



Killisick Delivery Plan

2014-2019

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Introduction

In early 2012, Gedling Borough Council reviewed the way that it engaged with communities within the Borough and made some significant changes taking the decision to focus on two priority areas in the Borough, Newstead and Netherfield. In October 2013 Cabinet decided to extend locality working to Killisick. The Locality Co-ordinator for Newstead was also asked to cover Killisick. One of the primary responsibilities of the Locality Co-ordinators in Netherfield and Newstead was the creation of Locality Plans for their respective areas. The focus in Killisick was slightly different with the main responsibility being the production of a Delivery Plan. This document is Killisick's Delivery Plan.

The Locality Co-ordinators provide a more intensive and focussed level of engagement in the priority areas with the overarching objective of tackling disadvantage. In Killisick the focus is on tackling child poverty and youth unemployment specifically. By having this focussed resource the Council is better placed to work with partners and access external funding.

Cabinet made the decision to expand locality working to Killisick because of the real challenges facing this area, consistently high child poverty and unemployment rates, poor educational achievement, large numbers of 16-18 year olds not in employment, education or training (NEET) and low aspirations. There is more detail about these challenges in the Strategic Context Section.



The Locality Co-ordinator established a Steering Group involving key organisations and agencies to develop the Delivery Plan in Killisick. In order to develop the themes, objectives and actions contained within the Delivery Plan; the Locality Co-ordinator carried out research into the area, reviewing key data such as the Census, unemployment and child poverty data. This was then used to inform the discussions with key partners whilst developing the Delivery Plan.

The themes and objectives are as follows:

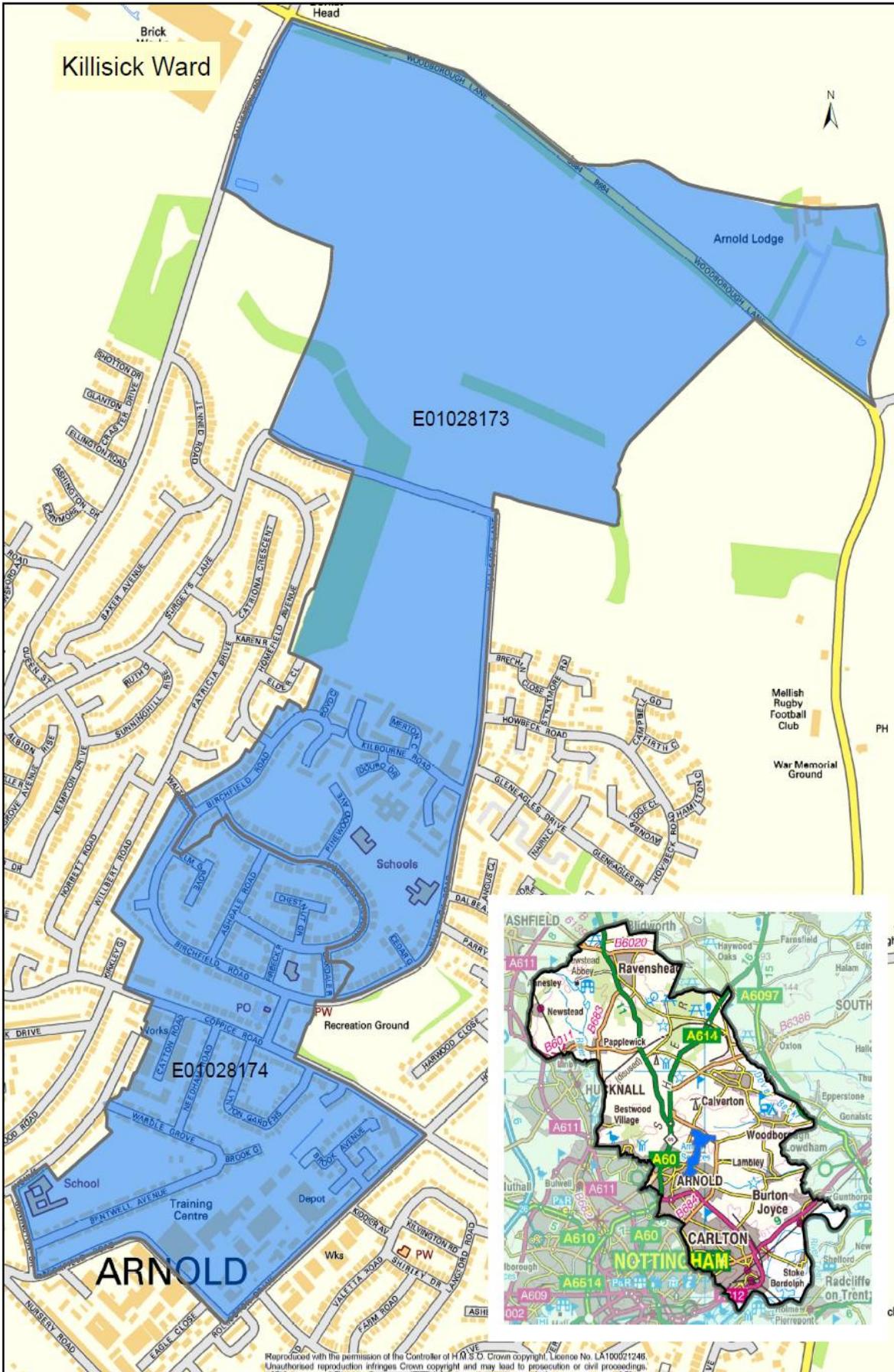
Theme	Objective
Schools	To work with Gedling Secondary Schools to identify and support pupils at risk of becoming NEET and to develop better pathways to the world of work.
Employers	To work with local employers to address the jobs mismatch when employing tomorrow's workforce (young people)
Unemployed	To provide a menu of support to unemployed people in Killisick, raising employability, skills and supporting people into full time employment.
Financial Exclusion	To provide a menu of support to help families classified as living in poverty according to the government definition for Child Poverty.
Training and Education	To provide opportunities locally for residents to improve their skills.
Supporting Community	To provide opportunities locally for children, young people and families to enjoy sports, leisure and recreational activities.

The actions for each theme are detailed in the Programme Section.

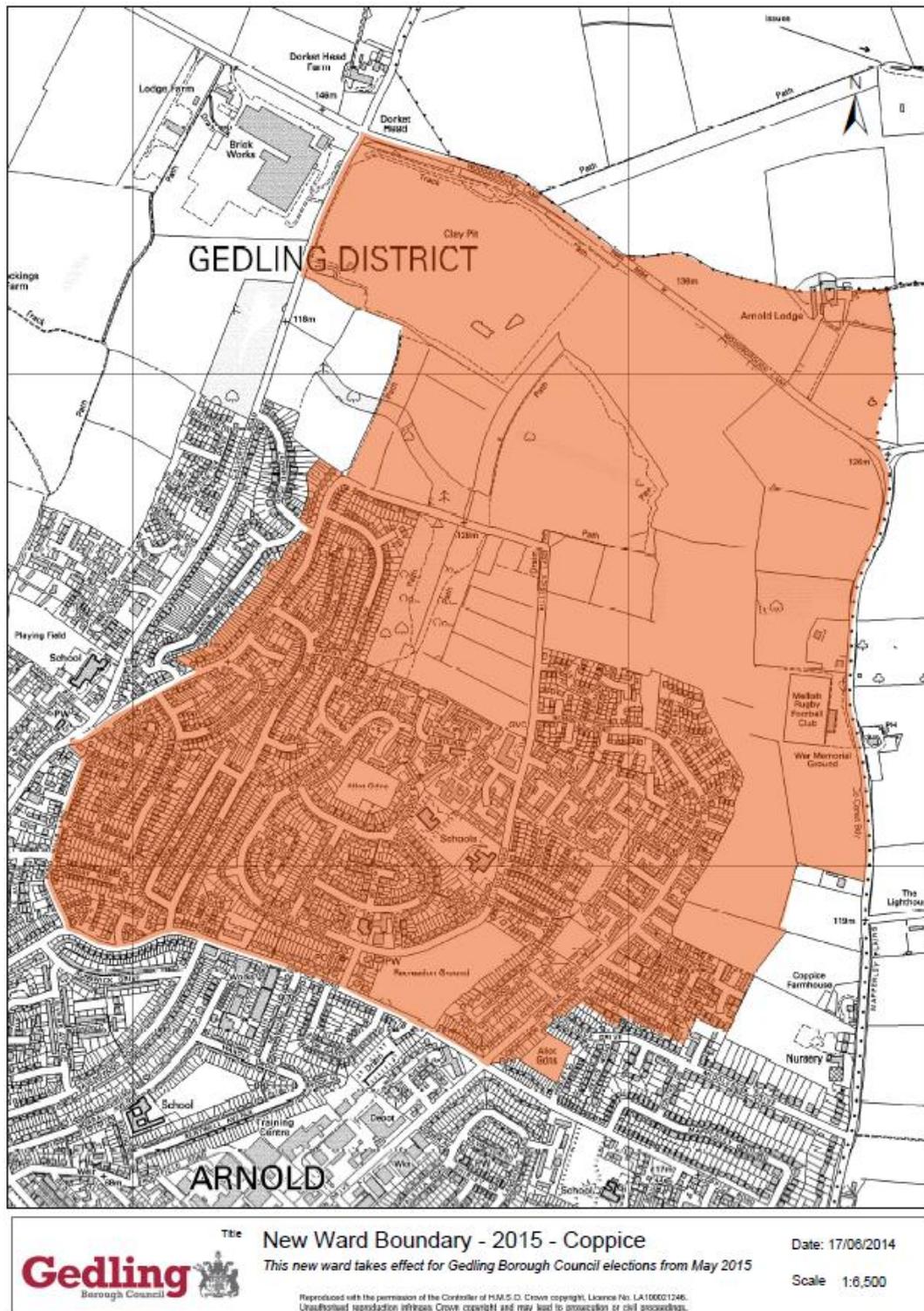
Performance Management is particularly important to ensure that the Delivery Plan is being delivered, objectives are being addressed and the outcomes are being achieved with details about how we will do this also within the Programme Section.



Killsick - the Place



Killisick is a mostly residential area close to Arnold town centre. The area contains a few shops and business premises. It borders with Mapperley and Woodthorpe. As a ward, it shares borders with the wards known as Mapperley Plains, Lambley, Woodborough, St. Marys, Calverton and Kingswell. Gedling Borough Council will have new wards for elections starting in May 2015 with the area known as Killisick estate becoming part of a new Coppice ward. Killisick ward will disappear entirely. The previous map shows the existing Killisick ward with the new Coppice ward from 2015 onwards shown below.



Coppice Ward

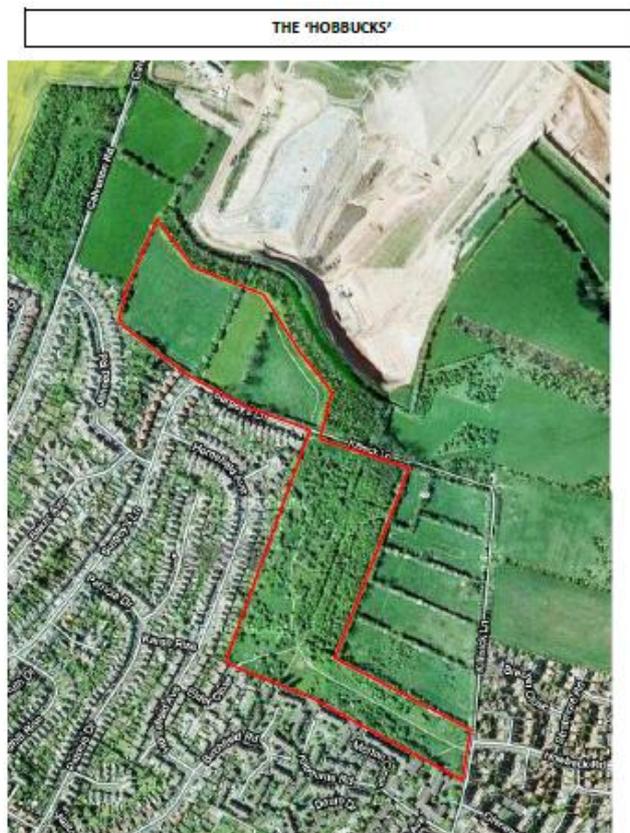
The area has two secondary schools and a number of primary schools. The largest is Arnold Hill Academy, which has 1,700 pupils. Christ the King Catholic Voluntary Academy is very close to Arnold Hill. A large proportion of those leaving primary education from Killisick ward go onto to Redhill Academy in Redhill, a secondary school which is located closer than the two aforementioned secondary schools in Killisick. Pinewood Infant and Killisick Junior School are at the centre of Killisick estate with Robert Mellors Primary at the lower end of the ward and Coppice Farm Primary School just outside.

There is a Recreation Ground on the edge of Killisick ward which has grass pitches, a children's play area, a multi use gym and an enclosed tarmac pitch. A funfair is held on the ground every year as is Killisick fun day.

Public transport is good with a regular bus service providing access to Arnold and Nottingham City. There is ample green space close by including the Hobbucks situated on the urban fringe of Arnold within the Killisick ward. The site occupies a total area of approximately 14 hectares, once part of the open countryside, is now an angular and almost linear area of land. The area to the east and west is largely private housing, to the south Guinness Housing Trust properties and the remaining borders open fields and a landfill site. The land is owned and partially maintained by the Council.

The area benefits from significant native flora, hedgerows, wild flower meadows, scrubland, grassland, veteran trees and plantation woodland, which are a valuable habitat for the sites vertebrae, species of bird and small mammals. The site is accessible by a network of paths.

In 2007 local residents joined together to make improvements to the site and encourage the site to be used as an educational resource, from which the Friends of the Hobbucks was established and continues to be active today.



Nottinghamshire Wildlife Trust produced a Management Plan for the site, with the aim of promoting a feeling of pride in the nature area.

The Friends of the Hobbucks are monitoring this plan and carrying out the works.

Strategic context

The total population of the ward and comparator areas are shown in the table below.

	Killisick	Gedling	East Midlands	England
	Ward	Borough	Region	Country
All	2595	113,543	785,802	53,012,456
Males	1198	55,348	386,722	26,069,148
Females	1397	58,195	399,080	26,943,308

This shows that the ward has a higher female population in line with Gedling, the region and the Country. There are 1,048 dwellings which house 1,026 households with at least one usual resident.

The table below gives the number and percentage for the different age categories in Killisick. Killisick ward has the highest proportion of school aged individuals as a percentage of its population in any ward within the Borough, and the smallest proportion of working age (20-64) year olds.

Age Category	Number	% of Population
0-4 year olds	116	6.9%
5-19 year olds	626	24.1%
20-64 year olds	1,369	52.8%
Over 65 year olds (including over 85 year olds)	420	16.2%
Over 85 year olds	113	4.4%

Source: Office for National Statistics (ONS)

The Census data on ethnic group shows that the majority of people describe themselves as White English/Welsh/Scottish/Northern Irish/British (2,400 individuals, 92.5%), the second largest group is Mixed/Multiple Ethnic Groups; White and Black Caribbean (47 individuals, 1.4%).

The next table shows the proportion of people in different faith groups in the Killisick Ward, as well as highlighting the proportion of people with no religion (self reported from the 2011 Census).

The majority of the population are Christian (50.4%), slightly lower than the average figure for Gedling Borough. The second largest group in the ward has no religion (41.4%).

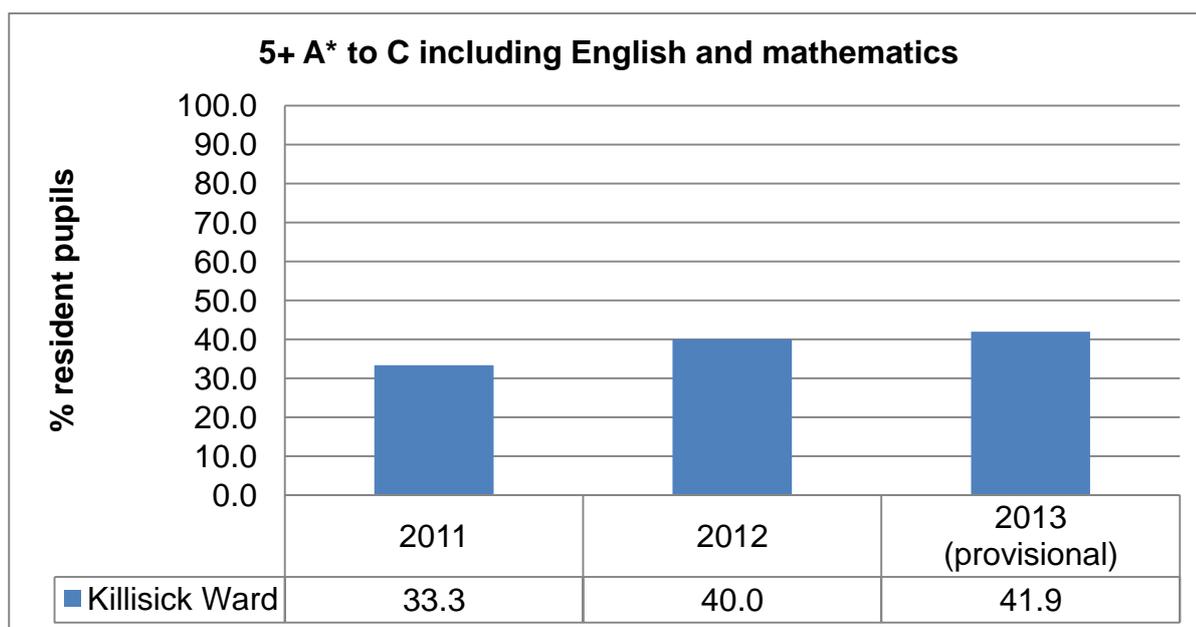


Table: Stated Religion: Killisick (Census 2011)

Religion	Number	Percentage
Christian	1308	50.4%
Buddhist	8	0.3%
Hindu	5	0.2%
Jewish	0	0.0%
Muslim	14	0.5%
Sikh	4	0.2%
Other Religion	10	0.4%
No Religion	1075	41.4%
Religion Not Stated	171	6.6%

GCSE qualifications

In 2013 Killisick Ward the percentage of pupils achieving 5 or more A*-C grade GCSE's including English and Mathematics (provisional results) is 41.9%, increasing from 40% in 2012. This is significantly lower than the Borough (57.9%) and Nottinghamshire County (51.9%) average.



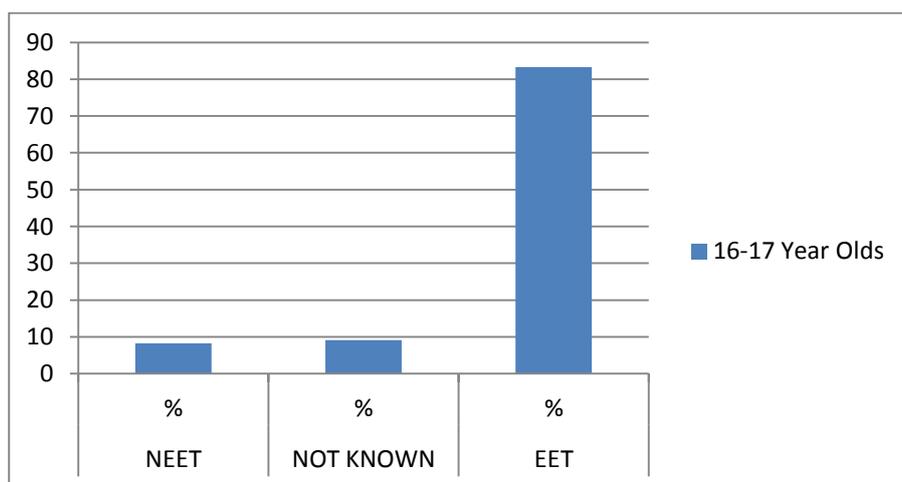
Source: Nottinghamshire County Council

Not in Education, Employment or Training (NEET)

For the six month period June to November 2013, Killisick had the highest level of youngsters not in employment, education or training. As at November 2013 6.1% of the ward's 16 to 17 year olds were not in education, employment or training. This was almost double the Borough level of 3.2%; and more than double the Nottinghamshire level of 3%.

By January 2014 the following graph shows that 8.3% were not in education, employment or training with a further 9.1% not known. Again the highest rate in the Borough.

Graph: Young People 16-17 Years (January 2014)



The position by July 2014 had improved tremendously, in line with improvements in other areas, with only 2.9% not in in education, employment or training although 12.5% were in the not known category at this time.

The next table shows the qualifications people have in Killisick ward and the comparator areas. 36.2% of residents aged 16 and over in the ward have no qualifications; which is significantly higher than the borough rate of 23.6%, the East Midlands rate of 24.7% and the England rate of 22.5%.

Table: Census 2011 Highest Level of Qualification

	Killisick	Killisick	Gedling	East Midlands	England
	Numbers	Percentage	Borough	Region	Country
All Usual Residents 16 and Over (Numbers)	1960	1960	93186	3694767	42989620
No Qualifications	709	36.2	23.6	24.7	22.5
Level 1	319	16.3	13.7	13.9	13.3
Level 2	303	15.5	15.8	15.6	15.2
Apprenticeship	55	2.8	4.6	4	3.6
Level 3	260	13.3	12.9	12.9	12.4
Level 4 and Above	233	11.9	25.3	23.6	27.4
Other Qualifications	81	4.1	4.1	5.3	5.7

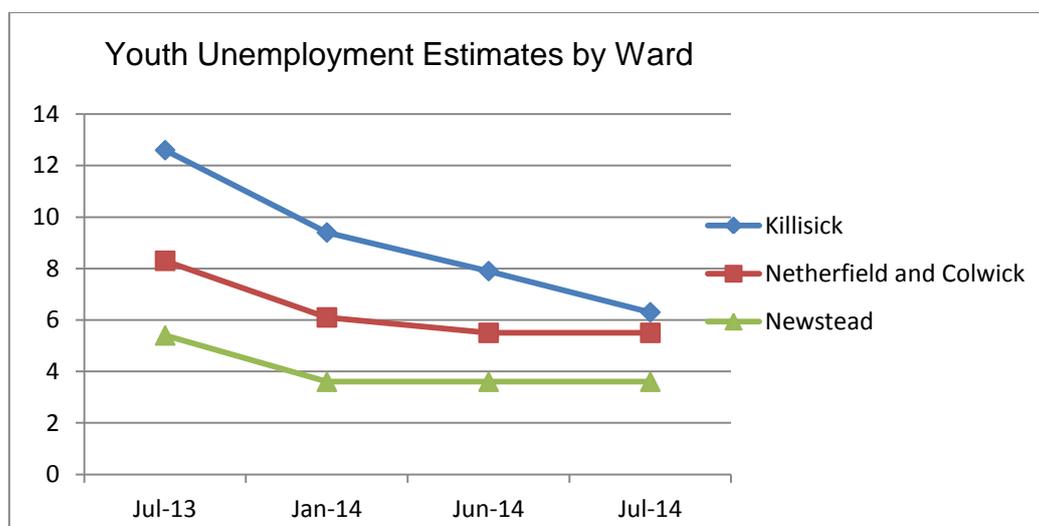
The table also shows that far fewer people in Killisick have level four and above qualifications in comparison to the Borough, the region and Country.

The Jobseeker's Allowance (JSA) is payable to people under pensionable age who are available for, and actively seeking, work. The next table shows the numbers and percentage for the ward and the percentage for the comparable areas. The percentage figures show the number of JSA claimants as a proportion of resident population aged 16-64. The figures show that there are considerably more people claiming JSA in Killisick ward than there are in the borough and the Country.

	Killisick (numbers)	Killisick (%)	Gedling (%)	Great Britain (%)
All people	65	4.0	2.1	2.3
Males	44	5.7	2.7	2.9
Females	21	2.5	1.5	1.7

Source: claimant count with rates and proportions

When looking specifically at youth unemployment estimates for 16-64 year olds, Killisick has consistently had the highest rate in the borough and remains so despite seeing significant reductions over the last year as demonstrated in the chart below which also shows the other two priority wards.



The table below shows the DWP benefit claimants in February 2014 by benefit claimed.

	Killisick (numbers)	Killisick (%)	Gedling (%)	Great Britain (%)
Total claimants	380	23.5	12.1	13.3
Job seekers	95	5.9	2.4	2.9
ESA and incapacity benefits	160	9.9	5.4	6.2
Lone parents	45	2.8	1.2	1.2
Carers	40	2.5	1.4	1.4
Others on income related benefits	10	0.6	0.3	0.3
Disabled	30	1.9	1.3	1.2
Bereaved	0	0.0	0.2	0.2
Key out-of-work benefits [†]	310	19.2	9.3	10.6

Source: benefit claimants - working age clients for small areas

[†] Key out-of-work benefits includes the groups: job seekers, ESA and incapacity benefits, lone parents and others on income related benefits

Note: The percentage figures show the number of benefit claimants as a proportion of resident population aged 16-64.

This shows that the number of people claiming benefits in Killisick ward is nearly double the rate for Gedling and the Country. This information is available quarterly and analysis shows that total claimants have remained relatively static over the last ten years.

In terms of health, the Census provides information on self-reported health and asks respondents for details of how their day to day activities are limited. The details are in the following table.

Residents were asked to assess their general state of health on a five point scale: very good, good, fair, bad or very bad. Data is shown as a percentage of population with numbers for Killisick also shown.

	Killisick Numbers	Killisick %	Gedling %	East Midlands %	England %
Very bad health	39	1.5	1.2	1.2	1.2
Bad health	153	5.9	4.1	4.3	4.2
Fair health	421	16.2	14.5	14	13.1
Good health	853	32.9	35.2	35.1	34.2
Very good health	1129	43.5	45.1	45.3	47.2

In Killisick slightly more people report very bad health than the comparator areas and unsurprisingly less report good or very good health. Interestingly, more people in Killisick report fair health than the comparator areas.

All those reporting a long term health problem or disability (including those related to age) that limited their day-to-day activities and that had lasted, or was expected to last, at least 12 months, were asked to assess whether their daily activities were limited a lot, a little or not at all by such a health problem. Data shown as a percentage of total population and those aged 16 to 64.

Day to Day Activities	Killisick Numbers	Killisick %	Gedling %	East Midlands %	England %
limited a lot (% of total)	306	11.8	8.8	8.7	8.3
limited a lot (aged 16-64)	140	5.4	3.5	3.7	3.6
limited a little (% of total)	311	12	10.5	9.9	9.3
limited a little (aged 16-64)	132	5.1	5	4.9	4.6
not limited (% of total)	1978	76.2	80.7	81.4	82.4
not limited (aged 16-64)	1268	48.9	55.1	55.8	56.5

This shows that more people in Killisick suffer from long term limiting illness or disabilities than the borough, region and Country.

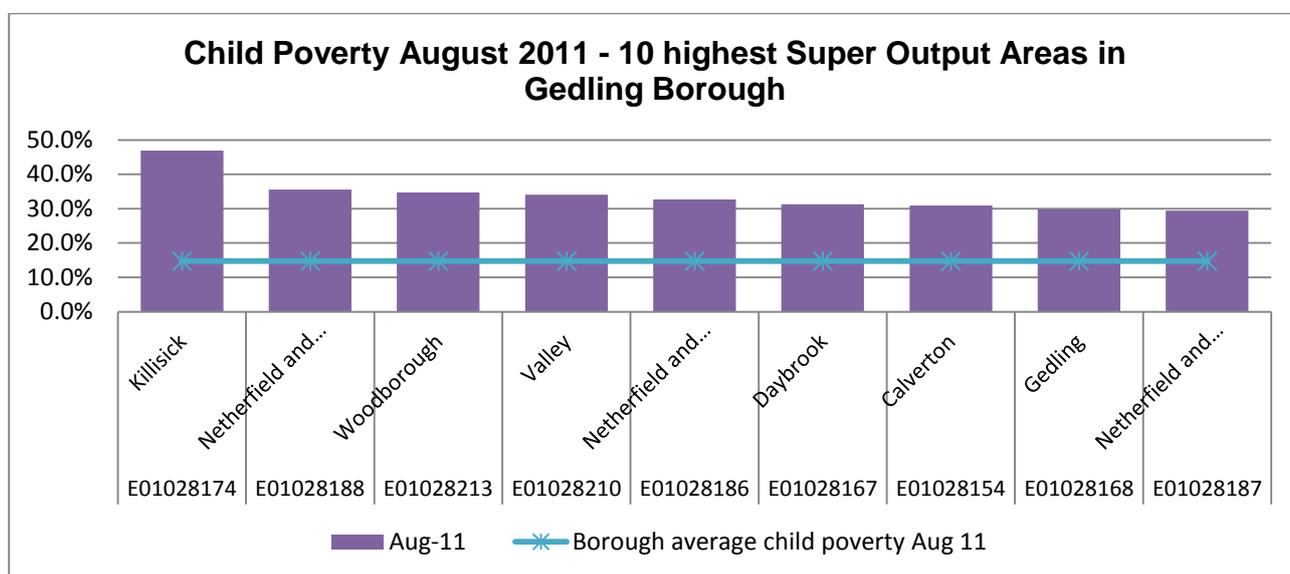
Child Poverty

The local child poverty measure is defined as the proportion of children living in families in receipt of out of work (means-tested) benefits or in receipt of tax credits where their reported income is less than 60 per cent of median income. The overall level of child poverty at borough level was 14.7% as at August 2011.

Out of the total of 76 super output areas within Gedling Borough, E01028174 has the highest level of child poverty within the borough (shown shaded).

Super Output Area Code	% children in poverty
E01028173	12.9%
E01028174	46.9%

The table below shows Killisick and the other nine highest Super Output Areas in the Borough.



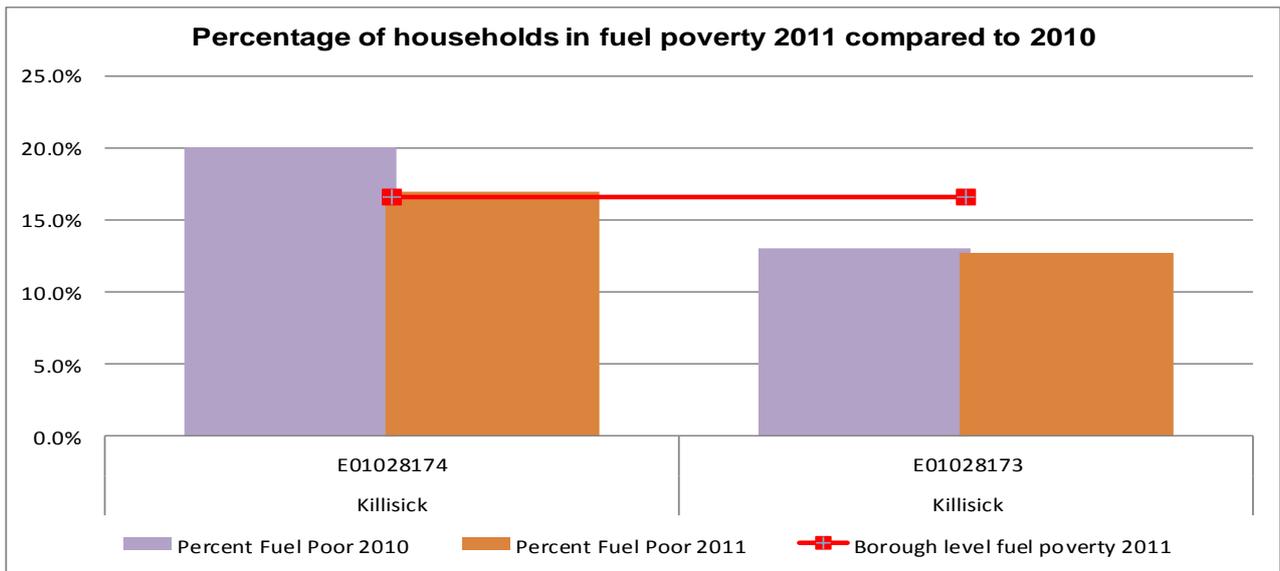
Source: HMRC

Fuel Poverty

Fuel poverty means being unable to afford to keep warm. A household is considered to be in fuel poverty if it needs to spend more than 10% of its income on fuel for adequate heating (usually 21 degrees for the main living area, and 18 degrees for other occupied rooms). Living in cold homes can damage people's health and affect their quality of life. The elderly, children, and those with a disability or long-term illness are especially vulnerable. There are three main causes of fuel poverty:

- Poor energy efficiency in the home
- High energy prices
- Low household income

Within Killisick Ward both areas have seen a reduction in the proportion of households in fuel poverty since 2010, however super output area E01028174 has 17% of households in fuel poverty - slightly higher than the borough average of 16.6%.



Source: Department for Energy and Climate Change, 2010 data

The data builds up a picture of the Killisick area where there are low aspirations and poor educational achievement, high numbers claiming benefits with both Job Seekers Allowance (JSA) and Employment and Support Allowance (ESA) double the Gedling borough rate. This of course means there is also high child poverty and fuel poverty. One of the real concerns is the inter-generational culture around claiming benefits which has meant that Killisick consistently features amongst the worst wards in the borough. This cycle will need to be broken to move Killisick forward.

Programme

The Programme has been developed to respond to the issues identified by the Locality Co-ordinator from scrutinising key data as well as discussions with key partners and Councillors, as detailed in the Strategic Context Section. The Action Plan includes projects and initiatives which the Locality Co-ordinator will be leading on but also includes projects being delivered by partners. Collectively, these actions have been chosen as the best options to achieve our objectives.

The Locality Co-ordinator will hold partner organisations to account and ensure that they do deliver the activities contained within the Programme. The Steering Group will monitor the delivery at performance management meetings.

The Delivery Plan has been developed around the following key themes and objectives:

Theme	Objective
Schools	To work with Gedling Secondary Schools to identify and support pupils at risk of becoming NEET and to develop better pathways to the world of work.
Employers	To work with local employers to address the jobs mismatch when employing tomorrow's workforce (young people)
Unemployed	To provide a menu of support to unemployed people in Killisick, raising employability, skills and supporting people into full time employment.
Financial Exclusion	To provide a menu of support to help families classified as living in poverty according to the government definition for Child Poverty.
Training and Education	To provide opportunities locally for residents to improve their skills.
Supporting Community	To provide opportunities locally for children, young people and families to enjoy sports, leisure and recreational activities.

Employability

Theme:

Schools

Objective:

To work with Gedling Secondary Schools to identify and support pupils at risk of becoming NEET and to develop better pathways to the world of work.

Ref	Action	Tasks	Timescale & Costs	Lead	Other Partners, Progress & Review
Sc1	Engage with the Academies young people from Killisick attend to gain buy-in and participation of students identified as being at risk of not progressing to a meaningful post-16 destination	National Citizenship Service Opportunities	Sep 2014	David Drury	NCN partner
Sc2		Have a Go' Sessions accessed by local schools	Mar 2015	David Drury	Gedling Homes, Framework
Sc3		Employer talks delivered by the GBP to local schools	Mar 2015	David Drury	
Sc4		Interview Days accessed by Gedling Schools/Academies	Mar 2015	David Drury	Framework
Sc5		Employer Competition and/or Projects delivered	Mar 2015	David Drury	
Sc6		Employer Fair organised and run for Gedling Schools	Mar 2015	David Drury	
Sc7		Offer work experience placements to pre and post 16 students at the Children's Centre	Inform schools	2014 - 2015	Sonia Lane

Employability

Theme:

Employers

Objective:

To work with local employers to address the jobs mismatch when employing tomorrow's workforce (young people)

Ref	Action	Tasks	Timescale & Costs	Lead Partners	Other Partners, Progress & Review
E1	Active marketing of GBC employers informing them of DWP's Youth Contract measures	Jobcentre's employer advisers (EA's) to inform employers at every contact of these measures, Work experience (WE), Sector Based Work Academies etc	2014/15	Tracy Gooch, DWP	Arnold JCP currently have 38 work experience placements available with national companies and local SMEs
E2	Promote Apprenticeships in the Killisick area.	Engage with businesses in Killisick to ensure they are fully aware of the opportunities available	Mar 2015	NCN / Central College	NCN and Gedling Homes involved, link to Recruit Local
		Engage with young people in Killisick to ensure they are fully aware of the opportunities available	Mar 2015	Groundwork / Framework	Targeted Support and Nottingham Futures involved
E3	Identify local jobs and promote them locally	Arnold JCP supply details of current vacancies which are advertised on Facebook	2014/15	Tracy Gooch, DWP / Deborah Widdowson, GBC Localities	
E4	Work with Economic Development to identify business growth opportunities in Killisick	Officers will meet regularly to discuss opportunities	2014 - 2019	Deborah Widdowson, GBC Localities / Louise Ashby, GBC Economic Development	Jenny Eurge

Employability

Employability					
Theme:		Unemployed			
Objective:		To provide a menu of support to unemployed people in Gedling, raising employability, skills and supporting people into full time employment.			
Ref	Action	Tasks	Timescale & Costs	Lead	Other Partners, Progress & Review
U1	Promote and encourage Volunteering in Killisick	Organise pilot initiative at an Arnold location	2015/16	GBC Localities	Laurence Quirk Gedling CVS, NCC and Gedling Homes
U2	Promote and Deliver the Young and Talented initiative in Killisick ward	Agree suitable base in Killisick Identify suitable 18-24 year olds Arrange 1-1 meetings	2014 - 2019	Pathways	Groundwork, Guinness Trust, Framework and Gedling Homes
U3	Offer of GBW measures to 18-24s claiming JSA or ESA (WRAG)	All 18-24s claiming JSA or ESA (WRAG) to be offered the opportunity to take part in a SBWA or work experience opportunity	Ongoing	Tracy Gooch, DWP	Family Support at Framework
U5	Host a Jobs / Opportunities Fair as part of the Killisick Fun Day	Information Stand at the Fun Day with opportunities, jobs etc	Annually in July	GBC Localities	All partners involved
U6	Develop a Youth Engagement Initiative to build self esteem and confidence	Pilot mentoring programme for young unemployed people in Killisick	2014 - 2019	GBC Localities, Nick Hynes, NCC Targeted Support	Princes Trust, Volunteers Fire Service, Duke of Edinburgh in schools, YMCA,

					Futures, Supporting Families, Gedling Business Partnership
U7	Promote and Deliver the Framework initiative in Killisick ward	Attend training sessions and other events to promote services locally.	Ongoing	David Hallam Framework	
U8	Promote the Arnold Job club at Arnold Library in Killisick.	Use Facebook and other mediums to advertise in Killisick.	Monthly posts 2014 - 2019	GBC Localities	NCC Economic Development

Child Poverty

Theme:

Financial Exclusion

Objective:

To provide a menu of support to help families classified as living in poverty according to the government definition for Child Poverty.

Ref	Action	Tasks	Timescale & Costs	Lead	Other Partners, Progress & Review
F1	Plan a Benefit take up campaign to ensure people are claiming all the benefits they are entitled to		2014/15	David Price, Gedling Homes	DWP, GBC Revenue and Benefits, CAB, King's Money Advice
F2	Address debt and arrears	King' s Money Advice Centre attending Christmas event to gauge interest with a view to establishing drop-in sessions in Killisick	30th November 2014	GBC Localities / King's Money Advice	CAB operate a surgery at Arnold Civic Centre on Fridays
F3	Establish a Welfare Rights Advice surgery in Killisick	Gedling Homes Moneywise team to host sessions	2015 / 16	David Price, Gedling Homes	King's Money Advice
F4	Promote the Credit Union	Display at Killisick events	2014 - 2019	Nottingham Credit Union GBC	Display at Children's Centre
F5	Campaign against Loan Sharks and high Interest legal lenders	Invite the Illegal Money Lending Team to Killisick events	2014 - 2019	GBC Localities	Trading Standards, NCC

Child Poverty

Theme: Training and Education

Objective: To provide opportunities locally for residents to improve their skills.

Ref	Action	Tasks	Timescale & Costs	Lead	Other Partners, Progress & Review
Sk1	Investigate potential funding opportunities for Buxton Training to host post 16 provision	Research lottery funding	2014/15	Karen Harpham, Buxton Training / GBC Localities	Hollie Cook, NCC
Sk2	Identify and remove barriers to learning	Consultation with residents	2015/16	Hollie Cook, NCC	Youth Contracts, NCN, Travel Right
Sk3	Develop an Intergenerational Project to deliver Employability Skills	Involve parents, grand-parents and children and young people	2015 / 2016	GBC Localities	NCN, Framework.
Sk4	Promote and Deliver the Framework initiative in Killisick ward	Attend meetings and events in the area to promote the service	2014 - 2019	Framework	
sk5	Work with NCN to identify which courses to deliver in Killisick	Arrange Meeting	2014/15	Colin Bray, NCN, GBC Localities	

Other

Theme:		Supporting Community			
Objective:		To provide opportunities locally for children, young people and families to enjoy sports, leisure and recreational activities.			
Ref	Action	Tasks	Timescale & Costs	Lead	Other Partners, Progress & Review
C1	Promote Supporting Families amongst partners and the community to encourage referrals	Information at Killisick Fun Day and via Facebook and other mediums	2014-2019	Supporting Families	All partners to promote
C2	Organise the Killisick Fun Day	As in Project Plan	Annually in July	GBC Localities	All
C3	Promote and Deliver the sports initiative in Killisick for 9-12 year olds and seek funding to extend further	Arrange Meeting Identify funding Apply for funding Deliver	18 month initiative	Andrew Dowling, Carlton Academy	Killisick Junior School, GBC Localities, Guinness Trust
C4	Deliver the Door Step Games initiative for 14-19 year olds	Whole range of sporting activity being delivered	2 years funding starting 2014	GBC Community Relations	
C5	Promote community involvement in the Allotment Project		2014/15	Gedling Homes, Sure Start	
C6	Publicise crime data for Killisick	Information at Killisick Fun Day and via Facebook and other mediums	2014-2019	GBC Localities	

C7	Provide diversionary activities for young people	1 week of activity delivered in the Summer 2014	2014-2019	GBC Localities	GBC Localities, Gedling Homes, Guinness Trust
C8	Explore potential schemes to reduce health inequalities in Killisick	Work with CCG and NCC Public Health to identify priorities	2014 - 2019	GBC Localities	CCG, NCC Public Health
C9	Ensure people have access to food	Promote the Arnold Foodbank	2014 - 2019	GBC Localities	Eagles Nest Church, Arnold Food Bank

Communication and Engagement

A Communication Plan has been developed for the Killisick Locality Co-ordination initiative to ensure high quality communication is consistently delivered. The Locality Co-ordinator intends to promote and publicise the purpose and benefits of the Initiative to the local area in a variety of ways as detailed below:

- Written communication in the form of posters, flyers and newsletters
- Electronic communication in the form of e-bulletins
- Social Media including Facebook.

These methods will be used to promote the Initiative as a whole and the specific activities contained in this Delivery Plan. Work on this has already begun with a flyer setting out the themes and key actions of the Locality Initiative delivered to every house in the ward. A Facebook page has been established and the Locality Co-ordinator regularly uploads articles. There are currently 36 likes.

