

## **Future Frameworks**

### **Local Outcomes Improvement Plan**

The Community Empowerment Act (Scotland) 2015 states that Community Planning Partnerships (CPPs) must publish a Local Outcomes Improvement Plan (LOIP). The LOIP will supersede the current Community Plan / Single Outcome Agreement (SOA) 2013-2023 in setting out the vision for Perth and Kinross, and can continue to be referred to as the Community Plan.

The Act requires CPPs to:

- act with a view to reducing inequalities of outcomes which result from socio-economic disadvantage
- take account of the needs and circumstances of persons residing in the area of the local authority

A LOIP is expected to be sharply focused on where improvement is needed and what that difference will look like. It must set out:

- The local outcomes to which priority is to be given by the CPP
- A description of the proposed improvement in the achievement of the outcomes
- The period within which the proposed improvement is to be achieved
- A description of the needs and circumstances of persons residing in the area
- CPPs must submit their LOIP to Scottish Government by October 2017.

The LOIP will not change our vision set out in our Community and Corporate Plans. The 5 Strategic Objectives of the current Community Plan have been agreed by all partners and are widely used in delivering their own plans.

The LOIP should state clearly and specifically what will be different for communities as long-term outcomes in 10 years; and the contributory outcomes, indicators and targets by which progress towards these will be demonstrated over the short (1 year) and medium (3 years) terms.

This strategy will enable us to respond more effectively at local level and ensure no duplication of effort.

### **The Fairness Commission**

The Community Planning Partnership and Perth & Kinross Council established a Fairness Commission to build on the consensus across public organisations, employers and communities of the need to tackle poverty and stubborn inequality, to transform people's lives.

The Perth & Kinross Fairness Commission has representatives from local communities, including those with national experience, business, Community Planning Partners and the Third Sector, and is supported by two independent advisers and is chaired by an elected member.

The Commission is meeting regularly within the community and local community groups over the course of 2016, with the view to produce recommendations in Spring 2017 for Community Planning Partners to take forward.

The strategic partners will engage with the commission to agree future employability support and actions.

### **Living Wage**

Scottish Living Wage Accreditation Initiative aims to increase the number of employers who are recognised for paying their staff the Living Wage and therefore enabling workers to adequately provide for themselves and their families.

Perth & Kinross Council became a Living Wage Accredited Employer on 1 April 2016. This promotes the benefits it provides to individuals and employers of paying staff at least the Living Wage set by the Living Wage Foundation. Payment of the Living Wage offers a number of business benefits to employers, such as enhancing the quality of the work of their staff, improved loyalty and customer service, improved attendance and retention rates. It is a significant indicator of an employer's commitment to fair work practices and an important factor in helping to eliminate in-work poverty which will benefit individuals and families in our community.

The strategic partners will promote the living wage to employers that they engage with.

### **Carer Positive Employer**

Carer Positive is a Scottish Government funded initiative which has been developed with the support of a strong partnership of private, public and voluntary sector organisations in Scotland. Carer Positive aims to encourage employers to create a supportive working environment for carers in the workplace.

Caring can impact on people across the whole working age spectrum. It tends to hit a peak at an age when many employees will have gained valuable skills and experience. Over 75% of Council employees are aged over 30 and as the population ages, and the number of carers rises, the effects of losing carers from the workforce will grow. Losing carers from the workforce is not only damaging to individuals and their families, but also damaging to employers and the wider economy.

Perth & Kinross Council became a Carer Positive employer on 15 February 2016. This will enhance the Council's reputation as an 'employer of choice' for the growing number of people who might need to work in a more flexible manner, thereby recruiting from a wider pool of people with valuable skills and experience.

### **Tay Cities Deal**

The four local authority areas of Dundee, Perth, Angus and North East Fife are represented in the Tay Cities Region. Together with Scottish Enterprise, they have

formed a strategic partnership to prepare a formal bid to the Scottish and UK Governments for funding under the City Deal programme.

VisitScotland, Skills Development Scotland, Chambers of Commerce and a wide cross section of private sector businesses are showing commitment and support to the Tay Cities Deal.

The UK and Scottish Governments' approach to City Deals is led by a set of principles that will:

- Put cities and their hinterlands in control of the economic opportunities and challenges they face
- Work across local enterprise and local authority boundaries, sectors, and professions – bringing together governments, cities, neighbouring authorities and local business leaders
- Give real power to city authorities so they can create economic growth

The bid represents a balance between “hard” infrastructure investment and a number of transformational collaborative initiatives. The collaborative initiatives focus on the delegation/devolvement of powers and budgets to create new infrastructure and new employment opportunities required to deliver economic growth.

The bid content will be focussed on four key themes: -

- **Connected Tay**
- **Innovative Tay**
- **International Tay**
- **Inclusive Tay**

This strategy allows us to respond to the Tay Cities Deal “Inclusive Tay” workstream. An early action will be to work with key stakeholders on projects to complement the Tay Cities Deal.

