

Anti-Poverty Action Plan 2023

Calderdale's Anti-Poverty Action Plan sets out the actions and outcomes relating to tackling poverty in Calderdale. There is growing recognition of the issues of poverty across the borough, particularly in relation to the impact of the current cost of living crisis, and the challenges and constraints many residents face. This action plan contains specific actions that strive to increase the life chances, opportunities and experiences for all residents of Calderdale, alleviate financial pressures, enable people to live a larger life and be part of their community. The three themes of the action plan are:

- Prevention: To prevent local residents from falling into poverty.
- Intervention: To provide support to local residents who have fallen into poverty, to bring them back out of poverty.
- Resilience: To provide local residents with the tools to help them stay out of poverty.

This action plan sits alongside our existing [Health and Wellbeing Strategy](#) and [Inclusive Economic Recovery Plan](#).

What do we mean by poverty? There is no universally accepted definition, and the concept of poverty means different things to different people. In Calderdale we have, therefore, decided not to adopt a single definition but to focus our efforts on exploring the broad range of statistics available at national, regional and local levels to inform our response. Two useful websites that explore this further are [Full Fact](#) and the [Officer for Statistics Regulation](#).

Key indicators are marked in grey and key indicators with an asterisk are included for monitoring purposes and do not have a target.

Updates against the actions are collected from lead officers twice a year for the Anti-Poverty Steering Group and annually for the Council's Cabinet.

Reference	Actions	Measures & Expected Outcomes
1. Affordable Warmth	Prevent fuel poverty through a range of measures, including: Increase awareness of the Council's and partner's Affordable Warmth Schemes and encourage take up of the measures on offer. <ul style="list-style-type: none"> • Raise awareness of cost saving measures and promote online tools to save energy as part of the Fuel Your Knowledge campaign. • Encourage residents to access support from organisations providing Energy Advice 	Affordable Warmth Scheme enquiries to increase by 10% to 510. Increase people's confidence in monitoring and managing their energy usage. A reduction in the number of households in fuel poverty
2. Affordable Homes	Continue to work with Registered Providers to deliver 238 new affordable homes per annum as identified in the Local Plan	New affordable homes made available to those households with an identified housing need, through the Keychoice (Housing Register) system
3. Education / Children & Young People and	Develop an Early Years Strategy, overseen by the Starting Well Board.	Children are ready for school: Narrowing of the gap in Calderdale children who have a good level of development at the end of reception, between those receiving the free school meals and

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Family Support	<p>Key outcomes analysed to identify inequality gaps for disadvantaged children and young people, informing LA and cluster improvement plans.</p> <p>The Education Recovery Plan prioritises improvement work to close inequality gaps for educational outcomes and for digital inclusion.</p> <p>Provide governors with training on disadvantaged pupils and how to challenge and support leaders in school without published and validated data.</p> <p>Provide a wide range of <u>activities</u> through the Holiday Activities and Food / Healthy Holidays Programme and summer schools to enable access for disadvantaged children across the borough.</p> <p>Family Hubs to provide family centred integrated offer to help families be financially resilient.</p>	<p>those not receiving the free school meals (the gap was 18.5% in 21/22)</p> <p>The gap between disadvantaged children and non-disadvantaged children at the end of Early Years, Key Stage 1 and Key Stage 2 to be narrower than the gap for the same groups nationally (2).</p> <p>Disadvantaged children have access to digital devices to enable remote learning during restricted attendance at school and through schools' digital learning activities such as homework and extended study.</p> <p>The number of children on free school meals (FSMs) and children in low-income families in line with the national average (3)*.</p> <p>Increase participation of FSM children accessing Healthy Holidays provision</p> <p>Absence for primary and secondary school disadvantaged pupils to be lower than the national average for the same group (4).</p> <p>Outcome to be developed linked to Family Hubs</p>
4. Education	<p>Promote free early years childcare entitlements to ensure children from low income households have access to nursery provision and are ready for school.</p>	<p>% take up rate for 2-year-old funding (termly measure) compared to regional and national averages</p>
5. Employment and Training – Mayoral Pledges	<p>The Combined Authority Mayor has made 10 pledges one of which is to help identify which employers are classed as Good Employers This will result in the development of a Fair Work Charter to recognise value in paying living wage, move away from zero-hour contracts and recruiting local people including apprentices, and or progressive roles with extra skill development.</p> <p>This work is being co-ordinated at a West Yorkshire Level with co-design task work with each Local Authority.</p>	<p>Changes in recruitment practices so they are more inclusive, giving a more diverse workforce.</p>

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	<p>In Calderdale close links will be made across a number of services and organisations to help make the charter relevant and meaningful for meeting key borough priorities.</p> <p>Close alignment will be made to CMBC social value work around procurement, stronger links to VCS organisations for promoting good practice, and wider business campaigns to help local business see the value of being more inclusive and supportive for their workforce.</p>	
<p>6. Employment and Training Employment Hub/ Gainshare funded activity (UKSPF Y3)</p>	<p>Calderdale Employment Hub has secured funding until March 2025. This will allow the continuation of support to help local employers with future recruitment, and help local people access support to engage with new skills and employment. It will also build stronger links for young people entering the world of work with particular focus on those who are NEET. ISCAL pathways is being reshaped to support this initiative and is working closely with Adult Services to deliver Project Search within the LA (SEND offer).</p> <p>From April 2023 there will be new activity commissioned focusing on 3 programmes around NEET, Green Skills, and Digital Skills. The Get Organised event to help young people review the options for post 16 activity will also continue with the new funding. This funding forms part of the Combined Authorities Gainshare funding for Employment and Skills which totals £21million over the next 2 years.</p> <p>The Employment and Skills Partnership has now been established, which brings together key stakeholders to help develop the future skills provision for the borough. The group has agreed to commission a piece of work to help create an Education, Skills, and Employment Framework. The framework will pull together the full range of policies and strategies within the borough into one overarching plan. This will help identify the range of provision available, the funding and resources and help plan for future skill gaps.</p>	<p>Number of young people helped into employment through the Employment Hub interventions Number of adults increasing their skills Number of businesses supported with future recruitment Number of local people accessing employment</p>

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7. Employment Support	<p>Calderdale partners will continue to provide intensive support for Calderdale job seekers to enter and sustain good quality jobs, move into education/training and build work experience skills, including digital skills. This does depend on a range of funding and will be closely monitored by the newly formed Employment and Skills Partnership.</p> <p>In year 3 more focus will be on the Employment and Skills support. This will link into the pipeline work commissioned by the Employment and Skills Partnership to identify what is needed and how local organisations can bid for funds.</p> <p>Halifax Opportunities Trust Employment Services team will develop, establish and deliver youth mentoring project within Park & Warley as early intervention for young people attending The Halifax Academy. Young people will be matched with a Mentor to support their academic, employment and life skills journey, ultimately raising aspiration & creating life chances.</p> <p>Halifax Opportunities Trust Employment Services will deliver hyper-local employment support to Park & Warley residents using a Key Worker model. Working in partnership with local VCS organisations to support participants of their services with creation of employment, enterprise, volunteering and training opportunities.</p> <p>Ensure hyper-local voice is fed back to wider strategic groups to maximise investment locally for continuation of service.</p>	<p>A reduction of overall unemployment in the Borough.</p> <p>Reduction in UC claimants</p> <p>Identified mapping of provisions at risk, planning for damage limitation and implementation of local authority support to help secure continuation of services.</p>
8. Employment and Skills Framework / Partnership	<p>Map the existing Employment and Skills provision across the Borough, with a view to identifying gaps.</p> <p>Review active funding streams in the borough, so we can clearly see where we have core funding and where we need to address gaps/add value through bids for additional funding.</p>	<p>Percentage of local residents with level 2 qualifications</p> <p>An increase in the employment rate.</p>
9.	<p>Fostering greater co-operation and co-ordination, sharing of knowledge, skills and resources across food support providers via the</p>	<p>Develop a programme of support to collectively deliver the food poverty commitments.</p>

Reference	Actions	Measures & Expected Outcomes
Food Support	<p>Food Poverty Forum (FPF) in line with the 10 Food Poverty commitments.</p> <p>Ensure that decision-making takes account of food poverty across a range of strategic initiatives and strategies, including the new local food strategy.</p>	Establishment of social supermarkets in Park and Mixenden.
10. Financial Inclusion	<p>Improve access to information and advice for the public and professionals re support available, how to access and refer/signpost.</p> <p>Promote the Money & Wellbeing Information Centre and distribute frontline worker cost of living factsheets across public and voluntary sectors and encourage opportunities for conversations about money.</p> <p>Identify cohorts affected by data poverty and develop solutions to address barriers to accessing online information, support and advice.</p>	<p>More people enabled to access online information, support and advice at an early stage.</p> <p>Frontline workers are confident about where to seek help and can signpost and make referrals to advice and information services using the Money & Wellbeing web pages.</p>
11. Early Intervention and Signposting	<p>Customer Service Advisers trained in Trauma Informed Approach. Experienced Advisers to be trained to provide early intervention to customers.</p> <p>Provide opportunities for staff and volunteers to learn how to identify safeguarding risks amongst vulnerable groups experiencing financial hardship.</p>	<p>Customer First is a Hub where we provide person centred advice and support. Our most vulnerable customers will feel safe and able to trust in the support we can offer.</p> <p>TBC</p>
12. Affordable Warmth	Home Improvement Service to provide 'room in roof', loft, cavity wall and underfloor insulation with Green Homes Grant Phase 3 funding.	Over 500 qualifying low-income households will benefit from the insulation measures (by March 23)
13. Affordable Warmth	<p>Offer a range of interventions for people living in fuel poverty including a full energy assessment and emergency vouchers schemes for people who cannot afford to pay energy bills and ensure referrals to relevant advice agencies.</p> <p>Target affordable warmth measures to people at greatest risk of serious cold related illness</p>	Full energy assessments and emergency voucher schemes ensure fewer people experience fuel poverty
14. Affordable Homes	<p>Implement the actions within the Homelessness and Rough Sleeping Strategy 2021-2024:</p> <ul style="list-style-type: none"> Develop a housing pathway for people who have a history of rough sleeping or have complex needs 	Increase the households we work with to prevent homelessness where the risk is due to rent arrears or mortgage arrears.

Reference	Actions	Measures & Expected Outcomes
	<ul style="list-style-type: none"> • Employ or recruit people with lived experience of homelessness and rough sleeping to provide peer support on a paid or volunteer basis. • Review commissioning arrangements by health and social care to ensure the needs of the client group are fully embedded in commissioned services. • Implement the recommendations of the Burnt Bridges report 	
15. Education	<p>Continue to support local projects that work with school leavers who have not gained the basic qualifications and work experience at school – Post-16 Strategy.</p> <p>Monitor and review the curriculum offer funded by the devolved Adult Education Budget, including delivery by key partners.</p> <p>Update on key changes to Adult Skills provision that is funded through the WYCA. The funding includes, Skills Connect, Skills Bootcamp, and Multiply.</p>	<p>% increase of young people engaging with service to gain skills and experience required (including digital skills).</p> <p>618 young people engaging with service to gain skills and experience required by Dec 2023.</p> <p>50 Work experiences places to be managed by the Employment Hub by Dec 2023.</p> <p>Number of people on low incomes accessing free training through Adult Education Budget.</p>
16. Community wealth building and social value	<p>A range of support will be developed to work in the most deprived areas within Park, Warley, Mixenden, Illingworth, Ovenden and Booth Town using the new UK Shared Prosperity Fund. This work is currently being co-designed through the local steering group and will deliver activity until March 2025</p> <p>The Employment Hub will commission a range of new activity for an April 2023 start which will focus on employment and skills provision. It will allow 3 programmes to be delivered which will help our NEET young people, help local people and business understand the range of work opportunities available if they had relevant green skills and how digital skills can support people into better jobs. This range of work will be ready to be commissioned in the new year.</p> <p>Social value officer to be appointed following confirmation of funding.</p>	<p>770 local people supported</p> <p>50 employers recruiting to new green or digital skilled occupations</p> <p>60 people into employment after attending the Sector Skills programmes in Green and Digital roles</p> <p>30 progressing into further learning</p> <p>30 people increase in their salary due to upskilling</p> <p>600 access further information, advice, and guidance for career options</p>

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17. Financial Inclusion	Promote a co-ordinated approach to supporting residents experiencing problems with money and debt through the Money & Debt Forum and Money Guiders programme (including a clear referral process).	Clear referral pathways Money guiders peer network and training across a wide range of settings and organisations
18. Financial Inclusion	<p>Commission VCS to provide high quality welfare advice services to meet our advice and anti-poverty objectives.</p> <p>Enable people experiencing money and debt problems to access advice and assistance.</p> <p>Review availability of affordable / responsible credit with a view to ensuring access by low income households</p>	<p>A reduction in the number of people living on low incomes</p> <p>Number of individual insolvencies</p> <p>Numbers of residents being supported by Local Welfare assistance schemes such as DHP, CLS, ELS and Council tax Hardship Fund</p> <p>Better understanding of and access to information and advice.</p> <p>Improved service user health and wellbeing.</p> <p>Number of affordable / responsible credit options for low income households.</p>
19. Financial Inclusion	<p>Identify ways to support residents to claim their full entitlements and improve financial capability.</p> <p>Run a a cost-of-living communications campaign to increase uptake of benefits:</p> <ul style="list-style-type: none"> - Promotion of Council welfare assistance schemes and a range of benefits / schemes including Pension Credit, Healthy Start & Healthy Start Vitamins, Healthy Holidays, Carers Allowance, Warm Homes Discount, illegal money lending and problem debt. <p>Deliver financial capability sessions for frontline staff, managers and volunteers in response to the cost-of-living crisis using the new Money & Wellbeing Information Centre as a central resource to spread the word along with the Money Worries leaflet.</p>	<p>Increased take up of benefits and schemes increasing household income.</p> <p>Increase in number of people from a BAME background registered on Carers Wellbeing Support Service (Making Space) so they access financial support.</p> <p>Number of financial capability sessions delivered.</p>

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20. Food Support	<p>Immediate provision of effective emergency support where crises cannot be prevented (includes food banks and emergency infant formula).</p> <p>Supporting pathways to food resilience for local residents, through:</p> <ul style="list-style-type: none"> - The development of community-based affordable food models - Increasing access to welfare and debt advice - Increasing opportunities for early years settings and schools to be engaged in food and nutrition initiatives. <p>Ease financial difficulties for low income families through the following -</p> <ul style="list-style-type: none"> • Healthy Holidays programme for children in receipt of free school meals (FSM) • Healthy Start voucher & vitamins scheme • Emergency Infant Formula (EIF) pathway 	<p>Number of people accessing food support provision across Calderdale.</p> <p>Number of affordable food options across Calderdale</p> <p>% uptake up of Healthy Start voucher scheme</p> <p>% uptake of Healthy Holidays food provision</p>
21. Health and Wellbeing	<p>Active Calderdale community led approach - Work with communities in targeted priority neighbourhoods where inactivity is greatest – areas of high deprivation, to enable communities to develop and improve the conditions that can enable residents to be active.</p> <p>Improve Parks and green spaces in areas of high deprivation providing residents with access to safe, accessible and attractive Parks and green spaces.</p>	<p>Community led approach (CLA) –</p> <ul style="list-style-type: none"> - Number of neighbourhoods where the CLA is active - Amount invested per target neighbourhood. - Interventions developed and delivered. - Numbers of people engaged in new activities being delivered. - Amount invested in Parks and Green spaces, in top 20% most deprived areas of IMD. - Number of interventions developed and delivered per park - Number of people supported to be active by providers.
22. Health and Wellbeing	<p>Remove barriers relating to transport to enable people living in poverty to access routine health, care and wellbeing appointments and activities.</p> <p>Explore options to provide more face to face appointments in community settings to reduce the need to travel.</p>	<p>More people living in poverty access routine health, care and wellbeing appointments.</p>

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Reference	Actions	Measures & Expected Outcomes
23. Digital Inclusion	<p>Digital Inclusion Network to map provision, share practice and promote new funding opportunities</p> <p>Actions to tackle challenges of connectivity, digital skills and data poverty:</p> <ul style="list-style-type: none"> - Establish laptop lending schemes - Establish a digital hub in a community of need - Explore opportunities to create more long-term solutions to affordable data following success of mobile phones and data project 	<p>Develop a Digital Champions Scheme.</p> <p>More people digitally included, with access to technology and connectivity.</p>
24. Safeguarding	Support staff and volunteers to understand the impact of poverty on neglect and to refer onto safeguarding services where appropriate.	TBC
25. Evidence of need	Build on Calderdale's evidence base of need to inform joint response to poverty through the action plan	<p>Calderdale Anti-Poverty Dashboards developed and updated monthly with latest published information.</p> <p>Bespoke analysis of key published data sets provided to steering group as required</p>
26. Info sharing	<p>Review and update information sharing agreements in place ensuring GDPR compliance.</p> <p>Set up new agreements if necessary to address barriers to accessing services / supporting people experiencing severe poverty.</p>	Improved customer satisfaction, improved waiting times for access to Council Services
27. Emotional health and wellbeing and learning disability	<ul style="list-style-type: none"> • Living and Working Well Needs Assessment • Improving employment pathways for people with emotional health needs and people with learning disabilities • Community health and wellbeing workers pilot • Suicide prevention strategy and crisis cards • Provide support to people with mental health conditions who are facing benefit sanctions, including signposting to CAB 	<p>Recording of employment status: % of people in contact with mental health and learning disability services with employment status recorded.</p> <p>% increase adults (aged 18-69) in employment with Care Programme Approach (CPA).</p> <p>Reduce suicides in people facing poverty and benefit sanctions</p>
28. Health & Wellbeing	We will engage and empower North and Central Communities in the 10% most deprived LSOAs in Calderdale to ensure communities are at the heart of our services and decisions and to enable communities	Improved outcomes in health & well-being, education and employment.

Reference	Actions	Measures & Expected Outcomes
	to lead where they can; invest in local assets identified by the community to improve their health and well-being; Support each other and working together with communities to ensure the people that can benefit most will do so.	
29. Digital Inclusion	Build skills and knowledge of frontline workers and increase support available for those who are digitally excluded.	More organisations signed up to the National Data Bank bringing in more free data/SIM cards to residents who need them. Production of a digital inclusion factsheet for frontline workers
30. Cost of Living	Action for all to look at increasing resilience during the cost-of-living crisis develops.	Frontline workers feel supported and equipped to deal with the cost-of-living crisis.
31. Influence national policy	Build capacity and processes to lobby and share good practice on a national level	Evidence of issues raised on a national level.