

**To:** Education and Children Policy Board

**On:** 12 May 2016

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**Report by:** Director of Children's Services

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**Heading:** Service Improvement Plan Outturn Report to 31 March 2016

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## **1. Summary**

- 1.1 The Children's Services Service Improvement Plan for 2015-16 was submitted to the Education and Children Policy Board in March 2015. The plan detailed the key challenges facing the service and outlined the range of activities which the Service would aim to achieve during 2015-16, which was a transition year as Education and Leisure Services and parts of the Social Work Service integrated as Children's Services. The Plan also contained the service scorecard which details how the performance of the service would be monitored going forward
- 1.2 Implementation of the Service Improvement Plan is monitored and reported to the Education and Children Policy Board on a six monthly basis to elected members to review progress in terms of its implementation. The most recent progress report was submitted to the policy board in January 2016.
- 1.3 In Children's Services there has been a significant focus on early and preventative interventions and the introduction of a range of evidenced based programmes which support children, young people and their families to remain together wherever possible to develop resilience and support them to achieve all that they can. Children's Services is working very closely with partners across the public, private and voluntary sectors to effect this change in approach. Close working with other council services and with Renfrewshire Health and Social Care Partnership will continue to be of particular importance. Partnership working is critical to the ability of the service to

continue to manage increasing demands during a period of public sector financial constraint.

- 1.4 During 2015, a multi-agency inspection of services for children in Renfrewshire was undertaken, and this resulted in a very positive inspection report. With our partners, the service will now work to deliver improvement actions identified in the self-evaluation exercise and those arising from the recommendations of the report. Our partnership working will also include taking the lead on the development of a new Integrated Children's Services Plan.
  - 1.5 Fuller detail on the achievements of the Children's Services over the period are outlined within the body of this report and in the appendices attached.
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## **2. Recommendations**

- 2.1 It is recommended that the Education and Children Policy Board:
    - a) notes the progress that has been made with implementation of the 2015/16- 2017/2018 Service Improvement Plan actions
    - b) notes the performance of Children's Services as detailed in the balanced scorecard attached
    - c) notes that an update on the Children's Services Service Improvement Plan for 2016-17 will be submitted to elected members in November 2016.
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## **3. Background**

- 3.1 A key purpose of the Service Improvement Plan outturn report is to provide an overview of activity and performance of Children's Services. Key elements of the outturn report include:
  - An update on the service improvement action plan as at 18 March 2016
  - An update on the balanced scorecard containing key performance indicators for the service (as at 31 December 2015).
- 3.2 The action plan and balanced scorecard progress updates are provided in full in Appendix 1 and 2 to this report.

## **4. Key Achievements during 2015/16**

- 4.1 The Service Improvement Plan for 2015-16 outlined a range of policy drivers and challenges which were likely to impact upon the delivery of services over the period of the plan. A significant driver is the Children and Young People (Scotland) Act 2014, which comes into force from August 2016 and imposes a range of duties on local authorities, including the requirement for each child to have a Named Person.
- 4.2 Alongside the changing policy landscape, Children's Services continues to make good progress in terms of improving services to support improved

outcomes for people in Renfrewshire. Our key achievements for the past year are summarised here within the context of the eight service outcomes.

**Service Outcome 1: Children, young people and families get the right support at a time when they need it, through our partnership with other services.**

- Put in place plans to deliver on the new duties under the Children and Young People (Scotland) Act 2014, which comes into force later this year.
- Improving permanency planning for looked after children. Social Work is collaborating with the Centre for Excellence for Looked After Children in Scotland (CELCIS) on a new approach, Permanency and Care Excellence. During the first three quarters of 2015/16, 13 children have been adopted and as at 31 December 2015, there were a further 16 children in pre-adoptive placements.
- Rolled out the Pizza Reading Family Learning Groups to seven primary schools. These groups work in partnership with schools to promote families of Primary 1 children to read together.
- Delivered on the recommendations from 'Developing Scotland's Young Workforce' through our Skills for Success plan
- Continued to work with our partners in Development and Housing to provide supported employment opportunities for young care leavers.

**Service Outcome 2: Vulnerable children and adults are protected and feel safe.**

- Updated our child protection training to include internet safety and child sexual exploitation.
- Updated our processes to allow information sharing when the Named Person duties come into force.

**Service Outcome 3: Children, young people and families benefit from services which are focused on getting it right at the earliest possible stage.**

- Established Families First teams into Foxbar, Gallowhill and Johnstone.
- Extended the Promoting Positive Thinking Strategies Programme (PATHS) into two more schools.
- Supported young people in our schools to use a peer education approach to promote health and wellbeing.

**Service Outcome 4: All learners, particularly those affected by poverty or who are looked after, benefit from high quality education provision which promotes and supports achievement at all stages.**

- Delivering the 'Cost of the School Day' programme which developed from the Council's Tackling Poverty Strategy.
- Delivered improvements in attainment for pupils who are in the lowest performing 20%
- Supported 305 young people to achieve a Duke of Edinburgh's Award. This includes 45 gold awards.

- Delivered Ten Lessons for Life and Steps to Excellence programmes to adult learners in Renfrewshire.
- Restructured our English for Speakers of Other Languages (ESOL) classes to support recently-added refugees.

**Service Outcome 5: Our approach to public protection makes communities safer.**

- Submitted a Transition Plan which outlines how we will develop arrangements to support the management of community justice services through a Community Planning Partnership approach.
- Established a new post to strengthen the links between youth justice and criminal justice services.
- With partners, delivered a new public awareness campaign in relation to child protection.

**Service Outcome 6: Our schools and services take account of the views of people who use them and the views of staff and communities they serve.**

- Undertaken consultation exercises in relation to the development of new shared campuses for some of our primary schools.
- Supported young people to participate in Local Area Committees.
- Held a Children's Services conference for staff and a Community Learning and Development Consultation Day.

**Service Outcome 7: Our staff are skilled, knowledgeable and committed to their own professional development to support efficient and effective service delivery.**

- Developed training opportunities for teachers in partnership with two universities.
- Delivered a range of professional training to our own staff and provided training opportunities in relation to public protection to other agencies.
- Held a Children's Services conference to allow staff to contribute to the development, vision and culture of the service.

**Service Outcome 8: We develop our services as part of our commitment to becoming a 'Better Council'.**

- Developed an action plan to address, with partners, the recommendations from the very positive multi-agency inspection of children's services across Renfrewshire.
- Improved information sharing between the council and key partners, to better support joint working.
- Got approval from elected members to build a new shared campus for St Paul's Primary School and Foxlea Pre-5 and Adult Learning Centre.

4.4 There are a number of areas where progress has been delayed or halted:

- Preparations have been made for the self-evaluation of the Children's Services Support Service and this will take place during April and May 2016.
- Issues with the contractor have delayed the completion of Riverbrae School.
- The development of a nurture strategy is ongoing but not yet complete.

## **5 Performance against service scorecard**

5.1 The 2015/16 scorecard reflected the transition year for Children's Services and includes a number of indicators which will now be archived as the new service embeds. Many indicators are annual figures and those relating to schools and attainment are based on academic years; consequently the reporting timetables mean the scorecard does not reflect a year-end position.

5.2 During 2015/16, there was very good performance across the following key areas:

- Average tariff scores for the lowest attaining 20% of S4 pupils
- Within the Criminal Justice Service the percentage of Criminal Justice Social Work Reports submitted by due date has met the target set for the first three quarters of 2015/16.
- The low number of days lost through primary school exclusions
- 1200 children and 300 parents participating in evidence-based programmes such as Triple P, Functional Family Therapy and Promoting Alternative Thinking Strategies.

5.3 There are areas where performance targets are not being met:

- The percentage of new unpaid work clients who begin work placements within 7 days of the start of the order remains below target. This is reflective of the demand on the service and the number of clients who are already subject to orders when new orders are made. The service always aims to see people quickly. Where the client is known to us, they will be given an appointment within one day of the order being made; however, orders can be made without a prior social work assessment and so these cases are not immediately known to the service. Where a client is already on an order, the timescales for appointments and placements do not apply, and the indicators for unpaid work have been amended for 2016/17 to reflect the growing numbers of clients who fall into this category. The rise in the number of orders is being met within existing resources and this is challenging for the service, not only in terms of staff resource but in terms of available placements.

- It is noted that the number of in-house foster placements is behind target however almost all new foster placements are with in-house carers and as such targets need to be reviewed in line with the level of demand for placements. The figures do not reflect the success of the service in finding adoptive placements for children; there are currently 16 children in adoptive placements who are not included in the indicator.

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## Implications of the Report

1. **Financial** - The report highlights the particular resourcing pressures on the Social Work service, taking the current demographic, socioeconomic and financial environment into consideration.

2. **HR & Organisational Development** - None

3. **Community Planning** –

Children and Young People – The Service Improvement Plan sets out how Children's Services will contribute to plans improve outcomes and opportunities for children and young people.

Jobs and the Economy - The Service Improvement Plan sets out how Children's Services will contribute to plans, improve the employability of targeted groups of service users.

Community Care, Health and Wellbeing - The Service Improvement Plan sets out how Children's Services will develop social care services and promote health and wellbeing across Renfrewshire.

Safer and Stronger Renfrewshire– The Service Improvement Plan sets out how Children's Services will contribute to plans to make Renfrewshire Safer and Stronger.

Greener Renfrewshire – The Service Improvement Plan sets out how Children's Services will contribute to plans to make Renfrewshire Greener.

Empowering our Communities – The Service Improvement Plan sets out how Children's Services will consult with communities and support them to engage with services and develop community capacity.

4. **Legal** - None

5. **Property/Assets** – None

6. **Information Technology**- Service developments relating to mobile/remote working and information management technologies are key enablers of modernisation that link with corporate programmes and objectives.

7. **Equality & Human Rights** - The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health & Safety** - None
9. **Procurement** - None
10. **Risk** Risks related to the management and delivery of Children's Services are closely monitored and are included within the service's Risk Register.
11. **Privacy Impact** - None

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#### **List of Background Papers**

- (a) None

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# Children's Services SIP 2015-2018 Action Plan

Report Type: Actions Report  
Generated on: 22 March 2016



| Title Service Outcome 1: Children, young people and families get the right support at a time when they need it, through our partnership with other services. |              |                                                                                                                                         |             |                            |                                                                                                                                                                                                                                           |                             |
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| Status                                                                                                                                                       | Task Code    | Action Title                                                                                                                            | Due Date    | Progress Bar               | Progress on actions                                                                                                                                                                                                                       | Assigned To                 |
|                                                                                                                                                              | CHSSIP15601a | Continue to implement GIRFEC and GIRFEL policies.                                                                                       | 31-Mar-2016 | <div><div>100%</div></div> | We have continued to develop approaches in line with national guidance and have supported education staff with ongoing support and training.                                                                                              | Education Manager (GIRFEC)  |
|                                                                                                                                                              | CHSSIP15601b | Develop a plan to implement the GIRFEC elements of the Children & Young People Act, including Named Person and the single Child's Plan. | 31-Mar-2016 | <div><div>100%</div></div> | In line with our multi-agency arrangements we have contributed to the Named person and Child's Plan working groups and other associated developments and plans are in place to ensure compliance with the GIRFEC elements of the C&YP act | Education Manager (GIRFEC)  |
|                                                                                                                                                              | CHSSIP15601c | Review our single agency arrangements for screening and resource allocation to ensure partnership approach where appropriate.           | 31-Mar-2016 | <div><div>100%</div></div> | The Education Placement Group processes have been reviewed and these will be further reviewed to ensure processes are as effective and streamlined as possible                                                                            | Education Manager (GIRFEC)  |
|                                                                                                                                                              | CHSSIP15601d | Implement the Carers Strategy.                                                                                                          | 31-Mar-2016 | <div><div>100%</div></div> | The Carer's Strategy, including those elements for young carers and young adult carers, has been fully implemented. Work with partners will commence during 2016/17 on a new strategy.                                                    | Senior Officer (GIRFEC)     |
|                                                                                                                                                              | CHSSIP15601e | Use improvement methodology to implement tests of change in relation to permanency planning.                                            | 31-Mar-2016 | <div><div>100%</div></div> | The PaCE agenda continues to be progressed in Renfrewshire, with a number of tests of change underway. Early indications are                                                                                                              | Children's Services Manager |

| Status                                                                                | Task Code    | Action Title                                                                                                                                                                                        | Due Date    | Progress Bar               | Progress on actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Assigned To                                    |
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|                                                                                       |              |                                                                                                                                                                                                     |             |                            | positive with regards to the impact that the work is having on improving permanency planning in Renfrewshire.                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                |
|    | CHSSIP15601f | Use early intervention family learning and parenting programmes to raise expectations and aspirations of both children and adults to promote a culture that values family learning and achievement. | 31-Mar-2016 | <div><div>100%</div></div> | <p>Pizza Reading Family Learning Groups have been delivered in Primary 1 pupils in seven schools. The programme works in partnership with schools to promote families reading together and focuses on families who many not readily engage in learning within the school environment.</p> <p>Parenting Matters courses have been delivered to parents in local learning centres to encourage parents to improve their communication with their children. The course also encourages parents to develop confidence as well as using assertive communication within the parenting role.</p> | Education Manager (Policy & Strategy)          |
|   | CHSSIP15601g | Implement the recommendations from the Scottish Government's Developing Scotland's Young Workforce.                                                                                                 | 31-Mar-2016 | <div><div>100%</div></div> | <p>The Skills for Success action plan is driving year two of DYW implementation across Renfrewshire schools. Progress is being made in relation to schools/college partnership, apprenticeships, employer engagement and equalities.</p>                                                                                                                                                                                                                                                                                                                                                  | Education Manager (Curriculum and Early Years) |
|  | CHSSIP15601h | Work with partners in Development and Housing Services around supported employment opportunities for young care leavers.                                                                            | 31-Mar-2016 | <div><div>100%</div></div> | <p>The service is working with a range of partners to link all initiatives relating to supported employment opportunities for care leavers, with a specific focus on the Council's corporate parenting responsibilities. Some initial work placements for young care leavers are underway at the moment as a result of this work.</p>                                                                                                                                                                                                                                                     | Children's Services Manager                    |

**Title Service Outcome 2: Vulnerable children and adults are protected and feel safe.**

| Status                                                                              | Task Code     | Action Title                                                                                                                                        | Due Date    | Progress Bar               | Progress on actions                                                                                                                                                                                                               | Assigned To                                |
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|  | CHSSIP151601a | Review and implement changes to our managing and storing information policy in line with national guidance.                                         | 31-Mar-2016 | <div><div>80%</div></div>  | We have reviewed our processes in line with information sharing requirements for the Named person as per national guidance, we have yet to update our management information policy.                                              | Education Manager (GIRFEC)                 |
|  | CHSSIP151602b | Update our child protection training programme to include Training for Trainers 5, internet safety, child protection and child sexual exploitation. | 31-Mar-2016 | <div><div>100%</div></div> | All training has been updated.                                                                                                                                                                                                    | Education Manager (GIRFEC)                 |
|  | CHSSIP151602c | Continue to monitor child protection management information to ensure compliance with revised standard circular 57.                                 | 31-Mar-2016 | <div><div>100%</div></div> | This is ongoing and through training, support and establishment reviews we are satisfied that there is compliance.                                                                                                                | Education Manager (GIRFEC)                 |
|  | CHSSIP151602d | Continue to implement the provisions of the Equality Act 2010.                                                                                      | 31-Mar-2016 | <div><div>100%</div></div> | Progress continues to be made in respect of our statutory obligations under the public sector. The policy working group approved a template for impact assessment within schools and training was provided to schools in 2015/16. | Education Manager (Planning & Performance) |

**Title Service Outcome 3: Children, young people and families benefit from services which are focused on getting it right at the earliest possible stage.**

| Status                                                                                | Task Code     | Action Title                                                                                                                                           | Due Date    | Progress Bar               | Progress on actions                                                                                                                                        | Assigned To                |
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|  | CHSSIP151603a | Develop a nurture strategy across all sectors focusing on early intervention, children's rights and the promotion of emotional literacy and wellbeing. | 31-Mar-2016 | <div><div>80%</div></div>  | This is being led by the Principal Educational Psychologist and work is ongoing against the implementation plan although the strategy is not yet complete. | Education Manager (GIRFEC) |
|  | CHSSIP151603b | Continue to develop the Promoting Positive Thinking Strategies (PATHS) programme in our primary                                                        | 31-Mar-2016 | <div><div>100%</div></div> | PATHS was extended to two extra schools and there is ongoing liaison with Barnardo's re developing this                                                    | Education Manager (GIRFEC) |

| Status                                                                              | Task Code     | Action Title                                                                                                                                                 | Due Date    | Progress Bar               | Progress on actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Assigned To                                       |
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|                                                                                     |               | schools.                                                                                                                                                     |             |                            | work further                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                   |
|  | CHSSIP151603c | Continue to embed and evaluate the early years and early intervention strategy and explore the possibility of extending to a further two geographical areas. | 31-Mar-2016 | <div><div>100%</div></div> | <p>Phase 1 of the Early Years and Early Intervention strategy is fully embedded in practice and continues to be monitored through the Early Years Steering Board and Implementation Group. An external evaluation of the first two Families First core teams found that the approach was 'overwhelmingly positive' and had a clear impact on the families who have engaged.</p> <p>Phase two of the programme has extended the nurturing approach into nursery, primary and secondary sectors; continuation and extension of the funding for the Pizza reading groups, and the introduction of the Speech and Language therapy training for early years staff. The Families First core team model has been expanded into Foxbar, Johnstone and Gallowhill</p> <p>A more flexible model of early learning and childcare is being implemented in local authority and partner nurseries and provision for eligible two year olds has been extended in line with the identified Scottish Government criteria. The uptake and demand for flexible provision and for entitled two year old places continues to be monitored, and where possible, adjusted to meet demand and need. The findings from a recent survey of parental needs in terms of early learning, breakfast clubs and other out of school provision</p> | Education Manager<br>(Curriculum and Early Years) |

| Status                                                                              | Task Code     | Action Title                                                                               | Due Date    | Progress Bar               | Progress on actions                                                                                                                                                                                                                                                                                                                                                                                                        | Assigned To                            |
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|                                                                                     |               |                                                                                            |             |                            | will be used to assist in the future planning of services.                                                                                                                                                                                                                                                                                                                                                                 |                                        |
|  | CHSSIP151603d | Promote health and well-being among young people through peer education programmes.        | 31-Mar-2016 | <div><div>100%</div></div> | The Youth Service team has been using a peer education approach to promote health and wellbeing among young people in a school and community setting, on a number of topics. Examples include the effect of drugs and alcohol, sexual health, smoking, and mental health. This approach has proved to be a successful way of inspiring young leaders to take on responsibility and raise awareness in the wider community. | Education Manager (Policy & Strategy)  |
|  | CHSSIP151603e | Tackle inequality in life chances which arise as a result of deprivation or other factors. | 31-Mar-2016 | <div><div>100%</div></div> | Children's Services are involved in a number of workstreams around the Tackling Poverty Strategy action plan, including in relation to Families First and the Cost of the School Day.                                                                                                                                                                                                                                      | Head of Childcare and Criminal Justice |

**Title Service Outcome 4: All learners, particularly those affected by poverty or who are looked after, benefit from high quality education provision which promotes and supports achievement at all stages.**

| Status                                                                                | Task Code     | Action Title                                                               | Due Date    | Progress Bar               | Progress on actions                                                                                                                                                                                                                                                                                                                                                                                                                | Assigned To      |
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|  | CHSSIP151604a | Implement the recommendations from the Tackling Poverty Commission report. | 31-Mar-2016 | <div><div>100%</div></div> | Children's Services has been awarded a range of funding under the Tackling Poverty Commission. Work has commenced in each of the project areas. A number of the projects are now in the delivery phase and will continue through to 31 March 2017. Significant progress has been made in the delivery of the Literacy Project and work will continue on this for the next 12 months on the delivery stage. The Families First Core | Heads of Service |

| Status                                                                                | Task Code     | Action Title                                                                                                         | Due Date    | Progress Bar                                                                         | Progress on actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Assigned To                                                                                      |
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|                                                                                       |               |                                                                                                                      |             |                                                                                      | Teams have been recruited and service commenced. Delivery on this project will continue until 31 March 2017. Schools have been allocated funds from the Cost of the School Day project and this element is now in the delivery phase. The plans for the Skills for Success work stream are in the delivery phase. The other elements are either delivering or are planned to commence delivery early in April 2016. Two additional social worker posts have been created. Renfrewshire Reconnect continues to deliver the CEDAR programme and a funding bid has been submitted to the Big Lottery Fund, with the outcome expected in summer 2016.                                                                                     |                                                                                                  |
|  | CHSSIP151604b | Continue to develop the curriculum to ensure all children receive their entitlement under Curriculum for Excellence. | 31-Mar-2016 |  | <p>In 2015 Renfrewshire continued to improve literacy and numeracy attainment at national 4 and 5 and performance remains above our comparators. Tariff scores for the lowest performing 20% continue to improve and are above average. Figures on positive destinations are currently being audited. Training on the use of standardised assessments took place in March 2016 with the first round of assessments taking place in May 2016. Data on attainment in literacy and numeracy in P1, P4 and P7 will be available in June 2016.</p> <p>Renfrewshire Council will make two bids to the Innovation Fund, focusing on literacy, numeracy, health and wellbeing, and parental engagement.</p> <p>The 1+2 approach to modern</p> | Education Manager<br>(Curriculum and Early Years) and Education Manager (Planning & Performance) |

| Status                                                                                | Task Code     | Action Title                                                                                                                                                                            | Due Date    | Progress Bar               | Progress on actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Assigned To                           |
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|                                                                                       |               |                                                                                                                                                                                         |             |                            | languages is now being delivered in all schools, and is supported by partnership working with UWS and through exchange visits with colleagues in Germany and France. A range of activities are supporting schools to develop expressive arts work.                                                                                                                                                                                                                                                                   |                                       |
|    | CHSSIP151604c | Continue to monitor compliance with Standard Circular 8 to ensure continued reduction in school exclusions.                                                                             | 31-Mar-2016 | <div><div>100%</div></div> | This is ongoing and through monitoring management information and liaising with schools we are satisfied that there is compliance.                                                                                                                                                                                                                                                                                                                                                                                   | Education Manager (GIRFEC)            |
|    | CHSSIP151604d | Review our provision of social, emotional and behavioural needs (SEBN) support to the secondary sector to ensure learners experience their entitlement under Curriculum for Excellence. | 31-Mar-2016 | <div><div>100%</div></div> | We have consulted widely on our strategy and are now at the implementation stage.                                                                                                                                                                                                                                                                                                                                                                                                                                    | Education Manager (GIRFEC)            |
|    | CHSSIP151604e | Review processes and practice to ensure the needs of all learners are met, particularly those who are outwith mainstream education provision.                                           | 31-Mar-2016 | <div><div>100%</div></div> | A new process is now in place for ensuring educational links with Renfrewshire children placed outwith the authority; ongoing liaison takes place with alternative providers re quality improvement and partnership working.                                                                                                                                                                                                                                                                                         | Education Manager (GIRFEC)            |
|  | CHSSIP151604f | Promote wider education achievement through accredited and non-accredited awards.                                                                                                       | 31-Mar-2016 | <div><div>100%</div></div> | There has been significant growth in the number of young people participating in, and completing, awards schemes. For example, this year so far 64 young people with additional support needs have completed either the Dynamic Youth Award or the Youth Achievement Award; 305 young people have completed a Duke of Edinburgh's Award (including 45 Gold Awards); 52 young people have achieved the John Muir Award (an outdoor learning experience for young people with additional support needs); and 563 young | Education Manager (Policy & Strategy) |

| Status                                                                                | Task Code     | Action Title                                                                                                          | Due Date    | Progress Bar               | Progress on actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Assigned To                           |
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|    | CHSSIP151604g | Develop skills for learning, life and work through quality youth and outdoor learning programmes.                     | 31-Mar-2016 | <div><div>100%</div></div> | <p>people have achieved the Saltire Award. We continue to support adult learners to gain qualifications in areas such as Communications and ICT.</p> <p>Youth Service programmes develop the skills and qualities that young people require to make a successful transition to young adulthood. The range of skills young people have benefitted from include: digital skills, financial awareness, event planning and management, hospitality, presentation skills, public speaking, research skills, job readiness skills, team work, fundraising and project planning. The targeted focus on school leavers and young people with additional support needs means the team is making a difference to reducing negative destination among young people.</p> | Education Manager (Policy & Strategy) |
|  | CHSSIP151604h | Build personal growth and resilience in adults through confidence building and motivational adult learning programmes | 31-Mar-2016 | <div><div>100%</div></div> | <p>Steps to Excellence motivational programmes have been delivered in the local community. The course a helps learners' to develop their skills and knowledge to make positive changes in their lives and recognise their potential. Ten Lessons for Life course has been delivered and this course supports learners to take their first steps back into learning in a safe, supportive and encouraging environment. Learners who complete Ten Lessons for Life progress on to Steps to Excellence to develop their motivational skills further.</p>                                                                                                                                                                                                        | Education Manager (Policy & Strategy) |
|  | CHSSIP151604i | Reduce inequalities so adults in Renfrewshire improve their life                                                      | 31-Mar-2016 | <div><div>100%</div></div> | Barriers to learning for adults have been reduced through targeted                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Education Manager (Policy & Strategy) |



| Status                                                                              | Task Code     | Action Title                                                                                                                   | Due Date    | Progress Bar               | Progress on actions                                                                                                                                                                                                                       | Assigned To                |
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|                                                                                     |               | chances and communication skills, and increase their participation as family members, workers, citizens and lifelong learners. |             |                            | outreach work; support with childcare and family-based projects such as the Pizza Reading Programme. English for Speakers of Other Languages (ESOL) groups have been restructured to better provide support to recently arrived refugees. |                            |
|  | CHSSIP151604j | Develop and implement an action plan for improving the attainment of looked after children.                                    | 31-Mar-2016 | <div><div>100%</div></div> | The LAC attainment strategy group continues to monitor the implementation of the action plan.                                                                                                                                             | Education Manager (GIRFEC) |

#### Title Service Outcome 5: Our approach to public protection makes communities safer.

| Status                                                                                | Task Code     | Action Title                                                                              | Due Date    | Progress Bar               | Progress on actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Assigned To                      |
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|    | CHSSIP151605a | Implement new arrangements flowing from the national review of criminal justice services. | 31-Mar-2016 | <div><div>100%</div></div> | A Community Justice Steering group has been established within the Renfrewshire Community Planning Structure, reporting to the Safer and Stronger Thematic Board, and ensuring appropriate governance arrangements. This includes the required multi-agency membership. An initial report informing the Scottish Government of the transition arrangements was submitted on the 31 January 2016. A Lead Officer community Justice post has been recruited to support the arrangements. The Transition Plan will be implemented during 2016/17 ahead of the new model being delivered from 1 April 2017. | Criminal Justice Service Manager |
|  | CHSSIP151605b | Implement fiscal work orders.                                                             | 31-Mar-2016 | <div><div>100%</div></div> | Temporary Unpaid Work Officer post established and sessional Supervisor posts created to ensure supervision of the orders. Orders imposed during 2015/16 have been supervised in line with Scottish Government guidance provided. IT                                                                                                                                                                                                                                                                                                                                                                    | Criminal Justice Service Manager |

| Status                                                                              | Task Code     | Action Title                                                                                                                                                            | Due Date    | Progress Bar               | Progress on actions                                                                                                                                                                                                 | Assigned To                            |
|-------------------------------------------------------------------------------------|---------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|
|                                                                                     |               |                                                                                                                                                                         |             |                            | process also established.                                                                                                                                                                                           |                                        |
|  | CHSSIP151605c | Establish strategic planning arrangements for community justice.                                                                                                        | 31-Mar-2016 | <div><div>100%</div></div> | A Community Justice Steering group has been established within the Renfrewshire Community Planning Structure, reporting to the Safer and Stronger Thematic Board, and ensuring appropriate governance arrangements. | Criminal Justice Service Manager       |
|  | CHSSIP151605d | Develop the interface between youth justice services and criminal justice social work.                                                                                  | 31-Mar-2016 | <div><div>100%</div></div> | Criminal Justice post has been embedded in Whole Systems Team. Strategic links between service managers                                                                                                             | Head of Childcare and Criminal Justice |
|  | CHSSIP151605e | Ensure strong operational links between criminal justice social work and local additions and mental health services as the health and social care partnership develops. | 31-Mar-2016 | <div><div>100%</div></div> | Regular meetings established between CJ SW and Health Services. CJ manager is a member of the ADP delivery group                                                                                                    | Head of Childcare and Criminal Justice |

**Title Service Outcome 6: Our schools and services take account of the views of people who use them, and the views of staff and communities they serve.**

| Status                                                                                | Task Code     | Action Title                                                                                    | Due Date    | Progress Bar               | Progress on actions                                                                                                                                                                                                                                                                      | Assigned To                                    |
|---------------------------------------------------------------------------------------|---------------|-------------------------------------------------------------------------------------------------|-------------|----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|
|   | CHSSIP151606a | Engage with stakeholders to continue to improve the Children's Services support service.        | 31-Mar-2016 | <div><div>70%</div></div>  | A self evaluation plan has been developed and engagement will take place during April and May 2016.                                                                                                                                                                                      | Education Manager (GIRFEC)                     |
|  | CHSSIP151606b | Continue to engage with parents on the reporting of pupil progress, profiling and achievements. | 31-Mar-2016 | <div><div>100%</div></div> | Exemplars of school resources have been posted on GLOW site. Draft guidance has been sent to all Head Teachers and a Head Teacher has agreed to take the Parental Engagement group forward. During 2016/17, we will formalise guidance taking account of National Improvement Framework. | Education Manager (Curriculum and Early Years) |
|  | CHSSIP151606c | Empower young people to have a voice, take part in decision-making,                             | 31-Mar-2016 | <div><div>100%</div></div> | Young people in Renfrewshire continue to actively participate in                                                                                                                                                                                                                         | Education Manager (Policy & Strategy)          |

| Status                                                                               | Task Code     | Action Title                                                                            | Due Date    | Progress Bar               | Progress on actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Assigned To                           |
|--------------------------------------------------------------------------------------|---------------|-----------------------------------------------------------------------------------------|-------------|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|
|                                                                                      |               | and make a positive contribution to the community through youth voice and volunteering. |             |                            | the Scottish Youth Parliament and Youth Voice. MSYPs attend Local Area Committees and RYV have contributed to the Cashback for Communities Panel, helping to make decisions about grant funding. Pupils from Gleniffer High have been supported to present on issues to the Children & Young People Thematic Board.<br>A new volunteering initiative – 'Give to Get' – aimed at raising the profile of volunteering among young people has been launched as part of the Tackling Poverty Action Plan.<br>The Youth Service Team has also worked in partnership with Democratic Services to run voter registration workshops for all 16 and 17 year olds in Renfrewshire's secondary schools in the run up to the Scottish Parliament elections and EU Referendum. |                                       |
|  | CHSSIP151606d | Strengthen our approach to stakeholders with our full range of stakeholders.            | 31-Mar-2016 | <div><div>100%</div></div> | Information has been gathered from adult learners as part of the Adult Learner Celebration Group and the CLAD Strategy Consultation event. Adult learners also took part in focus groups to inform the new strategy. On a service-wide basis, officers continue to contribute to a range of multi-agency groups.                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Education Manager (Policy & Strategy) |

**Title** Service Outcome 7: Our staff are skilled, knowledgeable and committed to their own professional development to support efficient and effective service delivery.

| Status                                                                                | Task Code     | Action Title                   | Due Date    | Progress Bar               | Progress on actions           | Assigned To       |
|---------------------------------------------------------------------------------------|---------------|--------------------------------|-------------|----------------------------|-------------------------------|-------------------|
|  | CHSSIP151607a | Continue to implement Teaching | 31-Mar-2016 | <div><div>100%</div></div> | Development opportunities for | Education Manager |

| Status                                                                              | Task Code     | Action Title                                                                                                                                            | Due Date    | Progress Bar               | Progress on actions                                                                                                                                                                                                                                                                          | Assigned To                  |
|-------------------------------------------------------------------------------------|---------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|
|                                                                                     |               | Scotland's Future through the development of our leadership strategy and develop our progress and learning programme.                                   |             |                            | education staff include the 'Into Headship' programme, workshops on co-operative learning, and the Senior Leadership Development Programme.<br>Training has been identified and programmes planned for aspiring Principal Teachers, Primary Depute Head Teachers and aspiring Head Teachers. | (Curriculum and Early Years) |
|  | CHSSIP151607b | Develop a programme of Additional Support Needs (ASN) continuous professional development (CPD) to meet the needs of all staff in educational settings. | 31-Mar-2016 | <div><div>100%</div></div> | A wide range of CPD training has been offered to staff across a range of educational settings. This has included child protection; promoting positive relationships; child sexual exploitation; internet safety; and a range of training around additional support needs of our pupils.      | Education Manager (GIRFEC)   |

#### Title Service Outcome 8: We develop our services as part of our commitment to becoming a 'Better Council'.

| Status                                                                                | Task Code     | Action Title                                                                  | Due Date    | Progress Bar               | Progress on actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Assigned To                       |
|---------------------------------------------------------------------------------------|---------------|-------------------------------------------------------------------------------|-------------|----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|
|                                                                                       |               |                                                                               |             |                            | Staff attending the Children's Services conference in November 2015 participated in the development of the shared vision for the service. In addition they were involved in developing the behaviours, values and ethos which would underpin the culture in Children's Services.<br>The agreed vision and culture were shared in the Director's New Year Message to all staff working in Children's Services. Staff have welcomed the shared vision and desired culture and are actively working to make these a reality in their day to day work with children, | Head of Early Years and Inclusion |
|  | CHSSIP151608a | Develop and embed a shared vision and culture for the new Children's Service. | 31-Mar-2016 | <div><div>100%</div></div> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                   |

| Status                                                                                | Task Code     | Action Title                                                                                                                                                  | Due Date    | Progress Bar               | Progress on actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Assigned To                                |
|---------------------------------------------------------------------------------------|---------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
|                                                                                       |               |                                                                                                                                                               |             |                            | young people and their families.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                            |
|    | CHSSIP151608b | Implement, with partners, the recommendations from the multi-agency inspection of integrated children's services in Renfrewshire.                             | 31-Mar-2016 | <div><div>100%</div></div> | Action Plan has been developed, reported to COG and submitted to the Care Inspectorate. Progress will continue to be monitored via RCPD and Care Inspectorate will review at meetings with lead inspector                                                                                                                                                                                                                                                                                                                                                                                                     | Head of Childcare and Criminal Justice     |
|    | CHSSIP151608c | Implement, with partners from the Renfrewshire Child Protection Committee, the recommendations of the Fatal Accident Inquiry into the death of Declan Hainey. | 31-Mar-2016 | <div><div>100%</div></div> | Actions and progress have continued to be monitored via RCPD, Chief Officers Group and Member Officer Group. A report was taken to the last meeting of the Child Protection Committee. All actions have been progressed.                                                                                                                                                                                                                                                                                                                                                                                      | Head of Childcare and Criminal Justice     |
|    | CHSSIP151608d | Continue to embed self-evaluation and improvement across all our establishments and services.                                                                 | 31-Mar-2016 | <div><div>100%</div></div> | Establishments continue to undertake self-evaluation against HGIOS(3) and Child at the Centre. Plans are now being developed to roll-out the use of HGIOS (4) from August 2016 and implement the National Improvement Framework in all of our establishments.                                                                                                                                                                                                                                                                                                                                                 | Education Manager (Planning & Performance) |
|  | CHSSIP151608e | Deliver improvements to information systems to support joint working across the service and with partners.                                                    | 31-Mar-2016 | <div><div>100%</div></div> | Staff employed by both NHS and Renfrewshire Council now benefit from shared email and telephone directories which allows for improved communication between both organisations.<br>Confidential/patient information can now be shared securely between NHS and GCSX email addresses. These emails are now sent over a secure interconnect connection.<br>Managers of joint services are in the process of getting access to both organisations' network/systems which will allow them to access specific Council/NHS systems as well as sign off annual leave, expenses etc.<br>Council employees based in/or | Head of Resources                          |

| Status                                                                              | Task Code     | Action Title                                                         | Due Date    | Progress Bar                                                                       | Progress on actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Assigned To                   |
|-------------------------------------------------------------------------------------|---------------|----------------------------------------------------------------------|-------------|------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|
|                                                                                     |               |                                                                      |             |                                                                                    | <p>visiting Renfrew Health and Social Work Centre can now access Council wireless internet. There are 62 Council staff based on this site and this development will allow staff to work flexibly in line with provisions in other large Council sites.</p> <p>An updated Information Sharing Protocol (ISP) has been agreed by Renfrewshire Council and NHS GGC in the context of health and social care integration and the Integration Joint Board (IJB) are now also considered a secure partner.</p>                                                                                          |                               |
|  | CHSSIP151608f | Continue to develop and implement the school estate management plan. | 31-Mar-2016 |  | <p>Issues with the contractor have led to delays with the completion of Riverbrae School and council officers will meet with parents to provide clarity on the completion date and transition arrangements.</p> <p>The contractor is on site for St Fergus, Mossvale and St James' Primary Schools .</p> <p>Approval has been granted by elected members for a new shared campus for Bargarran and St John Bosco Primary Schools, a new shared campus for St Paul's Primary School and Foxlea Pre-5 and Adult Learning Centre, and a refurbishment of St-Anthony's and Spateson Pre-5 Centre.</p> | Education Manager (Resources) |

# Children's Services Improvement Plan Scorecard 2015-2018



Generated on: 29 March 2016

Note : Educational PIs are based on academic years, and social work PIs are based on financial years.

| PI Status |                       | Long Term Trends |               | Short Term Trends |               |
|-----------|-----------------------|------------------|---------------|-------------------|---------------|
|           | Alert                 |                  | Improving     |                   | Improving     |
|           | Warning               |                  | No Change     |                   | No Change     |
|           | OK                    |                  | Getting Worse |                   | Getting Worse |
|           | Unknown               |                  |               |                   |               |
|           | Data Only             |                  |               |                   |               |
|           | Archived or cancelled |                  |               |                   |               |

| PI code & name                                                  | Current Value | Current Target | Latest Note                                                                                                                                                                                                                                         | Status |
|-----------------------------------------------------------------|---------------|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| CHS2 Number of bullying incidents in our establishments         | Not available | 21             | This is an annual figure. Data for 2015/16 will be available after the end of the academic year. There were 22 incidents in academic year 2014/15, against a target of 21.                                                                          |        |
| CHSA1 % of Leavers attaining literacy and numeracy SCQF Level 4 | 87.4%         | 86%            | Post-appeal data for 2015 has now been verified and shows that Renfrewshire continues to improve attainment in literacy and numeracy at SCQF levels 4 and 5. Performance has improved from 81.8% in 2013 to 85.3% in 2014 and 87.4% in 2015.        |        |
| CHSA2 % of School leavers in a positive destination             | 92%           | 92%            | Our most recent leavers destinations data has shown that we have increased the percentage of school leavers who have gone on to a positive destination. Although we are marginally below our comparators, we are in line with the national average. |        |
| CHSAB1 Average number of days lost through sickness             | Not available |                | The service is working with colleagues in Finance and Resources to reconfigure reporting to reflect the new structure of Children's Services.                                                                                                       |        |

| PI code & name                                                                                                                         | Current Value | Current Target | Latest Note                                                                                                                                                                            | Status |
|----------------------------------------------------------------------------------------------------------------------------------------|---------------|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| absence per FTE employee (all staff)                                                                                                   |               |                |                                                                                                                                                                                        |        |
| CHSAB2 Average number of days lost through sickness absence per FTE employee (Teachers)                                                | Not available | Not available  | The service is working with colleagues in Finance and Resources to reconfigure reporting to reflect the new structure of Children's Services.                                          | ?      |
| CHSCUS1 % parents satisfied with establishments Education Scotland Survey                                                              | Not available | 100%           | This data will not be available until July 2016.                                                                                                                                       | ?      |
| CHSCUS2 % pupils satisfied with establishments Education Scotland Survey                                                               | Not available | 100%           | This data will not be available until July 2016.                                                                                                                                       | ?      |
| EL018E % of eco schools that have achieved a green flag                                                                                | Not available | 62%            | The 2015/16 performance is expected to meet the target range. The 2015/16 data will be available July 2016.                                                                            | ?      |
| EL037 % of school leavers in positive and sustained destinations                                                                       | Not available | 90%            | The School Leaver Destination results for 2015/16 will not be available until December/January 2016/17. The figures are provided by Skills Development Scotland.                       | ?      |
| EL133.1 % pupils achieving qualification when engaged in learning experiences such as city and guilds/ XL/ ASDAN/ Vocational programme | Not available | 92%            | This is an annual indicator and data will be available in the summer of 2016. In 2014/15, the target of 92% was met.                                                                   | ?      |
| ELCMT04 Average tariff score of the lowest attaining 20% S4 pupils                                                                     | 133           | 79             | This indicator has exceeded the target range. Future year targets will be reviewed.                                                                                                    | ✓      |
| ELCMT12e1 % Adult education learners satisfied                                                                                         | Not available | 100%           | This is an annual PI. The 2015/16 data will be available July 2016.                                                                                                                    | ?      |
| ELCMT23a Number of days lost per 1,000 Primary School pupils through exclusion                                                         | 1.6           | 2              | This PI remains on target, with the most recent quarter reporting 1.6 days lost per 1,000 primary pupils through exclusion. The 2015/16 data will be available July 2016.              | ✓      |
| ELCMT23b Number of days lost per 1,000 Secondary School pupils through exclusion                                                       | 23.5          | 22             | The PI fell slightly behind target in the most recent academic quarter, but performance for the year to date remains on target. Year end data will be available in the summer of 2016. | ⚠      |



| PI code & name                                                                                                        | Current Value  | Current Target | Latest Note                                                                                                                                                                                                                                                                                                                                                           | Status                                                                              |
|-----------------------------------------------------------------------------------------------------------------------|----------------|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| ELS10.09ai cost per pupil for primary schools                                                                         | 4,071          | Not applicable | The cost per pupil for primary schools has reduced from £4,559 in 2013/14 to £4,071 in 2014/15. This data is taken from the Local Government Benchmarking Framework. The change does not reflect any reduction in spend; it is due in part to technical accounting changes and in part to slightly increased school rolls (which reduces the average cost per pupil). |    |
| ELS10.09aii cost per pupil for secondary schools                                                                      | 5,578          | Not applicable | The cost per pupil for secondary schools has reduced from £5,581 in 2013/14 to £5,578 in 2014/15. This data is taken from the Local Government Benchmarking Framework. The change does not reflect any reduction in spend; it is due in part to technical accounting changes and in part to a decrease in school rolls (which increases the average cost per pupil).  |    |
| ELS10.09aiii Cost per pre-school place                                                                                | 3,177          | Not applicable | The cost per pre-school place has increased from £2,622 in 2013/14 to £3,177 in 2014/15. This data is taken from the Local Government Benchmarking Framework.                                                                                                                                                                                                         |    |
| ELS10.09bi % of Adults satisfied with local schools                                                                   | 91%            | Not applicable | The figure of 91% for 2014/15 represents an improvement from the previous year's figure of 83%. This data is taken from the Local Government Benchmarking Framework.                                                                                                                                                                                                  |    |
| ELS10.09eii Attainment of Children at Higher Grade Level by all Children, by the end of S6                            | Not applicable | Not applicable | In light of new SQA qualifications, this indicator is no longer collected and will not be reported in 2016/17.                                                                                                                                                                                                                                                        |    |
| ELS10.09eiv Attainment of Children at Higher Grade Level by Children from the 20% most deprived neighbourhoods (SIMD) | Not applicable | Not applicable | In light of new SQA qualifications, this indicator is no longer collected and will not be reported in 2016/17.                                                                                                                                                                                                                                                        |    |
| ELS12.4.3 Numbers of pupils engaged through the music service                                                         | Not available  | 1,150          | Based on participation in the year to date, the 2015/16 performance is expected to exceed the target range (1166 pupils currently engaged). There continues to be a great demand for music provision for within Renfrewshire schools. Future year targets will be reviewed.                                                                                           |    |
| ELS12.12.1b Number of adults participating in literacy and numeracy classes                                           | Not available  | 210            | Based on participation in the year to date, the 2015/16 performance is expected to exceed the target range (292 people currently participating). There continues to be a great demand for literacy provision for adults in Renfrewshire. Future year targets will be reviewed.                                                                                        |   |
| ELS12.17.2 % of learning communities that have been inspected that have achieved a positive report                    | Not applicable | Not applicable | The last inspection was of Castlehead Learning Community and took place in 2012/13. It received a 'very good' in the overall report maintaining the 100% record. Education Scotland were scheduled to complete an inspection of Linwood Learning Community in October 2014, however this was cancelled and has yet to be rescheduled.                                 |  |
| ELS13.04.01 No. of opportunities for young people to achieve through accredited awards                                | Not available  | 1,400          | This is an annual indicator and data will be available in the summer of 2016. Targets will be revised to reflect the transfer of some awards schemes to Renfrewshire Leisure.                                                                                                                                                                                         |  |
| ELS14.3.1a Number of young people taking part in                                                                      | Not available  | 700            | Based on participation in the year to date, the 2015/16 performance is expected to exceed the target range. There are currently 742 people participating.                                                                                                                                                                                                             |  |

| PI code & name                                                                                                                     | Current Value  | Current Target | Latest Note                                                                                                                                                                                                                                                                                                                                                                                                                                                | Status                                                                              |
|------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| school based projects and programmes run by Youth Services                                                                         |                |                |                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                     |
| ELS14.7.1a Number of young people taking part in youth voice projects and programmes run by Youth Services                         | Not available  | 160            | Based on participation in the year to date, the 2015/16 performance is expected to meet the target.                                                                                                                                                                                                                                                                                                                                                        |    |
| FCSCREDSW01f % of invoices paid within 30 days by Social Work Services                                                             | 94.18%         | 90.5%          | Performance on this indicator remains high and remains above target. As the indicator relates to Social Work rather than Children's Services, it will be archived.                                                                                                                                                                                                                                                                                         |    |
| ICS/ASC/EBP/01 Number of children engaged in evidence based programmes.                                                            | 1,200          | Not applicable | There are currently 1200 children throughout Renfrewshire participating in either Promoting Alternative Thinking Strategy (PATHS) or Functional Family Therapy programmes.                                                                                                                                                                                                                                                                                 |    |
| ICS/ASC/EBP/02 Number of parents engaged in evidence based programmes.                                                             | 300            | Not applicable | There are currently 300 families throughout Renfrewshire participating in either Triple P, Incredible Years or Functional Family Therapy programmes.                                                                                                                                                                                                                                                                                                       |    |
| ICS/LAC/EDA/16 Average tariff scores for looked after children                                                                     | Not applicable | Not applicable | This indicator has been phased out. New attainment indicators will be reported on through the 2016/17 Service Improvement Plan.                                                                                                                                                                                                                                                                                                                            |    |
| RSW02f % calls answered within 5 rings by Social Work Services HQ                                                                  | Not applicable | Not applicable | Reports are no longer available. This indicator will be archived.                                                                                                                                                                                                                                                                                                                                                                                          |    |
| RSW08 % of FOI requests in a quarter completed within target by Social Work                                                        | Not applicable | Not applicable | The service will move to a single system of reporting on FOIs. This indicator will be archived.                                                                                                                                                                                                                                                                                                                                                            |   |
| RSW/CC/SCRA/03 Percentage of Children's Hearing system reports submitted within target time (National standard - 75%)              | Not available  | Not available  | The Scottish Children's Reporter Authority is no longer able to provide this information. This indicator will be archived.                                                                                                                                                                                                                                                                                                                                 |  |
| RSW/CC/SO/03 The percentage of children made subject to a supervision order that were seen by a supervising officer within 15 days | 82%            | 100%           | There were 22 new supervision requirements put in place for the third quarter of 2015/16 and for 18 of the 22, the first visit was carried out within the target of 15 days. The delays were caused by: the allocated social worker's involvement in child protection work in 2 cases; family avoidance in another case; and in the final case the target was missed by 1 day as a result of an error in calculating the due date by the allocated worker. |  |

| PI code & name                                                                                                          | Current Value | Current Target | Latest Note                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Status                                                                              |
|-------------------------------------------------------------------------------------------------------------------------|---------------|----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| RSW/CJ/PO/02 The percentage of clients subject to supervision seen by a supervising officer within 1 week               | 98%           | 92%            | Performance exceeds the target set and indicates the importance awarded to early client contact.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |    |
| RSW/CJ/SER/07 Percentage of Criminal Justice Social Work Reports submitted by due date (National Average 08/09 - 98.3%) | 99%           | 98%            | Performance continues to exceed the target set, and this reflects the priority staff assign to meet this important deadline.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |    |
| RSW/CJ/UW/03 Percentage of unpaid work orders/requirement completed by required date                                    | 54%           | 72%            | Performance is behind the target set. Whilst all clients may not meet the 3 or 6 month timescale due to issues/readiness, staff will request court extensions to ensure that timescales are agreed by the courts and all efforts are made to ensure that clients complete as required. There was significant supervisor absence during this period which impacted upon the availability of work, all attempts were made to increase sessional staffing during this period within recruitment timescales and within available budget.                                                                                                                                                                                          |    |
| RSW/CJ/UW/05 Percentage of new unpaid work clients scheduled to be seen within 1 day of the order                       | 75%           | 92%            | Performance is behind the target set. All clients subject to court reports are scheduled to be seen where possible, directed to attend the court social work unit and then to the community service office that day or within 24hours when appearing in courts outwith Renfrewshire. Even when scheduled given the short timescales it is dependent upon client compliance. Of the 37 not scheduled within the timescale, 10 were due to court delays, 11 were already on an order and thus would have reported at their next unpaid work date. The remaining service users failed to comply, or transferred out to other areas.                                                                                              |    |
| RSW/CJ/UW/06 Percentage of new unpaid work clients seen within 1 working day of the order                               | 71%           | 65%            | Practice continues to exceed the target set. All clients subject to court reports are scheduled to be seen, directed to attend the court social work unit and then to the community service office that day, or within 24 hours when appearing at courts outwith Renfrewshire. Even when scheduled given the short timescale it is then dependent upon client compliance.                                                                                                                                                                                                                                                                                                                                                     |    |
| RSW/CJ/UW/07 Percentage of new unpaid work clients receiving an induction within 5 working days of the order            | 61%           | 77%            | Practice remains below target. This reflects changes and increasing demands on the service since 2010/11 when CPOs were introduced. Unpaid work can be imposed without a court report, thus services can be unaware of clients where orders have been imposed until the service receives the order which are often delayed from external courts. Workloads have increased dramatically, orders have increased by 95% since 2010/11 impacting on numbers requiring induction. Clients also regularly have more than one order (25%) and thus would not require a second induction. Clients also fail to attend, are in custody, are breached or submit medical certificates which prevent them attending within the timescale. |  |
| RSW/CJ/UW/08 Percentage of new unpaid work clients beginning work placement within 7 working days of the order          | 40%           | 61%            | Practice remains below target. This reflects changes and increasing demands on the service since 2010/11 when CPOs were introduced. Unpaid work can be imposed without a court report, thus services can be unaware of clients where orders have been imposed until the service receives the order which are often delayed from external courts. Workloads have increased dramatically, orders have increased by 95% since 2010/11 and hours imposed by 62% since 2010/11. This impacts upon availability of work within required time periods. Clients also regularly have more than one order and                                                                                                                           |  |

| PI code & name                                                                                                                                 | Current Value | Current Target | Latest Note                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Status                                                                              |
|------------------------------------------------------------------------------------------------------------------------------------------------|---------------|----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|                                                                                                                                                |               |                | practice is to complete one prior to commencing the new order which affects the time periods recorded. Clients also fail to attend, are in custody, are breached or submit medical certificates which prevent them commencing. There has also been staff sickness over this period which has significantly reduced capacity. Overtime continues to be used where necessary, and new supervisory staff have been employed within available resources and recruitment timescales. Work is also continuing to maximise the use of other activity.                                                                                            |                                                                                     |
| RSW/CP/CPRI/02 Percentage of children registered in this period who have previously been on the Child Protection Register                      | 26%           | Not applicable | The percentage of children registered this quarter who have been previously placed on the child protection register has increased from 23% in Q2 of 2015/16 to 26% in Q3. In Q2, there were 35 children placed on the child protection register, of which 8 children had previously been registered. The 8 children previously registered comprised of 4 families. In Q3, there were 35 children placed on the child protection register, of which 9 children had previously been registered. The 9 children previously registered comprised of 6 families. In effect this meant that 2 more families were reregistered in Q3 than in Q2. |    |
| RSW/ILGB/CHN8a Gross cost of "Children Looked After" in residential based services per child per week                                          | Not available | Not available  | Local Government Benchmarking Framework figures are dependent on Local Government Finance Returns and are not currently available.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |    |
| RSW/ILGB/CHN8b Gross cost of "Children Looked After" in community placements per child per week                                                | Not available | Not available  | Local Government Benchmarking Framework figures are dependent on Local Government Finance Returns and are not currently available.<br><br>Historically, although Renfrewshire has had higher than average usage of external foster carers and many of these placements continue. Successful recruitment and retention means that most new foster placements are with local authority carers, which may lead to reducing costs in the future.                                                                                                                                                                                              |    |
| RSW/ILGB/CHN9 Percentage of Looked After Children cared for in the community                                                                   | Not available | Not available  | Local Government Benchmarking Framework figures are dependent on Local Government Returns and are not currently available. Looked after children will continue to be placed in the community whenever it is safe and appropriate to do so.                                                                                                                                                                                                                                                                                                                                                                                                |    |
| RSW/LAC/CL/02 Percentage of care leavers under 19 participating in employment training or education                                            | Not available | 45%            | This figure is collected every six months. Data for 2015/16 will be available in summer 2016. In 2014/15, performance was 46%, exceeding the target of 42% and demonstrating improved performance.                                                                                                                                                                                                                                                                                                                                                                                                                                        |  |
| RSW/LAC/CL/05 Percentage of care leavers living in sustainable accommodation who have been in sustainable accommodation for 6 months or longer | Not available | 65%            | This figure is collected every six months. Data for 2015/16 will be available in summer 2016. In 2014/15, performance matched the target of 65%.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  |
| RSW/LAC/FP/01 The number of in house foster placements for Looked After                                                                        | 129           | 150            | The number of children placed with Renfrewshire foster carers has decreased from 132 children in Q2 of 2015/16 to 129 children in Q3 and remains below the target of 150 children. However, the Q3 figure is reflective of the improvements in permanency planning; 16 children previously placed with                                                                                                                                                                                                                                                                                                                                    |  |

| PI code & name                                                                                                                                                                                              | Current Value  | Current Target | Latest Note                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Status                                                                             |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| Children (children placed)                                                                                                                                                                                  |                |                | local authority foster carers are now in the process of being adopted. Almost all new foster placements are with in-house foster carers. The target is therefore no longer appropriate as availability is greater than demand.                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                    |
| RSW/LAC/FP/04 Number of in-house foster placements over period, as a percentage of total fostering placements.                                                                                              | 71%            | Not applicable | This indicator refers to new foster care placements in the period. The percentage of children placed in LA foster care placements has dropped from 82% in Q2 of 2015/16 to 71% in Q3. Due to the small numbers of children involved in this indicator, there can be significant fluctuations in the percentage. The figure of 71% in Q3 is reflective of 15 out of 21 placements being LA foster care. Whenever possible we will place children with in-house foster carers and work is ongoing with the Scottish Government to ensure that young children are placed with permanent carers and do not remain in foster care. |   |
| RSW/LAC/LAC/01 Percentage of Looked After Children at home rather than away from home                                                                                                                       | 59%            | 65%            | The percentage of children looked after at home has increased from 58% in Q2 of 2015/16 to 59% in Q3. This is less than the target of 65%; we will continue to place children in settings most appropriate to their safety and ongoing needs.                                                                                                                                                                                                                                                                                                                                                                                 |   |
| RSW/LAC/LAC/16 Percentage of accommodated Looked After Children placed with families                                                                                                                        | 82%            | 83%            | The percentage of children looked after and accommodated with families has remained at 82% in Q3 of 2015/16 but continues to be slightly behind the target of 83%. We will always aim to place children within families where it is safe and appropriate to do so.                                                                                                                                                                                                                                                                                                                                                            |   |
| RSWLP101 % of complaints with a final response within 10 working days (corporate standard)                                                                                                                  | Not applicable |                | Complaints about social work services are subject to different standards and the 10 working day standard does not apply. This reflects the fact that they are often more complex. There is a national programme of change in relation to social work complaints. This indicator will be archived.                                                                                                                                                                                                                                                                                                                             |   |
| SOA13ELS.01 Increase in the number of children and young people participating in sporting, cultural and citizenship activities. No. of opportunities for young people to achieve through accredited awards. | Not applicable |                | Responsibility for this has transferred to Renfrewshire Leisure. This indicator will be archived.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  |