

Your Community, Your Future, Your Plan....

Buckie Central East Local Outcome Improvement Plan



Interim Report

Background

As part of developing its Local Outcome Improvement Plan (LOIP), Moray Community Planning Partnership identified seven communities most likely to require support to raise educational attainment, improve opportunities for employment in better paid jobs and to reduce childhood poverty.

Of these seven, two communities were chosen as pilot areas for locality based work. Moray Council's Community Support Unit was chosen as lead practitioner in each area; using capacity building skills and professional facilitation and community learning & development expertise, to both bring partner practitioners together and target interventions towards those experiencing greatest inequality of outcomes. Buckie Central East is one of the two pilot areas, the other being New Elgin East.

The Community Support Unit designed an Engagement Steps Model, approved by the Community Engagement Group, based on a minimum 26-30 week process, to outline engagement steps and process in each of the two pilot areas.

The Engagement Steps Model will ultimately result in a Locality Plan for Buckie Central East, co-designed and co-produced with the community. This method follows guidance for community planning partners on community participation, under the Community Empowerment (Scotland) Act. (Link below)

<http://www.legislation.gov.uk/asp/2015/6/part/2/enacted>

The Locality Plan will be focused on the priority of 'Building a better future for our children and young people in Moray' and will identify opportunities for increasing attainment, increasing employability and having a greater voice in community affairs.

Priorities identified by the community via the Action Plan will assist the Moray Community Planning Partnership in re-aligning their own priorities and resources, for maximum impact in reducing inequalities.

The two pilot Locality Plan processes are being supported, independently, by David Allan of the Scottish Community Development Centre (SCDC), as part of their Supporting Communities Programme. This will allow the learning from the two pilots to inform work in other localities in Moray and to feed into other national developments around place-based working. SCDC are undertaking this work through: monitoring and evaluating VOiCE recordings, regular contact with the facilitation team, meeting with the Working Group, and Action Learning activities with Working Group members. In addition, they will feed in programme learning to the Moray Community Planning structures as appropriate.

What do we know about the community and the issues?

Total population	- 3,410
Working Age population	- 2,045
No. of households	- 1,674

Low attainment (all ages)

Low paid employment
Low skilled employment
Young unemployed

Employment – oil, manufacturing (incl fish processing), vehicle mechanics (above Moray & Scottish average)
Employment – public sector, education, administration, health, social care (below Moray & Scottish average)
Skilled trades/machine operatives/low skilled (above Moray & Scottish average)
Managers/professionals (below Moray & Scottish average)

Over 75s (above Moray average)
White – Scottish (above Moray average)
Long term sick/disabled (above Moray average)
Caring for home/family (above Moray average)
No car/van (above Moray average)
Vandalism/crime (shops area)
Obesity/smoking/hypertension

What we have done so far

April – June 2018 Small Steering Group meetings held with CSU, Public Health Coordinators and Locality Wellbeing Officer to identify key partners and design a Buckie Practitioner event

June 2018 – Practitioner Event held in Fisherman's Hall, Buckie

July – August 2018 Stakeholder Working Group meetings held to design and trial the questionnaire and community engagement process

September 2018 – Survey Monkey designed and promoted

September 2018 – Community Engagement Events rolled out across Buckie Central East

- 6 September – Tesco Buckie – Community Councillors, Councillor, CSU
- 7 September – ScotMid – Community Councillors, CSU, Public Health
- 13 September – Lidl – Community Councillors, Moray Wellbeing Hub, CSU
- 14 September – Douglas Crescent – Community Councillors, CSU, Public Health
- 19 September - Employability Group – CSU
- 19 September – Job Centre - CSU
- 19 September – Millbank Primary – CSU
- 19 September – Buckie Area Forum - CSU
- 20 September – Milton Drive – Community Councillors, Councillor, Housing Officer, CSU
- 21 September – Portessie – Community Councillors, CSU, Public Health

September 2018 - Engagements undertaken with client base by practitioners





- Moray Council Housing
- Quarriers
- Phoenix Centre
- Buckie Library Job Club
- Burnie Road Day Centre
- Buckie High School

October 2018 Stakeholder Working Group meeting held to gather feedback from engagement events and plan next stage of the process.

Members of the Stakeholder Working Group include Buckie and District Community Council, Buckie High School, Millbank Primary School, Portessie Primary School, Moray Council Housing Service, Moray Council Education & Social Care Service, Ward Councillors, Community Support Unit, Moray Health and Social Care Partnership, Public Health Coordinators, Moray Wellbeing Hub, Phoenix Centre, Moray College UHI, Quarriers

What we have asked people in our conversations

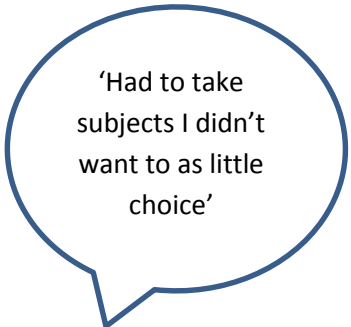


To improve the outcomes of the community of Buckie Central East in terms of attainment and employability, we needed to learn of their experiences of education and of seeking employment. For those who felt they had not had such a good experience, we were keen to hear not only of any issues or barriers they had faced which had prevented them from progressing as they would have wished but also if and how they had managed to overcome them. We have also asked people about their interest and involvement with local community engagement.

 10 engagement events	 Over 500 conversations
 185 questionnaires completed	 1,500 homes leafleted

Emerging Themes

Most common comments people said...

About school

 <p>'Had to take subjects I didn't want to as little choice'</p>	 <p>'I liked school. I enjoyed learning and seeing friends'</p>	 <p>'I was bullied and not supported. I had poor mental health and no confidence'</p>
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About employment



About being involved



As at 10 October 2018 there have been 183 respondents of which 39% live in the datazones of Buckie Central East with the remaining 61% living elsewhere in Buckie and surrounding area.

Females are by far the majority of the responders at 78%.

Age Range	
Under 16	12
16-24	15
25-34	33
35-44	31
45-54	33
55-64	31
Over 65	16

Equalities Act – Protected Characteristics

The community within the Buckie Central East area has a good representation of protected characteristics groups and the conversations we had and the responses we received from individuals in the community and practitioners working with their clients reflect this.

Protected Characteristics	Community/Practitioner
Young People	Community, Buckie High School
Older People	Community, Quarriers
Sex and sexual orientation	Community
Transexual	Community
Race	Community
Mental Health	Community, Phoenix
Learning Disabilities	Burnie Road Day Centre
Physical Disabilities	Community, Quarriers
Married/Civil Partnership	Community
Religion	Community
Pregnancy/maternity	Community

Challenges

There are a number of challenges that have been encountered so far, examples of where they have impacted the process, and mitigating measures undertaken to minimise their impact. Many of these are ongoing in nature and need to be revisited and reflected upon as each phase progresses to ensure that we are constantly learning from and refining practice to reflect the current situation.

Focus of Locality Plan

Attainment and employability are not issues that would normally arise from the community when developing a community action plan and therefore it presented the problem of engaging with people upon areas that were very personal and in many cases of negative experience

It was felt that the best method of engagement would be face to face with support from a survey monkey. Questions were asked around the more general areas of education and employment with opportunities to seek more in-depth feedback on barriers respondents had faced that might have impacted upon their attainment and employability. This was done particularly successfully in the face to face interviews where a relationship already existed between the interviewer and respondent.

Area of Locality Plan

The area of Buckie Central East covers five SIMD datazones and two distinct communities of the Milton Drive Estate and Portessie. The two communities have a geographical divide, have separate primary schools, have different outcomes and do not associate themselves as being part of the same community.

It was agreed that an in-depth engagement take place within the Milton Drive area and a 'lighter touch' in Portessie at each stage of the consultation.

Timing of Consultation Process

Given the focus of the LOIP, the schools of Buckie High, Millbank and Portessie particularly, and to a lesser extent Cluny and St. Peters, and the staff connected to them, are critical to the success of the consultation and resultant Locality Plan. The process however has been hindered by school holidays and therefore the availability of staff to attend practitioners meetings and undertake consultations with pupils.

The practitioners group felt this was unavoidable and allowed flexibility within the consultation timetable for school linked consultation and engagement to continue during term-time whilst the agreed wider process continue on schedule.

Community Buy-In

The concept of a Locality Plan around attainment and employability has been a difficult one for us to sell to the community and for the community to buy into it and see what their role in improving outcomes could be.

Members of Buckie and District Community Council have been a driving force throughout the consultation and in the design and delivery of the process, themselves undertaking face to face interviews with members of the community. There is a wide awareness of the consultation and LOIP within the area and we would anticipate good attendance from the community in November at the priority setting and action planning sessions.

Ownership of the Locality Plan

What the final Locality Plan will look like is not yet known but there is uncertainty at the moment as to who will take ownership of it and how it will be monitored

Determining who will be responsible for the delivery of the Plan and the achievement of its outcomes is beyond our control and it is hoped that it will be known before the priority setting and action planning sessions in November

Case Studies

Susan is 24 and a full time single parent. She left school at 15 as she was pregnant. There was no encouragement from School to continue her education so she has no qualifications. She would like to gain employment to "set an example to her children" but is unable to find unskilled employment around school hours. Unskilled work is available but mainly in evenings and weekends and Susan does not have access to childcare to allow her to work these hours. On reflection Susan would have liked to have had more support to continue her education and gain qualifications when she was at school. Susan would like to see flexible hour childcare available in the area.

Pupil A wants to do Advanced Higher in Science but has been told they would have to go to Elgin to do it. They feel mixed ability teaching is detrimental to their learning as teachers have to spend much more time with badly behaved pupils and as a result Pupil A feels that they are not being pushed enough to reach their full potential. "Why should I suffer? I am not getting the best education I could get because of other disruptive pupils. It is not fair! Please do something about it."

Mr A and Mrs A are both under 25 years old and have a one year old son. Neither of them felt they had a good secondary school experience and they were not able to take the subjects they wanted to as there were few options. Mrs A felt there were no opportunities open to her in school nor guidance given. Mr A works full time in Buckie but is unhappy with the "poor pay" he receives. Mrs A left school and worked in a series of "dead end jobs". She doesn't drive and has found the lack of transport has prevented her seeking

employment elsewhere and doing the activities she wants to do with her son. She has however recently started at Moray College which she is enjoying. Neither felt they had any influence over community matters believing that the “council don’t care about others opinions”.

Next stages

Work continues to build the picture of Buckie Central East and focussed work will be undertaken with pupils at Buckie High School during November.

The Stakeholder Working Group will look to hold further engagement towards the end of November taking the initial work that has been done back out to the community to have a deeper discussion about their priorities and how partners can meet their aspirations for the area. It would be proposed that these engagements take place in the Milton Drive area and also Portessie, where-ever possible linking in with local events.

It is crucial that actions are not initiated at this stage by either community or community planning partners, as this removes ownership of the process and the final Action Plan from the community and can mean local people can lose faith in the process.

It is envisaged that the Buckie Central East Locality Plan will be produced in early 2019. Further work will be carried out via the Working Group on best methods of analysing and presenting the information gathered from the community, reflecting on what has been learned so far and how to take this forward. This work will be supported by David Allan of the Scottish Community Development Centre.