

# North Lanarkshire Council Report

## Audit & Scrutiny Panel

approval  noting

Ref LMcM/JC/EW

Date 25/03/21

## Risk Management Update: Corporate Risk – Tackling Poverty

**From** Lizanne McMurrich, Head of Communities

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### Executive Summary

The purpose of this report is to provide the Panel with a summary of senior management's current assessment of the management of the corporate risk *Tackling Poverty*.

The report highlights the current key controls which are regarded as being effective in mitigating this risk, as well as a number of the planned actions which will be undertaken to either enhance current controls or to mitigate the risk further.

The *Towards a Fairer North Lanarkshire Tackling Poverty Strategy* was approved by the Policy and Strategy Committee in June 2020. The report presenting the strategy also incorporated the statutory 202/21 Local Child Poverty Action Outcomes Report. The Council and NHS Lanarkshire subsequently submitted the Local Child Poverty Action Outcomes Report to the Scottish Government in September 2020.

Appendix 1 sets out the details of a deep dive review of this Corporate Risk.

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### Recommendations

The Panel is invited to:

- (1) consider whether there are any issues arising from this report, on which the Panel would like to receive further information; and
- (2) otherwise note the content of this report.

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### The Plan for North Lanarkshire

Priority All priorities

Ambition statement (11) Increase economic opportunities for adults by understanding, identifying, and addressing the causes of poverty and deprivation and barriers to financial inclusion

## 1. Background

- 1.1 As part of the agreed approach to the management of key corporate risks, each risk has a nominated member of the Extended Corporate Management as Risk Lead. Each risk has also been assigned to a relevant Corporate Working Group/Management Team for ongoing assessment, monitoring and review. Reviews will be done on a frequency aligned to residual risk rating.
  - 1.2 Under the Risk Management part of its agenda, the Panel is seeking to receive more detailed reports on the management of some of the key corporate risks. For this cycle it has been agreed that a report be submitted on the Corporate Risk – *Tackling Poverty*.
  - 1.3 This particular risk is aligned to the Tackling Poverty (Member/Officer) Task and Finish Group, Corporate Management Team and the Policy and Strategy Committee, with the Head of Communities identified as the corporate risk lead.
  - 1.4 Poverty is a significant feature of Scottish society and affects many people in many different ways. Whilst low income and material deprivation are the issues rightly at the forefront of tackling poverty work, it is recognised that poverty should not merely be reduced to a question of income alone, or material wellbeing; it is also a matter of wellbeing in other senses. There is a complex, interlinking relationship between factors that define and influence poverty and these cannot be looked at in isolation. At present, there are three major factors causing or exacerbating the effects of poverty on people in North Lanarkshire:
    - The effects of reforms to the Welfare System;
    - economic factors (prior, during and post) COVID-19 pandemic; and
    - the impact of the EU Exit within North Lanarkshire.
  - 1.5 In June 2020, the Policy and Strategy Committee, approved the *Towards a Fairer North Lanarkshire - Tackling Poverty Strategy*, which sets out a planned approach that seeks to eliminate poverty or make very significant reductions in the level of poverty resulting in benefit to the residents, including, achieving improvement in the overall level of health and wellbeing of communities. The strategy explores all partner's responsibilities and duties under the Child Poverty (Scotland) Act 2017, the Child Poverty Delivery Plan (Child Poverty Action Report), Closing the Attainment Gap, the Fairer Scotland Action Plan and The Plan for North Lanarkshire, so that all agencies' role in tackling poverty and inequalities is clearly agreed and defined.
  - 1.6 The approach to Tackling Poverty Corporate Risk was developed in 2019/20 and approved by the Corporate Management Team. The Tackling Poverty Corporate Risk was quickly updated following the emergence and impact of COVID-19, in March/April 2020, resulting in a Tackling Poverty/COVID19 Corporate Risk. This revised Tackling Poverty corporate risk merges the two previous corporate risks and reflects the aims of the '*Towards a Fairer North Lanarkshire*' Tackling Poverty Strategy and associated Action Plan. In line with the Plan for North Lanarkshire Programme of Work review and update for 2021/22, progress in terms of the Tackling Poverty Strategy (encompassing the Local Child Poverty Action Outcome Report), is overseen by the Policy and Strategy Committee through progress reports produced on an annual basis.
  - 1.7 Further details on the scope of this risk are detailed in the risk review document included in Appendix 1.
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## 2. Report

- 2.1 The initial deep dive review of the *Tackling Poverty* risk was completed in 2018. This resulted in a residual risk rating of **high**. Following the latest review, carried out in February 2021, which combined the Tackling Poverty and COVID-19 impact risk, the residual remains at **high**, due to the a combination of factors, namely: the impact of the reforms to the welfare systems, the economic factors (pre, during and post) COVID-19 pandemic and the impact of the EU Exit.
- 2.2 A number of key controls are complete and have been implemented such as the establishment of the Tackling Poverty Officer Action Group and Officer's Welfare Reform Action Group who oversee, implement and monitor the Action Plan, reporting to the Policy and Strategy Committee and the short life Member/Officer Tackling Poverty Task and Finish Group.
- 2.3 The Member/Officer Tackling Poverty Task & Finish Group was established in October 2020, Th group is currently examining evidence in terms of the impact of COVID -19 and EU Exit on those in North Lanarkshire already experiencing poverty and inequality as well as those who are likely to fall into poverty as a result of the economic and social impacts of COVID -19 and EU Exit.
- 2.4 The Tackling Poverty Task and Finish Group initially agreed priority areas from the Tackling Poverty Action Plan that required further review due to the pandemic, these are: -
  - employment;
  - advice and information (including food poverty and insecurity and fuel poverty);
  - community engagement and
  - emerging issues, such as, affordable credit, debt (rent arrears/Council Tax arrears), homelessness and funeral poverty.
- 2.5 Council Officers and Community Planning Partners have presented evidence and research on the current impact of COVID-19 on the priority areas together with proposed solutions, action and resources required to implement the identified solutions. A key focus of the work to review and update to the Action Plan, included the deepening impact on groups such as care leavers, kinship carers. young people and domestic abuse service users, all of whom who have been disproportionately impacted.
- 2.6 A key control takes the form of bespoke multi-agency engagement and training. This includes on-line training to all partners involved in tackling poverty including NLC, NHS and the community and voluntary sector. It is crucial that the staff awareness and knowledge remains current.
- 2.7 Another key control in place in respect of the updated risk, is the Council's Employability Programme, including Supported Enterprise, who are delivering support to, furloughed workers, lone parents, young people, and unemployed residents including those who have recently been made redundant.

- 2.8 Although the revised residual risk rating remains at high; the likelihood is reduced through positive outcomes delivered through the Financial Inclusion Team (FIT) and other services in terms of income maximisation activities. On average, FIT contributes £35m to reduce poverty in North Lanarkshire. The Pre-Covid-19 approach to delivering tackling poverty support and the relationships with partners was beginning to be shaped and driven in a less fragmented manner. This significant strategic move has been further strengthened during the testing times presented by the pandemic. This will ensure that, as the emergency recedes, arrangements and supports do not revert to that fragmented approach.
- 2.9 The Tackling Poverty corporate risk merges the two previous corporate risks and reflects the aims of the *'Towards a Fairer North Lanarkshire'* Tackling Poverty Strategy and Action Plan. In treating the risk, the Council has developed a Tackling Poverty governance structure through the Tackling Poverty Strategy action plan. The action plan also clearly outlines the planned actions required over the next three years to deliver positive outcomes in line with the three key outcomes in respect of tackling poverty, namely: -
- income from employment;
  - income from social security benefits; and
  - reduction in the cost of living.

The Local Child Poverty Action Outcome Report, embedded within the Tackling Poverty Strategy, includes an approach to tackling Child Poverty that will assist the Council to meet the targets to reduce child poverty in North Lanarkshire. The Tackling Poverty Strategy and action plan has established an approach to support ensuring that the Council's policies and procedures have been "poverty proofed" thereby not only securing optimum impact of tackling poverty work in line with the Fairer Scotland Duty but also delivering an effective and co-ordinated approach to tackling poverty.

- 2.11 Despite the action taken on the part of the Council over the last 8 years, there has been an increase in child poverty. Therefore, as the pandemic recedes and additional Government supports are potentially withdrawn, the full impact that emerges may be worse than envisaged. Whilst there has been reduction in both likelihood and impact further reductions are not expected until the outputs of the new Tackling Poverty Strategy are in fully in place. This may take some considerable time and it could be at least 18 months before further noticeable improvements could be expected to be in evidence.

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### **3. Equality and Diversity**

#### **3.1 Fairer Scotland Duty**

- 3.1.1 The implementation of *Towards a Fairer North Lanarkshire - Tackling Poverty Strategy* is fully aligned with the requirements of the Fairer Scotland Duty, its purpose being to reduce the inequalities caused by socio economic disadvantage.

#### **3.2 Equality Impact Assessment**

- 3.2.1 An integrated Fairer Scotland/Equality Impact Assessment was completed during the development of *Towards a Fairer North Lanarkshire - Tackling Poverty Strategy*. The strategy and its associated action plan present an integrated approach to promoting equality across Council services and community planning partners.

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#### **4. Implications**

##### 4.1 Financial Impact

4.1.1 None identified.

##### 4.2 HR/Policy/Legislative Impact

4.2.1 None identified.

##### 4.3 Environmental Impact

4.3.1 None identified.

##### 4.4 Risk Impact

4.4.1 Regular review of Key Corporate risks will enable Senior Management and Audit & Scrutiny Panel to maintain a current and accurate view of how key risks facing the Council are being managed, and will enable the Council to demonstrate effective management of its overall risk exposure.

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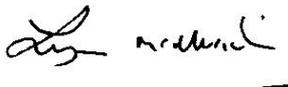
#### **5. Measures of success**

5.1 Effective risk management arrangements are designed to assist the Council in achieving planned outcomes and/or mitigate the impacts of adverse events.

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#### **6. Supporting documents**

6.1 Appendix 1 – Tackling Poverty Corporate Risk



**Lizanne McMurrich**  
**Head of Communities**

<p><b>Deep Dive Report</b> RIS0000254</p>	<p><b>Risk Title</b> Tackling Poverty</p>	<p><b>Owner</b> Lizanne McMurrich</p>
<p><b>Risk Context</b></p> <p>Poverty is a significant feature of Scottish society affecting many people in many different ways. Whilst low income and material deprivation are issues rightly at the forefront of the work to combat poverty, we recognise that poverty should not merely considered in terms of income or material well-being alone. Importantly, it is also a matter of health and well-being. There is a complex, interlinking relationship between the factors that influence poverty therefore, these factors should not be considered in isolation. At present there are three major factors causing or exacerbating the effects of poverty on people in North Lanarkshire;</p> <ol style="list-style-type: none"> <li>1) The impact of reforms to the welfare system;</li> <li>2) Economic factors (prior, during and post), COVID-19 pandemic; and</li> <li>3) Potential impact of the EU Exit (The UK left the EU in (January 2020, with a Deal on Trade agreed by Jan 2021).</li> </ol> <p>Within North Lanarkshire there are still unacceptably high levels of deprivation and child poverty and clear areas of inequity and inequality. As a result, there are varying levels of social exclusion across our diverse communities of place and interest. North Lanarkshire is the fourth largest authority area within Scotland, with a population of 340, 180. It is situated in the heart of Scotland with connectivity to the rest of Scotland, the UK and the world. As the fifth most densely populated council area, North Lanarkshire is divided into 21 wards which are represented by 77 elected members. Historically the local authority has experienced higher than average levels of deprivation with the Scottish Index of Multiple Deprivation (SIMD) published in January 2020 identified that across North Lanarkshire, 50,897 people are income deprived, that equates to 15% of our population as opposed to the Scottish average of 12%. Of the 50,897 income deprived population; - 28,426 live in the 20% most deprived data zones and 18,251 live in the 15% most deprived data zones - 22,426 income deprived people live outside the 20% most deprived data zones - 32,646 income deprived people live outside the 15% most deprived data zones. North Lanarkshire is ranked 6th in terms of its share of data zones in the 20% most deprived, sitting behind Inverclyde, Glasgow, North Ayrshire, West Dunbartonshire and Dundee. Five North Lanarkshire data zones are within the 1% most deprived areas of Scotland. Two of these data zones have moved into the worst 1% from their position in the 2016 SIMD; Greenend (SO1011609) and Coatbridge Time Capsule (SO1011561) COVID19, reached the UK in January 2020 with the first Scottish case confirmed in March 2020. The UK has been under Lockdown or Tiered restrictions since March 2020, following the first wave of the virus and from September 2020 to date, under the second wave of the virus. The impact of the COVID-19 pandemic will acutely affect inequality and poverty in North Lanarkshire impacting the most vulnerable in communities. It is estimated that around 75,000 people are most at risk due to income lost as a direct result of Covid-19 and that 630,000 people were in severe poverty prior to the pandemic, including around 160,000 children. Around 156,000 children and young people are estimated to be eligible for free school meals and 1 in 5 households with children report experiencing serious financial difficulty. Lower income households are more likely to have increased debts and more likely to have reduced their savings making it harder to manage financial pressures. Many households are likely to experience additional costs associated with more time spent at home due to local COVID restrictions which will impact on fuel and other costs. Thought should be given to households with higher living costs, including those in rural areas or areas with fewer retail options. Many households are digitally excluded and may not have the skills, equipment, internet access or confidence to access financial support services. The North Lanarkshire claimant count for Universal Credit is currently 76% higher than in March 2020. The Fraser of Allander Institute note that with the roll out of a vaccine, their latest central scenario modelling is slightly more optimistic than their September (2020) commentary, estimating Scotland's economic growth could return to pre pandemic levels by mid-2022, but unemployment could take longer to recover. The Fairer Scotland Duty, introduced in April 2018, places a duty on certain public bodies in Scotland to consider how to reduce inequalities of outcome caused by socioeconomic disadvantage. Socio-economically disadvantaged households have a higher risk of experiencing negative outcomes. In practice it means ensuring that the decisions taken</p>		<p><b>Latest Assessment Due</b> Mar 2, 2020</p> <p><b>Next Assessment</b> 2 June 2020</p> <p><b>Frequency</b> Every 3 Months</p>

for an authority are informed by consideration of socio-economic disadvantage in the local area and the inequalities of outcome experienced by those living in socio-economic disadvantage. The duty is not only an important means of tackling socio-economic inequality, its effective implementation will also underpin wider local strategies and obligations including the Community Empowerment (Scotland) Act 2015 (regarding tackling inequality), the Child Poverty (Scotland) Act 2017, the Human Rights Act 1998 and the Public Sector Equality Duty (arising from the Equality Act 2010), as well as the National Performance Framework Outcomes. The combined impact of rises in unemployment and losses in income due to the COVID pandemic, the continuing restrictions to control the spread of COVID-19 and the uncertain impact of EU Exit will likely increase levels of financial hardship.

**Risk Description**

There is a risk that North Lanarkshire Council does not contribute to reducing poverty in North Lanarkshire through failure to identify, manage, monitor and reduce the causes and effects of inequality and poverty in NL, we do not improve the lives of people in North Lanarkshire, or that we inadvertently take decisions or introduce policy that has unintended consequences.

**Due To**

Lack of overall co-ordinating strategy creating a fragmented approach both internal and external; not having a strategy which engages and has participation from all stakeholders - these being people with experience of poverty, internal NLC functions, elected members, key external parties: NHS, Police, Scottish Government the third sector; Tackling poverty agenda not having sufficient focus and sponsorship across NLC; not acting on the Tackling Poverty Strategy/Action Plan Outcomes which relate to tackling poverty; Lack of dedicated resource to direct and co-ordinate anti-poverty initiatives across relevant stakeholders (i.e. a Tackling Poverty Team); not having clear roles and responsibilities and governance arrangements to co-ordinate and oversee all related activities; Not fully understanding the factors that cause poverty or prevent optimisation of anti-poverty initiatives including health inequalities, education, skills and training, lack of affordable housing, fuel poverty, funeral poverty; failure to provide residents with appropriate benefit and money advice and support; Introduction of Universal Credit and other Welfare Reform changes; EU Exit could result in low income groups being disproportionately affected by price rises in food and fuel, and medical supplies being particularly vulnerable to severe extended delays; not being able to identify a complete and comprehensive picture of poverty levels across NL.

**Impact**

**External**

Continued decline in health, social issues, employment and the economy; poor relationships with citizens/partners; not closing the Attainment Gap and impact on educational outcomes; For certain families and individuals there will be increased levels of poverty and child poverty; Across NL is envisaged that there may be deterioration in the physical and mental health of those whose income is reduced as there is a clear link between mental and physical health and poverty levels. Ultimately this could result in higher self-harm and suicide rates; Level of crime could increase in locations where there is social deprivation; according to best available information, nearly 77,000 residents will be impacted by Universal Credit and/or other welfare reform changes over the next 5 years with the majority being Council tenants in receipt of Housing benefit/Council Tax Reduction Scheme and/or users of IJB Services; It is estimated that around 75,000 people are most at risk due to income lost as a direct result of Covid-19 and that 630,000 people were in severe poverty prior to the pandemic, including around 160,000 children. Around 156,000 children and young people are estimated to be eligible for free school meals and 1 in 5 households with children report experiencing serious financial difficulty. Lower income households are more likely to have increased debts and more likely to have reduced their savings making it harder to manage financial pressures. The North Lanarkshire claimant count for Universal Credit is currently 76% higher than in March 2020. The Fraser of Allander Institute note that with the roll out of a vaccine, their latest central scenario modelling is slightly more optimistic than their September (2020) commentary, estimating Scotland's economic growth could return to pre pandemic levels by mid-2022, but unemployment could take longer to recover.

**Organisation Structure**

North Lanarkshire Corporate

<b>Internal</b> Failure to meet statutory duties under the Child Poverty (Scotland) Act 2017 and the Child Poverty Delivery Plan (Child Poverty Action Report); Inability to access funding from Scottish Government to deliver the outcomes/targets for Child Poverty by 2030 (interim targets by 2023); negative impact on reputation; Negative impact on achievement of NL Shared Ambition as expressed in The Plan for North Lanarkshire and the associated Programme of Work; Increased demand for some services e.g. Education and Families, Social Work Services, Housing Services, Revenue Services and the Financial Inclusion Team; Increase in rent arrears (over £3M 2018-19 from Council tenants on Universal Credit); Sub-optimal use of resources; Fall in rent and council tax revenue; Housing Revenue Account impacted			
<b>Corporate Priorities</b>			
<ul style="list-style-type: none"> <li>• Improving economic opportunities and outcomes</li> <li>• Supporting all children to realise their full potential</li> <li>• Improving the health, wellbeing and care of communities</li> </ul>			
<b>Inherent Assessment</b> ASM0001605	<b>Likelihood</b> - 5	<b>Impact</b> - 5	<b>High</b> - 25
<b>Likelihood Reason</b>			
Without a robust strategy, encompassing multiple internal and external parties, no supporting operational initiatives and specialised subject matter expertise, it is almost certain that NLC would not be able to respond reasonably to the challenges arising from the Plan for North Lanarkshire; the Child Poverty Act (2017), Fairer Scotland Action Plan, Scottish Attainment Challenge and the Fairness Commission.			
<b>Impact Reason</b>			
Without controls, including a team dedicated to dealing with Tackling Poverty and similar welfare reform related issues, impact would not be reduced. Impact on some individuals could be catastrophic and lead to higher suicide rates and other serious mental and physical health issues. It is almost certain that there would be a larger impact on North Lanarkshire than other surrounding more affluent areas. Experience from the Ravenscraig closure provides evidence of a similar impact and in addition to the Welfare Reform reductions of £64m there would be a further reverse multiplier effect across North Lanarkshire.			
<b>Controls and Actions</b>	<b>Owner</b>	<b>Status</b>	<b>Completion Date</b>
<b>CON0000717</b> - Tackling Poverty Strategy	John Campbell	Enhancing	
<b>ACT0000465</b> - CON0000717 - (P005.1) Seek approval of Tackling Poverty Strategy at Policy & Strategy Committee that captures the Fairness Commission recommendations and national requirements, and links to the employability services review.	Lizanne McMurrich	Complete	11 June 2020
<b>ACT0000466</b> - CON0000717 - Task & Finish Group examining Overarching Tackling Poverty Strategy (Action Plan) including evaluation of impacts of EU Exit and Covid-19. Reporting 1st cycle 2021.	John Campbell	Underway	31 March 2021
<b>ACT0000467</b> - CON0000717 - Clarify structures, governance, roles and relationships, how groups link together to CMT for agreement as part of future report. Under review as part of the work of the Tackling Poverty	Lizanne McMurrich	Underway	30 September 2021

Member/Officer Task and Finish Group.			
<b>ACT0000468</b> - CON0000717 - Propose creation of a dedicated Tackling Poverty Team. Look at as part of Advice & Information Services.	Lizanne McMurrich	Underway	30 September 2021
<b>ACT0000470</b> - CON0000717 - (P005.1) Implement a Child Poverty Delivery Plan in line with legal requirements. (This is an integral part of the Tackling Poverty Strategy.)	Lizanne McMurrich	Complete	11 June 2020
<b>ACT0000471</b> - CON0000717 - (P016) Homelessness and Related Support - Deliver on the intentions laid out in the Rapid Rehousing Transition Plan (RRTP). Completion date TBA entered on system as 31 March 2020	Stephen Llewellyn	Complete	31 March 2020
<b>ACT0000472</b> - CON0000717 - (P005.1) Explore options to improve fuel poverty for those most vulnerable.	Brian Lafferty	Complete	31 March 2020
<b>ACT0000474</b> - CON0000717 - (P041) Implement anti-poverty actions in line with the Child Poverty Delivery Plan and Tackling Poverty Strategy; including a clear focus on pedagogical practices and support to address food poverty. Schools and centres submitting poverty proofing policies, scrutiny and monitoring will be ongoing.	Anne Munro	Complete	12 November 2019
<b>ACT0000475</b> - CON0000717 - (P065) - Develop proposals for full consolidation of the Living Wage and wider review of pay and grading model. Pay and grading model will be kept under ongoing review in anticipation of further increases in the living wage rate as part of wider government policy and pressure from Trade Unions to target low rates of pay which contribute to in work poverty.	Fiona Whittaker	Complete	31 March 2020
<b>CON0000718</b> - Tackling Poverty Task & Finish Group will examine the impact of COVID -19 and EU Exit on those in North Lanarkshire already experiencing poverty and inequality as well as those who are likely to fall into poverty as a result of the economic and social impacts of COVID -19 and EU Exit.	Lizanne McMurrich	Enhancing	
<b>ACT0000694</b> - CON0000718 - Pre-Covid the approach to Tackling Poverty and relationships with partners were beginning to be less fragmented and in fact have been strengthened during the testing times presented by the pandemic - there is a need to ensure as the emergency recedes that arrangements do not revert back to a fragmented approach. Review end March once Short life member/officer working group has reviewed impacts of Covid.	John Campbell	Underway	31 March 2021
<b>ACT0000695</b> - CON0000718 - The impact of the COVID-19 pandemic and EU Exit will acutely affect inequality and poverty in North Lanarkshire impacting the most vulnerable in communities. In order to best coordinate the Council and partners recovery response, it is proposed that a short term working group be established in order to properly examine the impact of COVID -19 and EU Exit on those in North Lanarkshire already experiencing poverty and inequality as well as those who are likely to fall into poverty as a result of the economic and social impact of COVID -19 and EU Exit. The approach to recovery planning will be established on the principle of build better back	Lizanne McMurrich	Underway	30 September 2021
<b>CON0000719</b> - Tackling Poverty Officers Action Group with agreed terms of reference (inc IJB)	John Campbell	Implemented	17 December 2019

<b>CON0000720</b> - Welfare Reform Officer's Group with agreed terms of reference (Inc IJB)	John Campbell	Implemented	17 December 2019
<b>CON0000721</b> - Local Child Poverty Action annual report sets out proposal to support government to reduce targets	John Campbell	Implemented	17 December 2019
<b>CON0000722</b> - Commitment to deliver the overall arching Tackling Poverty Strategy aligned with The Plan for North Lanarkshire and the Programme of Work.	John Campbell	Implemented	17 December 2019
<b>CON0000723</b> - Multi-agency engagement and training developed, including on-line training to all partners involved in tackling poverty. Training delivered including via e-learning to key functions within NLC, NHS and Third Sectors. Maintains staff awareness.	Amanda Gallagher	Implemented	17 December 2019
<b>CON0000724</b> - Tackling Poverty Officers AG Funding sub Group - will monitor the need and opportunities for Funding (internal/ external), and submit and ensure adherence with grant conditions.	John Campbell	Implemented	17 December 2019
<b>CON0000725</b> - Food Poverty Working Group - Implement North Lanarkshire Council's Food Poverty Framework	Amanda Gallagher	Implemented	17 December 2019
<b>CON0000726</b> - Club 365 Project (sits within PO41)	Michael Dolan	Implemented	17 December 2019
<b>CON0000727</b> - SAC and PEF funding and initiatives	Tim Sharpe	Implemented	17 December 2019
<b>CON0000728</b> - Council's Employability Programme including Supported Enterprise. Delivering support to unemployed residents including those who have recently been made redundant.	Paul Kane	Enhancing	
<b>ACT0000473</b> - CON0000728 - (P024) Complete review of Employability services and implement new model. 1st phase reported to P&S 19/3/2020. Progress completion of action plan.	Yvonne Weir	Underway	30 September 2021
<b>CON0000729</b> - Financial Inclusion Team provides advice, information and support to residents and support internal client facing services e.g. HSC, Housing	John Campbell	Enhancing	
<b>ACT0000469</b> - CON0000729 - Recommend the creation of a Memorandum of Understanding for the Financial Inclusion Team with all services including IJB Adult Social Work Services and Education & Families (will help reduce fragmentation). Under review as part of the work of the Tackling Poverty Member/Officer Task and Finish Group.	John Campbell	Underway	30 September 2021
<b>CON0000730</b> - NLC funds external services to provide information to reduce impact of poverty including welfare reform changes (inc CAB)	John Campbell	Implemented	17 December 2019
<b>CON0000731</b> - Monitoring and reducing the level of rent arrears	Stephen Llewellyn	Implemented	17 December 2019
<b>CON0000732</b> - Maximising and monitoring of council income (housing benefit and council tax reduction scheme)	Paul Doherty	Implemented	17 December 2019

<b>CON0001423</b> - Suicide prevention North Lanarkshire campaign.		Alison Gordon	Implemented	19 February 2021
<b>CON0001424</b> - Team established for distribution of Business Support Grants.		Yvonne Weir	Implemented	19 February 2021
<b>CON0001425</b> - Financial Insecurity/Flexible budget which is to assist residents and groups who are adversely impacted by poverty (including significant shock events such as Covid-19, EU Exit)		John Campbell	Implemented	19 February 2021
<b>Residual Assessment</b> ASM0001605	<b>Likelihood</b> - 5	<b>Impact</b> - 4		<b>High</b> - 20
<p><b>Likelihood Reason</b></p> <p>Pre-Covid, likelihood was reduced through outcomes of FIT and other services income maximisation activities, with FIT contributing on average £28m to reduce poverty in NL. Council employability programme also continues to assist people into work. However despite actions by NLC, changes in governmental policies over the last 8 years has meant an increase in child poverty. Whilst it is acknowledged that much is in place to reduce likelihood and impact, there is still concern over current forecasts in relation to a worsening picture of unemployment, and economic impacts, particularly following shock economic impacts of Covid-19 and EU Exit. There is also concern about council's continued ability to respond to sustained increase in demand for support services. As the Pandemic emergency recedes and Govt supports are potentially withdrawn, the full impacts that emerge may be worse than envisaged. Internally costs to the council remain unclear in the face of the continued need to deliver financial savings and reducing resources from normal routes i.e. council tax income, lag in house building programme means delayed/reduced income. Overall, the landscape has totally shifted and remains extremely uncertain, as is the council's ability to resource increased demand and pay for costs to date.</p> <p><b>Impact Reason</b></p> <p>It is acknowledged that much is in place to reduce the likelihood and impacts but there is still concern over current forecasts in relation to a worsening picture of unemployment, and economic impacts, particularly following shock economic impacts of Covid-19 and EU Exit. There is also concern about council's continued ability to respond sustained increase in demand for support services. As the emergency recedes and Govt supports are potentially withdrawn, the full impacts that emerge may be worse than envisaged. Internally costs to the council remain unclear in the face of the continued need to deliver financial savings and reducing resources from normal routes i.e. council tax income, lag in house building programme means delayed/reduced income. Overall, the landscape has totally shifted and remains extremely uncertain, as is the council's ability to resource increased demand and pay for costs to date.</p>				