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**To:** Council

**On:** 28<sup>th</sup> September 2017

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**Report by:** Chief Executive

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**Heading:** **Community Plan – “Our Renfrewshire 2017-2027”**

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**1. Summary**

- 1.1 The Community Plan sets out the key priorities for Renfrewshire which will be targeted by community planning partners with local communities over a 10 year period.
  - 1.2 The Community Empowerment Act 2015 has introduced a statutory requirement for community planning partners to publish a new ten year Local Outcomes Improvement Plan by 1 October 2017 (hereafter referred to as the “Community Plan”).
  - 1.3 The development of a new Community Plan is a shared responsibility between the statutory Community Planning Partners across Renfrewshire. It has been developed in partnership, and will be delivered through the Community Planning governance arrangements which were reviewed and refreshed in late 2016.
  - 1.4 The new Community Plan has been developed in tandem with the new Council Plan, reflecting the importance of read-across between the two major strategic planning documents for the Council.
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**2. Recommendations**

- 2.1 Members are asked to:

- Note the Council shares statutory responsibility for the Community Plan with the other Community Planning Partners in Renfrewshire
  - Note that the Community Plan was considered by the Cross Party Sounding Board on 22 August 2017
  - Endorses the Council's role in the delivery of the Community Plan
  - Notes that the Community Planning Partnership Oversight Group will provide oversight of the Council's contribution to the Community Plan, and will receive progress reports on a 6-monthly basis.
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### 3.

#### **Background**

#### 3.1

The Council has robust strategic planning arrangements at partnership, organisation and service levels. These arrangements are regularly refreshed and reviewed in order to comply with the requirements of the Scottish Government and relevant legislation.

#### 3.2

The Community Plan (Local Outcome Improvement Plan) sets out the key priorities for Renfrewshire which will be targeted by community planning partners with local communities over a 10 year period.

#### 3.3

The Community Empowerment Act 2015 has introduced a statutory requirement for community planning partners to publish a new ten year Local Outcomes Improvement Plan by 1 October 2017 (hereafter referred to as the "Community Plan").

#### 3.4

Guidance states that the Local Outcome Improvement Plan should provide a vision and focus, based on agreed local priorities, that enables partners to deliver real change in impact for local communities, with a strong approach to performance management, governance, accountability and operating arrangements.

#### 3.5

The LOIP must demonstrate and provide evidence of:

- Understanding of local needs, circumstances and aspirations and how engagement with local communities, business and third sectors has developed this understanding
- Identification of communities that experience poorer outcomes than others in the area or elsewhere in Scotland

#### 3.6

In addition to the area-wide LOIP, Community Planning Partnerships are also required to produce and publish by 1 October 2017, at least one Locality Plan, to be determined by the CPP, in order to reduce inequalities

of outcome resulting from socio-economic disadvantage. This can be based on communities of place and communities of interest.

3.7

The requirement to produce a Community Plan during the same period of development as a new Council Plan, represents an opportunity for the Council to work with partners to strengthen and refocus strategic planning arrangements as required. Both the new Community Plan and new Council plan have been developed in tandem to ensure read across between these key strategic planning documents.

4

## **Community Planning Priorities**

4.1

The following themes and priorities have been developed as the strategic framework of the Community Plan.

4.2

Our Renfrewshire is thriving: Maximising economic growth, which is inclusive and sustainable

- Growing our working age population by encouraging people to stay here, and attracting new people to settle here
- Identifying opportunities for economic growth across the City Region, and developing thriving and sustainable cultural, creative, digital and manufacturing sectors
- Achieving Inclusive Growth by making sure Renfrewshire's investment and opportunities deliver for all
- Equipping people with the skills and pathways to access opportunities and making sure people can access work which affords them an acceptable standard of living
- Making sure the infrastructure is in place to support growth in local economy and population (such as housing, transport and schools)
- Promoting a positive image and reputation of Paisley, and Renfrewshire as a whole, in Scotland, the UK and internationally

4.3

Our Renfrewshire is well: Supporting the wellness and resilience of our citizens and communities

- Promoting wellbeing and good mental health, particularly in our young people
- Promoting healthy lifestyles that support both physical and mental health
- Tackling isolation and loneliness, by connecting people to their communities, and to partners
- Enable people to live healthier, for longer, by supporting our older population to stay active
- Developing strong community-based services that respond to local need
- Enabling communities to have their voice heard, and influence the places and services that affect them

4.4

Our Renfrewshire is fair: Addressing the inequalities which limit life chances

- Ensuring our children get the best possible start in life

- Addressing the poverty related attainment gap, and young people can achieve success after school
- Identifying people's needs early, by sharing information and working together
- Tackling health inequalities and narrowing the gaps in healthy life expectancy
- Reducing drug and alcohol misuse in our communities
- Ensure that people currently facing disadvantage get access to opportunities to improve their health, skills and income

#### 4.5 Our Renfrewshire is safe: Protecting vulnerable people, and working together to manage the risk of harm

- Protecting vulnerable adults and children, ensuring they can live safely and independently
- Tackling domestic and gender based violence
- Managing risk of harm and offending behaviour
- Supporting prison leavers within the community justice arrangements
- Making sure we are ready to respond to major threats and crisis

#### 4.6 In addition to these themes, there is also a strategic priority which articulates the priorities for ensuring effective partnership working arrangement and the cross-cutting principles to be applied to each of the priorities.

#### 4.7 A Community Planning Partnership which is sustainable and connected

- Listening and responding to the needs of communities, and partners
- Sharing data and intelligence across the partnership
- Identifying opportunities to share and connect public, private and third sector resources to reduce inequalities
- Supporting people to access the right service at the right time, reducing demand on acute and response services
- Empowering communities to provide sustainable services

#### 4.8 In addition to the above points around how the Community Planning Partnership undertakes to work together, a number of cross-cutting themes have been identified to underpin all the activities within the Community Plan including: fair, sustainable, digital and involved.

### 5

#### **Locality Plan**

#### 5.1

All community planning partnerships in Scotland are required to develop one or more Locality Plans associated with the area –wide Local Outcome Improvement Plans, to be published by 1 October 2017.

#### 5.2

The purpose of the Locality Plan is to demonstrate that the Community Planning Partnership understands local needs and has a plan to improve outcomes for all, but with a focus on reducing inequalities where outcomes are currently poorest. Locality Plans can refer to either communities of place or communities of interest.

5.3

It is proposed that Renfrewshire start with a single Locality Plan for people living in areas within the 5% most deprived in Scotland, as evidenced through the Scottish Indices of Multiple Deprivation. A total of 8,911 people in Renfrewshire live in the 5% most deprived areas in Scotland.

5.4

This will focus action on improving communities whose outcomes are poorest in terms of income and employment, health, education and skills, crime and access to services. This will allow partners to target efforts for communities with the most disparate outcomes in Renfrewshire, which working on the commonalities between these communities.

## 6

### **Development of the Community Plan**

6.1

A significant body of work has been undertaken across the partnership to inform the development of both the Council and the Community Plan. The approach taken has adopted the following key themes:

6.2

*Theme 1 – Using the information the Council and its partners have about local people, businesses, communities and services, to identify potential challenges and opportunities for Renfrewshire.*

6.3

Work has been undertaken with partners to gather and analyse data jointly. Existing data sources have been considered together for the first time in this way, which has included analysis of rich sources of data such as the All Children's Study which represents the voice of 10,000 children and young people in Renfrewshire. In addition, all thematic boards within the previous Community Planning Governance arrangements participated in workshops to identify evidence and priority evidence to be explored.

6.4

*Theme 2- Consultation and engagement with communities*

6.5

This process has involved engaging with communities and with different partner organisation across sectors. Officers have used the Place Standard tool to consult on what it's like to live and work in local communities. Consultation sessions have also allowed officers to test some of the findings from the data analysis and check whether the findings resonate with local people. Engagement has been undertaken with Community Councils and Local Area Committees.

6.6

Community events were held during June and July 2017 in Renfrew, Johnstone, Paisley, Langbank, Erskine, Lochwinnoch and Linwood during June and July 2017. These events presented information on strategic needs and priorities and used the Place Standard tool and pledge cards to gather views of people on their communities. Following these events, the Place Standard has been issued electronically via survey monkey to gather in as many views as possible. In response to requests, further engagement events have also taken place with communities of interest such as youth groups, STAR Project, and the Head Injuries Group.

6.7 *Theme 3 – Identifying common themes and priorities*

6.8 Following collation of the strategic needs assessment and consultation response, work has been underway to identify common themes and priorities. These have been tested with senior representatives from community planning partners and with senior Council officers. The emerging themes and strategic priorities of the Community Plan have been discussed at both the Cross Party Sounding Board and the Community Planning Partnership Group, offering insight from elected members from across the spectrum of political groups across Renfrewshire.

7 **Next Steps**

7.1 The Community Plan will be published on the 1<sup>st</sup> October 2017, following approval from Community Planning Partners. Following this, the partnership will work on developing detailed actions and targets through the new Community Planning governance arrangements.

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**Implications of the Report**

1. **Financial** - There are no direct financial implications from the approval of the Community Plan, but as a strategic policy document it should be anticipated that the Council will reflect these priorities in its own planning and resource allocation.
2. **HR & Organisational Development** – There are no direct HR and Organisational Development implications from the Community Plan.
3. **Community Planning** – The attached Community Plan sets out the priorities of the Community Planning Partnership for the next 10 years, and will significantly influence all community planning work across the area.
4. **Legal** – The publication of the Community Plan meets the statutory requirements of the Community Empowerment (Scotland) Act 2015.
5. **Property/Assets** – Not applicable
6. **Information Technology** – Not applicable
7. **Equality & Human Rights** - One of the primary purposes of the plan is to address inequalities, therefore it is anticipated that the plan will have a positive impact on Equality and Human Rights. An Equality

Impact Assessment has carried out to support the development of this plan.

8. **Health & Safety** – Not applicable
9. **Procurement** – Not applicable
10. **Risk** –. The Community Plan outlines some key strategic risks shared across the Community Planning Partnership, such as demographic changes and financial pressures.
11. **Privacy Impact** - Not applicable
12. **COSLA Implications** – Not applicable

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# Our Renfrewshire

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## Renfrewshire's Community Plan 2017-2027

Our Renfrewshire is the Community Plan for the ten years 2017-2027 and is also Renfrewshire's Local Outcome Improvement Plan, as required by the Community Empowerment (Scotland) Act 2015.

## Contents

Contents .....	2
Introduction.....	3
About Renfrewshire .....	3
Renfrewshire’s People .....	4
Our Renfrewshire is thriving: Maximising economic growth, which is inclusive and sustainable.....	5
Our Renfrewshire is well: Supporting the wellness and resilience of our citizens and communities...	8
Our Renfrewshire is fair: Addressing the inequalities which limit life chances .....	11
Our Renfrewshire is safe: Protecting vulnerable people, and working together to manage the risk of harm .....	13
A Community Planning Partnership which is sustainable and connected .....	16
Governance .....	19
Performance .....	20

## Introduction

Renfrewshire faces a number of exciting opportunities over the next ten years which we want to harness, and make sure everyone can feel the benefit of those opportunities. We also face significant challenges, which we will only overcome by working together.

Our Renfrewshire has been developed together and signed up to by key public, private and third sector organisations. It marks a shared responsibility to work together to get things right for people in Renfrewshire, and a real commitment to addressing the inequalities that exist.

The content of Our Renfrewshire is the result of a conversation with partners and local people about opportunities, challenges and aspirations, informed by a comprehensive data and evidence set.

**The vision for our Community Plan is: “Working together to make Renfrewshire a fairer, more inclusive place where all our people, communities and businesses thrive”**

### Our priorities:

Our Renfrewshire is thriving: Maximising economic growth, which is inclusive and sustainable

Our Renfrewshire is well: Supporting the wellness and resilience of our citizens and communities

Our Renfrewshire is fair: Addressing the inequalities which limit life chances

Our Renfrewshire is safe: Protecting vulnerable people, and working together to manage the risk of harm

## About Renfrewshire

Renfrewshire is made up of 3 historic towns; Paisley, Johnstone and Renfrew, along with a number of smaller villages and thriving rural areas.

Global employers sit alongside our historic town centres, and the area boasts world-class culture, heritage and architecture and one of Scotland’s biggest retail destinations, Braehead. We are a major exporter of goods.

Renfrewshire is a gateway to other parts of Scotland, the UK and beyond - home to one of the busiest train stations in Scotland, Paisley Gilmour Street, and to Glasgow Airport.

We are home to both a University and a Further Education college, the University of West of Scotland and West College Scotland.

We have impressive natural green spaces on our doorstep, such as Clyde Muirshel Regional Park and the Gleniffer Braes.

We are proud to be part of the Clyde Valley City Region,<sup>1</sup> and many of our aspirations are regional. Sometimes referred to as in the 'shadow' of Glasgow, we prefer to see our proximity to Glasgow as one of our strengths, and a chance to join forces and maximise the value of the opportunities we share.

## **Renfrewshire's People**

Renfrewshire is the tenth largest local authority area in Scotland, with 175,930 people living here.

We also face a number of population challenges over the coming decades, which will have a big impact on the way we deliver public services.

The population is predicted to stay static for the next 20 years<sup>2</sup>, although recent statistics shows promising growth. Like many areas across Scotland, our population is ageing, as people live longer. This means that unless we can attract more people to come and live in Renfrewshire, or the birth rate rises, the proportion of our population who are working age will shrink. As the population ages, household composition is changing too, with more people living in single households.

While we have less ethnic diversity than other parts of Scotland, we have people across Renfrewshire from rich and varied ethnic backgrounds, and a growing black and minority ethnic population. We have long-standing black and minority communities, such as our south Asian community, alongside a significant number of economic migrants from the European Union who have moved here to work, and many of whom have chosen to settle and raise their families in Renfrewshire. We also have some very new communities who are here as a place of safety, such as the Syrian refugees who have been resettled here. International students from across the world come here to study at our University and College.

The numbers of disabled people in Renfrewshire is also slightly higher than across Scotland, with around a fifth of people reporting a disability. Our disabled community is a diverse one, with many types of disabilities including physical, intellectual, sensory or mental health. Although disability can affect anyone at anytime in their life, lots of people develop disabilities as they get older. This means that as our population ages, it's likely our disabled population will grow too.

We know that just under a quarter of children in Renfrewshire are living in poverty, and that child poverty is rising. This is a key concern as poverty in childhood has a severe limiting effect on the prospects of that child both in the present and later in life. We also know that the nature of poverty is changing too, with poverty rising amongst the young, working and renting. Two thirds of children living in poverty are living in a household where at least one person is working.

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<sup>1</sup> [Glasgow City Region Economic Action Plan](#)

<sup>2</sup> Population growth is estimated at less than 0.2% per annum for the next ten years, which is below that expected in other Scottish urban areas.

## **Our Renfrewshire is thriving: Maximising economic growth, which is inclusive and sustainable**

### **Our priorities**

- Growing our working age population by encouraging people to stay here, and attracting new people to settle here
- Identifying opportunities for economic growth across the City Region, and developing thriving and sustainable cultural, creative, digital and manufacturing sectors
- Achieving Inclusive Growth by making sure Renfrewshire's investment and opportunities deliver for all
- Equipping people with the skills and pathways to access opportunities and making sure people can access work which affords them an acceptable standard of living
- Making sure the infrastructure is in place to support growth in local economy and population (such as housing, transport and schools)
- Promoting a positive image and reputation of Paisley, and Renfrewshire as a whole, in Scotland, the UK and internationally

Renfrewshire's economy faces a number of significant opportunities to grow our economy and make our area more prosperous.

We have developed a Strategic Economic Framework provides a clear sense of direction for Renfrewshire's economy, and clearly linked to our role in the regional economy of the Glasgow City Region. We have set up a Renfrewshire Economic Leadership Panel demonstrates our commitment to working in partnership with our business community to achieve our goals.

**Case Study: The £1.13bn City Deal will bring tens of thousands of jobs to the Glasgow City Region through 20 infrastructure projects. Three of these will be delivered in Renfrewshire; the Airport Access Project, the Glasgow Airport Investment Area, and the Clyde Waterfront and Renfrew Riverside. Together these projects will transform local and regional connectivity, resulting in job opportunities through business growth and inward investment. Through using our 'buying power' for these big contracts, we will also be able to unlock additional community benefits.**

It's important that economic growth in Renfrewshire delivers for all our communities, as we strive to make sure that all our residents can access the benefits of that growth. We need to make sure that we create good quality work which affords an acceptable standard of living<sup>3</sup>, and that people are equipped with the skills and infrastructure to access jobs and progress their careers in Renfrewshire and across the City Region. We recognise the benefits of economic growth are about more than how much money people have - whether it be education, life expectancy, or employment prospects, success is often patterned by socio-economic status, wealth and assets, sex, age or the places where people live.

**What is Inclusive Growth? Inclusive Growth is economic growth that creates opportunity for all segments of the population and distributes the dividends of increased prosperity, both in monetary and non-monetary terms, fairly across society.**

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<sup>3</sup> 1 in 5 jobs in Renfrewshire pay less than the voluntary National Living Wage.

Paisley has launched its bid for [UK City of Culture 2021](#), which we hope will be a catalyst in our plans to grow a cultural and visitor economy based on our significant heritage assets, internationally recognised textiles, art and natural history collections. This increased focus and investment in creative, cultural and digital industries will transform not just Paisley, but all of Renfrewshire.

Regeneration plans for our town centres, and also making sure that our villages continue to thrive, are central to our efforts to ensure that Renfrewshire is a great place to live, work and visit. As well as the arts and culture events themselves, we're pushing ahead with plans to regenerate [Paisley Town Centre](#) including new library and museum facilities, new housing and improving transport connections.

We have seen great improvements in employment levels over the last few years, with employment levels now restored to where they were before the crash in 2008<sup>4</sup>. One of our biggest achievements has been our rising youth employment figures, moving from being one of the poorest performing areas for youth unemployment, to one of the best in Scotland.

Small and medium businesses are the backbone of the Scottish economy, and this is no different in Renfrewshire<sup>5</sup>. Business start-ups and survivals have been increasing, and we want Renfrewshire to be an attractive and competitive place for business owners.

Renfrewshire is more skilled than the Scottish average, with significant increases over the last ten years<sup>6</sup>. As a partnership, we need to respond to our growing sectors, such as construction, digital, engineering, digital health, care and childcare, in order to make sure they have the workforce they need. We will make sure that people in Renfrewshire are equipped with the skills they need to access the economic opportunities we have, and that we work as a partnership to create clear pathways to work. It's likely that in the future, people will have more different jobs and careers over their lifetime; this means that we will need an increased focus on learning throughout life, and supporting adults to learn and develop new skills for our new and emerging industries. This also gives us an opportunity to redress inequalities that exist in some sectors of our industry, for example, attracting more women and girls to work in Science Technology Engineering Maths (sometimes known as STEM), and narrowing pay gaps for women, disabled and black and minority ethnic people.

Growing our working age population is a key driver to improving our local economy, we need to attract new people to work, live and settle here, but also incentivise our young people and student population to stay here too. In order to do this, we need to make sure that we have the infrastructure in place to support this, such as the right types of housing, good schools and transport links.

The housing market is showing real signs of recovery, with house sales rising along with private sector starts and completions. The rise in the private rented sector presents a number of issues around both affordability and quality, with particular challenges around the regulation and enforcement of private rented sector tenancies. There is a need for new housing supply across a range of tenures, and across all price brackets, including affordable housing.

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<sup>4</sup> Unemployment in Renfrewshire is 5.2%, falling from a high of 9.9% in 2011. The number of jobs in Renfrewshire increased from 74,000 in 2014, to 83,000 in 2015.

<sup>5</sup> A total of approximately 4000 VAT registered/active businesses are operating in Renfrewshire

<sup>6</sup> It's expected that most of the jobs to be created in the west of Scotland up to 2024 will be need people with higher levels of qualifications. Renfrewshire is above the Scottish average in skills and the number of people qualified at National Vocational Qualification Level 4 increased in 10 years here from 28.4% to 42.7%.

Partner facts:

- Renfrewshire Chamber of Commerce is the main business organisation in the area, helping over 580 businesses to grow and prosper
- In 2016/17, Skills Development Scotland delivered career information, advice and guidance for 8,135 people.

People's hopes for Renfrewshire:

- "A positive, distinct identity for Renfrewshire"
- "Preserving what is there and can never be built again in stone and with great craftsmanship"
- "People given purpose with jobs that pay a living wage"

Key documents:

- Economy Data Profile
- Skills Development Scotland Regional Profile
- Renfrewshire Strategic Economic Framework 2016-2018
- Neighbourhoods Data Profile
- Renfrewshire Local Housing Strategy
- Renfrewshire Local Development Plan
- Renfrewshire Local Transport Strategy

## Our Renfrewshire is well: Supporting the wellness and resilience of our citizens and communities

### Our priorities

- Promoting wellbeing and good mental health, particularly in our young people
- Promoting healthy lifestyles that support both physical and mental health
- Tackling isolation and loneliness, by connecting people to their communities, and to services
- Enable people to live healthier, for longer, by supporting our older population to stay active
- Developing strong community-based services that respond to local need
- Enabling communities to have their voice heard, and influence the places and services that affect them

We want people in Renfrewshire to feel well, both physically and mentally. Although most people in Renfrewshire consider themselves to be in good health<sup>7</sup>, there are significant health inequalities that still exist in our area<sup>8</sup>.

In particular, mental health is a rising priority across Renfrewshire<sup>9</sup>. Good mental wellbeing means that people feel confident and have positive self-esteem, are able to build and maintain good relationships with others, can live and work productively and are able to cope and adapt in times of change and uncertainty.

### Case Study: Youth mental health commission

**Mental health was voted a top priority by Renfrewshire's young people at the Youth Assembly, with stress, relationships and social media all identified by young people as areas that can affect mental health. In 2016, a Youth Commission was set up to work collectively on changing perceptions and attitudes towards mental health. Once the commission have collected their evidence, they will then make a set of recommendations to those who work with young people on how they should be supported. As a partnership, we look forward to hearing the recommendations of the Commission and are committed to responding to what the young people have to say.**

Supporting physical and mental wellbeing across the partnership is an important way of preventing people from developing more serious issues later on. We remain committed to health improvement by promoting behaviours we know can make a difference to people's wellbeing, such as being active, eating a healthy diet and stopping smoking. Where possible, we want to support people to make healthy choices and manage any health conditions they have independently. Where we are delivering services to people, we think that by taking a person-centred approach, and working with people as individuals rather than just looking at their condition, we will be better able to meet their needs. This

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<sup>7</sup> 81% of people in Renfrewshire consider themselves to be in good or very good health.

<sup>8</sup> Around one in three of our people live in areas that have poorer health than the Scottish average.

<sup>9</sup> 19% of people in Renfrewshire are being prescribed drugs for anxiety, depression or psychosis. This is significantly higher in more deprived communities, at 24% in Johnstone North West and Linwood South

is all an important part of reducing unscheduled care, such as people needing to attend Accident and Emergency.

Quality of life and wellbeing can be adversely affected by external factors too, such as worrying about money. The rising cost of living, stagnant wages and changes to benefits mean that many people are struggling to make ends meet, and in some cases people face choices between heating and eating. We recognise the real and immediate negative impact this has on people's wellbeing, physical and mental health. While poverty isn't the cause of ill health or health behaviours, these are strongly socially patterned and can also leave a lasting health impact on our poorer communities. For example, Renfrewshire has a well-documented life expectancy gap, with almost 15 years difference between our most and least affluent communities.

As people are living longer, our population is ageing. In particular, the number of people living over 75 is projected to sharply increase over the next 20 years. This means there will be more people needing care, and more people with more complex care needs. The number of available carers will be under increasing pressure, and the number of older carers will also increase. Dementia is also expected to rise by 40% by 2035, as the population ages<sup>10</sup>.

Moving forward, we want to shift the balance to improving people's Healthy Life Expectancy, rather than just looking at how long people live. An important part of this will be supporting people to stay active and connected to others as they get older, especially as it is predicted that many older people will be living in single person households.

We recognise the importance of supporting connections within communities, and between communities and public services. Social connections and feeling belonging are central to the wellbeing and resilience of our communities, and Renfrewshire has a strong base of people who volunteer and provide informal support and care for each other.

Communities are also often best-placed to support themselves, or articulate their own needs. It is therefore critical that communities are involved and heard in the design and delivery of public services that affect them. In particular, we recognise the importance of community based services that are based in the places people can access and that meet the communities' needs. There are also some strong examples of community-led activity and development across Renfrewshire, from Community Development Trusts in Renfrew and Linwood, to community led health activity.

### **Case Study: Community Connectors and Social Prescribing**

**Social prescribing is about finding solutions to symptoms that patients present to their GPs, other than medical prescriptions. This can be referral to services like exercise classes, financial advice services or befriending. A community-led initiative called "Community Connectors", funded by Renfrewshire Health and Social Care Partnership, is putting the social prescribing idea into action. A link worker helps a patient work out a plan to help improve their circumstances, for example referring to housing colleagues for advice or a Community Health Champion for help to become active. The patient benefits from non-medical interventions that provide a sustainable**

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<sup>10</sup> By 2035, it is estimated that almost 4,400 older people in Renfrewshire will be experiencing dementia.

improvement in their health, while GPs benefit by being able to focus on the patient's medical needs, rather than social problems. Currently available in four GP surgeries in Renfrewshire, this service is being expanded to another four surgeries.

Partner facts:

- Renfrewshire Health and Social Care Partnership has 29 GP surgeries, 44 community pharmacies, 19 community optometrists, 35 general dental practitioners, and one major acute hospital – the Royal Alexandra Hospital.
- NHS Greater Glasgow and Clyde serves a population of 1.15 million people, and employs around 38,000 staff.
- Renfrewshire Leisure manage many of the community assets and buildings in the area including; town halls, libraries, museums and playing fields.

People's hopes for Renfrewshire:

- "A healthy, well-educated community"
- "Having strong communities and strong self-belief in the town"
- "Something people can feel proud of"

Key documents:

- Health Data Profile
- Renfrewshire HSCP Strategic Plan 2016-19

## Our Renfrewshire is fair: Addressing the inequalities which limit life chances

### Our priorities

- Ensuring our children get the best possible start in life
- Addressing the poverty related attainment gap, and young people can achieve success after school
- Identifying people's needs early, by sharing information and working together
- Tackling health inequalities and narrowing the gaps in healthy life expectancy
- Reducing drug and alcohol misuse in our communities
- Ensure that people currently facing disadvantage get access to opportunities to improve their health, skills and income

The first years of someone's life have a huge influence on their future. Children's developmental outcomes are affected from before they are born and throughout their childhood. For this reason, our health services in particular have a real focus on key early influences on child health such as smoking, breastfeeding, and maternal and parental stress. Renfrewshire has had a significant focus on early years approaches over the last few years, recognising the importance of a strong start in life.

The increase in provision of free early learning and childcare provision is a significant policy shift which could have a real positive impact for young children and their families. A major partnership effort will be required to realise the benefits from this major change, ranging from making sure the infrastructure is in place, to making sure we have a big enough early learning and childcare workforce trained and ready to deliver the increase in hours.

### Case Study: All Children's Study

**The All Children's Study that we carried out in 2016 gives us an unprecedented understanding of the needs and experiences of young people in our area. Renfrewshire Council were the first local authority in the UK to repeat the children's wellbeing survey, inviting 11,800 children between 9-16 to respond. We will work with young people and partners to get a richer understanding of this data, and then use it to shape the services that we deliver for young people across the partnership.**

Educational attainment has been improving and is in line with other similar areas of the country, but as across Scotland, the attainment gap persists between children from low-income households and their better off peers. Renfrewshire will see significant investment in narrowing the attainment gap through Attainment Challenge and Pupil Equity Fund over the coming years, building on the innovative literacy development approach we have been undertaking in partnership with the University of Strathclyde. We recognise that the responsibility for supporting attainment is much wider than just schools, and that all partners have a role to play in supporting our young people to achieve their potential.

The number of positive destinations for young people in Renfrewshire is also in line with similar areas and although positive destinations for looked after young people have improved, we are still behind average. As a partnership, we need to work together to make sure that we track positive destinations beyond the short-term, and that we work to support young people to achieve positive destinations in

line with their ability and their ambition. There are also groups of young people who are often achieve poorer outcomes, such as care-experienced young people. All Community Planning Partners are now statutory corporate parents for 681 looked after children, so we share both a statutory and ethical responsibility to ensure their success.

We know that young adults today are facing significant barriers on the road to adulthood to independence, whether that is accessing high quality destinations, decent employment opportunities, in-work progression and suitable housing. Evidence suggests that the current generation of young adults are facing a new type of intergenerational inequality generally, which become sharper still for some groups of young people who face additional barriers. These groups of young people, such as young carers, young parents, and disabled, black and minority ethnic young people and LGBT+ young people, often face poorer outcomes as a result. As a partnership, we need to be alive to these differences and disadvantages to ensure a level playing field.

Poor mental health is both a major cause and effect of inequality, and is a rising priority for the partnership. Almost one in five people in Renfrewshire are being prescribed drugs for anxiety, depression or psychosis. In more deprived areas, this rises to one in four alongside higher rates of psychiatric hospitalisation. We know that the experience of poor mental health, while touching every age and demographic, is not evenly distributed. If you are female, a young adult, on low income, living alone or in a large household, your risks of facing mental ill health are higher.

### **“Demands on policing are growing and increasingly focused towards addressing vulnerability and the consequences of inequalities” Policing 2026, Police Scotland**

#### Partner facts:

- West College Scotland has 21,500 students, and 1 in 5 West Region school leavers come straight to West College Scotland.
- 45% of West College Scotland learning is delivered to students from Scotland’s 20% most deprived communities
- The University of West of Scotland’s Children’s University is focused on raising aspirations of children from an early age and encouraging engagement with a range of activities outside the classroom. While we know that not everybody will go to university, we can support young people to see what opportunities are out there, then they will be more prepared for whatever pathway they choose in the future.

#### People’s hopes for Renfrewshire:

- “To achieve equality for all, including access”
- “Help people with addictions”
- “Our children have better expectations of life achieved”

#### Key documents:

- Children and Young People Data Profile
- All Children’s Study
- [Integrated Children’s Services Plan](#)

## **Our Renfrewshire is safe: Protecting vulnerable people, and working together to manage the risk of harm**

### **Our priorities**

- Protecting vulnerable adults and children, ensuring they can live safely and independently
- Tackling domestic abuse and gender based violence
- Managing risk of harm and offending behaviour
- Supporting prison leavers within the community justice arrangements
- Making sure we are ready to respond to major threats and crisis

The crime rate in Renfrewshire has consistently reduced, and is now 3% lower than in 2013/14<sup>11</sup>. Renfrewshire also continues to have a high rate of detections of crime, seizure of drugs and other goods associated with crimes. Surveys tell us that Renfrewshire is a safe place to live for the great majority of people.

**The top four concerns raised by Renfrewshire communities to Police Scotland are: Drug dealing and use, assault and violent crime, housebreaking and other theft and road safety.**

Police Scotland has introduced a new Community Policing Model in Renfrewshire in 2017, which has resulted in more community police officers on visible patrol on the streets. Paisley was also awarded Purple Flag status for its evening and night time economy in 2017. Purple Flag is the benchmark for good night time destinations – areas awarded the Purple Flag are recognised for providing a vibrant and diverse mix of dining, entertainment and culture while promoting the safety and wellbeing of visitors and local residents.

**Case Study: The Community Safety Hub brings together a range of council teams, health services Scottish Fire and Rescue Service and Police Scotland. The teams work together to intervene early in issues that affect local communities such as anti-social behaviour, crime and fire-raising. Through close working arrangements, such as daily tasking and co-ordinating and joint investment in modern CCTV technology, community safety partners have been successful in reducing the number of crimes and offences in the area, and in putting in place interventions to support vulnerable people and communities.**

There are also a number of emerging threats for the police and wider partners to respond to, particularly around the increasing ‘digitalisation’ of daily life, for example, cyber-enabled sexual offences such as child grooming and internet facilitated sexual assaults. Disrupting serious and organised crime also remains an evolving priority, in order to mitigate the threat of drug supply, money laundering and availability of firearms in our communities and to safeguard public assets and resources.

Reducing harm and protecting vulnerable adults and children is a key priority for the Community Planning Partnership generally, but is increasingly a concern for the Police and wider public protection agencies. Working together to identify people who are vulnerable, or in crisis, has been highlighted as an area where we would like to focus as a partnership.

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<sup>11</sup> Crimes of violence in Renfrewshire have decreased from a baseline of 416 in 2012 to 250 in 2016.

Alcohol and drugs also continue to be a concern, and remain a key driver of ill health, injury, offending behaviour and death. Renfrewshire has high rates of people admitted to hospital because of alcohol and drug use, and alcohol and drugs are a common factor associated with violence, domestic violence and mental ill-health. The growing issue of home drinking has also led to an increase in violence in people's homes, which also affects the home environment of a significant number of children. Both alcohol and drugs are often part of the reason when children are taken into care. As well as the profoundly life-limiting effects for people who misuse alcohol and drugs and their families, these issues also put a significant resource pressure on a wide range of our public services.

Although there has been a reduction in the number of incidents of domestic abuse recorded by the police in Renfrewshire, with a 3% decrease compared to an increase across Scotland between 2013 and 2015, Renfrewshire still has a higher than average incidence of domestic abuse incidents<sup>12</sup>, and domestic abuse remains a key priority for Community Planning Partners. We hold partnership MARAC (Multi Agency Risk Assessment Conference) meetings to protect victims and survivors at highest risk of being murdered or seriously harmed. There are indications from our 'All Children's Study' that a high number of young people are experiencing markers of coercive control in their relationships, and it is important that partners consider and respond to these findings.

Reports of hate crime have gone up in Renfrewshire, but it is important to note that as hate crimes are underreported, that this could be considered to be a more accurate picture rather than an increase in hate crimes. A partnership group called "Grey Space" has been set up to monitor community tensions and promote community cohesion across Renfrewshire.

The new Community Justice Outcomes Improvement Plan places outcomes for prison leavers as a key priority, particularly around employability and homelessness. Making sure that prison leavers are able to access a home and a job is a key part of making sure that we reduce the risk of reoffending.

Renfrewshire has a higher rate of fires than the national average, with higher rates of both accidental and deliberate dwelling fires. Deliberate fire setting has increased and is a priority for Scottish Fire and Rescue Service, working closely in partnership with the Council's wardens service and Renfrewshire Community Safety Partnership.

There are also a number of high risk sites in Renfrewshire where the Fire Service and other partners need to be ready to respond to an incident, such as large distilleries, busy retail destinations such as Braehead and transport hubs like Glasgow Airport. We recognise that we are living in unpredictable times, and that major disasters and incidents appear to be happening more often. It's important that we are ready to respond should anything ever happen in Renfrewshire, and that we reassure people that we are prepared.

#### Partner facts:

- In Renfrewshire and Inverclyde division, the total local police response complement is 679 officers.
- Scottish Fire and Rescue have three community fire stations in Renfrewshire; Paisley, Johnstone and Renfrew.

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<sup>12</sup> There were 2,235 incidents of domestic abuse recorded in 2014/15, equating to just over 6 incidents of domestic abuse reported per day in Renfrewshire.

People's hopes for Renfrewshire:

- "Decrease anti-social behaviour in all areas of Renfrewshire"
- "Help kids to get off the streets"

Key documents:

- Safety Data Profile
- Community Justice Needs Assessment and Community Justice Outcomes Improvement Plans
- Scottish Fire and Rescue Service Local Fire and Rescue Plan
- Police 2026 – 10 Year Strategy for Policing in Scotland

## A Community Planning Partnership which is sustainable and connected

### Our priorities

- Listening and responding to the needs of communities, and partners
- Sharing data and intelligence across the partnership
- Identifying opportunities to share and connect public, private and third sector resources to reduce inequalities
- Supporting people to access the right service at the right time, reducing demand on acute and response services
- Empowering communities to provide sustainable services

Partnership working is mature in Renfrewshire, both between the statutory community planning partners, and across the wider Community Planning Partnership network. All of the community planning partners face significant financial pressures, uncertainty or increases in service demand over the coming years, which will make identifying opportunities to share and connect our resources increasingly important, along with the ability to adapt and adjust our services for the communities we serve.

### Case study: Russell Institute co-location for skills and employability hub

The Russell Institute has been a treasured Paisley landmark since it opened as a child welfare clinic in 1927, as a philanthropic gift from local woman Agnes Russell. Following closure in 2011, the Russell Institute has now been reinvented and opened its doors in August 2017 as the new home to 120 Skills Development Scotland and Invest in Renfrewshire employees, offering careers and employability advice to a new generation. Inspired by the passion of Paisley Development Trust to preserve and repurpose this architectural gem, Renfrewshire Council, Scottish Government and Historic Environment Scotland jointly-funded the project, allowing the Russell Institute to continue its 90 years of public service for many years to come.

The UK's exit from the European Union, while still in the early stages of negotiation, has a number of major implications for Renfrewshire as an area – along with implications for Community Planning Partners as organisations. We are already working together as partners to understand and respond to this changing picture, including understanding the economic impacts from changes to tariff and trade, to levels of EU funding received across Renfrewshire. Most importantly, we will continue to assess what 'Brexit' will mean for the EU citizens who have chosen to make Renfrewshire their home, and who remain employees, residents, students, family and friends and are an important and valued part of Renfrewshire.

We understand that many of the most vulnerable people in Renfrewshire are working with lots of different organisations across the partnership. We know that if we share information and intelligence we can support people better, or even prevent people from needing some of our more acute services at all. In particular, the shared frontline resources across the partnership offer a significant opportunity to identify vulnerable people early.

### Case study: Fire and NHS working together to deliver alcohol interventions

Alcohol is one of the key factors contributing to house fires and the damage, injuries and death that can result. Scottish Fire and Rescue and the NHS have teamed up to engage with householders to provide messages about safe and responsible drinking that both benefits health and reduces the risk

of fires. In particular, advice on the dangers of smoking or cooking after having consumed alcohol and tips on cutting down on drinking at home are positive interventions that contribute to safer homes. By pooling resources and delivering shared messages and working with housing providers like the Council and Housing Associations, public services are making sure that as many people as possible receive advice that is consistent and promotes safety and better health.

There are new opportunities for communities to use, manage or take ownership of public sector assets and also to participate in the planning and delivery of services through the Community Empowerment Act. Over the last few years, there are over a dozen examples of community groups that have taken over public sector buildings or land in Renfrewshire, and more community groups are now thinking about assets and participation requests. As a partnership, we are committed to supporting this wherever we can.

We're reviewing our community level governance arrangements, which we call Local Area Committees, to make sure that they are well placed to support and amplify the voice and capacity of our communities.

**In 2017, Audit Scotland did an audit of Renfrewshire Council. An important part of the audit was reviewing partnership working arrangements in Renfrewshire. Their final report said:**

- **"The council is working closely with its partners to improve local outcomes with a clear focus on intervening early to identify and address potential problems"**
- **"The council and its partners have effective arrangements for sharing information to improve how services are provided within the community"**
- **"The council and its partners are good at working with, and involving, communities. This provides a positive base for them to go further and fully implement the provisions of the Community Empowerment Act"**

Partner facts:

- Engage Renfrewshire is our Third Sector Interface, supporting 408 member organisations across the third sector in Renfrewshire

People's hopes for Renfrewshire:

- "More people getting involved in the running of Council decisions"
- "More community spirit with residents organising local events and participating in local issues"
- "Keep working to improve on your previous achievements. We can all do better"

## How we will work

Fair

Sustainable

Digital

Involved

### **Fair**

We recognise that in order to achieve equality, it is not enough to treat people the same. In order to tackle the inequalities that exist across Renfrewshire, we need to be alert to where they exist, and able to respond to the differing perspectives and needs of different parts of our communities. This approach to fairness needs to run through the way we plan our services, deliver the actions within the Community Plan, and measure whether we have been successful.

### **Sustainable**

We recognise the need to protect and sustain Renfrewshire's rich and varied natural environment, but also our contribution to national and international environmental sustainability. As a Community Planning Partnership, we have a duty to protect both the environment and the linked health of local people living in our communities, and to deliver our Community Plan in a way which minimises the adverse impact on our natural environment and can take advantage of opportunities to promote sustainability and improve our environment.

### **Digital**

Over the next ten years, digital will become an increasing feature of how people live their lives, and how we work as organisations across all sectors. Digital will play a key role in supporting our economic aspirations, as we maximise the use of technology, develop our digital infrastructure, deliver digital public services and digital skills become central to our workforce. Digital technology can provide the tools, information and services to empower people to live healthier, safer, greener, more connected and prosperous lives, if we can make sure that everyone possible is connected and has the skills to use the technology.

### **Involved**

We also recognise that people are experts in their own lives, and the importance of listening and responding to the needs of communities in Renfrewshire. We want people in Renfrewshire to feel they are able to influence public services around them and contribute to the development of their services, assets and facilities in their local communities. There are already good examples of services co-designed with citizens across Renfrewshire, which we would like to build on across the partnership.

## Governance

In 2016, the Community Planning Partnership reviewed its governance arrangements to improve oversight, reduce duplication and better reflect the partnership working arrangements that were in place across Renfrewshire.

The main partnership groups that will drive forward the delivery of the Community Plan are:

- **Economic Leadership Panel** – This is a new group set up to inform Renfrewshire’s Economic Framework, with members across the private and public sector, with a strong focus on Renfrewshire’s business community. It is chaired by the Principal and Chief Executive of West College Scotland.
- **Health and Social Care Strategic Planning Group** – This group is part of the Health and Social Care Partnership’s governance arrangements, and reports directly to the Health and Social Care Integrated Joint Board. It is chaired by the HSCP Chief Officer, and is comprised of partners across various public and third sector organisations with an interest in health and social care.
- **Community Protection Chief Officers Group** – This group brings together the Chief Officers of organisations across Renfrewshire with public protection role. It is chaired by the Chief Executive of Renfrewshire Council. Connected to this, there is also a ‘Member Officer Group’ which brings together elected members and key officers, and has a scrutiny role.
- **Improving Life Chances Board** – This is a new group which will be established to take forward partnership work around life chances and inequalities. It will replace both the Children and Young People’s thematic board, and also the Tackling Poverty Steering Group.
- **Forum for Empowering Communities** – This group continues from the previous governance arrangements, and provides a key link between the Community Planning Partnership, the third sector in Renfrewshire, and our communities. It is chaired by the Chief Executive of Engage Renfrewshire, and is comprised of third sector organisations.

We have introduced a **Community Planning Partnership Executive Group**, chaired by the Chief Executive of Renfrewshire Council and comprised of Chief Executive level officers across the Partnership. In addition, there is also a **Community Planning Partnership Oversight Group** chaired by the Leader of Renfrewshire Council, and comprising conveners of the Council’s policy boards and a member of the Opposition Group.

The groups mentioned above are primarily to set direction, drive the activities of the partnership and provide oversight and scrutiny where necessary. It is the responsibility of these groups to develop the more detailed action plan that will enable us to deliver this plan.

There are many partnership groups operating all across Renfrewshire where partnership working really comes to life. We recognise that it is often these groups which will make the operational links that will deliver the changes for people living in Renfrewshire.

## **Performance**

The detailed indicators and targets that support the community plan will be developed alongside the detailed action plans, in consultation with partners and communities to make sure they are meaningful.

We recognise that we have ambitious and high level aims and in some cases we have not yet fully mapped the route to reach our goals. We have laid our aims and outcomes out to allow for further input from stakeholders and add in activities as it becomes clearer which activities are most effective in reaching the outcomes.

# **Our Renfrewshire: Locality Plan**

## **Introduction**

All community planning partnerships in Scotland are required to develop one or more Locality Plans associated with the area-wide Local Outcome Improvement Plans, to be published by 1 October 2017.

The purpose of the Locality Plan is to demonstrate that the Community Planning Partnership understands local needs and has a plan to improve outcomes for all, but with a focus on reducing inequalities where outcomes are currently poorest.

Renfrewshire Community Planning Partnership is developing comprehensive proposals to work together with all of its communities in order to improve outcomes across the board, but also to reduce inequalities between communities.

The Community Planning Partnership is currently reviewing its community level governance arrangements, to be completed by the end of 2017. Having done this, we can then develop a series of Locality Plans that cover all areas of Renfrewshire that are truly influenced by our communities and are better-integrated into place based planning across the partnership.

An additional strand to the development of Locality Plans will be of the localism agenda currently underway to develop co-production between public services and communities in Renfrewshire. We are also exploring how we can listen to communities of interest to “asks” for Renfrewshire, and how we can respond to their manifestos for change.

## **Locality Outcome Improvement Plan: Locality Plan**

### **In which areas do outcomes most need improved?**

Within the context of our ambition to develop Locality Plans covering all communities in Renfrewshire, our first locality plan will focus on the communities that experience poorest outcomes currently.

Throughout 2017 we have looked at the available data on outcomes and also engaged with our communities about their views on different aspects of communities.

We have looked at the evidence from the Scottish Index of Multiple Deprivation 2016 (SIMD 2016), other information from public services and other partners in Renfrewshire and learning from our community engagement. Taken together, it is clear that the communities with the greatest need and aspiration for improved outcomes are broadly those that live within the 5% most deprived areas in Scotland.

In terms of income and employment, health, education, housing, crime and access to services, a number of small areas showing some of the poorest outcomes in Scotland are located within larger communities in Paisley, Johnstone and Linwood. A combined total of just under 9,000 people in Renfrewshire live in these areas.

When we asked people in Renfrewshire to rate the place they live on fourteen themes using the Place Standard tool, there was a clear link between those people identifying the most room for

improvement and those living in the areas identified by SIMD2016 as having poorer outcomes. People in areas ranked in the lower half of SIMD2016 all identified more themes that need improvement than themes where less improvement is needed, while in the upper half, there was a more positive response.

However, the clearest response was in the areas in Renfrewshire identified in the 5% most deprived areas in Scotland. Of the fourteen Place Standard themes, thirteen were rated as having more room for improvement, rather than less.

The key strength in these communities is that people living there were positive about having a sense of local identity and belonging and feeling that this was the aspect of place that least needs improved. On the other hand, there was a strong feeling that there was room for improvement in the extent to which people feel Influence and Sense of Control. This means that there is opportunity for Renfrewshire Community Planning to build on the sense of community spirit and commitment in our communities, where outcomes are poorest currently and work with these communities to increase both their sense of influence and positive outcomes for residents.

The greatest area of improvement identified was Work and Local Economy, followed by Natural Space, Play and Recreation, Housing and Community, Feeling Safe and Care and Maintenance.

What people told us about their communities using the Place Standard tool confirms the data and research evidence from SIMD2016 and other sources. Lack of income and employment is a key driver of deprivation and is the theme that communities have the greatest aspiration to improve.

Although not geographically connected, Renfrewshire Community Planning Partnership has identified as a community of interest the 9,000 people in Renfrewshire who live within the 5% most deprived areas in Scotland. This community of interest shares common needs and aspirations and will be the focus of the initial phase of locality planning in Renfrewshire.

### **Focus of the Locality Plan**

Renfrewshire Community Planning Partnership will work together with people in our community of interest to improve levels of health, attainment and skills levels, reduced incidence of crime and access to fairly paid employment and a reasonable income.

The locality plan will focus on delivering decisive shifts that improve outcomes generally, but have an additional focus on narrowing inequalities.

Milestones for the Locality Plan are as follows:

#### **Year One (2018)**

- Agree detailed one, three and ten year actions and targets.
- Local communities and Renfrewshire Community Planning Partnership develop an agreed action plan to deliver step change in areas experiencing poorest outcomes. Integration of this plan with Local Area Committee action plans.
- Implementation of review of Renfrewshire Local Area Committees including action plans covering all communities in Renfrewshire. Action Plans to incorporate components on participatory budgeting and community asset transfer and participation request activity.
- Local Development Plans (physical planning activity) to be agreed for each area and integrated with Local Area Committee Action Plans.
- Agree contributions to the action plan for communities experiencing poor outcomes, both individually and collectively, with (a) communities (b) public services (c) third sector (d) private sector.

#### **Year Three (2020)**

- Evidence that communities experiencing poorest outcomes have benefited from skills, opportunities and community confidence in preparation for the Paisley 2021 cultural programme.
- Evidence that Glasgow Region City Deal projects are benefiting individuals and areas experiencing poorest outcomes.
- Evidence or indication from SIMD2019, other data and Place Standard exercises that there has/ is likely to be positive movement in areas with the poorest outcomes currently.
- Participatory budgeting embedded across action plans and evidence of improved sense of influence and control within communities.

#### **Year Ten (2027)**

- Within context of improving employment levels Renfrewshire-wide, income and employment inequalities have narrowed within the areas covered by the Locality Plan.
- Evidence of improved physical and mental health across Renfrewshire, with narrower inequalities between the SIMD2016 5% most deprived areas and other areas in Renfrewshire.
- Evidence of a reduction in crime across Renfrewshire, with narrower inequalities between deprived and other areas.
- Communities report less room for improvement in their area on the fourteen themes of the Place Standard exercise, including an increased sense of influence and control.

