

Agenda

Community Planning West Dunbartonshire Management Board

Date: Thursday, 17 August 2023

Time: 14:00

Format: MS Teams

Contact: Ashley MacIntyre, Committee Officer
Email: ashley.macintyre@west-dunbarton.gov.uk

Dear Member

Please attend a meeting of the Community Planning West Dunbartonshire Management Board as detailed above.

The business is shown on the attached agenda.

Yours faithfully

PETER HESSETT

Chief Executive

Distribution:-

Councillor Martin Rooney (Chair)
Councillor Michelle McGinty (Vice Chair)
Councillor Clare Steel
Peter Hessest, Chief Executive, West Dunbartonshire Council
Peter Barry, Chief Officer – Housing and Employability, West Dunbartonshire Council
Beth Culshaw, Chief Officer of West Dunbartonshire Health and Social Care Partnership (WD HSCP)
Laura Mason, Chief Education Officer, West Dunbartonshire Council
Fiona Taylor, Health and Social Care Partnership (WD HSCP)
John Anderson, Manager, West Dunbartonshire Leisure Trust
Liz Connolly, Principal, West College Scotland
Elizabeth Dean, Department of Works and Pensions
Lorna Gibson, Superintendent, Police Scotland
Jimmy Hyslop, Operations Manager, Scottish Natural Heritage
Sharon Kelly, Head of West Region, Skills Development Scotland
Bruce Kiloh, Principal Transport Policy Officer, Strathclyde Partnership for Transport
Anne MacDougall, Chair of the Community Alliance
Joe McKay, Local Senior Officer – West Dunbartonshire, Scottish Fire & Rescue Service
Mark Newlands, Scottish Enterprise
Kevin Quinlan, Scottish Government Location Director
Selina Ross, Manager, West Dunbartonshire Community Volunteering Service
Damon Scott, Dunbartonshire Chamber of Commerce
Noreen Shields, Nursing Director, NHS Greater Glasgow and Clyde
Catherine Topley, Chief Executive, Scottish Canals
Gordon Watson, Loch Lomond & the Trossachs National Park
Gerry Watt, Scottish Prison Service

Amanda Graham, Chief Officer, Citizens, Culture, & Facilities
Elaine Troup, Communities Manager

Provost Douglas McAllister [substitute]
Councillor John Millar [substitute]
Councillor Gurpreet Singh Johal [substitute]

Date of issue: 2 August 2023

COMMUNITY PLANNING WEST DUNBARTONSHIRE MANAGEMENT BOARD**THURSDAY, 17 AUGUST 2023****AGENDA****1 APOLOGIES****2 DECLARATIONS OF INTEREST**

Members are invited to declare if they have an interest in any of the items of business on the agenda and the reasons for such declarations.

3 MINUTES OF PREVIOUS MEETING 5 – 9

Submit for approval as a correct record, the Minutes of Meeting of the Community Planning West Dunbartonshire Management Board held on 18 May 2023.

4 ACTION LOG 11 – 12

Submit for information the Rolling Action list for the Community Planning West Dunbartonshire Management Board.

5 SUSTAINABILITY PRESENTATION Verbal

Gillian McNamara, Economic Development Manager.

6 COMMUNITY PLANNING EXECUTIVE GROUP 13 – 16

Submit report by Peter Hessett, Chief Executive providing an update from the most recent Community Planning Executive Group meeting.

7/

7 DELIVERY IMPROVEMENT GROUP (DIG) UPDATES

(a) Flourishing – Peter Barry	17 – 36
(b) Independent – Fiona Taylor	37 – 38
(c) Nurtured – Laura Mason	39 – 41
(d) Empowered – Selina Ross	43 – 56
(e) SAFE – Lorna Gibson	57 – 59

8 DATE OF NEXT MEETING

Thursday, 16 November at 2pm, MS Teams.



COMMUNITY PLANNING WEST DUNBARTONSHIRE MANAGEMENT BOARD

Thursday, 18 May 2023

Present:

Councillor Martin Rooney (Chair)
Councillor Michelle McGinty
Peter Hessest
Amanda Graham
Laura Mason
Peter Barry
Elaine Troup
Beth Culshaw

Fiona Taylor

John Anderson

Katie Cooper
Damon Scott

Jimmy Hyslop
Rebecca Campbell
Lorna Gibson
David Moore
Sharon Kelly
Liz Connolly
Ashley MacIntyre

West Dunbartonshire Council
West Dunbartonshire Council
West Dunbartonshire Council
West Dunbartonshire Council
West Dunbartonshire Council
West Dunbartonshire Council
West Dunbartonshire Council
West Dunbartonshire Health and
Social Care Partnership
West Dunbartonshire Health and
Social Care Partnership
West Dunbartonshire Leisure
Trust
Department for Work and Pensions
Dunbartonshire Chamber of
Commerce
Nature Scot
NHS Greater Glasgow and Clyde
Police Scotland
Scottish Fire and Rescue
Skills Development Scotland
West College Scotland
West Dunbartonshire Council

Apologies:

Councillor Clare Steel
Lesley James

Judith McLaughlin
Gregg McKearney
Colin MacBean
James Russell
Bruce Kiloh

John Binning

Lynn Ratcliff
Selina Ross

West Dunbartonshire Council
West Dunbartonshire Health and
Social Care Partnership
Department for Work and Pensions
Scottish Fire and Rescue
Scottish Government
Skills Development Scotland
Strathclyde Partnership for
Transport
Strathclyde Partnership for
Transport
Police Scotland
West Dunbartonshire CVS

Councillor Martin Rooney in the Chair

DECLARATIONS OF INTEREST

It was noted that there were no declarations of interest in any of the items of business on the agenda.

MINUTES OF PREVIOUS MEETING

The Minutes of Meeting of the Community Planning West Dunbartonshire Management Board held on 16 February 2023 were submitted and approved as a correct record.

ACTION LOG

The Rolling Action list for the Community Planning West Dunbartonshire Management Board was submitted for information and relevant updates were noted and agreed.

EMPOWERED PRESENTATION

Elaine Troup, Communities Manager gave a presentation to the Board. The main points covered in the presentation were:-

- Effective Community Empowerment processes;
- Principles of Community Empowerment;
- Dementia Friendly West Dunbartonshire;
- Participatory Budgeting; and
- Delivering Community Empowerment.

After discussion and having heard the Communities Manager in further explanation and in answer to Members questions, the Board agreed:-

- (1) to note that the presentation would be circulated via email;
- (2) to note that contact details of the Communities Team and West Dunbartonshire CVS would be circulated via email; and
- (3) to note the update provided.

COMMUNITY PLANNING EXECUTIVE GROUP

A report was submitted by Peter Hissett, Chief Executive providing an update from the most recent Community Planning Executive Group meeting.

After discussion and having heard the Chief Executive in further explanation of the report and in answer to Members' questions, the Board agreed:-

- (1) that the minutes of future CPWD Executive Group meetings would be brought to future meetings of the CPWD Management Board; and
- (2) to note the update provided.

WHOLE FAMILY WELLBEING

A report was submitted by Laura Mason, Chief Education Officer informing of the Whole Family Wellbeing Fund and providing an update on plans to deliver Whole Family supports.

After discussion and having heard the Chief Education Officer in further explanation of the report and in answer to Members' questions, the Board agreed:-

- (1) to note the progress and strategic direction of plans; and
- (2) to note that regular updates would be provided.

JOINT INSPECTION OF CHILDREN AND YOUNG PEOPLE AT RISK OF HARM

A report was submitted by Lesley James, Head of Children's Health, Care and Criminal Justice Services and Chief Social Work Officer providing information on the progress of the Community Planning Partnership's Joint Inspection of children and young people at risk of harm in West Dunbartonshire, carried out in three phases from September 2021 until March 2023.

After discussion and having heard the Chief Officer, West Dunbartonshire Health and Social Care Partnership in further explanation of the report and in answer to Members' questions, the Board agreed:-

- (1) to note the content of the letter dated 13 April 2023 from the Care Inspectorate on behalf of the Joint Inspection Team;
- (2) to note that the Public Protection Chief Officers Group (PPCOG) received regular updates from the interim Executive Oversight Group, set up to oversee the inspection activity and progress and to provide leadership and scrutiny in relation to progress of the inspection improvement plan;
- (3) to note a review of the interim governance arrangements would be considered by PPCOG at its next meeting on 20 June 2023;
- (4) to note the priority actions contained in the refreshed Community Planning Partnership's Improvement Action Plan and outlined in section 4.9 of the report; and
- (5) to note that external support in relation to strategic planning and delivery of services to children and young people at risk of harm would continue to be provided through the Partnership's Strategic Inspector and Local Network arrangements.

DELIVERY IMPROVEMENT GROUP (DIG) UPDATES

(a) Flourishing – Peter Barry

A report was submitted by Peter Barry, Chief Officer – Housing and Employability providing an update on the work of the Flourishing Delivery and Improvement Group.

After discussion and having heard the Chief Officer – Housing and Employability in further explanation of the report and in answer to Members' questions, the Board agreed to note the update provided.

(b) Independent – Fiona Taylor

A report was submitted by Fiona Taylor, Head of Health and Community Care providing an update on the work of the Independent Delivery and Improvement Group.

After discussion and having heard the Head of Health and Community Care in further explanation of the report and in answer to Members' questions, the Board agreed to note the update provided.

(c) Nurtured – Laura Mason

A report was submitted by Laura Mason, Chief Education Officer providing an update on the work of the Nurtured Delivery and Improvement Group.

After discussion and having heard the Chief Education Officer in further explanation of the report and in answer to Members' questions, the Board agreed:-

- (1) to note the expectation that all Nurtured DIG partners would participate in self-evaluation activities leading to improvement in service delivery and outcomes for children, young people and families;
- (2) to note the expectation that all Nurtured DIG partners would participate in ICSP 21-23 reporting and ICSP 23-26 planning;
- (3) to engage in planning to improve transition experiences of young people with support needs leaving school; and
- (4) to note the update provided.

(d) Empowered – Selina Ross

A report was submitted by Selina Ross, West Dunbartonshire CVS providing an update on the work of the Empowered Delivery and Improvement Group.

After discussion and having heard the Communities Manager in further explanation of the report and in answer to Members' questions, the Board agreed to note the update provided.

(e) SAFE – Lorna Gibson

A report was submitted by Lorna Gibson, Police Scotland providing an update on the work of the Safe Delivery and Improvement Group.

After discussion and having heard the Superintendent in further explanation of the report and in answer to Members' questions, the Board agreed:-

- (1) to approve the delay to the implementation of the revised Safe DIG strategy until later in 2023 in order to allow an assessment of the current DIG strategy to be carried out by the Shaping Places for Wellbeing Team; and
- (2) to note the update provided.

DATE OF NEXT MEETING

It was noted that the next meeting of the Board would be held on Thursday, 17 August at 2 p.m. on MS Teams.

The meeting closed at 3.45 p.m.



Complete	In Progress	Outstanding
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Date Set	Action	Who	Required by Date	Status
28.09.2022	Local Community Justice Outcome Improvement Plan to be developed and published.	Beth Culshaw	April 2023	In Progress
16.02.2023	Energy Fund – discussion is required regarding the current criteria and possible discretion to support those within a lower income bracket.	Councillor Michelle McGinty/ Stephen Brooks	At the next meeting of the Cost of Living Working Group.	In Progress
18.05.2023	Item 7 – Regular updates on the Whole Family Wellbeing Fund to be brought to future meetings of the CPWD Management Board.	Laura Mason/ Ashley MacIntyre	November 2023	In Progress
18.05.2023	Item 9a – Information regarding the timeline for Dumbarton Artizan to be circulated to all CPWD Management Board members.	Peter Barry/ Gillian McNamara	August 2023	In Progress
18.05.2023	Item 9e – Further information to be shared regarding steps being taken to combat Fire Raising.	Lorna Gibson	August 2023	In Progress
18.05.2023	Item 9e – Further information to be shared Regarding Safeguarding tag.	Lorna Gibson	August 2023	In Progress
18.05.2023	Communities Team contact details to be circulated to all CPWD Management Board members.	Ashley MacIntyre	ASAP	Completed

18.05.2023	Item 5 – Empowerment Presentation to be circulated to all CPWD Management Board members.	Ashley MacIntyre	ASAP	Completed
18.05.2023	Item 5 – Any questions regarding Empowerment Presentation to be emailed to Selina Ross.	All	ASAP	Completed
18.05.2023	Item 5 – Questions raised regarding Dementia Friendly Community to be shared with Selina Ross.	Elaine Troup/ Ashley MacIntyre	ASAP	Completed
18.05.2023	Item 5 – Report to be shared with CPWD Management Board members outlining projects and community groups supported.	Elaine Troup	August 2023	Completed
18.05.2023	Item 6 – Minutes of future CPWD Executive Group meetings to be brought to future meetings of the CPWD Management Board.	Elaine Troup/ Ashley MacIntyre	August 2023	Completed
18.05.2023	Item 9d – Any questions regarding the Empowered DIG Update to be emailed to Selina Ross.	All	ASAP	Completed
18.05.2023	Item 9d – List of 17 successful projects to be circulated to all CPWD Management Board members.	Selina Ross	ASAP	Completed



**Report by the Chief Executive Officer of West Dunbartonshire Council, Chair of
the Community Planning Executive Group**

Management Group: 17 August 2023

Subject: Community Planning Executive Group

1. Purpose

- 1.1** The purpose of this report is to inform CPWD Board members of the discussion at the most recent Community Planning Executive Group (CPEG) meeting held on 17 July 2023.

2. Recommendations

- 2.1** CPWD is asked to note the content of Appendix One: Community Planning Executive Group Meeting Note and Actions 17 July 2023.

3. Background

- 3.1** The Community Planning Executive Group met on 17 July 2023. The group is chaired by the Council's Chief Executive, and membership includes the five DIG leads and Community Planning Manager. The purpose of the group is to support CPWD and oversee improvement activity across the partnership.

4. Main Issues

- 4.1** The key discussion points and actions are noted in Appendix One: Community Planning Executive Group Meeting Note and Actions 17 July 2023.

5. People Implications

- 5.1** There are no people implications.

6. Financial Implications

- 6.1** There are no financial implications.

7. Risk Analysis

7.1 Failure to respond to challenges would risk delivery against policy priorities.

8. Equalities Impact Assessment (EIA)

8.1 No actions are required as this is an update report.

9. Consultation

9.1 This report provides an update on ongoing activity.

10. Strategic Assessment

10.1 Progressing work as outlined in this report ensures CPWD can deliver on the outcomes set in the Local Outcome Improvement Plan.

Peter Hessett - Chair, CPEG
17 July 2023

Person to Contact: Elaine Troup, Communities Manager, Elaine.troup@west-dunbarton.gov.uk

Appendices: Appendix One: Community Planning Executive Group Meeting Note and Actions 17 July 2023.

Background Papers: Previous reports to Community Planning West Dunbartonshire Management Board on Executive Group activity.

Wards Affected: All



Community Planning West Dunbartonshire Executive Group – Meeting Note and Actions

Date: Monday 17 July 2023

Time: 11:00

	Item
1.	Welcome, introductions and apologies.
	<p>In Attendance: Peter Hessett (Chair) (PH), Peter Barry (PB), Elaine Boyle (EB), Lorna Gibson (LG), Fiona Taylor (FT), Elaine Troup (ET), Lesley James (LJ), Morven Sutherland (MS).</p> <p>Apologies: Ryan McMurdo (RM) Amanda Graham (AG), Laura Mason (LM), Selina Ross (SR),</p>
2.	Note and action log of previous meeting
	<ul style="list-style-type: none"> It was noted at the last meeting that the Safe DIG Strategy would be delayed to allow completion of a Place and Wellbeing Assessment. This workshop session took place on 09.06.23 with the report due by end of July. Action - LG to up-date further upon receipt of report. FT will continue to liaise with ET on progress with Independent DIG strategy and partnership engagement. Following general discussion on DIGs and partnership working it was agreed that the CP Partnership Agreement 2018 -22 will be up-dated – Action ET. Up-date note to PH on progress of each DIG strategy – Action ET.
3.	DIG updates on plan revisions
	<p>The overarching themes:</p> <ul style="list-style-type: none"> Sustainability Wellbeing Empowered <p>It was agreed that the overarching theme for the next meeting would be Sustainability. Action - ET to liaise with Alan Douglas, Chief Officer,</p>

	Strategic Management regarding a presentation for the next CPWD Management Meeting on 17 Aug 2023.
4.	Exception reporting: Matters arising from DIGs that cannot be resolved within DIG.
	<p>PB confirmed the Flourishing DIG was close to finalising milestones / actions.</p> <p>LG highlighted similar challenges as FT regarding attendance however was hopeful the Shaping Places for Wellbeing workshop / report would encourage more active participation.</p> <p>All agreed the workshop style event could be an option for future use to support DIGs.</p>
5.	CPWD Management Board Meeting
	<p>Feedback from previous meeting was positive with members acknowledging the benefit of meeting in person. Consideration to be given to:</p> <ul style="list-style-type: none"> • The use of partner offices in future (LG offered PS office) • Creating a less formal room set-up to promote increased engagement.
6.	AOCB and Date of Next Meeting
	<p>Best Value Audit – PH confirmed that this was underway with initial response sent to Mazars and awaiting the next step.</p> <p>SFRS Inspection – WDC received a request to contribute to an inspection of SFRS in West Dunbartonshire. Action - ET will email all DIG leads to request feedback prior to meeting with SFRS in August.</p> <p>Meeting dates:</p> <ul style="list-style-type: none"> • CPWD Pre Agenda - 27 July; • CPWD Management Meeting - 17 August 2023 • Exec Group meeting: Monday 16 October 11am (MS Teams)



Management Board Meeting

Development and Improvement Groups (DIGs): Highlights and Issues Report

FOR INFORMATION ONLY	X
FOR DECISION	

Name of DIG	Flourishing Delivery and Improvement Group (DIG).
Date of report	20/07/2023
Name and email of lead contact	Peter Barry peter.barry@west-dunbarton.gov.uk

1	Highlights of activity and progress since last meeting
Regeneration Dumbarton Levelling Up Programme <ul style="list-style-type: none"> • Planning application for Glencairn House approved and proceeding to tender for construction • Connecting Dumbarton contract underway since May with a 5 month programme • Design Team commissioned to develop designs, obtain planning permission and support delivery of the Artizan redevelopment works • Consultation programme during August to October being planned for the Artizan Centre that will help determine final uses. To be reported to Infrastructure, Regeneration and Economic Development Committee in November. • Demolition of units to rear expected to commence in August. Some delays were experienced due to site conditions Alexandria <ul style="list-style-type: none"> • Restoration of Smollett Fountain underway; discussion were held with Traders Association on how to minimise impact during the contract. Traffic management less intrusive than at first stage works • Discussions on a potential Business Improvement District ongoing • Shared Prosperity Funded shopfront improvement grants applications being received 	

Clydebank

Queens Quay District Heating Network

- West College Scotland Board approved the connection to the network in February, programmed for August - September 2023
- Following the preparation of a new business plan for the network, Golden Jubilee Hospital has secured funding to make the adaptations necessary in the hospital and hotel estate; Council has applied for funding towards network infrastructure costs

Town Centre

- Planning application submitted for the Clydebank Canal-side Activities Centre

Exxon

- Planning application submitted
- Council approved the Final Business Case on 21 June. The revised project costs is just over £43M from the 2018 estimate of £34M, but Council is seeking additional funding from City Region to contribute towards the additional costs. Increased costs are related to post-covid recovery and the war on Ukraine continuing to impact supply and cost of materials. The Business Case will be reported to the City Region Chief Executives Group at end of July, and Cabinet in August

Scottish Marine Technology Park

- Council continuing to work with the Malin Group to support the relocation of their business to Carless and to help with the identification of additional funding for land remediation
- Malin Group expected to submit the planning application for the masterplan for the site by September.
- Work complete on the flood mitigation project, and Malin Group about to appoint a designer for the Quayside, both of which are being funded by Clyde Mission and the Council, the latter being subject to a further development agreement.

Business Support

- The Working4Business Business Awards event was held on 26th May 2023. The event was hosted by Jennifer Reoch and had over 170 attendees. The feedback received so far from attendees has been very positive.
- The action plan for the Economic Development Strategy 2022-2027 is currently being finalised.
- Application forms and Eligibility & Guidelines have been prepared for the Shared Prosperity Fund business grants which went live April/May 2023. Grant interventions include a Recovery & Growth grant, Early Stage Growth grant, Working Towards Net Zero grant & Enhancing West Dunbartonshire's Tourism Events & Attractions grant
- Working in partnership with Glasgow City Region and Strathclyde University to provide businesses with green business advice through the development

of carbon baseline assessments. This support will be funded through UK Shared Prosperity Fund and should be available from August 2023.

City Region/Scottish Government/UK Levelling Up

- Glasgow City Region will be one of two Investment Zones in Scotland and as a result will benefit from a package of funding and tax relief measures estimated to be worth £80M over 5 years. The details of the offer will be co-produced by City Region and Member Authorities, Scottish Government and UK Govt (DHLUC)

Employability

- No One Left Behind Grant Offer Letter has been received setting out the No One Left Behind and Child Poverty Service Delivery funding allocations for 2023-24 £1,265,000. Funding for Child Poverty Co-ordinators and staffing costs will be allocated separately through the General Revenue Grant routeway.
- The Working4U Employability grants programme funded through UKSPF and NOLB has been launched, with fifteen applications for provision across stages one to five of the employability pathway. £500,000 will be allocated to providers with a focus on improving employability outcomes for the economically inactive; vulnerable young people; and organisations providing support to tackle poverty.
- The Working4U Apprenticeship team aim is to engage and support businesses within West Dunbartonshire, including the Council with their recruitment and training needs. In Q1 a total of 194 Apprentices were being supported 127 Modern Apprentices and 67 Foundation apprentices across a variety of frameworks including; Civil Engineering; Childcare; Health and Social care; Automotive; Digital Marketing; Construction. We continue to engage with employers to support their current and future recruitment.
- ESF Employability programmes ceased delivery on 30th June 2023, all targeted outcomes achieved. The programme focused on poverty and social inclusion and supporting the employability pathway for residents with multiple barriers to employment. The team will now deliver against UKSPF and NOLB employability outcomes.

2	Outline of any issues/risks and how these are being managed
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Regeneration

Inflation and rising costs are a challenge in project delivery. We are looking at adjusting scope to make projects affordable, or seeking additional funding where possible.

Business Support

Scottish Government have confirmed that there will be no funding available for the Business Gateway Digital Boost programme for 2023/24. The BG National Unit are aiming to cover some of the Digital Boost webinars through the BG national webinar programme and there will be some local expert help available to businesses through the UK Shared prosperity Fund that could support digital activity.

Employability

The risks for the employability service centres on the ability to secure reliable external training providers capable of delivering services in the local area. Compliance processes around commissioning will include data on past performance.

Transitioning to new NOLB and UKSPF programmes and realignment of team after savings options. Advice Pro is undergoing customisation to support new funding requirements; ongoing staff communication to support the realignment of teams.

3 | Outline of the main outputs expected before next meeting

Regeneration

- Clydebank, Activity Centre – planning permission anticipated
- Dumbarton, Artizan – demolition contract underway
- Dumbarton, Artizan – engagement programme completed before report to IRED in November
- Exxon Full Business Case approved by City Region in readiness for contract signed by November, following planning permission
- SMTP – application anticipated to be submitted by Malin Group

Business Support

- Finalise and promote the carbon baseline assessments which should be available through Strathclyde University from August 2023 as part of a wider Glasgow City Region project funded through the UK Shared Prosperity Fund.
- Promotion of the new business support programmes within the UK Shared Prosperity Fund.
- Finalise the Economic Development Strategy 2022-2027 Action Plan

Employability

- Allocation of Employability grants to training providers.
- Commencement of UKSPF and NOLB provision both internal and external.
- Foundation Apprentice contract uptake for 23/25 provision (one and two year model available)

4 | What are your requirements of partners in the Community Planning Management Board to achieve the outcomes of the DIG?

Placemaking

Good placemaking will continue to underpin the regeneration, development and improvement work in the town centres as we aim to align funding and resources, with Council, DIG partners and external funding, to achieve our ambitions.

Business Support

The on-going commitment and support from the community partners will help to maximise the impacts of the business support activity being developed and implemented through the Flourishing DIG. This will assist with reinforcing our efforts to develop a strong local economy that will provide access to opportunity for all in West Dunbartonshire.

Employability

We will continue to deliver the NOLB and Parental Employability support programmes. To this we will add UK Shared prosperity activity. We will continue to work in partnership through the local employability partnership and ask the partners to continue with their contribution to the strategic group; the creative design group and the frontline community of interest. These groups are making a positive contribution to identifying and addressing challenges in West Dunbartonshire.

5 | Please outline any good news story you wish to share

Business Support

Winners of the W4B Business Awards celebrating their success on the night!

Long Term Unemployed wage subsidy – success stories





Working 4U

Good News

Stories -

Employer Grants

Working 4U supports people who are unemployed to return to work, providing assistance with benefits and debt, learning, digital literacy and preparation for work.

Our Employer Engagement Team aims to build sustainable relationships with employers to support their recruitment process and help to create new job opportunities for the people of West Dunbartonshire.

In 2022/23 we supported with employer grants to provide 50 paid placements to Long Term Unemployed clients. We also supported with funding for 74 jobs for young people.

25+ Long Term Unemployed Employer Grant

The candidate had been unemployed for 10 years and had no paid work experience.

He was already registered with Working 4U and gaining support from a keyworker and the role was highlighted as a suitable opportunity for him. After applying he was invited to an informal interview which went well and he was offered the role.

He was supported by Working 4U to have a Better off in Work Calculation to determine the best hours to suit his situation.

The placement provided Gary with opportunities to develop a deeper understanding of working within a community green space area specifically around gardening. He was supported to develop an understanding of creating flower beds, local wildlife and natural habitats and adapt to working in the horticulture and conservation field. He has been introduced to employability topics including working as part of a team, timekeeping and working independently, adhering to, COSHH, Fire Safety and using tools safely following Health and Safety.

“Since securing the horticulture paid post, I have more daily structure in my life, and have developed a better sleep routine. I am more able to prioritise my daily tasks and more aware of time management. I look forward to Mondays. I am more aware of my finances and have become aware of importance of daily budgeting including preparing lunches for work. I enjoy having responsibility and trust in my role. The post has helped me out a lot especially with daily structure as I am no longer bored or stuck and I’m more focused on moving forward with my life. I am really enjoying it and everything is good.”



Alternatives
Community-based Recovery

Working4U

West
Dunbartonshire
COUNCIL

25+ Long Term Unemployed Employer Grant

Neil had been unemployed for 3 years and was struggling to find suitable opportunities to re-enter the labour market. He had a strong interest in working in a community focused role but had no experience in this area and was struggling to secure a role. He was beginning to feel negative and introverted.

Neil saw the advert for the placement on Facebook and decided to make contact with Working 4U. He engaged with a Key worker who helped him to submit an application. After years of unemployment Neil still didn't believe that he had a chance so when he received a call offering him an interview he was shocked. However, he felt relaxed as soon as the interview started. He was really pleased to be offered the role but still had anxieties about starting work again.



Neil states that both mentally and physically the placement has had such a positive impact on him as it's kept him going – he loves being busy and active.

He said the training process was great and everyone has been really supportive within the team. He had really hands on induction training showing how the centre worked and he has also had the opportunity to do accredited training in both Health & Safety and Manual Handling. The cherry on the top has been his confidence growing and enjoying socialising with people again. Another huge positive is that his employers have been so impressed with his work that they have secured funding to extend his contract by 9 months which he was thrilled with.

The placement was **“good timing for me. I enjoy doing something positive for the community. My confidence has grown, I needed to get out and it has been so positive. Don't get me wrong it's hard graft, I'm knackered- but in a good way!”**

25+ Long Term Unemployed Employer Grant

When William began engaging with Working4U he lived in a workless household and was on Job Seekers Allowance. He disclosed mental health issues of anxiety and OCD. He had limited work experience and hadn't worked for 4 years.

William applied for a LTU position and was successful as an old person support worker at a local community centre.

William has embedded himself within the whole organisation and fits in perfectly. He possessed many natural skills particularly around empathy and communication and he was nurtured by the organisation to utilise these skills and learn new ones too.

After 4 years unemployed he was finally given the chance to gain practical experience in a role and do various training courses relevant to the field of work such as Emergency First Aid. He has taken an interest in the whole organisation and has begun to support with other areas of the centre and expand on his skillset and experience.

William was supported with a NOLB work start grant of £100 to help him buy work clothing to help him settle into the role and build his confidence knowing that he was ready for work.

'It's been great having a bit of purpose again after so long out of employment. I have found the work to be really enjoyable, I thoroughly enjoy helping run the lunch club and gaining more experience everyday. I have had a definite spring in my step the last 6 months. I am eternally grateful to W4U in helping me get this position'



25+ Long Term Unemployed Employer Grant

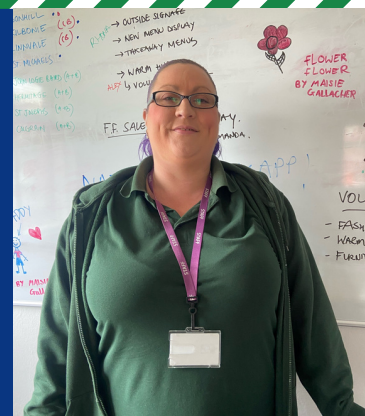
Cheryl was a full time mum and hadn't worked for 9 years after deciding to stop work to bring up her children. She had stayed active however, completing training and qualifications through Working 4U and West College Scotland. After lockdown she decided it was time to think about her career and was keen to work with children.

Cheryl wasn't sure where to begin with her CV so asked at her class and they referred her to Working 4U. Bruce, her keyworker, helped her to create CV and suggested roles that might suit her. When she heard about the role at Tulloch she felt it sounded perfect. Bruce helped her to prepare for the interview and whilst she was nervous she felt the interview went well and like it **"all fell into place."**

The impact has been huge and she feels she has a totally different lifestyle. She loves being able to tell her kids about her day at work. She has also noticed a financial difference, feeling the benefit of having two incomes in the household. Cheryl has had the opportunity to do training such as First Aid, Drug & Alcohol Awareness and Child Protection. She also feels she is learning on the job all the time. She says the support from her team at work is great, helping her to develop new skills and experience and they are also flexible and understanding to any childcare issues that arise.

As well the training that she has completed, Cheryl has also had a chance to put previous training in IT into practice due to the duties of her role. Putting what she has learnt into practice has helped her to become confident in her IT ability.

"I am now starting to think about my future here and progressing, I feel good that I am always developing and learning and I can do this in my job."



25+ Long Term Unemployed Employer Grant

Stephanie was long term unemployed, having lost her job due to the pandemic and her employment opportunities were affected by covid-19. Stephanie got in touch with Working 4U for support after seeing flyers at her local Job Centre. She mentioned her interest lying in youth work and as she was eligible for the LTU placement project her keyworker suggested the role at Tulloch.

Since starting the job, Stephanie states that her mental health has improved significantly in particular her confidence. She says that in teaching the kids she has also learnt lots about herself. She says the support from management has been brilliant stating that she couldn't have got where she was without them.

After 6 months in the role she was moved into a trainee youth worker role which was a huge boost as she felt that they trusted her and saw her potential. She feels that the team are really supporting her future and says that they feel like a family.

In addition to on the job learning, Stephanie has had the opportunity to complete training in First Aid, Autism Awareness and Drug & Alcohol Awareness.

The team **"all share the same passion"** and that she doesn't **"dread coming to work"** anymore.



25+ Long Term Unemployed Employer Grant



Sarah was an unemployed single parent of 6 children. She had been out of work for a long time to bring up her children but she had remained active by completing an NC and HNC in Early Education & Childcare and knew this was the area she wanted to work. She felt herself at a loss when her youngest started school and decided now was the time to find something for her.

Sarah lived locally to Haldane Youth Services and used the service for her own children so was excited when she heard there was a role opening up that may suit her. She engaged with Working 4U and was supported to apply – she found the process straightforward.

She states the impact on her mental health has been huge as she gained some routine in her life – she said she is **“not someone to sit around the house”**.

She is pleased to set a good example for her 6 children saying it shows them **“if they want something they have to work for it”**.

She loves the team at Haldane, saying if there are any issues she can speak to them and they are flexible to her needs. They clearly love her too as they have extended her contract and her manager called through to us **“she is awesome!”** when we were chatting.

She has completed several training courses to help her to keep up to date, such as an accredited Youth Work course delivered by Youth Scotland and LGBT training.

Sarah says she would recommend to others who were looking to start work again after a period of working. She says she **“would have been bamboozled”** trying to find work herself and create a CV. She says the support offered by Working 4U is really helpful. She says **“I enjoy coming to my work!”**

25+ Long Term Unemployed Employer Grant

Aaron had been unemployed for one year after sustaining an injury. He decided he needed a change and wanted to find something stable after years of part time, unreliable jobs. His Job Centre Work Coach told him about our drop in sessions at Church Street for the Long Term Unemployed Work Placement programme. He came along and heard about the role at Y Sort it and thought it sounded ideal.

He found the process, applying and registering with Working 4U, easy and felt like everything just fell into place.

Since starting work he feels that his life has improved now that he has a routine and he really enjoys his work. He says most days are different which is nice. He says it's a great team and everyone is always happy to help – he loves that he is kept in the loop with what is going on in the organisation so he can plan and knows what is coming up.

He has had the opportunity to complete accredited First Aid and Food Hygiene training which he can add to his CV. He also mentioned that his admin skills have increased substantially as it is an element of his role to use the computer to complete admin tasks, he had very little experience with admin so has enjoyed learning this.

Aaron says that he would definitely recommend Working 4U to others as there are really good opportunities on offer, he said it's easy to get involved and that people should take the help.

“I have a better lifestyle now”.



25+ Long Term Unemployed Employer Grant

Prior to engaging with Working 4U, John was unemployed having not been able to find the right role to suit him. He had had short term contracts in the past but couldn't seem to hold anything down. Once registering and being eligible for the LTU Placement Programme, he secured several interviews but was most interested in the role at Vale of Leven Trust. He had a strong interest in cycling so supporting their active travel hub seemed ideal.



John felt nervous about his interview because he wanted the job so much but felt that it went okay and was delighted when he heard he was successful.

John says gaining the placement has improved his “quality of life immensely”. He says that going to work is easy when you enjoy your job and that it is a perfect fit for his interests and personality. Whilst living locally, John didn't know many people and now he feels he is involved with the community. It has **“made a world of difference to me.”**

John has had the opportunity to take part in training courses such as Bike Mechanic, Walk Leader, First Aid and will soon be completing Cycle Leader training. He feels that even if he does not stay on there, he has so much he can add to his CV and take forward in his career. He has had his contract extended by 3 months in the meantime and he is looking forward to his future there.

John said he would **“100% recommend this process to someone. There's no shortage of things I could say about how it has benefitted me”.**

25+ Long Term Unemployed Employer Grant

The candidate, a 60 year old man, had been unemployed since losing his job due to the Covid-19 pandemic.

He engaged with Working 4U after a referral through the Job Centre specifically for this LTU Placement role. He was registered and given a Better off in Work Calculation to assess the best hours for him. He was successful in his interview and began his role as a Woodcraft Assistant.

The placement provided him with opportunities to develop a deeper understanding of working within a workshop environment. He was supported to follow standards of working in water safely, a boat building workshop and introduced to employability topics including working as part of a team and working independently, safe use of power tools and adhering to COSHH, and health and safety.

“I enjoyed being part of a team – Tutors are inspiring. I enjoyed the new opportunities such as learning to row. I am feeling more confident in myself as I continue to develop and pick up new skills by building boats.

Securing my paid placement post as woodcraft assistant at Skylark gave me a sense of purpose and as well as given me structure including motivating me to showering daily. I am more willing to go out and face the world and I look forward to going into the workshop. All the certificates I’ve achieved to date have been beneficial to me in securing employment with my placement host”



Alternatives
Community-based Recovery

Working4U West
Dunbartonshire
COUNCIL

25+ Long Term Unemployed Employer Wage Subsidy



Janine heard about Old Kilpatrick Food Hub through her family.

She hadn't worked for a number of years due to ill health and was struggling to come to terms with a new diagnosis. As she began to get to grips with her health and the effects of it, she wanted to step back in the world of work but wasn't sure where to start and how she would manage.

At the same time her youngest started nursery and she suddenly had more time to herself. She decided to get involved at the centre and became a volunteer. As Janine had previous experience working in catering and hospitality she said she gravitated towards the café. Volunteering a couple of hours a week, Janine **"fell in love with the place"** and found herself wanting to spend more and more time there. Her confidence grew and she learnt what she was capable of. She decided that entering paid employment again was the next step for her. She had been exploring any support options through the benefits system and was rejected for health related benefits for her condition and was feeling rather low. On this same day the opportunity for a paid position at OKFP came up and she was overjoyed. Janine said she **'never wants to leave'** but if she was to leave she would be leaving with a lot more confidence, skills and experience.

25+ Long Term Unemployed Employer Wage Subsidy



Angela heard about Old Kilpatrick Food Parcels through social media when researching the area her mother had moved to. When she saw a post looking for volunteers she felt drawn to applying. Angela was a carer for her son and life at home was often very stressful.

Volunteering offered her something for herself, getting to know people and she said it was great for her health. She loved the hub, saying it has a great environment and stating *"there's a zen"* about the place.

After volunteering for a while she was offered the chance for paid employment. She jumped at the chance, stating it was a great job opportunity for her after such a long period of unemployment. She calls it her *"wee happy place"*.

25+ Long Term Unemployed Employer Grant

The candidate, a 42 year old, has not worked for around 20 years and has limited work experience.

After registering with Working 4U, he completed 6 months as a cafe assistant paid post with 100% attendance. This placement has provided him with opportunities to develop a deeper understanding of working within a community café. He was supported to follow standards of working in the hospitality and catering industry and introduced to employability topics including working as part of a team and working independently, adhering to food and hand hygiene, storage and preparation, COSHH, and health and safety.

His confidence in his abilities has increased since commencing in particular- interacting with people and attaining specific training. He reports an improvement to mental health due to feeling that the placement provided a safe and supportive environment. He also managed to use his newly developed skills to design and create new menus for café using new skills from computing course.

“Since joining the hospitality course I have become more motivated and more confident in myself. I have felt supported by course staff which has helped my mental health. I’ve been able to work alongside new people and interact with them. I enjoyed serving the public. The course gave me structure and purpose to get up every morning. It also helped me with life skills including looking after my personal hygiene and having good timekeeping. I always looked forward to the course and enjoyed it more the longer the course went on. It has been a brilliant experience for me. I can bake now and make scones and I have now secured employment within my placement.



Alternatives
Community-based Recovery

Working4U West
Dunbartonshire
COUNCIL

25+ Long Term Unemployed Employer Grant

Hazel had been out of work for over 4 years. She is a single mum and has 4 kids. After a period of unemployment the Job Centre signposted her to Working 4U where she met her keyworker Garry.



Garry helped Hazel to create a CV and start looking for potential roles to suit. She said Garry immediately gave her a confidence boost after looking at her qualifications and encouraging her to apply for various roles. Whilst she still hadn't found the right role and was still getting rejections, she felt encouraged by Garry's support. When Garry highlighted the role at Tullochan she liked the sound of it.

After attending the interview she was quickly told she was successful which she said felt **"too good to be true"**.

The impact that this placement has had on Hazel's life is amazing – she now feels that she has routine and has **"something for me"**. She feels excited to get to work and is thrilled to be able to have a little more money to treat the kids and decorate the house.

She states that the team are amazing and she **"couldn't ask for better bosses"**.

She was worried when the placement was coming to an end and was **"buzzing"** when she heard her contract was extended for another year.

Hazel has had the opportunity to take part in training in Food Hygiene – so feels she is adding to her CV not only with experience but also training.

I feel like **"all of those rejections led me to this job"**.

Management Board Meeting

Development and Improvement Groups (DIGs): Highlights and Issues Report

FOR INFORMATION ONLY	X
FOR DECISION	

Name of DIG	Independent DIG
Date of report	Update report
Name and email of lead contact	Fiona Taylor, Head of Health and Community Care Fiona.taylor2@ggc.scot.nhs.uk

1	<p>Highlights of activity and progress since last meeting</p> <p>Meeting held (face to face) 17th July 2023. The aim of this meeting was to build on the short and long term outcomes identified as priority DIG areas in January 2023.</p> <p>Priorities 23/23:</p> <ul style="list-style-type: none"> To have a better informed population who understand their responsibilities in health and social care cultivate a self-care approach That Carers are better supported to look after their own health and social care needs as well as those of the person they are caring for. To have increased awareness across the population of the need for pro-active engagement with Power of Attorney and anticipatory care planning. Older people, inclusive of those in care homes, maintain their independence and engagement with their communities <p>Attendance and participation was encouraging.</p> <p>The group focussed on one priority area 'Increased awareness of the need for pro-active engagement with Power of Attorney and anticipatory care planning' and, using the logic model, agreed resources required to deliver this outcome. Some of these resources link with other priority areas and will be further developed at the next meeting.</p>
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2	Outline of any issues/risks and how these are being managed
	Although attendance was improved, the majority of attendees were HSCP staff. It is however peak holiday season so this will be revised at the next meeting.
3	Outline of the main outputs expected before next meeting
	Group were asked to consider the actions agreed at the meeting and cascade within their areas accordingly, seeking feedback and additional information or suggestions to enhance the current plan.
4	What are your requirements of partners in the Community Planning Management Board to achieve the outcomes of the DIG?
	The action plan remains a work in progress, and any evolving requirements will be presented in future reports.
5	Please outline any good news story you wish to share
	Improved attendance and the benefit of face to face meetings as a forum that supports active participation from those at the meeting.

Management Board Meeting

Development and Improvement Groups (DIGs): Highlights and Issues Report

FOR INFORMATION ONLY	x
FOR DECISION	

Name of DIG	Nurtured DIG
Date of report	
Name and email of lead contact	Laura Mason, Chief Education Officer Laura.mason@west-dunbarton.gov.uk

1	<p><u>Highlights of activity and progress since last meeting</u></p> <p>The Nurtured DIG Plan for session '22-'23 focusses on progressing our ICSP and recent developments nationally and locally. Outcomes identified address five main work streams: supporting mental health and wellbeing, the Getting It Right for Every Child refresh, the implementation of The Promise '21-24, Whole Family Wellbeing and Child Poverty plans. Members of the DIG lead these work stream groups consisting of a range of partnership staff and report via quarterly updates to the DIG.</p> <p>The revised and refreshed Integrated Children's Services Plan 2023-2026 will focus on the range of ways the Partnership can work together to develop the key areas of our joint work with a particular focus on supporting the six identified SG groups of priority families who need most help and the two additional WDC identified cohorts: lone parents, minority ethnic families, families with a disabled adult or child, families with a younger mother (under 25), families with a child under one and larger families (three or more children), families who have caring commitments and who have children or young people who require care.</p> <p>A calendar of Quality Improvement and Self-Evaluation is being implemented, which leads all Nurtured DIG partners in evaluating How Good Is Our Family Support. This process supports partners over a three year cycle, to consider the four themes of family support and outcomes of this will inform developments and improvements to service delivery. In addition and reflecting the need for improved and increased opportunities for multi-agency training and planning, a series of staff briefings and Even Better If (EBI) sessions will be implemented focussing on themes and needs emerging. We have completed Year One of the cycle and are now embarking on Year Two.</p> <p>A priority of Children and Young People's Mental Health Community Supports and Services group is to establish a new service for young people experiencing</p>
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emotional distress with the aim of "ask once get help fast". The pilot of Planet Youth in Clydebanks High School was very successful and helped identify to partners, the focus of need for the young people in that school community. Feedback and findings were shared with Leaders from all mainstream high schools and plans to collaborate with the wider health improvement team to roll-out to all High Schools in academic year '23-'24 are now in place.

The range of additional mental health and wellbeing supports noted in the February 2022 Partnership report continues to be developed and progressed.

Working 4U continues to address the underlying causes and symptoms of poverty. Activities centre on delivery of specialist services (Work, Learn, Money) with support for families, children and young people reflected in their contribution to the local child poverty action report. The new and revised Child Poverty Action Report has been produced.

Partners continue to support our most complex children and young people in preparation for transition to Early Learning, School or destinations beyond school. Transition policies have been reviewed and revised to ensure consistent and equitable experiences. These also reflect of the views of parents, children and young people. Plans and supports are being implemented made to ensure those allocated the support of specialist settings make a seamless transition to them.

A summer holiday programme supported by 25 WDC partners supported children, young people and families across the Council to access a range of fun activities. In collaboration, partners identified families needing targeted support; ensuring a 'ring-fenced' provision. All events provided free access to lunch or snacks and were offered without cost. At time of writing, evaluations are very positive and uptake is very high.

Our established systems for provision of alternative to Free School Meals continued to be implemented over the summer holiday period. This ensured that all eligible families had a regular payment of £12.50 per week, per child paid directly into bank accounts.

2	Outline of any issues/risks and how these are being managed
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<p>If the Council is unable to ensure positive outcomes for children, we will not be meeting their needs (Children and Young People Act 2014) (Equalities Act 2010).</p>
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<p>If the Council is unable to meet the needs of children, young people and families this could result in reputational damage.</p>
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3	Outline of the main outputs expected before next meeting
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4	What are your requirements of partners in the Community Planning Management Board to achieve the outcomes of the DIG?

5	Please outline any good news story you wish to share



Management Board Meeting

Development and Improvement Groups (DIGs): Highlights and Issues Report

FOR INFORMATION ONLY	X
FOR DECISION	

Name of DIG	Empowered
Date of report	1 st August 2023
Name and email of lead contact	Selina Ross selina@wdcvs.com

1	Highlights of activity and progress since last meeting
<p>Volunteering Strategy</p> <p>The draft West Dunbartonshire Volunteering Strategy is nearing completion and is presented to the Management Board for comment. The strategy has been underpinned by a series of planning and consultation activities, involving a range of volunteer involving organisations and bodies. A consultation event held to mark the start of Volunteers Week 2023, positively endorsed the strategy and its accompanying action plan.</p> <p>Community Mental Health and Wellbeing Fund</p> <p>Early notification has been received around the planned Year 3 round of the Scottish Government's Community Mental Health and Wellbeing Fund monies, due to become available in Autumn 2023. The fund will again be managed by WDCVS via the DIG. As yet there is no confirmation of the level of funding West Dunbartonshire is likely to receive.</p>	

2	Outline of any issues/risks and how these are being managed
No current issues or risks to report	

3	Outline of the main outputs expected before next meeting
	Work is ongoing to finalise the 2023/4 DIG workplan, themed around the 3 priorities. A refresh of DIG membership is almost complete to ensure maximum partner engagement and reflecting personnel changes across a number of partner agencies.
4	What are your requirements of partners in the Community Planning Management Board to achieve the outcomes of the DIG?
	<ul style="list-style-type: none"> Partners are asked to offer final comment and possible additions/amendments to the proposed Volunteering Strategy
5	Please outline any good news story you wish to share



Volunteering Strategy 2023–2026



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Introduction

From the commitment of volunteering effort in support of the completion of Dalmeir Park in the early 1900's, through the creation of Mutual Service Associations in the 1930s, and latterly the introduction of the Scotland-wide Volunteer Centre network in the mid 1990's, West Dunbartonshire has a long-standing reputation as a giving authority.

Volunteering is a continuum of social activity, all of which embeds reciprocity. Formal volunteering supports service delivery, activism and advocacy, mutual aid and personal development. Informal volunteering builds strong social support networks, engages group membership, nurtures inclusive communities and enables everyone to contribute. It is an activity that involves the commitment of time and energy for the benefit of others, society, community or the environment and can take many forms. Volunteering is unpaid and undertaken freely and by choice, without concern for financial gain. It is distinct from mandated, required or contractual unpaid activity. This definition includes those who give their time as voluntary members of committees and boards of trustees in the Third Sector and lay members of partnerships and other agency boards.

Volunteering is, by its nature, an evolving and developing series of activities, proactively supporting services, organisations and communities and reactively, strengthening responses in times of emergency and crisis. Research by Volunteer Scotland suggests that over the course of the pandemic, 74% of people in Scotland either informally or formally supported fellow citizens through volunteering.¹

This Volunteering Strategy, informed by and complementary to the Scottish Government Volunteering Action² Plan, intends to demonstrate the Community Planning wide commitment to the importance of volunteering in West Dunbartonshire. It expands beyond the conventional notion of volunteering as a third sector activity and looks to embrace the wider volunteering sector across the authority area, providing a framework for individual volunteers, volunteer involving organisations and agencies, alike. By doing so, it places volunteering as a crucial component in all service delivery, community involvement and empowerment practice.

As Community Planning partners, we are committed to the ongoing development of a vibrant volunteering sector, recognising the contribution volunteering makes to the life of West Dunbartonshire, and the added value it brings to public services.

National and Local Context

National Context

The Scottish Government's Volunteering for All national framework³ (published in April 2019) set out a coherent and compelling narrative for volunteering, defining the key outcomes desired for volunteering in

¹ <https://www.volunteerscotland.net/for-organisations/research-and-evaluation/publications/covid-19-research/impact-of-covid-19-on-volunteering-participation-in-scotland/>

² <https://www.gov.scot/publications/scotlands-volunteering-action-plan/documents/>

³ <https://www.gov.scot/publications/volunteering-national-framework/>

Scotland over the next ten years to enable informed debate and decision about the optimal combination of programmes, investments and interventions.

Development of the framework took account of a wide evidence base and suggested that:

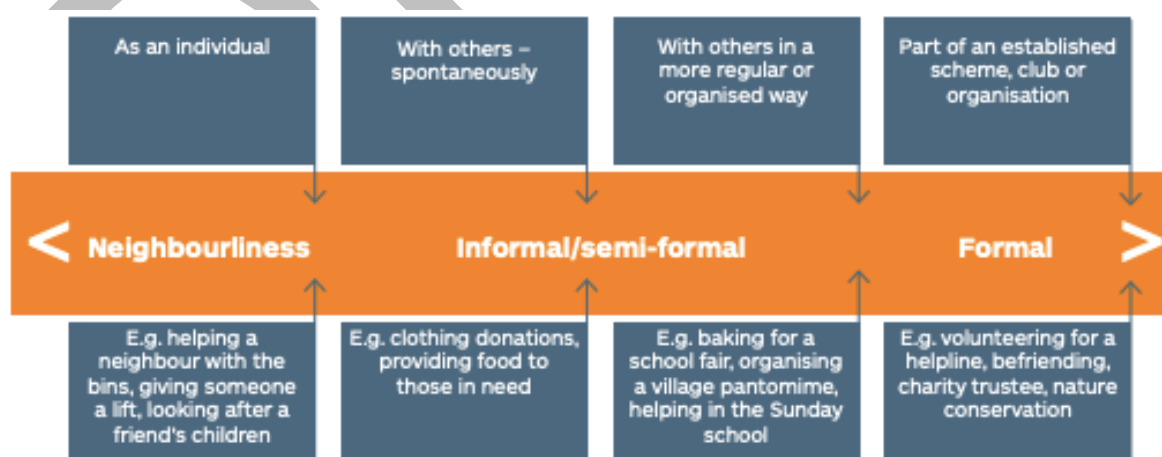
- Disadvantaged groups are under-represented in volunteering due to their exclusion from formal volunteering opportunities
- There is a heavy reliance on a 'civic core' of highly engaged individuals who provide the majority of volunteering hours in Scotland
- There is evidence emerging from the pre-retiral age group (45 – 59 years) of a decline in formal volunteering participation rates over the period 2007 – 2017.

Consequently, the national framework supporting volunteering development and the resulting action plan builds on six key good-practice principles, ensuring volunteering is:

- Flexible and responsive
- Supported and enabled
- Sociable and connected
- Valued
- Meaningful and purposeful
- Diversity positive.

Local Context

Volunteering in West Dunbartonshire is a daily accumulation of thousands of individual decisions – personal, social, planned, opportunistic and influenced by a range of social and economic factors – supported by a diverse network of neighbourhood and faith groups, third sector organisations, social enterprises and public service agencies supporting a continuum of activity.



Research undertaken with local organisations⁴ and individual volunteer⁵ in 2021 suggest around 30% of the local population volunteer each year. Reasons for involvement vary. Volunteering may be seen as a civic responsibility, as a personal commitment to give back, to use or develop skills, to improve health and

⁴ WDCVS Third Sector Census report, 2021

⁵ WDCVS 'Volunteering and Me' survey, 2021

wellbeing or as a means to support employability. With the exception of the pandemic response, this value has remained stable for a number of years and suggests that volunteering opportunities are predominately chosen on the basis of geographic proximity and influenced heavily by local social issues. Support for informal⁶ volunteering is significant and additional trends identified include an increasing demand for volunteering options in support of pre-employment experience, professional skill-sharing, additional support needs, episodic and response, group, Employer Supported and micro volunteering opportunities.

In line with communities across Scotland, the traditional and current West Dunbartonshire volunteer base reflects a majority middle and older-aged volunteering population. In looking to expand opportunities for engagement, it is important to recognise some of the key influencing factors at play, including:

- Cost of living challenges requiring potential volunteers to return to the labour market or seek second employment
- Negative health impacts arising from one or more of the identified Covid harms
- Retirement trends and changes in retirement ages
- Increased caring responsibilities as life expectancy increases.

Although volunteering is distinct from paid work, it is increasingly impacted by labour market issues. Notably, this includes the increasing work-search requirements of Universal Credit and the shift of social care students and career-changers from volunteering as a means of gaining experience to paid-shift employment, in response to social care staffing challenges.

Addressing the Challenges

Mitigating against these challenges and maximising the potential impact of the strategy requires a focus on a number of key determinants of success.

Ensuring the supply of meaningful volunteering opportunities

The nature of volunteering is value driven. As distinct from paid work, it builds on the interests and motivations of those taking part and to be successful requires the framing of opportunities from a volunteer perspective and not organisational need, alone. Where volunteers work alongside paid-staff, roles must be distinct, complementing and adding value to this work.

Role and Engagement Flexibility

Volunteering is a life-long activity and to ensure the ambition of 'volunteering for all' can be achieved, opportunities to participate must reflect this. Where 'testing the waters' may lead to increased participation, equally definitive commitments can be impacted by the needs of work and family life, often at short-notice.

Resourcing Volunteering Effectively

Volunteering is a free will activity, but it does not come without cost. While it is widely recognised, if not universally actioned, that volunteers should not be 'out of pocket' as a result of their participation, the entitlement to appropriately resourced volunteering support has less prominence.

⁶ Formal opportunities are those conducted through a constituted organisation or agency. Informal activities are independently undertaken on an individual level to help others or as part of a collaborative activity in response to a particular need or issue

Increasing diversity in the volunteer base

Enabling a culture of 'volunteering for all' requires consideration of the possible barriers to engagement. In the West Dunbartonshire context, these include:

- Proportionately lower rates of participation amongst citizens experiencing ill-health and disability
- Mis-interpretations around the engagement of citizens in receipt of state benefits
- Deprivation and low income
- Age – particularly the lack of opportunities for those under the age of 16
- Perceived barriers e.g. around previous offending behaviour, and
- Cultural influences.

Strategic Vision

West Dunbartonshire is a great place to volunteer, offering everyone who wishes to, an opportunity to participate regardless of how much time they have to give. A place where volunteering is well-resourced, best practice drives activity, and volunteers feel valued and recognised for their contribution to the social and economic wellbeing of our communities.

Strategic Objectives

Participation

Continue to promote and raise the profile of volunteering for all our citizens, where appropriate by taking a shared and collective approach, and maximizing the volunteer voice

Inclusion

To support volunteer involving organisations to define their needs and develop a range of high quality and diverse volunteering opportunities accessible to people across the local authority area – including more opportunities for younger volunteers

Policy

We will actively challenge and address barriers to participation in volunteering, acknowledging the valuable contribution volunteering makes to reducing social isolation, improving mental health and wider wellbeing, improving skills and ameliorating the effects of worklessness

Recognition

There will be an improved standard of volunteering experience for people who volunteer, offering appropriate recognition suitable to their differing motivations

Place

Make it easier for the volunteering sector to support our public services and help address the priorities comprising the Community Planning Partnership Local Outcome Improvement Plan (LOIP)

Our Values

Choice – Volunteering must be a choice freely made by each individual. Freedom to volunteer implies freedom not to become involved.

Diversity - Volunteering should be open to all, no matter what their background, race, colour, nationality, religion or belief, ethnic or national origins, age, gender, marital status, sexual orientation or disability.

Mutual Benefit - Volunteers offer their contribution and skills unwaged but should benefit in other ways in return for their contribution. Giving time to volunteering must be recognised as establishing a reciprocal relationship in which the volunteer also benefits and feels that his or her contribution is personally fulfilling.

Recognition - There must be explicit recognition that valuing the contribution of volunteers is fundamental to a fair relationship between volunteers, voluntary and community organisations and government. This includes recognising the contribution to the organisation, the community, the social economy and wider social objectives.

Governance, Oversight and Alignment

The Empowered DIG will oversee the delivery of the Volunteering Strategy and its associated actions, reporting to the Community Planning Management Board annually, or as requested. The strategy acknowledges and aligns with the key community planning themes of Sustainability, Wellbeing and Empowerment, which will see the impact of volunteering contribute across the DIG family.

Sustainability

- Volunteering Trends: Meeting the life-course challenge
- Free will, not free: Meeting the resourcing challenge
- Every contribution matters: Meeting the need for formal and informal volunteering development
- Organisational resilience: Meeting the resourcing challenge and promoting reciprocity

Wellbeing

- Financial wellbeing: Meeting the cost of engagement challenge
- Emotional wellbeing: Meeting the volunteering experience challenge
- Physical and mental wellbeing: Maximising the role of volunteering in supporting positive health

Empowerment

- Community engagement: Maximising strong social networks through regular and meaningful contribution of time, promoting confidence and trust
- Inclusion: Traditionally under-represented groups feel more included and supported to overcome barriers to participation
- Community asset building: Recognising our citizens and how their motivations, skills and experience are valued
- Civic participation: Citizens feel better informed and supported to participate in civic life.

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West Dunbartonshire Volunteering Strategy Implementation Plan

Theme	Activity	Participation	Inclusion	Policy	Recognition	Place	System Leadership	Timescale	Measure of Success
Sustainability	Community Planning Partners recognise the positive impact of volunteering and implemented appropriate corporate volunteering policies and processes	✓		✓			Empowered DIG	March 2024	<ul style="list-style-type: none"> 100% community planning partners have a volunteering policy
	Increase number of Volunteer Involving Organisation (including CPP partners) signatories to the local Volunteering Charter	✓		✓			WDCVS/ InVOLve Forum	March 2024 March 2025 March 2026	<ul style="list-style-type: none"> 90% organisation sign-up 95% organisation sign-up 100% sign-up
	VIOs across all sectors are supported to increase the number of high quality, inclusive opportunities they offer	✓	✓	✓			WDCVS/InVOLve Forum	Ongoing	<ul style="list-style-type: none"> 10% increase in activity per annum
	Increase the numbers of people volunteering & expand access to volunteering for groups at risk of exclusion	✓	✓			✓	WDCVS/InVOLve Forum	Ongoing	<ul style="list-style-type: none"> 2 Annual campaigns 10% increase in activity per annum
	Focus attention on maintaining a strong balance of opportunity demand/supply	✓				✓	WDCVS/InVOLve Forum	Ongoing	
	Analysis of volunteering resourcing arising from the annual sector census	✓		✓			WDCVS	Ongoing	<ul style="list-style-type: none"> Annual report and action plan developed
	Better promote external funding options supporting increased volunteer engagement and best practice	✓	✓	✓	✓	✓	WDCVS	Ongoing	<ul style="list-style-type: none"> 15% increase in secured funding per annum
	Coordinate appeals for volunteers - thematically and geographically - making use of neighbourhood outreach opportunities (Supporting 20 minute communities)	✓	✓			✓	WDCVS/ InVOLve Forum	March 2024	<ul style="list-style-type: none"> Outreach calendar developed
	Develop and launch Trustee recruitment campaign	✓	✓		✓		WDCVS	Nov 2023	<ul style="list-style-type: none"> Campaign Statistics

	Wider use of LinkUp West Dunbartonshire community portal to share informal opportunities	✓	✓			✓	Empowered DIG	Ongoing	<ul style="list-style-type: none"> 15% increase in activity per annum
	Increase number of volunteering roles available for young people under 16 years of age	✓	✓		✓		WDCVS/InVOLve Forum	Ongoing	<ul style="list-style-type: none"> 10% increase per annum
	Stronger links forged between employers and communities through increased recognition of Employer Supported Volunteering	✓		✓		✓	Empowered DIG	Ongoing	<ul style="list-style-type: none"> Increased level of ESV activity
	Refresh engagement with DWP to address barriers to engagement	✓		✓			WDCVS	Ongoing	
	Increase citizen awareness of and engagement with opportunities to volunteer in the civic life of West Dunbartonshire	✓		✓		✓	Empowered DIG	Ongoing	<ul style="list-style-type: none"> Membership - Community Councils Membership - RSL boards Participation rates - Children's Panel Participation rates - PB
	Explore opportunities for shared volunteer induction and training			✓			WDCVS/InVOLve Forum	March 2024	

Theme	Activity	Participation	Inclusion	Policy	Recognition	Place	System Leadership	Timescale	Measure of Success
Wellbeing	Promote and support sector engagement in the establishment of a local volunteering sector quality pipeline – Charter, Volunteer Friendly and Investing in Volunteers	✓	✓		✓		WDCVS/ Volunteer Scotland	March 2024	<ul style="list-style-type: none"> Pipeline established

	Review and suggest options to incorporate volunteering costs specifically in local funds			✓	✓		Empowered DIG	Ongoing	
	Progress 100% of opportunities supporting payment of travel expenses	✓	✓		✓	✓	WDCVS/Involve Forum	March 2024 March 2025 March 2026	<ul style="list-style-type: none"> 80% opportunities 85% opportunities 90% opportunities
	Refresh disclosure training and compliance support opportunities in line with legislative changes	✓	✓	✓			WDCVS/Volunteer Scotland	March 2024	
	Conduct an annual Volunteer Managers Survey including a focus on wellbeing, peer support and career development			✓	✓		WDCVS/InVOLve Forum	Annual	
	Refresh engagement with support agencies to increase opportunities for supportive therapeutic volunteering	✓	✓		✓		WDCVS	Ongoing	
	Increase neighbourhood level programme of Introduction to Volunteering sessions	✓	✓			✓	WDCVS	Ongoing	
	Increase number of online and home-based opportunities, addressing barriers to engagement	✓	✓				WDCVS	Ongoing	

Theme	Activity	Participation	Inclusion	Policy	Recognition	Place	System Leadership	Timescale	Measure of Success
Empowerment	Develop the consultative and practice development role of the InVOLve Volunteer Engagers Forum	✓		✓			WDCVS	March 2024	

	Refresh the local Volunteering Charter	✓	✓	✓	✓		WDCVS/ InVOLve Forum		<ul style="list-style-type: none"> 100% Community Planning Partner and VIO Sign-up achieved
	Increase availability of volunteer best practice resources via the WDCVS website	✓	✓				WDCVS	October 2023	
	Refresh the Volunteer 100 initiative and annual volunteering survey to better promote the volunteer voice	✓	✓	✓	✓		WDCVS	March 2024	
	Develop and Roll-out inclusive volunteering campaign and training support pack	✓	✓				WDCVS/ SLWG	Dec 2023	
	Wider promotion of volunteering accreditation options	✓	✓		✓		WDCVS/ InVOLve Forum	March 2024	<ul style="list-style-type: none"> Saltire Awards Achievers CoVA certificates issued VISA certificates issued
	Coordinate arrangements for a 'Big Thank You' Volunteers Week programme of activity				✓		WDCVS/ InVOLve Forum	March 2024	
	Increase visibility and role of volunteering in community asset building conversations			✓	✓		Empowered DIG	March 2024	

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Management Board Meeting

Development and Improvement Groups (DIGs): Highlights and Issues Report

FOR INFORMATION ONLY	x
FOR DECISION	

Name of DIG	Safe DIG
Date of report	19 th July 2023
Name and email of lead contact	Supt Lorna Gibson, (lorna.gibson2@scotland.police.uk)

1	<p>Highlights of activity and progress since last meeting</p> <p>Although the theme of the CPWD for this quarter is Sustainability, it is acknowledged that the majority of the highlight report refers to general updates or matters which fall under the 'Wellbeing' category.</p> <p>The Shaping Places for Wellbeing project have carried out a place based assessment on the current Safe DIG Strategy which is due for refresh this year. This has enabled members of the Safe DIG to discuss their hopes and aspirations for the Safe DIG group and provide priorities for moving forward. The assessment review will be provided by the Shaping for Wellbeing project team for further discussion which is a really positive step forward.</p> <p>The Clydebank Action Plan provides a multi-agency approach to tackling an increase in reported ASB and disorder at Clyde Shopping Centre and in the surrounding community. Partners include Police Scotland, British Transport Police, Scotrail, Passenger Transport, WDC ASB team, Education WDC, First Bus and Clyde Shopping Centre Management.</p> <p>Operation Ballaton (multi-agency approach to tackling increase in ASB and disorder in Balloch and Loch Lomond areas) continues to provide a deterrent to ASB with a wide range of partners.</p> <p>Water Safety – work has been carried out in all school to promote water safety and dangers involved joint emergency services visits and inputs as part of the Choices for life's days at schools across WDC.</p> <p>Police Scotland and West Dunbartonshire Council Education have worked together to produce a letter for parents highlighting ASB areas of concern and how this will be managed through the summer. This has been provided to all parents through the Education team.</p>
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The recruitment process is underway to fill the Community Justice Co-ordinator post on a full time basis and interviews are scheduled for 4th August 2023.

The Community Justice Partnership are holding development sessions over the coming months where the Community Justice Outcome Improvement Plan will be considered at these sessions.

2 | Outline of any issues/risks and how these are being managed

Workforce challenges have been experienced by Justice Social Work over the preceding three months due to Long term sickness. They have continued to meet our statutory duties while providing our services to Court and the supervision of those on statutory orders and licences. Agency staff have been utilised to supplement core business and it is hoped that we will begin to have staff return in the coming weeks.

In terms of workforce development, training dates have been secured for Justice Social Work staff to complete the Caledonian system training. It is anticipated that the Domestic Abuse perpetrator programme will be available to sentencers in early 2024.

3 | Outline of the main outputs expected before next meeting

We have delayed the next Safe DIG meeting by 2 weeks to allow the Shaping Places for Wellbeing team sufficient time to produce their report on the Place Based assessment. This will allow the report to be circulated in advance of the meeting and discussed by members of the Safe DIG with a view to refreshing the Safe DIG Strategy.

4 | What are your requirements of partners in the Community Planning Management Board?

To review the Safe DIG Strategy once it has been developed following the Place Based Assessment.

5 | Please outline any good news story you wish to share

The Dementia Safeguard Tag scheme that was rolled out in West Dunbartonshire on 22nd March supported by Alzheimer Scotland has been given approval to being launched nationally. The response from the local community has been very positive.

In terms of Sustainability, Police Scotland have a number of initiatives on-going which contribute;

- The fleet is currently transitioning over to electric vehicles. The infrastructure is currently being installed although it should be noted that there are challenges for some of the more remote and rural areas.
- Police in West Dunbartonshire have recently taken delivery of 10 pedal cycles (4 of which are electric), these will be used by Community Officers within their multi member ward areas.
- Recycling programme widely used within Police Offices.

- To increase biodiversity some areas of green space around our officers have been left un-cut and the large area to the front of Dumbarton Office now houses a bee hive which is looked after and managed by a local bee-keeper.
- Newly established sustainability group within the Division to discuss and progress work around improving sustainability.