the Health and Social Care Integration Joint Board will be considered by the Integration Joint Board for approval, prior to agreement.
Outcomes / Performance Measures	- NHWB2: People, including those with disabilities or long-term conditions, or who are frail, are able to live, as far as reasonably practicable, independently and at home or in a homely setting in their community - NHWB3: People who use health and social care services have positive experiences of those services, and have their dignity respected - NHWB4: Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services - NHWB7: People who use health and social care services are safe from harm - NHWB9: Resources are used effectively and efficiently in the provision of health and social care services
Date Direction will be reviewed	Review of Hawick Care Village FBC progress in the August 2023 Audit Committee.

TEVIOT DAY SERVICES BUSINESS CASE

Report by Joint Director Health and Social Care/Chief Officer, Integration Joint Board

SCOTTISH BORDERS COUNCIL

29 JUNE 2023

1   **PURPOSE AND SUMMARY**

1.1 **This report provides an update to Members on the provision of Teviot Day Services.**

1.2 In September 2022 the decision in 2019 to close the Teviot Day Centre was found to be unlawful. This decision was accepted by Scottish Borders Council (SBC) and the Integration Joint Board (IJB). A process was then commenced by the IJB to identify need and agree a preferred option for day services in this area, co-producing the preferred option with staff, service users and carers.

1.3 The Teviot and Liddesdale Task and Finish Group have overseen the process to develop the preferred solution, in compliance with legal requirements. This document presents the work undertaken and the decision taken by the IJB on 17 May.

2   **RECOMMENDATIONS**

2.1 **I recommend that the Scottish Borders Council notes:**

(a) **the decision made by the Integration Joint Board (IJB) on 17 May 2023 regarding the provision of Teviot Day Services; and**

(b) **the next steps relating to further considering the levels of need for people in Newcastleton and subsequently across the other four localities.**

3   BACKGROUND

3.1   Through 2017 and 2018 Scottish Borders Council and the Scottish Borders Health and Social Care Integration Joint Board sought to consider how best the needs of Day Service users could be met within the Scottish Borders. Through that process it was considered, at that point, that service users gained more from alternative community based services rather than the traditional Day Centre model.

3.2   As part of the Scottish Borders Health and Social Care Integration Joint Board Strategic Commissioning Plan 2018-23, there was a commitment to "reimagine Day Services", by "redesigning Day Services with a focus on early intervention and prevention". This included the development of older people's Local Area Coordination services across the Scottish Borders, the promotion of Direct Payments, and community supports such as Dementia Cafes and Social Centres.

3.3   In June 2019, the Scottish Borders Council decided that it would decommission the then existing Day Centres. One of those centres was the Teviot Day Centre in Hawick.

3.4   In late 2021 a Petition was lodged in the Court of Session seeking a Declarator that this decision was unlawful. The case was heard by Lady Carmichael on 28 April 2022. On 20 September, Lady Carmichael issued her judgment. She found that the Council's decision to close the Teviot Day Centre was unlawful and she "reduced" that decision. That means, in effect, that the Council has not decided to close that Centre. The Court found that the Scottish Borders Council had failed to properly undertake an Equality Impact Assessment and, also, that it had failed to properly consult with effected parties. It was noted by Lady Carmichael that the "fresh decision-making process will inevitably be one taken in the context of circumstances that differ from those which obtained in June 2019".

3.5   At Council on 29 September 2022, SBC accepted the Court judgement with regard to Teviot Day Centre, and considered a further report detailing the next steps at its October meeting.

3.6   At its meeting on 16 November 2022, the IJB recognised its role to issue directions to support its Strategic Commissioning Plan, and acknowledged the omission of the IJB to appropriately commission and issue a direction in relation to day service transformation in 2019. An IJB Direction was issued to develop a proposal to inform the re-commissioning of the Teviot and Liddesdale day service in line with need in the locality.

3.7   As the Teviot Day Centre was no longer registered with the Care Inspectorate, nor were there any staff in place, the Centre could not re-open its doors immediately.

3.8   In line with the Lady Carmichael judgement, further review of service user and carer needs in the Teviot and Liddesdale locality was required. This allowed for comprehensive engagement, consideration of options and a full Integrated Impact Assessment (IIA).

3.9 As agreed at the November 2022 Integration Joint Board, once work to confirm the required service provision in Teviot and Liddesdale has been completed, work is planned to be undertaken to ascertain the levels of potential need in Eildon, followed by Tweeddale, Berwickshire and Cheviot, based on the level of responses from the IJB unpaid carers survey about their need for buildings based day services, and the services available.

4   STRATEGIC CASE

4.1 **Profile of the area**
- Teviot and Liddesdale has the second-smallest land area and the smallest population of the five area partnerships in Scottish Borders. Its population in 2020 was 17,711.
- It has only one main town, Hawick, with a population of 13,653 in 2020. Over three quarters of the population of Teviot and Liddesdale lives in Hawick.
- Teviot and Liddesdale has only two other settlements of more than 500 people. These are Newcastleton (757) and Denholm (702).
- Teviot and Liddesdale has the most clustered population out of the five Localities, with only 14% (2,581 people in 2019) living outside these three main settlements.
- Teviot and Liddesdale has been slowly losing population for many years, although it has affected the locality unevenly. The biggest losses have been in Hawick, which lost 3.2% of its population between 2011 and 2019. However, Denholm bucked the trend in the same period, with an 8.6% increase in population. There was also an increase in Newcastleton of 2.6%.
- GP data shows that there are currently 120 patients awaiting post diagnostic support for dementia in the Teviot and Liddesdale Locality.
- There are 20 people on replacement care and 18 people known to the Teviot Social Work team with a range of needs (not solely dementia) in the locality who would benefit from access to a buildings based service. In addition, there are a further 24 people supported by the Local Area Coordination team, of whom some may be eligible.

4.2 **Previous service provision**
The former Teviot Day Service, operated by SB Cares, provided regulated support for up to 12 people 5 days a week from 9am to 3.30pm. Transport and meals were provided at a cost to the service user. Service users were financially assessed for this charge and were referred to the service by Social Work and Health.

4.3 **Communication and engagement**
The National Development Team for Inclusion (NDTi) completed eight engagement sessions across the locality, gaining the views of 120 people on services that are currently in place and the gaps in services for older people or those with complex needs. A further survey was issued to a number of groups to gain specific information which has informed the Stage 2 IIA. 120 local people were involved in the engagement events that took place over seven weeks involving current service users, families and carers, staff, community councils and the public. Views were gained in Denholm, Bonchester Bridge, Newcastleton and Hawick. All areas, except

Newcastleton, suggested that the most appropriate location for a day service is Hawick. Participants in Newcastleton highlighted the need for something within the village.

4.4 To complement the engagement undertaken by NDTi, a short targeted survey was issued by the Health and Social Care Partnership to groups which represent those with protected characteristics. The results of this survey have been added into the Stage 2 IIA along with the NDTi data, the information received from the Joint Needs Assessment and the Unpaid Carers survey to give a full picture of potential impact.

4.5 The Task and Finish Group worked in partnership with frontline health and social care / work professionals, and the Third Sector to:
- identify the potential number of adult service users and unpaid carers in the Teviot and Liddesdale locality and undertake a comprehensive IIA
- contact the individuals identified to offer the opportunity to engage with a consultation to inform the service specification required for the service, noting the high-level guide offered by the IJB Carers work stream as a framework
- ensure full engagement with staff, with service users, unpaid carers and partners (including but not exclusively review at the IJB Joint Staff Forum, Unpaid Carers work stream and Independent Care Sector Advisory Group).

4.6 Feedback from the engagement exercise focussed around eight questions covering current service/community group usage, gaps in service provision, accessing information, what would be most important to the individual in relation to a day care service, what support and activities they would like to see in day service provision and how they feel that a day service should Interact with other services in the community.

4.7 The Unpaid Carers Survey demonstrated the importance of day services to enable respite for unpaid carers. Any day Service provision will take this into account and have a positive impact of unpaid carers in the Teviot and Liddesdale locality.

4.8 Feedback showed that there are a wide range of activities currently available to people but that transport was a barrier to access. Environmentally friendly transport options will need to be considered. Feedback also showed the lack of activities available for those who required support with personal care or those with complex needs. Dementia care and the need for day services to provide opportunities for social interaction and stimulation were highlighted as priorities.

Community activities - popular with older people
e.g. Men's Shed Hawick; Burnfoot Cuppa and Chat, Hawick;
Afternoon cinema at Heart of Hawick, Art Club Newcastleton;
Knit and Natter, Denholm; Village pub quiz, Bonchester Bridge

Community activities aimed at older people
e.g. Red Cross programme (Tai Chi, Carpet Bowls etc.)
Hawick, Evergreen lunch club, Hawick; Walk It
Newcastleton; Pensioners pub lunches (and delivery),
Denholm; Chair yoga, Bonchester Bridge

Transport for accessing community facilities
and day services
e.g. Teviot Wheels; Bonchester Bridge
Community Bus; Volunteer drivers,
Newcastleton; local taxis

Day services with support (no
personal care)
Dementia Cafe, Hawick; Social Centre,
Hawick

Information and support for
older people to participate in
community activities
from Local Area Coordination
/What Matters Hubs

Day services with
personal care
for people with
complex needs

GAP

5. OPTIONS

5.1 **Service modelling**.
The engagement activity allowed the Task and Finish Group to
a) identify the options for providing this service
b) outline the scope of the service, and referral pathways

5.2 The Care Inspectorate visited the Hawick Community Hospital and confirmed that with some minor adjustments it would be a suitable Day Service venue for 14 service users per session. The registration is for the service provider, rather than the commissioning organisation. Care Inspectorate registration can take up to six months.

5.3 **Options identification**.
A market sounding exercise was completed. There were six notes of interest – one local, three national and two new providers although one national provider subsequently withdrew. Despite extending the timescale for submissions, there was only one formal submission. The proposal was dementia specific, which is non-negotiable. Feedback has been requested from organisations which expressed an interest in the service, but did not submit a full proposal. Adult Social Care also completed a submission.

6. OPTIONS APPRAISAL

6.1 Provider presentations (internal and external) took place on 27th April 2023. The submissions resulted in the following options –
1) A dementia only day service provided by an external provider
2) A day service provided by SBC Adult Social Care.

6.2 The options were appraised based on the following criteria –
- Ability to offer a buildings based day care service
- Ability to support clients with high level complex needs
- Ability to provide support with personal care
- Ability to support clients with mild to moderate needs
- Ability to provide a support and advice hub / meeting centre resource for clients and carers
- Ability to offer an enabling approach including meaningful activities and to combat isolation
- Ability to offer respite to carers
- Willingness to work in collaboration with another service
- Ability to support 14 clients in any one session
- Ability to operate a five or a seven day service
- Ability to deliver a seven hour session
- Ability to provide meals
- Ability to reach to outlying rural communities
- Provision of transport
- Ability to work with a range of complex support needs
- Cost.

6.3 During the course of the presentations we started to consider the possibility of a mixed model, with a blend of internal and external provision. This would not be a joint venture but two services working out of one facility. It was confirmed that it would be possible to gain registration for this model.

6.4 The summary of the service evaluation is noted below.

Criteria	Internal	External	Mixed
Service requirements	31.71	24.43	30.43
Operational delivery	11.43	5.43	5.71
Equalities	6.86	4.57	6.57
Subtotal	50.00	34.43	42.71

6.5 This part of the evaluation accounts for 70% of the overall score. It can be noted that the external submission scored around half the available points, this was largely due to the fact that this is a dementia only service and did not reflect the wider requirements of the day service. This could not be considered to be a viable option in its own right.

7.   FINANCIAL EVALUATION

7.1 This part of the evaluation accounts for 30% of the overall score.

7.2 Prices were supplied for a five day service and a seven day service. The prices were not 100% comparable however sensitivity analysis has shown that prices would have to vary by more than £20k in order to affect the rank order of the options.

7.3 The summary of the financial evaluation is noted below. Price of the service delivery is not the only relevant factor. The number of clients per session varies significantly and will be related to the nature of the client

group requiring more support. From a price perspective the internal provider performs best when taking into account value for money considerations.

7.4 The option of a mixed model was not something that was considered at the outset and despite scoring poorly on operational delivery criteria, presents a real option for consideration.

7.5 A mixed model ranks 2 and would be palatable from an affordability point of view. Whilst price of the external option appears favourable it should be noted that the number of clients is significantly less, which will reflect the nature of this service being dementia specific.

Price 30%		Internal	External	Mixed
	5 days	26.37	30.00	28.55
Capacity / Value for money	clients x sessions	30.00	13.78	21.89

8. OVERALL EVALUATION OF OPTIONS

8.1 The summary of the evaluation is noted below.

Day Services - Teviot and Liddesdale Options Appraisal Summary

Criteria	Internal	External	Mixed
Service requirements	31.71	24.43	30.43
Operational delivery	11.43	5.43	5.71
Equality	6.86	4.57	6.57
Subtotal	50.00	34.43	42.71
Financial	26.37	30.00	28.55
Total	76.37	64.43	71.26
Rank	1	3	2

8.2 The internal option came out overall ranked 1. Due to the number of service users this would be provided 5 days a week, but there is room for further growth if required.

9. IJB DECISION

9.1 The IJB Strategic Planning Group and IJB agreed to commission the internal service provision (SBC Adult Social Care), based on the recommendation of the Task and Finish Group. This was support by the IJB Strategic Planning Group.

10. IMPLICATIONS

10.1 **Financial**
The total cost of this service is £173,465. Costs within this business case represent gross costs and do not take account of replacement costs, which will significantly offset the cost of the service. The remaining budget has been identified from within the funds delegated to social care services.

10.2 **Risk and Mitigations**
There is a risk relating to the costs of operating a Day Service this would be mitigated by reductions in replacement care costs. Challenges to recruitment is another risk, this would be offset by a reduction in replacement care.

10.3 **Integrated Impact Assessment**
(a) The Stage 1 IIA was completed on 21st November 2022 (Appendix 1). The Stage 2 IIA was completed on 27th April 2023 (Appendix 2). The Stage 3 IIA is not completed as the work to review the provision in Newcastleton is ongoing, however this will be completed as part of the project closure and reported to the IJB Audit Committee.

(b) The Task and Finish Group have provided explicit confirmation that appropriate engagement has taken place throughout this process, involving NDTi, service users, carers and the Third Sector in co-producing the specification and undertaking the options appraisal process. The full IIA process has been undertaken as required and assurance provided by the Equalities Lead. SPG members were satisfied of compliance with legislation in respect of consulting with communities and taking account of inequalities.

10.4 **Sustainable Development Goals**
The reintroduction of Day Services will have a positive impact on the following UN Sustainable Development goals:

3. Ensure healthy lives and promote wellbeing for all at all ages

The provision of Day Services will not only promote wellbeing those that attend the Day Service, but will also provide the opportunity for respite for Carers.

10.5 **Climate Change**
The provision of Day Services will have the following climate change implications -

- Transport - Transport has been a key barrier for those wishing to access Day Services. Sustainable shared transport will need to be provided.

- Infrastructure and Land use – The use of the Hawick Community Hospital will provide enhanced local amenities, use an existing underused facility and provide local opportunities for health and wellbeing benefits.

10.6 **Rural Proofing**
Engagement carried out showed that the majority of communities were happy for Hawick to be the location for a Day Service. Newcastleton, due to its rurality, was the only area that requested local provision to reduce the need for travel. An option of mobile Day Service staff will be considered at a later stage of the project.

10.7 **Data Protection Impact Statement**
There are no personal data implications arising from the proposals contained in this report.

10.8 **Changes to Scheme of Administration or Scheme of Delegation**
There are no changes to the Scheme of Administration or Scheme of Delegation.

11. CONSULTATION

11.1 The IJB Chief Officer, IJB Finance Officer, SBC Director of Strategic Commissioning and Partnerships, SBC Chief Officer Commissioning and Performance have all been consulted as part of the Task and Finish Group, along with staff from across the Health and Social Care Partnership. The NDTi engagement consulted with communities in Denholm, Hawick, Bonchester Bridge, and Newcastleton, and then further consultation took place with groups that represent the protected characteristics. The Independent Sector Lead has provided guidance and support around the development of the IIA's. All views have been taken into account during the development of the options appraisal, benefits analysis and business case.

11.2 The HSCP Joint Executive, Strategic Planning Group and Admin Policy Working group have also been consulted.

Approved by

Name Chris Myers
Title   Joint Director / Chief Officer, Scottish Borders Health and Social Care Partnership and Integration Joint Board

Author(s)

Name	Details
Clare Richards	Programme Manager, clare.richards@scotborders.gov.uk

Background Papers: IJB Agenda pack 16.11.22, SPG update paper 05.04.23, IJB Agenda Pack 17.05.23

Previous Minute Reference: Scottish Borders Council, 27 April 2023

Note – You can get this document on tape, in Braille, large print and various computer formats by contacting the address below. Clare Richards can also give information on other language translations as well as providing additional copies.

Appendix 1.

Stage 1 IIA

Appendix 2.

Stage 2 IIA

Appendix 1

Scottish Borders Health and Social Care Partnership

Equality, Human Rights and Fairer Scotland Duty Impact Assessment (IA) – Stage 1 Proportionality and Relevance

Completion of the template below will give senior officers the confidence that the Equality Duty, the Scottish Specific Public Sector Equality Duties, Human Rights and the Fairer Scotland Duty have been considered at the beginning of and throughout the proposal development and that action plans are in place to identify relevant stakeholders, undertake robust consultation to deliver a collaborative approach to co-producing the Impact Assessment.

What Integration Joint Board (IJB) report or Partnership decision does this proportionality and relevance assessment relate to:

Buildings Based Day Services - Teviot and Liddesdale

Relevant protected characteristics materially impacted, or potentially impacted, by proposals (employees, clients, customers, people using services) indicate all that apply

Age	Disability Learning Disability, Learning Difficulty, Mental Health, Physical Autism/Asperger's	Gender	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief (including non-belief)	Sexual Orientation
x	x	x	x			x	x	x

Version 1 – May 2022

Human Rights (enhancing or infringing)

Life	Degrading or inhumane treatment	Free from slavery or forced labour	Liberty	Fair Trial	No punishment without law	Respect for private and family life	Freedom of thought, conscience and religion	Freedom of expression	Freedom of assembly and association	Marry and found a family	Protection from discrimination
x	x					x	x	x			x

Main Impacts	Are these impacts positive or negative or a combination of both	Are the impacts significant or insignificant?
Enhancing quality of life to service users who can participate in meaningful activities, and to unpaid carers who will be able to get respite	Positive	Significant
Time apart for service users and carers will support both those who use the service and carers with more freedom of thought, conscience and expression.	Positive	Significant
Time apart also provides enhanced opportunities to respect private and family life	Positive	Significant
Both carer stress and the service user presentation can lead to increases in domestic abuse / adult protection	Positive	Significant
People who live alone can poorly self-support / self-harm (malnurishment, neglect, fire safety, hoarding, living conditions –bathrooms etc)	Positive	Significant

Version 1 – May 2022

Potential to reduce community /family exploitation through better engagement with service	Positive	Significant
Potential to identify people who need adaptations to support continued independence and living	Positive	Significant
Better potential to support carers to identify further supports and reduce risks to the carer and cared for	Positive	Significant

Is the proposal considered strategic under the Fairer Scotland Duty?	Yes – socio-economic, potential challenges accessing the service from across the locality. However it is also worth noting that this development may also create the capacity for carers to have paid employment.

IA to be undertaken and submitted with the report – Yes **If no – please attach this form to the report being presented for sign off** **21.11.2022**	**Proportionality & Relevance Assessment undertaken by:** • Susan Davidson, Operations Manager, SBC Social Care Department • Jenny Smith, Chief Officer, Borders Care Voice • Sean Elliot, Teviot Day Services Support Group • Lynn Gallacher, Manager, Borders Carers Centre • Wendy Henderson, Partners for Integration, Scottish Care • Stacy Patterson, Team Leader, Community Care Review Team • Shirley Cumming, Paraprofessional and Local Area Coordinator • Bryan Davies, Head of Commissioning • Michael Curran, Programme Manager, Business Change and Improvement • Chris Myers, Joint Director Health and Social Care SBC/NHSB

Version 1 – May 2022

Equality Human Rights and Fairer Scotland Duty Impact Assessment (IA)

Stage 2 Empowering People - Capturing their Views

Scottish Borders Health and Social Care Partnership

Teviot and Liddesdale Day Service Task and Finish Group

Equality Human Rights and Fairer Scotland Impact Assessment Team

Role	Name	Job title	Date of IA Training
HER&FSD Advisor	Wendy Henderson	Independent Sector Lead, Partners for Integration	
Service Lead	Chris Myers	Chief Officer, Scottish Borders HSCP	
Responsible Officer	Bryan Davies	Head of Commissioning and Performance	
Main Stakeholder (NHS Borders)	Susannah Flower	Chief Nurse, HSCP	
Mains Stakeholder (Scottish Borders Council)	Jen Holland	Director of Strategic Commissioning and Partnerships	

Evidence Gathering (will also influence and support consultation/engagement/community empowerment events)

Evidence Type	Source	What does the evidence tell you about the protected characteristics affected?
Data on populations in need	Scottish Borders Health and Social Care Partnership Joint Strategic Needs Assessment September 2022: https://www.scotborders.gov.uk/downloads/file/11690/hscp_joint_needs_assessment_report National Records of Scotland https://www.nrscotland.gov.uk/files/statistics/council-area-data-sheets/scottish-borders-council-profile.html	There is an aging population in the Scottish Borders and with this comes a potential increase in the number people with complex care needs that will need support.
Data on relevant protected characteristic	Scottish Borders Council Mainstreaming Report and Equality Outcomes file:///G:/LLC%20SW%20IST/LLC%20SW%20Integrated%20Care%20Fund/TEC/SW%20review%20documents/SW%20review%20projects/Performance%20Board/Mainstreaming_Report__Equality_Outcomes_2021_25.pdf	Age – 16.5% of the Scottish Borders population is under the age of 15 (16.9% Scotland) 58.8% of the Scottish Borders population is aged 16 to 64 (64.1% Scotland) 24.8% of the Scottish Borders Population is aged 65 or older (19.1% Scotland) An ageing population means more people in the Borders will be living with one or more complex conditions and therefore will require more support from health and social care as they age. Carers data showed that 70% of respondents were aged between 18-64 years, and 30% over 65 years. What does this tell us? With 30% of carers over 65 years of age, there is a need to support these carers to ensure that their health does not deteriorate.

Gender-

Gender	Male	Female
Age 0 to 15	50.85%	49.15%
Aged 16 to 64	48.79%	51.21%
65+	46.58%	53.42%
Total	48.58%	51.42%

There is a slightly higher female population in the Borders. The unpaid Carers Needs assessment survey also showed that 76% of the unpaid carers that responded were female.

Disability –
22.4% of the Scottish Borders population have a long term health condition (deaf or partially hearing impaired; blind or partially vision impaired; learning disability; learning difficulty; developmental disorder; physical disability; mental health condition; or Other Long-term health condition)
Day service provision needs to take into account the views of those with complex care needs and cater for complex needs, those views have been gathered through this IIA process.

Gender reassignment – Data states that 0.5% of population is Trans. In Teviot and Liddlesdale this equates to 89 people.

Marriage and Civil Partnership - Not relevant

Pregnancy and Maternity – Not relevant

Race -

https://www.gov.scot/publications/national-care-service-adult-social-care-scotland-equality-evidence-review/pages/8/

National Records of Scotland
https://www.nrscotland.gov.uk/files/statistics/council-area-data-sheets/scottish-borders-council-profile.html
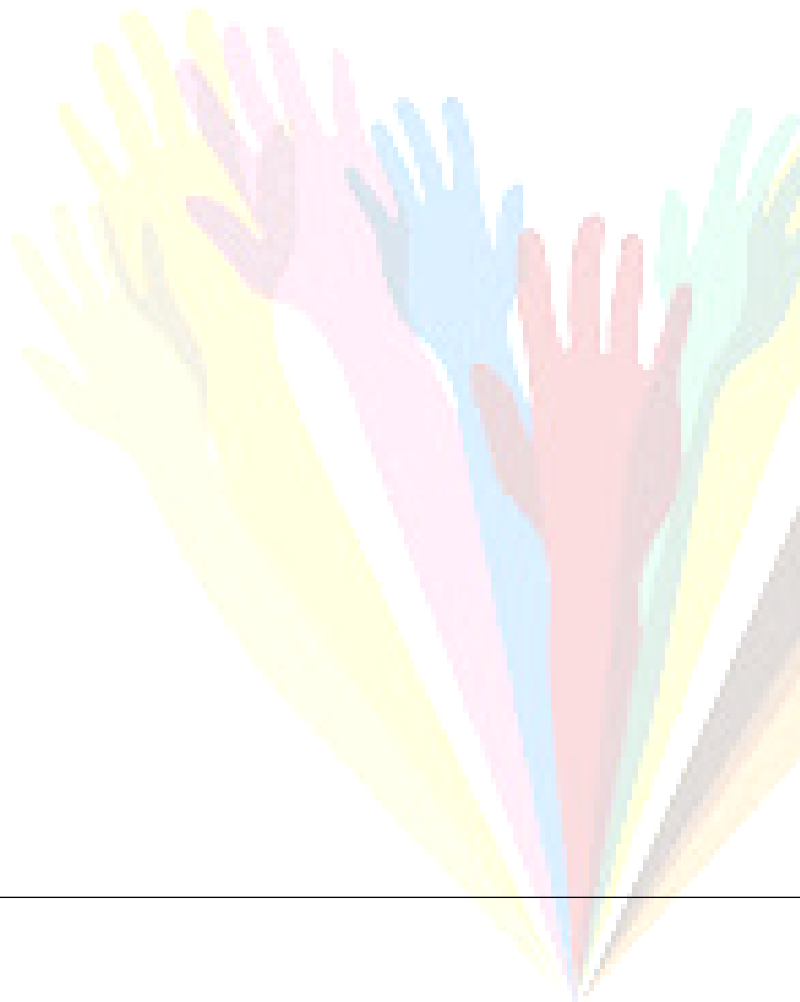
Ethnicity	Scottish Borders
White: Scottish	70%
White: Other British	25.9%
White: Polish	1.3%
Asian	N/A
Other Ethnic Group	N/A

The Polish Community have feed into this IIA process.

Religion or belief -

Religion	Scottish Borders
None	59%
Church of Scotland	25.5%
Roman Catholic	4.3%
Other Christian	10%
Other Religion	1.1%

Sexual Orientation -
1.4% of adults identify as "LGB & Other" (Lesbian, Gay, Bisexual or Other). The LBTQ+ Community has been engaged via this IIA process and further engagement will take place with the provider of choice to inform decisions on service design to promote inclusivity.

Data on service uptake/access	There are currently no Day Services Operating in Teviot and Liddesdale.

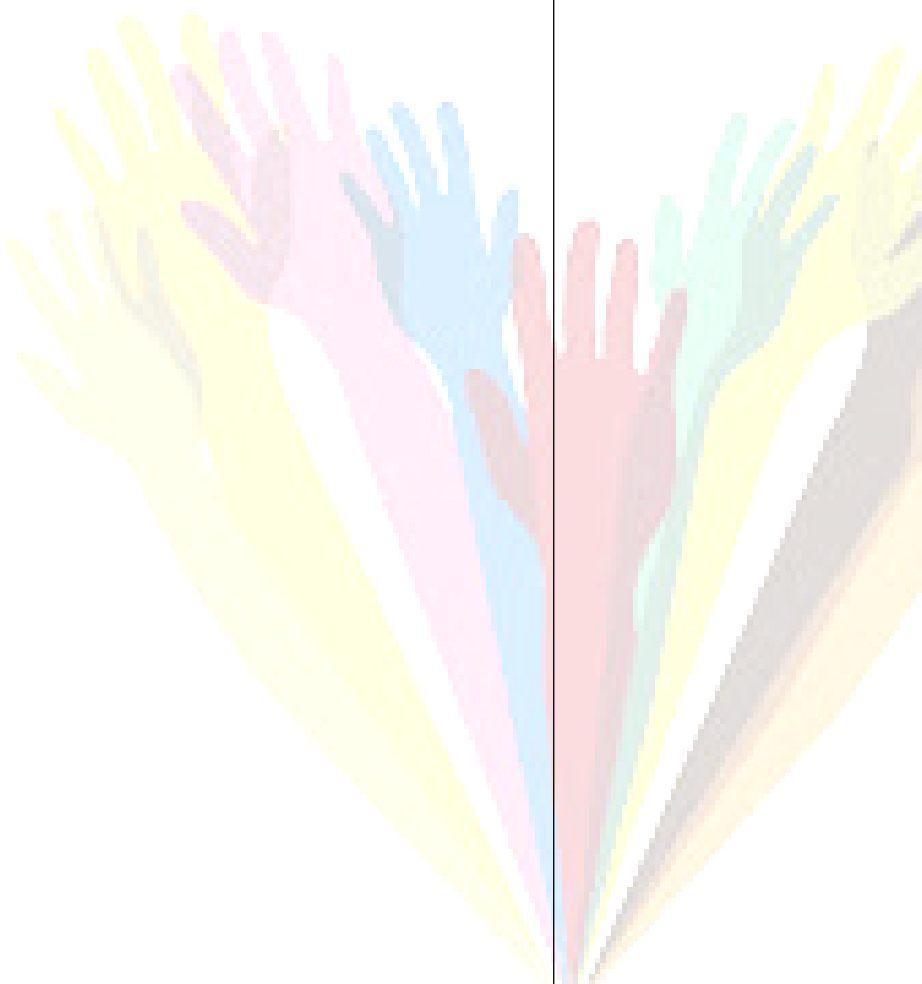| Data on socio economic disadvantage	National Records of Scotland **https://www.nrscotland.gov.uk/files/statistics/council-area-data-sheets/scottish-borders-council-profile.html** Scottish Borders Health and Social Care Partnership Joint Strategic Needs Assessment September 2022: https://www.scotborders.gov.uk/downloads/file/11690/hscp_joint_needs_assessment_report Scottish Borders Council Mainstreaming Report and Equality Outcomes file:///G:/LLC%20SW%20IST/LLC%20SW%20Integrated%20Care%20Fund/TEC/SW%20review%20documents/SW%20review%20projects/Performance%20Board/Mainstreaming_Report__Equality_Outcomes_2021_25.pdf	Majority of most deprived SIMD groups including SIMD 1 in the Teviot and Liddesdale locality are in Hawick, with some SIMD 4 groups in Denholm. In 2020, the median gross weekly pay (workplace based) for full time workers in the Scottish Borders was £481, £111 below the £593 for Scotland or 81% of the Scottish figure. In 2020, the median gross weekly pay (residence based) for full time workers in the Scottish Borders was £522, £73 below the £595 for Scotland or 87% of the Scottish figure. Around 29% of all households in the Scottish Borders are fuel poor, equivalent to approximately 16,000 households Any future Day Care Service users will be financially accessed for the service. During this process a benefits review is also undertaken.
Research/literature evidence	National Records of Scotland **https://www.nrscotland.gov.uk/files/statistics/council-area-data-sheets/scottish-borders-council-profile.html**	
Existing experiences of service information	See consultation events detailed below	
Evidence of unmet need	[PDF] Unpaid Carers survey results.pdf NDTi We Have Listened Full Report	NDTi Engagement noted unmet need in Newcastleton which may require a peripatetic service. However, there is only currently 1 individual recorded in the GP system awaiting post diagnostic support for Dementia in Newcastleton. Further work is required to identify need in this area. There are currently 120 patients awaiting post diagnostic support for dementia in the Teviot and Liddesdale area.

Good practice guidelines	[Guide to re-opening day services for adults Nov 2020.pdf (careinspectorate.com)](https://www.careinspectorate.com) https://www.careinspectorate.com/index.php/news/5790-guidance-on-adult-social-care-building-based-day-services	
Other – please specify		
Risks Identified		
Additional evidence required		

Engagement 1 – Online Survey shared with key stakeholder groups

Physical Disability group

Date	Format	Number of People responded	Protected Characteristics Represented
22.03.23	Online Survey (with paper copies available) shared with the **Physical Disability Strategy Group**	10	**Age** • 17 years and under - 0 • 18 - 64 years - 3 • 65+ years - 7 **Disability** <table><tr><td>**Deafness/partial hearing loss**</td><td>**4**</td></tr><tr><td>**Blindness or partial sight loss**</td><td>**1**</td></tr><tr><td>**Physical Disability**</td><td>**10**</td></tr></table>

Mental health condition (Including Dementia, Alzheimer's)	6
Long-term illness, disease or condition	6

Gender
- Female   - 7
- Male   - 3
- Non Binary   - 0
- Prefer not to say   - 0

Race
- White Scottish   - 9
- Other British

Religion

Church of Scotland   - 8

None   - 2

Pregnancy & Maternity (not recorded)

Sexual Orientation
- Heterosexual/straight   - 7
- Other   - 1
- Don't know/rather not answer- 1
- Not answered   -1

Transgender
- No   - 10

Views Expressed	Officer Response
The things important in a Day Service 9 - Opportunities to socialize with people with similar needs to me 7 - Social activities 6 - Personal care 6 - Transport 6 - Length of session to allow Carer respite 6 - Trained staff 3 - Location	**All responses will be taken into consideration and will inform an options appraisal to identify the most appropriate Service Provider.** **The chosen Service Provider will undertake further engagement to determine the exact delivery model and ensure inclusivity is promoted.**
Barriers to accessing a Day Service 5 - Transport 4 - Lack of staff to provide personal care 3 - No barriers	
Do you or the individual/group that you represent feel that a Day Service should cater for multiple different health needs in the same session? 6 - Yes 3 - Not sure 1 - No	
Duration 3 - 3 Hour session 6 - 5 hour session 1 - Not sure	
Days of operation 6 - Daily Mon – Fri 3 - 7 days a week 1 - Not sure	
Other comments • A day service would be a real benefit if not a lifeline for users and carers. My husband is housebound while I am at work and struggles with loneliness and would benefit from some social contact. The need for a day service should not be underestimated. • Socialisation for my relative and also personal care. Flexible timings and trained staff. • Understanding • Access to a shower or bath for person with no access to bathroom at home because of configuration of house and physical disability.	

Deafness and sight loss

Date	Format	Number of People in attendance by category*	Protected Characteristics Represented
22.03.23	Online Survey (with paper copies available) shared with the **See/Hear Group and response from RNID**	11 individuals 1 Group (RNID) response, group not listed in the protected characteristic breakdown	**Age** • 17 years and under - 0 • 18 - 64 years - 2 • 65+ years - 9 **Disability** (see table below) **Gender** • Female - 8 • Male - 3 • Non Binary - 0

Deafness/partial hearing loss	8
Blindness or partial sight loss	6
Physical Disability	6
Mental health condition (Including Dementia, Alzheimer's)	7
Long-term illness, disease or condition	6
Other **Old age**	 1

- Prefer not to say   - 0

Race
- White Scottish   - 10
- Other British   - 1

Religion
Church of Scotland   - 6
Roman Catholic   - 1
None   - 4

Pregnancy & Maternity (not recorded)
Sexual Orientation
- Heterosexual/straight   - 9
- Asexual   -1
- Not answered   - 1
Transgender
0

*Attendance by category – including but not limited to: People using the service, people not using the service - currently, unpaid carers, paid carers, key stakeholders (organisation and job title)

Views Expressed	Officer Response
The things important in a Day Service 9 - Opportunities to socialize with people with similar needs to me 10 - Social activities 6 - Personal care 10 -Transport 6 - Length of session to allow Carer respite 7 - Trained staff 3 – Location Other - Deaf Awareness training for all staff. Social areas to be well sound proofed (reduced echo). Good lighting to enable lip reading. Access to other services through Day Centre.	**All responses will be taken into consideration and will inform an options appraisal to identify the most appropriate Service Provider.** **The chosen Service Provider will undertake further engagement to determine the exact delivery model and ensure inclusivity is promoted.**
Barriers to accessing a Day Service	

7 – Transport

1 – Language

1 – Lack of staff to provide personal care

1 – Lack of information

1 – Lack of cultural awareness

4 - No barriers

Other - Noisy environments & staff that don't understand the needs of those with hearing loss.

Do you or the individual/group that you represent feel that a Day Service should cater for multiple different health needs in the same session?

8 - Yes

4 - Not sure

0 - No

Duration

4 - 3 Hour session

6 - 5 hour session

2 - Not sure

Days of operation

7 - Daily Mon – Fri

5 - 7 days a week

1 - Not sure

Other Comments -

- A day service would be a real benefit if not a lifeline for users and carers. My husband is housebound while I am at work and struggles with loneliness and would benefit from some social contact. The need for a day service should not be underestimated.
- Private rooms so other services can visit and provide 1:1 consultations
- My relative has been in hospital for over a year awaiting placement in a care home. I think that she should be able to access a day service from the hospital as the hospital is not able to meet her social needs.

Mental Health Forum and Dementia Working Group

Date	Format	Number of People in attendance by category*	Protected Characteristics Represented
22.03.23	Online Survey (with paper copies available) shared with the **Mental Health Forum and The Dementia Working Group**	18	Age • 17 years and under - 0 • 18 - 64 years - 6 • 65+ years - 12 Disability Deafness/partial hearing loss 6 Blindness or partial sight loss 3 Physical Disability 7 Mental health condition (Including Dementia, Alzheimer's) 18 Long-term illness, disease or condition 8 Gender • Female - 12 • Male - 6 • Non Binary - 0 • Prefer not to say - 0 Race • White Scottish - 15 • Other British - 2 • Other white ethnic group - 1 Religion Church of Scotland - 8 Roman Catholic - 1 None - 9 Pregnancy & Maternity (not recorded) Sexual Orientation

		• Heterosexual/straight - 14
		• Asexual -1
		• Gay/Lesbian – 1
		• Don't know/rather not answer - 1
		• Other - 1
		Transgender - 0

*Attendance by category – including but not limited to: People using the service, people not using the service - currently, unpaid carers, paid carers, key stakeholders (organisation and job title)

Views Expressed	Officer Response
The things important in a Day Service 14 - Opportunities to socialize with people with similar needs to me 13 - Social activities 8 - Personal care 8 - Transport 13 - Length of session to allow Carer respite 10 - Trained staff 3 - Location	**All responses will be taken into consideration and will inform an options appraisal to identify the most appropriate Service Provider.** **The chosen Service Provider will undertake further engagement to determine the exact delivery model and ensure inclusivity is promoted.**
Barriers to accessing a Day Service 11 - Transport 6 - No barriers	
Do you or the individual/group that you represent feel that a Day Service should cater for multiple different health needs in the same session? 9 - Yes 5 - Not sure 4 - No	
Duration 6 - 3 Hour session 11 - 5 hour session 1 - Not sure	

Days of operation	
12 - Daily Mon – Fri	
5 - 7 days a week	
2 -Not sure	

Other Comments –
• A day service would be a real benefit if not a lifeline for users and carers. My husband is housebound while I am at work and struggles with loneliness and would benefit from some social contact. The need for a day service should not be underestimated.
• Socialisation for my relative and also personal care. Flexible timings and trained staff.
• understanding
• The reinstatement of local support services which my elderly parents had withdrawn - to their severe detriment.
• The ability to be in one place to meet other people, have company, eat well and access other supports is so important to the older folk who have been sitting isolated since the closure of this vital service - LAC support never materialised.
• Please listen to the folks that need this service & the carers who need the respite.
• My relative has been in hospital for over a year awaiting placement in a care home. I think that she should be able to access a day service from the hospital as the hospital is not able to meet her social needs.
• Opportunity to socialise and importantly give carers some respite.

LGBTQ Community

Date	Format	Number of People in attendance by category*	Protected Characteristics Represented
22.03.23	Online Survey (with paper copies available) shared with the Linda Jackson	2	**Age** • 17 years and under - 0 • 18 - 64 years - 1 • 65+ years - 1 **Disability** {table} Deafness/partial hearing loss | 1 Blindness or partial sight loss | 1

Physical Disability	1
Mental health condition (Including Dementia, Alzheimer's)	2
Long-term illness, disease or condition	2

Gender
- Female   - 2
- Male   - 0
- Non Binary   - 0
- Prefer not to say - 0

Race
- White Scottish   - 1
- Other British   - 1

Religion
None   - 2

Pregnancy & Maternity (not recorded)

Sexual Orientation
- Gay/Lesbian   - 1
- Asexual   -1

Transgender
0

*Attendance by category – including but not limited to: People using the service, people not using the service - currently, unpaid carers, paid carers, key stakeholders (organisation and job title)

Views Expressed	Officer Response
The things important in a Day Service 1 - Opportunities to socialize with people with similar needs to me 2 - Social activities 1 - Personal care 1 - Transport 1 - Length of session to allow Carer respite 1 - Trained staff 0- Location	**All responses will be taken into consideration and will inform an options appraisal to identify the most appropriate Service Provider.** **The chosen Service Provider will undertake further engagement to determine the exact delivery model and ensure inclusivity is promoted.**
Barriers to accessing a Day Service 1- Transport 1– Lack of staff to provide personal Care 1- No barriers	
Do you or the individual/group that you represent feel that a Day Service should cater for multiple different health needs in the same session? 1- Yes 0- Not sure 1- No	
Duration 1- 3 Hour session 1 - 5 hour session 0 - Not sure	
Days of operation 2 - Daily Mon – Fri 0 - 7 days a week 0 - Not sure	

Other comments

- Lunch to be included
- My relative has been in hospital for over a year awaiting placement in a care home. I think that she should be able to access a day service from the hospital as the hospital is not able to meet her social needs.

Hawick Stroke Group

Date	Format	Number of People in attendance by category*	Protected Characteristics Represented
22.03.23	Paper survey and discussion	Answered as a groups so protected Characteristic information not provided.	Age 25 +

*Attendance by category – including but not limited to: People using the service, people not using the service - currently, unpaid carers, paid carers, key stakeholders (organisation and job title)

Views Expressed	Officer Response
The things important in a Day Service Opportunities to socialize with people with similar needs to me Social activities Personal care Transport Trained staff Location Speech Therapy, Physiotherapy, Lunch included and bathing options.	**All responses will be taken into consideration and will inform an options appraisal to identify the most appropriate Service Provider.** **The chosen Service Provider will undertake further engagement to determine the exact delivery model and ensure inclusivity is promoted.**
Barriers to accessing a Day Service Transport Lack of information	
Do you or the individual/group that you represent feel that a Day Service should cater for multiple different health needs in the same session? No	
Duration 5 hour session (10-3)	
Days of operation Daily Mon – Fri	

Other comments
• Gentle exercise • Scheduled activities • Quiz • Games• Time to speak• Crafts• Arts • Fun place • Slide shows • Specific support for stroke on certain days• Therapeutic support/Physio • Stretching/movement instruction • Meditation/breathing instruction • Photos from when younger • Coffee time good for conversation • Planting and gardening • Art • Variation every week important• Happy place

Polish Community via Polish School

Date	Format	Number of People in attendance by category*	Protected Characteristics Represented
22.03.23	Online survey with paper copies available	1	**Age** • 17 years and under - 0 • 18 - 64 years - 1 • 65+ years - 0 **Disability** | **Long-term illness, disease or condition**	1 | --- **Gender** • Female - 0 • Male - 1 • Non Binary - 0 • Prefer not to say - 0 **Race** • White Polish - 1 **Religion** Roman Catholic - 1

		Pregnancy & Maternity (not recorded) **Sexual Orientation** • Heterosexual/Straight - 1 **Transgender** 0

*Attendance by category – including but not limited to: People using the service, people not using the service - currently, unpaid carers, paid carers, key stakeholders (organisation and job title)

Views Expressed	Officer Response
The things important in a Day Service Social activities Length of session to allow for carer respite Trained staff	**All responses will be taken into consideration and will inform an options appraisal to identify the most appropriate Service Provider.** **The chosen Service Provider will undertake further engagement to determine the exact delivery model and ensure inclusivity is promoted.**
Barriers to accessing a Day Service Lack of information Lack of cultural awareness	
Do you or the individual/group that you represent feel that a Day Service should cater for multiple different health needs in the same session? Yes	
Duration 5 hour session	
Days of operation Daily 7 days a week Evenings	

Borders Carers Centre-

Date	Format	Number of People in attendance by category*	Protected Characteristics Represented
22.03.23	Online survey with paper copies available	2 Responses as an organization – protected characteristic information not recorded	Age 18 +

*Attendance by category – including but not limited to: People using the service, people not using the service - currently, unpaid carers, paid carers, key stakeholders (organisation and job title)
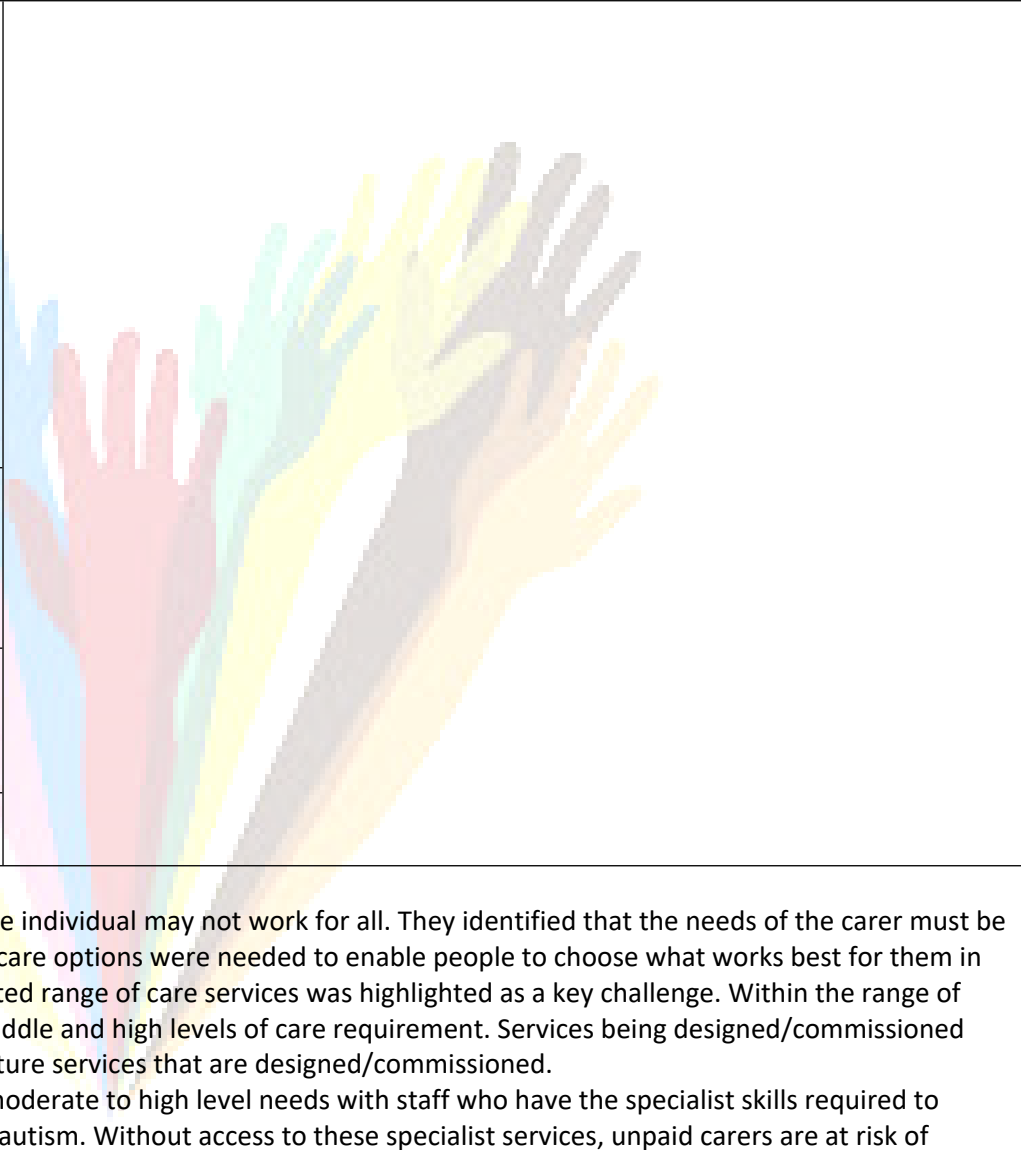
Views Expressed	Officer Response
The things important in a Day Service Personal care Opportunities to socialise with people with similar needs to me Location Transport Length of session to allow carer respite Trained staff (Dementia, Physical Disabilities, Personal care, Moving and handling) **Other -** It is utterly imperative that day service provision is offered in all areas of the Borders and that personal care is provided. Unpaid carers should not have to attend at all - as the day service needs to enable them to access respite for themselves. Transport must be reliable and robust and buildings based. End users (the cared for and the unpaid carers) must be heard prior to the design and commissioning of services and unpaid carers and service users must be at the heart of the commissioning process in terms of involvement and decision making. There is a significant risk that if services are designed in isolation from unpaid carers then it could result in the needs of families in the area not being met and inappropriate allocation of limited resources. The importance of continuously involving the service users at a 'systems level' in order to make improvements in the locality in the future is evident from our ongoing and extensive research	**All responses will be taken into consideration and will inform an options appraisal to identify the most appropriate Service Provider.** **The chosen Service Provider will undertake further engagement to determine the exact delivery model and ensure inclusivity is promoted.**

Barriers to accessing a Day Service
Transport
Lack of staff to provider personal care
Other - Must be staffed properly - Lack of training, skill, facilities and capacity in the community activities Not all community based activities have the skills, training, facilities or capacity to support the range of needs of the cared for. This results in a lack of confidence felt by the carer due to the increased risk to the health, welfare and wellbeing of their loved one. It was also highlighted that community activities are not necessarily regulated and therefore carers needed to feel confident that the community provision was adequate in terms of safety, skills and facilities before they could consider accessing community based activities.

Do you or the individual/group that you represent feel that a Day Service should cater for multiple different health needs in the same session?
No
Not Sure

Duration
5 hour session
Other - It should be flexible to suit the individual. Everyone has different needs

Days of operation
Daily 7 days a week

Other comments
Range of care offered, Participants identified that what works for one individual may not work for all. They identified that the needs of the carer must be considered alongside the needs of the cared for and that a range of care options were needed to enable people to choose what works best for them in their individual set of circumstances. The lack of availability and limited range of care services was highlighted as a key challenge. Within the range of care services, consideration needs to be given for those with low, middle and high levels of care requirement. Services being designed/commissioned should consider the level of needs that can and cannot be met by future services that are designed/commissioned.
Participants highlighted a need for services to specifically cater for moderate to high level needs with staff who have the specialist skills required to support loved ones with high levels of need including dementia and autism. Without access to these specialist services, unpaid carers are at risk of

Burnout or becoming ill as a consequence of the lack of respite and quality rest. Relating to this, the need for overnight respite was also raised as unpaid carers are experiencing continuous disturbed sleep on an enduring basis.

Duration of care
Duration of care was highlighted by participants as a real challenge. Some are experiencing 15 minutes of support and therefore they are only able to access 15 minutes of rest from caring. There was a significant discussion about unpaid carers requiring day long services to enable them to access the respite that they need which will also support their ability to cope with stress, their mental health, allow them to have time that 'is theirs' and socialise. The phrase 'clock watching' was used which could indicate increased stress being placed on unpaid carers as a result of short bursts of care as opposed to day long provision. Again, the needs of the individuals (cared for and unpaid carer) need to be considered and therefore this highlights again the requirement for families to choose from an availability of options on offer in the future.

Location of care services
The location of the services was discussed as an important factor and again raised the need for this to be an option for unpaid carers to choose from in the future. For some, home based care was felt to be most suitable for their situation, for others care outside of the home was required with some unpaid carers reporting that they cannot secure time alone in their own home. Despite the recognition of varying needs, there was a strong expression during the session for making available 'building based' care services for those who wished care to be delivered out with the home.

Continuity of care
Continuity of care was discussed as a key challenge. Unpaid carers expressed the desire to build relationships with carers involved in their family's situation, to get to know them better, to increase confidence and to manage changes (for example holiday periods) more smoothly.
Unpaid carers expressed that they were not experiencing continuity; at times the care available was not able to fit around their lives in terms of scheduling, it was described by some as 'scattergun' and that a more planned approach with better relationships would improve their experience. 'Shared Lives' programme was highlighted to the group as an area of good practice that had positive principles currently being adopted for people with learning disabilities.

Workforce related challenges
The participants at the event began to discuss solutions to some of the workforce challenges that are evident in the care sector. Participants expressed the challenges that the lack of available carers and specialist carers as considerable and a high dependency on reliance on family to support.
In addition, unpaid carers discussed the fact that devolving funding to families was not always their preference and that Self Directed Support (SDS) was not designed to replace statutory care but as an alternative. Devolving the budgets to families does not remove the sector wide issue of a lack of skilled staff and therefore at times it is devolving the burden of securing support. In this example, unpaid carers reported the lack of carers and activities that are available locally via SDS. There was significant concern from the group surrounding the increasing demand and lack of current capacity and that when families are in crisis, there is no support. This increases the risk of unpaid carer burnout and knock on effects on health services.

Identified risk and associated impacts.

The group identified potential solutions in this regard as listed below:

- Improve the profile of the caring role, we need to make it more attractive
- Improve remuneration
- Improved training and skill levels to help people feel proud of their caring role and could improve job retention
- Skills pipeline is varied and so an understanding of what is needed at different levels of care
– this needs to be clearer and investment made into training where needed
- Promote college opportunities to re-skill / up-skill
- Provider specifically commissioned to provide respite services
- Services for lower needs that specifically say personal care is not needed but where people can come and sit and provide company and conversation for the loved one."

"A day service gives that social atmosphere for cared for people and gives the carers a break knowing their cared for person is supported and looked after. Day services make such a difference to both."

Housing Association -

Date	Format	Number of People in attendance by category*	Protected Characteristics Represented
22.03.23	Online survey with paper copies available	Group response, protected characteristics not recorded.	Age 55+

*Attendance by category – including but not limited to: People using the service, people not using the service - currently, unpaid carers, paid carers, key stakeholders (organisation and job title)

Views Expressed	Officer Response
The things important in a Day Service Social activities Personal Care Location Transport	**All responses will be taken into consideration and will inform an options appraisal to identify the most appropriate Service Provider.** **The chosen Service Provider will undertake further engagement to determine the exact delivery model and ensure inclusivity is promoted.**
Barriers to accessing a Day Service Transport	

Do you or the individual/group that you represent feel that a Day Service should cater for multiple different health needs in the same session?	
Not sure	
Duration	
5 hour session	
Days of operation	
Daily 7 days a week	

TDSSG – Teviot Day Services Support Group

Date	Format	Number of People in attendance by category*	Protected Characteristics Represented
22.03.23	Online survey with paper copies available	Group response, protected characteristics not recorded.	55+ years

*Attendance by category – including but not limited to: People using the service, people not using the service - currently, unpaid carers, paid carers, key stakeholders (organisation and job title)

Views Expressed	Officer Response
The things important in a Day Service Personal care Opportunities to socialise with people with similar needs to me Social activities Transport Length of session to allow carer respite Trained staff (Dementia, Physical Disabilities, Personal care, Moving and handling)	**All responses will be taken into consideration and will inform an options appraisal to identify the most appropriate Service Provider.** **The chosen Service Provider will undertake further engagement to determine the exact delivery model and ensure inclusivity is promoted.**
Barriers to accessing a Day Service Transport Lack of staff to provide personal care Lack of information	

Do you or the individual/group that you represent feel that a Day Service should cater for multiple different health needs in the same session?	
No	
Duration	
5 hour session	
At minimum. Previous day service in Hawick operated 6-7 hours per day	
Days of operation	
Daily 7 days a week	
Min Mon day- Friday	

Summary of online survey respondents by Protected Characteristic

Day services survey
results word 05.04.23

Summary of online survey results all areas

Teviot Day Services
IIA survey results.pptx

Summary of online Survey Day Service question results – Hawick Residents only
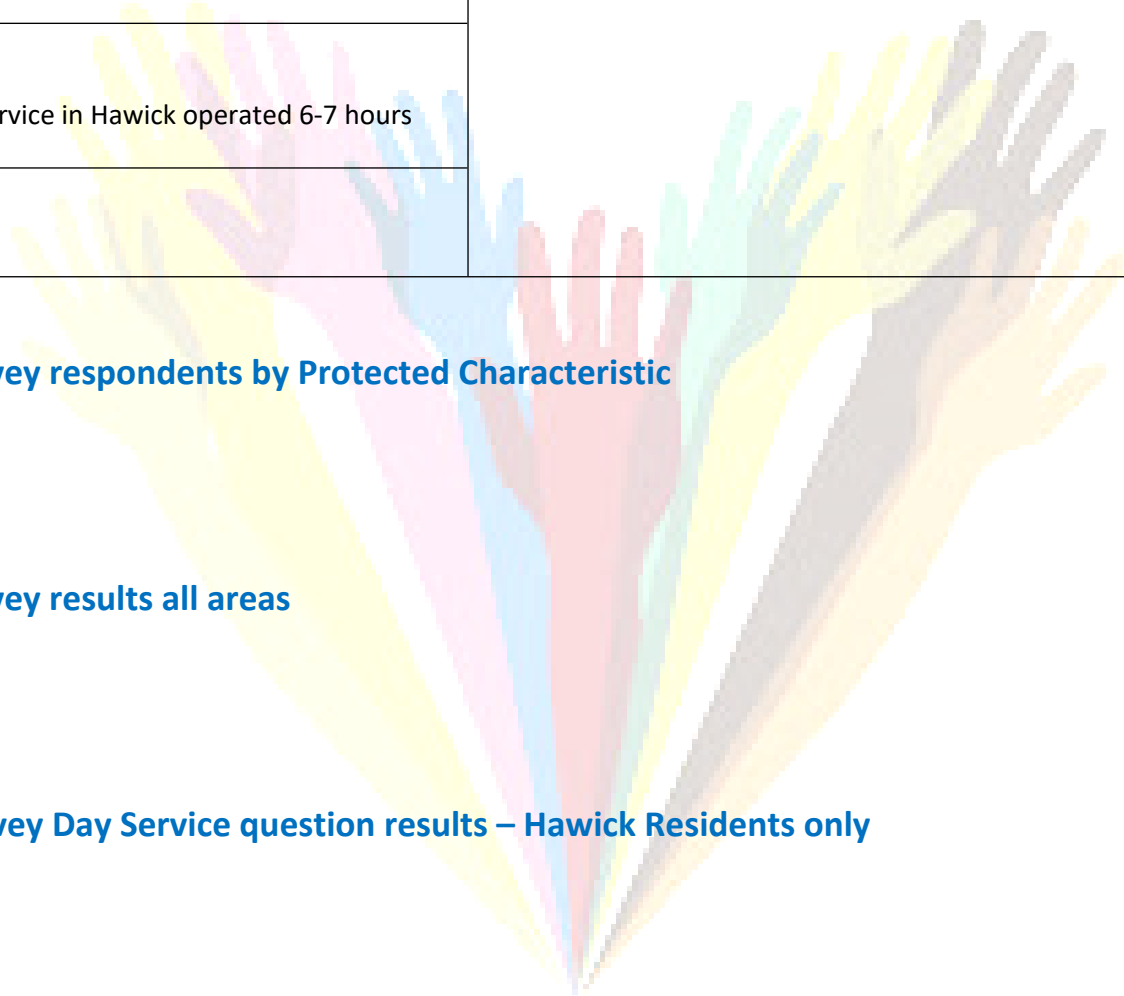
What's important in a Day Service

14% 11%
15% 19%
13% 18%
10%

- Importance
- Personal care
- Opportunities to socialise with people with similar needs to me
- Social activities
- Location
- Transport
- Length of session
- Trained staff

Barriers to accessing a Day Service

19%
0% 40%
3%
10%
26% 2%

- Barriers
- Transport
- Language
- Personal care
- Lack of information
- Lack of cultural awareness
- Other
- No Barriers

Prefered duration of Session

5%
12%
34%
49%

- 3 hr session
- 5 hr session
- Not sure
- Other
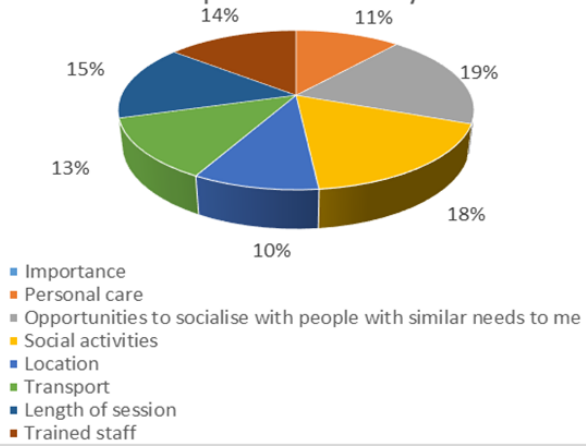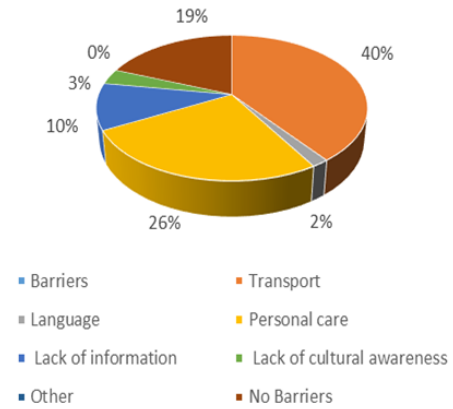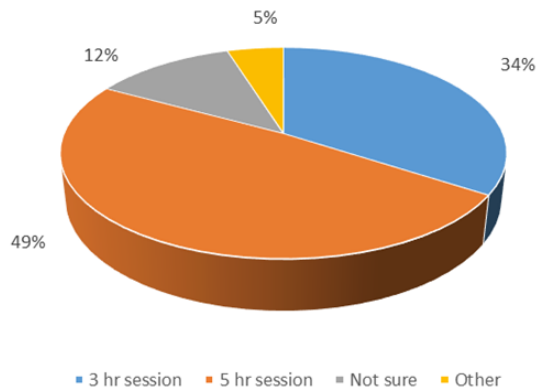
Service that caters for mixed needs in same session ?

24%
54% 22%

- No
- Not sure
- Yes

Days of operation

58% · 31% · 7% · 4%

■ Days ■ Mon - Fri ■ 7 Days a week ■ Evenings ■ Not Sure
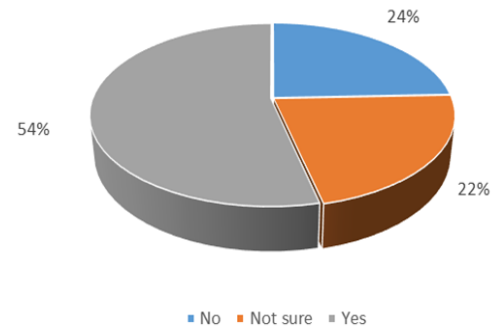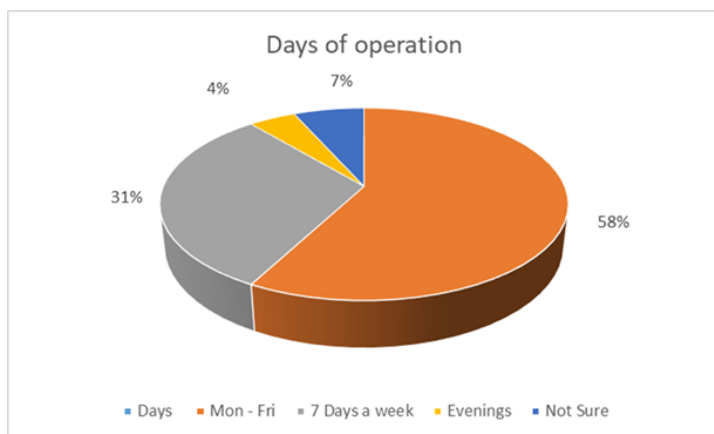
Engagement events 2 – NDTI Engagement sessions across the locality

NDTi Session -Teviot

Date	Format	Number of People in attendance by category*	Protected Characteristics Represented
Monday 23 January 12-2pm Wednesday 25 January – between 11 and 2pm Wednesday 1 March, 7 - 8.30pm	Lunch time meeting in Hawick Town Hall Heart Of Hawick Café/ Bar Online MS Teams	120 in total. Members of the Public 32 Interested in Dementia 3 Families/unpaid Carers 14 Current service users39 Social work/NHS 14 Volunteers3 Other 15	Protected Characteristics not recorded.

Thursday 26 January, 12.30 - 1.30 pm	Evergreen Lunch Club, Hawick		
13 February, 10.30 am - 1.30 pm	Social Centre, Hawick		

*Attendance by category – including but not limited to: People using the service, people not using the service - currently, unpaid carers, paid carers, key stakeholders (organisation and job title)

Views Expressed	Officer Response
Bonchester Bridge – Transport is limited, people with poor mobility or dementia need support to get to activities or are isolated. Lack of home Carers, so caring responsibility falling to families. Lack of respite for unpaid/informal Carers. A day service for people with complex needs – including transport.	**All responses will be taken into consideration and will inform an options appraisal to identify the most appropriate Service Provider.** **The chosen Service Provider will undertake further engagement to determine the exact delivery model and ensure inclusivity is promoted.**
Denholm – Transport is limited, Shortage of home Carers and limited visit time, lack of respite for Carers, lack of volunteers. Day support with trained staff – including bathing, dementia support, company and stimulation, better day service usage if in Hawick but transport would need to be provided.	
Hawick – Home care – 15 min visits are not enough, shortage of volunteers, better coordination of volunteers, respite for carers, social opportunities for people with physical disabilities. Main need – day service for high level needs (dementia and frailty and physical disabilities)	
Newcastleton – Carers respite in their own homes, support with higher/complex needs and social interaction required, Provision must provide transport and support for transport, need building	**A peripatetic Day service will be considered for Newcastleton once the full needs are assessed.**

based day service for people with higher needs, need care home in the village with day centre.	

Needs assessment of unpaid Carers in the Scottish Borders 2022

Date	Format	Number of People responded	Protected Characteristics Represented
November 2022	Online Carers Survey via the NHSB webpage and Distributed to the following groups – • Carers Workstream Steering Group • BOPF (Borders Older People's Forum) • All NHS & SBC employees Meeting of Minds • NHS & SBC social media pages (Facebook, Twitter) • Galashiels Jobcentre Plus • Ability Borders The Bridge • AccessAble Borders NHS Borders Public Involvement Members • Skills Development Scotland SBC Area Partnerships (via Shona Smith) • Borders Additional Needs Group (BANG) Youth Borders • Volunteer Centre Borders Veterans First Point • Citizens Advice Bureau Live Borders • Borders Carers Centre What Matters Hubs • Encompass Borders Dementia Resource Centre	244 respondents. Respondents were aged 18-65+ years, with 70.2% aged 18-64 years.	**Age** • 17 years and under - 3 • 18 - 64 years - 171 • 65+ years - 70 **Disability** **Gender** • Female - 186 • Male - 55 • Non Binary - 1 • Prefer not to say - 2

Disability table:

Diagnosis	Number of responses
Physical Disability	83
Neurological	76
Dementia	63
Mental Health	55
Learning Disability	48
Frailty	48
Neuro-developmental	40
Life-limiting conditions	30
Other	26
End of Life Care	7
Addiction	5
Cancer	5
Prefer not to say	2

		Race
	• Red Cross PAC Service Practice Managers • Borders Care Voice District Nurses • Berwickshire Association of Voluntary • Service (BAVS) • Dementia Café Hawick • We Are With You Local Community Councils • Alliance Scotland Local newspapers	• Mixed/multiple ethnicity - 2 • Other Ethnic background - 1 • Prefer not to say - 7 • White - 234 **Religion** (not recorded) **Pregnancy & Maternity** (not recorded) **Sexual Orientation** (not recorded)

Views Expressed	Officer Response
The majority of respondents to the health and wellbeing section felt their own health was affected by their caring role, with 73% agreeing with this statement.	**The views of Carers is being considered along with the other stakeholder groups to inform the model of provision provided.**
Others felt their wellbeing was affected, with 62% unable to undertake exercise or physical activity under their caring duties. Reasons given for this included anxiety, exhaustion, time and unable to leave those they care for alone.	
When asked if able to leave the person they care for at home alone, 42% of respondents said they were not able to, with reasons including their age (school age), risk of injury or harm and confusion.	
When asked if they are able to have time out from the demands of their caring role, whether be a few hours to themselves or a day away or holiday, 38% of respondents felt that they could somewhat, with an equal percentage of 30% answering both yes and no.	
Respondents were able to select multiple options when asked what would be needed in order for them to take time out and what they felt the barriers were this. 13% of respondents felt that an at home sitting service would be of benefit to them, followed closely by replacement care, an ad hoc care service and community-based support and activities at 12%.	

What would you need to be able take time out?
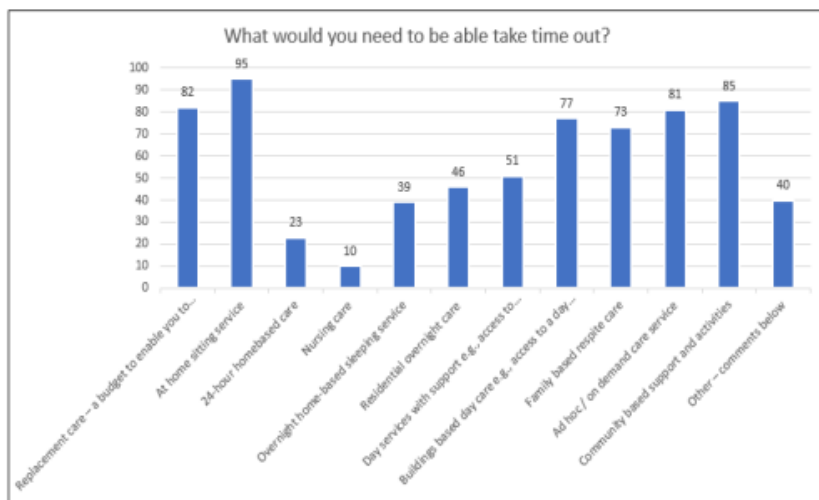
77 unpaid Carers indicated that buildings based day care would help them to take time out. When exploring which localities these 77 individuals raising concerns about day service provision were based in, responses were particularly pronounced from the Teviot and Liddesdale locality, with 46% of comments on day service provision being required to get time out being from Carers in this locality, followed by 21% in Eildon, 12% in Tweeddale, 12% in Berwickshire, and 9% in Cheviot.

A lack of appropriate services was the most selected option amongst barriers against time out for carers. 16% of respondents selected this option with 14% agreeing that a lack of choice and flexibility was also an issue. A lack of paid carers with appropriate skills and an insufficient personal budget were also selected by 11% of respondents respectively.

What are the barriers to you being able to take time out?
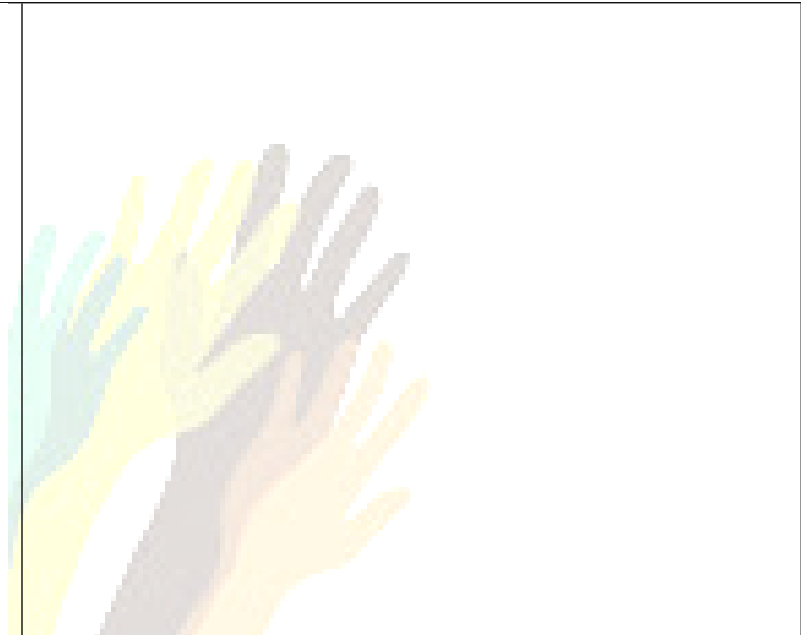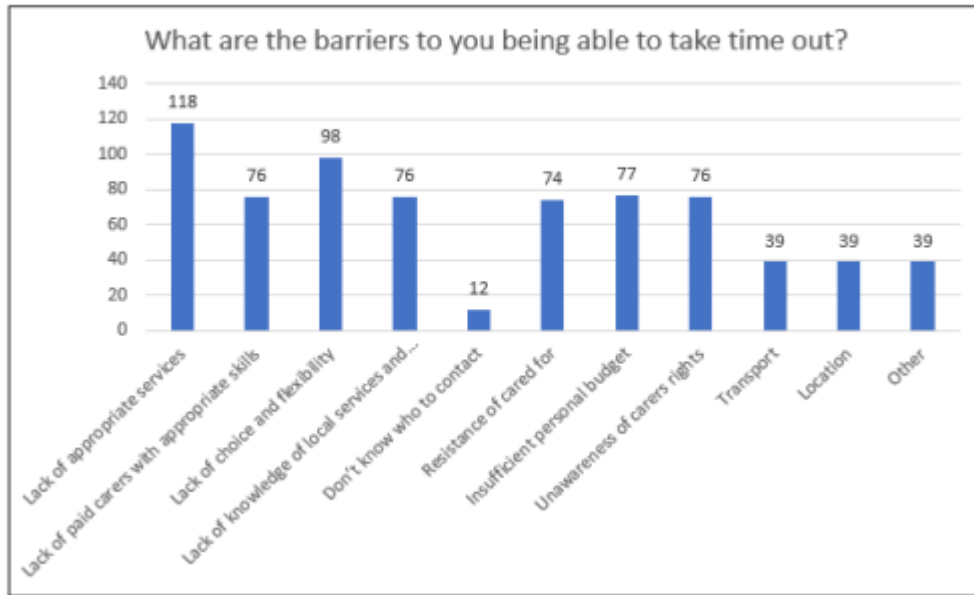
Needs assessment of unpaid Carers in the Scottish Borders Report 2022

Unpaid Carers
survey results.pdf
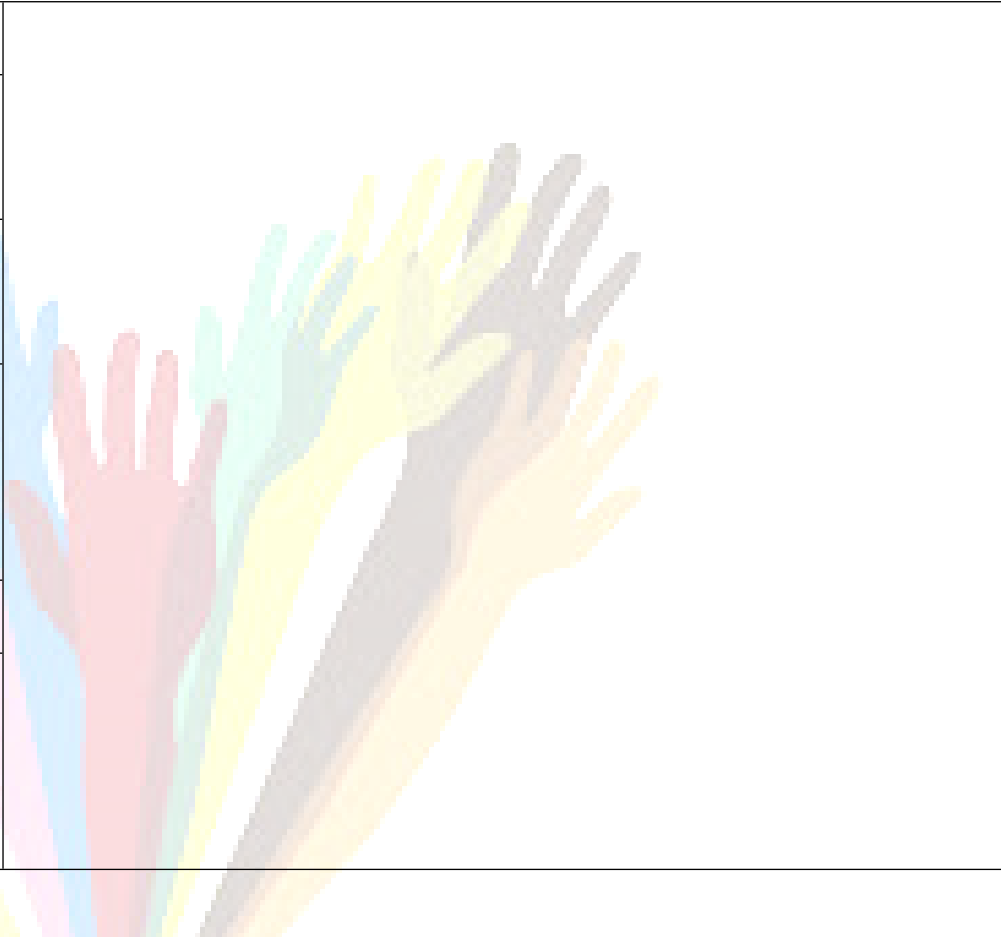
NDTi We have listened Feedback report

Date	Format	Number of People in attendance by category*	Protected Characteristics Represented

October 2022	An online survey • Face to face engagement sessions in locality venues • Online engagement sessions including evening sessions • Face to face and online meetings with key stakeholder groups • A limited number of one-to-one telephone conversations with those who were unable to access online sessions. Engagement with the following groups - Physical Disability Group • See/Hear Group • Mental Health Forum • Self-Directed Support (SDS) Group • People with Learning Disabilities (from Local Citizens Panels) • Dementia Working Group • Carers (through survey responses and noting the involvement of carers in a number of these stakeholder sessions) • Borders Older People's Partnership • People from Ethnic Minorities (employees at Farne Salmon) • People in the LGBT community • Homelessness workshop (part of Housing Strategy engagement	236 responses from people who identified as unpaid Carers. It is unclear how many of these people responded to both the Carers survey and the NDTi engagement. 90 of these responses were from the Teviot Locality.	**Age** • 17 years and under • 18 - 64 years • 65+ years **Disability** **Gender** • Female • Male • Non Binary • Prefer not to say **Race** • Mixed/multiple ethnicity • Other Ethnic background • Prefer not to say • White **Religion** **Pregnancy & Maternity** **Sexual Orientation**

*Attendance by category – including but not limited to: People using the service, people not using the service - currently, unpaid carers, paid carers, key stakeholders (organisation and job title)

Views Expressed	Officer Response
In common with the carers survey, the "We Have Listened" consultation noted that the need expressed for buildings based day services was strongest in the Teviot and Liddesdale area, reinforcing the carer survey results that the greatest expressed need for adult buildings based adult day services provision from our communities is in the Teviot and Liddesdale area.	**All responses will be taken into consideration and will inform an options appraisal to identify the most appropriate Service Provider.** **The chosen Service Provider will undertake further engagement to determine the exact delivery model to ensure inclusivity is promoted and respite opportunities for those in a caring role.**
What doesn't work so well in Teviot - Day support - some people said they "feel like prisoners in their own homes because [day] services don't exist". This also impacts on carers for people who are considered to have lesser needs who	

want someone to provide intermediate support, signposting or assisting people with basic support while they are out and about
One of the **key priorities reported for Teviot** was the need to focus on the growing demands around dementia, including treating people with dignity and respect, good quality day services, support for carers and training for staff
Overall feedback from the Carers Group included – Improving support to carers especially unpaid carers such as spouses, partners, children, parents, etc... As this seems to be the prominent issue that often falls between the gaps
Provision of day services for older adults in the community. It keeps them active which improves physical and mental health, it addresses loneliness and social isolation and it gives elderly spouses with their own health issues opportunities to rest (which supports them to continue caring) while cared for spouse gets positive effects noted above
That unpaid carers, particularly those caring 24/7, have regular respite across a variety of options.
What works less well and needs to be improved? • Carers' own health and wellbeing affected by their caring role due to increased anxiety, exhaustion, time and unable to leave those they care for alone. • Time out for carers – with a lack of appropriate services being the biggest barriers to time out for carers.
NDTi We Have Listened Full Report

MAINSTREAMING REPORT AND EQUALITY OUTCOMES PROGRESS REPORT 2021-2023

Report by Director People Performance and Change

Scottish Borders Council

29 JUNE 2023

1   PURPOSE AND SUMMARY

1.1   The report seeks approval of the Scottish Borders Council Equality Mainstreaming Update Report 2021–2023 in order that it may be published to meet legal requirements.

1.2   The Council has statutory obligations under the Equality Act 2010 and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 to meet the Public Sector Equality Duty and to mainstream equality throughout its functions. As part of this duty the Council is required to publish a report on the progress it has made every two years. The Council must publish its Update Report for the period 2021-2023.

2   RECOMMENDATIONS

2.1   **I recommend that Council:-**

Approves the Equality Mainstreaming Update Report 2021 – 2023, as set out in the Appendix to this report for publication.

3   BACKGROUND

3.1 The Equality Act 2010 created the Public Sector Equality Duty. This requires public bodies, when exercising their functions, to have due regard to the need to:
- Eliminate discrimination, harassment and victimisation;
- Advance equality of opportunity and
- Foster good relations between people with different protected characteristics.
  This applies to all of the protected characteristics designated by the Act with the exception of marriage and civil partnership.

3.2 The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 impose further duties on Scottish public authorities for the purpose of enabling better performance of the Public Sector Equality Duty:
a) . to report on mainstreaming the equality duty
b) to publish equality outcomes and report progress;
c) to assess and review policies and practices;
d) to gather and use employee information;
e) to publish gender pay gap information;
f) to publish statements on equal pay;
g) to consider award criteria and conditions in relation to public procurement;
   .

3.3 The Council requires to publish an Equality Mainstreaming Report every four years with an update report in the intervening two years. The Council published its third Equality Mainstreaming report in 2021. This report set out the approach the Council would take to mainstreaming the Equality Duty and also contained its Equality Outcomes.

4   CURRENT SITUATION

4.1 Scottish Borders Council is now required to publish an Equality Mainstreaming Update Report by the end of April 2023.This report requires to detail the work and progress the Council has undertaken to mainstream the Equality Duty together with progress against the Council's Equality Outcomes and Workforce Data.

4.2 The draft Update Report is produced at Appendix 1. It provides a range of good practice examples that demonstrate how equality is mainstreamed into our working practices and our achievements made against each Equality Outcome

5   IMPLICATIONS

5.1 **Financial**
There are no direct financial implications.

5.2 **Risk and Mitigations**

If the Mainstreaming Update Report is not published, the Council will be in breach of its obligations under the Equality Act. Because the report requires to be published, a failure to do so could result in adverse comment from private citizens, interested groups and the media, resulting in reputational damage.

The Equality and Human Rights Commission has statutory responsibility for monitoring the compliance of public authorities with their obligations under the Equality Act. Non- compliance can result in the issue of a compliance notice or the raising of proceedings for Judicial Review.

5.3 **Integrated Impact Assessment**

An Integrated Impact Assessment has been prepared and accompanies this report.

5.4 **Sustainable Development Goals**

The proposals in this report have no impact on the Council's commitment to the UN Sustainable Development Goals

5.5 **Climate Change**

There is no impact on climate change as a result of the proposals in this report.

5.6 **Rural Proofing**

There are no rural proofing implications contained in this report.

5.7 **Data Protection Impact Statement**

The report contains case studies which in some cases identify individuals. The individuals so identified have consented to the details published in the report.

5.8 **Changes to Scheme of Administration or Scheme of Delegation**

There are no changes required to either the Scheme of Administration or Scheme of Delegation as a result of publishing the Equality Mainstreaming Update report.

6 **CONSULTATION**

6.1 The Acting Chief Financial Officer, the Interim Chief Officer Corporate Governance (Monitoring Officer) /, the Chief Officer Audit and Risk, the Clerk to the Council and Corporate Communications have been consulted and their comments have been incorporated into this report

Approved by

Clair Hepburn   **Director – People Performance & Change**

Author(s)

Name	Designation and Contact Number
Iain Davidson	Employee Relations Manager Tel: 01835 825221

Background Papers:

- Appendix 1- Draft Equality Mainstreaming Update Report 2021-2023 with Employee Data

Previous Minute Reference: [insert last Minute reference (if any)]

Note – You can get this document on tape, in Braille, large print and various computer formats by contacting the address below. Iain Davidson can also give information on other language translations as well as providing additional copies.

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Scottish Borders Council
Equality Mainstreaming Update Report 2023 - 2025

June 2023
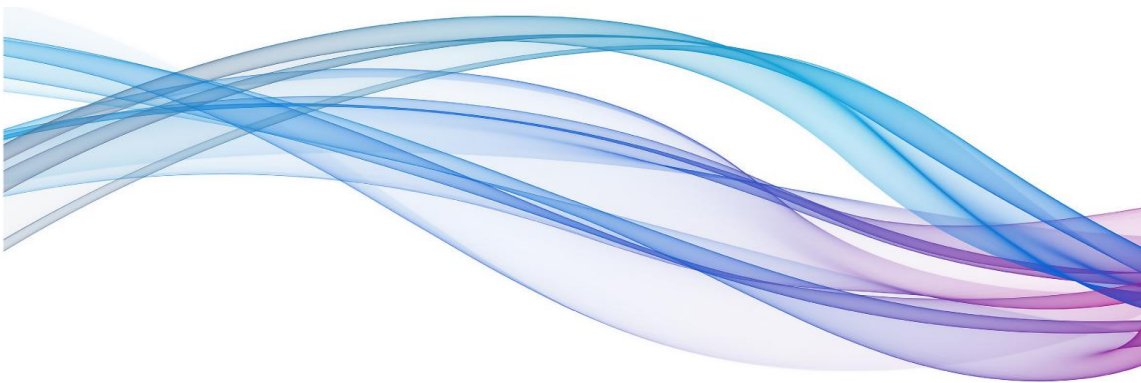
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Scottish Borders COUNCIL

FOREWORD FROM THE CHIEF EXECUTIVE

This document presents Scottish Borders Council's Equality Mainstreaming Update Report for the period 2021- 2025.

The Council is committed to tackling discrimination, advancing equality of opportunity and promoting good relations both within our workforce and the wider community.

Mainstreaming equality is the process by which we will work towards achieving this as an organisation. Mainstreaming equality is about integrating an equality perspective into the everyday work of the Council, involving managers and policy makers across all council services, in collaboration with our Business & Community Partners.

Equality mainstreaming is a long term approach that aims to make sure that policy making within the Council is fully sensitive to the diverse needs and experiences of everyone affected. The approach will help to provide better information, transparency and openness in the way we make decisions about our services and resources.

This report sets out our approach to eliminating discrimination, offering equality of opportunity and fostering good relations in relation to provision of services and as an employer. This means ensuring that equality, diversity, inclusion and human rights are at the heart of everything the Council does. The report also includes progress updates from SBC's Education Service and Licensing Board together with the next steps which we will take as we continue to work to embed the Equality Duty within all of our services.

Finally, I would like to thank all of you that have contributed to the formulation of this update report. Together we are working hard to ensure that the Scottish Borders meets the needs of all members of our community.

David Robertson

Scottish Borders Council Chief Executive

FOREWORD FROM Councillor Mark Rowley -Executive Member for Service Delivery & Transformation including Equalities/HR

I took up my duties as Scottish Borders Council's Equality Champion in 2022.

It is clear that the Scottish Borders is becoming a much more diverse place and there is a growing understanding across Borders communities about the importance of equality matters in their daily lives and in the delivery of services.

The Mainstreaming Equality Report 2021– 2025 set out the steps that Scottish Borders Council will be taking in its equalities journey.

In the last two years the Council has taken some significant steps forward to meeting the Equality Duty as highlighted within this report. It is important however that we continue to work together and show leadership to ensure we build upon this important work.

Councillor Mark Rowley
Executive Member for Service Delivery & Transformation

4

CONTENTS

5

Introduction: The Context

The Equality Duty

The Equality Act 2010 places an equality duty on all public bodies in the United Kingdom.. In summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

These are sometimes referred to as the three aims or arms of the general equality duty. The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Mainstreaming the Equality Duty

In Scotland public bodies are required to perform a set of specific duties to assist them in meeting the general duty: These are set by secondary legislation:
- . Report on mainstreaming the Equality Duty.
- Publish Equality Outcomes and report progress.
- Assess and review policies and practices.
- Gather and use employee information.
- Publish gender pay gap information.
- Publish statements on equal pay.
- Consider award criteria and conditions in relation to public procurement.

Public bodies must publish Equality Mainstreaming Reports every four years, with update reports in the intervening two years.

Scottish Borders Council's Approach

Scottish Borders Council (SBC) has published three Equality Mainstreaming reports covering the periods 2013 – 2017, 2017 – 2021, and 2021 2025. These

6

reports set out the approach we will take to mainstreaming the Equality Duty and also contain our Equality Outcomes.

You can find our mainstreaming reports here:

https://www.scotborders.gov.uk/info/20062/strategies_plans_and_policies/928/equality_and_diversityfairer_scotland_duty/4

We are required to provide an update on the progress we have made over the last two years. This forms the basis of this report.

SBC's new Council Plan. April 2023

Additionally, we have adopted a new Council Plan that sets out our strategic framework for action. In developing our plan we wanted to ensure that it:

- is short and simple but clear in its actions and aims.
- sets a strategic framework for Council decision-making and operations and for the Council's Financial Plans.
- operates in sync with the Council's Budget Setting Process.
- is informed by strong engagement with Elected Members.
- is effectively linked with a Performance Management Framework and an embedded culture of continuous improvement.

The Council Plan is based on six outcomes that we aim to deliver for the Scottish Borders.

Five of the outcomes focus on improving the wellbeing of citizens within the Scottish Borders and making our region a more sustainable and better place to live, work in and to visit.

The sixth outcome is about developing a Council that is as effective and efficient as it can be – we need to do this in order to deliver on the other five outcomes.

FOCUS	OUTCOMES
Improving the wellbeing of citizens within the Scottish Borders and making our region a more sustainable and better place to live, work in and to visit	1. Clean, green future 2. Fulfilling our potential 3. Strong inclusive economy, transport and infrastructure 4. Empowered, vibrant communities 5. Good health and wellbeing
Developing a Council that is as effective and efficient as it can be	6. Working together improving lives

A key part of our Council Plan remains the recognition that, if the Scottish Borders is to successfully meet future challenges and grasp future opportunities, this requires everyone to play their part - from us delivering services to volunteers supporting communities throughout the Scottish Borders; from us

7

reducing our greenhouse gas emissions to residents seeking to reduce their waste and to put the right things in the right bins.

Working with you and our partners, we are committed to improving lives. This is a shared endeavour

Equality and Diversity in the Scottish Borders - Statistics

2021 population of Scottish Borders - **116,020 (National Records of Scotland Mid 2021)**

852 **births** in the Scottish Borders in 2021 (10.1 per 1,000, compared to 8.7 for Scotland)

1,488 **deaths** in the Scottish Borders in 2021 (12.6 per 1,000 compared to 11.6 for Scotland)

Population by Age (2021, National Records of Scotland)

16.2% of the Scottish Borders population is under the age of 16 (16.7% Scotland)

58.3% of the Scottish Borders population is aged 16 to 64 (63.8% Scotland)

25.6% of the Scottish Borders Population is aged **65 or older (**19.6% Scotland)

Gender and age band - % of total population

Gender	Male	Female
Age 0 to 15	8.3%	7.9%
Aged 16 to 64	28.4%	29.9%
65+	12%	13.6%
Total	48.7%	51.3%

Disability or health condition
In the 2019 Scottish Survey Core Questions, **22.4%** of the Scottish Borders population said they had a long term health condition or disability. **(Scotland = 25.9%)**
The older but more accurate information from the **2011 Census** found that **29.8% of Scottish Borderers had at least one** long-term health condition or disability. **(Scotland = 29.9%)**
The biggest disability/LT Health condition groups among the 113,870 respondents were:
- 7.5% deafness/ hearing loss **(6.6% Scotland)**
- 6.1% physical disability **(6.7%)**
- 3.5% mental health condition **(4.4%)**
- 2.5% blindness/ sight loss **(2.4%)**
- 1.9% learning difficulty eg dyslexia **(2%)**
- 0.6% developmental disorder eg autism **(0.6%)**

Life Expectancy (National Records of Scotland)

2019-21	Scottish Borders		Scotland	
	Male	**Female**	**Male**	**Female**
At Birth	79.7	82.5	76.5	80.8
At Aged 65-69	18.8	20.6	17.4	19.7

Causes of death by gender
The **leading cause of death in Scottish Borders males** in 2021 was **Ischaemic Heart Diseases**, accounting for 16% of all male deaths. Other leading causes of death for males were: **Dementia and Alzheimers, prostate cancer, stroke and lung cancer**
The leading cause of death in Scottish Borders females in 2021 was **Ischaemic Heart Diseases**, accounting for 9.4% of all female deaths. Other leading causes of death for females were: **Dementia and Alzheimers, Stroke, lung cancer and respiratory disease**

Ethnicity and National Identity
The **2019 Scottish Survey Core Questions** found that **70%** of respondents in the Scottish Borders were **White Scottish (Scotland = 75.9%)** and **25.9%** were **other British (17.4%).** This is based on a small sample of respondents.
The older, but more representative, **2011 Census** found the following**:**
- **78.8%** of the 113,870 respondents were **White Scottish (Scotland = 84%)**
- **16.4%** were **White Other British (7.9%)**
- **0.7%** were **White Irish (15%)**
- **1.1%** were **White Polish (1.2%)**
- **1.7%** were **Other White ethnicities (2%)**
- **0.6%** were **Asian, Asian Scottish or Asian British (2.7%)**
- **0.6%** were **Other ethnic groups (1.3%)**

National identity (2011 Census):

9

- 0.5% learning disability eg Down's Syndrome **(0.5%)**
- 18.1% with another long term health condition **(18.7%)**

Health

The **2019 SSCQ** found that:
- **74.4%** of adult respondents said their general health was **good or very good (72%)**
- **18.2%** said it was **fair (19.8%)**
- **6.9%** said it was **bad or very bad (8.1%)**

The older, but more representative, **2011 Census** found that:
- **84.1%** of the Scottish Borders population (113,870 people) said their health was **good or very good (82.2%)**
- **4.2%** of the Scottish Borders population said their health was **bad or very bad (5.6%)**
- **81.5%** of the Scottish Borders population said their life was **not limited at all** by a long-term health problem or disability **(80.4%)**
- **10.6%** said it was **limited a little (10.1%)**
- **8%** said it was **limited a lot (9.6%)**

Unpaid Care

The **2019 SSCQ** found that **17.6%** of adult respondents provided unpaid care to a relative or friend **(Scotland = 16.1%)**

The older, but more representative, **2011 Census** found that:
- **9.1%** of people in Scottish Borders provided unpaid care (10,346 people **(Scotland = 9.3%)**
- **59%** of these were female **(59.2%)**
- **54.4%** were employed **(53.2%)**
- **22.4%** were aged over 65 **(19.3%)**
- **1.8%** were aged under 16 **(2%)**
- **5.6%** of all respondents (113,870 people) provided 1 to 19 hours of unpaid care a week **(5.2%)**
- **0.8%** provided 20 to 34 hours of care a week **(0.9%)**
- **2.7%** provided over 35 hours of unpaid care a week (**3.3%**)

- **57.7%** of the 113,870 respondents identified as **Scottish only (62.4%)**
- **10.7%** identified as **British only (8.4%)**
- **16.9%** identified as **Scottish and British (18.3%)**
- **2.6%** identified as **Scottish and something else (1.9%)**
- **5.6%** identified as **English only (2.3%)**
- **3.3%** identified as **other combinations of UK identities (2%)**
- **3.2%** identified as **something else other than the above (4.7%)**

Out of all the 2011 Census respondents born outside the UK (5,858 people):
- **47.3%** had been in the UK for **more than 10 years (37.4%)**
- **21.5%** had been in the UK **for two to five years**
- **19.4%** had been in the UK for **five to ten years (18.8%)**
- **11.9%** had been in the UK for **less than two years (22.1%)**

Out of all the 2011 Census respondents aged 3 and over (110,514 people):
- **98.9%** spoke English very well **(98.6%)**
- **3.3%** used a language other than English in the home **(3.9%)**
- **1%** did not speak English well **(1.2%)**
- **0.3%** were able to speak Gaelic **(1.1%)**
- **0.1%** did not speak English at all **(0.2%)**

Competency in English – Scottish Borders pupils
A February 2023 snapshot of the Scottish Borders school roll for 2022-23 showed that of the 14,276 pupils:
- **94.5% spoke English as a first language**
- **2.5% were competent or fluent in English**
- **2.7% were developing competency, new to English, in the early acquisition stage or had limited communication in English**

LGBT (Scottish Borders Council Schools)
67% of young people in the Borders said they know someone who is either: Lesbian, Gay, Bisexual or Transgender.

1.4% of adults identify as **Lesbian, Gay, Bisexual or Other (Scotland = 2.9%) (Scottish Survey Core Questions 2019)**
Following the relaxation of Coronavirus restrictions, there was just **one same-sex Civil Partnership registration** in the Scottish Borders in 2021, compared with **20 mixed-sex Civil Partnerships** and **606 marriages.**

Financial wellbeing in adults
The 2019 Scottish Household Survey found that:

- **60%** of adults said they **manage very or quite well for money (Scotland = 56%)**
- **33%** said they **get by alright (36%)**
- **7%** said they **don't manage well or are in financial trouble (9%)**
- **17%** of respondents earning **less than £15k p.a.** said they did not manage well **(17%)**
- **5%** of respondents earning **between £15-30k p.a. s**aid they did not manage well **(9%)**
- **3%** of respondents earning **over £30k p.a.** said they did not manage well **(4%)**
- **Working-age adult households of any size** were more likely to not manage well **(11%)** than **families (7%)** or **pensioner households (3%)**
- Households in the **social rented sector** were more likely to not manage well **(13%)** than **owner-occupied households (2%)**
- **Households dependent on welfare benefits** were more likely to not manage well **(15%)** or **just get by (42%)** than **households with earnings (6%/ 35%)**
- **Households where the highest earner is female** were more likely to not manage well **(11%)** than where they are **male (5%)**
- **29%** of Scottish Borders households said they **had no savings (Scotland = 22%)**

Religion
In the **2019 Scottish Survey Core Questions, 59%** of Scottish Borders adult respondents said they had **no religion. This is based on a small sample of respondents.**
In the older, but more representative, **2011 Census:**

- **39.4%** of the 113,870 respondents identified with **Church of Scotland (32.4%)**
- **6.3%** identified as **Roman Catholic (15.9%)**
- **7.6%** identified as Other Christian **(5.5%)**
- **0.2%** identified as **Muslim (1.4%)**
- **0.7%** identified with **another religion (1.1%)**
- **37.8%** said they had **no religion (36.7%)**

Child Poverty

- **19.5%** children **lived in poverty** (after housing costs) in the Scottish Borders in 2020-21 (**Scotland = 20.9%)** (LGBF)
- **7.5%** of Scottish Borders children lived in the **most income-deprived quintile** in 2020, **significantly lower than** Scottish average of **19.7% (ScotPHO OPT)**
- **12.1% of Scottish Borders children received free school meals** in 2020, **significantly better** than the Scottish average of 17.5%. This has **remained consistent for the past five years**, but these figures from Scottish Government Statistics pre-date the Covid-19 pandemic.
- **Overall, 14.6% of P6-S6 pupils** in the Borders **received means-tested free school meals** in 2022-23 **(SEEMIS)**
- **40.4% of Scottish Borders P6-S6 pupils from Deprivation Quintile 1** received means-tested free school meals, compared with **3.9% of P6-S6 pupils from Quintile 5, a gap of 36.5 percentage points**
- **Overall, the uptake of universal free school meals in P1- P5 was 17%. Free School Meals are offered to P1- P5 pupils, regardless of circumstances.**
- **Scottish Child Payment** is a new benefit of a £10-per-week "top-up" for children aged under 6 in low-income families
- **4,980 applications** have been received by Scottish Borders families for **Scottish Child Payment** between February 2021 and December 2022, **2,730 (87%)** of which were authorised
- **This amounts to 36,160 payments** worth **£2,739,955,** made to Scottish Borders

- **12%** said they had **savings of less than £1k (13%)**
- **54%** said they had **savings of more than £1k (56%)**
- **3%** of respondents said they had **no bank account (Scotland = 1%)**

This was prior to the Covid pandemic and the cost-of-living crisis, and is based on a small sample size.

families, between Feb 21 and Dec 22 **(ScotGov)**

- Scottish Child Payment statistics are **expected to increase from December 2022** since the benefit was **increased to £25 per week and includes all children aged under 16** from low-income families

Fuel Poverty

According to the 2021 **SBC Anti – Poverty Strategy,** around **29%** of all households in the Scottish Borders are fuel poor, equivalent to approximately **16,000 households**.

In the 2017-19 SCHS, **28.6%** of Scottish Borders households were living in **fuel poverty (Scotland = 24.4%)** and **13.6%** were living in **extreme fuel poverty (11.9%)**

Regional Pay Gap (**Nomis, 2022**)
- In 2022, the **median gross weekly pay** for full time workers working in the Scottish Borders (workplace based) was £571.30, £69.20 less than the £640.50 for full-time workers working elsewhere in Scotland. This is **89% of the Scottish figure**.
- In 2022, the **median gross weekly pay** for full time workers living in the Scottish Borders (residence based) in the Scottish Borders was £617, **£23 below** the £640 for Scotland or **96% of the Scottish figure**.
- The regional pay gap between Scottish Borders and Scotland has improved since 2020.

Gender Pay Gap

Source: NOMIS/ ASHE 2022 (Office of National Official Statistics Labour Market/Annual Survey of Hours and Earnings
- In 2022, the median (average) gross weekly wage for **male full-time workers working in Scottish Borders was £577.20** (Scotland £678.40).
- **For females it was £533.70** (Scotland £604.50), **a gender pay gap of £43.50 a week** (Scotland £73.90).
- The median gross weekly wage for **male full-time workers living in Scottish Borders was £625.80** (Scotland £675.10).
- **For females it was £577.80** (Scotland £607.70), **a gender pay gap of £48 a week.** (Scotland £67.40).
- These gender pay gaps **appear less severe than the Scotland average,** but there is **also a regional pay gap** between Scottish Borders and the Scottish average.
- This means that it is **harder for workers living and working in the Scottish** Borders to find average-or-above-average-paid work by Scottish standards, and, **for women, the challenge is even worse.**

Mainstreaming Equality

Our 2021– 2025 Mainstreaming Report contained a high level action plan that when implemented would help us mainstream equality within the Council and across the Scottish Borders. Whilst work continues on the action plan the following are examples of how equality is being mainstreamed in our service provision and working practices.

The report concludes with a list of our Equality Outcomes, and examples of how these Outcomes are being met.

Unaccompanied Asylum Seeking Children

The National Transfer Scheme whereby all local authorities are required to take a percentage of Unaccompanied Asylum Seeking Children (UASC) arrivals was made mandatory for all local authorities in November 2021. As a result, as with other Scottish local authorities, the Scottish Borders saw a significant rise in the number of UASC over 2022. At the beginning of 2022, 2 UASC and 2 trafficked young people were looked after by Scottish Borders Council. At the end of the year there were 11 UASC and 3 trafficked young people. This significant increase has led to the need to adapt and build services to meet their needs. Unaccompanied Asylum Seeking Children cannot be treated as a homogeneous group. The unique experiences of UASC and the associated trauma related to their displacement are important considerations in their day to day care. All UASC will be subject to an holistic statutory assessment of their needs.

To best meet the needs of this group of young people, the Children and Families Social Work Throughcare/ Aftercare Team took on the primary responsibility for UASC. In order to do this effectively, in addition to a Social Worker with previous experience of working with asylum seekers, the team also created a new Unaccompanied Asylum Seeking Children Support Worker post. The post holder is also experienced in working with asylum seeking young people. Their role is primarily one of individual support and includes accommodation/independent living support tasks; financial support; support around education, training and employment; health in accessing health provision; familiarisation of local community; provision of an advocacy and mentoring role; and support with formal meetings, Home Office interviews, etc.

The post holder started work in November 2022 and immediately made a significant impact on working directly with unaccompanied asylum seeking young people in helping them access a range of supports and services which best meet their needs.

Additionally, services have developed to meet the overall needs of UASC: the Scottish Borders Fostering Service recruited 2 fostering households specifically for UASC and continues to recruit and assess specific carers.

13

Work and liaison has also taken place with local Registered Social Landlords to provide appropriate accommodation for UASC as they reach 18 years of age and move to independence.

Also, joint funding arrangements have been put in place between Scottish Borders Council and Borders College to enable UASC who do not meet the funding criteria for further education due to their individual immigration status to continue their studies. Development of service provision for unaccompanied asylum seeking children and young people will continue over 2023.

Participation

Over 2022 significant work and development went into developing participation approaches to care experienced children and young people, in line with the Fundamentals of the Promise. Work began in this area in late 2021. The Scottish Borders Champions' Board was established with the Statement of Purpose to "provide a platform for care-experienced young people to raise and discuss key issues that have affected them whilst being a looked after young person in the Scottish Borders, and to develop strong relationships with their corporate parents to ensure that together we can improve the care system by tackling and overcoming the issues discussed." The group's underlying principles were developed by the group members and are those of:

- Accessibility
- Valuing Expertise
- Mutual Learning
- Trauma Responsive
- Transparency

The Champions' Board itself meets regularly in central Borders however, to ensure the Champions' Board is more accessible to a wider range of care experienced children and young people across the Scottish Borders (given the large geographical area and the diverse range of individual need), other approaches to participation are in place. There are currently 2 in-school Champions' Boards where care experienced children and young people meet to discuss their experiences and express their views. A 'Champions Connect' group is in the early stages of development. This is a 'virtual' participation group for children and young people from the Scottish Borders whose care placements are outwith the local authority area. One-to-one individual support is also provided to care experienced young people who do not feel comfortable in attending formal participation groups.

Participation and involving children and young people in decision making across the agencies who provide services for them in the Scottish Borders still needs further development and embedding, but topics such as implementing the Promise, United Nations Convention on the Rights of the Child and Corporate Parenting have all been discussed and the involvement of care experienced young people at the board level of governance for children's services is actively being developed for implementation in 2023.

14

Armed Forces Families - Education

In every Scottish local authority there are military families in residence and children and young people in their schools. Every local authority has an agreed Community Covenant that aims to encourage local communities to support the Service community in their area and to nurture understanding and awareness amongst the public of issues affecting the Armed Forces Community. It is intended to encourage local authorities to take action to address disadvantage. Schools and educational settings in Scottish Borders will now track and monitor the educational progress of Armed Forces children in the same manner as care experienced children and young people, those with additional support needs and those entitled to free school meals. We currently have around 350 children in our schools and settings who have parents/carers serving in the Armed Forces or have been serving (Veterans).

The Association of Directors of Education Scotland (ADES) has asked each local authority to identify a key contact person, who will assume responsibility for educational issues related to children and young people in families with parent(s)/carer who is serving in the Armed Forces (Regular or Reserves) and those in families with parent(s)/carer who has been serving (Veteran). One of our education officers will regularly attend this network of professionals from a number of local authorities and schools who have significant experience of transitions and supporting the educational progress of learners from Armed Forces families. The members collaborate on identifying processes and systems which are successful as part of transitions development and strategy in their own authorities, as well as sharing good practice and resources, highlighting areas of need and raising awareness.

These actions also assist SBC to meet its statutory obligations under the [Armed Forces Covenant Duty.](#)

Domestic Abuse Advocacy Support Service (DAAS)

The DAAS service takes referrals from all agencies in the Scottish Borders, and will work with both male and female adult victims of domestic abuse: the sole purpose of the DAAS service is to identify the risk of further harm, safety plan and harness the multi-agency response to tackling domestic abuse.

Clients who are referred to DAAS are asked a range of questions at Intake in relation to the protected characteristics, and the service adapts accordingly. For example: clients are offered face to face meetings, or a "key" worker to remove any barriers caused by language, ethnicity, culture or ability.

In 2022, DAAS overhauled the case management database to make recording protected characteristics part of the Intake process, and reminders are set to ensure this information is collected prior to case closure. This is the point that any need for interpreters, translators is identified.

15

DAAS work to empower clients to integrate with the existing community supports, and have a wide reach to many organisations which support the diverse community in Scottish Borders. Referrals to organisations such as Border Women's Aid's 'Own My Life' programme enables clients to start their recovery irrespective of any additional barriers, the programme is responsive and inclusive, being delivered across the Scottish Borders using a peer-led approach to enable women to connect with others with lived experience, thus reducing feelings of isolation.

Case Example: Contact from a support worker working with the resettled Ukrainian community in Tweeddale, asking for advice on how to make a referral for a Ukrainian woman and her family. DAAS information leaflets were provided in Ukrainian and Russian and the worker talked through how to explain the service. A referral did not ensue, but the client now knows there is help available and she is entitled to live free of fear and that there are people who can help in the community

Case Example: Contact from a deaf client asking for a face to face meeting, DAAS checked the need for a BSL interpreter but the client could lip read and did not require one.

Responding to referrals for those with protected characteristics has enabled DAAS to be more flexible, creative and inclusive in managing risk. A current development is the creation of a toolkit on domestic abuse for those with learning difficulties, designed to be easy to use, and in conjunction with a Talking Mat version of the risk assessment tool.

Children Experiencing Domestic Abuse Recovery (CEDAR)
The CEDAR Groupwork programme enables mothers to spend time with peers with lived experience to explore the impact of domestic abuse on their relationship with their children. A concurring children's groupwork programme enables children to develop a better understanding of their experience, how to stay safe, how to communicate their emotions etc. There is no exclusion criteria for the group other than "safety" to attend. Mothers with children under four years old can attend an "early years" groupwork programme focussing on attachments and play therapy. All travel to groups is paid for, and there is a strong focus on "barrier free" access: language barriers can be overcome by conducting the group sessions via an interpreter or on a 1-2-1 basis with staff. All venues are accessible and materials can be translated.

Mothers are supported to continue their recovery by linking into community supports in their area, being introduced to key workers in different organisations etc.

All specialist services working with families experiencing domestic abuse are reporting a considerable impact of the cost of living increases, energy cost increases etc and many families are experiencing increased hardship. Financial control is a key tactic in domestic abuse and the cost of leaving an

16

abusive relationship incurs additional costs, potential loss of employment, and issues accessing benefits etc. Very often finances are controlled and victims manage in the safest way possible for them and their families, and this often means food/necessities are micro-managed and budgets very stretched.

Supermarket vouchers have been issued to all specialist services from the SBC Hardship funding, and a total of £22,000 has been distributed since June 2022.

Shared Lives

The Learning Disability Service (LDS) has developed a local Shared Lives scheme as part of their commitment to offering a variety of accommodation and support arrangements to the people they support as per the LDS Strategic Commissioning Plan.

Shared Lives is a regulated form of social care which has historically been used primarily for people with learning disabilities. In long term arrangements it has diversified across the UK to support other groups including: older people, people living with dementia, people with mental ill health, young people in transition, women fleeing domestic abuse, parents with learning disabilities and as a home from hospital alternative.

In Shared Lives, an adult who needs support or accommodation is matched with an approved Shared Lives carer, who supports and includes the individual in their family and community life.

Shared Lives can provide long term live in, short breaks and day support options for the local population.

Shared Lives supports people to live or spend time in a family home embedded in a local community. This approach generates significant positive outcomes for people who use Shared Lives, their family carers and Shared Lives carers. Over the years Shared Lives Plus has commissioned a number of independent reviews and collected internal surveys and feedback from the people using Shared Lives and our members. Listed below are some of the benefits observed.

The benefits for people who use Shared Lives:
• Living a good life in a place of my choice
• Relationships with people who are not paid to be in my life
• Developing links & networks in my community
• Learning new skills, having new experiences
• Extended network of family, friends and community
• Can go out in the community on my own
• Going on holiday
• People know me and look out for me
• Doing things that are not just for disabled or older people

The benefits for family carers:

17

• Reduced stress related to carer role
• Reduced likelihood of carer breakdown
• Build a supportive relationship with Shared Lives carer family

The benefits for Shared Lives carers:
• Mutual relationship – sharing and learning from each other
• Valued role as a carer in my community
• Make a real difference in someone's life
• Trying new things I wouldn't have done otherwise, having great experiences that I wouldn't have done on my own
• Learning new things about myself – communication, patience, skills that change my approach to life
• Quality of life – slowing down and taking time to do the things that are important

Outcomes:
Shared Lives has now been in place for 3 years. The scheme has achieved its outcomes set for the first 3 years, which was to provide 25 matched placements. We are looking to expand the contract for a further 2 years providing a further 15 matched placements.

Equality in Technology Enabled Care (TEC)

In June 2022 Lorna McGregor and Neil Crowther from the University of Essex published "A Digital Cage is Still a Cage - How can new and emerging digital technologies advance, rather than put at risk, the human rights of older people who draw on social care?".

We are implementing the recommendations arising from this report to support the rights-based agenda in the area of digital TEC. Addressing the human rights of older people ensuring equality and fairness is at the forefront of how we operate as a service.

In doing so we intend to collaborate with Social Work and NHS colleagues to devise and implement equality and fairness framework strategies that–

1. Develop a rights-based model for the delivery of TEC
2. Overcome digital divides
3. Identify red lines in the design, development or deployment of new and emerging technologies for Social Care
4. Establish clear Safeguarding Standards

An example case study - Mrs A is observed as living in the community and is denied the possibility of leaving her home without permission and is subject to close supervision by her husband due to her dementia. Mrs A is at huge risk of getting lost if leaving her home by herself.

18

Her living arrangements are comfortable, and make her life as enjoyable as it could possibly be, but her husband is suffering burn out and is finding it mentally challenging to constantly ensure Mrs A is not leaving the house without him.

We have provided a suite of TEC for Mrs A including a falls detector, door monitors, a wearable GPS device and dementia friendly reminders all of which are reducing the risk for Mrs A, enabling her husband to reduce his burnout and improve his mental wellbeing by knowing that this technology is in place to safeguard his wife.

This type of TEC can be seen by some as having a negative impact on the rights of a client to live freely without being monitored, but by implementing and using the above strategies, we have been able to safeguard the rights of Mrs A, treating her fairly whilst mitigating potential risk.

Ukrainian Displaced People

SBC is committed to supporting the Ukrainian displaced people living within the Scottish Borders. The use of Language Line (LL) has reduced the language barriers particularly when officers are providing support to ensure they are claiming the relevant benefits and receiving the support they require.

In addition to this telephone service, SBC is currently in the process of acquiring dedicated tablets from LL, this will provided a more enhanced service. Officers will take the tablets to meetings and via the tablet can request a video conference with a linguist who speaks Ukrainian. At any meeting the Ukrainian guest, the officer and the linguist will all be able to see and hear each other.

As part of Scotland's commitment to support asylum seekers and refugees from other countries, our officers will be able to use this technology to hold video conferences with guests and arrange a linguist in any of the known languages.

Scottish Borders Council's British Sign Language (BSL) Implementation Plan – March 2023

The Council's BSL Plan was put in place to support the BSL National Plan following Council approval in October 2018.

The BSL plan has 7 holistic actions and represents the Scottish Government's aim "to make Scotland the best place in the world for BSL users to live, work and visit.

There follows a list of the actions and a brief description of how each is being addressed.

19

Action 1 – BSL users are empowered to exercise their rights in accessing SBC services and that staff are responsive in support of these rights

How- Updating the Council's Interpretation, Translation and Transcription guidelines to ensure people who needed assistance to access services with the assistance of an interpreter can access this. Important documents can also be transcribed for people who request this

Action 2 – To increase awareness of BSL Scotland Act 2015 amongst staff

How- Promoting "ContactScotland-BSL" and providing deaf awareness training for Council and NHS Borders staff

Action 3- Ensure all staff have access to relevant and appropriate training on BSL

How – Unfortunately COVID had an impact on arranging training. However, there was a session last September and another one in February. Both sessions were in high demand – A further session was organised for Councillors in January 2023

Also the British Deaf Association has offered training for staff and this is currently being explored

Action 4 - Ensure BSL is embedded within SBC's Customer Strategy 2018 - 2023 –

How - The strategy ensures that the ways in which the Council is contacted will be fully accessible to anyone requiring additional support for example British Sign Language (BSL).

Technology will reduce the number of times a person needs to repeat their contact details if they require access to a number of different services

Action 5 -Establish a clear Translation and Interpretation resource (which includes BSL) which is accessible by all services –

–How - Previously there were two sets of guidelines which have been amalgamated into one. These are uploaded to the intranet for use by staff

Action 6- Raise awareness in all schools that BSL is part of the 1 + 2 Language Policy

How - we have purchased a package for BSL 1+2 which our Teachers of the Deaf are rolling out to identified schools at present with a view to then offering this training to a wider group of schools. This is a packages which, once trained how to use it and having basic information on hand shaping/ the role of BSL, teachers are then able to work through independently.

20

Action 7- BSL users are able to engage and participate in democracy and cultural events

How– a meeting for BSL users was arranged at Council Headquarters in October 2022 and a few actions came out of the meeting with the British Deaf Association (BDA) – in particular Councillor Elaine Thornton – Nicol's role as Deaf Champion

A poster highlighting the BSL helpline received from BDA has been shared with Council staff on Yammer

Live Borders also arranged for Ray Bradshaw a deaf comedian to perform at the Heart of Hawick on 9th March 2023

What Matters Conversations

For around 5 years a limited group of staff have been having What Matters conversations with customers who contact us for support from Social Work. The conversations were used to determine what is most important to them or those they are contacting us about, what's going on at the moment, what is or isn't working in their lives and what they are hoping to get from their contact with us.

Training on What Matters conversations has recently been provided to all frontline staff to allow them to feel confident in dealing with all queries from customers which may be upsetting or stressful for the customer. The training was provided as a result of the cost of living crisis to support staff dealing with difficult and emotional conversations with customers. In these situations our customers aren't always sure where to go for help, what help they really need or who was best to speak to.

However, What Matters conversations can be used to deal with most enquiries to Customer Advice & Support Service (CASS) and helps us get to the root cause of the problem, and not just solve the issue they contact us about. For example, someone might call us with Council Tax arrears and instead of just making a payment arrangement with them we would encourage them to discuss why they've struggled to pay their Council Tax and we could identify that they're entitled to benefit or refer them for support with their energy bills.

Having a conversation with the customer instead of just asking questions where you may get limited information often leads to them being more open and honest with how things are and how they feel, as they aren't pressured to answer multiple questions. We can pick up on things that the customer may not think are relevant or subtle comments that can be talked about further. The conversation helps us build a rapport with the customer and treat them fairly and with empathy, and typically leads the customer to feel more supported regardless of their situation. All of this helps us build a better understanding of their needs so that we can provide them with better advice and support, hopefully leading to a better outcome for them.

21

Going forward this training will be provided to all new members of frontline staff to allow customers to get the same level of customer service regardless of who they speak to.

We are dealing with customers the same way, but adapting the conversation to their needs and circumstances. The more staff use this technique the more confident they become in having difficult conversations of a sensitive nature with customers. These conversations allow customers time to think instead of reacting to set questions and are a more natural way of interacting with us, they don't feel rushed or pressured to answer questions and so they're less likely to feel judged. This in turn means they're less likely to react negatively to us and encourages them to open up more, leading staff to give the best advice possible.

Carers Act Monies

The Carers (Scotland) Act was passed in 2016. The Act gives carers rights to an adult carer support plan or young carer statement if they are providing or intend to provide care to another. This reflects a preventative approach to identify each carer's personal outcomes and needs for support through meaningful conversations with individual carers. This preventative approach is also reflected in the further requirement to provide information and advice services to carers. The third sector is well placed to help deliver information and advice and in Scottish Borders both Borders Carers Centre and Chimes are commissioned to support adult and young carers.

The Act introduces a duty to set local eligibility criteria frameworks in each local authority area. These frameworks will help local authorities determine the level of support to provide to carers based on their identified needs with budget allocated from carers act monies being used to fund resources best suited to meet positive outcomes for carers.

Following a contract review of Borders Carers Centre in November 2022 which included scrutiny over Carers Act existing budget commitments and projected spend, an inequity in delegation of funding was identified. Having established the full budget amount and sourced information on the client group, it could be seen the vast bulk of the budget was allocated to support adult carers with this including parent carers.   Little budget was afforded to support children and young people who held caring responsibilities.

Research supports that being a young carer can have a big impact on the things that are important when growing up. Young carers are likely to have significantly lower educational attainment than their peers. With the additional challenges related to schooling during COVID-19, young carers have missed out even more on education and support is required to ensure they are not further disadvantaged. Caring can be an isolating experience, however having the right support in place can give young carers a better chance of succeeding in all parts of their lives.

While budgets allocated to adult carers can be used to purchase replacement care (to give the carer a short break), the allocation of money directly to young carers

22

can prove difficult.   Engagement with Chimes supports that activities and breaks, peer and community support, age appropriate information, emotional support and advocacy, and whole family involvement all promote young carer well-being.

Having identified an inequity in budget allocation, this was brought to the attention of Social Work Chief Officers and a proposal presented as to how the budget could be shared more fairly.

Community-led support roll out

Community-led support commenced in Scottish Borders in 2017 but was discontinued in March 2020 following lockdown. The Hubs resumed in February 2022: Resumption has demonstrated that equality is advanced by making access easier.

What Matters Hubs

- The service had established a number of WhatMatters Hubs, located in public spaces not usually associated with access to public services e.g. theatres and cafes. Hub presence has been rolled out using training, a re-launch event and the appointment of a full time co-ordinator
- Whatmatters Hubs were staffed by social work and occupational therapy paraprofessionals and assistants and third sector presence continues to evolve and improve advice given
- WhatMatters Hubs enhance customer experience by providing contact with dignity and respect. Hubs are held at the same venue, at the same time and with the same personnel
- Hubs demonstrate that everyone can participate in public life. An easily accessible venue provides a safe space for service users, their families and friends with no need to be referred via a health care professional or hospital discharge service
- What matters Hubs work closely with third sector colleagues and other agencies, such as Social Security Scotland and local housing providers
-

Inter-agency approach

- Following the resumption of face-to-face contact with clients in March 2022 the Hubs resumed and included representatives from the Red Cross, Alzheimer's Scotland and Social Security Scotland and have started to engage with NHS colleagues with representation at NHS clinics
- In addition to centrally located Hubs in the larger towns, satellite Hubs have been arranged in smaller villages, to improve access to people living in rural locations, thereby enhancing equality to all

The Hubs encourage good relations between people and between agencies delivering public services. Service users can attend the Hubs and achieve

23

more than one outcome. e.g. have an occupational therapy aid supplied and enhance their household income via a welfare benefit form being completed.

Hannah Page Modern Apprentice Human Resources Case Management Team

Hannah says "To anyone considering an apprenticeship just go for it!"

A modern apprenticeship may seem daunting for some but Hannah, who came through the process at SBC says "to anyone considering an apprenticeship just go for it. It's the best thing that I have done."

Hannah is just one of the many Modern Apprentices that SBC has supported to help gain employment.

For the last 11 months Hannah has been a Modern Apprentice in the HR Case Management Team having completed her SCQF Level 6 Business and Administration Award in 8 months.

We asked Hannah to share with us some of her experiences as a Modern Apprentice. This is what she told us.

Q What has being a Modern Apprentice meant to you?
Being a Modern Apprentice means that I am leaning whist gaining real life work experiences. Being a MA also allows me to learn on the job and earn at the same time.

Q What did you do before you became an MA?
I was a student at the University of Edinburgh. Studying Biochemistry, however I only completed 4 months, I quickly realised University wasn't for me.

Q What attracted you to apply for the role at SBC?
I realised whilst at university that I didn't want a career in the field I was studying. This apprenticeship has allowed me to try something I had never even considered before. It has allowed me to realise that there is so much more to learning, development, and career progression then spending four years at University. There are also so many other jobs out there that I hadn't even considered.

Q How easy was the recruitment process?

24

The recruitment process was nothing like anything I had done previously. However, after watching some videos on My World of Work (careers advice) it was easy enough to get my head around. I had never done an interview before so that is the part I found the most daunting.   My interview at SBC was comfortable yet slightly frightening and something that I won't forget – for all the right reasons.

Q What do you do in your role? – What to you like best/least?
The role is varied. I have learnt how to use email, word, voice mail… and much more. I manage the ask HR mail box (general HR enquiry mailbox) it's a busy task with lots of variety of enquiries. Lots of the time is identifying who could answer and deal with the query along with another MA Gracie. I support the HR advisors with the general aspects of their roles. I help them with things such as phone calls, taking notes of meetings, keeping case notes up to date, and electronic filing. I have also been involved in project work for example when we changed from Pam Assist to VIVUP (our Employee Assistance Programmes) I was involved in gaining quotes for services that were offered. I like helping and speaking to people.

Q What would you say is your greatest achievement? How does this make you feel?
My greatest achievement at SBC is completing my College Award and South of Scotland fuel challenge award which resulted in a presentation that discussed improving railway transport links for farming in the South of Scotland (Dumfries and Galloway and the Scottish Borders). I have also passed my driving test. I can now travel totally independently which makes it so much better for getting around especially when living in the Borders.

Q What would you say was your biggest challenge and how have you overcome this?
The biggest challenged I faced was adapting to the constant changes that followed after the Covid-19 pandemic. Switching between in person meetings and online meetings; shifting from in person learning to online learning. I found the drastic changes to the way I had previously scheduled and operated challenging at first but have since adapted to the change.

Q What new skills have you learnt?
Definitely resilience. For example dealing with difficult phone calls and adapting to change, and getting better at it. Just because it's difficult you can't give up it's the world of work.

Q How are you supported in your role?
Yes, I feel very well support in my role. I am supported by a team of very experienced and understanding advisors as well as my line managers and Gracie my co – Modern Apprentice. I can ask anyone in my team for help and it's not a problem for me or them.

Q Do you feel as if you are part of the team?
Yes. We regularly catch up at weekly Team meetings. At Christmas we all got together and that was grand – I certainly felt part of it all.

25

Q What would you say to other would be MA applicants thinking of joining SBC as a MA?

I would tell them to go for it. I have learnt more here in a year then I learnt anywhere else. There are jobs out there that I didn't even know existed before beginning this role.

Q Where do you see yourself in the future? - Has being a MA helped you with your aspirations/goals?

My time at SBC as an MA in HR Case Management has almost come to an end - However, I will be staying on at the Council - I was the successful applicant for a clerical role in Learning and Development/Organisational development and am excited to join a new area of Human resources.

Q Why would you come back to SBC?

I have enjoyed my modern apprenticeship and I have always seen myself living and working in the Scottish Borders. It is home to me and I would like to do everything I can to improve the area I grew up in and live in

Drumlanrig PS winners of Scottish Farmhouse Picnic Competition

 Congratulations to Drumlanrig PS on being announced winners of the Scottish Farmhouse Picnic Competition, an exciting new initiative run jointly by the Royal Highland Education Trust, Scottish Borders Countryside Initiative and our own Catering Department.

Primary pupils from across the Borders have been busy working on their entries over the past few weeks. P1-3 pupils were asked to come up with a project based on the theme of 'Our Favourite Picnic' while P4-7 pupils were tasked with inventing a variety of sandwiches that they would like to serve at a picnic.

The seven schools who made it through to the finals were Swinton PS P1/2, Broughton PS P1/3, Broughton PS P4/7, Newlands PS P6/7, Morebattle PS P1/2, Langlee PS P3/4 and overall winners, Drumlanrig PS P1.

Representatives from each school were invited to an event at Council HQ on Thursday 23 February where they were presented with their certificates by Director of Education and Lifelong Learning, Lesley Munro. They also received a free farm visit for their class. A farmhouse picnic will be served in school and they'll also get a book token.

Director of Education and Lifelong Learning, Lesley Munro, said: "Well done to all the finalists. Their submissions were outstanding and it made the job of choosing an overall winner very difficult. Special congratulations to Drumlanrig on being named overall winner and to all the P1 pupils at the school who took part."

26

Community Led Support Workshop - Adult Social Work

Adult Social Work hosted an event on 14 March in partnership with the National Development Team for Inclusion (NDTi) in the Volunteer Hall, Galashiels from 10am-3pm.

Over eighty delegates representing 22 different organisations or departments within the Health and Social Care Partnership attended, taking part in a range of lively, interesting and worthwhile presentations and discussions

As the theme for World Social Work Day on 21 March is '**Respecting diversity through joint social action'**, the opportunity was taken to promote the idea of Community Led Support, inclusion and a re-launch of What Matters Hubs throughout the Borders.

Community Led Support is a way for organisations to work together, promoting people's health, wellbeing and independence and listening to local people about what is important.

The programme had been devised to consider:

- why Community Led Support works in general
- how it has worked well in the Borders previously
- challenges and opportunities
- the formulation of implementation plans.

  The discussion groups aimed to cover issues such as:

- value-led support
- strengths-based approaches to work and commissioning
- the use of good and effective conversations
- the move away from dependency-creating services.

Discussions also focussed on what might be required to reinvigorate the development of this approach, which sees health and social work teams working with local voluntary and community organisations, housing and other partners to design what they can do differently to better support people by having local connections and joined up support.

In the coming months, the aim is to develop more What Matters Hubs, welcoming places in our communities where people can go when they need support and advice and have conversations that seek to resolve issues and connect people to things going on in their community, enabling people to stay living well for longer.

27

Young people led action in Kelso!

The Kelso Skatepark Light Project presented to and gained support from Kelso Community Council.!

The project has gained funding to work with Alan Jones, Planning Consultant, to take forward their planning application.

This is their story to success....

We are the Kelso Skatepark Lighting project there are 3 members of this project, Harvey, Jack and Niamh.

We are trying to get lights at our local skatepark, there will be benefits because everyone can use it longer when it's dark.

It will be safer at night instead of using a flashlight or your phone light. Another benefit is that we would like CCTV so we can stop any vandalism, fights or disruption in the future.

The lights will turn off at 10pm so it's a reasonable time, it's not too early but not too late. We are looking to get a shelter to stop crowding at Kerfield Court when it's raining.

We are looking into getting a first aid kit to help people when they cut themselves. There will be plasters and medical wipes to clean them up. And for them not to buy them at shops or go home. So, once you are cleaned up you can go back to using the skatepark.

What we have done
We started the project in January 2022 and made a survey through social media on Microsoft forms. The link was shared through our Instagram account and in school. The total responses were 95, 89 were a yes to having lights and 6 were a no.

We have spoken to Ali Hay the lease holder of Kelso Skatepark. He has helped us get an understanding of how to get more people involved with our project and to promote it.

We spoke to Essex Youth Project. They told us how they got their lights and gave us an idea on the prices of the lights and mentioned about getting CCTV.

We also spoke with our local police officer. We asked how CCTV would work and if it would be a good idea. And how we would get access to it if we did. The officer offered to take their community contact van to the skatepark to speak to people about our project and what they think about it.
We also got in contact with a member of the Scottish Youth Parliament who was really supportive, and offered help if we needed it.

28

We did a survey with the residents and spoke to the warden at Kerfield Court. We asked them if they would like to meet with us and if they had any questions. We got 12 responses 9 people said yes to a meeting to discuss about getting the lights 3 people had no objections as they can't see it from their window. So, it was positive feedback from the residents.

Here are a few questions from the residents of Kerfield Court and these are our answers.

How would you stop vandalism?
We would like to get CCTV installed which would help stop or identify who done it. When there is vandalism or graffiti Ali Hay explains on Facebook that vandalism has a knock on affect. And he says he will not be having it.

Would it become a hangout place?
Yes we want it to become a place to socialise and a place for people to take part in the sport and not to cause mischief

What time would the lights be turned off?
Lights would be turned off at 10pm every night.

Who will be paying for the lights?
My answer is the council. We hope we will get funded by the Place Based Investment Fund from the council.

Would there be portaloos?
No. This may also encourage anti-social behaviour and would need maintained.

Funding
We are pleased because we got £5000 from the Cheviot Area Partnership and the council parks department are also giving us funding of £3600 and Ali Hay has also given us funding of £1000.

This is going to help us do the planning application and manage the project with Alan Jones, Planning Consultant.

A big Thank you
We thank Councillor Tom Weatherston and Councillor Parker and Ali Hay for the help and money to get us a good start and get this project fully running.

Big thanks to Christine Hamilton from Kelso Community Council, for helping us prepare for this meeting and she got the meeting to happen.

29

Mainstreaming Equality in Education

Scottish Borders Council is committed to providing an education service which has a relentless focus on supporting all members of our communities to thrive.

We are working hard to ensure that equity, equality and inclusion are at the heart of what we do.

We are committed to reducing inequality by targeting resource and energies to reduce barriers to participation, close attainment gaps, improve positive destinations (care experienced and SIMD *(Scottish Index of Multiple Deprivation)* Quintile 1) and achieve the aspirations of The Promise (Care Review).

Our equality aims:

1. Improved outcomes in literacy and numeracy for all learners.
2. Positive destinations for all Care Experienced and Looked After learners.
3. Increased educational attainment and achievement for children and young people disadvantaged by poverty.
4. Closure of poverty related attainment and achievement gaps in line with the SBC poverty action plan.

Achievements and progress to date

1. Improved outcomes in literacy and numeracy for all learners

Continue to embed SBC literacy and numeracy strategies in all schools and educational settings across Scottish Borders Council
The strategies form an integral part of our approach to improving literacy and numeracy for all learners, across all stages of schooling. They work in tandem with our learning, teaching and assessment framework and our inclusion framework, empowering schools to rapidly improve outcomes and embed high quality literacy and numeracy for all. The strategies are designed to ensure that all learners will experience daily high quality learning, teaching and assessment. The framework has supported 88% of our schools to develop their own context specific guidance to ensure high quality learning, teaching and assessment. This guidance should ensure a positive impact on playroom/classroom practice.

Early literacy and numeracy frameworks have been successfully piloted. High quality professional learning opportunities have supported pedagogical approaches to literacy and numeracy and the implementation of the strategies. This has supported consistency in approach and improved outcomes for children. The strategies and resources have been made available to all practitioners through the school house Teams channel. Initial feedback from settings has been very positive and practitioners report improved knowledge and understanding of pedagogy and practice. In addition to creating a shared standard through more robust moderation, the frameworks and supporting strategies are intended to enable stronger transitions between settings and

30

develop stronger partnerships between early learning and childcare settings and schools.

In addition, following the return to school learning post COVID 19, 88% of schools have adapted and refreshed their curriculum rationales to reflect the renewed focus on literacy, numeracy and health and wellbeing.

Inspire Learning
The implementation of Inspire Learning was accelerated during the closure of school buildings due to Covid-19 . It was an invaluable tool for remote learning and allowed digital skills to improve overnight. We will build on this success to further improve practice, approaches and experiences through robust staff development programmes as well as new learning opportunities for children.

New ways of delivering services were adopted during school building closures. We will build on these to further improve engagement and involvement of children, families and staff.

Good progress has been made with the continuation of Inspire Learning. We now have:
- All education staff have an iPad : teachers, Early Years and additional support
- All P4-S6 have a 1:1 iPad for learning at schools and at home
- ELC-P3 have access to class sets of shared iPads

Inspire Cluster Leads
A group of seconded teachers have been supporting their schools and cluster areas to improve the confidence and skills of staff in using technology for learning, teaching and assessment. This support has included:

- Coaching and mentoring
- Team teaching
- Collaboration with senior staff
- Delivery of professional learning

Impact on Learners
Learners have benefitted from encouragement, knowledge and support in trying out new technology in various ways to enhance their learning experiences. Learners have been able to use apps and technology to suit their own likes and needs, bringing more personalisation and choice in lessons and the lessons of the teachers and schools the team have supported.

31

"I have particularly seen a growing confidence in the learners and their abilities to problem solve, think more creatively around how to solve issues with the technology and also perform more creatively using technology to meet learning outcomes. I have certainly seen a marked increase in pupil engagement in areas where teachers have engaged with coaching and training."

Stretch Aims

Following the refresh of the Scottish Attainment Challenge in March 2022, local authorities are now required to submit stretch aims which are shared annually with the Scottish Government as part of statutory plans and reports. Specific 'core' stretch aims are to be submitted for improving outcomes for all while closing the poverty-related attainment gap, these should be both ambitious and achievable within local contexts. These include:

a. Achievement of Curriculum for Excellence Levels (ACEL) in literacy combined and numeracy combined in Primary 1, 4 and 7;
b. Proportion of school leavers attaining 1 or more pass at SCQF level 5;
c. Proportion of school leavers attaining 1 or more pass at SCQF level 6;
d. The proportion of 16-19 years olds participating in education, employment or training;
e. A locally identified aim for health and wellbeing; attendance

CORE STRETCH AIM	OVERALL LEVELS	SIMD QUINTILE 1	SIMD QUINTILE 5	GAP (Q1 – Q5)
ACEL P1, P4, P7 Literacy Combined	75%	60%	87%	27%
ACEL P1, P4, P7 Numeracy Combined	80%	65%	89%	24%
Achieved 1 or more Qualification at SCQF Level 5 (leavers)	88%	75%	96%	21%
Achieved 1 or more Qualification at SCQF Level 6 (leavers)	66%	45%	86%	41%
Participation measure (16-19 in education, employment or training)	94%	89%	98%	9%
HWB: Attendance – Primary	95%	95%	95%	0
HWB: Attendance – Secondary	95%	95%	95%	0

32

2. **Positive Destinations for all Care Experienced and Looked After learners.**

Established in 2019, the Scottish Borders Virtual School acts as a local authority champion to promote the educational achievement, attainment and experience of all of our looked after and care experienced children and young people. The Virtual School Headteacher (VSHT) continues to support and challenge schools and partners to ensure improved outcomes for care experienced pupils, such as positive destinations.

New monitoring and tracking procedures for our care experienced school leavers have been developed to ensure learners are supported into a positive and sustained destination. These include:

- Monthly 14+ multi agency monitoring meetings with partners and secondary school staff for all learners who may require additional support in reaching a positive destination
- Annual collection of care experienced leavers qualitative data from schools
- Monthly monitoring and tracking meetings with Skills Development Scotland and Borders College to ensure our care experienced school leavers are sustaining their positive destination and identifying support where young people face challenges

Borders College and our Virtual School have worked in partnership to establish a new mentoring service for care experienced school leavers who did not meet the age criteria for an existing mentoring programme. This ensures that learners receive ongoing support during the transition from school to their first year of college and have access to dedicate mentoring support.

Our work related to ensuring care experienced school leavers reach and sustain a positive destination has been recognised as effective practice by CELCIS and a case study is available here: Scottish Borders case study: Creating a pathway to success

As a result of this work we are helping to achieve better outcomes for care experienced school leavers reaching and sustaining a positive destination. A snapshot of our 2021 school leavers showed that:
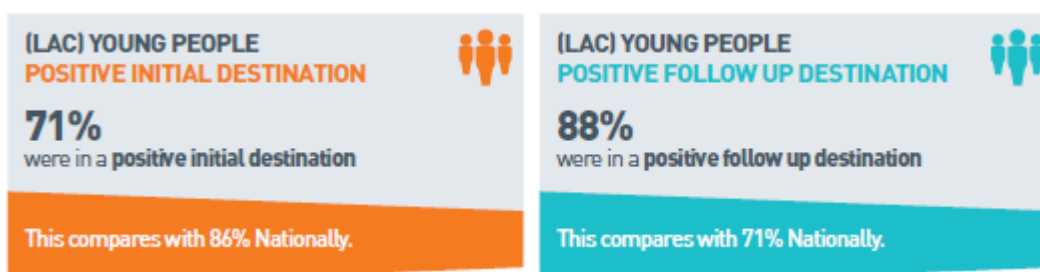
(LAC) YOUNG PEOPLE POSITIVE INITIAL DESTINATION	(LAC) YOUNG PEOPLE POSITIVE FOLLOW UP DESTINATION
71% were in a **positive initial destination**	**88%** were in a **positive follow up destination**
This compares with 86% Nationally.	This compares with 71% Nationally.

In partnership with Developing Young Workforce Borders and Skills Development Scotland, we anticipate the return of our highly regarded careers and skills event for care experienced and other learners in S2 and S3.

33

3. Increased educational attainment and achievement for children and young people affected by poverty

Attainment evidence demonstrated that Scottish Borders continues to address the attainment gap while improving attainment for all. Milestone data in 2020-21 demonstrates the proportion of children residing in SIMD Deciles 1-4 achieving their milestones:

SCHOOL LEAVERS SIMD QUINTILE 1 SCQF LEVEL 5

13% increase in young people achieving 5 or more qualifications at SCQF level 5 who live in Quintile 1

SCHOOL LEAVERS AT HAWICK HIGH SCHOOL SCQF LEVEL 5

Hawick High School achieved their best ever performance in 5 or more qualifications at SCQF Level 5 since 2019 for those young people experiencing higher levels of deprivation

This is a 23% increase.

SCHOOL LEAVERS SIMD QUINTILE 1 POSITIVE DESTINATION

93.33% of school leavers residing in SIMD Quintile 1 and entering a positive destination in May 2020

This is the highest level since 2018 and is an increase of 6.1%.

SCHOOL LEAVERS SIMD QUINTILE 1 SQCF LEVEL 5 LITERACY

66.67% of leavers in Quintile 1 achieved an SQCF Level 5 Literacy award

This is above our national comparators and remains in line with our 3 year trend.

SCHOOL LEAVERS SIMD QUINTILE 1 SQCF LEVEL 6 LITERACY

25% of leavers in Quintile 1 achieved SCQF Level 6 Literacy

This is the highest for 3 years.

SCHOOL LEAVERS SIMD QUINTILE 1 EMPLOYMENT

20% of leavers in SIMD Quintile 1 went onto employment

This is the highest for 5 years and an increase of 5%.

SCHOOL LEAVERS SIMD QUINTILE 1 SCQF LEVEL 5 NUMERACY

39% of leavers in Quintile 1 achieved an SCQF Level 5 Numeracy

This is the highest for 5 years.

SCHOOL LEAVERS SIMD QUINTILE 1 FURTHER EDUCATION

45.3% of leavers went onto further education

SCHOOL LEAVERS SIMD QUINTILE 1 HIGHER EDUCATION

18.7% of leavers went onto higher education

This is an increase of 2.6% from 2020.

Scottish Attainment Challenge (SAC)

In March 2022, Scottish Government launched the refreshed Scottish Attainment Challenge (SAC) with its mission to use education to improve outcomes for children and young people impacted by poverty, with a focus on tackling the poverty-related attainment gap. The development of our previously mentioned stretch aims, sets ambitious targets for our local authority to close the poverty related attainment gap at pace. Schools have also been supported to develop their own stretch aims and these are monitored throughout the academic year. To ensure our SAC funding from Scottish Government has maximum impact and to improve outcomes at pace for children and young people impacted by poverty, the Education Equity Strategy 2021 – 2026 was developed. This includes the

34

establishment of the Equity Strategic Board to oversee and provide governance of SAC funds and their use.

Pupil Equity Funding (PEF)
As part of the Attainment Scotland Fund schools in Scottish Borders received £2.1 million in 2021/22 and £1.9m in 2022/23 to support interventions intended to reduce the poverty related attainment gap. Interventions varied but mainly focussed on literacy, numeracy and health and wellbeing. In some schools, a partnership approach with youth work, community learning and development and members of the community helped contribute to targeted support for learners impacted by poverty.

In order to intensify our work to reduce the poverty related attainment gap, new guidance, support and planning was issued to schools. This included a PEF sharing effective practice event, supported by our Attainment Advisor and PEF support clinics for headteachers.

Scottish Attainment Challenge Schools Programme
Scottish Government announced in March 2022 that funding for the SAC schools programme would cease in year 2021-22 and be replaced with a Strategic Equity Fund. Hawick High School and Burnfoot Community School have been supported through this programme for several years. In the final year of the fund, £173,000 was granted to these schools to support their work in raising attainment for all and closing the poverty related attainment gap.

Burnfoot Community School employed an Additional Needs Assistant and Early Years Practitioner to support the embedding of nurture principles in the school and running the targeted nurture support.

Hawick High School employed 2.45 FTE youth work staff and an Inclusion Officer to support education recovery and accelerated progress in numeracy and literacy. The school established a targeted nurture provision for S1 and S2 young people. Eleven learners accessed the nurture support aimed at improving their social and emotional skills, self-confidence and engagement with learning.

4. **Closure of poverty related attainment and achievement gaps in line with SBC poverty action plan**

Scottish Borders Council Education Priorities 2022/23
Closing the poverty related attainment gap is at the centre of the education service improvement plan 2022/23:

35

Strategic Equity Funding (SEF)
As part of SAC funding, Scottish Borders will received incrementally increasing funds annually until 2025/26 to support strategic work to close the poverty related attainment gap. In 2021/22, year 1 of this funding, additional strategic resource in the form of depute headteacher posts have been provided to our 3 primary schools with the largest SIMD Quintile 1 population; Burnfoot Community School, Langlee Primary School and Philiphaugh Community School.

Phase 2 of SEF Funding is in the planning stages but will aim to involve a multi-agency and community led consultation and decision making process to ensure the best use of these funds to narrow the poverty related attainment gap.

Early Learning and Childcare (ELC)
Support is targeted in our ELC settings to make best use of Excellence and Equity Leads (EELS) to close the poverty related attainment gap. All our ELC children received a free school meal and snack at no cost to parents. Additional resource has also been provided to Burnfoot, Philiphaugh and Langlee schools and settings in the form of a Senior Early Years Officer and Early Years Practitioner in primary 1

Thematic School and ELC Reviews: Closing the Poverty Related Attainment Gap
Our thematic school and ELC reviews are a response to our relentless focus on closing the poverty related attainment gap in Scottish Borders. Our aim in session 2022/23 is to work with our 7 primary and 3 secondary schools and settings who contribute to our SIMD Quintile 1 attainment, to provide support and challenge and to help ensure significant progress is being made in recovering from the impact of COVID 19 and in achieving the mission of the Scottish Attainment Challenge.

Purpose of review

36

- To evaluate the effectiveness of the strategic approach to closing the poverty related attainment gap and improve health and wellbeing in our quintile 1 schools and ELC settings.
- To identify highly effective practice which can be shared across schools and ELC settings
- To support and plan for maximum impact of resources available through the Scottish Attainment Challenge Fund.
- To create agreed action development plans with schools and ELC settings

Positive Destinations

The 16-19 year old participation gap between SIMD Quintile 1 (most deprived) and Quintile 5 (least deprived) has decreased to 11.7% in 2020/21, a significant improvement from 15.1% in 2019/20. Education continues to be represented in the Young Person's Guarantee Partnership and is committed to continued partnership working to improve outcomes for school leavers.

Additional Work Related to Mainstreaming Equality in Education

Early Years Centres (EYC)

EYCs are located in 4 areas where there is the most need in our communities: Burnfoot, Eyemouth, Langlee and Philiphaugh. The centres provide a family friendly environment open all year round where families can grow and learn together. Centres provide direct support, signposting and a 'one stop shop' of advice for families. Weekly drop in sessions help build relationships and provide an informal platform for visiting professionals to meet with parents in a relaxed atmosphere. The centres work both universally and with a targeted approach. The EYC Manager works directly with groups and individuals and manages and facilitates other professionals to work in and from the centres. The work of the centres is responsive to the needs of the families. EYCs work with parents:

- To feel empowered, supported and listened to
- To feel positive and skilled about making healthy choices for their family and themselves
- To be able to guide and support their children to thrive, grow, develop and learn.
- To bring families together, model good practice and support parents to play and learn with their children

EYCs offer food through local food banks to families, parenting groups and other supports. Referrals to the Early Years Welfare Benefits service for the year 2021/22 exceeded 500 which represented a 35% increase over the previous year's figure. The total gains for families in the Borders as a result of these referrals in 21-22 was £1.25m. Work has been carried out to link better with schools and Citizen's Advice Bureau in extending communication about benefits and referral processes to parents/carers with primary age children as they don't

have the same opportunities to get information from and be referred by NHS staff as families with children under school age. Information is now being added to the recently developed NHS Money Worries App where it can be easily accessed.

EYCs Guidance on the operation of the centres is being updated and will embed the principles of equality, dignity and respect for all service users. EYCs are aiming to develop outreach services, including support for families in Jedburgh with funding from the Mental Health and Wellbeing Project in collaboration with partners and families.

Wellbeing
Incidents of bullying in schools and settings are tracked and recorded under protected characteristic and dealt with by schools in line with RespectME guidance.

Our Respectful Relationships Policy is being updated to ensure it is enhanced with the voice of young people, the UNCRC and protected characteristics. We will focus on how we work with children and young people to build respectful relationships and take the appropriate action when relationships go wrong.

The Partnership with Parents Framework has been updated. All schools have continued to work closely with parents and have built on new ways of engaging with parents that were established during lockdown. The Psychology of Parenting Programme (PoPP) continued to be successful with almost all parents reporting an improvement in their child's behaviour at the end of the programme. During periods of restriction (due to Covid 19) PoPP groups were held online ensuring that parents were able to access vital support during this stressful time at home with their children.

Nurturing Approaches
As outlined in our Nurturing Approaches Guidelines, all school staff have undertaken a 3 year nurture training programme and nurture bases have been established in all secondary schools. Identified groups of young people in S1 and S2 have had access to targeted Nurture Groups or classes in our secondary schools. These have been led by trained practitioners. Schools have reported that nurture groups have been effective in supporting emotionally vulnerable young people to engage more in their mainstream classes. We continue to ensure a commitment to nurture and progress rollout of targeted nurture bases in schools.

Schools and settings self-evaluate their approaches to nurture and can evidence progression in embedding the nurture principles. We aim that all school and settings evidence improved practice in line with the revised Respectful Relationship Policy.

Inclusion
Our Inclusion and Wellbeing Service continues to support children and young people with additional support needs (ASN) in schools/settings and the Leader Valley enhanced provision is providing education for children with additional complex needs.

38

We improved our systems and supports for accessing additional support including resource and professional advice. Due to an increase in needs, the Inclusion and Wellbeing Service adapted the service to a school-based model to support consistent approaches for learners in their local community. The development of a summary document "Accessing Additional Support: A Guide for Schools" has been provided to all Headteachers.

The Equity, Moderation and Advisory Group (EMAG) exists as a process for additional resource and advice to schools regarding children with ASN. Grants can also be given to funded ELC providers to enable them to meet additional support needs of identified children. The aims and purpose of this group are to:

1. Ensure equity and tracking of centrally funded ASN resources across our Local Authority (Stage 2/3)
2. Provide advice and recommendations for individual complex cases – including current young people in a Scottish Borders Council establishment or new complex buffering cases
3. Allocate exceptional Additional Support Needs funding where required.

In 2021/22, EMAG allocated additional support to schools and settings as detailed below.

ADDITIONAL RESOURCE ADDITIONAL NEEDS ASSISTANTS	ADDITIONAL RESOURCE EARLY YEARS PRACTITIONERS	ADDITIONAL RESOURCE SUPPORT FOR LEARNING (SFL) TEACHERS	ADDITIONAL RESOURCE OTHER – DEAF WORKER
220 hours of **support** provided by additional needs assistants	**330** hours of **support** provided by early years practitioners	**60** hours of **support** provided by sfl teachers	**25** hours of **support** provided by other – deaf worker

Total cost in money £500,000 approx.

In addition, total grants of £190,000 were given to ELC funded (equivalent to approximately 520 hours of support).

ADES/Education Scotland Collaborative Improvement Review
A Collaborative Improvement review of inclusive practice in SBC schools and settings with Education Scotland and Association of Directors of Education Scotland was held in September 2022. This has resulted in the implementation of Cluster Lead Headteachers to be pathfinders for developing a 'team around the cluster' model in our communities.

Early Learning and Childcare (ELC)
The expansion of ELC included a requirement for all providers to comply with the National Standard for Early Learning and Childcare. The National Standard sets out what children and families should expect from their early learning experience regardless of where they access their child's funded hours. All ELC providers are required to demonstrate that they meet the National Standard before they can

39

access funding to deliver the funded hours, whether they are in the public, private or third sectors or childminders.

Delivering 1140 hours

TWO YEAR OLDS

43%
of **eligible two year olds taking up** the **full 1140 hours** of **ELC across LA, private, voluntary and childminders**

57% taking up less than 1140 hours

THREE AND FOUR YEAR OLDS

62%
of **three and and four years olds taking up** the **full 1140 hours** of **ELC across LA, private, voluntary and childminders**

38% taking up less than 1140 hours

DEFERRING ENTRY TO PRIMARY 1

71%
of **children deferring entry to P1 taking up** the **full 1140 hours across LA, private, voluntary and childminders**

29% taking up less than 1140 hours

LGBT Youth Scotland Charter Awards
Eight of our nine secondary school settings have achieved awards through the LGBT Youth Scotland scheme; 3 charters awards, 3 bronze, 1 silver and 1 gold. The aim is that our secondary schools will achieve a further bronze, silver and gold award moving forward.

40

Mainstreaming Equality as an Employer

HR Policies

SBC continues to regularly review all HR policies and procedures to ensure that they reflect SBC's commitment to ensuring that it promotes an equitable and inclusive workplace. The review also ensures that the policies remain legally compliant, relevant, up to date and follow best practice.

When reviewed, all policies are also assessed via an Integrated Impact Assessment which assesses any implications on our duties under the Equalities Act and Fairer Scotland Duty (socio – economic disadvantage)..

SBC introduced a Parental Bereavement Leave policy, which gives all employees the right to two weeks' paid leave if they suffer the loss of a child. This is in addition to five days' leave provided under the Special Leave policy.

The Parental Bereavement Leave policy was introduced by SBC before it became a legal requirement and provides for two weeks' leave with contractual pay rather than statutory parental bereavement pay.

We have also signed the Pregnancy Loss Pledge , demonstrating our commitment to supporting staff through the trauma of miscarriage.

Staff Survey

SBC is committed to understanding the different perspectives and experiences felt by employees across the organisation. Holding an annual staff survey is one of the ways SBC achieves this.

The survey gives the opportunity to all staff to communicate their thoughts, feelings and experiences of working at SBC. Survey results are shared at an organisational and directorate level to better understand how engaged teams are and to enable SBC to improve.

The survey results are used to produce an action plan to improve employee engagement and experience at SBC at directorate and organisational level.

Employee Assistance Programme

As part of our commitment to the holistic health and wellbeing of our employees, SBC provide an Employee Assistance Programme for all employees.

The Programme includes a free, confidential helpline open 24 hours a day, 365 days a year and offers a range of support and advice including debt advice, stress counselling and other health related advisory services.

41

Other resources available are self- help workbooks, a range of podcasts and blogs and specific advice on debt management and domestic abuse.

Mental Health First Aiders

The Mental Health First Aid scheme, provides a first response service to staff who are in need of support with their mental health.

Mental Health First Aiders are Council employees who have been formally accredited as Mental Health First Aiders.

There are a number of ways employees can get in touch including telephone, skype, and email. There is a dedicated helpline available during office hours and a dedicated mailbox.

Employee Wellbeing & Health Handbook

Available to all staff, the Handbook provides a comprehensive list of well-being material and additional resources, covering both professional and personal life.

Career Pathways

Recruitment to some professional posts can be difficult so we are designing career pathways across the Council to support existing and prospective employees. These offer a wide range of opportunities to embark upon and progress in a career regardless of background or environmental circumstances. This will enable us not only to retain staff but to attract potential staff to come and work with the Council and also act as a gateway for many people across a number of age groups and backgrounds to find employment by supporting them in a career through funding, upskilling and educating. This will help those who feel particularly disadvantaged for a variety of reasons including poverty and accessibility to resources and support. This will allow for a greater pool of diverse talent to be brought into the Council.

This will help to address our workforce age profile, and assist with recruitment and retention.

One of the pathways currently under way is the Social Work "Grow your Own" scheme. This allows colleagues to pursue a career in Social Care/ Social Work, continuing their studies while working and potentially becoming fully qualified Social Workers.

Disability Confident Scheme

SBC has been an accredited Disability Confident Employer since 2018 The Disability Confident Employment Scheme is a government scheme designed to encourage employers to recruit and retain disabled people and those with

42

health conditions. The Council employs the Disability Confident logo to demonstrate that applicants with disabilities are encouraged and welcomed.

As a tangible show of commitment, any job applicant who meets the essential criteria for the role is guaranteed an interview.

Living Wage Employer

SBC has been an accredited Living Wage Employer since 2019. From 1st April 2023 payment of the real living wage had been extended to Modern Apprentices.

Employee Benefits

The Council has a range of employee benefits available that are available to all employees, subject to statutory eligibility criteria for those that are provided under a Salary Sacrifice arrangement. The benefits include Shared Cost AVC, Car Salary Sacrifice and Cycle to Work, along with access to employee discounts via our online portal and the employee assistance programme. These benefits of employment are promoted to all employees of the Council and prospective employees as part of our recruitment process.

43

Recruitment & Employee Data

The Council collects equal opportunities information at the recruitment stage and from current employees, for the purposes of this report this information can be found in this section of the report together with appendix1.
It should be noted that completing the Equality Monitoring Form is not mandatory and this can lead to individuals choosing not to fill out the form or only answering specific questions. This is particularly evident when looking at the disability, gender reassignment and carer categories.
In addition, all of the Council's employees are encouraged to complete the personnel section of the HR system 'Business World'. However areas such as sexual orientation, transgender, race, and disability have low numbers of completions.

The Council uses the data it collects in order to better perform the equality duty and to understand the recruitment and workforce profile, enabling us to identify areas of improvement and eliminate any adverse impact on equality groups when developing or amending HR policies.

Work continues on refining our data collection in order to improve the rates of completion and Business World can be accessed by all employees who have access to an internet enabled device. Through this employees are encouraged to check their details and update as necessary, including information held on equalities.

Gender Pay Gap

The gender pay gap is the difference between men and women's full-time hourly earnings.

Using guidance and the standard calculation that is set out by the Equality and Human Rights Commission, the Council's equal pay gap was calculated using data as at **31st December 2022**.

The Standard Calculation is:

(a)/(b) x 100 = Total
100 – Total = (c)
(a)/(b) = (c)

Where;
(a) Average Hourly Rate for Women
(b) Average Hourly Rate Men
(c) Pay Gap

The average basic hourly pay (excluding overtime) between male and female employees has been calculated and further details have been outlined below:

Chief Officers and Single Status Staff

- The average hourly rate for women is £14.05 (a)
- The average hourly rate for men is £15.53(b)
- The difference in hourly pay is **£ 1.48**
- This means that on average women earn 9.53% (c) less than men

Whilst there is a gender pay gap of 9.53% for the Council overall for this cohort of staff, we have further analysed the data based on the grades of individuals. This is shown in the following table: -

Grade Group	Female	Male	Pay Gap
National Minimum Wage	8.0958	8.4401	4.08%
Grade 1	10.8500	10.8500	0.00%
Grade 2	10.8736	11.0873	1.93%
Grade 3	11.0740	11.8902	6.87%
Grade 4	11.7872	12.0690	2.34%
Grade 5	12.7783	13.3408	4.22%
Grade 6	14.3232	15.1651	5.55%
Grade 7	16.0969	16.6925	3.57%
Grade 8	18.4934	18.6421	0.80%
Grade 9	22.0429	22.1271	0.38%
Grade 10	25.3908	25.3649	-0.10%
Grade 11	28.9161	29.2575	1.17%
Grade 12	33.3509	33.2167	-0.40%
Chief Officer	44.2162	46.0857	4.06%
Grand Total	14.0534	15.5331	9.53%

The differential in rate in this table is due to placing on scales. Each grade has a number of scale points with new employees being placed on the lowest point on the grade. All employees are then entitled to incremental progression after two years of service, subject to satisfactory performance, until they reach the top scale point for that grade. These are applied consistently regardless of any protected characteristics.

The Council also reviewed pay for men and women in our Education Department.

Further details are outlined below:

- The average hourly rate for women is £26.76 (a)
- The average hourly rate for men is £27.82 (b)
- The difference in hourly pay is **£1.06**
- This means that on average women in Education earn 3.84% (c) less than men.

The reasons for this difference include:

- There are more female probationary teachers than male probationary teachers (87.50% are female).
- The salary for these new entrants is lower than that for experienced teachers.

Whilst there is a gender pay gap of 3.84% for the Education staff we have further analysed the data based on the grades of individuals. This is shown in the following table: -

Grade Group	Female	Male	Pay Gap
Probationary Teacher	17.0900	17.0900	0.00%
Main Grade Scale Teacher	25.0538	24.9063	-0.59%
Music Instructor	23.7976	23.8746	0.32%
Chartered Teacher	29.9242	29.9047	-0.07%
Lead Teacher	29.2176	29.2176	0.00%
Principal Teacher	31.6562	31.8273	0.54%
Psychologist	33.1995	32.8108	-1.18%
Quality Improvement	37.8541	35.4674	-6.73%
Depute and Head Teacher	37.3158	38.6780	3.52%
Grand Total	26.7618	27.8298	3.84%

It can be argued that there are normally three main causes of the pay gap between men and women:

- Occupational segregation.
- A lack of flexible working opportunities.
- Discrimination in pay and grading structures.

The Council's job evaluation scheme provides a robust means of achieving a fair and transparent grading structure which is free from gender-bias and which satisfies the principles of equal pay for work of equal value. This is further validated by the grade table analysis shown above.

The Council also offers and provides a number of flexible working practices to employees at all levels, and we advertise our vacancies in a way that attracts the best person for the job, regardless of gender.

We consider that the main efforts in addressing the gender pay gap are best directed to addressing the issue of occupational segregation.

We will also benchmark our gender pay gap against other public authorities.

Occupational Segregation

The Council recognises that occupational segregation, on the grounds of gender, racial group or disability, is one of the key barriers which prevents people from fulfilling their potential, and consequently contributes to the pay gap.
The Council recognises that by proactively addressing equality issues there is the potential to drive excellence in service delivery through more productive, loyal, and motivated employees who can bring a range and diversity of experience to their role to the benefit of the customers to whom we provide services.

There are a number of factors which influence and affect occupational segregation.

People may be drawn to occupations with a traditionally high concentration of people of the same gender or racial group. This can be due to familiarity with that occupation, or conformity with expectation.

There may also be a danger of employers stereotyping on the grounds of gender, race or disability and making assumptions about what roles or occupations people would excel at.

We address these factors through the provision of mandatory Equality and Diversity training for all employees, and seek to improve access to employment through the Modern Apprenticeships and other work opportunities we offer.

There is also Recruitment training, which is mandatory for Council officers involved in recruitment.

Our aim is to be an employer with whom people feel free to pursue their career path of choice regardless of gender, race or disability.

Of our 5961 employees (including casual and supply employees), 75.09% are female and 24.91% male.

Of those who have disclosed their ethnic origin, 0.62% identify as belonging to a minority racial group. (In accordance with the definition in the Equality Act, we have included the following categories within the definition of "minority racial group": Asian/Asian British - Any Other; Asian/Asian British – Bangladeshi; Asian/Asian British - Chinese ; Asian/Asian British – Pakistani; Black/African/Caribbean/British – Car; Black/African/Caribbean/British – Other; Mixed/Multiple Ethnic Groups; Other Black Background; Other Ethnic Group).

2.35% have disclosed a disability.

Further analysis shows that;

- More females than males are in grades 1 & 4 – 11.
- The Council has significantly more teachers that are female than male teachers - 77% of our teachers are female.

47

The tables in the next section provide further details of the Council's data on occupational segregation, however it should be noted that due to the low level of numbers for employees who have declared a disability or identified as belonging to a minority racial group we only show the percentage as this may otherwise identify individuals. Consequently, given these low numbers, no sub levels of analysis have been included in the following tables.

Occupational segregation by Gender (non Education)

Table1

TABLE 1 OCCUPATIONAL SEGREGATION BY GENDER (NON-EDUCATION)										
Sex	Capital Strategic Lead	Education & Lifelong Learning	Finance & Corporate Governance	Infrastructure & Environment	People, Performance & Change	Resilient Communities	Social Work & Practice - IJB	Social Work & Practice - SBC	Strategic Commissioning & Partnerships	Grand Total
Female	2	1202	126	514	81	380	143	166	699	3313
Male		151	65	685	30	49	29	53	92	1154
Grand Total	2	1353	191	1199	111	429	172	219	791	4467

Sex	Capital Strategic Lead	Education & Lifelong Learning	Finance & Corporate Governance	Infrastructure & Environment	People, Performance & Change	Resilient Communities	Social Work & Practice - IJB	Social Work & Practice - SBC	Strategic Commissioning & Partnerships	Grand Total
Female	100.00%	88.84%	65.97%	42.87%	72.97%	88.58%	83.14%	75.80%	88.37%	74.17%
Male	0.00%	11.16%	34.03%	57.13%	27.03%	11.42%	16.86%	24.20%	11.63%	25.83%

Table 2

TABLE 2 OCCUPATIONAL SEGREGATION BY GENDER/GRADE (NON- EDUCATION)

Grade	2022	
	Female	**Male**
Chief Officers	55.00%	45.00%
National Minimum Wage	63.46%	36.54%
Grade 1	85.45%	14.55%
Grade 2	42.80%	57.20%
Grade 3	14.38%	85.62%
Grade 4	84.31%	15.69%
Grade 5	78.43	21.57%
Grade 6	78.13%	21.87%
Grade 7	74.03%	25.97%
Grade 8	71.02%	28.98%
Grade 9	70.53%	29.47%
Grade 10	55.08%	44.926%
Grade 11	60.00%	40.00%
Grade 12	29.17%	70.83%

50

TABLE 3 a OCCUPATIONAL SEGREGATION BY AGE/DEPARTMENT (NON EDUCATION)

Age Group	Capital Strategic Lead	Education & Lifelong Learning	Finance & Corporate Governance	Infrastructure & Environment	People, Performance & Change	Resilient Communities	Social Work & Practice - IJB	Social Work & Practice - SBC	Strategic Commissioning & Partnerships	Grand Total
16 to 29	0.00%	15.37%	16.23%	9.34%	19.82%	17.25%	8.14%	8.22%	15.93%	13.54%
30 to 44	100.00%	27.57%	26.18%	20.52%	22.52%	21.91%	33.14%	31.05%	28.45%	25.52%
45 to 59	0.00%	39.54%	42.41%	47.29%	49.55%	44.99%	43.60%	48.86%	39.70%	43.14%
60 and above	0.00%	17.52%	15.18%	22.85%	8.11%	15.85%	15.12%	11.87%	15.93%	17.80%

TABLE 3 b OCCUPATIONAL SEGREGATION BY AGE/GRADE (NON EDUCATION)

Age Group	Chief Officer	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	National Minimum Wage	Total
16 to 29	0.00%	9.87%	7.60%	13.73%	13.10%	14.29%	22.34%	12.99%	10.60%	4.91%	0.00%	0.00%	0.00%	84.62%	13.54%
30 to 44	10.00%	27.27%	14.80%	11.76%	23.14%	26.53%	27.81%	33.51%	30.74%	34.04%	30.51%	16.00%	4.17%	13.46%	25.52%
45 to 59	85.00%	41.82%	37.20%	43.14%	43.35%	42.27%	40.00%	43.38%	45.58%	48.77%	53.39%	68.00%	87.50%	1.92%	43.14%
60 +	5.00%	21.04%	40.40%	31.37%	20.41%	16.91%	9.84%	10.13%	13.07%	12.28%	16.10%	16.00%	8.33%	0.00%	17.80%

51

TABLE 4 a OCCUPATIONAL SEGREGATION BY DECLARED DISABILITY/DEPARTMENT (NON EDUCATION)										
Disability	Capital Strategic Lead	Education & Lifelong Learning	Finance & Corporate Governance	Infrastructure & Environment	People, Performance & Change	Resilient Communities	Social Work & Practice - IJB	Social Work & Practice - SBC	Strategic Commissioning & Partnerships	Grand Total
Yes	0.00%	1.85%	2.09%	2.67%	2.70%	3.03%	4.65%	2.74%	2.78%	2.53%

TABLE 4 b OCCUPATIONAL SEGREGATION BY DECLARED DISABILITY /GRADE (NON EDUCATION-)

Disability	Chief Officer	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	National Minimum Wage	Total
Yes %	0.00%	2.86%	2.80%	3.27%	1.66%	3.21%	2.50%	3.38%	2.83%	4.91%	0.85%	0.00%	0.00%	3.85%	2.53%

TABLE 5 a OCCUPATIONAL SEGREGATION BY DECLARED ETHNIC GROUP/DEPARTMENT (NON EDUCATION)										
Ethnicity	Capital Strategic Lead	Education & Lifelong Learning	Finance & Corporate Governance	Infrastructure & Environment	People, Performance & Change	Resilient Communities	Social Work & Practice - IJB	Social Work & Practice - SBC	Strategic Commissioning & Partnerships	Grand Total
Black Minority Ethnic	0.00%	0.81%	0.00%	0.17%	2.70%	1.17%	0.58%	2.28%	0.63%	0.72%
White	100.00%	76.57%	86.39%	74.48%	72.07%	84.38%	81.40%	76.71%	61.57%	74.61%

52

TABLE 5 b OCCUPATIONAL SEGREGATION BY DECLARED ETHNIC GROUP/ GRADE (NON EDUCATION)

Ethnicity	Chief Officer	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	National Minimum Wage	Total
Black Minority Ethnic %	0.00	0.78	0.40	0.00	0.47	0.87	1.41	0.52	0.35	1.05	0.85%	0.00	4.17	1.92	0.72
White %	70.00	72.47	69.20	71.24	68.02	78.72	78.59	84.42	83.75	78.25	83.90%	92.00	62.50	76.92	74.61

TABLE 6 a OCCUPATIONAL SEGREGATION BY GENDER (EDUCATION) - CLUSTER

Sex	Berwickshire	Cheviot	Eildon East	Eildon West	Teviot & Liddesdale	Tweeddale	Various	Grand Total
Female	166	140	197	153	141	168	198	1163
Male	44	32	53	45	34	44	79	331
Grand Total	210	172	250	198	175	212	277	1494

TABLE 6 b OCCUPATIONAL SEGREGATION BY GENDER (EDUCATION) - CLUSTER

Sex	Berwickshire	Cheviot	Eildon East	Eildon West	Teviot & Liddesdale	Tweeddale	Various	Total
Female	79.05%	81.40%	78.80%	77.27%	80.57%	79.25%	71.48%	77.84%
Male	20.95%	18.60%	21.20%	22.73%	19.43%	20.75%	28.52%	22.16%

53

TABLE 7 a OCCUPATIONAL SEGREGATION BY AGE (EDUCATION) CLUSTER

Age Group	Berwickshire	Cheviot	Eildon East	Eildon West	Teviot & Liddesdale	Tweeddale	Various	Total
16 to 29	20.00%	15.70%	11.60%	16.67%	17.71%	10.38%	11.55%	14.46%
30 to 44	31.90%	37.21%	44.40%	38.38%	38.86%	38.21%	26.71%	36.21%
45 to 59	42.86%	41.28%	40.00%	40.40%	37.14%	45.28%	29.96%	39.16%
60 and above	5.24%	5.81%	4.00%	4.55%	6.29%	6.13%	31.77%	10.17%

TABLE 7 b OCCUPATIONAL SEGREGATION BY AGE (EDUCATION) GRADE

Age Group	Chartered Teacher	Main Grade Scale Teacher	Depute and Head Teacher	Lead Teacher	Music Instructor	Principal Teacher	Probationary Teacher	Psychologist	Quality Improvement	Total
16 to 29	0.00%	15.66%	0.00%	0.00%	5.26%	4.82%	72.92%	0.00%	0.00%	14.46%
30 to 44	14.81%	37.61%	30.36%	83.33%	31.58%	39.16%	18.75%	37.50%	20.00%	36.21%
45 to 59	85.19%	34.79%	66.96%	16.67%	42.11%	49.40%	8.33%	37.50%	70.00%	39.16%
60 and above	0.00%	11.93%	2.68%	0.00%	21.05%	6.63%	0.00%	25.00%	10.00%	10.17%

TABLE 8 a OCCUPATIONAL SEGREGATION BY DECLARED DISABILITY/ CLUSTER (EDUCATION)

Disability	Berwickshire	Cheviot	Eildon East	Eildon West	Teviot & Liddesdale	Tweeddale	Various	Total
Yes	3.81%	1.74%	1.20%	1.01%	1.14%	2.36%	1.44%	1.81%

TABLE 8 b OCCUPATIONAL SEGREGATION BY DECLARED DISABILITY/GRADE (EDUCATION)

Disability	Chartered Teacher	Main Grade Scale Teacher	Depute and Head Teacher	Lead Teacher	Music Instructor	Principal Teacher	Probationary Teacher	Psychologist	Quality Improvement	Total
Yes	7.41%	1.91%	1.79%	0.00%	0.00%	1.20%	0.00%	0.00%	0.00%	1.81%

TABLE 9 a OCCUPATIONAL SEGREGATION BY DECLARED ETHNIC GROUP (EDUCATION) CLUSTER

Ethnicity	Berwickshire	Cheviot	Eildon East	Eildon West	Teviot & Liddesdale	Tweeddale	Various	Total
Black Minority Ethnic	0.48%	0.58%	0.40%	0.51%	0.00%	0.47%	0.00%	0.33%
White Total	60.95%	64.53%	68.00%	57.07%	66.86%	68.87%	47.29%	61.31%

TABLE 9 b OCCUPATIONAL SEGREGATION BY DECLARED ETHNIC GROUP/ GRADE (EDUCATION)

Ethnicity	Chartered Teacher	Main Grade Scale Teacher	Depute and Head Teacher	Lead Teacher	Music Instructor	Principal Teacher	Probationary Teacher	Psychologist	Quality Improvement	Total
Black Minority Ethnic	0.00%	0.36%	0.00%	0.00%	0.00%	0.60%	0.00%	0.00%	0.00%	0.33%
White Total	74.07%	59.38%	77.68%	33.33%	52.63%	77.71%	2.08%	62.50%	100.00%	61.31%

Our Equality Outcomes

Equality Outcomes

55

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires the Council to publish equality outcomes.

Equality outcomes specify a result that we aim to achieve to further one or more of the needs of the general equality duty:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act •
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it, and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The actions to positively influence our Outcomes will be monitored through performance indicators.

Our Outcomes 2021 – 2025

Outcome 1: We are seen as an inclusive equal opportunities employer where all staff feel valued and respected and our workforce reflects our community.

The following are examples of how the Council has sought to achieve this outcome:

Emma Gibson - My MA Journey:

In April 2016 I joined SBC as a Modern Apprentice within the HR Shared Services Department. Through this opportunity I completed an SVQ Level 2, Business & Administration qualification through Borders College, whilst learning on the job. I then progressed in the department to be a HR Administration Assistant. In September 2021, I started my second apprenticeship within the HR

56

Case Management Team, working towards a CIPD Level 3 HR qualification whilst receiving on the job training from my experienced colleagues. This opportunity enabled me to gain a permanent HR Advisor role. I would thoroughly recommend the modern apprenticeship route to anyone, it opens up great opportunities and the bonus is you get to earn and learn.

The following case study also contributes to this Outcome – for full details see the Mainstreaming Equality section of this report.

- Hannah Page Modern Apprentice Human Resources Case Management Team

Employee Data: (Further comprehensive data can be found in the Mainstreaming Equality as an Employer section and Appendix 1 of this report).

Of our 5961 employees (including casual and supply employees):
- 75.09% are female and 24.91% male
- Of those who have disclosed their ethnic origin, 0.62% identify as belonging to a minority racial group.
- 2.35% have disclosed a disability
- 43.49% are aged between 45 – 59 years
- 86% of our employees who have completed annual Equality and Diversity Online training
- The difference in the average hourly rate between men and women is £1.48 per hour (non teaching) whilst the difference in teaching staff is £1.06 per hour

Outcome 2: Our services meet the needs of, and are accessible to; all members of our community and our staff treat all service users, clients and colleagues with dignity and respect.

57

The following are examples of how the Council has sought to achieve this outcome:

PINGO Demand Responsive Transport

Pingo is a demand-responsive transport (DRT) service currently being trialled in the Berwickshire area. DRT is a user-oriented form of passenger transport, characterised by flexible routes and smaller vehicles than most scheduled buses, operating in shared-ride mode between pick-up and drop-off locations according to passengers' needs.

DRT services can be used either to transport passengers directly to their destination, or to transport interchanges such as bus corridors, rail and bus stations.

Pingo is a fully flexible and accessible service, providing on-demand transport anywhere within its operating area seven days per week, from 07:00 – 21:00. Customers can book Pingo services using a mobile phone application or through a call centre, up to a week ahead of the planned journey. Pingo services do not follow predetermined routes and take passengers to their required destination by the quickest available route.

The Pingo vehicles are 16-seater accessible minibuses with the capacity to carry bicycles. They operate throughout the Berwickshire locality of the Scottish Borders Council (SBC) area and to the northern part of Berwick-upon-Tweed to enable access to employment and services and to promote interchange with other bus services for access to the wider region.

Pingo also provides the opportunity to interchange with rail services at the new Reston station, which opened in May 2022.

Since Pingo commenced operation in May 2022, there have been almost 9,500 journeys made with the service being on target to exceed 12,000 journeys by 31st March 2023.

Scottish Borders Council recently commissioned Jacobs Consultancy to carry out an evaluation of the service which is being finalised however initial findings have concluded that the service has had a positive impact in the Berwickshire area.

The data gathered from the pilot will be used as part of the wider transport network review to inform how Demand Responsive Transport works as part of the wider bus network, particularly in a rural context.

58

Free Bus Travel

Following the introduction of free bus travel for under 22's, it quickly became apparent that the GetYourNEC system was not easy for everyone to use and also did not suit everyone due to strict identification criteria. Therefore, we created an online form which uses the school system Seemis for ID verification purposes and then allows Customer Advice and Support Services (CASS) to process the cards for free travel. This really helped customers apply via an easier method as some parents did not have the relevant documents for providing ID such as passports so this helped the more vulnerable groups. A grandparent applied via GetYourNEC but were rejected as their name was not on the child's birth certificate but they were the legal guardian of the child. We advised them to apply using our online form and as they were listed as the guardian for the child on the school system we were able to process the application.

CA R Portal

We are preparing to launch the CA-R Portal; an online service to allow customers to view their Council Tax account details in real time, set up Direct Debits, and view their bills and account activity as and when they want. Initially a soft launch to staff will ensure any issues are ironed out before launching to customers. Although customers can access this service by contacting us by phone, this service is providing more accessibility to a variety of customers, when and where they require it.

59

The following case studies also contribute to this Outcome – for full details see the Mainstreaming Equality section of this report.

- Shared Lives
- Carers Act Monies
- Community-led support roll out Matters Hubs
- Community Led Support Workshop Adult Social Work

An educational perspective to meeting this outcome:
- Updating Respectful Relationships Policy through community of practice
- Inclusion and Wellbeing Service supporting children and young people with additional needs in schools/settings
- Leader Valley enhanced provision providing education for children with additional complex needs
- Continue to ensure a commitment to nurture and progress rollout of targeted nurture bases
- Schools / settings provide support for children and young people with additional needs based on individual needs
- Incidents of bullying are tracked and recorded and dealt with by schools in line with RespectME
- IEPs/CSPs in place for pupils who require additional support
- EMAG (Equity, Moderation and Advisory Group) process for additional resource and advice to schools regarding children with ASN
- Grants given to funded ELC providers to enable them to meet additional support needs of identified children
- Support and challenge from Attainment Advisor and Education Scotland colleagues
- Comprehensive professional learning for staff in school and settings
- Support and challenge schools / settings to improve outcomes for identified groups of children and young people with a particular focus on closing the poverty related attainment gap
- Implementing the recommendations of the Inclusion National Collaborative Improvement by appointing cluster headteachers as pathfinders for a 'Team around the Cluster' model
- Early Years Centres

Other actions include:

60

- All service buses are fully DDA compliant,
- Scottish Borders Council provides financial support to Community Transport operators,
- Mandatory training for Drivers and Passenger Assistants,
- Engaging with family groups to improve travel arrangements
- Developing care villages across 2 sites which are being designed to support individuals with a range of needs e.g. dementia, learning disabilities, sensory impairments, while supporting ongoing community input and engagement.
- Supported young people coming through transitions to access adult services and to be involved in creating a plan of support that reflects their aspirations, choices and interests.
- Identifying and supporting opportunities for young people with a learning disability to fully engage and participate in meaningful activities and relationships within their local community.
- Developed an Inclusive corporate website
- Delivered 'Positive Communication' sessions at 5 Area Partnerships – information sessions on supporting those that have difficulties hearing to access community based meetings online.
- Funded 7 groups that directly have a positive impact on Protected Characteristic groups
- Created a Veterans sub group – involving ex members of the armed forces

Outcome 3: Everyone has the opportunity to participate in public life and the democratic process.

The following are examples of how the Council has sought to achieve this outcome:

'HAVE YOUR SAY' SURVEY

As part of the budget Communication Strategy, the survey was used as a way of engaging with communities on their spending priorities. The survey was made available to members of the public via the Council website with the aim of asking participants to:

- complete a new survey and help shape the next Council budget, due to be set in February 2023.

61

- provide feedback on a number of other areas, including public transport, health and social care and the development of local plans within communities.
-

Up to the date the consultation closed, 866 respondents gave feedback on their priorities.

Following this feedback headline budget proposals include protecting frontline services, including education, social work and roads, the latter with investment of £21.9m over the next three years.

The following case study also contributes to this Outcome – for full details see Mainstreaming Equality section of this report.

- Young people led action in Kelso!

Other actions include:

- IPad survey carried out to engage with residents and carers to establish what is important to them to enable them to continue to participate as fully as possible in aspects of public life that are important to them.
- Night support consultation carried out to engage with current service users and members of the public to support us in establishing the most efficient use of resources while maintaining positive outcomes for individuals
- Young people at Peebles High School participated in Participatory Budgeting to determine school spend. Young people had to allocate £7k to projects that best suited their needs.
- Provided £150k to support the Connecting Borders programme which provides digital access to some of the most excluded in our community
- We have been involved in discussions with Borders Trans group in helping to support the forming of this group and continue to engage

62

Outcome 4: We work in partnership with other agencies and stakeholders to ensure that our communities are cohesive and there are fewer people living in poverty.

The following are examples of how the Council has sought to achieve this outcome:

- Carrying out the outcomes of the education equity strategy 2021 - 2026 to close the poverty related attainment gap
- Working with partners in the Cost of Living Crisis Operations group to develop further provision for breakfast clubs in targeted schools/settings
- Support and challenge schools/ settings to raise attainment through analysis of data, improved professional judgements and target setting for all cohorts of learners
- Support schools to make best use of Scottish Attainment Challenge funding to close the poverty related attainment gap
- Support targeted Early Learning settings to make best use of Excellence and Equity Leads to close the poverty related attainment gap
- building capability and capacity for senior leaders and staff in schools/ settings in the use of tracking and monitoring tools, including Insight and BGE Benchmarking and the ability to interpret data to identify areas of need
- Carrying out reviews of our schools with the highest number of children living in SIMD Quintile 1 to ensure the strategic approach to closing the poverty related attainment gap is effective.
- Work closely with other Corporate Parents through the operational group
- Work closely with The Promise Implementation team and Champions Board
- Child's Plans and Meeting Around the Child (MAC) process
- Early Years Centres offers food through Food banks to families, parenting groups and other supports
- Referrals to the Early Years Welfare Benefits service for the year 2021-22 exceeded 500 which represented a 35% increase over the previous year's figure. The total gains for families in the Borders as a result of these referrals in 2021-22 was £1.25m.
- Implementing the recommendations of the Inclusion National Collaborative Improvement by appointing cluster headteachers as pathfinders for a 'Team around the Cluster' model
- Provision of a free school meal and snack for all ELC childrenAt no cost to parents.
- Work in partnership with local transport operators to improve transport opportunities across the region ,

- Contribute towards local area partnership meetings,
- Implementation of Berwickshire DRT service,
- Regular meetings with partner agencies and local communities to ensure transport needs are met as best as can be
- 15 partners involved in the Cost of Living Strategic and working groups set up as a Cost of Living response.
- Community meetings across 5 localities that encompass all partners along with members of the public.
- As a member of the Scottish Borders Community Planning Partnership (CPP) we are working with partners to deliver identified actions, through our 2022/23 Work Plan, which address poverty: ·
- CPP to work collaboratively to identify barriers and work towards developing a plan to remove them in order to support parents into employment i.e., childcare barrier, transport etc. ·
- Partnership to develop plans for paying the living wage –and encouraging contractors and sub-contractors to also do so
- Explore a partnership approach to Community Wealth Building - CPP partners to work collaboratively to develop community wealth building plans.
- Delivering the Warm and Well fund in partnership with The Third Sector Interface
- Involved in a partnership approach to Credit Unions, which will encourage ethical saving and access.
- We have partnership arrangements with Registered Social Landlords and Citizens Advice Bureau (CAB) send referrals for financial assistance providing a holistic approach to addressing financial difficulties. The review of an individual's circumstances include a benefit entitlement check, income maximisation, budgeting support and money advice.
- We work in partnership with CAB to develop processes and share good practice. We have regular meetings with CAB to monitor progress which included developing a discretionary fund for all members of the community. This enabled assistance, which was not otherwise available, promoting inclusion for various groups including people from abroad, those with disabilities, older people and families. Examples include a single parent who required assistance with childcare to stay in employment and helping a family under pressure to reduce outgoings and assist with expenses to attend a school trip which would not have been available otherwise.
- SBC have a partnership with Macmillan Cancer Support. This includes exchanging good practice with other local authorities providing similar support. Staff attend the Margaret Kerr unit at Borders General Hospital and provide face to face assistance with people receiving support as visits and telephone support. Clients may be also be signposted to other services and organisations. Some recent successes include an individual who received over £1,500 as a lump sum and increases in income of over £200 per week. Another was unable to afford heating and couldn't get out due to mobility issues. After a benefit check their income was increased by £30 per week but their outgoings were reduced by over £100 per month as well

as providing funding for a mobility scooter. This led to increased independence and the ability to be able to afford to heat their home.

- The Council's Financial Inclusion Team share good practice and awareness with practitioners groups such as Macmillan Community of Practice, Rights Advice Scotland and IRRV practitioner groups. This has benefitted in gaining knowledge to allow staff to support applications for the recently introduced Adult Disability Payment and Child Disability Payment.
- The Council also works in partnership with Social Security Scotland (SSS) and DWP. SSS extended the eligibility for the Scottish Child Payment on 14 November 2022 to parents of children from six to sixteen years old. The Council led a take up campaign in partnership with SSS (who provided information about eligibility and applying) using data held by SBC to notify over 1,000 parents that they were likely to be eligible and encouraging them to make an application.
- The Financial Inclusion team provides assistance to all groups to maximise their income and also assists with appeals and specialist advice. In particular this advice is provided to those with disabilities, older people, persons from abroad and families. Recent work also included using existing data to identify people on low income who were not receiving Pension Credit but who were likely to be eligible. If awarded, this provides the recipients with an increase in weekly income, up to £900 in Cost of Living Payments and free TV licences for those over 75.
- The Council provides members for the Financial Inclusion Group (chaired by NHS) and have an officer who specifically assists with benefit checks and advice to pregnant women and those with a child up to 8 years old. After receiving support from the officer, one parent received a £500 lump sum and an increase in income of over £100 per week.

The following case studies also contribute to this Outcome – for full details see the Mainstreaming Equality section of this report.

- Shared Lives
- Community-led support roll out – Matters hubs
- Drumlanrig PS winners of Scottish Farmhouse Picnic Competition
- Community Led Support Workshop Adult Social Work

Outcome 5: Our citizens have the freedom to make their own choices and are able to lead independent, healthy lives as responsible citizens

The following are examples of how the Council has sought to achieve this outcome:

65

Millar House – Supported accommodation for adults experiencing Mental Ill Health

The Health and Social Care Partnership, Carr Gomm and Eildon Housing Association (Eildon) have collaborated to set up a new Community Rehabilitation service within Eildon's supported accommodation development located at Millar House, Melrose.

Community Rehabilitation Team
- Our Community Rehabilitation Team (CRT) consists of a multidisciplinary team including Consultant Psychiatrists, Nurses, Occupational Therapists, Social Workers, Health Care Support Workers, Peer Workers, and Administrative staff.
- They care for a population of around 110 patients across the Scottish Borders.
- The patients in their care have a severe and enduring mental health condition such as psychosis, Schizophrenia or Bi-polar Disorder.

Supported accommodation
- As part of the service, the Health and Social Care Partnership commission an organisation called Carr Gomm to provide 24-hour support to a core number of patients in supported accommodation in the centre of Galashiels. They also support patients in their own private tenancies in and around the Galashiels area. This service is referred to as core and cluster.
- The CRT and Carr Gomm work in partnership to provide ongoing care and treatment to the patients within the current core and cluster model.

Grade 4 and Grade 5 accommodation – a new model
- Following a review of the core and cluster model, it was deemed appropriate to consider enhancing the available accommodation and introduce a Grade 5 level of supported accommodation.
- Grade 4 accommodation is a descriptor of the current core and cluster model; Grade 5 can be described as intensive community rehabilitation providing earlier discharge from Grade 6 (in patient ward) or be an alternative to hospital admission.
- The new model would also see a repatriation of a small number of patients who have been required to be admitted to specialist hospital facilities out with the Scottish Borders.

Millar House, Melrose
- As part of continued strategic discussions between Eildon Housing Association and the Health & Social Care Partnership, Millar House, Melrose was identified as a potential location for the new service model, fulfilling the needs of the review and being able to provide an enhanced level of accommodation and Grade 5 provision.

66

- Millar House is a former sheltered housing development comprising a Grade C listed villa with four flatlets and shared communal facilities, and nine self-contained one-bedroom cottages. Although the development is of a high standard, the design and size of the development created both service delivery and financial challenges. Following completion of an options appraisal, Eildon's Board agreed in December 2019 to decommission the service and support tenants and staff to transfer to other care services managed by Eildon. The sheltered service ended in January 2022.
- Millar House is located in a quiet residential area of Melrose. Once information is made public, concerns may be raised about the changing use of the development and potential risk to the community. The design of development (which includes large garden areas), coupled with the 24/7 on site support team should offer reassurance to local residents that the service being developed is similar in nature to the service previously delivered by Eildon i.e., high quality supported accommodation.
- The review included service user and carer involvement, including a site visit to Millar House and questionnaires completed with the aid of BIAS advocacy service to gather views and opinions on the potential relocation.
- The consultation proved positive and together with Eildon, the Health and Social Care Partnership progressed to developing a business case to support the redesign and move which was subsequently agreed by the Integrated Joint Board.
- The model sees a relocation of nine patients to the individual cottages located in Millar House. The main house will be used to support four patients within the Grade 5 element of the model. Carr Gomm will continue to provide ongoing 24-hour support with the addition of a Community Mental Health Nurse and Occupational Therapist employed to support the Grade 5 element, Monday to Friday.

Other actions also include:
- Bus Network Review
- Promote Active Travel Opportunities

The following case studies also contributes to this Outcome – for full details see the Mainstreaming Equality section of this report.

- Shared Lives
- Community-led support roll out – WhatMatters Hubs
- Millar House – Supported accommodation for adults experiencing Mental Ill Health
- Community Led Support Workshop Adult Social Work

Outcome 6: The difference in rates of employment between the general population and those from under-represented groups is improved.

The following are examples of how the Council has sought to achieve this outcome:

Young Volunteer of the Year Award. A Wonderful Achievement!

Macauley, (pictured) a former #EyemouthHighSchool student has overcome many, many barriers in his life so far, but has shown that you can go onto achieve, with the correct support and attitude.

Macauley started volunteering with Splash, in the Eyemouth Community Cafe and Larder, as part of his Nobody left behind (NOLB) Stage 1 journey. From the first day in the Cafe, Macauley made quite an impression on the other volunteers and

68

in the community, with the manager feeding back to his Key Worker that he was, "*One of the best volunteers we have ever had*".

When he moved to Stages 2 and 3, with the #EmployabilitySupportService, Macauley made it clear that he wanted to remain in his volunteering role, and worked around his commitments to make this happen, successfully completing Stages 2 and 3, where he also managed work placement in the Co-op.

Macauley has now successfully gained paid employment in the Co-op, whilst also continuing to volunteer in Splash Brunch Hub too! What a great example and wonderful young man!

Actions include:

- Adopted a flexible and creative approach to managing rotas to accommodate the availability and needs of currently non-working parents who have restrictions around childcare, and/ or DWP benefits.
- Worked alongside HR to identify employment opportunities for refugees.

Outcome 7: The difference in educational attainment between those who are from an equality group and those who are not is improved.

The following are examples of how the Council has sought to achieve this outcome:

69

Education and Lifelong Learning

- Continued targeted and focused work happening in all schools to identify gaps in attainment and address these.
- Implemented a new thematic school review on closing the poverty related attainment gap for our ten schools with a significant SIMD Quintile 1 population
- A recovery curriculum was implemented by schools in order to try and mitigate for lost learning during school closures in the COVID-19 Pandemic
- Updated guidance to schools and monitoring of Pupil Equity Funding following the Scottish Attainment Challenge refresh in April 2022
- Improved monitoring and tracking procedureswith schools and partners regarding care experienced school leavers to increase the opportunities for positive destinations.
- Virtual School Headteacher continues to support and challenge schools and partners to ensure improved outcomes for care experienced pupils and young carers, such as positive destinations and access to learning
- The development of government required local authority stretch aims and school stretch aims to support work to narrow the poverty related attainment gap
- A Collaborative Improvement review of Inclusive practice in SBC schools and settings with Education Scotland and Association of Directors of Education Scotland. This has resulted in the implementation of Cluster Lead Headteachers to be pathfinders for developing a 'team around the cluster' model.
- Themed advice notes to schools to ensure our Inclusion policy and framework are carried out in practice
- SBC wide learning, teaching and assessment frameworks continue to support schools in recognizing the core skills which all young people need to achieve in order to thrive. Developing approaches to enabling targeted inputs for those who are from an equality group to ensure that their approach to implementation is equitable.
- Development and implementation of the Education Equity Strategy 2021 – 2026, including establishing an Equity Strategic Board to ensure governance of Attainment Scotland Funding Streams
- Continued mainstreaming of protected characteristics within the culture and curriculum of schools. Examples include: . nurturing approaches, protected characteristics month, anti-racism project, celebration of diversity in the English curriculum.
- Early Years Centres, specifically: -
  - Deliver Family Learning activities designed to enable parents to learn how to support their children's learning
  - Provide a safe, non-judgmental place where it is okay to ask for help and support and know it will be available
  - Facilitate access to specialist programmes and signpost and refer onto further support

70

- Evidence-based early intervention and prevention programmes for improving the mental health and wellbeing of children and families. All cluster areas deliver this for their families

Other actions include:

- £60,000 available to community groups and schools to offer a free breakfast club with the aim of raising attainment

The following case study also contributes to this Outcome – for full details see Mainstreaming Equality section of this report.

- Carers Act Monies

Outcome 8: We have good quality affordable housing which meets the needs of our diverse community

The following are examples of how the Council has sought to achieve this outcome:

Key achievements in 2021/22 (taken for the Local Housing Strategy Annual Report 2021/22):

- 314 affordable homes delivered across the Scottish Borders in 2021/22
- Recruitment of an Empty Homes Strategy & Policy Officer
- SBC received £1.78m Energy Efficiency Scotland: Area Based Scheme funding for the 2021/22 scheme year and allocated £1.8m for 2022/23
- 6,391 advice interactions with Home Energy Scotland
- 94% of households assessed as unintentionally homeless, where there was a known outcome, secured settled accommodation.
- Thirteen applications to the Housing Intervention Fund were approved in 2021/2022, the total spend within this fund since launch has been £30,598.
- Homelessness services have distributed 20 iPads, 28 Chromebooks and 51 MIFI devices to 56 households in 2021/2022 through Connecting Borders.
- 39 Extra Care Housing units completed by Eildon Housing Association at Wilkie Gardens, Galashiels
- Delivered 48 wheelchair standard homes

71

- During 2021/22 a total of £129,273.37 was spent on adaptations in the private sector with 33 major adaptations delivered

Delivery of New Housing
The delivery of new affordable housing improves access to housing for all. The Strategic Housing Investment Plan (SHIP) sets out the key strategic housing investment priorities for affordable housing over a five year period. The current SHIP 2023-28 sets out ambitious proposals for up to 1,320 new affordable homes in the Borders, with a total investment in the region of £268m for 2023-28. There is likely to be a positive impact on all nine protected characteristics.

Means Tested/ Grant Assisted Adaptations
The Housing (Scotland) Act places a mandatory duty on local authorities to provide assistance to households seeking to meet the needs of a disabled occupant. To help deliver this requirement Scottish Borders Council has a contract with Borders Care and Repair. The aim of the service is to enable older people and people with disabilities living in the private sector to have warm, well maintained and safe homes.

The service helps achieve this by providing support for improvements and adaptations to the homes of clients – including managing grant application submissions on behalf of private sector clients for adaptation works.

The service provides a Home Handyperson service to help to support community care groups (prioritising older people and people with disabilities), to continue to live at home through the provision of practical household help and support. All small adaptations within the scope set out for the Handyperson service are being dealt with and most NHS Health offices are using this service. The Handyperson service is fitting all equipment requests from Social Work Services and NHS Care and Repair trained Occupational Therapists.

Key statistics: 2021/22:

- 33 major adaptations completed at a cost of £129,273
- 199 Small Repairs & Adaptations
- 3,931 Handyperson Jobs were carried out, including 1,943 grab rails
- Under the Scheme of Assistance, practical assistance was given to 38 cases regarding repair and maintenance including common repairs; empty homes advice; support to landlords and tenants and, as a last resort, enforcement. In addition general information and advice was also provided about concerns regarding the condition of private accommodation.

72

Extra Care Housing

Part of the strategy for increasing the numbers of older people that are assisted to live at home, including those receiving more intensive home care or `extra care' services, will be achieved by increasing the supply and availability of `extra care housing as alternatives to current residential care home provision. Progress has been made in achieving this through the delivery of extra care housing schemes across the Borders in recent years.

Extra Care Housing supports higher levels of dependency but also provides an environment for lively and active old age. Extra Care Housing is based on self-contained flats, rather than small rooms as in residential care, and offers care and support at the same level as residential care, for those that need it, available 24 hours a day. For people with dementia, Extra Care Housing provides an alternative to being cared for at home or going straight into a care home.

There has been considerable progress made in 2021/22 with 39 units completed by Eildon Housing Association at Wilkie Gardens, Galashiels in November 2021.

Following Covid related reprogramming, the next project is now underway at the former High School in Kelso which is being converted and remodelled by Eildon Housing Association to form 36 flats. Current information estimates that this will complete in summer 2023.

Wheelchair Accessible Housing

In March 2019 the Scottish Government issued guidance to Councils requiring them to set targets for the delivery of wheelchair accessible homes across all tenures and to develop plans for meeting these. In response to this, the Council's Housing Strategy Team commissioned consultants to further investigate the need for such housing within the Scottish Borders.

Following the delivery of the finalised report: "A Space to live – Wheelchair accessible housing in the Scottish Borders" by consultants in January 2020, work has continued to engage stakeholders. The action plan is now integrated with the Local Housing Strategy 2017-2022 actions through the LHS monitoring and reporting processes. These actions will be carried forward and integrated in the new Local Housing Strategy 2023-2028

The final report identified a wide range of issues and challenges which will need to be addressed at national as well as at a local Scottish Borders level by the Council and partner agencies. The core findings indicated that up to 20 new wheelchair accessible

73

homes will be required, per year, across all tenures in order to address current unmet and future need. This target is reflected in the Council's current Strategic Housing Investment Plan 2023/2028. During the period 2021-2022, Registered Social Landlords delivered 48 wheelchair accessible homes. These were located as follows, 2 houses at Beanburn Phase 1 in Ayton by Berwickshire Housing Association, Eildon Housing Association delivered 7 flats at Huddersfield Street Galashiels and all 39 flats within the Wilkie Gardens Extra Care Housing development in Galashiels.

Local Housing Strategy 2023-2028
Work has begun on the next Local Housing Strategy to cover the period 2023-2028. This new plan will build on the significant progress made on the issues identified in the current LHS 2017-2022 and will address newly arising housing matters particularly in response to the publication of new LHS guidance and the COVID-19 pandemic.

There are four stages to the preparation and delivery of the next LHS:

- Stage 1 – Preparation
- Stage 2 – Early engagement and evidence gathering
- Stage 3 – Preparation of first draft
- Stage 4 – Formal consultation

The Council has a duty to consult widely on the LHS, and in that consultation, involve the wider community to ensure that equality duties are met. A significant amount of engagement has taken place throughout 2022. This includes:

- Early engagement survey
- Resident and Stakeholder Workshops and Surveys
- Gypsy Travellers Engagement and Needs Analysis
- Key Worker Survey
- Private Landlord Survey

The LHS will then go out for a three month formal consultation and peer review assessment before it is finalised.

74

At the start of the development of the LHS 2023-2028, the Integrated Impact Assessment has been built into the development process. A Children's Rights and Wellbeing Impact Assessment and Health Inequalities Impact Assessment are also being carried out.

Gypsy travellers
Gypsy Travellers are recognised as a distinct ethnic group by the Scottish Government. There is a large body of evidence, both in Scotland and in the UK, which shows a lack of access to culturally appropriate housing which is a major contributory factor in poor health, education and societal outcomes experienced by Gypsy Travellers.

While there is a lack of reliable accurate data to show the number of Gypsy Travellers, national estimates would suggest that 1.5% of Scotland's population of Gypsy Travellers reside in the Scottish Borders.

Currently, there is no legal requirement for local authorities to produce assessments of accommodation need for Gypsy Travellers. However, local housing strategies set out council's plans and priorities for housing and housing related services, including those for the Gypsy and Traveller community.

SBC recently commissioned consultants to carry out a piece of work on the Gypsy Traveller community in the Scottish Borders, this was part of the early engagement work of the forthcoming LHS. The key aim of this work was to identify the housing needs and requirements of the Gyspy Traveller community in the region.

The assessment was undertaken by conducting a review of the following data sources:
- 2011 census data
- Information from SBC regarding pitch provision and supply
- Information from SBC regarding authorities' encampments
- Information from key stakeholders and neighbouring authorities
- A survey of households residing in site based accommodation across the Scottish Borders
- A community survey of those attending the St Boswells Fair
- One response to an open survey made available on SBC's website and advertised on Twitter and Facebook

The findings of the assessment indicate an estimated unmet need for an additional site provision of 28 pitches. Estimated additional household formation identifies an anticipated future need for 3 additional pitches. The estimated identified need in the analysis undertaken should be taken as a starting point, but also as confirmation that provision, in some form, is required.

The following case studies also contribute to this Outcome – for full details see Mainstreaming Equality section of this report.

- Shared Lives
- Millar House – Supported accommodation for adults experiencing Mental Ill Health
- Community Led Support Workshop Adult Social Work

Outcome 9: Incidents addressed on Licensed Premises where Equality issues may be a factor.

The following are examples of how the Licencing Board has sought to achieve this outcome:

- Any issues which arise on licensed premises are dealt with by Licensing Officers within 14 days of the incident, with the involvement of Police Scotland where appropriate.

- In the period covered by this report no equality issues have been raised with the Licensing Officers.

Outcome 10: Members of the Licensing Board and Members of the Licensing Forum's knowledge and understanding of equality issues increased.

The following are examples of how the Licencing Board has sought to achieve this outcome:

- Equalities training was delivered to all members of the Licensing Board and Licensing Forum in November 2022.

Outcome 11: People with Protected Characteristics are able to participate in meetings and any other statutory processes of the Licensing Board.

The following are examples of how the Licencing Board has sought to achieve this outcome:
- Licensing Board meetings are publicised on the SBC website.
- All meetings take place in an accessible building.
- Meetings are also now held in a blended format so people can participate in meetings remotely.
- The public part of Licensing Board meetings is also live streamed so anyone can watch online.

Workforce Data

	Page Number
Table of Contents	
Setting the Scene	
• Legislative Context	2
• Operational Context	2
Workforce Data analysed by :	
• Sex	4
• Age	7
• Disability	12
• Race	
• Ethnic Origin	12
• Nationality	12
• Gender Reassignment	13
• Marital Status	14
• Maternity	14
• Religion and/or belief	14
• Sexual Orientation	15
• Carers	15
• Leavers	16
• **Operational aspects:**	
• Disciplinary/Grievances	34
• Gender Pay Gap	36
• Training Courses	37

Legislative Context

There are specific duties that Scottish Borders Council is required to comply with. This means that we have a duty to gather and use workforce data across the nine protected characteristics and sub levels as indicated below. We are also required to publish pay gap information and statements on equal pay.

This section of the report provides details obtained from our workforce data.

Operational Context

The information used within this report with regard to employees of Scottish Borders Council has been taken from the Corporate ERP System. As employees can hold multiple posts with the Council it has been decided that we use the post that the employee has defined as their main post for the purpose of completing the analysis. This will tend to be the post that they have held for the longest period of time. The analysis also includes casual and supply employees.

The Job Groups that have been used within the report are:
- Teachers (teaching staff, music instructors, psychologists and quality improvement staff)
- Chief Officers (the most senior managers)
- Single Status (all other staff employed by the Council)

These have been used as they identify the conditions of service that each employee works under. For information we have also included statistics for each of the characteristics we hold at entire workforce level.

The information has been split into the following areas:

- Capital Strategic Lead
- Social Work (2021 only)
- Education and Lifelong Learning
- Finance & Corporate Governance
- Health & Social Care (2021 only)

- Infrastructure & Enviironment
- People Performance & Change
- Resilient Communities
- Stratetgic Commissioning & Partnerships
- Social Work & Practice IJB (2022 only)
- Social Work & Practice SBC (2022 only)

Analysis of the nine characteristics and sub levels, listed below, has also been carried out.

Sex	Age	Disability	Race: Ethnic Origin/Nationality
Gender Reassignment	Marital Status	Maternity	Religion and/or belief
Sexual Orientation			

Additionally we have extended our analysis to include:

Carers	Leavers

Sub-levels of analysis:
- Employment Status
- Location – Department for all staff (except Teachers) and Catchment Area for Teaching Staff
- Job Group – based on the terms and conditions of service the employee works under
- Grade

Throughout this report we have shown the data as a percentage and number of staff for each characteristic where possible. Due to the low level of numbers in the majority of the characteristics, we have only shown the percentage as this may otherwise identify individuals, as the report is further analysed. If there are points to note these have been drawn out and included within the narrative.

The data for 2021 and 2022 has been derived from workforce data gathered from January to December in those years and as outlined in Table 1:

Table 1 – Total number of employees

	Teachers	Chief Officers	Single Status	Total
2021	1537	19	4360	**5916**
2022	1494	20	4447	**5961**

Single status figures include Modern Apprentices, who until 1st April 2023 were paid the National Living Wage appropriate to their age. They are now paid the Scottish Local Government Living Wage.

(I) Sex

There has been a very slight change in the workforce gender balance. The overall Council workforce is predominately female, which has remained at around 74% since 2015 (see Figure 1a and 1b).

Figure 1a – Workforce Gender Balance for (all staff) 2021
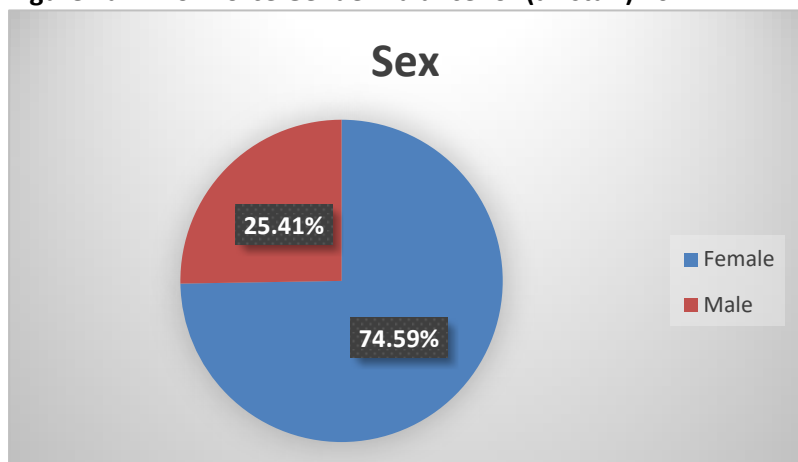
Figure 1b – Workforce Gender Balance for (all staff) 2022
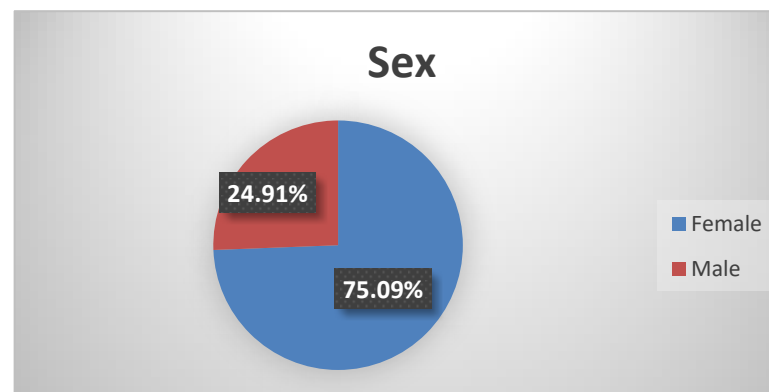
Figure 1c – Workforce Sex Balance (all staff)

	Staff by %		Staff by Number	
	2021	**2022**	**2021**	**2022**
Female	74.59%	75.09%	4413	4476
Male	25.41%	24.91%	1503	1485

Totals	100%	100%	5916	5961

Chief Officers and Single Status

Figure 2 – Workforce Sex Balance

	Staff by %		Staff by Number	
	2021	**2020**	**2021**	**2022**
Female	73.35%	73.40%	3212	3313
Male	26.65%	26.60%	1167	1154
Totals	100%	100%	**4379**	**4467**

Figure 3 – Workforce Sex Balance by Status

	2021		**2022**	
Status	**Female**	**Male**	**Female**	**Male**
Casual/Relief	77.67%	22.33%	78.48%	21.52%
Full Time	48.13%	51.87%	50.58%	49.42%
Part time	89.77%	10.23%	89.60%	10.40%

Figure 4 – Workforce Sex Balance by Department

	2021		**2022**	
Department	**Female**	**Male**	**Female**	**Male**
Capital Strategic Lead	100%		100.00%	0.00%
Social Work	73.08%	26.92%	N/A	N/A
Social Work& Practice SBC	N/A	N/A	75.80%	24.20%
Social Work IJB	N/A	N/A	83.14%	16.86%
Education & Lifelong Learning	88.98%	11.02%	88.84%	11.16%
Finance & Corporate Governance	63.16%	36.84%	65.97%	34.03%
Health & Social Care	88.58%	11.42%	58.45%	41.55%

	2021		2022	
Infrastructure & Environment	41.94%	58.06%	42.87%	57.13%
People Performance & Change	74.14%	25.86%	72.09%	27.03%
Resilient Communities	87.93%	12.07%	88.58%	11.42%
Strategic Commissioning & Partnerships	20.00%	80.00%	88.37%	11.63%

Figure 5 – Workforce Sex Balance by Job Group

	2021		2022	
Job Group	Female	Male	Female	Male
Chief Officers	57.89%	42.11%	55.00%	45.00%
Single Status	73.42%	26.58%	74.25%	25.75%

Figure 6 – Workforce Sex Balance by Grade

	2021		2022	
Grade	Female	Male	Female	Male
National Minimum Wage	59.26%	40.74%	63.46%	36.54%
Grade 1	83.20%	16.80%	85.45%	14.55%
Grade 2	41.06%	58.94%	42.80%	57.20%
Grade 3	15.03%	84.97%	14.38%	85.62%
Grade 4	84.33%	15.67%	84.31%	15.69%
Grade 5	78.74%	21.26%	78.43	21.57%
Grade 6	79.59%	20.41%	78.13%	21.87%
Grade 7	71.67%	28.33%	74.03%	25.97%
Grade 8	68.54%	31.46%	71.02%	28.98%
Grade 9	67.82%	32.18%	70.53%	29.47%
Grade 10	51.28%	48.72%	55.08%	44.926%
Grade 11	46.15%	53.85%	60.00%	40.00%
Grade 12	37.93%	62.07%	29.17%	70.83%

Chief Officers	57.89%	42.11%	55.00%	45.00%

Teachers

Figure 7 – Workforce Sex Balance

	Staff by %		Staff by Number	
	2021	2022	2021	2022
Female	78.14%	77.84%	1201	1163
Male	21.86%	22.16%	336	331
Totals	100%	100%	1537	1494

Figure 8 – Workforce Sex Balance by Catchment Area

	2021		2022	
Catchment Area	Female	Male	Female	Male
Berwickshire	78.95%	21.05%	79.05%	20.95%
Cheviot	78.77%	21.23%	81.04%	18.60%
Eildon East	78.09%	21.91%	78.80%	21.20%
Eildon West	81.37%	18.63%	77.27%	22.73%
Teviot & Liddesdale	78.86%	21.14%	80.57%	19.43%
Tweeddale	81.70%	18.30%	79.25%	20.75%
Various	71.86%	28.14%	71.48%	28.52%

Figure 9 – Workforce Sex Balance by Job Group

	2021		2022	
Job Group	Female	Male	Female	Male
Teachers	78.14%	21.86%	77.84%	22.16%

Figure 10 – Workforce Sex Balance by Grade

Grade	2021		2022	
	Female	Male	Female	Male
Main Grade Scale	79.75%	20.25%	79.51%	20.49%
Depute & Head Teacher	72.73%	27.27%	74.11%	25.89%
Lead Teacher	N/A	N/A	83.33%	16.67%
Music Instructor	44.44%	55.56%	42.11%	57.89%
Principal Teacher	75.57%	24.43%	73.49%	26.51%
Probationary Teacher	81.82%	18.18%	87.50%	12.50%
Psychologist	44.44%	55.56%	37.50%	62.50%
Quality Improvement	90.00%	10.00%	80.00%	20.00%

Figure 11 Workforce Sex balance by Status

Status	2021		2022	
	Female	Male	Female	Male
Casual/Relief	71.31%	28.69%	71.04%	28.96%
Full Time	74.70%	25.30%	74.84%	25.16%
Part Time	90.79%	9.21%	89.86%	10.14%

(II) Age

Figure 12a – Workforce Age Profile (all staff) 2021
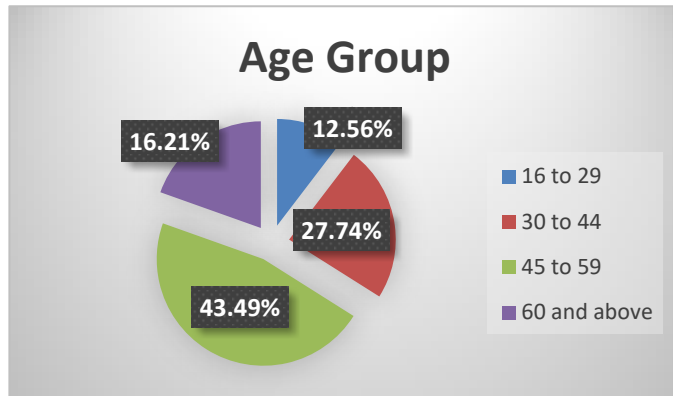
The age profile of employees has remained fairly consistent since 2015. The majority of Council employees remain in the 45-59 age bracket and account for just under half of all employees in 2021.

Figure 12b   Workforce Age Profile (all staff) 2022
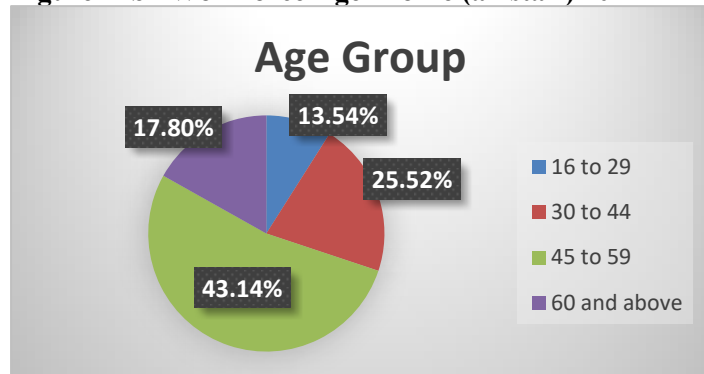
Chief Officers and Single Status Staff

Figure 13 –Workforce Age Profile

	Staff by %		Staff by Number	
	2021	**2022**	**2021**	**2022**
16 to 29	12.56%	13.54	743	605
30 to 44	27.74%	25.52%	1641	1140
45 - 59	43.49%	43.14%	2573	1927
60 and above	16.21%	17.80%	959	795
Total	**100%**	**100%**	**4286**	**4467**

Figure 14 – Workforce Age Profile by Department

Department and Age	2021	2022
Capital Strategic Lead		
16 to 29	0.00%	0.00%
30 to 44	100.00%	100.00%
45 to 59	0.00%	0.00%
60 and above	0.00%	0.00%
Social Work		
16 to 29	8.65%	N/A
30 to 44	28.85%	N/A
45 to 59	49.52%	N/A
60 and above	12.98%	N/A
Education and Lifelong Learning		
16 to 29	14.20%	15.37%
30 to 44	27.20%	27.57%
45 to 59	41.00%	39.54%
60 and above	17.61%	17.52%

Finance and Corporate Governance		
16 to 29	15.79%	16.23%
30 to 44	25.36%	26.18%
45 to 59	43.06%	42.41%
60 and above	15.79%	15.18%
Health & Social Care		
16 to 29	14.02%	N/A
30 to 44	27.21%	N/A
45 to 59	42.78%	N/A
60 and above	15.99%	N/A
Infrastructure & Environment		
16 to 29	7.86%	9.34%
30 to 44	19.52%	20.52%
45 to 59	50.12%	47.29%
60 and above	22.50%	22.85%
People Performance & Change		
16 to 29	16.38%	19.82%
30 to 44	25.00%	22.52%
45 to 59	47.41%	49.55%
60 and above	11.21%	8.11%
Resilient Communities		
16 to 29	15.52%	17.25%
30 to 44	22.66%	21.91%
45 to 59	47.54%	44.99%
60 and above	14.29%	15.85%

Strategic Commissioning & Partnerships		
16 to 29	0.00%	N/A
30 to 44	40.00%	N/A
45 to 59	60.00%	N/A
60 and above	0.00%	N/A

Social Work & Practice IJB		
16 to 29	N/A	8.14%
30 to 44	N/A	33.14%
45 to 59	N/A	43.60%
60 and above	N/A	15.12%

Social Work & Practice SBC		
16 to 29	N/A	8.22%
30 to 44	N/A	31.05%
45 to 59	N/A	48.86%
60 and above	N/A	11.87%

Figure 15 – Workforce Age Profile by Job Group

Job Group and Age	2021	2022
Chief Officers		
16 to 29	0.00%	0.00%
30 to 44	15.79%	10.00%
45 to 59	78.95%	85.00%
60 and above	5.26%	5.00%
Single Status		
16 to 29	12.43%	13.60%

30 to 44		24.68%	25.59%
45 to 59		45.05%	42.95%
60 and above		17.84%	17.85%

Figure 16a – Workforce Age Profile by Grade

Grade	2021			
	16 to 29	30 to 44	45 to 59	60 and above
National Minimum Wage	85.19%	14.81%	0.00%	0.00%
Grade 1	9.82%	25.32%	41.34%	23.51%
Grade 3	9.15%	13.07%	48.37%	29.41%
Grade 4	11.17%	22.21%	46.73%	19.89%
Grade 5	14.97%	23.05%	44.01%	17.96%
Grade 6	20.09%	29.04%	40.82%	10.05%
Grade 7	12.46%	31.44%	44.48%	11.61%
Grade 8	10.11%	29.21%	48.69%	11.99%
Grade 9	5.88%	33.22%	48.44%	12.46%
Grade 10	0.85%	27.35%	55.56%	16.24%
Grade 11	0.00%	11.54%	69.23%	19.23%
Grade 12	0.00%	3.45%	89.66%	6.90%
Chief Officers	0.00%	15.79%	78.95%	5.26%

Figure 16b – Workforce Age Profile by Grade

Grade	2022			
	16 to 29	30 to 44	45 to 59	60 and above
National Minimum Wage	84.62%	13.46%	1.92%	0.00
Grade 1	9.87%	27.27%	41.82%	21.04%
Grade 2	7.60%	14.80%	37.20%	40.40%

Grade 3	13.73%	11.76%	43.14%	31.37%
Grade 4	13.10%	23.14%	43.35%	20.41%
Grade 5	14.29%	26.53%	42.27%	16.91%
Grade 6	22.34%	27.81%	40.00%	9.84%
Grade 7	12.99%	33.51%	43.38%	10.13%
Grade 8	10.60%	30.74%	45.58%	13.07%
Grade 9	4.91%	34.04%	48.77%	12.28%
Grade 10	0.00%	30.51%	53.39%	16.10%
Grade 11	0.00%	16.00%	68.00%	16.00%
Grade 12	0.00%	4.17%	87.50%	8.33%
Chief Officers	0.00%	10.00%	85.00%	5.00%

Figure 17 – Workforce Age Profile by Status

Status and Age	2021	2022
Casual/Relief		
16 to 29	13.11%	14.91%
30 to 44	21.47%	21.24%
45 to 59	35.45%	33.05%
60 and above	29.97%	30.80%
Full Time		
16 to 29	15.61%	18.03%
30 to 44	23.48%%	24.04%
45 to 59	49.51%	46.48%
60 and above	11.41%	11.45%
Part time		
16 to 29	9.86%	9.90%
30 to 44	26.48%	27.97%
45 to 59	45.28%	44.02%
60 and above	18.38%	18.11%

Teachers

Figure 18 –Workforce Age Profile

	Staff by %		Staff by Number	
	2021	**2022**	**2021**	**2022**
16 to 29	13.08%	14.46%	201	216
30 to 44	36.56%	36.21%	562	541
45 to 59	38.65%	39.16%	594	585
60 and above	11.71%	10.17%	180	152
Total	**100%**	**100%**	**1537**	**1494**

Figure 19 – Workforce Age Profile by Catchment Area

Catchment Area and Age	2021	2022
Berwickshire		
16 to 29	19.14%	20.00%
30 to 44	34.93%	31.90%
45 to 59	41.15%	42.86%
60 and above	4.78%	5.24%
Cheviot		
16 to 29	16.29%	15.70%
30 to 44	37.43%	37.21%
45 to 59	44.13%	41.28%
60 and above	6.15%	5.81%
Eildon East		
16 to 29	11.55%	11.60%
30 to 44	46.22%	44.40%
45 to 59	37.45%	40.00%
60 and above	4.78%	4.00%
Eildon West		
16 to 29	19.12%	16.67%
30 to 44	40.20%	38.38%

45 to 59	36.27%	40.40%
60 and above	4.41%	4.55%
Teviot & Liddesdale		
16 to 29	14.86%	17.71%
30 to 44	46.29%	38.86%
45 to 59	35.43%	37.14%
60 and above	3.43%	6.29%
Tweeddale		
16 to 29	8.04%	10.38%
30 to 44	40.18%	38.21%
45 to 59	44.64%	45.28%
60 and above	7.14%	6.13%
Various		
16 to 29	9.15%	11.55%
30 to 44	17.97%	26.71%
45 to 59	33.56%	29.96%
60 and above	39.32%	31.77%

Figure 20 – Workforce Age Profile by Job Group

Job Group and Age	2021	2022
Teachers		
16 to 29	13.08%	14.46%
30 to 44	36.56%	36.21%
45 to 59	38.65%	39.16%
60 and above	11.71%	10.17%

Figure 21a – Workforce Age Profile by Grade

	2021			
Grade	16 to 29	30 to 44	45 to 59	60 and above
Chartered Teacher	0.00%	21.43%	78.57%	0.00%
Main Grade Scale Teacher	14.41%	37.05%	34.66%	13.88%
Depute & Head Teacher	0.00%	37.27%	60.004%	2.73%
Music Instructor	0.00%	27.78%	50.00%	22.22%
Principal Teacher	3.41%	41.48%	49.43%	5.68%
Probationary Teacher	56.36%	29.09%	10.91%	3.64%
Psychologist	11.11%	22.22%	33.33%	33.33%
Quality Improvement	0.00%	0.00%	90.00%	10.00%

Figure 21b – Workforce Age Profile by Grade

	2022			
Grade	16 to 29	30 to 44	45 to 59	60 and above
Chartered Teacher	0.00%	14.81%	85.19%	0.00%
Main Grade Scale	15.66%	37.61%	34.79%	11.93%
Depute & Head Teacher	0.00%	30.36%	66.96%	2.68%
Lead Teacher	0.00%	83.33%	16.67%	0.00%
Music Instructor	5.26%	31.58%	42.11%	21.05%
Principal Teacher	4.82%	39.16%	49.40%	6.63%

Probationary Teacher	72.92%	18.75%	8.33%	0.00%
Psychologist	0.00%	37.50%	37.50%	25.00%
Quality Improvement	0.00%	20.00%	70.00%	10.00%

Figure 22 – Workforce Age Profile by Status

Status and Age	2021	2022
Casual/Relief		
16 to 29	10.25%	14.03%
30 to 44	16.80%	22.62%
45 to 59	28.28%	24.89%
60 and above	44.67%	38.46%
Full Time		
16 to 29	16.98%	17.97%
30 to 44	36.91%	34.64%
45 to 59	42.94%	43.90%
60 and above	3.18%	3.49%
Part Time		
16 to 29	5.53%	5.63%
30 to 44	48.42%	48.73%
45 to 59	35.00%	35.77%
60 and above	11.05%	9.86%

(III) Further Analysis

Please note the questions asked on Equality Monitoring Forms have changed slightly to include a 'Prefer Not to Say' option. In addition, it is worth noting that there is a difference between the 'No Response' and 'Not Stated' options presented below. While 'No Response' represents the proportion of employees who did not fill out the Equality Monitoring Forms at all, 'Not Stated' represents the proportion of employees who did not answer specific individual questions.

While filling out The Council's Equality Monitoring Form is not mandatory it must be acknowledged that low numbers in the below tables could be due to the high number of individuals choosing not to fill out the form or answer specific questions. This is particularly evident when looking at the disability, gender reassignment and carer categories as indicated below.

(IV) Disability

When comparing the two years, the level of employees indicating that they have a disability has decreased slightly to 2.35% of the workforce in 2022

Figure 23 – Workforce Disability Profile (all staff)

Disability	2021	2022
No	28.55%	31.39%
No Response	23.09%	25.26%
Not Stated	45.76%	40.76%
Prefer Not To Say	0.17%	0.23%
Yes	2.43%	2.35%

(V) Race

a)   Ethnic Origin

The proportion of Black and Minority Ethnic employees has increased slightly over the two years from 0.59% to 0.62%. The proportion of employees identifying themselves as white has decreased slightly over the two years.

Due to the low level of Black Minority Ethnic employees that are employed by the Council no further breakdowns have been included as this may lead to the identification of individuals.

Figure 24 – Workforce Ethnic Origin Profile (all staff)

Ethnic Origin	2021	2022
Black Minority Ethnic	0.59%	0.62%
No Response	23.09%	25.26%
Not Stated	0.71%	0.69%
Prefer Not To Say	2.48%	2.15%
White	73.12%	71.28%

b)   Nationality (all staff)

Figure 25 – Workforce Ethnic Origin Profile (all staff)

Nationality	2021	Nationality	2022
American	0.03%	American	0.03%
Armenian	0.02%	Armenian	0.02%
Australian	0.02%	Australian	0.03%
Batswana	0.02%	Batswana	0.02%

Belgian	0.00%	Belgian	0.03%
British	8.08%	British	8.00%
Bulgarian	0.02	Bulgarian	0.00%
Canadian	0.05%	Canadian	0.05%
Chinese	0.02%	Chinese	0.03%
Croatian	0.00%	Croatian	0.02%
Dutch	0.02%	Dutch	0.02%
English	1.18%	English	1.02%
Filipino	0.03%	Filipino	0.02%
French	0.03%	French	0.03%
German	0.02%	German	0.00%
Greek	0.02%	Greek	0.03%
Hungarian	0.03	Hungarian	0.02%
Irish	0.12%	Irish	0.18%
Italian	0.02%	Italian	0.02%
Kenyan	0.02%	Kenyan	0.02%
Latvian	0.03%	Latvian	0.03%
Lithuanian	0.02%	Lithuanian	0.02%
Malaysian	0.02%	Malaysian	0.02%
Netherlander	0.02%	Netherlander	0.02%
New Zealander	0.05%	New Zealander	0.08%
Nigerian	0.00%	Nigerian	0.02%
No Response	23.09%	No Response	25.26%
Northern Irish	0.14%	Northern Irish	0.08%
Not Stated	45.49%	Not Stated	40.63%
Philipino	0.02%	Philipino	0.00%
Polish	0.27%	Polish	0.30%
Portuguese	0.02%	Portuguese	0.02%
Prefer not say	0.12%	Prefer not say	0.10%

Romanian	0.02%	Romanian	0.03%
San Marinese	0.02%	San Marinese	0.02%
Scottish	20.71%	Scottish	23.45%
Senegalese	0.02%	Senegalese	0.02%
South African	0.00%	South African	0.03%
Spanish	0.02%	Spanish	0.05%
Sri Lankan	0.00%	Sri Lankan	0.02%
Swedish	0.02%	Swedish	0.02%
Swiss	0.03%	Swiss	0.02%
Syrian	0.03%	Syrian	0.03%
Ukrainian	0.00%	Ukrainian	0.02%
Welsh	0.10%	Welsh	0.10%
Zimbabwean	0.00%	Zimbabwean	0.03%
Grand Total	100.00%	Grand Total	100.00%

(VI) Gender Reassignment

The level of employees indicating that they are currently undergoing or have undergone gender reassignment over the past two years has remained almost static. Due to the extremely low level of employees who have indicated this, no further analysis is included as this may lead to the identification of individuals.

Figure 26 – Workforce Gender Reassignment (all staff)

Gender Reassignment	2021	2022
No	28.80%	31.86%
No Response	23.09%	25.26%
Not Stated	47.82%	42.59%
Prefer Not To Say	0.22%	0.20%
Yes	0.07%	0.08%

(VII) Marital Status

Whilst there are some variations between to the two years presented below, the highest category for 2022 is Married/Civil Partnership which has a small decrease when compared to 2021.

Figure 27 – Workforce Marital Status (all staff)

Marital Status	2021	2022
Divorced	4.60%	4.23%
Living with Partner	10.45%	9.44%
Married/ Civil Partnership	38.84%	37.12%
No Response	23.09%	25.26%
Not Stated	1.22%	1.17%
Prefer Not To Say	3.19%	2.94%
Separated	0.78%	0.86%
Single	17.22%	18.45%
Widowed	0.61%	0.52%

(VIII) Maternity

The year identifier is taken from the date that the employee ended their Maternity Leave period.

Figure 28 – Maternity (all staff)

	2021	2022
Didn't return	5	4
Returned for less than 3 months	5	87
Returned	80	2
Total	90	**93**

(IX) Religion and/or belief

Whilst there are some small variations between the two years the two highest categories are 'No Religion/Belief' and 'Church of Scotland'.

Figure 29 – Workforce Religion or Belief (all staff)

Religion or Belief	2021	2022
Buddhist	0.20%	0.15%
Church of Scotland	20.22%	19.01%
Hindu	0.05%	0.02%
Humanist	0.24%	0.22%
Jewish	0.08%	0.08%
Muslim	0.08%	0.10%
No Religion/Belief	33.92%	34.68%
No Response	23.09%	25.26%
Not Stated	1.98%	1.73%
Other Christian	5.97%	5.62%
Other Religion/Belief	3.40%	3.07%
Pagan	0.05%	0.05%
Prefer Not To Say	6.51%	5.85%
Roman Catholic	4.21%	4.16%

(X) Sexual Orientation

Figure 30 – Workforce Sexual Orientation (all staff)

Sexual Orientation	2021	2022
Bisexual	0.54%	0.62%
Gay Man	0.41%	0.44%
Heterosexual/Straight	66.55%	65.37%
Lesbian/gay women	0.32%	0.29%
No Response	23.09%	25.26%
Not Stated	2.16%	1.91%
Other	0.08%	0.08%
Prefer Not To Say	6.85%	6.02%

XI) Carers

The number of employees who have indicated that they have caring responsibilities has slightly decreased slightly over the past two years. The majority of individuals have chosen not to answer the question.

Figure 31 – Workforce Carers (all staff)

Carer	2021	2022
No	18.07%	21.86%
No Response	23.09%	25.26%
Not Stated	47.50%	42.27%
Prefer Not To Say	0.20%	0.22%
Yes (Children under 18 and other)	0.41%	0.39%
Yes (Children under 18)	9.58%	8.42%
Yes (Other)	1.15%	1.58%

(XII) Leavers 2021 (a)

Chief Officers and Single Status

Sex

Figure 32

Sex	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	TUPE Transfer	Grand Total
Female	13	1	4	21	3	6		208	66	30	352
Male	3	4	2	9		4	4	74	33	3	136
Grand Total	16	5	6	30	3	10	4	282	99	33	488

Age

Figure 33

Age Group	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	TUPE Transfer	Grand Total
16 to 29			1	9			1	57		4	72
30 to 44	4		1	6				91		4	106
45 to 59	5	3	4	11		8	2	109	9	21	172
60 and above	7	2		4	3	2	1	25	90	4	138
Grand Total	16	5	6	30	3	10	4	282	99	33	488

Disability

Figure 34

Diversity - Disability(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	TUPE Transfer	Grand Total
No		1	3	22		1	3	108	5	7	150
No Response	4	1	1	7		2		73	10	5	103
Not Stated	12	2	2		3	6	1	88	82	21	217
Prefer Not To Say								2			2
Yes		1		1		1		11	2		16
Grand Total	16	5	6	30	3	10	4	282	99	33	488

Race

Figure 35

Diversity - Ethnicity(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	TUPE Transfer	Grand Total
Asian - Indian, Indian Scottish Or Indian British				1							1
Asian - Other				1							1
Black - (inc Scottish/British)				1							1
Black Minority Ethnic	**0**	**0**	**0**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**3**
White - Irish								1	1		2
White - Other British	1	3	1	2			1	35	20	4	67
White - Other Ethnic Groups								8	1	2	11
White - Other European								2			2
White - Scottish	11	1	4	18	3	7	3	152	64	21	284
White Total	**12**	**4**	**5**	**20**	**3**	**7**	**4**	**198**	**86**	**27**	**366**
No Response	4	1	1	7		2		73	10	5	103

	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	TUPE Transfer	Grand Total
Not Stated						1		2	1		4
Prefer Not To Answer								9	2	1	12
No Disclosed Total	**4**	**1**	**1**	**7**	**0**	**3**	**0**	**84**	**13**	**6**	**119**
Grand Total	16	5	6	30	3	10	4	282	99	33	488

Transgender

Figure 36

Diversity - Transgender(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	TUPE Transfer	Grand Total
No		2	3	23		3	2	114	4	6	157
No Response	4	1	1	7		2		73	10	5	103
Not Stated	12	2	2		3	5	2	93	85	21	225
Prefer Not To Say								2		1	3
Grand Total	16	5	6	30	3	10	4	282	99	33	488

Marital Status

Figure 37

Diversity - Relationship(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	TUPE Transfer	Grand Total
Divorced	4			1		1	1	6	11	1	25
Living With Partner	2		1	2				50	2	3	60
Married / Civil Partnership	5	1	2	13	3	6	1	81	62	14	188
No Response	4	1	1	7		2		73	10	5	103
Not Stated		1	1						3	1	6
Prefer Not To Say		1				1		8	4	1	15
Separated								4			4
Single	1	1	1	7			2	60	4	7	83

									3	1	4
Widowed									3	1	4
Grand Total	16	5	6	30	3	10	4	282	99	33	488

Religion and/or belief

Figure 38

Diversity - Religion(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	TUPE Transfer	Grand Total
Church of Scotland	6	2	2	7	2	1		30	38	5	93
Hindu				1					1		2
Humanist								1	1		2
Muslim								1			1
No Religion / Belief	1	1	2	7	1	3	3	117	14	9	158
No Response	4	1	1	7		2		73	10	5	103
Not Stated			1	1				8	2	2	14
Other Christian	2			3		1		14	6	4	30
Other Religion / Belief				2		1		12	11		26
Prefer Not To Say	2	1		1		2		19	11	3	39
Roman Catholic	1			1			1	7	5	5	20
Grand Total	16	5	6	30	3	10	4	282	99	33	488

Sexual Orientation

Figure 39

Diversity - Sexual Orientation(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	TUPE Transfer	Grand Total
Bisexual				1				3			4

Gay Man								4			4
Heterosexual/Straight	9	4	5	22	3	6	4	179	71	19	322
Lesbian/Gay Woman										1	1
No Response	4	1	1	7		2		73	10	5	103
Not Stated	1					1		1	3	3	9
Prefer Not To Say	2					1		22	15	5	45
Grand Total	16	5	6	30	3	10	4	282	99	33	488

Carers

Figure 40

Diversity - Carer(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	TUPE Transfer	Grand Total
No			2	11		2	3	71	4	4	97
No Response	4	1	1	7		2		73	10	5	103
Not Stated	12	3	2		3	6	1	91	84	21	223
Prefer Not To Say								2			2
Yes (Children under 18 and other)				1				3			4
Yes (Children under 18)			1	9				37		2	49
Yes (Other)		1		2				5	1	1	10
Grand Total	16	5	6	30	3	10	4	282	99	33	488

(XII) Leavers 2021

Teachers

Sex

Figure 41

Sex	Capability Dismissal	Death in Service	Dismissal	End of Contract	Resignation	Retiral	Grand Total
Female	2	1	1	14	41	24	83
Male	2			8	18	5	33
Grand Total	4	1	1	22	59	29	116

Age

Figure 42

Age Group	Capability Dismissal	Death in Service	Dismissal	End of Contract	Resignation	Retiral	Grand Total
16 to 29				10	8		18
30 to 44				8	25		33
45 to 59	3	1	1	2	24	15	46
60 and above	1			2	2	14	19
Grand Total	4	1	1	22	59	29	116

Disability

Figure 43

Diversity - Disability(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Resignation	Retiral	Grand Total
No	1			5	18	3	27
No Response		1		17	13	3	34
Not Stated	3		1		27	23	54
Yes					1		1
Grand Total	4	1	1	22	59	29	116

Race

Figure 44

Diversity - Ethnicity(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Resignation	Retiral	Grand Total
Any mixed or multiple					1		1
Black Minority Ethnic	**0**	**0**	**0**	**0**	**1**	**0**	**1**
White - Irish					2		2
White - Other British					10	10	20
White - Other Ethnic Groups	1				1		2
White - Scottish	3		1	5	26	16	51
White Total	**4**	**0**	**1**	**5**	**39**	**26**	**75**
No Response		1		17	13	3	34
Not Stated					2		2
Prefer Not To Answer					4		4
No Disclosed Total	**0**	**1**	**0**	**17**	**19**	**3**	**40**
Grand Total	4	1	1	22	59	29	116

Transgender

Figure 45

Diversity - Transgender(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Resignation	Retiral	Grand Total
No	1			5	19	3	28
No Response		1		17	13	3	34
Not Stated	3		1		27	23	54
Grand Total	4	1	1	22	59	29	116

Marital Status

Figure 46

Diversity - Relationship(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Resignation	Retiral	Grand Total
Divorced	2				1	3	6
Living With Partner				1	7	1	9
Married / Civil Partnership	2		1	1	21	19	44
No Response		1		17	13	3	34
Not Stated					1		1
Prefer Not To Say					5		5
Separated				1			1
Single				2	11	3	16
Grand Total	4	1	1	22	59	29	116

Religion and/or belief

Figure 47

Diversity - Religion(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Resignation	Retiral	Grand Total
Church of Scotland	3		1	1	4	13	22
No Religion / Belief	1			2	21	6	30
No Response		1		17	13	3	34
Not Stated					1	1	2
Other Christian				2	6	4	12
Other Religion / Belief					4	1	5
Prefer Not To Say					6	1	7
Roman Catholic					4		4
Grand Total	4	1	1	22	59	29	116

Sexual Orientation

Figure 48

Diversity - Sexual Orientation(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Resignation	Retiral	Grand Total
Gay Man				2			2
Heterosexual/Straight	4			3	41	23	71
No Response		1		17	13	3	34
Not Stated					1		1
Prefer Not To Say			1		4	3	8
Grand Total	4	1	1	22	59	29	116

Carer

Figure 49

Diversity - Carer(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Resignation	Retiral	Grand Total
No	1			5	13	1	20
No Response		1		17	13	3	34
Not Stated	3		1		27	23	54
Yes (Children under 18)					6	2	8
Grand Total	4	1	1	22	59	29	116

(XII) Leavers 2022 (b)

Chief Officers and Single Status

Sex

Figure 50

Sex	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total

F	11		7	15	3	5	1	204	62	308
M	2	3	6	8	5	7		85	30	146
Grand Total	13	3	13	23	8	12	1	289	92	454

Age

Figure 51

Age Group	Capability Dismissal	Death in Service	Dismiss al	End of Contract	Flexible Retirement	Ill Health Retiral	Redundan cy	Resignati on	Retir al	Grand Total
16 to 29			7	10				67		84
30 to 44	3	1		5				98		107
45 to 59	8	1	5	5		7	1	107	13	147
60 and above	2	1	1	3	8	5		17	79	116
Grand Total	13	3	13	23	8	12	1	289	92	454

Disability

Figure 52

Diversity - Disability(T)	Capability Dismissal	Death in Service	Dismis sal	End of Contract	Flexible Retirement	Ill Health Retiral	Redunda ncy	Resignati on	Retir al	Grand Total
No	3	2	6	10				140	5	166
No Response	1		5	11	2	3		65	17	104
Not Stated	9	1	2	2	6	7	1	77	67	172
Prefer Not To Say								1		1
Yes						2		6	3	11
Grand Total	13	3	13	23	8	12	1	289	92	454

Race

Figure 53

Diversity - Ethnicity(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
African - African, African Scottish or African British								1		1
Any mixed or multiple		1								1
Asian - Indian, Indian Scottish Or Indian British								1		1
Asian - Other								1		1
Other Ethnic Group - Other								1		1
Black Minority Ethnic	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**4**	**0**	**5**
White - Irish	1			1				3		5
White - Other British	4		1	5	1	4		42	13	70
White - Other Ethnic Groups			1			1		1	1	4
White - Other European								1		1
White - Polish								3		3
White - Scottish	7	2	6	6	5	4	1	167	55	253
White Total	**12**	**2**	**8**	**12**	**6**	**9**	**1**	**217**	**69**	**336**
No Response	1		5	11	2	3		65	17	104
Not Stated								2		2
Prefer Not To Answer								1	6	7
No Disclosed Total	**1**	**0**	**5**	**11**	**2**	**3**	**0**	**68**	**23**	**113**
Grand Total	13	3	13	23	8	12	1	289	92	454

Transgender

Figure 54

Diversity - Transgender(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
No	3	2	6	10			1		141	4	167
No Response	1		5	11	2	3		65	17	104
Not Stated	9	1	2	2	6	8	1	82	70	181
Prefer Not To Say								1	1	2
Grand Total	13	3	13	23	8	12	1	289	92	454

Marital Status

Figure 55

Diversity - Relationship(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
Divorced	3			2	1	2		17	10	35
Living With Partner	3							28	5	36
Married / Civil Partnership	4	3	3	3	5	6	1	106	45	176
No Response	1		5	11	2	3		65	17	104
Not Stated								2	2	4
Prefer Not To Say	1		2					3	6	12
Separated				1				3		4
Single	1		3	6		1		63	5	79
Widowed								2	2	4
Grand Total	13	3	13	23	8	12	1	289	92	454

Religion and/or belief

Figure 56

Diversity - Religion(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
Buddhist								1		1
Church of Scotland	5	2		4	2	2	1	46	27	89
Hindu								2		2
Humanist								1		1
No Religion / Belief	6		8	4	1	2		128	23	172
No Response	1		5	11	2	3		65	17	104
Not Stated								8	3	11
Other Christian	1			3	1	2		13	4	24
Other Religion / Belief				1	1			6	4	12
Pagan		1								1
Prefer Not To Say					1	1		12	9	23
Roman Catholic						2		7	5	14
Grand Total	13	3	13	23	8	12	1	289	92	454

Sexual Orientation

Figure 57

Diversity - Sexual Orientation(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
Bisexual			1			1		3		5
Gay Man								4		4
Heterosexual/Straight	10	3	7	12	5	8		203	51	299
Lesbian/Gay Woman								2	1	3

No Response	1		5	11	2	3		65	17	104
Not Stated	1							5	3	9
Prefer Not To Say	1				1		1	7	20	30
Grand Total	13	3	13	23	8	12	1	289	92	454

Carers

Figure 58

Diversity - Carer(T)	Capability Dismissal	Death in Service	Dismissal	End of Contract	Flexible Retirement	Ill Health Retiral	Redundancy	Resignation	Retiral	Grand Total
No	1	2	4	8				100	4	119
No Response	1		5	11	2	3		65	17	104
Not Stated	9	1	2	3	6	8	1	81	69	180
Yes (Children under 18 and other)								1		1
Yes (Children under 18)	2			1		1		33	1	38
Yes (Other)			2					9	1	12
Grand Total	13	3	13	23	8	12	1	289	92	454

(XII) Leavers 2022

Teachers

Sex

Figure 59

Sex	Death in Service	End of Contract	Ill Health Retiral	Resignation	Retiral	Grand Total
Female	1	23	1	45	35	105
Male		7		14	6	27
Grand Total	1	30	1	59	41	132

Age

Figure 60

Age Group	Death in Service	End of Contract	Ill Health Retiral	Resignation	Retiral	Grand Total
16 to 29		10		9		19
30 to 44		9		34		43
45 to 59	1	5	1	15	13	35
60 and above		6		1	28	35
Grand Total	1	30	1	59	41	132

Disability

Figure 61

Diversity - Disability(T)	Death in Service	End of Contract	Ill Health Retiral	Resignation	Retiral	Grand Total
No		12		26	1	39
No Response		16		14	7	37
Not Stated	1	1	1	18	32	53
Yes		1		1	1	3
Grand Total	1	30	1	59	41	132

Race

Figure 62

Diversity - Ethnicity(T)	Death in Service	End of Contract	Ill Health Retiral	Resignation	Retiral	Grand Total
White - Irish					1	1
White - Other British	1	3		15	14	33
White - Other Ethnic Groups		2		2	1	5
White - Other European		1		1		2
White - Scottish		8		24	18	50

White Total	**1**	**14**	**0**	**42**	**34**	**91**
No Response		16		14	7	37
Not Stated				1		1
Prefer Not To Answer				1	2	3
No Disclosed Total	**0**	**16**	**1**	**17**	**7**	**41**
Grand Total	1	30	1	59	41	132

Transgender

Figure 63

Diversity - Transgender(T)	Death in Service	End of Contract	Ill Health Retiral	Resignation	Retiral	Grand Total
No		13		25	1	39
No Response		16		14	7	37
Not Stated	1	1	1	19	33	55
Prefer Not To Say				1		1
Grand Total	1	30	1	59	41	132

Marital Status

Figure 64

Diversity - Relationship(T)	Death in Service	End of Contract	Ill Health Retiral	Resignation	Retiral	Grand Total
Divorced		2		2	3	7
Living With Partner		1		6	1	8
Married / Civil Partnership		3		14	23	40
No Response		16		14	7	37
Not Stated	1	1				2
Prefer Not To Say			1	2	2	5
Separated		1		2		3
Single		6		19	3	28

Widowed					2	2
Grand Total	1	30	1	59	41	132

Religion and/or religion and belief

Figure 65

Diversity - Religion(T)	Death in Service	End of Contract	Ill Health Retiral	Resignation	Retiral	Grand Total
Buddhist				1	1	2
Church of Scotland	1	2		7	20	30
Humanist					1	1
No Religion / Belief		7		23	6	36
No Response		16		14	7	37
Not Stated		1		1	1	3
Other Christian				5		5
Other Religion / Belief		2		2		4
Prefer Not To Say		1	1	4	2	8
Roman Catholic		1		2	3	6
Grand Total	1	30	1	59	41	132

Sexual Orientation

Figure 66

Diversity - Sexual Orientation(T)	Death in Service	End of Contract	Ill Health Retiral	Resignation	Retiral	Grand Total
Bisexual		1				1
Gay Man				1		1
Heterosexual/Straight	1	13		37	29	80
Lesbian/Gay Woman				1		1
No Response		16		14	7	37
Not Stated				1	1	2

	Death in Service	End of Contract	Ill Health Retiral			
Prefer Not To Say				1	5	4	10
Grand Total	1	30	1	59	41	132

Carers

Figure 67

Diversity - Carer(T)	Death in Service	End of Contract	Ill Health Retiral	Resignation	Retiral	Grand Total
No		11		19	1	31
No Response		16		14	7	37
Not Stated	1		1	19	33	54
Yes (Children under 18)		2		7		9
Yes (Other)		1				1
Grand Total	1	30	1	59	41	132

Grievance

Where employees have a concern they would normally raise the issue directly with their line manager, or ask their Trade Union representative to make an informal approach on their behalf. Therefore in the majority of cases it will be possible to resolve potential grievances informally.
If informal resolution is not possible employees can raise a formal grievance.

If the potential grievance is of a particularly sensitive or complex nature, advice may be sought from HR. It is only in these instances that the actual data is recorded. Therefore the data given below is a record of all the grievances that have involved HR. As the numbers of staff involved in grievances are low no further analysis is included. Grievances with HR's involvement during **2021 totaled 9 and in 2022 totaled 6.** The outcomes of these were either that the grievance was resolved or it is currently ongoing.

Discipline

The Council recognises that the effective delivery of services is dependent on acceptable standards of conduct and performance of all employees. The Council acknowledges its responsibilities as an employer to determine appropriate standards of conduct and performance and to make employees aware of these standards. Employees also have a responsibility to familiarise themselves with the rules and procedures relating to their employment and to maintain acceptable standards of conduct and performance.

Clearly there may be occasions when any employee does not meet acceptable standards. Minor and non-recurring issues will be dealt with by the appropriate manager through support, advice, guidance, counselling and/or training, with an emphasis on improving standards and learning from mistakes, rather than apportioning blame.

Despite this, there may be occasions when formal disciplinary action is required. The Council therefore has a disciplinary procedure to ensure that all managers adopt a uniform approach to discipline. The procedure provides a framework to ensure that any disciplinary action is taken in a fair and consistent manner, whilst recognising that each case must be treated on its merits taking account of individual circumstances.

Figures 78a, 78b and 79 below provide the details of formal disciplinary action broken down by gender, race, disability and age.   Further analysis has not been undertaken for the remaining protected characteristics as this may identify individuals.

Figure 78a – Disciplinary action– Gender, Ethnic Origin and Disability

2021		White Scottish	White other	Other	Disability	Disability unknown
	25 in total					
Male	12	7	5		2	10
Female	13	4	8	1		13

Figure 78b – Disciplinary action– Gender, Ethnic Origin and Disability

2022		White Scottish	White other	Other	Not known	Disability	Disability unknown
	15 in total						
Male	8	4	1		1		8
Female	7	4	2		1		7

Figure 79 –Disciplinary action – Age

Year	Age Group			
	16 to 29	**30 to 44**	**45 to 59**	**60 and above**
2021	2	6	13	3
2022	2	3	9	1

Gender Pay Gap

The gender pay gap is the difference between men and women's hourly earnings.

Using guidance and the standard calculation that is set out by the Equality and Human Rights Commission, the Council's equal pay gap was calculated using data as at **31 December 2022**

The Standard Calculation is:

(a) -(b) = Total
Total/ (b) = (c)

Where:
(a) Average Hourly Rate for Women
(b) Average Hourly Rate Men
(c) Pay Gap

The average basic hourly pay (excluding overtime) between men and women has been calculated and further details have been outlined below:

Chief Officers and Single Status Staff

- The average hourly rate for women is £14.05 (a)
- The average hourly rate for men is £15.53(b)
- The difference in hourly pay is **£ 1.48**
- This means that on average women earn 9.53% (c) less than men

Teaching Staff

- The average hourly rate for women is £26.76 (a)
- The average hourly rate for men is £27.82 (b)
- The difference in hourly pay is **£1.06**
- This means that on average women in Education earn 3.84% (c) less than men.

Training

The following four tables display both the annual completion rates and the cumulative rates of council employees for mandatory training courses in the periods January – December 2021 & 2022 respectively. NB. Information Security Course is only mandatory for Council IT users, hence the inclusion of the 'Not Required' Row in the below tables. In April 2001, the addition of Health & Safety Awareness was added to the mandatory bringing the Mandatory up to 9 courses. In June 2022, Information Management Training replaced GDPR, Information Management Awareness and Information Security, and in November 2022, an additional course 'An Introduction to Climate Emergency' was introduced bringing the new requirement to 8. We now have three courses with a validity period, Adult Support & Protection and Fire Safety which have a two year validity date and Information Management Training with an annual refresh requirement. Refresh Annually* Refresh every two years**.

Figure 79a Mandatory Training SBC

2021	Number of Staff Annual Completion	% of Staff Annual Completion	Staff Cumulative Completion numbers	Staff % Cumulative Completion	Number of staff incomplete	Not Required
Adult Support and Protection Module**	1582	35%	3826	84%	750	
Child Protection Module	1379	30%	3528	77%	1048	
Equality and Diversity Online	761	17%	3732	82%	844	
Fire Safety Awareness **	811	18%	2546	56%	2030	
Health & Safety Awareness⁺	1708	37%	1708	37%	2868	
Information Management Awareness	653	14%	3558	78%	1018	
Information Security	887	32%	2054	45%	702	1820
PREVENT online	565	12%	3449	75%	1127	
The General Data Protection Regulations	607	13%	3404	74%	1172	

Figure 79b Mandatory Training SBC

2022	Number of Staff Annual Completion	% of Staff Annual Completion	Staff Cumulative Completion numbers	Staff % Cumulative Completion	Number of staff incomplete	Not Required
Adult Support and Protection Module**	2532	53%	4028	85%	711	
Child Protection Module	2423	51%	3717	78%	1022	
Equality and Diversity Online	832	18%	4052	86%	687	
Fire Safety Awareness **	3101	65%	3893	82%	846	
Health & Safety Awareness+	1825	39%	3397	72%	1342	
Information Management Awareness	234	5%	3792	80%	947	
Information Security	374	8%	2428	51%	451	1860
PREVENT online	556	12%	4005	85%	734	
The General Data Protection Regulations	255	5%	3659	77%	1080	
Information Management Training*	2760	58%	2760	22%	1979	
An Introduction to Climate Emergency	1059	22%	1059	58%	3680	

Figure 80a Mandatory Training Teachers

2021	Number of Staff Annual Completion	% of Staff Annual Completion	Staff Cumulative Completion numbers	Staff % Cumulative Completion	Number of staff incomplete	Not Required
Adult Support and Protection Module**	243	20%	786	65%	427	
Child Protection Module	267	22%	898	74%	315	
Equality and Diversity Online	77	6%	1055	83%	208	
Fire Safety Awareness **	96	8%	786	65%	427	
Health & Safety Awareness+	527	43%	527	43%	686	

	Number of Staff Annual Completion	% of Staff Annual Completion	Staff Cumulative Completion numbers	Staff % Cumulative Completion	Number of staff incomplete	Not Required
Information Management Awareness	55	5%	984	81%	229	
Information Security	219	19%	730	60%	443	40
PREVENT online	50	4%	967	80%	246	
The General Data Protection Regulations	49	4%	924	76%	289	

Figure 80b Mandatory Training Teachers

2022	Number of Staff Annual Completion	% of Staff Annual Completion	Staff Cumulative Completion numbers	Staff % Cumulative Completion	Number of staff incomplete	Not Required
Adult Support and Protection Module**	701	60%	925	80%	237	
Child Protection Module	653	56%	936	81%	226	
Equality and Diversity Online	226	19%	1040	90%	122	
Fire Safety Awareness **	888	76%	1028	88%	134	
Health & Safety Awareness⁺	686	59%	924	80%	238	
Information Management Awareness	49	4%	1033	89%	129	
Information Security	214	18%	887	76%	235	40
PREVENT online	172	15%	1165	91%	105	
The General Data Protection Regulations	55	5%	979	84%	183	
Information Management Training*	732	63%	203	63%	430	
An Introduction to Climate Emergency	203	17%	732	17%	959	

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Integrated Impact Assessment (IIA)

Stage 1 Scoping and Assessing for Relevance

Section 1   Details of the Proposal

A. Title of Proposal:	Equality Mainstreaming Update Report and Employee Data 2023 -2025
B. What is it?	A new Policy/Strategy/Practice ☐ A revised Policy/Strategy/Practice X☐
C. Description of the proposal: (Set out a clear understanding of the purpose of the proposal being developed or reviewed (what are the aims, objectives and intended outcomes, including the context within which it will operate)	Scottish Borders Council (the Council) is subject to the Public Sector Equality Duty and is in any event committed to: • tackling discrimination, • advancing equality of opportunity and • promoting good relations both within our workforce and the wider community. As a Scottish public authority we require to publish an Equality Mainstreaming Report every 4 years and an update report in the intervening 2 years detailing our progress towards the mainstreaming of equality, Mainstreaming equality is the process by which we are working towards ensuring equality is at the heart of everything we do as an organisation.

Revised February 2023

	Our third Equality Mainstreaming Report was published In 2021 and covers the period 2021- 25. We now require to produce an Update Report. The development of the Report has taken account of the work the Council has undertaken on equalities, and legislative, economic and social changes both locally and nationally. The Report builds on work previously undertaken and provides background information on equalities in the Borders, describes the legal context and our approach thereto. It then goes on to describe the work undertaken by the Council to mainstream equality, progress made against the 11 equality outcomes detailed in the 2021 Mainstreaming Report and provides an analysis of Employee data as at 31st December 2022.
D. Service Area: **Department:**	People Performance & Change Human Resources
E. Lead Officer: (Name and job title)	Simone Doyle, HR Equality & Diversity Officer Iain Davidson, Employee Relations Manager
F. Other Officers/Partners involved: (List names, job titles and organisations)	Ian Angus, HRSS Manager Scott Watson, Equality & Inclusion Lead Officer Kenny Harrow, Community Co-ordinator Pam Culbertson, HR Case Management Team Leader Kim Wright, HR Case Management Team Leader

2

	Grace Frew, Quality Improvement Officer Margot Black, Early Years Strategy Officer Alasdair Scott, Employment Support Service Manager Simon Burt, Mental Health/ Learning Disability Manager Suzy Douglas, Interim Chief Financial Officer Stuart Easingwood, Chief Social Work Officer John Fyfe, Chief Officer Children & Families Social Work Gwyneth Lennox, Interim Chief Officer, Adult Social Work Lisa Sansom, Service Manager, Adult Social Care Lyndsey Renwick, Strategic Housing Development Officer Louise Rawlins, CLD Worker Jacqueline Whitelaw, Business Support & Development Officer Gordon Grant, Principal Transport Officer Andrea Beavon, DAAS Service Manager Karen Niven, e-learning Developer Sylvia Mendham, Senior Business Services Officer Hayley Megson, HR Business Partner Erick Ullrich, Organisational Development Manager
G. Date(s) IIA completed:	9th March 2023 13th April 14th April 2023

Section 2   Will there be any impacts as a result of the relationship between this proposal and other policies?

Yes
If yes, - please state here: Mainstreaming equality goes to the heart of the Council's functions and policies across all services are affected.

Section 3   Legislative Requirements

3.1 Relevance to the Equality Duty:

Do you believe your proposal has any relevance under the Equality Act 2010? Yes
(If you believe that your proposal may have some relevance – however small please indicate yes. If there is no effect, please enter "No" and go to Section 3.2.)

Equality Duty	Reasoning:
A. Elimination of discrimination (both direct & indirect), victimisation and harassment. *(Will the proposal discriminate? Or help eliminate discrimination?)*	Mainstreaming Equality and progress against the Outcomes identified in the Equality Mainstreaming Report 2021-2025 will have a strong and sustained positive impact on eliminating discrimination, victimisation and harassment, promoting equality of opportunity, and fostering good relations.
B. Promotion of equality of opportunity? *(Will your proposal help or hinder the Council with this)*	
C. Foster good relations? *(Will your proposal help to foster or encourage good relations between those who have different equality characteristics?)*	

Revised February 2023

| 3.2 | **Which groups of people do you think will be or potentially could be, impacted by the implementation of this proposal?** (You should consider employees, clients, customers / service users, and any other relevant groups) |

Please tick below as appropriate, outlining any potential impacts on the undernoted equality groups this proposal may have and how you know this.

	Impact			Please explain the potential impacts and how you know this
	No Impact	Positive Impact	Negative Impact	
Age Older or younger people or a specific age grouping		X		By their nature, the actions detailed in this report have a positive impact positive impact on all of the Scottish Borders Communities and Scottish Borders Council's (SBC) Employees regardless of protected characteristic.
Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X		
Gender Reassignment/ Gender Identity anybody whose gender identity or gender expression is different to the sex assigned to them at birth		X		Mainstreaming equality has a number of benefits:
Marriage or Civil Partnership people who are married or in a civil partnership		X		• It helps SBC ensure that its services are fit for purpose and meet the needs of the community.
Pregnancy and Maternity (refers to the period after the birth, and is linked to **maternity** leave in the employment context. In the non-work context, **protection** against **maternity** discrimination is for 26 weeks after giving birth),		X		• It helps SBC attract and retain a productive workforce, rich in diverse skills and talents. • It helps SBC work toward social inclusion and allows SBC to support the communities it serves to improve the lives of everyone who lives in the Borders.
Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)		X		• It helps SBC to continually improve and perform better through growing knowledge and understanding.

5

Religion or Belief: different beliefs, customs (including atheists and those with no aligned belief)		X		The mainstreaming report contains clear written information and on request may be made available in different formats or translated into the appropriate language for those communities who first language is not English.
Sex women and men (girls and boys)		X		
Sexual Orientation, e.g. Lesbian, Gay, Bisexual, Heterosexual		X		

3.3   Fairer Scotland Duty

This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to how we can reduce inequalities of outcome caused by socioeconomic disadvantage when making <u>strategic</u> decisions.

The duty is set at a strategic level - these are the key, high level decisions that SBC will take. This would normally include strategy documents, decisions about setting priorities, allocating resources and commissioning services.

Is the proposal strategic?

Yes

If No go to Section 4

If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:

	Impact			State here how you know this
	No Impact	Positive Impact	Negative Impact	
Low and/or No Wealth – enough money to meet basic living costs and pay bills but have no		X		The actions detailed in this report have a positive impact on all of these socio –economic groups.

Revised February 2023

Page 487

savings to deal with any unexpected spends and no provision for the future.			The report provides examples which demonstrate how equality and fairness is mainstreamed into everyday working practices that help meet our obligations in meeting the Fairer Scotland Duty.
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies		X	
Area Deprivation – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)		X	
Socio-economic Background – social class i.e. parents' education, employment and income		X	
Looked after and accommodated children and young people		X	
Carers paid and unpaid including family members		X	
Homelessness		X	
Addictions and substance use		X	
Those involved within the criminal justice system		X	

3.4 Armed Forces Covenant Duty *(Education and Housing/ Homelessness proposals only)*	
This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to the three matters listed below in Education and Housing/ Homelessness matters. This relates to current and former armed forces personnel (regular or reserve) and their families. **Is the Armed Forces Covenant Duty applicable?** **Yes** If "Yes", please complete below	
Covenant Duty	**How this has been considered and any specific provision made:**
The unique obligations of, and sacrifices made by, the armed forces;	The report provides examples of how the Council is meeting its obligations under this duty.
The principle that it is desirable to remove disadvantages arising for Service people from membership, or former membership, of the armed forces;	
The principle that special provision for Service people may be justified by the effects on such people of membership, or former membership, of the armed forces.	

Section 4 Full Integrated Impact Assessment Required

Select No if you have answered "No" to all of Sections 3.1 – 3.3.

No *(please delete as applicable)*

If yes, please proceed to Stage 2 and complete a full Integrated Impact Assessment

If a full impact assessment is not required briefly explain why there are no effects and provide justification for the decision.

This report provides an update on the progress SBC has made in mainstreaming equalities over the last two years with particular reference to the Outcomes identified in the Equality Mainstreaming Report 2021 -2025.

While a full impact assessment is not required for this report specifically, SBC will continue to measure progress towards meeting the Outcomes over the period of the current Mainstreaming Report, leading up to a new Report in 2025.

Signed by Lead Officer:	Iain Davidson
Designation:	Employee Relations Manager
Date:	12/06/2023
Counter Signature Director:	Clair Hepburn
Date:	16/06/2023

Revised February 2023

Revised February 2023

Scottish Borders COUNCIL

STRATEGIC TRANSPORT PRIORITIES

Report by Director Infrastructure and Environment & Director Resilient Communities

SCOTTISH BORDERS COUNCIL

29 June 2023

1 **PURPOSE AND SUMMARY**

1.1 **This report provides Elected Members with an overview of current transport policy in Scotland and indicates how the Council is developing short, medium and longer term actions to help deliver national and regional transport strategy aspirations at a local level.**

1.2 The second version of the National Transport Strategy (NTS) was published in February 2020 and sets out the national ambition for the next twenty years, while coordinating objectives and outcomes with planning, economic development and Net Zero strategies to provide a core set of principles for all new development.

1.3 The Regional Transport Strategy (RTS) which was developed by the South East of Scotland Transport Partnership (SEStran) was approved by Local Authority Members in 2022 and by Transport Scotland in March 2023. The document sets out how we can deliver transport priorities across the South East of Scotland and links directly to the NTS and local priorities.

1.4 The Scottish Borders is in the unique position where we are partners in two Growth Deals and have a South of Scotland Enterprise Agency to support our ambitions. The key national and regional transport policy documents are supplemented by the Regional Economic Strategy for the South (RES) and The Edinburgh and South East of Scotland City Region Deal (City Deal) along with the associated Regional Prosperity Framework (RPF) provides a strong commitment to improving transport in rural areas.

1.5 Scottish Borders Council has produced local transport strategy documents in the past and in 2015 a Main Issues Report recommended that a Local Access & Transport Strategy (LATS) for the Scottish Borders be refreshed once all of the national and regional strategies were in place. It is hoped that the initiation of a new LATS will commence later in the year.

1.6 Even in the absence of an up to date LATS, there are still a number of strategically important projects being taken forward that deliver national and regional ambition, help to improve transport connectivity in our area and look to support the Council's Net-Zero commitments.

1.7 The Bus Network Review is the first full scale review of bus services for circa 30 years and is using data from operators and local businesses to help identify and design services that better meet the needs of our communities and try to grow patronage in a sustained period of funding pressures to subsidise services. Changes are likely to include the removal of duplication and delivering services that will make a difference to local communities. It is proposed to have a number of Elected Member briefings during the summer and bring forward proposals to Council in August/September 2023.

1.8 The development of Active Travel (Cycling, Walking and Wheeling) throughout Scotland is a key plank of national and regional transport policy and The Scottish Government has currently committed to spend at least £320 million, or 10% of the total transport budget on active travel by 2024-25 (up from £39 million in 2017/18). However, in order to access this additional funding, Scottish Borders Council will need an Active Travel Team and develop a bespoke Active Travel Strategy for the area.

1.9 The Electric Vehicle Charging Expansion Plan acknowledges that Transport Scotland are transitioning away from publicly funding the public charging network and have provided support for Local Authorities to procure private sector investment in infrastructure, operations and services to grow the uptake of EV vehicles in Scotland. A proposed model has been built for the Scottish Borders using significant community engagement to create a proposal that would see an initial charging network delivered to 100 communities in the region, creating an equitable distribution of infrastructure, while demonstrating a viable investment for the private sector. It is proposed to bring the recommendations to Council in August/September 2023, to allow the procurement phase to commence later this year.

2 RECOMMENDATIONS

2.1 I recommend that Scottish Borders Council:-

(a) Notes the status of Transport Policy in Scotland and the influence on regional and local actions;

(b) Notes the progress on developing an updated Local Access and Transport Strategy in 2023;

(c) Notes the progress on the Bus Network review and agrees for a report to be submitted to Council in Autumn 2023;

(d) Agrees to have a number of members briefings during the summer on the recommendations of the Bus Network review, based on locality areas;

(e) Notes the progress on Active Travel Development in the region;

(f) Notes the progress on the Electric Vehicle Charging Expansion Plan and identifies any additional briefings required before recommendations are brought to a future Council meeting;

(g) Agrees for a report on the Electric Vehicle Charging Expansion Plan to be submitted to the August or September Council meeting.

3 BACKGROUND

3.1 Since 2020 there has been a systematic development of transport policy in Scotland to dovetail into other national priorities such as net-zero, equalities, planning and economic development. The National Transport Strategy (NTS) provides the overarching Scottish Government transport ambition and the current version was published in February 2020. This document sets out the national aspirations for transport over the next twenty years, based on four key priorities:

- Reducing inequalities;
- Taking climate action;
- Helping to deliver inclusive economic growth; and
- Improving health & wellbeing.

3.2 The NTS is a key component of the National Strategy for Economic Transformation (NSET) and National Planning Framework 4 (NPF4). All of these documents share common priorities including:

- Maximising the use of existing infrastructure;
- Enabling modal shift away from single occupancy car journeys, with the promotion of the new transport hierarchy that prioritises walking & cycling and shared transport;
- A proposed reduction in car kilometres of 20% by 2030;
- 'Infrastructure first' principles for new development (develop transport solutions at the start of the design process, and maximising the use of existing infrastructure and services); and
- Development of 20 minute neighbourhoods or a rural equivalent so that communities are in close proximity to services, education and employment, thus minimising vehicular journeys. What is a 20-minute neighbourhood? - Sustrans.org.uk

3.3 To support the ambition of the NTS, Transport Scotland published the Strategic Transport Projects Review (STPR2) in December 2022. This document tries to identify the key projects for national infrastructure investment over the next twenty years. There were no specific strategic projects identified in the Scottish Borders, but the commitment to the Borders Railway Extension in terms of feasibility work was included. Galashiels has also been identified as a strategic transport interchange hub in the 'Mass Rapid Transit' commitment for Edinburgh, the Lothian's and Fife (Figure 1 Below).

3.4 There are a number of generic initiatives in STPR2 that are available to most Local Authority areas, for instance:

- Active travel funding;
- Decarbonising transport;
- Single ticketing solutions; and
- Improving rest and welfare facilities for hauliers.

These commitments all provide the opportunity to leverage funding into the Scottish Borders once a new Local Access & Transport Strategy (LATS) for the Scottish Borders has been developed.
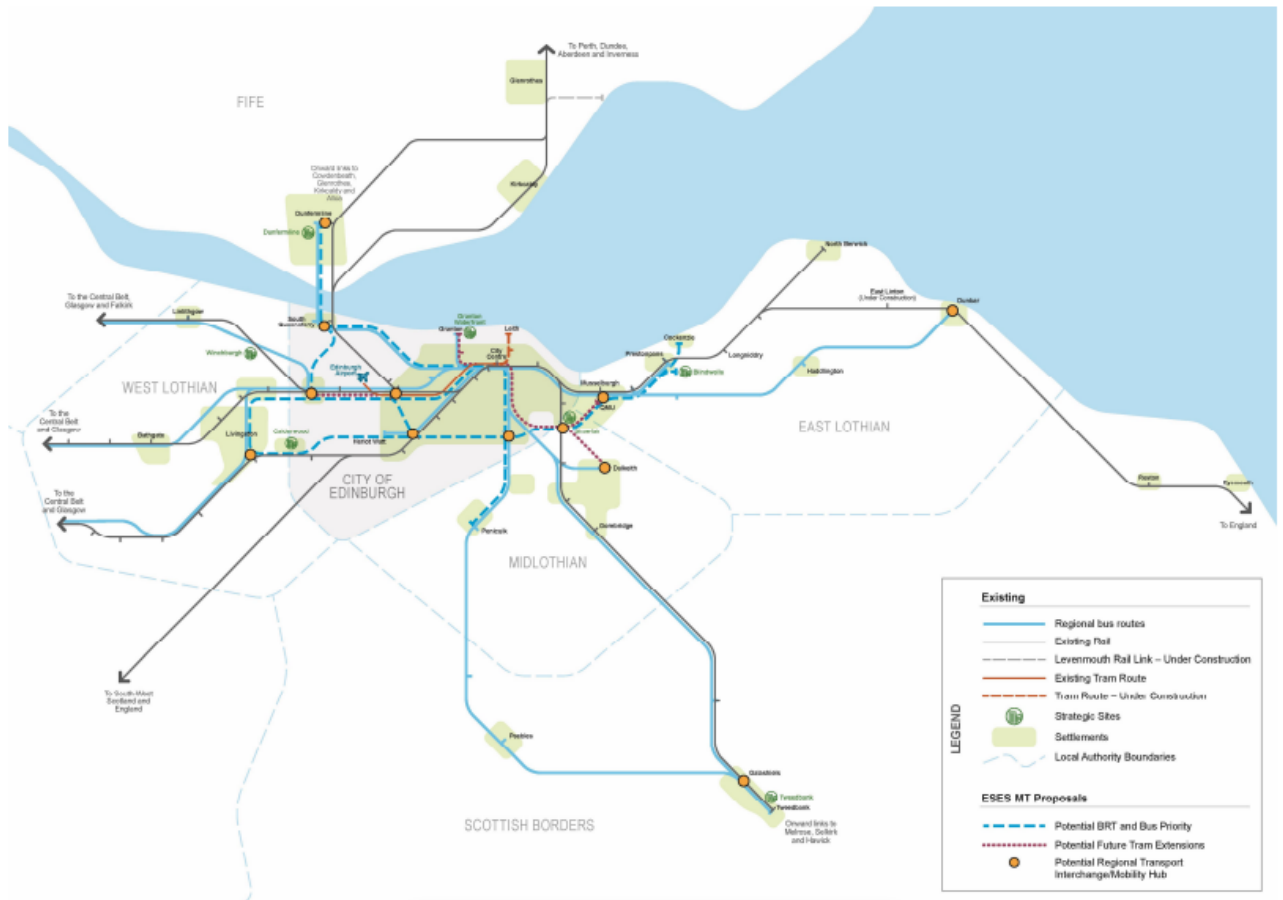
FIGURE 1 - Indicative Extent of Edinburgh and South East Scotland Mass Transit

3.5 At a regional level, Scottish Borders is part of the South East of Scotland Transport Partnership (SEStran) with seven other Local Authority Members. This partnership has recently produced a new Regional Transport Strategy (RTS), which sets out a framework of ambition and actions at a regional level until 2035, and will help deliver the national aspirations of the NTS within a regional context.

The Key Priorities of the RTS include:

- Infrastructure first development;
- Safe active travel;
- Enhancing access to public transport;
- Enhancing and extending bus & train services;
- Reallocation of road-space for the transport hierarchy;
- Improving integration between transport modes;
- Decarbonising transport;
- Improving freight movement;
- Working toward zero road deaths;
- Reducing car kilometres; and
- Working with partners to try and place development in the right areas to aid and enhance public transport and active travel options.

3.6 Also at a regional level, Scottish Borders Council participates in two growth deals, Borderlands and Edinburgh and South East Scotland. The Council also has a very productive partnership with Dumfries and Galloway Council and South of Scotland Enterprise (SOSE) in the South of Scotland where a Regional Economic Partnership has been established. Two of the key documents recently published by the two partnerships are the South of Scotland Regional Economic Strategy (RES) and the Edinburgh & South East Scotland City Region Regional Prosperity Framework (RPF). Both strategies align with transport ambitions to support economic development, net-zero and equalities across the regions and have key actions identified to deliver these ambitions. Scottish Borders Council has been involved throughout the development of these strategies to help ensure that rural issues and opportunities are captured.

The key themes outlined in both strategy documents are:

- Mobility and sustainable transport are central to achieving economic goals;
- An 'infrastructure first' approach to deliver a sustainably connected region is recommended;
- The key challenges and barriers in the South of Scotland include transport and digital connectivity. However, there are also a range of opportunities to help address these issues primarily through the implementation of specific projects contained within the Borderlands Inclusive Growth Deal such as the promotion of the Borders Railway Extension and the potential of extending the Workforce Mobility project across the whole of the region; and
- Further investment in digital connectivity across the South of Scotland is also planned through the development of the Borderlands Digital Infrastructure Programme and building on the existing investment in 4G and 5G mobile technology currently being carried out at the Crichton Rural 5G Connectivity Hub which will be transformational.

3.7 At a local level, the previous edition of the LATS (Main Issues Report – 2015) recommended that the Council waited until national and regional strategies were updated before committing to a new strategy document. This approach was agreed to ensure that the new strategy is contemporary and can set the medium and long term vision for transport in our region, within the context of local issues and opportunities. It is hoped that an update to the LATS will be initiated later this year.

3.8 There is sufficient clarity within national and regional strategy documents to help identify the key priorities for the Scottish Borders, while helping to address developing policies such as Community Wealth building, Tackling Poverty and Net Zero.

We believe the key priorities for the Scottish Borders should be:

- Bus and Rail improvements;

- Active Travel development;

- Electric Vehicle charging expansion; and

- Alternative fuels.

3.9 Scottish Borders Council also approved a Climate Change Route Map in June 2021 and an associated two year delivery plan in March 2022. Decarbonising our Transport Use is identified as one of five key themes,

with transport accounting for 34% of emissions in the Scottish Borders. The route map sets out some short term actions that will contribute to help deliver net zero. These actions and outputs will be considered in the new LATS.

3.10 Transport has also been raised as a key strategic priority with Scottish Ministers at the Convention of the South of Scotland (COSS) and Transport, Housing and Skills have been identified as the three key priority areas for delivery of action in the Regional Economic Strategy over the next 2 years.

3.11 As outlined above there are several key partners who have identified transport as a key priority within their organisation. SEStran, who have led the development of the RTS, aims to lead the development of a transportation system for South East Scotland, enabling business to function effectively and provide everyone living in the region with improved access to healthcare, education, public services and employment opportunities. They have identified EV, active travel and bus services as three priorities that they need to focus upon. Similarly, SOSE, the economic and community development agency responsible for Dumfries & Galloway and the Scottish Borders recognise that transport is a key enabler to economic development in the South of Scotland. To make meaningful and proactive progress in positively addressing key transport priorities, working in partnership is essential, deploying our collective resources effectively and using the range of skills that we each have available.

4   BUS NETWORK REVIEW

4.1 With support and funding from the City Deal Workforce Mobility Project, the Passenger Transport Team have been able to undertake a full bus network review for the first time in 20-30 years. However, unlike any other review of Borders routes this review has focused on collating and utilising multiple data sources to support informed decisions on how to optimise the services for existing passengers, while identifying improvements that better support the needs of our communities to grow patronage.

4.2 The review identifies several outcomes that a new network would need to deliver and support, while recognising the important role the bus network plays in the economic performance of the region through supporting community's access to employment, training, welfare and leisure activities. The outcomes are:

- **Reduce inequalities**: provide fair and equitable access to key services, easy to use for all and affordable for all;

- **Take climate action**: contribute to net zero targets by reducing net carbon emissions from transport;

- **Maximise the efficiency and effectiveness** of the publicly subsidised bus services in the Scottish Borders.

- **Help deliver inclusive economic growth and community wealth building** by linking people to jobs and customers to businesses;

- **Improve health and wellbeing** by connecting people to communities and enabling healthy transport choices.

4.3 The review involved a significant community and bus operator engagement exercise with public surveys, community Council meeting (grouped by locality) and operator discussions, which ran through December 2022 and

January 2023. The feedback from the consultation has been incorporated in to the network analysis and helped shape the recommendations.

4.4   The recommendations of the Bus Network Review will be brought to Council in autumn 2023, but can be summarised as follows:

The current core network is fundamentally 'fit for purpose' (within the funding that is available), however there are opportunities to remove inefficiencies and improve areas to better serve the demand identified by data from our communities;

- There is a strong need to improve town services to support the shift patterns of business and provide services that accommodate earlier and later shift patterns (supported by the workforce data);

- There is workforce data and mobile phone data that supports improved connectivity to the Borders General Hospital and existing Central Borders travel infrastructure (e.g. Tweedbank Railway Station), especially from Galashiels, Peebles, Selkirk and Hawick;

- The role of Demand Responsive Transport and Taxi Bus will be important in the new network to support more rural communities access the main settlements and support the concept of '20 minute neighbourhoods', but in a rural context.

- Community Transport plays an important role in the current network and there will be opportunities to enhance the service in the future. A Service Level Agreement has recently been developed with Community Transport providers, which forms part of a wider aim to develop a stronger/closer working relationship. The Council will continue to work with partners to develop the service to ensure it remains sustainable and meets service user's needs.

- The existing bus network provides a positive economic return on investment by Scottish Borders Council and commercial operators; and

- In the first 11 months of operation the PINGO service provided £2.20 of economic return on investment for every £1 invested by Scottish Borders Council. This will continue to be monitored through the second year of the pilot; and

- The Council should develop a taxi-bus services for 'rural' and 'remote rural' areas where the demand does not support a full demand responsive transport provision. A taxi-bus is a smaller and more flexible service in areas where the infrastructure does not facilitate bus movements or the demand is intermittent; and

- The Council should continue to collect and analyse data from operators, the community and business to continually review and optimise the bus network.

4.5   The overall proposals will highlight what the optimum network would be for the Scottish Borders, while recognising the constraints on budgets, it will also highlight what can currently be funded, with no change to the 2023/24 budget in future years. This will enable the Council to understand the funding gap, so that an exercise can be undertaken to identify alternative funding sources (increase passenger income, external funding, community funding etc.) that could be used to deliver the optimum network for the Scottish Borders.

4.6 In advance of a report to Council it is proposed to undertake a series of Elected Member briefing sessions over the summer (by locality area) to review the proposals of the Bus Network Review and demonstrate how the consultation and data has informed the proposals.

5 ACTIVE TRAVEL DEVELOPMENT

5.1 The development of Active Travel (Cycling, Walking and Wheeling) throughout Scotland is a key priority of national and regional transport policy and the Scottish Government has currently committed to spend at least £320 million, or 10% of the total transport budget, on active travel by 2024-25 (up from £39 million in 2017/18). However, in order to access this additional funding, Scottish Borders Council will need an Active Travel Team and develop a bespoke Active Travel Strategy for the area. It is worth noting that the Scottish Government is reviewing funding for active travel at the current time and the current position may change.

5.2 The Scottish Borders is well placed to deliver Active Travel proposals and this policy decision allows the Council to play to our strengths. Especially considering our involvement in the UCI Cycling World Championships; the recent development of a South of Scotland Cycling Strategy; the recent announcement of the Kirkpatrick Coast to Coast Cycle Route from Stranraer to Eyemouth; and Destination Tweed.

5.3 Scottish Borders Council has an interim strategic plan for Active Travel routes that aims to try and link together a number of our towns and villages and this strategic plan primarily tries to utilise the network of former railway lines that crisscross our area as much as possible. A plan showing the interim strategic plan for Active Travel has been provided in **Appendix A**

5.4 The Council has recently issued a call for projects to our communities and we would be happy to receive shared access proposals to feed into this process in order that we can gauge local support and plan for potential future funding opportunities.

5.6 The Council also has access to Employee travel data through the Workforce Mobility project that has been used to inform the Bus Network Review and can be utilised to identify key active travel links for key employment areas and education zones, or to provide connections to the existing bus and rail networks.

6 ELECTRIC VEHICLE CHARGING EXPANSION

6.1 Transport Scotland and Scottish Futures Trust published guidance in July 2021 for Local Authorities to develop strategies to deliver private sector investment for electric vehicle charging across Scotland. These strategies can then be used to access funding from Transport Scotland from 2023-26, to leverage private-sector investment. This new approach supports Transport Scotland transitioning away from the public funding and delivery of electric vehicle charging in Scotland.

6.2 Scottish Borders Council was successful in obtaining funding in June 2021 through the UK Community Renewal Fund to deliver an Electric Vehicle Charging Infrastructure Feasibility Study & Expansion Plan for the Scottish Borders. Scottish Borders Council commissioned Turner & Townsend and Mott MacDonald in December 2021 to undertake a regional assessment of demand growth over a ten year period, identifying the infrastructure required to meet the new charging demand.

6.3 A key priority of the project has been to maximise the distribution of charging network equitably across the region, marketing the region as a whole, to avoid the private sector 'cherry picking' the most economically advantageous sites and leaving more rural locations without public charging infrastructure. This has been prioritised above the Council sharing any risks, income and expenditure with the private sector EV charging operators.

6.4 A commercial analysis has recently been undertaken and options for a delivery model have been developed. This will help Scottish Borders Council procure private sector investment to design, build, operate and maintain the EV Charging Infrastructure for the future. Within any new contracts it is important that Scottish Borders Council have the ability to influence the charger locations and tariff setting to ensure an accessible network is delivered in our region.

6.5 Once the private sector network is in place, it will be the operator's responsibility to support and stimulate growth in the region. This will include the incorporation of new technologies and the continued engagement with communities to develop the network as demand grows.

6.6 It is important to highlight that the project team have undertaken two rounds of market testing as part of the Expansion Plan development and have published a Prior Information Notice (PIN) on Public Contracts Scotland to seek formal responses of interest from the market. To date there is positive interest from EV network investors, which will hopefully be reinforced once replies are submitted to the Prior Information Notice in July 2023. Also, discussions are ongoing with other local authorities to identify partnerships to engage with the market and leverage efficiencies and economies of scale.

6.7 A draft application for funding was submitted to Transport Scotland and Scottish Futures Trust in May 2023 to help support the delivery of the Electric Vehicle Charging Infrastructure Expansion Plan in our region. This application also included the principle of Transport Scotland funding the Council's delivery costs to procure the private sector operator investment. A response is expected at the end of the summer and will influence the programme of bring recommendations to Council.

6.8 As the model for delivering private sector investment in electric vehicle charging infrastructure on a regional scale is relatively new in the UK, with a few Local Authorities in England successfully delivered networks, Scottish Futures Trust are gathering best practice examples and creating a model specification and conditions of contract for Scottish Local Authorities to develop and use. This suite of documents is not complete yet and will be a critical element to influence the delivery programme.

6.9 It is currently proposed that the recommendations on the preferred contract model and procurement strategy is brought to Council later in the year, following feedback from the PIN. This would hopefully allow a preferred project to commence in early 2024.

7   BORDERS RAILWAY UPDATE

7.1 The Borders Railway Feasibility Study is a £10m project to develop a shared understanding of the benefits and challenges of options to extend the Borders Railway from Tweedbank to Carlisle via Hawick. This will include the undertaking of feasibility work to further develop the business case for the

reinstatement of the railway. The proposed investment by the Borderlands Inclusive Growth Deal involves contributions of £5m from the Department for Transport in England and £5m from Transport Scotland on the Scottish side of the border.

7.2 Following recent representations to Scottish and UK Governments by the leaders of all the Borderlands partners, it was agreed that the project could now proceed through the existing business case process associated with the Borderlands Growth Deal. Once the series of reports required by both Scottish and UK Governments as part of the deal process has been agreed, the process of drawing down the funding can be fully initiated.

7.3 As part of the business case process, we are intending to employ an officer to help lead and project manage this work and we also intend to initiate a working group with local partners and local politicians later in the summer to help us move forward in a planned and coherent way that keeps all partners up to date and informed of progress.

8 SHORT/MEDIUM/LONG TERM PRIORITIES FOR THE REGION

8.1 As indicated in section 3.8, the current transport policy agenda has provided Scottish Borders Council with a direction of travel and the officers believe the four key priority areas are:

- Bus and Rail improvements;
- Active Travel development;
- Electric Vehicle charging expansion; and
- Alternative fuels.

8.2 Based on these priorities, a summary of potential current priority actions over the short, medium and longer term, along with potential funding sources has been provided in Table 8.1 below.

TABLE 8.1 – Short/Medium/Long Term priorities

Theme	Priority	Description	Possible Funding Sources
SHORT TERM 1-3 Years			
Bus and Rail improvements	Stabilise the bus network viability.	Following the loss of patronage during COVID19, the recent removal of additional Scottish Government funding, and increasing costs, the bus network is under huge financial pressure that could see significant changes without a coordinated response. The Bus Network Review provides the opportunity to optimise the network and identify opportunities to increase patronage and commercial services without impact on the end users. Maintaining current levels of funding would support longer term confidence for operators. We will also explore and progress viable partnership opportunities to improve regional connections.	Private Sector investment, Scottish Borders Council Subsidy Budget, community funding (windfarms)
Active Travel development	Develop Local Access &	Work in partnership with Sustrans to jointly fund a 1 FTE resources within Scottish	Initially Sustrans and Scottish

	Transport Strategy Action Plan	Borders Council to help develop the LATS. This will hopefully work with communities to identify and prioritise potential projects for the region and help to deliver the aspirations for a fully integrated transport system that support our communities and the journey to Net-Zero	Borders Council. Future project funding from national, regional and private sector opportunities
Active Travel development	Community 'Call for Projects'	Communities throughout the Scottish Borders have been asked to identify active travel routes that would support and benefit their local area.	Scottish Borders Council, Sustrans, Transport Scotland & Community Groups
Electric Vehicle charging expansion	Deliver Feasibility & Expansion Plan	Develop an EV charging demand model for the Scottish Borders for the next ten year, that collates local data, rather than using urban-based national data sets. Develop a proposal that creates an equitable charging network for the region that is financial attractive to the private sector and can be supported by initial Capital funding from Transport Scotland.	UK Community renewal Fund and Transport Scotland EV Expansion Plan funding.
Alternative fuels	Decarbonisation of SBC Fleet	The smart grid project has seen SBC increase the electric vehicle charging (EVC) capacity with the installation of 64 more charging points across our Newtown St Boswells offices and main depot building. Currently our fleet has 60 electric vehicles with another 19 due to be delivered and deployed across the fleet later this year. By 2024, we expect to have replaced 45% of all sub-3.5 tonne vehicles used with electric models. We have begun to consider alternative fuel options for our heavier fleet which and we will look to pilot new available technology and fuels on a proportion of our fleet.	Scottish Borders Council and Scottish Government
Bus and Rail improvements	Taxibus Trial	Trial Taxibus service in towns and remote rural areas where services are limited or do not currently exists. Feedback from the trial will help determine how Taxibus services could be incorporated into the Borders Network.	UK Shared Prosperity Fund (SPF)
MEDIUM TERM 4-7 Years			
Bus and Rail improvements	Smart network	Building on the use of data with the development of smart ticketing, single integrated ticket solutions and participation in a regional or national Mobility as a Service platform to better integrate multiple modes of transport to improve the experience for the passenger.	Scottish Borders Council, SOSE, SEStran, Transport Scotland
Bus and Rail improvements	Borders Railway Extension - Feasibility Study	Delivery of a feasibility study that identifies the preferred route for an extended railway line between Tweedbank and Carlisle.	UK & Scottish Governments
Bus and Rail improvements	Electrification of the Borders	There is a commitment for the first phase of the Borders Railway to be fully electrified in	Transport Scotland

	Railway	the short to medium term.	
Active Travel development	Development Funding	Utilising the Local Access & Transport Strategy Action Plan in relation to Active Travel priorities, to access Transport Scotland funding to develop Active travel projects for construction	Transport Scotland, SUStrans, UK SPF
Electric Vehicle charging expansion	Procure and Deliver the investment in EV Charging Expansion Plan	Once a preferred route to market is agreed with Scottish Borders Council the regional will be marketed as a single opportunity for investment to private operators to deliver and commence operation of an expanded EV charging network by 2026/27	Transport Scotland & private Sector
Alternative fuels	Decarbonisation of SBC Fleet	Continue to deliver alternative fuel solution for the remaining small fleet and above 3.5 tonnes. This will comply with the obligation on Local authorities not to purchase any new Internal Combustion Engine fleet after 2025.	Scottish Borders Council & Transport Scotland
LONG TERM 8+ Years			
Bus and Rail improvements	Bus Infrastructure / fleet Improvements	Investment in strategic travel hubs to support communities accessing the public transport network. Decarbonising the bus fleet (SBC and operators) with the appropriate technology and fuel for larger vehicles. Embracing new technology/solution with the development of drones	Scottish Borders Council & Transport Scotland, private sector.
Bus and Rail improvements	Borders Railway Expansion	Deliver the extension of the Borders Railway from Tweedbank to Carlisle and examine opportunities to further expand the Rail Network in the South of Scotland.	UK & Scottish Governments
Active Travel development	Infrastructure delivery	Delivery of multiple active travel routes through the region to support long and short distance journeys	Transport Scotland, Sustrans, Scottish Borders Council & Local Communities

9   IMPLICATIONS

9.1 **Financial**

There are no costs attached to any of the recommendations contained in this report.

9.2 **Risk and Mitigations**

(a) The Bus Network Review will propose changes to the bus network at a time that coincides with the retendering of the subsidised bus network. To deliver the long term efficiencies committed to with budget reductions, it is proposed to start the procurement process of the new services once the approval of the Council is obtained in autumn 2023. This will allow sufficient time to re-procure services and inform the Transport Commissioner of the network changes (70 days in advance) to allow the new network to operate from 1 April 2024. If there is a delay to the approval process this will negatively affect the new network operation date of 1 April 2024 and the ability to deliver

financial savings in 2024/25. Further detail will be provided in the report to Council in August/September 2023.

(b) Scottish Government has indicated that significant additional funding for Active Travel will be available in subsequent financial years, but the key risk for the Council is that an Active Travel Team and an Active Travel Strategy will be required to access this funding.

(c) The current funding package from Transport Scotland for the EV charging expansion expires in March 2026, so the full infrastructure investment will need to be delivered at that point to enable this funding to be used. The network has been design based on existing electricity network capacity, but there are areas of further network development required. If the procurement phase of the project is delayed from early 2024, then the risk of the current spare capacity being utilised increases and the timescale for using Transport Scotland funding reduces. This could increase overall delivery costs and leave a shortfall in the initial Transport Scotland capital funding that would either have to be underwritten by Scottish Borders Council or other external funding identified. Further detail will be provided in the report to Council in August/September 2023.

9.3 **Integrated Impact Assessment**
(a) The Council has a statutory obligation to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between people who share a characteristic (age, disability, gender re-assignment, trans/transgender identity, marriage or civil partnership, pregnancy and maternity, race groups, religion or belief, sex-gender identity, and sexual orientation) and those who do not; and foster good relations between people who share a characteristic and those who do not. This involves tackling prejudice and building understanding. These assessments have been undertaken on a 'project by project' basis and a summary will be provided when reports are taken to Council committees.

9.4 **Sustainable Development Goals**

These assessments have been undertaken on a 'project by project' basis and a summary will be provided when reports are taken to Council committees.

9.5 **Climate Change**

These assessments have been undertaken on a 'project by project' basis and a summary will be provided when reports are taken to Council committees.

9.6 **Rural Proofing**

NA

9.7 **Data Protection Impact Statement**

There are no personal data implications arising from the proposals contained in this report.

9.8 **Changes to Scheme of Administration or Scheme of Delegation**

No proposed changes required to either the Scheme of Administration or the Scheme of Delegation as a result of the proposals in this report.

10   CONSULTATION

10.1 The Director (Finance & Corporate Governance), the Monitoring Officer/Chief Legal Officer, the Chief Officer Audit and Risk, the Director (People Performance & Change), the Clerk to the Council and Corporate Communications were consulted and all comments received have been incorporated into the final report.

Approved by

John Curry   **Director Infrastructure and Environment**
Jenni Craig   **Director Resilient Communities**

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Background Papers: [insert list of background papers used in compiling report]
Previous Minute Reference: [insert last Minute reference (if any)]

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Proposed Shared Access Network for the Scottish Borders
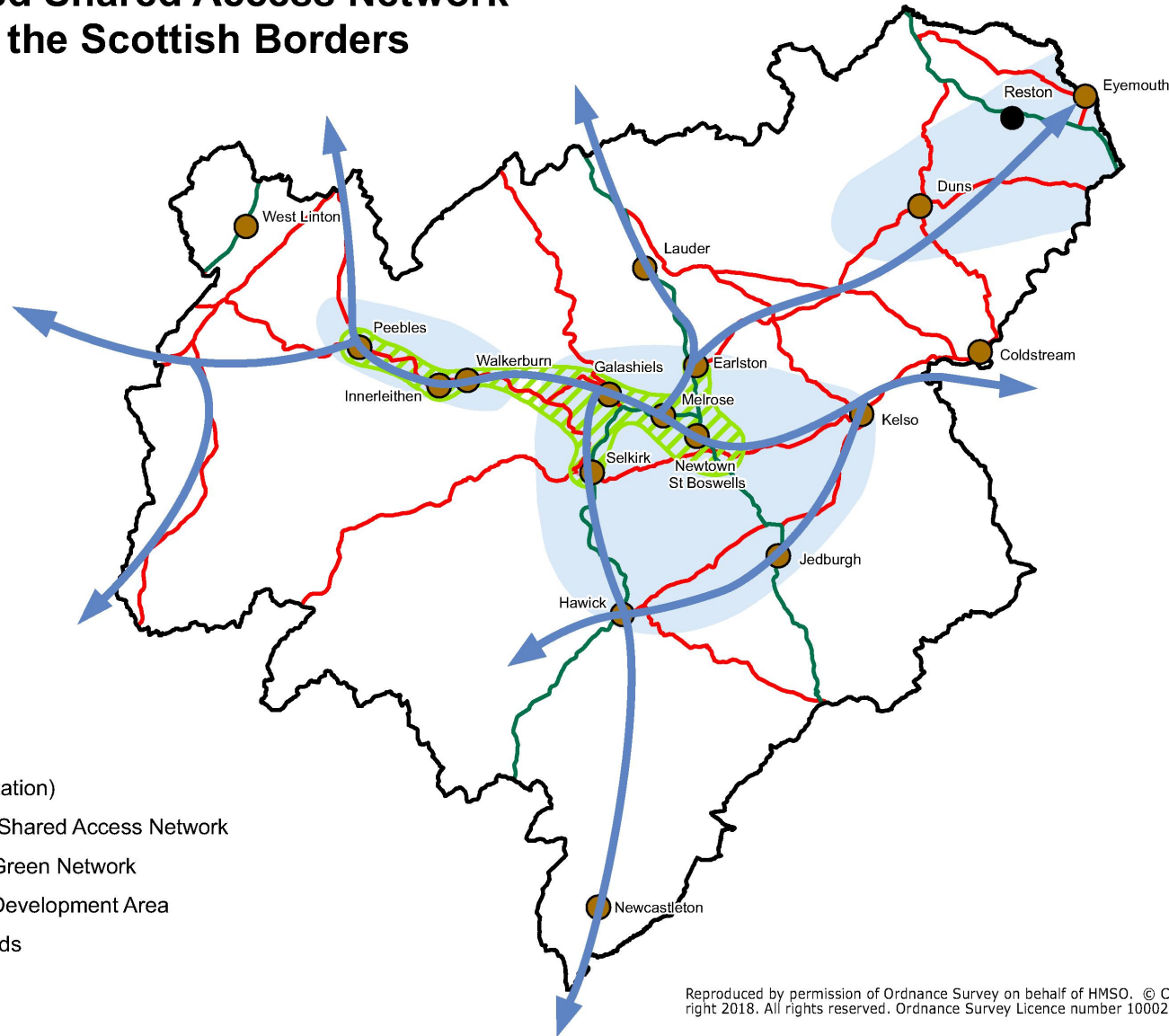
Scottish Borders Council – 29 June 2023

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DOG FOULING ON SPORTS PITCHES

Report by Acting Chief Officer Corporate Governance

SCOTTISH BORDERS COUNCIL

29 June 2021

1   PURPOSE AND SUMMARY

1.1   **The purpose of this report is to update Members on the Scottish Minster's response to Councillor Steel's Motion of 30 March 2023 and to recommend that Council consider seeking further information in the form of a report on the options and costs associated with additional signage and with a communication campaign.**

1.2   Scottish Borders Council wrote to Scottish Ministers in April seeking an amendment to the Dog Fouling (Scotland) Act 2003 (Appendix 1). Ministers have responded to that letter declining to implement the change sought.

1.3   The reply from the Minister for Victims and Community Safety (Appendix 2) included examples of approaches being adopted in other areas to tackle dog fouling problems. Once such example was improved signage and another was targeted communications on the problem. This report recommends exploring these approaches by calling for a report outlining options and detailing the costs associated with additional signage and a targeted communication plan.

2   RECOMMENDATIONS

2.1   **I recommend that the Council:-**

(a)   **considers the letter from Minister for Victims and Community Safety contained in Appendix 2 of this report; and**

(b)   **agrees to receive a further report by October 2023 on dog fouling containing detail on the possible options and associated costs for new signage and a targeted communications plan.**

3   BACKGROUND

3.1   At its meeting on 30 March 2023, Scottish Borders Council unanimously agreed the Motion proposed by Councillor Steel and seconded by Councillor Weatherston that:

> *"Following many complaints over several years from Sports Groups and parents of children, Scottish Borders Council agrees to write to the Scottish Government requesting an addition to the Dog Fouling (Scotland) Act 2003 to create a new offence. It is requested that it be made an offence for a person in charge of a dog to allow it to defecate at any time on a sports pitch or children's play area."*

3.2   Following that meeting, the Chief Executive wrote to the Minister for Parliamentary Business seeking support for this legislative change. That letter is contained in Appendix 1.

3.3   The Minster for Victims and Community Safety responded by letter dated 27 April. That response is contained in Appendix 2. She explained that she was replying as her portfolio includes policy responsibility for tackling dog fouling.

4   THE RESPONSE

4.1   The response letter agrees that dog fouling waste is unsightly, unhealthy and potentially harmful to health. It details a variety of legal powers open to Local Authorities and outlines a variety of approaches which have been adopted in other areas to try and deal with this problem.

4.2   It also explains that the Land Reform Scotland Act 2004 provides a right of responsible access and that right includes the right to walk dogs. It further explains that the right extends to sports pitches when they are not in use for a match. It suggests, in that regard, that the "*land manager may consider providing a signposted route around the margins of the area covered by the pitches.*"

4.3   Ultimately the Minister concluded saying:

> *" I sympathise with the challenges your Council has raised especially as they involve children's play areas and sports playing fields. I believe that the legislation as it stands provides sufficient powers and there are no plans to change it."*

5   NEXT STEPS

5.1   Within the letter, the Minister detailed some of the approaches that are being taken in other Local Authority areas when they are dealing with dog fouling problems. A variety of approaches were listed, such as education initiatives and increased signage.

5.2 It is considered employing increased signage together with a targeted communications plan could possibly bring some benefit and has the potential to reduce the problem of fouling on sports pitches by raising better awareness of the issue.

5.3 It is therefore proposed that Council should consider whether to adopt these approaches in the Scottish Borders. It may be that the effectiveness of such an approach would best be assessed by trialling increased signage with targeted communications in one or two areas of the Borders. This would allow their impact to be monitored over a period of time.

5.4 Clearly further work will require to be done in order that Members can consider the detail of this proposal. More information is needed on the possible nature, location, and costs of such signage. More information is also needed on the possible nature and cost of any communication plan. This report does not seek to detail these matters, but rather seeks agreement in principle in order that time can be spent working out that detail. It is therefore also proposed that a report be brought back to Members by October 2023 with that further detail and seeking a final decision on whether the proposal should be pursued.

6   IMPLICATIONS

6.1 **Financial**
There are no costs attached to any of the recommendations contained in this report. These will be detailed in the follow up report in September.

6.2 **Risk and Mitigations**
There is a risk that the proposed signage will be too expensive or ineffective. These risks are mitigated by the fact that a further report is to be prepared and that will include full costings. The effectiveness of the approach will be monitored through the trial process.

6.3 **Integrated Impact Assessment**
A Part 1 IIA screening (Appendix 3) has been undertaken and has not identified any negative impacts for any protected group.

6.4 **Sustainable Development Goals**
The proposal contained in the report has the potential to support UN Sustainable Development Goals 3 (Ensure Health lives and promote wellbeing or all ages) and 11 (Make cities and human settlments inclusive, safe resilient and sustainable) as, if the proposal is successful it will make our sports pitches more attractive and safer green spaces to use.

6.5 **Climate Change**
The proposal has the opportunity to positively contribute as regards climate change impact 3 by potentially improving sports pitches which are a local amenity.

6.6 **Rural Proofing**
This section is not applicable as this is not a new or amended policy or strategy.

6.7 **Data Protection Impact Statement**
There are no personal data implications arising from the proposals contained in this report.

6.8 **Changes to Scheme of Administration or Scheme of Delegation**
No changes are required to either the Scheme of Administration or the Scheme of Delegation as a result of the proposals in this report.

7   CONSULTATION
7.1 The Acting Chief Officer Finance and Procurement, the Chief Officer Audit and Risk, the Director (People Performance & Change), the Clerk to the Council and Corporate Communications have been consulted and any comments received have been incorporated into the final report.

Approved by

Nuala McKinlay
Acting Chief Officer Corporate Governance

Author(s)

Name	Designation and Contact Number
Nuala McKinlay	Acting Chief Officer Corporate Governance

Background Papers:
Previous Minute Reference: Scottish Borders Council, 30 March 2023

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Mr George Adam, MSP
Minister for Parliamentary Business
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Please ask for:	*David Robertson*
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E-Mail:	*David.Robertson@scotborders.gov.uk*
Date:	*5 April 2023*

Dear Mr Adam

MOTION ON DOG FOULING

At its meeting held on 30 March 2023, Scottish Borders Council unanimously agreed to support the following Motion –

"Following many complaints over several years from Sports Groups and parents of children, Scottish Borders Council agrees to write to the Scottish Government requesting an addition to the Dog Fouling (Scotland) Act 2003 to create a new offence. It is requested that it be made an offence for a person in charge of a dog to allow it to defecate at any time on a sports pitch or children's play area."

Members were clear that something needs to be done about this very annoying and persistent type of anti-social behaviour. Dog fouling is at its worst and potentially most unhealthy when it is left on sports pitches and children's play areas. While it is recognised that it is the minority of dog owners who do not pick up after their dogs, the message needs to be for all dog owners to keep their dogs off these particular areas and ensure there is a proper deterent in place if this does not happen. There needs to be specific action to protect children in particular, and indeed, all sports pitch users from this health hazard. It is not the intention to ban dogs from parks, but to keep them away from specific sites. Even if every dog owner picked up after their pet, it is not always possible to remove all traces of dog fouling - whatever the best intentions of the owner - hence the reasoning behind this Motion.

Therefore I would ask you to support this proposed addition to the Dog Fouling (Scotland) Act 2003, which will protect not only children and those using play areas and sports pitches in the Scottish Borders, but all such users across Scotland.

Yours sincerely

David Robertson
Chief Executive

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Minister for Victims and Community Safety
Ministear airson Luchd-fulaing is Sàbhailteachd
Choimhearsnachd
Siobhian Brown MSP/BPA

T : 0300 244 4000
E : scottish.ministers@gov.scot

David Robertson
FCrone@scotborders.gov.uk

Our Reference: 202300351891

27 April 2023

Dear Mr Robertson

Thank you for your letter of 5 April 2023, on behalf of Scottish Borders Council, to George Adam MSP, Minister for Parliamentary Business concerning the Council's motion seeking increased legislation to tackle dog fouling at children's play areas and sports pitches. As Minister for Victims and Community Safety, my portfolio includes policy responsibility for tackling dog fouling.

Dog fouling waste is not only unsightly and unpleasant, but also potentially harmful to health - as you rightly note - and is particularly concerning when it comes to sport pitches, playing fields and children's play areas. That is why the Dog Fouling (Scotland) Act 2003 is in place, empowering local authority officials to issue fixed penalties to owners who fail to clean up after their dogs, and ensuring that any non-compliance with a notice could see further action taken.

You may be aware, as indeed is stated on your Council's responsible dog ownership web pages, that the Dog Fouling (Scotland) Act 2003: applies to any public open place. Public open place is defined as any place which is open to the open air and to which the public or any section of the public has access on payment or otherwise and any common passage, close, court, stair, back green, yard or other similar common area; and [the Act] covers almost all land open to the public with very few exceptions.

Other relevant legislation, relating to dogs and local authority options, includes Part H – Links with other legislation - Control of Dogs (Scotland) Act 2010: guidance - updated - gov.scot (www.gov.scot) which states: *Local authorities can consider byelaw making powers to address a specific problem. For example, if there is an area where dogs are often a nuisance, the matter can be raised for consideration by the council who have powers to make appropriate byelaws (e.g. to keep dogs on leads in particular areas or to ban dogs from such places such as children's playgrounds).*

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In addition to proactive legislative/broader measures, as noted above, the legislation also provides enforcement measures through fixed penalty notices.

The existing powers available to local authorities to deal with dog fouling at a local level provide a range of options to tackle it effectively and proportionately. Whilst I do understand your Council's concerns about the impact dog fouling can have, even where dog owners are behaving responsibly, it is important not to unfairly or disproportionally penalise responsible dog owners and their pets when tackling dog fouling, or irresponsible dog ownership more broadly. For example, it would be unrealistic to criminalise the act of dog fouling itself in a particular area (regardless of the owner cleaning up after it) while still allowing dogs access to that area.

It is also important that we respect the rights granted by Part 1 of the Land Reform (Scotland) Act 2003, providing the right of responsible (non-motorised) access to land throughout Scotland, with few exceptions. The rights and responsibilities of land managers and those exercising their access rights are set out in the Scottish Outdoor Access Code (SOAC), also approved by the Scottish Parliament, which is available at www.outdooraccess-scotland.scot.

The three key principles of the SOAC are that people should: respect the interests of other people; care for the environment; and take responsibility for their own actions.

Dog walking is an activity that falls within access rights. Page 112 of the SOAC sets out the position on school playing fields, and page 113 on sports pitches. If the land in question is contiguous to a school, access rights do not apply - although such land may provide a valued local green space for the community, and schools are encouraged to permit such use by the public when not in use by the school.

For sport pitches more broadly, access rights can be exercised when the pitch is not being used for the purpose for which it is set out. The land manager may consider providing a signposted route around the margins of the area covered by the pitches.

As mentioned, local authorities can consider byelaw making powers to address a specific problem, for example, to keep dogs on leads in particular areas or to ban dogs from a child's playground. This approach enables local communities to identify potential hot spots, such as playing fields and children's play areas, and to consider targeted action in those areas as appropriate and in a way tailored to that community and particular problem, be that through byelaws, extra warden activity, increased signage or an education initiative.

You may be aware that, in 2019, my officials in the Community Safety Unit wrote to all local authority Chief Executives across Scotland to gain further insight into how the problems of dog fouling are dealt with in local areas, and to facilitate the sharing of good practice, and pleasingly there were many innovative, community-led initiatives.

Attached to this email is the correspondence including collated responses, and, in summary, below are some of the examples of good practice which various local authorities undertake:

- Making dog fouling leaflets available that can be delivered to addresses in specific areas where a problem has been reported.
- Large banners at entrances to parks and other public areas.

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- Street stencilling area where there is reported dog fouling.
- Increased presence through patrols from the dog wardens at different times throughout the day.
- A notice in the local community paper or on a residents' Facebook page appealing to members of the public for their assistance and erecting signage only where a dog fouling problem has been confirmed.

Whilst the findings were collated a few years ago, and before the pandemic, they remain a valuable source of proactive and effective initiatives. I also noted, and commend, your Council's response which included working with local children to not only raise their awareness but more generally – through them – community awareness of the issue and 'hot spots' requiring action. The information on your Council's website is also helpful and practical.

You may also be interested in community dog parks specifically for dogs who (for whatever reason) are not safe to be let off their leads unless in an enclosed area. This community/social initiative also supports dog owners with mobility / other health issues to allow their dogs to gain much needed exercise in a safe environment which is away from children's areas and sports pitches.

For information and possible interest - an example of a dog park (run by volunteers providing social enterprise benefits) is at www.Scentralparkdingwall.co.uk and also, again by way of example, a list of some dog parks (mainly commercial) across Scotland - Dog Parks Near Me - Dog Parks and Secure Walking Fields in Scotland.

I sympathise with the challenges your Council has raised especially as they involve children's play areas and sports playing fields. I believe that the legislation as it stands provides sufficient powers and there are no plans to change it.

I note that one of your elected members wrote along similar lines in 2020 so I hope that this letter provides added reassurance of the range of proactive options available. I am always open to other viewpoints and local expertise on these issues, and my officials can discuss this issue further with antisocial behaviour officers at one of their future forum meetings should there be interest.

SIOBHIAN BROWN

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Integrated Impact Assessment (IIA)

Stage 1 Scoping and Assessing for Relevance

Section 1   Details of the Proposal

A. Title of Proposal: Steps to tackle dog fouling in Sports Pitches	
B. What is it?	A new Policy/Strategy/Practice x☐ A revised Policy/Strategy/Practice ☐
C. Description of the proposal: (Set out a clear understanding of the purpose of the proposal being developed or reviewed (what are the aims, objectives and intended outcomes, including the context within which it will operate)	**The proposal considers the possibility of taking steps to discourage dog fouling on sports pitches; it considers using improved signage and marketing to achieve that goal**
D. Service Area: **Department:**	Protective Services/ Parks
E. Lead Officer: **(**Name and job title)	Nuala McKinlay; Acting Chief Officer Corporate Governance
F. Other Officers/Partners involved: (List names, job titles and organisations)	
G. Date(s) IIA completed:	7.6.23

1

Section 2 Will there be any impacts as a result of the relationship between this proposal and other policies?

Yes / No *(please delete as applicable)* No
If yes, - please state here:

Section 3 Legislative Requirements

3.1 Relevance to the Equality Duty:

Do you believe your proposal has any relevance under the Equality Act 2010?
(If you believe that your proposal may have some relevance – however small please indicate yes. If there is no effect, please enter "No" and go to Section 3.2.)

Equality Duty	Reasoning:
A. Elimination of discrimination (both direct & indirect), victimisation and harassment. *(Will the proposal discriminate? Or help eliminate discrimination?)*	No impact
B. Promotion of equality of opportunity? *(Will your proposal help or hinder the Council with this)*	No impact
C. Foster good relations? *(Will your proposal help to foster or encourage good relations between those who have different equality characteristics?)*	No impact

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	3.2	**Which groups of people do you think will be or potentially could be, impacted by the implementation of this proposal? (You should consider employees, clients, customers / service users, and any other relevant groups)**

Please tick below as appropriate, outlining any potential impacts on the undernoted equality groups this proposal may have and how you know this.

	Impact			**Please explain the potential impacts and how you know this**
	No Impact	**Positive Impact**	**Negative Impact**	
Age Older or younger people or a specific age grouping	x			**The proposal will not prevent dog walking, it will simply support avoiding the use of sports pitched promoting accessible alternatives in the vicinity**
Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring	x			**The proposal will not prevent dog walking, it will simply support avoiding the use of sports pitched promoting accessible alternatives in the vicinity**
Gender Reassignment/ Gender Identity anybody whose gender identity or gender expression is different to the sex assigned to them at birth	x			
Marriage or Civil Partnership people who are married or in a civil partnership	x			
Pregnancy and Maternity (refers to the period after the birth, and is linked to **maternity** leave in the employment context. In the non-work context, **protection** against **maternity** discrimination is for 26 weeks after giving birth),	x			
Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	x			

Revised February 2023

Religion or Belief: different beliefs, customs (including atheists and those with no aligned belief)	x			
Sex women and men (girls and boys)	x			
Sexual Orientation, e.g. Lesbian, Gay, Bisexual, Heterosexual	x			

3.3 Fairer Scotland Duty

This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to how we can reduce inequalities of outcome caused by socioeconomic disadvantage when making <u>strategic</u> decisions.

The duty is set at a strategic level - these are the key, high level decisions that SBC will take. This would normally include strategy documents, decisions about setting priorities, allocating resources and commissioning services.

Is the proposal strategic? No

Yes / No *(please delete as applicable)*

If No go to Section 4

If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:

	Impact			State here how you know this
	No Impact	**Positive Impact**	**Negative Impact**	
Low and/or No Wealth – enough money to meet basic living costs and pay bills but have no				

4

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savings to deal with any unexpected spends and no provision for the future.				
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies				
Area Deprivation – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)				
Socio-economic Background – social class i.e. parents' education, employment and income				
Looked after and accommodated children and young people				
Carers paid and unpaid including family members				
Homelessness				
Addictions and substance use				
Those involved within the criminal justice system				

5

3.4 Armed Forces Covenant Duty *(Education and Housing/ Homelessness proposals only)*	
This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to the three matters listed below in Education and Housing/ Homelessness matters. This relates to current and former armed forces personnel (regular or reserve) and their families. **Is the Armed Forces Covenant Duty applicable?** **Yes/ No** **No** If "Yes", please complete below	
Covenant Duty	**How this has been considered and any specific provision made:**
The unique obligations of, and sacrifices made by, the armed forces;	
The principle that it is desirable to remove disadvantages arising for Service people from membership, or former membership, of the armed forces;	
The principle that special provision for Service people may be justified by the effects on such people of membership, or former membership, of the armed forces.	

6

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Section 4   Full Integrated Impact Assessment Required

Select No if you have answered "No" to all of Sections 3.1 – 3.3.

Yes / No (please delete as applicable)

If yes, please proceed to Stage 2 and complete a full Integrated Impact Assessment

If a full impact assessment is not required briefly explain why there are no effects and provide justification for the decision.

The proposal will not prevent dog walking, it will simply support avoiding the use of sports pitched promoting accessible alternatives in the vicinity and will not therefore impact negatively on any group.

Signed by Lead Officer:	Nuala McKinlay
Designation:	Acting Chief Officer Corporate Governance
Date:	7.6.23
Counter Signature Director:	Nuala Mckinlay

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Date:	

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