

Policy and Sustainability Committee

10.00am, Tuesday, 01 December 2020

End Poverty in Edinburgh Delivery Plan 2020-30

Executive/routine
Wards
Council Commitments

1. Recommendations

It is recommended that the Policy and Sustainability Committee

- 1.1 Agree, subject to Council annual budget processes, the End Poverty in Edinburgh, City of Edinburgh Council Delivery Plan 2020-30;
- 1.2 Agree that priority actions for delivery by the Council should be further developed and incorporated as core elements of the Council Business Plan for consideration in February 2021;
- 1.3 Agree that further actions cited in the plan should be delivered through mainstream Council strategies and policies, and that delivery and development of these should explicitly set out how they contribute to ending poverty in Edinburgh;
- 1.4 Agree that a further report providing a detailed progress monitoring framework should be considered by the Policy and Sustainability Committee within two reporting cycles;
- 1.5 Agree that the Policy and Sustainability Committee should consider an annual report on progress against delivery of this plan, with the first such report to be prepared for Autumn 2021; and
- 1.6 Note the work underway by officers to develop city wide partnership actions alongside this plan, with reports planned for consideration by the Edinburgh Partnership in December 2020.

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Chief Executive

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Report

End Poverty in Edinburgh Delivery Plan 2020-30

2. Executive Summary

- 2.1 This paper presents to committee a delivery plan for Council actions needed to respond to the final report of the Edinburgh Poverty Commission.
- 2.2 The report proposes that Council commit to 13 priority actions needed to deliver significant step change towards delivery of the objective to end poverty in Edinburgh, and 44 actions identified for delivery and implementation through existing or forthcoming mainstream Council plans and strategies.

3. Background

- 3.1 In June 2018 City of Edinburgh Council agreed to support the launch of a new independent Edinburgh Poverty Commission and agreed that recommendations proposed by the commission will be used to inform the implementation of the Council Change Strategy. The launch of the Commission was similarly supported in June 2018 by the Edinburgh Partnership Board, with a commitment that the Commission findings would be used in the development and implementation of the Edinburgh Community Plan.
- 3.2 In October 2019 the Finance and Resources Committee approved the adoption of addressing poverty and sustainability as the policy priorities which will provide a focus for development of the Council's budget for 2020-23.
- 3.3 In May 2020, the Policy and Sustainability Committee approved a report on the Council Adaptation and Renewal Programme guided by three priorities of poverty, sustainability, and wellbeing, and noting the key role of Edinburgh Poverty Commission contributions to the development of this programme.
- 3.4 In September 2020, Edinburgh Poverty Commission published its final report and a call to action for the city to end poverty in Edinburgh by 2030.
- 3.5 In October 2020, the Policy and Sustainability Committee received the final report of the Edinburgh Poverty Commission. The Committee agreed that the Council will commit to working towards the aim of ending poverty in Edinburgh by 2030 as defined by the four targets set by the Commission; and, agreed that the Council will work with the new End Poverty Edinburgh citizen group to ensure that the voices of

people with experience of poverty continue to inform the way the Council plans and delivers services. Committee also agreed to consider a comprehensive Council response to the final report of the Edinburgh Poverty Commission in December 2020 in the form of a cross-council delivery plan.

4. Main report

A Just Capital: Actions to End Poverty in Edinburgh

- 4.1 The final report of the Edinburgh Poverty Commission was published in September 2020. Following the most extensive process of inquiry into poverty, its causes, consequences, and solutions ever undertaken in a Scottish local authority, the report presents a call to action to the city and a framework of changes needed to end poverty in Edinburgh by 2030.
- 4.2 The key message from the Commission's report is that poverty in Edinburgh is real and damaging, but it can be solved.
- 4.3 The report identifies six areas for action – fair work, a decent home, income security, opportunities to progress, connections and belonging, health and wellbeing - and one cultural challenge serving as a lens through which each action should be approached.
- 4.4 On this last element, the Commission notes that *“to end poverty in the city, the single biggest transformation Edinburgh could achieve would be to make the experience of seeking help less painful, less complex, more humane, and more compassionate.”* In doing so, the report calls on *“City of Edinburgh Council to lead in the design and delivery of a new relationship-based way of working for all public services in Edinburgh.”*

Calls to action for City of Edinburgh Council

- 4.5 The Commission's final report is clear that the aim of ending poverty in Edinburgh cannot be delivered by the City of Edinburgh Council alone. All seven areas of the reports framework are necessary to meet the goal of ending poverty within a decade, and all areas include actions for a broad range of actors, including UK and Scottish Governments, local public sector agencies, employers and investors, third sector organisations, and Edinburgh citizens.
- 4.6 The Council does, however, have a critical role to play in implementation of the report and the Commission notes that little progress can be made without a strong response from the Council.
- 4.7 Across seven action areas, the report sets out a total of 55 discrete actions for delivery. Within these, a total of 31 require a Council response, either as a lead agency, or as a member of the Edinburgh Partnership. Appendix 1 to this report sets out all 55 actions included in the Commission report, indicating the lead stakeholder from which action is required.

- 4.8 Those actions addressed towards the Council range across all service areas, and across all elements of the Council's work. In doing so, the Commission asks for a response from the Council in terms of its role as:
- 4.8.1 **A major employer in Edinburgh:** The report asks for Council leadership in the area of fair work, and the promotion of the living wage in Edinburgh
 - 4.8.2 **A provider of vital services:** The report sets out calls to action across core services provided by the Council, including education, housing, homelessness, economic development, health and social care, and other services. Not least, the report calls for the development and adoption of a new operating model across all people facing Council services.
 - 4.8.3 **A purchaser of goods and services:** Along with all other public sector agencies in the city, the report calls for the Council to ensure that public sector spending in Edinburgh generates the maximum benefits for people on low income in the city, by promoting fair work, and by generating significant community benefits from major contracts.
 - 4.8.4 **A convener of change:** The report recognises the key role the Council can play as a convener and leader of change in the city. As such, even where calls to action made by the Commission are directed at other stakeholders, the Commission recognises the important role the Council can play in bringing partners together around a common objective to end poverty in the city.
- 4.9 Appendix 2 to this report sets out an action plan designed to deliver the Council's response to the calls to action provided by the Edinburgh Poverty Commission, and to make a substantial contribution towards the city-wide goal to end poverty within a decade.
- 4.10 The plan focuses on Council actions needed to implement the Commission's findings. Further work is underway with Edinburgh Partnership colleagues for development of wider partnership actions needed to respond to the final report of the Commission. A report on these actions will be considered by the Edinburgh Partnership in December 2020.

The Council delivery plan to end poverty in Edinburgh

- 4.11 The delivery plan includes 13 key new and additional next steps where priority action is needed to
- 4.11.1 Transform Council services towards a new prevention focused operating model,
 - 4.11.2 To expand and scale up high impact anti-poverty approaches highlighted by the Commission as best practice,
 - 4.11.3 To use the convening power of the Council to lead change among other key stakeholders, and
 - 4.11.4 To establish the governance, structures, and resources needed to monitor and deliver this plan over the long term.

Supporting Council services to change cultures and improve prevention

4.12 The central calls to action made by Edinburgh Poverty Commission relate to a need for changes in culture and approaches to the way support services are delivered and experienced in Edinburgh. To meet this challenge, the delivery plan sets out actions to:

Design and implement a new service model for people focused Council services aimed at preventing poverty and its outcomes.

- 4.12.1 The Council would be committing to a 10-year programme of change to build and develop a new cross Council service model embedded in communities across the city.
- 4.12.2 The principle focus of this approach will be to improve the day to day experience of people seeking support in the city, to achieve long term reduction of service demand through early intervention, and, in doing so, to deliver more a financially sustainable operating model for people-focused Council services.
- 4.12.3 This approach would significantly enhance the Council's work to embed the principles of the Christie Commission on the future delivery of public services.
- 4.12.4 Implementing the change would build on learning from the implementation of the 3 conversations model in Health and Social Care in the city, and seek to expand upon existing innovation projects such as those underway as part of the 'lifting neighbourhoods out of poverty' project in Magdelene and Bingham.
- 4.12.5 Overall, this approach would form a core part of the new Council Business Plan with full details currently in development and planned for consideration by Committee in February 2021.
- 4.12.6 **Meet and work with the new End Poverty Edinburgh citizen group, and embed citizens' voices in the design of approaches to end poverty.**
- 4.12.7 This action proposes that members of the Policy and Sustainability Committee agree to meet with the new End Poverty Edinburgh citizen group in early 2021 to agree ways of working together and define new opportunities for citizens with experience of poverty to co-design and influence change in the city.
- 4.12.8 **Increase staff awareness of poverty and encourage 'poverty proofing' of Council services through expansion of the successful 1in5 programme currently embedded in schools to the wider Council workforce.**
- 4.12.9 As a key first step towards long term changes in culture and practice, this action involves further roll out of existing programmes to improve understanding and awareness of poverty among Council staff groups. The 1in5 programme currently works to achieve these objectives and to

encourage school staff to find ways of 'poverty proofing' their services. Evidence within schools shows that 80-90% of staff felt more aware of poverty and its impacts following 1in5 sessions, and were more able to make changes needed to tackle stigma and reduce the cost of services.

- 4.12.10 This action involves expansion of the 1in5 programme to include the wider Council workforce, with an objective to develop new training materials and deliver bespoke awareness raising programmes for each directorate in year 1, and a goal to embed poverty training in all Council staff by year 3.

Income maximisation and social security

- 4.13 The Commission report notes that too many people in poverty in Edinburgh are not aware of, or able to access all the support to which they are entitled, and that change is needed to UK social security policies to avoid a significant increase in poverty during 2021. Alongside extending and embedding existing Council welfare and benefits activities, this delivery plan sets out actions to:

Further develop people-centred income maximisation, family and household support services.

- 4.13.1 This action will involve working with Edinburgh Partnership to propose and develop a single city-wide approach to commissioning advice services, and aim to extend into all city communities, holistic support to improve financial resilience, health and wellbeing for people who are already in or are at risk of being in poverty.
- 4.13.2 Successful existing approaches to such services highlighted by the Edinburgh Poverty Commission involve the embedding of income maximisation, family and household support in community assets, such as schools, GPs, libraries or third sector hubs. Impact reports show that such models can provide a Social Return on Investment of £30-£39 for every £1 invested, with average additional income generated recorded at some £1,800 per supported family. The extent to which capacity can be extended for such embedded support services would be subject to the budget and council business plan process.

Meet with UK and Scottish Government to discuss changes to social security policy proposed by the Edinburgh Poverty Commission.

- 4.13.3 The Commission findings call for significant changes in UK and Scottish Government social security needed to meet the objective of ending poverty in Edinburgh. Working with city stakeholders, through this action it is proposed that the Council seek dialogue with appropriate UK and Scottish Government ministers on the findings of the Edinburgh Poverty Commission in regard to Social Security Policy and implementation.

Crisis support and food insecurity

- 4.14 The Commission's final and interim reports both note the impact and importance of Council actions to address impacts for vulnerable people and people at risk of poverty as a result of the Covid-19 pandemic. In recognition of likely continued

need for support during 2021, and to address increasing need for support to address food insecurity and wellbeing, the delivery plan includes actions to:

Continue to deliver emergency support for citizens experiencing poverty and hardship during Covid-19 lockdowns.

4.14.1 This includes actions to continue to work with third sector partners involved in ensuring people in poverty have access to food support where it is needed.

Deliver and encourage further take up of the Council's 'Discover' programme, working with families to reduce food anxiety, build skills and address social isolation.

4.14.2 The 'Discover' programme offers families food support, cooking skills and advice, money advice, social trips and experiences, and wellbeing support. 186 families have participated in the programme since December 2019. Post Covid, referrals to the programme have been increasing sharply. This action involves the continuing development of this service and, subject to appropriate budget approvals, consideration of how best to meet demand, and ensure sustainability of the programme throughout 2021, directly mitigating the impact of Covid on families who increasingly find themselves financially vulnerable.

Fair work and employability

4.15 As noted in the Commission's final report, "Edinburgh has a thriving local economy with high rates of employment and high average pay, but even here work is not always the secure pathway out of poverty that it needs to be." To address this challenge, the delivery plan in Appendix 2 outlines a series of actions relating to the continuation of existing Council commitments to delivery of high impact employability support, to embedding fair work first approaches in Council procurement, and exploring Community Wealth Building approaches as part of the renewal of the Edinburgh Economy Strategy. In addition to these the plan highlights priority actions to:

Establish Edinburgh as a living wage city.

4.15.1 Through this action, Council officers will work with private sector partners, anchor institutions, and Trades Unions, to establish a new partnership group to identify and deliver actions needed to attain Living Wage City Accreditation from the Scottish Living Wage Foundation. In doing so, the group will work towards goal of doubling the number of living wage accredited employers in Edinburgh within three years.

Promote the successful delivery of Edinburgh Guarantee For All programme.

4.15.2 Working in partnership with private sector stakeholders this action will build on the success of the existing Edinburgh Guarantee programme to ensure that all Edinburgh's residents, from all backgrounds, are able to easily access and progress in Fair Work, and to make it easy and rewarding for employers and educators to play their part in helping residents achieve this.

Housing and homelessness

- 4.16 The Commission's final report finds that almost one in three households in poverty in Edinburgh are only in poverty as a result of high housing costs. The Commission further states that "There is no pathway to ending poverty in Edinburgh without resolving the city's housing and homelessness crisis".
- 4.17 In response to this issue, the delivery plan provided in Appendix 2 outlines an ambitious programme of Council actions, mainstreamed through existing plans and policies, to expand supply of social rented and affordable housing, improve housing services, prevent homelessness and rough sleeping, transform temporary accommodation and move away from the use of unsuitable accommodation.
- 4.18 The Commission's call to action, however, is also clear that this issue represents one challenge where the solutions are not entirely within the hands of the Council, or the city itself. In recognition of this, the delivery plan provided here proposes actions to:

Seek discussion with Scottish Government on additional funding requirements to address housing need in Edinburgh.

- 4.18.1 In partnership with city stakeholders, through this action it is proposed that the Council seek discussion with Scottish Government ministers and directors on Edinburgh Poverty Commission findings and the additional funding requirements for housing in Edinburgh the Commission highlights

Planning for delivery

- 4.19 The delivery plan also outlines a number of priority actions to ensure appropriate reporting and monitoring structures are in place. These include

Establish a dedicated Poverty and Prevention team to lead planning, monitoring and reporting of actions in this report.

- 4.19.1 This action involves establishment of a dedicated officer resource, from within existing Strategy and Communications resources, to lead planning, monitoring and reporting of Council actions to end poverty.

Include annual reporting on progress towards delivery of these actions within the Local Child Poverty Action Reports the Council is already required to produce.

- 4.19.2 The 2020/21 Local Child Poverty Action Report is planned for publication in late summer 2021 and will incorporate progress and next steps reporting against all actions outlined in this report.

Prepare an annual statement on the impact Council expects its budget decisions to have on the lives and experiences of people in poverty in Edinburgh.

- 4.19.3 This action proposes that officers work with Edinburgh Partnership colleagues to develop and agree a shared city-wide approach to assessing the impact of city budget decisions on people in poverty. The plan proposes

that this approach is developed for consideration and application during 2022/23 budget processes.

Mainstreaming operational delivery of Edinburgh Poverty Commission calls to action

- 4.20 Alongside these 11 new and priority actions, the plan provided in Appendix 2 includes 44 further actions for delivery and development by mainstreaming within existing or forthcoming core Council plans and strategies. These include the continued development of services to close the attainment gap in Edinburgh schools, to improve digital inclusion, transport accessibility, to commission employability services, and other actions.
- 4.21 It is proposed that the development and implementation of these strategies should make explicit their contribution to Edinburgh Poverty Commission calls for action. Key such strategies include, but are not limited to:
- The Council Business Plan and Budget
 - Edinburgh Economy Strategy
 - City 2030 Sustainability Strategy
 - Council Sustainable Procurement Strategy
 - City Mobility Plan
 - City Plan 2030
 - City Housing Strategy
 - Housing Service Improvement Plan
 - Rapid Rehousing Transition Plan
 - Welfare reform and advice policies and strategies
 - Edinburgh Children's Services Plan
 - Education Improvement Plan
 - Council Digital and Smart Cities Strategy

Monitoring and reporting on progress

- 4.22 Appendix 3 provides an overview of core targets, and potential progress measures to be adopted in monitoring of progress towards delivery of this plan. Detailed assessment of all measures, including gathering of baseline data and short, medium, and long term targets for delivery, is yet to be undertaken. Subject to approval of this delivery plan, it is proposed that a detailed report on targets and measures is considered by the Policy and Sustainability Committee within two meeting cycles.
- 4.23 As noted above, it is proposed that this plan, and progress against its delivery, is reviewed by committee on an annual basis with reporting aligned with preparation and publication of the Council's Local Child Poverty Action Report. As such, it is

proposed that the Policy and Sustainability Committee agree to consider the first such annual report on progress in Autumn 2021.

5. Next Steps

- 5.1 It is proposed that as next steps for this report:
 - 5.1.1 Council officers work with Edinburgh Partnership colleagues to prepare a full city-wide partnership response to the final report of the Commission for consideration by Edinburgh Partnership in December 2021
 - 5.1.2 Priority action areas highlighted above are developed as a core part of the new Council Business Plan, with more detailed proposals brought for consideration by Committee in February 2021.
 - 5.1.3 Analysis to assess the costs and benefits to the Council of actions included in this plan is taken forward as part of the Council's annual budget process for consideration by Council in February 2021.
 - 5.1.4 Further development of the progress and monitoring framework outlined in Appendix 3 is carried out, with a further report to be considered by the Policy and Sustainability Committee within two report cycles.
 - 5.1.5 A first full annual report on progress and next steps for delivery of this plan is prepared and aligned to the annual Local Child Poverty Action Report and considered by the Policy and Sustainability Committee in Autumn 2021.

6. Financial impact

- 6.1 The majority of actions included in this plan can be taken forward within existing agreed budgets. Full costs and benefits for areas identified as requiring further investment will be developed and assessed as part of the Council's annual budget process.

7. Stakeholder/Community Impact

- 7.1 Actions in this delivery plan have been developed in response to the work of the Edinburgh Poverty Commission. This work drew on two years of inquiry and engagement with citizens, community groups, and organisations across the city, including over 100 evidence sessions, 4 online calls for evidence, and the gathering of insights from over 1,000 people.
- 7.2 Actions have been designed and developed in response to this evidence with a clear objective to end poverty in Edinburgh.

8. Background reading/external references

- 8.1 [City of Edinburgh Council, June 2018](#)
- 8.2 [Corporate Policy and Sustainability Committee, October 2018](#)
- 8.3 [Finance and Resource Committee, October 2019.](#)
- 8.4 [Policy and Sustainability Committee, November 2019](#)
- 8.5 [Policy and Sustainability Committee, February 2020](#)
- 8.6 [Policy and Sustainability Committee, May 2020](#)
- 8.7 [Policy and Sustainability Committee, June 2020](#)
- 8.8 [Policy and Sustainability Committee, October 2020](#)

9. Appendices

Appendix 1 – Edinburgh Poverty Commission Calls to Action

Appendix 2 – End Poverty in Edinburgh, City of Edinburgh Council Delivery Plan 2020-30

Appendix 3 – End Poverty Edinburgh Targets and Measures

Appendix 1: Edinburgh Poverty Commission Calls to Action

Appendix 1 – Edinburgh Poverty Commission Calls to Action by Lead Stakeholder



**ACTIONS to
end poverty in
Edinburgh**



The right support in the places we live and work

| Call to Action | Lead Stakeholder |
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| 1. City of Edinburgh Council should lead, working with other Edinburgh Partnership members, in design and delivery of a new operating model for all public services in Edinburgh so that all public workers are focused and empowered to put prevention of poverty at the heart of everything they do. | City of Edinburgh Council |
| 2. In implementing this model, the city should aim for small teams, drawing staff from statutory, third and business sectors operating at a neighbourhood level using simple existing methods to connect, assess need and build on local assets. | City of Edinburgh Council |
| 3. Statutory and third sector support organisations in the city need to work better together in a way that is planned, comprehensive and responds to the strengths and voices of communities. Support structures should be responsive to the issues that matter to different people and be delivered as far as possible through one point of contact, a trusted relationship. | City of Edinburgh Council |
| 4. City of Edinburgh Council, Scottish Government, agencies and organisations to give clear permission to staff to make meaningful connections and empower them to respond to need flexibly, balancing the risk of carrying on as before against the usual approaches to eligibility criteria, risk assessment, accepted activity and performance management. | City of Edinburgh Council |
| 5. City of Edinburgh Council must support community anchor organisations to enable human connections and build on the groundswell of citizens who have been moved to give at a scale we have not previously seen to continue to contribute to their community. | City of Edinburgh Council |
| 6. City of Edinburgh Council, and Edinburgh Partnership members to develop new models for contracting with the third and private sectors to support organisations and alliances which support local economies, building community wealth and trusted relationships with citizens. | City of Edinburgh Council |

Fair work that provides dignity and security

| Call to Action | Lead Stakeholder |
|---|---------------------------|
| 7. Edinburgh's employers, Trades Unions, social enterprises, and public sector bodies need to come together in a new collective to make Edinburgh a Living Wage City in 2021. This should include a shared commitment to the actions needed to at least double the number of living wage accredited employers in Edinburgh over the next three years. | City of Edinburgh Council |

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| <p>8. This alliance should further commit to promoting and acting as ambassadors for fair work in the city, exemplifying all the principles set out by the Fair Work Convention. In doing so, employers, public sector bodies and Trades Unions should adopt and act on the Framework for Employer Action on In-work Poverty developed by Strathclyde Business School.</p> | <p>City of Edinburgh Council</p> |
| <p>9. We welcome the Scottish Government’s announcement of a new Youth Guarantee, but we are clear in our view that Edinburgh needs to address challenges not only for young people, and not only in terms of access to work. Edinburgh took the lead in Scotland during the last recession in launching the Edinburgh Guarantee, and we challenge it to do so again in extending that guarantee to ensuring that anyone out of work in the city can access the support they need to progress. In doing so, employability programmes should make sure that support does not end with access to a job, but stays with people for as long as it takes to achieve the progress in skills and earnings to ensure they are free of in-work poverty.</p> | <p>City of Edinburgh Council</p> |
| <p>10. Edinburgh Partnership members need to ensure their procurement spending does more to create fair work in the city. This means collective commitment to embedding ‘Fair Work First’ principles in all public sector commissioning in Edinburgh. In doing so, partners should follow Scottish Government good practice to ensure that receipt of public contracts is conditional on employers’ commitment to invest in skills and training, no inappropriate use of zero hours contracts, action to close the gender pay gap, genuine workforce engagement including with trade unions, and payment of the real Living Wage.</p> | <p>Edinburgh Partnership & City of Edinburgh Council</p> |
| <p>11. In line with standards recommended by international research evidence, all Edinburgh Partnership members should make a collective commitment to ensuring that public spending in Edinburgh delivers at least 1 FTE job with training for a person from a targeted group for every £1m of procurement spending over the next decade. In doing so, partners should commit enough resources to the monitoring and effective delivery of community benefits clauses agreed with employers.</p> | <p>Edinburgh Partnership & City of Edinburgh Council</p> |
| <p>12. Scottish Government and city partners need to invest more in reward and support (through procurement, commissioning, training and promotion) for businesses and business models that are closely rooted in the communities they serve. This includes social enterprises, local co-operatives, and local entrepreneurs, many of which face barriers in accessing public procurement despite being strong on delivery of social and community benefits. In doing so</p> | <p>Scottish Government & Edinburgh Partnership</p> |
| <p>13. Edinburgh should look to and learn from the best examples of local authorities adopting Community Wealth Building approaches at the heart of their economic recovery plans.</p> | <p>City of Edinburgh Council</p> |
| <p>14. Scottish Government and city partners need to make sure that recovery plans recognise and effectively support the Social Care and Childcare sectors.</p> | <p>Scottish Government & Edinburgh Partnership</p> |

A decent home we can afford to live in

| Call to Action | Lead Stakeholder |
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| 15. The Scottish Government and City of Edinburgh Council to commit to ensuring that all citizens have a decent home as a human right , and to taking all steps needed to ensure the city's return to activity following Covid does not result in a return to rough sleeping or evictions into homelessness on financial grounds. | Scottish Government & City of Edinburgh Council |
| 16. Edinburgh needs to build an estimated 3,000 affordable homes, including 2,000 social rented homes per annum to meet its housing needs over the next decade. As an urgent priority the Scottish Government should meet with city partners and ensure that its next Housing Investment Plan is sufficient to address Edinburgh's housing crisis. | Scottish Government & City of Edinburgh Council |
| 17. City of Edinburgh Council and partners to ensure that future city plans secure a minimum 35% affordable housing contribution from new developments in Edinburgh. | City of Edinburgh Council |
| 18. The UK Government to set Local Housing Allowance levels at a rate sufficient to meet median rents in Edinburgh , at least as a temporary measure through recovery from recession, and maintain the LHA at 30% of local rents permanently. | UK Government |
| 19. The Scottish Government to extend legal protections against eviction into homelessness for rent arrears to the end of 2021, and act now to strengthen measures and supports to ensure private landlords and tenants agree genuinely affordable repayment plans for rent arrears. | Scottish Government |
| 20. City of Edinburgh Council to commit to making maximum use of new powers to regulate and license short term letting in the city and aim to secure as many properties as possible for long term letting. | City of Edinburgh Council |
| 21. City of Edinburgh Council to expand and improve early person-centred advice and advocacy services to prevent homelessness | City of Edinburgh Council |
| 22. City of Edinburgh Council, private rented tenants and landlords to come together in a new alliance to build common ground and co-design practical measures to slow down rent growth in Edinburgh. | City of Edinburgh Council |

Income Security that offers a real lifeline

| Call to Action | Lead Stakeholder |
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| 23. Edinburgh Partnership and City of Edinburgh Council to work with third sector partners to ensure consistent, proactive, high impact support to maximise household income, reduce debt and boost family prospects is embedded in every nursery, school and GP surgery in the city. | Edinburgh Partnership & City of Edinburgh Council |
| 24. The UK Government to commit to keeping the increase in Universal Credit, Working Tax Credit, as well as Local Housing Allowance, from April 2021 and extend this uplift to other legacy benefits. | UK Government |
| 25. The UK Government should introduce an urgent increase of £20 per week in the child element of Universal Credit and Child Tax Credit. The UK Government should also lift the 2-child limit and the benefits cap. | UK Government |
| 26. The Scottish Government to take urgent action to extend Scottish Child Payment applications for families with children aged six and over using local government payment channels to reach at least some eligible families faster than current plans. | Scottish Government |
| 27. City of Edinburgh Council should take a lead on more active promotion of the crisis support available in the city – including welfare funds, advice and advocacy services – to make sure these lifelines can reach anyone who needs them. | City of Edinburgh Council |
| 28. The UK and Scottish Governments to commit to implement bold changes to social security system in Scotland, based on a fundamental objective of providing income security sufficient for people in Edinburgh to live free of poverty. | UK Government & Scottish Government |
| 29. Expanding on successful initiatives such as the ‘1in5’ programme in schools, we call on Edinburgh Partnership and City of Edinburgh Council to lead on the roll out of new programmes to ‘poverty proof’ all public services. | Edinburgh Partnership & City of Edinburgh Council |
| 30. Edinburgh Partnership should make available new long-term investment to expand the availability of and access to affordable credit in all parts of the city through examples such as Scotcash and the credit union movement. | Edinburgh Partnership |

Opportunities that drive justice and boost prospects

| Call to Action | Lead Stakeholder |
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| 31. City of Edinburgh Council and all state schools to invest in a significant programme to codesign with young people and families living in poverty and build on the learning from approaches to close the attainment gap, continuing to evaluate and crucially investing in local organisations working alongside families to build the foundations of a generational shift in opportunity | City of Edinburgh Council |
| 32. City of Edinburgh Council should establish a deliberative process for all schools (including private) and their communities to increase awareness and understanding of poverty in the city (building on the 1 in 5 programme). | City of Edinburgh Council |
| 33. Private schools in Edinburgh have a responsibility to do more to positively overcome segregation and inequality in the city. This means more action to share teaching, infrastructure and networks with local state schools and community groups | Independent Schools |
| 34. City of Edinburgh Council needs to act to develop genuinely mixed school catchment areas by 2030. This means long term commitment to develop mixed income neighbourhoods, review school catchments where opportunities arise, and ensuring decision on school placements, school building and investment reflect this aim. | City of Edinburgh Council |
| 35. Edinburgh's Universities to do more to make a positive impact on improving opportunities for people on low incomes or living in disadvantaged areas in Edinburgh to access and complete higher education and go on to high quality employment. | Edinburgh Universities |
| 36. City of Edinburgh Council to reduce the pressure on schools to report performance on comparative attainment ladders. All schools should take a diagnostic approach to using live data on attendance, behaviour and, crucially, engagement to track progress and underpin the provision of rich experiences and enjoyment in school. | City of Edinburgh Council |
| 37. City of Edinburgh Council should ensure early years learning and childcare support provided with flexibility of hours to enable parents and carers to work or learn and care for their families. | City of Edinburgh Council |
| 38. Edinburgh Partnership members should invest resources in a radical expansion of mentoring schemes in Edinburgh , to reach every school in the city with effective screening and matching to support looked after and struggling young people to improve engagement with learning. | Edinburgh Partnership |

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| 39. Citizens from a wide range of backgrounds to participate in managed mentoring schemes for children and young people and seek opportunities to champion individual schools , building positive relationships and bridges to a wider range of experiences and opportunities. | Edinburgh citizens |
| 40. City of Edinburgh Council and Edinburgh Partnership to commit to monitoring and reporting on inclusion of and impacts for people living on low incomes and from disadvantaged areas, and from equalities groups, in all learning and employment opportunities in the city. | Edinburgh Partnership & City of Edinburgh Council |

| Connections in a city that belongs to us | |
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| Call to Action | Lead Stakeholder |
| 41. In the renewal of Edinburgh's Festivals and tourism economy post Covid, we call on Scottish Government and City of Edinburgh Council to ensure that any public funding is conditional on delivery of actions to promote inclusion and equality in the city. | Scottish Government & City of Edinburgh Council |
| 42. Festival programmes and tourist attractions to support fair work for all employees, and improve affordability and access to activities for people in all parts of the city, including schools. | Festivals Edinburgh |
| 43. City of Edinburgh Council to ensure planning of housing, amenity, employment and services addresses the need for quality spaces, green space, support, activities and opportunities where people live and embeds a 20-minute walking (or 'pram pushing') distance principle at the heart of designing all neighbourhoods in Edinburgh. | City of Edinburgh Council |
| 44. Scottish Government to extend eligibility for concessionary travel to under 25s and to unpaid carers. This is the next step towards our ambition by the end of this decade, that a fleet of low carbon Lothian Buses carries all passengers at no or very low cost. | Scottish Government |
| 45. Edinburgh Partnership members to collaborate with other partners to provide 'single gateway' easy access to free and concessionary travel , simplifying highly fragmented schemes already available via schools, employability programmes and Job Centres. | Edinburgh Partnership |
| 46. Edinburgh Partnership members to combine resources to develop a zero-interest loan scheme to allow low-income passengers to buy long-term travel passes and thus benefit from the lowest fares. | Edinburgh Partnership |

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| 47. Lothian Buses to commit to listening to the voice of low-income passengers in the city , and ensure routes and timetables adapt to enable people from all communities to access work locations – including early shifts and night-time economy jobs - and participate in the life of the city. | Lothian Buses |
| 48. City of Edinburgh Council to work with city partners including specialist third sector organisations to improve affordability and availability of broadband, and digital equipment, and to promote digital inclusion and skills. | City of Edinburgh Council |
| 49. Edinburgh citizens not to let go of the connections they have made during the Covid outbreak, to continue to reach out to each other, to engage within their own and other communities across the city whether formally as volunteers or mentors, or informally as good neighbours. | Edinburgh citizens |

| Equality in our Health and Wellbeing | |
|--|----------------------------------|
| Call to Action | Lead Stakeholder |
| 50. City partners and stakeholders to address the preceding actions in this report in order to make a clear and significant impact on the health and wellbeing of low-income citizens and reduce health inequalities. | Edinburgh Partnership |
| 51. City of Edinburgh Council, EVOC and local organisations to continue to fund, co-ordinate and operate services to provide quality fresh food to citizens who experience food insecurity , avoiding a return to reliance on food banks. | EVOC & City of Edinburgh Council |
| 52. The Edinburgh Partnership to invest and work with local organisations alongside primary care teams to provide community-based supports and activities which enable positive wellbeing and enable people living with long term health conditions to self-manage with peer and specialist support and to live well in their communities . | Edinburgh Partnership |
| 53. The Edinburgh Partnership and employers to invest in early intervention, first aid and holistic approaches to improve mental health , responding both to the impact of recent trauma and the underlying causes of mental health inequalities. | Edinburgh Partnership |
| 54. NHS Lothian to review service transformation to ensure renewal has a sharp focus on addressing health inequalities , maintaining face to face contact where appropriate to establish the trust needed to identify wider issues beyond immediate presentation and deal with medical complexity. | NHS Lothian |

55. City partners to ensure that Edinburgh's response to the Scottish Government review of social care (and consideration of a National Care Service) emphasises that investment to support disabled adults, older people and carers is rooted in organisations which are strongly connected to the communities they serve.

Edinburgh Partnership

Appendix 2: End Poverty Edinburgh Delivery Plan, 2020-2030

New and priority actions for delivery

Key new and additional next steps where immediate City of Edinburgh Council action is required to deliver Edinburgh Poverty Commission calls to action.

| City of Edinburgh Council commitments for delivery | Key milestones and targets | Lead service | EPC action |
|--|--|--|--------------|
| Design and implement a new service model for people focused Council services aimed at preventing poverty and its outcomes. | Detailed proposal for approval as part of a new Council Business Plan in February 2021 Costs and benefits analysis to be carried forward through annual Council budget approval processes. April -June 2021 – Commence implementation phase of a 10-year programme to focus Council services on prevention | Chief Executive | Actions 1 -6 |
| Further develop people-centred income maximisation, family and household support services. Work with Edinburgh Partnership to propose and develop a single city-wide approach to commissioning advice services, and aim to extend into all city communities, holistic support to improve financial resilience, health and wellbeing for people who are already in or are at risk of being in poverty. | Costs and benefits analysis to be carried forward through annual Council budget approval processes. April -June 2021 – Commence implementation phase, with an objective to ensure appropriate accessible embedded support is available through schools, GP practices and other settings in all parts of the city within three years. | Chief Executive | Action 23 |
| Increase awareness of poverty and encourage ‘poverty proofing’ of Council services through expansion to all Council services of the successful 1in5 programme currently embedded in schools. | Costs and benefits analysis to be carried forward through annual Council budget approval processes. April -June 2021 – Commence implementation phase, with an objective to develop new training materials and deliver bespoke awareness raising programmes for each directorate in year 1, and a goal to embed poverty training in all Council staff by year 3. | Chief Executive / Communities and Families | Action 32 |
| Deliver the ‘Discover’ programme, working with families to reduce food anxiety, build skills and address social isolation | Costs and benefits analysis to be carried forward through annual Council budget approval processes. | Communities and Families | Action 51 |

| | | | |
|---|---|--------------------------------|-------------------|
| | April -June 2021 – Commence implementation phase, with a commitment to meet demand, and ensure sustainability of the programme throughout 2021. | | |
| Launch and deliver a new Edinburgh Guarantee For All programme, working in partnership with private sector stakeholders, to guarantee an appropriate training, mentoring, or work opportunity for any unemployed resident in Edinburgh | Future costs and benefits analysis to be carried forward through annual Council budget approval processes. Implementation commencing December 2020. | Place | Action 9 |
| Establish Edinburgh as a living wage city | Working with private sector partners, anchor institutions, and Trades Unions, establish in Q1 2021 a new partnership group to identify and deliver actions needed to attain Living Wage City Accreditation from the Scottish Living Wage Foundation. Work towards goal of at least doubling the number of living wage accredited employers in Edinburgh within three years. | Strategy and Comms / Place | Actions 7 & 8 |
| Continue to deliver emergency support for citizens experiencing poverty and hardship during Covid-19 lockdowns | Continue to provide crisis support for people affected by Covid 19, including contact support for vulnerable citizens, welfare checks and grant support for self-isolating citizens. Review and develop by Q1 2021 new approaches to make best use of Scottish Government funding to address financial hardship as a result of Covid-19. | Resources | Action 51 |
| Seek discussion with Scottish Government on additional funding requirements to address housing need in Edinburgh. | In partnership with city stakeholders, seek – by Q1 2021- discussion with Scottish Government ministers and directors on Edinburgh Poverty Commission findings and the additional funding requirements for housing in Edinburgh the Commission highlights. | Chief Executive / Place | Action 16 |
| Seek discussion with UK and Scottish Government on changes to social security policy proposed by the Edinburgh Poverty Commission | Working with city stakeholders, seek dialogue – by Q1 2021 - with appropriate UK and Scottish Government ministers on the findings of the Edinburgh Poverty Commission in regard to Social Security Policy and implementation. | Chief Executive / Resources | Actions 24-26, 28 |
| Meet with the new End Poverty Edinburgh citizen group to agree ways of working together and define new opportunities for citizens to co-design and influence change in the city. | Policy and Sustainability Committee members to meet with the End Poverty Edinburgh group in early 2021, as a first phase of ongoing engagement across all relevant Council activities. | Strategy and Comms | All actions |
| Prepare an annual statement on the impact Council expects its budget decisions to have on the lives and experiences of people in poverty in Edinburgh | Work with Edinburgh Partnership to develop and agree a shared city wide approach to assessing the impact of budget decisions on people in | Strategy and Comms / Resources | All actions |

| | | | |
|--|--|---|-------------|
| | poverty. Develop approach for consideration and application during 2022/23 budget processes. | | |
| Include annual reporting on progress towards delivery of these actions within the Local Child Poverty Action Reports the Council is already required to produce | The 2020/21 Local Child Poverty Action Report is planned for publication in late summer 2021 and will incorporate progress reporting against all actions outlined in this report. | Strategy and Comms / Communities and Families | All actions |
| Establish a dedicated Poverty and Prevention team to lead planning, monitoring and reporting of actions in this report | Establish by Q1 2021 a dedicated officer resource, from within existing Strategy and Communications resources, to lead planning, monitoring and reporting of actions to end poverty. | Strategy and Comms | All actions |

End Poverty Edinburgh Delivery Plan, 2020-2030

Actions for delivery through core Council strategies and plans

Fair work that provides dignity and security

| Edinburgh Poverty Commission Calls to Action for City of Edinburgh Council | |
|--|--|
| Action 7 | Lead a new collective to make Edinburgh a Living Wage City |
| Action 8 | Develop this collective to act as ambassadors for fair work in the city, exemplifying all the principles set out by the Fair Work Convention. |
| Action 9 | Launch a new Edinburgh Guarantee ensuring that anyone out of work in the city can access the support they need to progress |
| Action 10 | Embed 'Fair Work First' principles in all public sector commissioning in Edinburgh |
| Action 11 | Ensure that public spending in Edinburgh delivers at least 1 FTE job with training for a person from a targeted group for every £1m of procurement spending over the next decade |
| Action 13 | Learn from the best examples of local authorities adopting Community Wealth Building approaches at the heart of their economic recovery plans. |

| City of Edinburgh Council commitments for delivery | Target date | Lead service | EPC action |
|---|------------------|------------------------|--------------|
| "Fair Work that provides dignity and security" | | | |
| Maintain City of Edinburgh Council Accreditation as a Living Wage Employer | Annual 2020-2030 | Resources | Action 7 & 8 |
| Working with private sector partners, anchor institutions, and Trades Unions, establish in early 2021 a new partnership group to identify and deliver actions needed to attain Living Wage City Accreditation from the Scottish Living Wage Foundation. | Q1 2021 | Place/Strategy & Comms | Action 7 & 8 |
| Launch and deliver a new Edinburgh Guarantee For All programme, working in partnership with private sector and third sector stakeholders, to ensure that all Edinburgh's residents, from all backgrounds, are able to easily access and progress in Fair Work, and make it easy and rewarding for employers and educators to play their part in helping residents achieve this objective. | Q4 2020 | Place | Action 9 |
| Deliver the 'No One Left Behind Edinburgh's Employer Recruitment Incentive' (EERI), helping people of all ages with the greatest barriers to employment get jobs and stay in jobs. | Ongoing | Place | Action 9 |

| City of Edinburgh Council commitments for delivery | Target date | Lead service | EPC action |
|---|--------------------|---------------------|-------------------|
| “Fair Work that provides dignity and security” | | | |
| Develop and commission a new Blended Employability Service, providing improved access to flexible employability support across the city | Q1 2021 | Place | Action 9 |
| Deliver the Council Sustainable Procurement Strategy, and actions to increase living wage accredited suppliers | 2020-25 | Resources | Action 10 |
| Deliver the Council Sustainable Procurement Strategy, and actions to increase, and improve monitoring and delivery of, community benefits offered by suppliers – aiming to achieve the target of 1 FTE job with training for a person from a targeted group (where appropriate) for every £1m of procurement spending by 2025 | 2020-25 | Resources/ Place | Action 11 |
| Review best practice and embed appropriate Community Wealth Building approaches into a revised Edinburgh Economy Strategy developed to drive Council actions for a sustainable economic recovery. | Q1 2021 | Place | Action 12 |

Key measures (existing measures in use)

Number of Living Wage Accredited employers in Edinburgh

Number of people supported by City of Edinburgh Council funded employability programmes

Number of positive job outcomes achieved by people supported by employability programmes

% of Council suppliers who pay the Living Wage

Volume and/or value of community benefits secured through Council contracts

A decent home we can afford to live in

| Edinburgh Poverty Commission Calls to Action for City of Edinburgh Council | |
|--|--|
| Action 15 | Ensure all citizens have a decent home as a human right, and take all steps needed to ensure the city's return to activity following Covid does not result in a return to rough sleeping or evictions into homelessness on financial grounds |
| Action 16 | Meet with Scottish Government and city partners to ensure that the next Scottish Government Housing Investment Plan is sufficient to address Edinburgh's housing crisis. |
| Action 17 | Ensure that future city plans secure a minimum 35% affordable housing contribution from new developments in Edinburgh |
| Action 20 | Make maximum use of new powers to regulate and license short term letting in the city and aim to secure as many properties as possible for long term letting |
| Action 21 | Expand and improve early person-centred advice and advocacy services to prevent homelessness |
| Action 22 | Create a new alliance of city stakeholders, private rented tenants and landlords to build common ground and co-design practical measures to slow down rent growth in Edinburgh |

| City of Edinburgh Council commitments for delivery "A decent home we can afford to live in" | Target date | Lead service | EPC action |
|---|-------------|--------------------|----------------|
| In partnership with city stakeholders, write to and seek a roundtable with Scottish Government ministers and directors for discussion of Edinburgh Poverty Commission findings and the additional funding requirements for housing in Edinburgh the Commission highlights | Q1 2012 | Place | Action 16 |
| Deliver Edinburgh's Rapid Rehousing Transition Plan, including actions to Prevent Homelessness, Transform temporary accommodation and move away from the use of unsuitable accommodation, support people to access settled accommodation as soon as possible, and reduce the number of people rough sleeping in the city. | Q1 2022 | Safer and Stronger | Action 15 & 21 |
| Deliver City Plan 2030 outlining new minimum affordable housing contributions for new developments in Edinburgh | Q4 2022 | Place | Action 17 |
| Deliver this Council's commitment to build 20,000 social and affordable homes by 2028 | 2028 | Place | Action 16 |
| Deliver the annual Housing Revenue Account Budget Strategy, investing in improving existing Council homes and neighbourhoods - including delivering energy efficient, low carbon homes, development of new and existing homes blended together to create a local identity and a sense of pride in communities, and well-designed, green, open spaces that encourage residents to be active and socialise. | Q1 2022 | Place | Action 15 & 16 |

| City of Edinburgh Council commitments for delivery “A decent home we can afford to live in” | Target date | Lead service | EPC action |
|--|--------------------|---------------------|-------------------|
| Continue to deliver the Housing Service Improvement Plan, ensuring that the frontline housing service is visible, responsive and effective | Q1 2022 | Place | Action 15 & 16 |
| Following Scottish Government legislation expected to come into force from April 2021, develop, consult and agree upon local implementation of the new licensing and planning controls for regulation of short term letting in Edinburgh | Q2 2021 | Place | Action 20 |
| Seek discussions with private rented tenants, landlords & Scottish Government to address concerns rising private sector rents | Q1 2022 | Place | Action 22 |

| Key measures (existing measures in use) |
|--|
| Number of homeless assessments |
| Average Homeless Case Length |
| Number of rough sleepers |
| No of households in temporary accommodation |
| Number of households in B&B |
| Approvals of new affordable homes for the year |
| Completions of new affordable homes |
| Council tenant satisfaction rates |

Income security that offers a real lifeline

| Edinburgh Poverty Commission Calls to Action for City of Edinburgh Council | |
|--|---|
| Action 23 | Ensure consistent, proactive, high impact support to maximise household income, reduce debt and boost family prospects is embedded in every nursery, school and GP surgery in the city |
| Action 27 | Take a lead on more active promotion of the crisis support available in the city – including welfare funds, advice and advocacy services – to make sure these lifelines can reach anyone who needs them. |
| Action 29 | Expanding on successful initiatives such as the ‘1in5’ programme in schools, take a lead on the roll out of new programmes to ‘poverty proof’ all Council services and improve understanding and awareness of poverty among all Council staff groups. |

| City of Edinburgh Council commitments for delivery “Income security that offers a real lifeline” | Target date | Lead service | EPC action |
|--|-------------|------------------|-------------------|
| Deliver priority proposal to deliver embedded income and family support services to a wider range of community settings across Edinburgh | Q1 2022 | Chief Executive | Action 23 |
| Continue to deliver high quality money, debt and welfare advice through the Council’s Advice Shop service | Q1 2022 | Safer & Stronger | Action 23 |
| Continue to deliver actions to administer Scottish Welfare Fund crisis and community grants | Q2 2022 | Resources | Action 27 |
| Deliver a programme of appropriate targeted outreach and promotion of Scottish Welfare Fund and other Council administered benefits and support schemes | Q2 2022 | Resources | Action 27 |
| Deliver priority proposals to expand the 1in5 programme to all Council staff, redesign of materials to meet the needs of varying staff groups, with an objective to establish appropriate awareness raising sessions for all directorates in year 1. | Q1 2022 | Chief Executive | Action 29 |
| Working with city stakeholders, seek dialogue with appropriate UK and Scottish Government ministers on the findings of the Edinburgh Poverty Commission in regard to Social Security Policy and implementation. | Q1 2021 | Chief Executive | Actions 24-26, 28 |

| Key measures (existing measures in use) |
|--|
| Number of people supported by advice and information services |
| Value of income generated by citizens supported by advice and information services |
| Volume and value of Scottish Welfare Fund, DHP, Free School Meal, CTRS and other payments made to citizens |

Opportunities that drive justice and boost prospects

| Edinburgh Poverty Commission Calls to Action for City of Edinburgh Council | |
|--|--|
| Action 31 | Codesign with young people actions to close the attainment gap |
| Action 32 | Expand the 1in5 programme to increase awareness of poverty in all staff |
| Action 33 | Work with Private schools in Edinburgh to improve overcome inequality across the city |
| Action 34 | Develop genuinely mixed school catchment areas |
| Action 36 | Adopt diagnostic approaches in all schools to use live data on attendance, behaviour and, crucially, engagement to track pupil progress |
| Action 37 | Ensure early years learning and childcare support provided with flexibility of hours to enable parents and carers to work or learn and care for their families |

| City of Edinburgh Council commitments for delivery “Opportunities that drive justice and boost prospects” | Target date | Lead service | EPC action |
|---|-------------|--------------------------|-------------|
| Continue the delivery and development of core existing plans and strategies aiming to ensure pupils thrive at school and close the attainment gap, including – Edinburgh Childrens’ Services Plan, Education Improvement Plan 2020-23 and the Edinburgh Learns Equity Framework | 2020-23 | Communities and Families | All actions |
| Develop and deliver the Learning 4 Life Programme, as part of the Council Adaptation and Renewal Plan, aiming to create a world class learning city where everyone’s skills, knowledge, creativity and relationships with people and places are equally valued. To create an environment of collaboration that inspires connections, improves wellbeing and reduces poverty | Q1 2021 | Communities and Families | All actions |
| In doing so, develop actions to: <ul style="list-style-type: none"> provide inclusive, equitable, valuable learning opportunities for everyone. use a place based approach to build collaborative and sustainable learning communities and networks. co-create the environments where learners can lead and shape their own learning | Q1 2021 | Communities and Families | All actions |
| Work with school communities in target areas (beginning with core projects in Granton and Westerhailes), and their partners to define curriculum rationales which will then lead to clear, equitable pathways into further education and the world of work. | Q1 2022 | Communities and Families | Action 31 |

| City of Edinburgh Council commitments for delivery “Opportunities that drive justice and boost prospects” | Target date | Lead service | EPC action |
|---|--------------------|--------------------------|-------------------|
| Expand and develop the 1in5 programme as a regular, mandatory training action for all school staff, aiming to improve and reinforce understanding of poverty and inequality across all schools. | Q1 2022 | Communities and Families | Action 32 |
| Develop and deliver training to pastoral staff in all schools as part of the 1 in 5 programme, responding to the evidence of high levels of school absence as well as anxiety and depression among children in temporary accommodation. | Q1 2022 | Communities and Families | Action 32 |
| Develop Professional Learning with a focus on Leadership for Equity to build expertise, practices and skills in leading improvements aimed at achieving equity | Q1 2022 | Communities and Families | Action 32 |
| Host a roundtable with Edinburgh Independent Schools to explore and agree new partnership actions to overcome inequality and improve inclusion across Edinburgh | Q1 2021 | Communities and Families | Action 33 |
| Explore opportunities to review individual school catchment areas as part of school development and building programmes | 2020-30 | Communities and Families | Action 34 |
| Deliver across all schools, a new online tracking system that highlights poverty related attainment gaps, allowing schools to respond to these with targeted support and to develop targets for improvement | Q1 2022 | Communities and Families | Action 36 |
| Deliver Early Years Expansion to 1140 funded hours and ensure early years provision is flexible enough to meet the needs of families | Q1 2022 | Communities and Families | Action 37 |
| Target PEF on actions to allow schools to continue to address poverty-related barriers, including inequity of digital access and reducing the cost of the school day. | Q1 2022 | Communities and Families | All actions |
| Develop and implement a plan to reduce the poverty related attainment gap in literacy and numeracy including recruiting Closing the Gap teachers | Q1 2022 | Communities and Families | All actions |

Key measures (existing measures in use)

% of Primary 1 pupils living in the most deprived areas achieving expected literacy level

Attainment gap for literacy and numeracy between pupils from the most and least deprived areas of Edinburgh

% of pupils from deprived areas who achieve 5+ awards at SCQF level 5 or above

Attainment gap between pupils from the most and least deprived areas achieving 5+ awards at SCQF level 5 or above

% of Early Years settings providing 1140 hours of funded Early Learning and Childcare

% of eligible 2 year olds accessing 1140 hours

% of Early Years settings providing more than one option of early learning and childcare for parents

Connections in a city that belongs to us

| Edinburgh Poverty Commission Calls to Action for City of Edinburgh Council | |
|--|---|
| Action 41 | Ensure that any public funding for Edinburgh’s Festivals and tourism economy post Covid is conditional on delivery of actions to promote inclusion and equality in the city. |
| Action 43 | Embed a 20-minute walking (or ‘pram pushing’) distance principle at the heart of designing all neighbourhoods in Edinburgh. |
| Action 48 | Work with city partners including specialist third sector organisations to improve affordability and availability of broadband, and digital equipment, and to promote digital inclusion and skills. |

| City of Edinburgh Council commitments for delivery “Connections in a city that belongs to us” | Target date | Lead service | EPC action |
|--|-------------|--------------|---------------|
| Deliver a new Edinburgh Economy Strategy developed to guide Council actions to support a sustainable economic recovery for the city post Covid, including the renewal of Edinburgh’s cultural sector | Q1 2022 | Place | Action 41 |
| Develop plans to design and embed a 20-minute neighbourhood approach to new developments, and planning of services in Edinburgh | Q1 2022 | Place | Action 43 |
| Deliver a City Mobility Plan, with actions to reduce the day to day cost of travel for families in Edinburgh | Q1 2021 | Place | Actions 43-47 |
| Deliver the Council Digital and Smart City Strategy, including actions to improve digital inclusion and provide support for citizens to gain digital skills and the confidence to use them, including: | 2020-23 | Resources | Action 48 |
| <ul style="list-style-type: none"> ensuring connectivity is available in community spaces including libraries, schools and early years settings | | | |
| <ul style="list-style-type: none"> ensuring citizens can access resources within our libraries | | | |
| <ul style="list-style-type: none"> ensuring citizens can access learning opportunities to further their digital skills | | | |
| <ul style="list-style-type: none"> ensuring that digital literacies are embedded into all aspects of the curriculum | | | |
| <ul style="list-style-type: none"> fostering positive relationships between families and early years settings/schools allowing for support opportunities to be identified | | | |
| <ul style="list-style-type: none"> providing equity of access to digital resources for all learners in schools | | | |
| <ul style="list-style-type: none"> ensuring low cost affordable broadband is available for Council tenants | | | |
| <ul style="list-style-type: none"> working with third sector partners to promote access to affordable digital equipment, and | | | |
| <ul style="list-style-type: none"> ensuring that citizens on low incomes are involved in the design and development of digital services that matter to them | | | |

Key measures (existing measures in use)

To be confirmed

Equality in our Health and Wellbeing

Edinburgh Poverty Commission Calls to Action for City of Edinburgh Council

Action 51 Work with EVOC and local organisations to continue to fund, co-ordinate and operate services to provide quality fresh food to citizens who experience food insecurity, avoiding a return to reliance on food banks.

| City of Edinburgh Council commitments for delivery “Equality in our Health and Wellbeing” | Target date | Lead service | EPC action |
|--|----------------|--------------------------|------------|
| Continue the Council’s response to the impacts of the Covid outbreak, including management of key frontline service delivery in line with government and public health guidance. | Q1 2022 | Chief Executive | Action 51 |
| Continue to provide crisis support for people affected by Covid 19, including contact support for vulnerable citizens, welfare checks and grant support for self-isolating citizens | Q1 2022 | Resources | Action 51 |
| Review and develop approaches to make best use of Scottish Government funding to address financial hardship as a result of Covid-19 | Q1 2022 | Resources | Action 51 |
| Develop and continue partnership working with EVOC and 3rd Sector to ensure a co-ordinated approach to contact and delivery of support activities and to assess long term service delivery options to address food insecurity. | Q1 2022 | Resources | Action 51 |
| Deliver priority proposal to invest in the expansion of the ‘Discover’ programme, working with families to reduce food anxiety, build skills and address social isolation. | Q1 2022 | Communities and Families | Action 51 |

Key measures (existing measures in use)

To be confirmed

Appendix 3 – End Poverty Edinburgh Targets and measures

Introduction

This report sets out a process for monitoring and review progress towards delivery of the Council’s End Poverty Edinburgh delivery plan, built around an annual reporting cycle aligned to the production of the Council’s Local Child Poverty Action report from 2021 onwards.

In doing so, annual reports on progress will assess:

- City wide progress measures, including changes in key target measures set out by the Edinburgh Poverty Commission in its final report, and
- Council progress measures, including delivery of milestones, and progress against key outcome and output targets and measures identified for each of the action areas defined in this report.

City wide progress measures

In assessing annual progress of the city towards the aim of ending poverty in Edinburgh, the annual review process will adopt all four of the core targets set out by the Edinburgh Poverty Commission.

In developing these targets the Commission’s final report provides a clear definition of what ending poverty means in the context of this report. It states that

“Ending poverty does not mean Edinburgh becoming a city in which no one ever loses a job or ever experiences a period of their life on low income. But it does mean Edinburgh being a city where living on a low income is temporary, not a persistent trap, and does not mean having to go without food, or warmth, or safety. And it means Edinburgh becoming a city where the number of people experiencing low income at any given time falls to a level comparable with the highest performing societies in Europe.”

In line with this definition, and the four targets set by the Commission, the actions set out in this Council delivery plan aim to make a substantial contribution towards Edinburgh becoming, by 2030, a city in which:

- **Fewer than one in ten children and fewer than one in ten adults are living in relative poverty at any given time**
 - Data for this indicator can be drawn from annual reports published by the End Child Poverty Coalition, and modelled from annual data published by the Scottish Government.

The Data and Evidence paper published by the Edinburgh Poverty Commission provides a proposed methodology and sources for these measures.

- According to Commission analysis to meet this target the city needs to remove 20,900 people from poverty, or 2,100 per annum over ten years.
- **No one has to go without the basic essentials they need to eat, keep clean and safe, and stay warm and dry**
 - The Data and Evidence paper published by the Edinburgh Poverty Commission provides a proposed methodology and sources for these measures.
 - According to Commission analysis to meet this target the city needs aim to remove 7,000-9,000 people in Edinburgh out of destitution, or 580-750 people per annum over ten years.
- **No-one lives in persistent poverty**
 - The Data and Evidence paper published by the Edinburgh Poverty Commission provides a proposed methodology and sources for these measures.
 - According to Commission analysis to meet this target the city needs aim to remove 9,970 from persistent poverty, or some 1,000 people per annum over ten years.
- **No one feels stigmatised, abandoned, or treated with less respect by the city as a result of their income or their wealth**
 - As the Data and Evidence paper published by the Commission notes, establishing baselines and quantified metrics for this indicator is particularly challenging. No data sources for the UK or Scotland are available which estimate the number of people who feel 'stigma' due to their income or wealth. The closest available proxies this analysis has found have focused on the number of people who feel stigma associated with claiming benefits . While useful as contextual analysis, it is not felt that these sources provide a strong enough basis for a metric against this target. As such it is proposed that officers work with Edinburgh Partnership colleagues to develop an approach for long term monitoring of this target.

Council progress measures

As noted in the main body of this report, detailed assessment of all appropriate progress measures against each of the Council actions included in this delivery plan - including gathering of baseline data and short, medium, and long-term targets for delivery - is yet to be undertaken. Subject to approval of this delivery plan, it is proposed that a detailed report on targets and measures is considered by the Policy and Sustainability Committee within two meeting cycles.

Notwithstanding this work still underway, Appendix 2 provides an overview of indicative measures to be included in a future comprehensive progress monitoring framework. Drawn from existing Council performance reports, these indicators include:

Key measures (existing measures in use)

| |
|---|
| Number of Living Wage Accredited employers in Edinburgh |
| Number of people supported by City of Edinburgh Council funded employability programmes |
| Number of positive job outcomes achieved by people supported by employability programmes |
| % of Council suppliers who pay the Living Wage |
| Volume and/or value of community benefits secured through Council contracts |
| Number of homeless assessments |
| Average Homeless Case Length |
| Number of rough sleepers |
| No of households in temporary accommodation |
| Number of households in B&B |
| Approvals of new affordable homes for the year |
| Completions of new affordable homes |
| Council tenant satisfaction rates |
| Number of people supported by advice and information services |
| Value of income generated by citizens supported by advice and information services |
| Volume and value of Scottish Welfare Fund, DHP, Free School Meal, CTRS and other payments made to citizens |
| % of Primary 1 pupils living in the most deprived areas achieving expected literacy level |
| Attainment gap for literacy and numeracy between pupils from the most and least deprived areas of Edinburgh |
| % of pupils from deprived areas who achieve 5+ awards at SCQF level 5 or above |
| Attainment gap between pupils from the most and least deprived areas achieving 5+ awards at SCQF level 5 or above |
| % of Early Years settings providing 1140 hours of funded Early Learning and Childcare |
| % of eligible 2 year olds accessing 1140 hours |
| % of Early Years settings providing more than one option of early learning and childcare for parents |