

## APPENDIX A COMMUNITY PLANNING OUTCOMES

OUR OUTCOMES	
A RESILIENT AND NET ZERO SCOTTISH BORDERS BY 2045	
Joint work with SBC to identify and deliver projects supporting a resilient and Scottish Borders including capital projects and different ways of working	
THEME 1 - POVERTY	
<b>Help mitigate the financial challenges of day to day living for those who are most affected</b>	<b>Children and young people from low-income households are supported to develop life skills to help them succeed in life</b>
<b>What do we do already?</b>	<b>What do we do already?</b>
Libraries offer warm spaces supporting those living in poverty or on low incomes to socialise and access other forms of support	Bookbug –evidence shows impact of reading from a very young age on an individual’s life chances.
Libraries sign post to SBC and other resources	Youth Membership pilot – Referral based in conjunction with NHS Borders
Press Reader offered free as part of Library membership. This gives access to global library of newspapers and other publications enabling people to save money on hard copy or digital subscriptions.	Partnership Approach with Club Sport / SBC / LB on referral into LB activities (Limited fund)
Live Borders is a National Living wage employer and from April 2024 the company will become a Real Living Wage Employer	Care Experienced Young People membership (Formerly LAAC)
Live Borders offers flexible working arrangements, subject to the needs of the business, supporting those with caring responsibilities	Targeted programmes of summer holiday provision by referral and / or discount code
Offer carers leave (as an employer) to support employees with caring responsibilities	Active School programmes operating throughout the Borders area
	Disability sports programmes operating throughout the Borders area
	Some elements of sports development programmes
<b>What could we do?</b>	<b>What could we do?</b>

OUR OUTCOMES	
Offer refreshments, blankets, space for other partners as seen as neutral space eg Libraries and other community venues	Work experience across the company giving opportunities to those young people who may not have positive role models
Update our concessions policy to make more relevant and provide opportunities for access for those for whom price is a barrier. Commitment to equity of access.	Extension of Young apprentice programme
Address the provision of creche/ childcare for all day trainings which prevent those with responsibility for child care to access training programmes	Target those in poverty who stand to gain most by being encouraged into employment, in conjunction with other partners
Promote Live Borders as a great place to work – as one of the biggest employers across the Borders, with great benefits and a flexible working culture	Improve profile as an employer by regular attendance at careers evenings, Sell Live Borders as an employer and support and direction to those who are not career focussed
Consider additional staff benefits eg private healthcare, salary sacrifice scheme for cars and tech as part of a recruitment and retention strategy	Provision o additional digital / life / financial skills in libraries and other community venues
	Operate a poverty fund all year round allowing CYP to access HWB activities
<b>Who are our partners?</b>	<b>Who are our partners?</b>
None	Scottish Book Trust
<b>What Resources would we Need?</b>	NHS Borders
Libraries – funding, staff training for skills or bring in courses	SBC (CH + F Social Work)
	SBC – CPAG – Child Poverty Action Group
	SBC – Cost of Living Strategic Group
	<b>What Resources would we Need?</b>
	Contacts to provide the skills / courses in libraries
	A ringfenced “Poverty Fund” on a referral basis that can widen access across Culture & Sport
	Core commitment to repeat funding rather than ad hoc short term funding to enable proper planning and delivery

**OUR OUTCOMES**

**THEME 2 – LEARNING, SKILLS AND ECONOMY**

<b>More people have a clear route to progress into a greater variety of jobs, learning and training opportunities available within the Scottish Borders</b>	<b>Parents are supported to enter, remain and progress in work</b>
<b>What do we do already?</b>	<b>What do we do already?</b>
Modern apprentices in Live Borders	Libraries improve literacy and signpost other sources of information
Sports Development / Active Schools partnership with Borders College - placements	Multiple workshops run in Duns and Kelso eg numeracy help
Active Schools – Leadership Programmes – Young Leadership Academy, Sports Leaders, Primary School Leadership, Ambassador roles	Introduction to creative and crafting activities
Volunteering opportunities Museums & Archives	Volunteering opportunities in museums and archives
Internships / student placements museums and schoolwork experience opportunities	Support health and wellbeing activities / volunteering opportunities in safe spaces for return to work after illness etc
Career progression – upskilling our staff in-house through succession planning, training and skills development in museums and archives	
Collections based museum activities and education access	
Exhibitions – support for visual artists / crafters to use gallery spaces <ul style="list-style-type: none"> <li>• Exhibit work – commercial opportunities in galleries</li> <li>• Develop career / portfolio</li> </ul>	
We develop skills in local staff eg RLSS, staff development to ‘grow our own’	
We offer work experience, volunteering, flexible working	
We are a board member of Developing the Young Workforce Borders	
<b>What could we do?</b>	<b>What could we do?</b>

OUR OUTCOMES	
Do more to showcase vocational route as an alternative. Our services offer real opportunities to the hard to reach groups to join and make a success of life	More connected working with SBC
Volunteer coordinator post for Live Borders to maximise benefits to the company of delivering parts of services via volunteers and recognising important, valued role that volunteers provide	Fridays holidays – help with more (funded) childcare places – especially ad hoc
Promote soft benefits to prospective recruits and do case studies on how our success stories for upskilling & career progression	Increase provision of ICT and other equipment for use by volunteers to help retain in programmes
Provide upskilling / CPD and volunteer travel expenses to help retain volunteers	Skills Share – work experience offer or return to work opportunity.
Become a centre of excellence for museum consultancy on staff training for buy-in by external organisations to support income generation	Short term attachments / work refreshers
Investigate the potential to offer term-time working and other work patterns to help recruit and retain staff and support people into employment and career opportunities	
<b>Who are our partners?</b>	<b>Who are our partners?</b>
Borders College	SBC
Schools (SBC)	Employability Skills
Museums and Galleries Scotland	Volunteer Centre Borders
Schools volunteer centre Borders	
DWP	
UK / Scottish Government	
SBC Employability	
<b>What Resources would we Need?</b>	<b>What Resources would we Need?</b>
Seek funding to develop a “Skills Share” bank for community organisations to access, including work shadowing	Funding
Volunteer coordinator post for Live Borders	Staff supervision and a coordinator + supporting employability SBC

## OUR OUTCOMES

Really good volunteer centre space – a centre of excellence – Archives / Museums part of the Heritage Development Plan for 2022 - 2032

### THEME 3 – GOOD HEALTH AND WELLBEING

Improved access to effective services, particularly for those who face greater challenges accessing services	Reduced health inequalities for those experiencing the greatest negative impact	Fewer people experiencing domestic abuse
<b>What do we do already</b>	<b>What do we do already</b>	<b>What do we do already</b>
Libraries signpost information to other required services	Lots of wellbeing activities in libraries – fancy a chat, book clubs, walking book clubs, creative writing, cultural activities	Safeguarding policy – Live Borders is vigilant in this important area
Exercise referral programmes	Signposting / info	Provide safe and warm places and caring staff the public can trust
Counterweight (Non clinical services in communities)	Active Schools – free activities on school sites	
Sports disability programme	Some work with community organisations who specialise in additional needs - museums / arts	
Online research facilities Scotland's People and Borders Collections Online database	Health conditions programmes for adults – discounted exercise referral, condition specific classes, mental health approach	
Work placements , volunteering opportunities in museums for people with additional needs	Volunteer gardeners keep our MQS / St Ronan's / Hawick & Old Gala House gardens lovely	
Loan boxes and outreach activities in Museums	Neuro diverse friendly activities (ADHD, Autism etc) for those with additional needs	
Bespoke talks and group tours for additional needs visitors Museums	Creative wellbeing workshops – mental health / social isolation and general wellbeing	

OUR OUTCOMES		
Digital access to heritage / collections online	Safe, welcoming, inspiring museum spaces, exhibitions and collections warm and amazing and free access	
Jim Clark Museum – dementia support drop in sessions (monthly)	Liaise with committees on Town development / placemaking / gaps and services	
Knit and natter – sew Borders Textile Town House		
Access to a range of creative and cultural activities / education		
<b>What could we do?</b>	<b>What could we do?</b>	<b>What could we do?</b>
Other partners use the buildings with / outwith library opening times	Seated sessions in libraries – seated exercise, yoga	Potentially look at guidance to support staff going through domestic abuse and to support managers who may have staff who need help
More targeted programming and sessions specific to customer needs	Near me capability – NHS Appointments	Very specialised field – difficult to identify interventions other than safeguarding
Commercial weight loss offer to prevent longer term ill-health	Equalities – any language or ethnic group barriers to improving health?	
Difficult to reach SIMD. Use our data to inform ourselves and others and facilitate targeted planned delivery	Employ community coordinators to work in heart of these communities	
Offer pop up places for local assessment and local delivery where we have no or limited facilities. Use empty shops in total centres – high footfall.	Widen social prescription offer, with partners	
More events and outreach activities, subject to external funding	Equalities - identify whether any language or ethnic group barriers to improving health	

OUR OUTCOMES		
Pop up exhibitions / travelling gallery to very rural communities	Story telling and Self Curated exhibitions - More representation of diverse communities in collections and exhibitions in museums	
More promotions on social media	Open later in evenings if demand is there	
Raise Live Borders strategic / operational profile to agencies and possibly partners / funders	More outreach to communities at risk of inequalities / reduced health	
	Upskill staff to do more with diverse communities	
<b>Who are our partners?</b>	More interest in town development of community /cultural hubs – Selkirk / Hawick / Gala / Berwickshire / Peebles (Levelling Up)	
NGOS	<b>Who are our partners?</b>	<b>Who are our partners?</b>
SBC	sportscotland	
NHS	NHS	
Carers Borders Network	SBC	
Alzheimer’s Scotland	Clubsport	
Social care, including care homes, retirement villages and special . complex needs in Education	Libraries – internal partners (Jason / Fiona / Graeme	
	NHS - Diabetes	
	Hubs – Dementia hubs	
	Social Care, NHS, Alzheimer’s Scotland, Elder Voice, Borders Carers Network	
<b>What resources do we need</b>	<b>What resources do we need</b>	
Working PC’s / Wi-Fi	Working Wi-Fi and PCs	

OUR OUTCOMES			
Funding and budget – more staff with skills to work with more complex needs	Training partnerships funding, social prescription approach		
Special prescription partnerships with social care / health and wellbeing agencies / NHS	Reducing health inequalities requires a commitment to core funding, over and above the management fee. It's time consuming, resource intensive and the impact is far more social than financial		
Community cultural hubs – Selkirk, Hawick, Gala, Berwickshire, Peebles (Levelling Up fund)	Secure our places for funding share – as part of town placemaking developments		
THEME 4 – PLACE, COMMUNITY AND CONNECTIVITY			
<b>More people have the skills to benefit from digital and mobile connectivity</b>	<b>More people have access to a home that meets their needs and is part of a sustainable community</b>	<b>Our communities are supported and empowered to be strong, active, resilient and sustainable</b>	<b>People have access to better travel options across the Scottish Borders</b>
<b>What do we do already</b>	<b>What do we do already</b>	<b>What do we do already</b>	<b>What do we do already</b>
Libraries provide access to PCs and Wi-Fi	Music library	Lots of wellbeing activities in libraries <ul style="list-style-type: none"> <li>• Fancy a chat</li> <li>• Book clubs</li> <li>• Walking book clubs</li> <li>• Creative writing</li> <li>• Cultural activities</li> </ul>	Libraries in every town. Library contact centres in some.
		ClubSport network supports well organised / thriving community sports clubs	
<b>What could we do?</b>	<b>What could we do?</b>	Community Centres are spaces for many of the Borders most	



**OUR OUTCOMES**

		vulnerable groups to provide services	
Libraries could provide courses / access to courses on digital skills	Provision of information on how to be sustainable, signpost to SBC, SG and NGOs as necessary	Sports development support the club infrastructure to be sustainable	
Assess whether it is a skills gap still or lack of access to network in rural environments, then plan mobile / virtual delivery	Overcrowding is an issue in some SIMD households. Can we make space available when needed for those affected	Headstrong Programme – mental health support to sports clubs and organisations Mentoring and training	
	Not necessarily for LB but with more older households, often single occupancy there are regions where younger people are buddied up to make good use of housing – might reduce leaching of young people and their contributions to economy	Culture and Arts people are empowered , sense of place. Access to opportunities as per Scottish Cultural Strategy	
		<b>What could we do?</b>	<b>What could we do?</b>
<b>What resources do we need</b>		Seated sessions in libraries – seated exercises, yoga	Not sure we can influence travel but we can offer pop ups in towns where we have no facility offering
Working PCs / Wi-Fi		Live Stream sport and cultural opportunities into care homes etc <ul style="list-style-type: none"> <li>• Classes</li> </ul>	Lobby harder for re-routing of public transport to stop specifically at physical and cultural wellbeing buildings

**OUR OUTCOMES**

		<ul style="list-style-type: none"> <li>• History</li> <li>• Libraries</li> <li>• Sport</li> <li>• Theatre performances</li> </ul>	
		Work with partners to reduce red tape - what is the barrier to communities reading this objective?	Aim to influence public transport routes and / or times
<b>Who are our partners?</b>		<b>Who are our partners?</b>	<b>Who are our partners?</b>
GBT / CGI		Libraries – internal partners – Arts & Creatives, Museums and Active Communities	
			<b>What resources do we need</b>

