reducing inequalities

IN THE SCOTTISH BORDERS 2015 - 2025 STRATEGIC PLAN SUMMARY, JUNE 2016



On 26th November 2015, the Scottish Borders Community Planning Strategic Board considered a Consultative Draft Strategic Plan in relation to reducing inequalities. The comprehensive draft plan provided an overview of the key issues that cause inequalities, current issues in the Scottish Borders, and the vast range of national policies and local strategies and plans that are focused on reducing inequalities. However, the actions within the Draft Strategic Plan were required to be further defined to ensure that the Strategic Board could see, over time, the progress being made. Since November:

- Scottish Borders Council has led a Strategic Assessment on behalf of the Community Planning partners (CPP), presenting the most currently available data sets. This has involved a range of partners and involved a multi-agency workshop in April where partners were able to examine the data and define the key issues for Borders;
- The Children and Young People's Leadership Group has developed a new Integrated Children and Young People's Plan (2015-2018);
- A range of other partnerships, for example Safer Communities and the Local Housing Strategy Partnership, have developed and finalised plans for the next few years;
- The Reducing Inequalities Delivery Team consulted widely with key
 partners and partnerships on the draft strategic plan to identify
 where value can be added to already existing strategies and action
 plans and critically, what additional actions are required.

This document presents a summary of the Reducing Inequalities Delivery Team's current position under each of the 5 key inequalities themes (Employment & Income; Health & Well-being; Attainment, Achievement & Inclusion; Housing & Neighbourhoods; Keeping People Safe) and presents a set of clear actions and performance measures to ensure that:

By 2025, inequalities in the Scottish Borders are reduced

The Community Planning Partnership (CPP) will focus on 5 key themes known to impact upon inequalities:						
Employment & income	Health & wellbeing	Attainment, achievement, &	Housing & Neighbourhood	Keeping People Safe		
		inclusion				
Key issu	ues, from "Know Borders"	Strategic Assessment 201	6, in relation to the 5 key t	themes:		
Borders has lower GVA per capita than Scotland (lower value jobs) We have consistently lower wages (& greater need for in-work benefits) Although rates of child poverty are lower than Scotland, there are some areas where it is as high as 27.8% Although Borders workforce is more qualified than Scottish (NVQ), a developing and diversifying local economy will require new skills and knowledge from workforce	Although child obesity (P1) is slightly lower than Scotland, no significant reduction since 03/04 71% of adults in the Borders are overweight compared to 65% for Scotland (BMI of 25 or more) 5.5%, diabetes prevalence (5.2% for Scotland) 15% of the adults have 'Non-limiting long-term illness' (14% for Scotland). % of adults with a 'Limited long-term illness' in the Borders is 36% (Scotland = 31%) Borders rate of hospitalisation for Coronary Heart Disease (CHD) is reducing but is now slightly higher than Scotland People within our most deprived areas score worse when asked about level of happiness, depression, anxiety and sleep disturbance; Rates of emergency hospitalisations have increased by 11% between 2002 and 2013 (1% increase for Scotland)	Attainment of pupils from deprived areas is below Borders attainment, although improving Areas of Borders where only 78% of school leavers sustain a positive destination (SB = 92.7%) Proportion of school leavers with 'no passes at SCQF Level 3 or better' has increased. At 31 July 2015 the proportion of children looked after in the Scottish Borders in residential accommodation was 16.9% compared to 9.9% for Scotland. In 2015, the rate per 1000 of children in on the Child Protection register is 1.5 compared to 3 for Scotland, although the number increased from 2014 (from 16 to 28) Number of young people participating in youth work, number of family learning opportunities and number of adult learning completions dropped between 13/14 and 14/15, although outcomes improved	Between 2005-2015: Average house price increased by 29.2% (£133,112 to £171,942) volume of house sales decreased by 36.3% (2,757 to 1,755) Overall the housing market value decreased by 17.8%, worse than the decrease of 12.3% for Scotland. 42% of dwellings are in need of repair, compared to 28% for Scotland 43% of households in the Scottish Borders experience fuel poverty (36% for Scotland) In 2014/15 1.2% of households made a homeless application (1.4% for Scotland), predominantly single person, male In 2012, the average household size in Borders was 2.14 people compared to 2.18 for Scotland. By 2037, the average household size for both Scottish Borders and Scotland is to drop to 1.98 and 2.03 persons per household respectively.	Domestic Abuse / Gender Based Violence are issues in the Scottish Borders (80 per 10,000 in 14/15) as well as for Scotland as a whole (112 per 10,000)- both increasing Crimes per 10,000 are down from 332 in 13/14, to 280 in 14/15 (Scotland = 479) In recent years the Borders rate of alcohol related deaths has increased, against a downward trend for Scotland Accidental Dwelling Fires attributed to suspected alcohol or drug use is higher than the Scottish average. More people are killed or seriously injured as a result of a road traffic accident in the Scottish Borders compared to the Scottish average. Between 12/13 and 13/14 the number of hospital admissions due to unintentional injury or death increased by 5.7% (Scotland by 1.9%)- highest rates amongst under 5s and over 75s) Scottish Borders has more falls accidents in the over 75 age group than the Scottish average.		

Employment & income	Health & wellbeing	Attainment, achievement, & inclusion	Housing & Neighbourhood	Keeping People Safe
	Current k	ey partnership plans and s	strategies	
 Scottish Borders Economic Strategy Action Plan 2023 Borders Railway Blueprint Action Plan Tacking Poverty & Achieving Social Justice Strategy 2013-18 	 Health & Social Care Strategic Plan 2016-19 Alcohol & Drugs Partnership (ADP) Delivery Plan 2015-18 Integrated Children & Young People's Plan 2015-18 (inc Early Years) 	 Integrated Children & Young People's Plan 2015-18 Corporate Parenting Strategy 2014-18 Community Learning & Development Strategic Plan 2015-18 	 Local Housing Strategy 2017 – 22 Fuel Poverty Delivery Plan (FPDP) 2013-2016 Strategic Housing Investment Plan (SHIP) 2017-22 	 SB Safer Communities Action Plan 2016 -20 SB Equally Safe Strategy & Delivery Plan (2016-20) Community Justice (CJ) Transition Plan 2016, and Outcomes Improvement Plan (April 2017)
	How do thes	e plans focus on reducing	inequalities?	
The SB Economic Strategy and the Borders Railway Blueprint will help improve the economy generally, bringing more and higher value jobs to the Scottish Borders The Tackling Poverty strategy aims to minimise the impact of poverty and financial exclusion, and ensure people are equipped to cope with the challenges they currently face	The H&SC Strategic plan has "early intervention and prevention" and "reducing health inequalities" as 2 of its key objectives (there are 9) The APD Delivery Plan focuses on 7 core outcomes that will help reduce social, health & economic inequalities CYP Plan also addresses the well-being and health of, especially, the most vulnerable children and young people	CYP Plan focuses on: Early Years collaborative, Increasing the Raising Attainment for All programme, Closing the gap, Inclusion for All, Developing the Young Workforce Corporate Parenting Strategy focuses on improving life experiences, opportunities & outcomes for Looked after children CLD Plan focuses on employability, volunteering, emotional health & wellbeing, rural transport, information sharing, partnerships to support reducing inequalities	Actions within the new LHS will ensure that: The supply of housing meets the needs of communities More people live in good quality, energy efficient homes Less people are affected by homelessness More people are supported to live independently in their own home FPDP aims to prevent and reduce the effects of fuel poverty, an issue for Borders SHIP- key plan targeting affordable housing investment	Strategic assessment has shown that the following issues need to be tackled in Borders, helping to reduced inequality: Gender based violence Crime and ASB Substance misuse Poor Driver Behaviour Accidents in the home Equally Safe focuses on preventing & eradicating violence against women and girls, addressing gender inequality CJ Plan will take a wide view of issues e.g. families, housing, employment, health, inclusion

Employment & income	Health & wellbeing	Attainment, achievement, & inclusion	Housing & Neighbourhood	Keeping People Safe			
What <u>more</u> needs done?							
The CPP needs to focus on	Evidence/good practice	Our most vulnerable young	Build CPP understanding,	Build CPP understanding,			
helping people access these	indicates a focus on issues	people need to be	especially amongst the	especially amongst the			
job opportunities, removing	such as diabetes will have a	supported throughout their	Reducing Inequalities theme,	Reducing Inequalities theme,			
barriers, and ensuring	positive impact in the med	education to gain and	on Housing issues and	and make valuable			
appropriate skills of current	/long term & has potential to	sustain employment	identification of cross cutting	connections e.g. around			
and future workforce	reduce inequalities, & the		issues	keeping children and young			
	burden on health and social			people safe			
Tackling Poverty strategy	care services- strategic		There is a need to develop				
requires updated in the	approach is required		specific strategic plans in	Long term sustainability of			
current economic context			relation to the housing	Domestic Abuse services			
and ongoing welfare reform			needs of <i>older people</i> and	needs to be addressed			
	We need to improve inclusion		homelessness				
	physical activity and culture,	especially for our most		Integrate Community Justice			
	vulnerable young people		CPP should maximise	into CPP, ensuring that a			
	A need has been identified for	targeted work in relation to	funding available from the	partnership approach is taken			
	Parenting and Play focused o	3	Scottish Gvt in relation to	to prevention and reducing			
	and the second of the second o	a agaa aaa a	alleviating Fuel Poverty	offending			
	What o	outcomes do we want to ac	chieve?				
More working age people,	The inequalities in health	Inequalities in educational	Every person in the Scottish	Scottish Borders is the safest			
including school leavers, are	and wellbeing between the	outcomes, attainment and	Borders lives in a home that	place to live, work and visit			
supported to enter and	most and the least deprived	inclusion between the most	meets their needs				
sustain quality employment	people and communities	and least deprived children		Understanding of			
dame, employment	across the Borders are	in Borders are reduced		community justice is			
	reduced	(including vulnerable groups)		improved; services are more			
Where work is not possible,				joined up and accessible;			
income will be maximised to		More young people are		interventions prevent and			
improve quality of life		equipped with the		reduce the risk of further			
		knowledge and skills to		offending; life chances are			
		proceed to adult working life		improved			

Employment & income	Health & wellbeing	Attainment, achievement, &	Housing & Neighbourhood	Keeping People Safe				
		inclusion						
Specific actions now required:								
A1: Develop a Strategic Plan for Employability in the Scottish Borders (including Developing the Young Workforce)	A4: Develop and implement a Public Health Inequalities Action Plan with a focus on: preventable illness (especially Diabetes),	A9: Deliver "Developing the Young Workforce", ensuring alignment with SB Employability Strategy & focus on the most vulnerable	A10: Presentation of LHS development to RI Delivery Team (including Reducing Inequalities contribution statement)	A14: Presentation of Action Plan to RI Delivery Team and ensure key links are made LEAD: Safer Communities				
LEAD: Borders Learning and Skills Partnership/SBC Strategic Housing & Employability Services A2: Review and Implement the Tackling Poverty & Social	mental health, inclusion and well-being LEAD: Public Health A5: Implement Early Years Strategic Action Plan and develop Early Years Centres LEAD: Early Years Group	(A1) LEAD: CYP Leadership Group	LEAD: Local Housing Strategy Group (LHSG) A11: Develop a Strategic Plan to address the housing needs of older people LEAD: LHSG	A15: Develop a sustainable, partnership approach to the delivery of Domestic Abuse services LEAD: Domestic Abuse Pathway Board				
Justice Strategy LEAD: Strategic Partnership against Poverty/SBC Strategic Housing & Employability Services A3: Continue to deliver the Welfare Reform Programme LEAD: Strategic Partnership against Poverty/SBC	A6: Develop and Implement a Borders to support families at A7: Develop and Implement a families at risk of health inequ LEAD: CYP Leadership Group A8: Develop and Implement a	risk of health inequalities Parenting Strategy to support alities	A12: Develop a Strategic Plan to reduce homelessness (explore creating a health & homelessness plan) LEAD: LHSG (with Public Health) A13: Update Fuel Poverty Delivery Plan, with a focus	A16: Implement the Community Justice Outcomes Improvement Plan, linking it across the 5 inequalities themes and embedding it into the CPP LEAD: Community Justice Strategic Board				
Strategic Housing & Employability Services	LEAD: CYP Leadership Group When d	lelivering these actions, the C	on maximising funding LEAD: LHSG CPP will:					

When delivering these actions, the CPP will:

- Focus resources on areas of greatest need to reduce inequalities, through core service delivery and programmes
- Maximise impact of locality planning to reduce inequalities, engaging with & involving communities & stakeholder at every opportunity
- Enhance capacity of staff to address inequalities and support individuals and families, through training and tools

How will we demonstrate that inequalities have been reduced?

The CPP commits to reviewing the most up to date data annually and amending its action plans accordingly, should any longer term issues become apparent. A framework has been produced for each of the 5 inequalities themes and is presented on the following pages.

The majority of data within the framework are from national sources, available on an annual basis (but with a lag in some cases). Some data sets become available at "intermediate zone" i.e. at a "sub" Scottish Borders level, which is a useful way of "health- checking" the Scottish Borders averages and seeing whether or not they hide issues that need to be tackled (often, this local area date has a further time lag in becoming available).

KEY				©		
	better than	worse than	Positive long	Negative long	Little long	Data not
	Scottish	Scottish	term trend	term trend	term change	available at sub-
	average	average				Borders level

EMPLOYMENT AND INCOME

Outcomes	Key Indicators	Scottish Borders	Scotland	SB/Scotland	SB Long term trend	Source
	Residence Based Full-Time Median Weekly Pay - Gross for Males	£548	£561			NOMIS 2015
More working age people, including school leavers, are	Residence Based Full-Time Median Weekly Pay - Gross for Female	£426	£474		•	NOMIS 2015
supported to enter and sustain quality	Workplace Based Full-Time Median Weekly Pay - Gross for Males	£471	£563			NOMIS 2015
employment	Workplace Based Full-Time Median Weekly Pay - Gross for Female	£429	£475			NOMIS 2015
	Claimant Count	1.9%	2.3%			NOMIS March 2016
	Population income deprived	10.1%	13.2%	②		SIMD 2012, SG
Where work is not	Employment Rate	76.2%	73.1%		Q	NOMIS 2015
possible, income will be maximised	Working age w ith no qualifications	5.7%	9.4%			NOMIS 2015
to improve quality of	Children Living in Poverty (percent)	10.9%	15.3%	Ø		HMRC 2012

- Borders w ages have, over the last 3 years, remained relatively unchanged, after a sharp rise between 2012 and 2013, and they have not caught up with Scottish averages, which have increased more gradually over time.
- Those w ho live in the Borders but w ho can travel out w ith the area to jobs earn more than those w ho live and w ork in the Borders, and there is still a gap between male and female earnings in the Scottish Borders.

Worst Intermediate Zone/Locality	Best Intermediate Zone/Locality	Scottish Borders Gap
2.7%	0.9%	1.8%
23.4%	5.0%	18.4%
27.8%	4.5%	23.3%

Claimant count is provided at Ward level and shows areas of the Borders where the rate is above the current national average

There are areas where the **% of population who are income**, and **% children living in poverty** are well above the Scottish average, even though the Borders average compares favourably to the Scottish average

HEALTH AND WELLBEING

Outcomes	Key Indicators	Scottish Borders	Scotland	SB/Scotland	SB Long term trend	Source
	Male life expectancy (in years)	78.7	76.6	②	Û	NRS 2011
	Female life expectancy (in years)	82.0	80.8			NRS 2011
	All-cause mortality among the 15-44 year olds (rate per 100,000)	82	101			NRS 2012-2014
	Patients discharged from hospital with Coronary Heart Disease (CHD)- rate per 100,000	452	440			ISD 2011-13
The inequalities in health and wellbeing	Alcohol-related hospital stays (rate per 100,000)	465	672	②		ISD 2014/15
between the most and the least	Body Mass Index - primary 1	9.1	10.1		J.	CHSP-S 2013/14
deprived people and communities across	Body Mass Index - adults	71%	65%		₽	SHeS 2012-14
the Borders are	Prevalence of type 2 diabetes	5.5%	5.2%		Ç	Scottish Diabetes Survey 2014
	Fruit & Veg consumption	23%	21%			SHeS 2012-14
	Screening uptake: breast (50-70)	76.4	72.5		₽ 	ATOS, 2010-12
	Screening update: bow el (50-74)	61.1	56	②		ATOS 2011-13
	Mental Health Scores (% w ith scores of 4 or higher)	19%	15%		\	GHQ12
	Early years Scorecard gap measurement + parenting and play indicators (programme participation rates and outcomes of programmes)					
	Smoking quits					
	Sign ups to "Smoke Free" homes					
	Number of community food initiatives					

Worst Intermediate Zone/Locality	Best Intermediate Zone/Locality	Scottish Borders Gap
74.7	83.6	8.9
79.1	89.5	10.4
199 (2011-13)	0 (2011-13)	199
638	234	404
1490 (13/14)	123 (13/14)	1367
21.4%	0%	21.4%
23%	12%	11%

There are significant difference in health outcomes for people in some areas of the Borders, with rates significantly higher than Scottish averages

- Coronary Heart Disease, Body Mass Index (Adults), Diabetes and Mental Health indicators are all worse than the Scottish average
- Indicators in red are still to be confirmed as part of strategy development

ATTAINMENT, ACHIEVEMENT AND INCLUSION

Outcomes	Key Indicators	Scottish Borders	Scotland	SB/Scotland	SB Long term trend	Source
	S6: % of pupils achieving 5+ aw ards Higher or above	34.3%	29.3%	②		LGBF 2014/15
Inequalities in educational	S6: % Pupils from <u>deprived</u> areas achieving 5+ aw ards at Higher or above	11.8%	12.8%			LGBF 2014/15
outcomes, attainment and	No passes at SCQF level 3 or better	1.5%	1.7%	②	Ŋ	Scottish Gvt 2014/15
inclusion between the most and least	Positive Destinations- school leavers' initial destination	95.3%	92.9%	②		SDS 2014/15
deprived children in Borders are reduced	Positive Destinations: school leavers- 6 months on	94%	91.7%	②		SDS 2013/14
(including vulnerable groups)	Secondary School exclusion rate (per 1000 pupils)	37.2	49.6			Scottish Gvt 2014/15
	Looked After children cared for in foster/family placement rather than residential accom.	83%	90%		\bar{V}	LGBF 2014/15
	Higher Education: Full time student success rate	75%	71%	②		Borders College 14/15
More young people are equipped with	Claimant Council 18-24	3.9% (310 y oung people)	3.4%			NOMIS March 2016
the knowledge and skills to proceed to	CLD Participation: youth w ork	2426	n/a	n/a	₽	SBC 2014/15
adult w orking life	CLD Participation: family learning;	632	n/a	n/a	(C)	SBC 2014/15
	CLD Participation: adult learning	615	n/a	n/a	<u>.</u>	SBC 2014/15
	Participation amongst vulnerable groups (link to CYP Performance Framew ork					TBC

- In terms of general educational attainment, Scottish Borders is above Scottish averages. Trends are generally upw ards in all areas (including positive destinations) although the % of pupils from deprived areas achieving 5+ Highers is low er than the Scottish average (but has improve over the last 3 years.
- As of end March, the Claimant Count for 18-24yr olds was slightly higher than the Scottish average and hasn't come down much over the longer term (staying above the 16-64 year old rate). This shows that younger people are bearing the brunt of Scottish Borders unemployment
- Placing children within a family setting (rather than residential) is an ongoing but important challenge if outcomes are to be improved
- Although the numbers participating in Community Learning and Development are down, outcomes have improved for those participating (based on local information)
- Indicators in red are still to be confirmed as part of strategy development

Worst Intermediate Zone/Locality	Best Intermediate Zone/Locality	Scottish Borders Gap
11.8	34.3%	22.5%
78.3%	100%	21.7%
60 young people*	10 young people*	50
Thoras are still four		

There are still fewer young people from deprived areas achieving 5+ Highers.

Some areas of the Borders achieve only 78% of positive destinations (6 months on), compared to 100% in some areas.

*because numbers are low, rates are difficult to calculate, so actual numbers have been given, at ward level

HOUSING AND NEIGHBOURHOOD

Outcomes	Key Indicators	Scottish Borders	Scotland	SB/Scotland	SB Long term trend	Source
	Number of Affordable Unit Completions	220	n/a	n/a		SBC 15/16
	Average House price	£172k	£167k		©	ROS Property Market Report 2005-15
	% of Households in Fuel Poverty (10% of income on fuel)	39%	35%			SHCS 2012-14
.	% of Dw ellings that fail the Scottish Housing Quality Standard overall - Ow ner Occupied	49%	50%	②		SHCS 2012-14
Every person in the Scottish Borders lives in a home that meets their needs	% of Dw ellings that fail the Scottish Housing Quality Standard overall - Private Rented	73%	60%			SHCS 2011-13 (note 2012-14 sample too small)
	% of Registered Social Landlord (RSL) properties meeting the Scottish Housing Quality Standard	90%	91%			Scottish Charter 2014/15
	Energy Efficiency Standard for Social Housing (EESH) Compliance Pls					
	Number of Homeless Assessments	532	29565	n/a	1	SG Homeless 2014-15
	Repeat homelessness assessments as a percentage of all assessments	4.5%	7.1%	>		SG Homeless 2014-15
	Tenancy Sustainment					

- Average house prices have risen in recent years in Borders and are now slightly higher than the Scottish average. Whilst in a general
 "economic" context, this would be viewed as positive but it does create inequality, especially when considered against the context of lower than
 Scottish average workplace based wages.
- The condition of our social housing is better than the condition of our ow ner occupied and private rented housing, although condition is improving over the longer term for ow ner occupier (55% failing in 2011-13).
- Fuel poverty is a persistent issue in the Scottish Borders, with % of fuel poor households higher than the average Scottish rate, although over the longer term, the % has come down (43%, 2011-13)
- Indicators in red are still to be confirmed as part of strategy development

Intermediate Zone/Locality Intermediate Zone/Locality Gap	Worst	Best	Scottish Borders
Zone/Locality Zone/Locality	Intermediate	Intermediate	Gap
	Zone/Locality	Zone/Locality	

Availability of locality information will be explored by the Reducing Inequalities Delivery Team

KEEPING PEOPLE SAFE

Outcomes	Key Indicators	Scottish Borders	Scotland	SB/Scotland	SB Long term trend	Source
	Recorded incidents of domestic abuse- rate per 10,000 population	79.9	112	Ø	©	Police Scotland (2014/15)
One Wiels Bendens in	Recorded crime- rate per 10,000 population	280	479	②		Recorded Crime in Scotland (2014/15)
Scottish Borders is the safest place to live, work and visit	Recorded Anti-Social Behaviour (ASB) incidents- rate per 1000 population	106.46	n/a	n/a		Police Scotland/Safer Communities team (2014-15)
	% of ASB incidents that are alcohol related	18.3%	n/a	n/a		Police Scotland/Safer Communities team (2014-15)
Community Justice	Number of road users killed/seriously injured as a result of a Road traffic accident	68	3.6% of Scotland's accidents		-	Police Scotland/Statistics Scotland 2014
Outcomes TBC	Under 5 home accidents- rate per 1000 under 5s	11.1	7.2		<u></u>	ISD (2013/14)
	Over 75s falls- rate per 1000 over 75s	36.9	34.4		Ď	ISD (2013/14)
	Rate of accidental dw elling fires per 100,000 dw ellings	141.6	195.5	②		SFRS (2014/15)
	% dw elling fires: suspected alcohol/drug use	22%	14%		<u>Ø</u>	ADP (2014/15)
	Community Justice- indicators TBC as part of Outcomes Improvement Plan development (April 2017)					

194.4 (T&L)	65.55 (Tw d)	128.85			
Local information to be confirmed					
1.02* T& L	0.36* Tw eeddale	0.66			
9.19* T&L	3.96* Tw eeddale	5.23			
ASB rates are significantly higher in Teviot & Liddesdale					

Best

Intermediate

Zone/Locality

Worst

Intermediate

Zone/Locality

Scottish Borders

Gap

- Recorded Anti-social behaviour is a combination of incidents recorded by Police Scotland and incidents recorded through the Safer Communities team. There are no comparable Scottish figures as each area in Scotland is set up slightly differently to deal with ASB
- Rates of accidents for under 5s and falls for over 75s are both higher in the Scottish Borders than Scotland, and increasing
- Although the rate of dw elling fires has come dow n, the % where drug/alcohol use is suspected is increasing
- The number of people killed or seriously injured (KSI) as a result of a road traffic accident has come down in 2014 to 68 (from 80 in 2013), after a few years of increasing. In 2013, our KSI numbers accounted for 4.3% of the total Scottish KSI, but the % is now back to where it was in 2011/12 at 3.6%.

*The rate per 1000 total population for under 5 yr old accidents and over 75 yr old falls is highest in Teviot & Liddesdale (note that the rates used in the left hand table are rates per relevant population i.e. under 5, to allow for national comparison