

Anti-Poverty Action Plan 2022

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](#).

Key indicators are marked in grey and key indicators with an asterisk are included for monitoring purposes and do not have a target. Performance data collected primarily from the anti-poverty dashboard is provided in a summary table below the action plan on page 12.

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	Expected Outcomes
Prevention: To prevent local residents from falling into poverty		
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 (1)
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

Reference	Actions	Expected Outcomes
3. Education	<p>Develop an Early Years Strategy, overseen by the Starting Well Board.</p> <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>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 pupil premium and those not receiving the pupil premium (the gap was 25.1% in 2019)</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>
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	<p>The Combined Authority Mayor has made 10 pledges one of which is to help identify which employers are classed as Good Employers</p>	<p>Changes in recruitment practices so they are more inclusive, giving a more diverse workforce.</p>

Reference	Actions	Expected Outcomes
	<p>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>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>	
6. Employment and Training	<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.</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</p>	<p>Number of young people helped into employment through the Employment Hub interventions</p> <p>Number of adults increasing their skills</p> <p>Number of businesses supported with future recruitment</p> <p>Number of local people accessing employment</p>

Reference	Actions	Expected Outcomes
	<p>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. Also, the Partnership agreed for the Council to appoint a new role which will work with the Partnership on pipeline development in readiness for future funding calls. All this work will help with curriculum development within the Adult Education Budget for future planning.</p>	
<p>7. Employment and Training</p>	<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>ESF funding comes to an end in December 2022 for some of the key employment programmes within Calderdale. This will result in a number of VCS organisations facing changes within the funding landscape. UK Shared Prosperity fund will be that replacement, and for the first 2 years will focus on the cost of living crisis activity to help support those local people and business most affected. 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 & partners to analyse risk for end of ESF funding Autumn 2022, looking specifically at the affect this will have on people living within our most deprived wards. Analysis to include VCS organisations at risk, impact and identified routes for future funding.</p>	<p>A reduction of overall unemployment in the Borough (5).</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>

Reference	Actions	Expected Outcomes
8. Employment and Training	<p>Map existing provision across the Borough, with a view to identifying gaps.</p> <p>Review to establish funding provision, 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>Digital and Green skills key areas of focus for addressing the skills gaps. New Green Skills task force and Digital forums created by WYCA.</p>	<p>Percentage of local residents with level 2 qualifications</p> <p>An increase in the employment rate (6)</p>
9. Food Support	<p>Fostering greater co-operation and co-ordination, sharing of knowledge, skills and resources across food support providers via the 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>	<p>Develop a programme of support to collectively deliver the food poverty commitments</p>
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 Information Centre</p>
11. Early Intervention	<p>Customer Service Advisers trained in Trauma Informed Approach. Experienced Advisers to be trained to provide early intervention to customers.</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>

Reference	Actions	Expected Outcomes
and Signposting		
Intervention: To provide support to local residents who have fallen into poverty, to bring them back out of poverty		
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	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.	Full energy assessments and emergency voucher schemes ensure fewer people experience fuel poverty
14. Affordable Homes	Implement the actions within the Homelessness and Rough Sleeping Strategy 2021-2024: <ul style="list-style-type: none"> • Develop a housing pathway for people who have a history of rough sleeping or have complex needs • 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 	Increase the households we work with to prevent homelessness where the risk is due to rent arrears or mortgage arrears
15. Education	Continue to support local projects that work with school leavers who have not gained the basic qualifications and work experience at school. Closer links to Employment Hub to link with local employers Build into Social Charter to grow work experience placements	% increase of young people engaging with service to gain skills and experience required (including digital skills). 618 young people engaging with service to gain skills and experience required by Dec 2021. 50 Work experiences places to be managed by the Employment Hub by Dec 2021

Reference	Actions	Expected Outcomes
	Adult Education Budget secured for 3 years – changes to AEB extend access to free training to those with low incomes (below £19,305) allowing more adults access to fully funded qualifications, raise aspirations, increase career prospects, and move away from poverty.	Number of people on low incomes accessing free training through AEB.
16. Employment & Skills	<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>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>
17. Financial Inclusion	Promote a co-ordinated approach to supporting residents experiencing problems with money and debt through the Money & Debt Forum (including a clear referral process).	Clear referral pathways
18. Financial Inclusion	<p>Commission VCS to provide high quality welfare advice services to meet our advice and anti-poverty <u>objectives</u>.</p> <p>Enable people experiencing money and debt problems to access advice and assistance.</p>	<p>A reduction in the number of people living on low incomes (7)</p> <p>Number of individual insolvencies* (8)</p>

Reference	Actions	Expected Outcomes
	<p>Review availability of affordable / responsible credit with a view to ensuring access by low income households</p>	<p>Numbers of residents being supported by Local Welfare assistance schemes such as DHP, CLS, ELS and Council tax Hardship Fund* (9)</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>Support residents to claim their full entitlements and improve financial capability through a cost-of-living communications campaign:</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.</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>
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 	<p>Number of people accessing food support provision across Calderdale.</p> <p>Number of affordable food options across Calderdale</p>

Reference	Actions	Expected Outcomes
	<ul style="list-style-type: none"> - 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>% uptake up of Healthy Start voucher scheme</p> <p>% uptake of Healthy Holidays food provision</p>
21. Health and Wellbeing	Continue to integrate physical activity within the Inspire employment programme and monitor the impact. Work with additional employment programmes to integrate and embed physical activity.	<p>Increased awareness of the impacts of poverty on mental and physical health and wellbeing.</p> <p>A narrowing of the gap in life expectancy between our most and least deprived areas (10).</p>
22. 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>
Resilience: To keep local residents out of poverty		
23. 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>
24. Info sharing	Review and update information sharing agreements in place ensuring GDPR compliance.	Improved customer satisfaction, improved waiting times for access to Council Services

Reference	Actions	Expected Outcomes
	Set up new agreements if necessary to address barriers to accessing services / supporting people experiencing severe poverty.	
25. Health & Wellbeing	<p>To use the Prevention Concordat for promoting Good Mental Health.</p> <p>Calderdale Cares Partnership and Local Authority to develop in context of covid-19 all age mental health and emotional wellbeing strategy.</p> <p>To promote Calderdale Mental Health Crisis Cards and online tools/apps to manage health and wellbeing.</p> <p>To increase making every contact count approach to improve access to services for people with co-occurring conditions (mental health and physical health) these including mental health and lifestyle support.</p> <p>To increase making every contact count approach to reduce inequalities which impact on mental health (debt, housing, education, employment etc.)</p> <p>Provide support to people with mental health conditions who are facing benefit sanctions, including signposting to CAB</p>	<p>Proportion of people reporting low satisfaction with their lives is reduced (11).</p> <p>Proportion of people reporting low worth with their lives is reduced.</p> <p>Proportion of people reporting low happiness with their lives is reduced.</p> <p>Proportion of people reporting high anxiety in their lives is reduced.</p> <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>
26. Digital Inclusion	Build skills and knowledge of frontline workers and increase support available for those who are digitally excluded.	<p>More organisations signed up to the National Data Bank bringing in more free data/SIM cards to residents who need them.</p> <p>Production of a digital inclusion factsheet for frontline workers</p>
27. 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

Reference	Actions	Expected Outcomes
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 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.	Improved outcomes in health & well-being, education and employment.

Calderdale Anti-Poverty Action Plan 2022/23: Outcome Indicators Summary: November 2022

Indicators	Good Outcome	Data Frequency	Latest period	Number	Rate		Direction of Travel
				Calderdale	Calderdale	England	Calderdale
1 A reduction in the number of households in fuel poverty							
Number and percentage of households in fuel poverty	Reduced number and rate	Annual	2020	16,499	17.3%	13.2%	Number and rate increased 2019 to 2020
2 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.							
The standard score and percentage inequality gap in achievement across all the Early Learning Goals	Reduced gap	Annual	2019	Not applicable	33.3	32.4	2022 data expected Nov 2022. Gap in 2019 less than in previous year but wider than for England
Gap between disadvantaged pupils and non-disadvantaged pupils in achievement of key stage 1 and key stage 2 Reading, Writing Mathematics expected standard							
Key stage 1	Reduced gap	Annual	2022	Not applicable	23.4	21.5	Gap in 2022 wider than in 2019 and wider than for England
Key stage 2	Reduced gap	Annual	2019	Not applicable	25	20	2022 data expected December 2022. Gap in 2019 less than in previous year but wider than for England

Calderdale Anti-Poverty Action Plan 2022/23: Outcome Indicators Summary: November 2022

Indicators	Good Outcome	Data Frequency	Latest period	Number	Rate		Direction of Travel
				Calderdale	Calderdale	England	Calderdale
3 Number of children on free school meals (FSMs) and children in low-income families in line with the national average							
Free school meals							
Primary school pupils	Eligible pupils take up FSM	local data three times a year; national data usually annually	Calderdale May 2022	5,117	25.7%	21.6%	See below
Secondary school pupils			England January 2022	3724	22.1%	18.9%	See below
All pupils				8,841	24.1%	22.5%	Number and rate increased compared to previous year
Number and percentage of children under 16 in low-income families	Reduced number and rate	annual	2020/21	9,915 aged 0 to 15, 2,327 aged 16-19	24.2%	18.5%	Number and rate reduced slightly in 2020/21 compared to previous year
4 Absence for primary and secondary school disadvantaged pupils to be lower than the national average for the same group							
Primary schools							
Unauthorised absence	Low rate, lower than England	Annual	2021	Not applicable	1.4%	1.9%	Rate reduced and remained lower than England
Authorised absence					3.8%	4.0%	Rate increased but was lower than England
Overall absence					5.2%	5.8%	As above

Calderdale Anti-Poverty Action Plan 2022/23: Outcome Indicators Summary: November 2022

Indicators	Good Outcome	Data Frequency	Latest period	Number	Rate		Direction of Travel
				Calderdale	Calderdale	England	Calderdale
Secondary schools							
Unauthorised absence	Low rate, lower than England	Annual	2021	Not applicable	4.5%	3.5%	Rate increased and was higher than England
Authorised absence	Low rate, lower than England	Annual	2021	Not applicable	5.1%	5.4%	Rate increased but remained lower than England
Overall absence	Low rate, lower than England	Annual	2021	Not applicable	9.6%	8.9%	Rate increased and was higher than England
5 Reduction of overall unemployment in the Borough							
% of people claiming Universal Credit or JSA and looking for work	Reduced number and rate	monthly	Sep-22	5,065	3.9%	3.8%	Rates and numbers have reduced each month since April 2021
% of males and females claiming Universal Credit or JSA and looking for work	Reduced rates		Sep-22	Not applicable	Female 3.2%, Male 4.6%	Female 3.2%, Male 4.3%	as above

Calderdale Anti-Poverty Action Plan 2022/23: Outcome Indicators Summary: November 2022

Indicators	Good Outcome	Data Frequency	Latest period	Number	Rate		Direction of Travel
				Calderdale	Calderdale	England	Calderdale
Number of people aged 16 to 24, 25 to 49, 50 to 64 and 65+ claiming Universal Credit or JSA and looking for work	Reduced number for all age groups		Sep-22	1,010 aged 16 to 24 2,845 aged 25 to 49 1,010 aged 50 to 64 80 aged 65 +			Numbers reduced for all age groups in the 12 months up to and including September 2022
Number and % change of people claiming UC or JSA and looking for work: by ward: by selected periods	Reduced number for all wards		Aug-22	21,110 people claiming UC in August 2022 of which 7842 were employed	The proportion of people claiming UC who are employed was 37.1% in August 2022		The number of people claiming UC has reduced slightly in the 12 months up to and including August 2022. The proportion employed changed slightly during that period

6 An increase in the employment rate

Employment rate overall	Increased rate	quarterly	July 21 – June 2022	n/a	74.6%	75.7%	Rates improved between April and June 2022
-------------------------	----------------	-----------	---------------------	-----	-------	-------	--

7 A reduction in the number of people living on low incomes

Calderdale Anti-Poverty Action Plan 2022/23: Outcome Indicators Summary: November 2022

Indicators	Good Outcome	Data Frequency	Latest period	Number	Rate		Direction of Travel
				Calderdale	Calderdale	England	Calderdale
Number and % change of people claiming Universal Credit: by ward	eligible access benefits, number reduced each ward	monthly	Sep-22	21,325	n/a	n/a	Numbers increased sharply at the start of the Pandemic. Numbers remain much higher than at the start of the Pandemic, but have reduced since April 2021
Number of pensioners claiming Pension Credit: by selected age groups	eligible access benefits, number increase overall	quarterly	Feb-22	4,528	n/a	n/a	Numbers reduce each quarter
8 Number of individual insolvencies							
Number of individual insolvencies per 10,000 people	tbc	Annual	2022	670	40.5	23.3	Numbers and rates have increased in the last year due to increases in IVAs and DROs. Bankruptcy rates have fallen
Number of bankruptcy orders				40	2.4	1.8	
Number of debt relief orders				324	19.6	4.2	

Calderdale Anti-Poverty Action Plan 2022/23: Outcome Indicators Summary: November 2022

Indicators	Good Outcome	Data Frequency	Latest period	Number	Rate		Direction of Travel
				Calderdale	Calderdale	England	Calderdale
Number of individual voluntary arrangements				306	18.5	17.2	
9 Numbers of residents being supported by local welfare assistance scheme							
Number of households supported by local welfare assistance and discretionary housing payments schemes in Calderdale	Eligible access schemes	Annual	2021/22	471 households received LWA, 411 received DHP	n/a	n/a	Numbers in 2021/22 were lower for both schemes compared to 2020/21
10 A narrowing of the gap in life expectancy between our most and least deprived areas							
Gap in life expectancy between our most and least deprived areas: male and female	Reduced rates	Annual	2018-2020	n/a	Males 10.6 years Females 9.1 years	Males 9.7 years Females 7.9 years	Gap reduced in 2018-20 for both males and females compared to previous period
11 To reduce % Self-reported wellbeing – people with a low satisfaction score.							
Self-reported wellbeing – % people with a low satisfaction score	Reduced rates	Annual	2021/22	n/a	3.3%	5.0%	Rates improved in 2021/22, and are lower than England however sample size is small