

To: Leadership Board

On: 14 June 2023

Report by: Chief Executive

Heading: Council Plan 2022/27 – six months progress update

1. Summary

- 1.1 In September 2022, the Council approved a new Council Plan for Renfrewshire, which sets the strategic direction and vision for Renfrewshire, covering the period 2022 to 2027. The plan replaced the previous Council Plan for 2017 to 2022.
- 1.2 The new Council Plan was accompanied by a refreshed Community Plan, which covers the longer period of 2017 to 2027, but was revised to consider how to respond to and recover from the unique challenges over the last few years. The refresh also ensures the Community and Council Plans work in harmony, aligning the framework for improving community outcomes with the priorities for the Council.
- 1.3 The new Council Plan sets out five strategic outcomes which the Council will work towards, grouped as Place, Economy, Fair, Green, and Living Our Values. Additionally, the plan outlines a cross-cutting theme of improving outcomes for children and families, which will underpin the delivery of the five strategic outcomes.
- 1.4 Alongside this, each Council service prepares a Service Improvement Plan, themed around the Council Plan's strategic outcomes, demonstrating how the services will contribute to the delivery of the Council Plan. Progress is regularly scrutinised by the relevant Policy Board.



- 1.5 As previously agreed by this Board, the new Council Plan has a high-level action plan and performance scorecard, which will be reported to Leadership Board twice a year going forward. This reporting framework ensures plans are adaptable to any emerging national or local changes in circumstance, while delivering agreed outcomes.
- 1.6 This report provides the first biannual update on the progress of the Council Plan, which covers quarters 3 and 4 of 2022/23, between 1st October 2022 and 31st March. Council services have made good progress delivering the five strategic outcomes and cross-cutting theme, as outlined in section 4 of this report.
- 1.7 A detailed summary of progress against the action plan and key performance indicators is provided in Appendix 1. To ensure our performance reporting is as engaging and accessible as possible and to reflect the updated format of Service Improvement Plans, this is presented in a refreshed format with a short summary page for each strategic outcome as well as the full suite of actions and indicators for further scrutiny.

2. Recommendations

- 2.1 It is recommended that members of the Leadership Board:
- note the progress achieved against the strategic outcomes since the Council Plan was approved by Council in September 2022, as outlined in appendix 1; and
 - note that progress reports will continue to be presented to the Leadership Board every 6 months.

3. Background

- 3.1 Throughout the first half of 2022, work was undertaken to develop a new Council Plan which was approved by Council in September 2022. The new Council Plan has been developed in a different economic context than the previous Plan, with Renfrewshire still recovering from the impacts of the COVID-19 pandemic, as well as

addressing significant financial pressures for the organisation, and addressing the cost-of-living crisis which affects our staff and our residents, visitors and businesses.

- 3.2 The Council's vision for the next 5 years, as described in the Council Plan is '*Creating a fairer Renfrewshire built on innovation, wellbeing, and opportunity*'.
- 3.3 The five new strategic outcomes which the council will work with partners, communities, and businesses to deliver are:
- Place: working together to enhance wellbeing across communities;
 - Economy: building an inclusive, green, and resilient economy;
 - Fair: nurturing bright, happy, and healthy futures for all;
 - Green: leading Renfrewshire to Net Zero; and
 - Living Our Values: making a difference together.
- 3.4 Each of these outcomes will be delivered in a way that directly contribute to the cross-cutting theme *improving outcomes for children and families*. Within the appendix, actions which significantly contribute to this cross-cutting theme are highlighted with a 'CF' and there is a section in the performance scorecard with indicators relating to this theme.
- 3.5 In November 2022, the Leadership Board agreed the performance framework for the Council Plan, which contains 55 high-level actions to be achieved over the next five years and beyond. The few actions that were not fully completed within the previous Council Plan have been carried over into the new Plan and updated where appropriate.
- 3.6 Accompanying these 55 actions is a suite of 39 performance and data indicators, which will allow outcomes to be measured over the life of the Plan, striving for improvement by the end of Plan's period. Regular monitoring will highlight best practice, sustained and improving performance and also any under-performance which can be addressed throughout the delivery period. It should also be noted that these are high-level indicators reflecting the strategic nature of the Plan. A range of further performance and data indicators are also reported to the appropriate Policy Board via the Service Improvement Planning process and regular operational performance updates.
- 3.7 Council Plan activity also sits alongside the Council's arrangements in relation to progressing and achieving Best Value. Audit Scotland have introduced a new approach to auditing Best Value in local government which has commenced this year as part of the next 5-year Best Value Audit programme. This approach includes a focus on a thematic area each year which will be considered for all local authorities within the same snapshot in time. This is significant shift in approach and for year one, will examine the effectiveness of leadership in developing new local strategic priorities. Alongside the ongoing Best Value auditing and this new approach with annual themes, there will also be a Section 102 Audit carried out and a report produced for each Council at some point within the 5-year programme. Regular progress updates targeted towards a range of audiences demonstrating how the Council is delivering its strategic objectives and highlighting any areas of slippage is a key element of the Council's Best Value approach.

4. Progress of delivery of the Council Plan during 2022/2023

4.1 Members will note from appendix 1 that progress has commenced across the priority areas with activity broadly on target for this point. As outlined in Section 1, the Council Plan is a five-year programme and this is the first progress update reported to Members so there are some areas which may not appear to have delivered significant progress, but this is to be expected at this stage. Regular reporting to the Leadership Board over the term of the Plan will ensure progress is closely monitored.

4.2 Based on the latest available updates, key areas of achievement, progress and also areas where progress has been delayed is summarised under each strategic outcome below.

4.3 Strategic Outcome 1: Place

- Delivering projects as part of Renfrewshire's Cultural Infrastructure Investment Programme, including the refurbished Paisley Town Hall which is due to reopen later this year and will be showcased during the hosting of the Royal National Mod.
- Progressing regeneration plans across Renfrewshire – within Paisley Town Centre there has been a renewed focus following the Paisley Vision publication, aligning closely with the Cultural Infrastructure Investment and other key sites, such as the Liberal Club, which is currently under restoration. Refreshed strategies will also be delivered for other major settlements across Renfrewshire, with the first focusing on Johnstone.
- Successfully delivering the destination marketing plan to promote Renfrewshire as a visitor and investment destination, supporting tourism recovery, delivering a successful events programme, and increasing footfall across Renfrewshire.
- Progressing the first phases of the Housing-Led Regeneration and Renewal programme with tenants moving into new Council homes in Johnstone and Ferguslie Park.
- Delivering the initiatives within Renfrewshire's Rapid Rehousing Transition Plan, which is now in its final year of delivery, to support people experiencing or at risk of homelessness.
- Developing a participatory budgeting framework for the Council, an approach particularly showcased through the Celebrating Renfrewshire (youth participatory budgeting) and You Decide projects, with £1.2m allocated to You Decide. Work is underway to explore participatory budgeting activity as part of the Housing-Led Regeneration and Renewal programme. This action has been carried forward from the previous Council Plan, with a small update to the wording and an updated due date of 31 March 2024 to reflect the ongoing work in this area.
- Rolling out the Connectivity as a Service (CaaS) programme which delivers fibre to the premise, ultrafast full fibre broadband. This programme is on track to complete by late summer and is anticipated to now cover over 80% of the Council area.

- Continuing to deliver strong universal services across all areas of the Council, which are essential for keeping our communities safe, learning, involved and living fulfilling lives.
- While Renfrewshire's draft Local Housing Strategy (LHS) was approved by Board in March 2022 and extensive engagement and consultation was undertaken, presenting the final draft has been delayed slightly in order to fully analyse the findings from the local housing and demand assessment. It is anticipated this will be presented to Communities and Housing Policy Board later this calendar year.

4.4 Strategic Outcome 2: Economy

- Progressing the Clyde Waterfront and Renfrew Riverside project, with construction work now moving at pace alongside the expected benefits in terms of infrastructure, economy and wider regeneration, as well as the significant community benefits for this project and the Glasgow Airport Investment Area.
- Delivering the Advanced Manufacturing Innovation District Scotland (AMIDS), which is now nearing completion, with the key enabling infrastructure now complete, alongside the new public realm space - to reflect the final stages of this project, the due date has been adjusted. The Council has also established strong links with the National Manufacturing Institute Scotland (NMIS) and Medicine Manufacturing Innovation Centre (MMIC), with the MMIC building already operational and the NMIS in the final phase fit out stage. There has also been recent approval to finalise the appointment of the Council's joint-venture partner to take forward the marketing and build out of the AMIDS site. This supports the delivery of the long term economic and job growth ambitions set out as part of the original City Deal business case.
- The Youth Guarantee and Kickstart employability programmes have now been completed, focused on reducing unemployment among young people, with these programmes reaching over 500 young people. Work to promote Renfrewshire's Apprentice Framework has also been completed with this now incorporated into business-as-usual work moving forward, with apprenticeships continued to be promoted and delivered.
- Focusing on supporting vulnerable learners into positive destinations continues with the Economic Recovery Group providing oversight for this area. The work placement programme continues to provide excellent opportunities for our young people, with over 400 new employers participating this year. My Future Pathways is again successfully underway this session and showing progression for young people to move into further training, with 40 young people undertaking the construction course.
- Although showing as slightly behind target timescales, work is ongoing to develop a Community Wealth Building Plan for Renfrewshire, with successful engagement events and examples of working to encourage local businesses to bid for Council contracts. The due date for this action has been extended to December 2023 to reflect the ongoing work on this.
- Work continues to maximise regeneration funding through grant funding, an action that was due to complete by March 2023 and will therefore be carried

forward. Significant progress has already been made, with successful bids bringing grant funding to a diverse range of regeneration projects across Renfrewshire.

4.5 Strategic Outcome 3: Fair

- Progressing the Fairer Renfrewshire programme continues at pace, with both the Sub-Committee and Officers Group now well established to support the delivery of the programme and with funding allocated to a range of projects to support communities through the cost-of-living crisis. The Winter Connections programme was particularly successful and well-received across Renfrewshire with all funding allocated across 38 community projects and across the network of Renfrewshire libraries. A panel of people with lived experience of poverty has been established, to explore ways to inform the Council's policy and practice and an evaluation of the process has been carried out by the Poverty Alliance to explore how these types of participation processes can inform work going forward.
- Continuing to implement the workstreams to ensure Renfrewshire Keeps The Promise and delivers improved outcomes for individuals who are care experienced. Considerable activity is underway at both a strategic and an operational level across the Council.
- Continuing to take forward actions across Council services to address the recommendations of the Alcohol and Drugs Commission, including the launch of My Life Ahead, providing holistic wraparound support using a Housing First approach and delivered by housing services. Children's Services, in partnership with I am Me Scotland, have developed a digital, interactive and progressive curricular programme in substance use, which has been led by children and young people as well as people with lived experience. Work is also underway to eradicate stigma and promote positive conversations about recovery, linked to the Council's Trauma Informed and Responsive Renfrewshire Programme, which recently saw a coordinator post being created and engagement with a range of partners and other local authorities and Leadership training being undertaken.

4.6 Strategic Outcome 4: Green

- Continuing to progress Renfrewshire's Plan for Net Zero with phase 2 underway, which will involve developing costed, target interventions to help the Council and the area work towards net zero. The Community Climate Fund successfully allocated the full £50,000 funding across 18 community projects ranging from growing grounds to cycle repairs and reflecting all five thematic areas of the Plan for Net Zero and all local partnership geographical areas.
- Operational activity to support Renfrewshire's Plan for Net Zero includes launching new active travel schemes such as Beat the Street, School Active Travel Promotion, Scootability, and Not Far? Leave the Car; installing additional electric charging equipment; and the Team Up to Clean Up campaign has entered its 5th year which has grown each year since its

inception. The Council also continues to promote and encourage waste minimisation through reducing, re-using and recycling.

- Delivering the Energy Efficiency Standard for Social Housing (EESH2) milestones is on track, with a contractor now on site to deliver energy efficient works.
- Providing the opportunity for procurement officers to identify ways to help tackle the climate emergency, improve energy efficiency and reduce carbon through the contract strategy template.
- The target date for a new action to develop a funding strategy to support Renfrewshire's Plan for Net Zero has been revised to align with work underway on both phase 2 of the Plan for Net Zero and the Council's statutory duty to develop a Local Heat and Energy Efficiency Strategy, both of which will inform the funding strategy.
- There are a range of other actions which are showing positive progress but will need their end dates extended into this next financial year to continue to implement fully, including the development of a Low Emissions/Electrification Strategy, active travel initiatives, the strategic property review, and the programme of enhanced environmental and community support activities.

4.7 Strategic Outcome 5: Living Our Values

- Implementing the next phase of transformation as part of the Right for Renfrewshire Programme, alongside the actions arising from the Council's financial sustainability workstreams, which includes the identification of £4.4m of savings.
- Supporting the Council to develop new ways of working, with 5 new or updated policies to support this being approved at Policy Board over the past 9 months.
- Continuing to implement the Council's brand, increasing visibility and access to the brand toolkit and understanding of the Council's tone of voice, embedding its consistent use and reflecting Our Values.
- Supporting attendance and reducing absence with a new absence policy approved by Policy Board in November. Alongside this, work is underway to review absence recording processes and support the successful implementation of the policy through the development of training and guidance.
- Alongside supporting attendance, a workforce Wellbeing Strategy has been developed and will be recommended to Policy Board in June 2023 for approval. This has been influenced by considering the needs of our workforce as we've emerged from the COVID-19 pandemic and considering our workforce for the future.
- As noted in paragraph 3.7, there is a new approach to Best Value audits and the Council is progressing self-assessment activity to support our preparedness for this, exploring key areas of focus, starting with a corporate self-assessment which is currently underway.
- There are a range of other actions which are showing positive progress but will also need their end dates extended to allow for further development and the implementation stage, these include the development of a new Equality,

Diversity and Inclusion Strategy and the development of a strategic recruitment and talent management plan.

4.8 Cross-cutting theme: Improving outcomes for children and families

- As described in the Council Plan, every strategic outcome contributes to improving the lives of Renfrewshire's children and their families as this lies at the heart of our vision for Renfrewshire and underpins the Council Plan strategic direction. In the appended action plan, actions which directly support this are noted with '(CF)'. Within the append performance scorecard, indicators which directly link to this cross-cutting theme are also grouped together. All Service Improvement Plans also have this focus to enable progress to support this cross-cutting theme to be closely monitored.

4.9 Performance/data indicators on track

- Performance in relation to the average time taken from households presenting themselves as homeless to the completion of duty is currently just over 22 weeks, against a target time of 24 weeks. Renfrewshire one of the best performing councils in Scotland. Performance has continued to improve against challenging targets despite significant national and local housing and homelessness pressures.
- There were 369 new affordable homes completed in 2022/23, exceeding the target of 200. The newbuild housing programme is intended to provide a range of affordable home types to meet different housing needs and involves both the Council and local housing associations. The 2022/23 completions include housing in Johnstone, Renfrew, Bishopton and Ferguslie.
- Employability services continue to be successful in supporting people into sustainable employment. In 2022/23, 340 people were successful in not only gaining employment with support from our Invest programme but continuing in that work six months later. This is against our target of 180. The 'Kickstart Plus' initiative has allowed us to support our Kickstart trainees to remain in work with an additional six months' support.
- There has been an increase in the uptake of free school meals in both primary and secondary schools, with both now exceeding their targets. Taster sessions have been delivered in schools and there has been positive feedback on the new menu choices, contributing to the increased uptake.
- As part of our commitment to Net Zero by 2030, the Council has been investing in fleet which uses alternative fuel for a number of years. In 2022/23, the Council added to the fleet with 14 new electric vehicles. More than a quarter of the fleet – including 2 buses – now uses a power source other than fossil fuels. The Council continues to consider alternative fuel options when purchasing vehicles and is currently trialling refuse trucks powered by hydrolysed vegetable oil.
- The Council continues to meet its target in relation to responding to Freedom of Information requests, despite long-term growth in the volume of requests received and the complexity of requests. Over 1400 requests were received in 2022/23 and 92% were responded to within the target time.
- The Council targets frontline resolution for complaints wherever possible, with a focus on a quick resolution for the customer. In 2022/23, 89% of complaints were

dealt with by frontline staff which equates to over 8,000 issues being handled in this way.

- The majority of looked after children continue to be cared for in community settings such as kinship care or foster placements and we will always seek a family placement in the first instance where that is appropriate. There are some children and young people for whom a residential setting, such as one of our Children's Houses or a residential school, is the best fit for their needs. For a small number of our young people, a decision on placement may be made by a Children's Hearing.

4.10 Performance/data indicators which did not meet target

- The return of in-person events in 2022/23 generated positive media coverage about Renfrewshire over the year, as did press interest in Paisley hosting the Royal National Mòd in 2023. However, our reach in terms of opportunities to see and hear something positive about Paisley and Renfrewshire does not capture the extensive social media engagement and has missed the target set for the year.
- The impact of the pandemic and its coinciding with changes to the calculation of the Scottish Housing Quality Standard in 2021/22 has meant that the target for Council housing stock meeting SHQS has not been met this year. This is a position reflected across many Scottish local authorities. The changes relate to new smoke and heat detector standards and upgrades have been affected by challenges in the construction industry. Work is ongoing to achieve full compliance and improvement is expected in 2023/24.
- The challenges in the construction industry are also impacting on the percentage of homes meeting the EESSH 2020 standard, with some delays in work being completed. Although the target of 95% has not been met, improvement is evident with the percentage increasing from 78.4% in 2021/22 to 85.1% in 2022/23. Landlords have until the end of 2025 to be fully compliant with the standard.
- The lasting impact of the pandemic, coupled with national economic uncertainty, is also impacting business start-ups. The target of 320 start-ups being supported by Business Gateway in 2022/23 has not been met, as people are currently more reluctant to launch a new business. The Council continues to provide innovative supports such as Start-Up Street, and there has been a small increase in businesses seeking support across the year.
- Absence levels did not meet the target set for Quarter 3, with an average of 3.74 days lost per FTE against a target of 2.8 days. The main sickness absence reasons were psychological, respiratory and musculoskeletal which together account for two-thirds of all sickness absence. The Council offers a range of supports to help employees manage sickness and return to work safely, including counselling, mental health awareness sessions and physiotherapy.

5. Focus for the next 6 months

- 5.1 Given how recently the Council Plan framework was approved, the key areas of focus remain current and reflect the priorities of the Council at this time. However, for each six-month progress update, there will be the opportunity to add to or adjust the

actions and indicators to best reflect the current context at that time and any changing or emerging priorities.

5.2 Areas of specific focus for the next 6 months include:

- Delivering the Cultural Infrastructure Investment Programme, with many of the key projects nearing the final phases
- Maximising the economic opportunities arising from the significant investment and infrastructure in Renfrewshire
- Progressing the Housing-Led Regeneration and Renewal Programme across Renfrewshire
- Implementing the humanitarian schemes through the UK and Scottish Governments to support people arriving in Renfrewshire
- Delivering the Fairer Renfrewshire programme and undertaking a deep dive child poverty exercise
- Developing a new Sustainable Communities Fund to support the shared ambitions of empowering and developing our communities and tackling the climate crisis and enhancing and protecting our natural environment
- Developing phase 2 of the Council's Plan for Net Zero, including a detailed phased route map and quantified delivery plans, alongside ongoing engagement with key stakeholders
- Securing the Council's financial sustainability through a range of targeted workstreams to identify efficiencies and opportunities to reduce costs
- Progressing the Council's strategic property review and Renfrewshire's strategic assessment of our long term priorities for our school estate management.

Implications of the Report

1. **Financial** – updates in the appended report relate to areas that fall under the remit of Finance, particularly relating to supporting the Council's financial sustainability workstreams
2. **HR & Organisational Development** – updates in the appended report relate to areas that fall under the remit of HR and Organisational Development, particularly under strategic outcome 5, Living our Values
3. **Community/Council Planning** – the content of the report relates specifically to the delivery of the Council Plan and the appendix shows the associated progress for the latter half of 2022/23.
4. **Legal** - none
5. **Property/Assets** - none
6. **Information Technology** - none
7. **Equality and 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 because it is for noting only. 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 and Safety** - none
9. **Procurement** – updates in the appended report relate to areas that fall under the remit of the procurement team, under both the strategic outcomes relating to 'economy' and 'green'.
10. **Risk** – none
11. **Privacy Impact** – none
12. **COSLA Policy Position** – none
13. **Climate Risk** – the Council Plan priorities are underpinned by actions which will directly support the Council's response to the climate emergency – 'green' has a particular focus on activities supporting this priority area.

Appendices: Six-month update report

Background documents: Council Plan, Council, September 2022
Council Plan Framework, Leadership Board, November 2022

Author: Pauline Moss, Strategy, Policy and Insight Manager
Seony Ross, Senior Planning and Policy Development Officer

Council Plan

Six monthly progress update

June 2023

We are fair, We are helpful, We are great collaborators, We value learning



Renfrewshire
Council

Welcome to the six month update on our Council Plan

As Chief Executive of Renfrewshire Council, I'm delighted to welcome you to the first six-month update on our Council Plan.

Our new Council Plan set out our priorities for Renfrewshire Council - areas our customers, citizens, communities and partners told us mattered to them, and where our data and research showed a need for the services and projects we are well placed to deliver. We grouped these into 5 main strategic outcomes of place, economy, fair, green and living our values. Underpinning our priorities is a cross-cutting strategic outcome to improve the lives of Renfrewshire's children and their families - this drives all that we do.

The challenges for local government remain significant – our resources are stretched alongside increased demand for our services and a range of rising cost pressures. Despite this difficult context, we remain ambitious for Renfrewshire and determined to deliver the vision described in our Council Plan.

Despite this being the first progress update, we've got some good news stories we want to highlight – with Renfrewshire tenants moving into great quality, modern, green Council homes; supporting vulnerable learners into positive destinations through programmes such as My Future Pathways; and of course our brilliant cultural infrastructure programme delivering the refurbished Paisley Town Hall, which is reopening in time to host the Royal National Mod later this year.

I'm proud of what we've achieved so far and I'm looking forward to seeing more progress as we move through the term of this Council Plan. I would also like to take this opportunity to thank my colleagues across Renfrewshire Council, who work hard every day to make a difference.

Alan Russell, Chief Executive



Place
Economy
Fair
Green
Living our Values
Improving
outcomes for
Children and
Families

How we report progress

- This update reflects back on the first six months of our Council Plan, highlighting areas where we're already making progress and some areas we'd like to focus on more, perhaps because performance isn't moving in the direction we anticipated or because of other pressures or factors that makes this even more of a priority for us.
- The following pages shine a spotlight on some great projects or practice but for balance also highlight those areas where we'd like to improve or develop further. Towards the end of this document, you'll find a full update against all the actions and performance indicators we use to measure progress.
- Many of our performance indicators are high-level, annual indicators – our Council Plan spans a 5-year time period so it might take some time to show some trends and patterns, but to reassure you, the Council reports a wide range of performance indicators to our Council Boards through our Service Improvement Plans and also through regular operational performance updates – you can access these reports [here](#).

Place:

Working together to enhance wellbeing across communities

Spotlight: 101 new-build modern, energy-efficient Council homes are being built on the site of the former St Fergus Primary School in Ferguslie Park. Tenants have been moving in since January, with 64 homes now handed over, and work on the new development is due to be complete by July.



Areas for improvement and development

- The percentage of Council housing meeting the Scottish Housing Quality standard is below the 100% target at 68.31%, but this reflects some recent changes to the standard and work is on track to address this
- Vacant and Derelict Land has increased with 9 new sites last year - we actively work to target these areas for development where appropriate
- While we've developed and consulted on a draft Local Housing Strategy, the final version is delayed while a local housing need and demand assessment is being analysed



369 affordable homes completed across Renfrewshire



More than 316 million opportunities to hear something positive in the media about the Council



The refurbished Paisley Town Hall is due to reopen later in 2023 and will host the Royal National Mod in October 2023



Our latest Strategic Housing Investment Plan 2023 – 2028 was approved. As well as housing in Ferguslie, 39 newbuilds homes in Johnstone are complete, with tenants moving in there too

Economy: building an inclusive, green and resilient economy

Spotlight: Renfrewshire's Advanced Manufacturing Innovation District Scotland (AMIDS) site is already delivering major benefits to the local economy, whether through our innovative low-carbon District Heating Network, two world-class innovation centres, new transport infrastructure and the creation of high-skilled jobs. The enabling infrastructure is now also complete along with the fantastic public realm space at Netherton Square.



Areas for improvement and development

- We will continue to work to increase the proportion of our procurement spend with local businesses as part of our approach to Community Wealth Building
- We have a strong track record and will continue to seek external funding opportunities to support our regeneration work across Renfrewshire



340 people supported into work and sustained after 6 months



Renfrewshire received £1.5m funding for regeneration from the Shared Prosperity Fund for 22/23 to 24/25



Successfully completed 2 programmes for youth unemployment, Youth Guarantee and Kickstart, with over 500 young people benefiting from the schemes.



110 of 150 community benefits have already been realised as part of Clyde Waterfront and Renfrew Riverside and 70 out of 70 for the Glasgow Airport Investment Area project.

Fair: nurturing bright, happy and healthy futures for all

Spotlight: £70,000 of funding was allocated from the Fairer Renfrewshire Programme to support the delivery of Winter Connections activities, with an additional £10,000 funding allocated to OneRen. The programme offered an extensive and varied programme of activities across Renfrewshire, hosted by community groups and our network of libraries to ensure anyone could have a warm welcome, the opportunity to connect and perhaps learn something new! Our programme reached over 1,800 people across 38 funded projects.



Areas for improvement and development

- A 'deep dive' into child poverty is ongoing in order to inform the local child poverty action plans, which will identify any gaps in data
- We are focusing on understanding the impact of trauma and reflecting our learning in how we deliver our services, alongside the language we use to help tackle stigma, particularly in relation to drug and alcohol recovery.



4,429 Financial Insecurity Winter Payment awards made as of February 2023



£5million invested in the Fairer Renfrewshire Programme to reduce poverty and inequality



Launched My Life Ahead, providing holistic wraparound housing support for households whose lives are affected by alcohol and drugs



Established a Fairer Renfrewshire Lived Experience Panel to inform the Council's policy and practice



We continue to welcome people to Renfrewshire who arrive here through government humanitarian schemes, such as Ukrainian people who have been displaced by the war

Green: leading Renfrewshire to Net Zero

Spotlight: £50,000 was invested in the Community Climate Fund, which awarded up to £3,000 to community organisations to develop local green community projects. 18 projects across Renfrewshire were funded in the summer of 2022, tackling climate challenges from food waste to energy efficiency. This photo shows work well underway on a new garden and play area at Finding Your Feet, an amputee charity based in Renfrewshire.



Areas for improvement and development

- As part of phase 2 of our Plan for Net Zero, costed targeted interventions and a 'route map' are being developed in partnership with key stakeholders across Renfrewshire. This work will also feed into our funding strategy and our work to develop a carbon budget for Renfrewshire Council.
- Work will also continue on developing our low emissions/ electrification strategy, our active travel routes and also on our strategic property review.



Following engagement and consultation, including setting up Renfrewshire's Climate Panel, we published Renfrewshire's Plan for Net Zero



28% of the Council fleet uses alternative fuels



Our procurement processes now identify opportunities to achieve energy efficiency and carbon reduction



Over 4,300 members on our online platform supporting our Team Up to Clean Up campaign



New active travel schemes have been launched to encourage sustainable travel

Living our Values: making a difference together

Spotlight: Our #You Decide project empowered communities to decide how £1.2m of Environment and Infrastructure budget should be spent. It is now funding 50 priority projects across our towns and villages, and works should be complete by the end of 2023. The latest round of Celebrating Renfrewshire funding has recently launched, this focuses on children and young people taking decisions about funding projects that matter to them and is now in our third year.



Areas for improvement and development

- Work is ongoing to develop some key plans and strategies to support our workforce – this includes a strategic recruitment and talent management plan and our new Equality, Diversity and Inclusion Strategy
- The financial sustainability workstream continues with workstreams progressing through the year and services contributing further options



94% of Freedom of Information requests were responded to on time



£4.4 million savings have been identified through the Financial Sustainability workstream



5 new policies have been approved since Autumn 2022 to support New Ways of Working



We're working to make it easier to understand the Council's progress and performance – like this report - please tell us what you think!

Improving Outcomes for Children and Families

Across all of our work and all of our efforts, we hope for loving and happy lives for Renfrewshire's children – working together to get it right for children, families and communities – protecting, learning, achieving and nurturing. Every priority of our Council Plan contributes to improving the lives of Renfrewshire's children and their families.

Spotlight: As part of our commitment to keeping The Promise in Renfrewshire, we have recruited over 100 Promise Keepers who act as local champions, helping to educate and improve services for care experienced people.



Areas for improvement and development

- The pandemic had a disproportionate effect on our most deprived areas, leading to an increase in the poverty-related attainment gap. We continue to target our work to support all children and young people to achieve.
- Through the Children's Services Partnership, a range of services are working together to map out whole family support services that can best support families at the right time.



90% of looked after children are cared for in community placements



Over 400 new employers signed up to support our schools work placement scheme



Young people (Renfrewshire's COP26 ambassadors) were members of Renfrewshire's Climate Panel



Over 2,200 young people voted to decide where Council funds should be spent as part of the Celebrating Renfrewshire Programme in 2022/23



Over 2,000 young people took part in 'Safe Kids', community safety workshops in 2022/23

Actions and indicators

Full list
June 2023

We are fair, We are helpful, We are great collaborators, We value learning



Renfrewshire
Council

Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
1. Progress Renfrewshire’s Housing-led Regeneration and Renewal programme	31-Mar-2031	▶	<p>All 39 newbuild properties at the Councils newbuild site at Auchengreoch Circle in Johnstone have now been handed over by the contractor and are tenanted. This development has provided a mix of 1 and 2 bed cottage flats and 2, 3 and 4 bedroom homes. The five lower cottage flats within this development were designed to be wheelchair accessible, with electrical controls at accessible heights and showers with “wet floors” in bathrooms. Further to this, all two-storey houses in this development have ground floor spaces capable of later conversion to shower-rooms and locations for future through-floor lifts if future adaptations are required. All properties have been let through the Councils Common housing allocations policy.</p> <p>To date, 46 of the 101 newbuild properties within the Tannahill Regeneration area have been handed over by the contractor. Tenants requiring rehousing from the properties to be demolished in the Tannahill area have all been offered housing advice and where they have wanted to remain within the area, offers of suitable alternative accommodation that meets their needs has been offered. Further handovers will take place on a phased basis until this development completes in Summer 2023.</p>
2. Deliver Renfrewshire’s Strategic Housing Investment Programme in partnership with other housing providers in Renfrewshire	31-Mar-2028	▶	<p>The Renfrewshire Strategic Housing Investment Plan 2023 – 2028 was approved by the Communities and Housing Policy Board on the 25 October 2022 and was also submitted to the Scottish Government. It sets an ambitious affordable housing programming averaging a spend of over £17m per annum on new affordable homes across Renfrewshire. The Plan also provides additional resources to deliver on the Council’s ambitious Housing Regeneration Programme. Working in partnership with Renfrewshire’s developing housing associations and other partners, it is anticipated that the 5-year programme will delivery over 1000 new affordable homes. Currently there is a range and choice of affordable homes on-site or being completed in Paisley, Bishopton, Linwood and Renfrew.</p>

Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
3. Deliver Renfrewshire's Local Housing Strategy 2022- 27	31-Mar-2027	▶	<p>The draft Renfrewshire Local Housing Strategy 2022 – 2027 was approved by the Communities, Housing and Planning Policy Board on the 15 March 2022 and was subject to extensive consultation and engagement over a 16 week period. A City Region Housing Need and Demand Assessment was prepared and fed into this regional evidence base has shaped the local housing strategy. Currently a robust local housing need and demand assessment evidence base for Renfrewshire is being prepared in order to finalise the Renfrewshire Local Housing Strategy. This will then be presented to a future board in summer 2023.</p> <p>The Strategy has therefore been delayed and once approved will cover the period of 2023-2028. Delivery of the Plan will begin once in place later this year.</p>
4. Deliver the key outputs from Renfrewshire's Rapid Rehousing Transition Plan (RRTP)	31-Mar-2024	▶	All RRTP initiatives up to the end of year four have been implemented as far as funding allowed. The Plan is in its final year of delivery
5. Deliver Renfrewshire's Cultural Infrastructure Investment Programme	31-Oct-2023	▶	Delivery of key projects is progressing well. The refurbished Paisley Town Hall is due to reopen later in 2023 and will host the Royal National Mod in October 2023. Work is ongoing on other key sites including Paisley Museum and the new Paisley Learning and Cultural Hub.

Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
6. Develop long term place visions for our key settlements and town centres including the approved Paisley Town Centre Vision (2020)	31-Mar-2026		<p>The transformation of Paisley on the back of the Action Plan is advancing at pace. Goals such creating an international culture and heritage destination and acting as a stimulus for property investment, development and re-use has already been realised.</p> <p>There are a number of significant regeneration projects currently under construction nearing completion including the restoration of the Museum, Town Hall and Arts Centre and the creation of a new Culture and Learning Hub in the High Street.</p> <p>The publication of the Paisley Vision document will also act as a further catalyst to inspire future development in and around the town centre. The Liberal Club, which was identified as a key building in the Vision, is currently under restoration. Securing its long-term status.</p> <p>The team are now looking at delivering refreshed strategies for other major settlements in Renfrewshire. The first will be in Johnstone, with further updates for Erskine, Linwood and Renfrew in the pipeline.</p>
7. Deliver a participatory budgeting framework for the Council (CF)	31-Mar-2024		<p>This year £1.2M was allocated by Environment & Infrastructure through their #Youdecide programme. Housing and Regeneration teams are participating in training with COSLA for the use of the CONSUL platform which will support PB activity in the four housing regeneration areas, this is ongoing. £25k has been approved for a pilot in Johnstone for the Christmas event. This work is at the early planning stages. The due date has been changed from March 2023 to March 2024 and the wording of this action has been adapted slightly to reflect the updated action in the new Service Improvement Plan.</p>
8. Progress the next phase of Local Partnerships development	31-Dec-2023		<p>Celebrating Renfrewshire awards for projects for the 12-25 year age group were announced in October 2022. Dates for Local Partnership meetings during 2023 have been agreed. A paper will be submitted to the Leadership Board in June on next phase of development of local partnerships. The due date has been changed from March 2023 to December 2023.</p>

Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
9. Develop new options for services and partners to work together more closely across localities to provide advice and support to local people (CF)	31-Dec-2023		We are progressing new connected communities approach - considering how we develop our 'front door' services for people accessing advice and support; exploring family advice services; and developing options for locality working.
10. Deliver destination marketing to promote Renfrewshire as a visitor and investment destination, maximising audience and product intelligence and ensuring brand relevance for all of Renfrewshire	31-Dec-2023		<p>The destination marketing plan for 2022 was successfully delivered and delivered the following results:</p> <ul style="list-style-type: none"> ○ 5.1 million paid-for opportunities to see and hear (OTSH) summer campaign messaging ○ 57K website page views (campaign pages and blogs) ○ Visit section +120% compared to 2019 ○ Homepage +61% compared to 2019 ○ Social media totals - Reach/Impressions: 111,377. Engagements: 2,210 <p>Paisley.is was awarded a total of £56,000 from the VisitScotland Destination and Sector Marketing Fund to help drive tourism recovery and encourage footfall to Paisley Town Centre. The 'Paisley.is Calling' marketing campaign ran from December 2021 to September 2022 to increase visits to Paisley Town Centre and subsequent visitor spend and dwell time. Campaign evaluation was presented to VisitScotland in September 2022, and included data from the Moffat Centre's Visitor Attraction, which reported an increase in visits to Paisley attractions of 237.6% in 2022, year-to-date compared to August 2021 (impact of Covid19 restrictions), and an increase in visits of 6.7% in August alone, compared with the previous year. STP hotel occupancy data highlighted an increase in hotel occupancy from 59% in July 21 to 91% in July 22. Throughout the year, marketing campaigns were delivered to support the council's major events programme.</p> <p>The overall Paisley.is evaluation statistics for Year 5 (1 April 2022 – 31 March 2023) are: over 204,000,000 opportunities to see and hear something about Paisley and Renfrewshire, a social media reach of 2.9m, and 574,000 webpage visits.</p>

Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
11. Carry out evaluation of Future Paisley and prepare a transition plan for the mainstreaming/external funding of projects beyond April 2024	31-Mar-2024		<p>The Evaluation Framework was completed in December 2022 and rolled out to Partners and Project Leads in January 2023. Additional resources are in place to support Project Leads to evidence the impact of the activity and how it aligns with Future Paisley’s strategic objectives. The service continues to support Project Leads through ongoing 1-2-1 sessions, online training and a library of evaluation resources and data sources. This is underpinned by evidence reviews and case studies delivered by the Centre of Culture, Sport and Events.</p> <p>Transition planning includes policy development linked to health and social care, education and housing, and identification of those projects that meet council plan objectives and the strategic objectives that underpin Future Paisley’s Step Changes.</p>
12. Under Connectivity As A Service (CaaS) complete the rollout of Fibre To The Premise (FTTP) across 75% of Renfrewshire as a geography by the summer of 2023	31-Aug-2023		<p>City Fibre continue to roll out gigabit connectivity across pan Renfrewshire as part of the Connectivity as a Service (CaaS) programme. This roll out will be completed by August 2023 and is now expected to cover 80%+ of the Council area. ICT continue to investigate options to address any shortfall in coverage.</p>

Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
<p>13. Delivering strong universal services to all Renfrewshire citizens (CF)</p>	<p>31-Mar-2027</p>	<p>▶</p>	<p>Universal services provided by the Council are essential for keeping our communities safe, educated, involved, and happy. Some examples of work to deliver strong universal services over the last 6 months is included below.</p> <p>Children’s Services deliver strong Early Learning and Childcare (ELCC), Primary and Secondary education provision throughout Renfrewshire. This has been demonstrated through recent inspections where our establishments perform above the national average in a range of quality indicators including learning, teaching and assessment, and ensuring wellbeing, equality and inclusion. Pupils are also performing consistently above the national average across almost all key indicators.</p> <p>Environment & Infrastructure provide essential services to every household in Renfrewshire and delivers key Council priorities and initiatives. This has included key upgrades carried out, such as the roads and footways capital investment programme, investment in local parks, and improvements to the Council’s cemeteries estate. The service also implemented a new scheduling of grass cutting and vegetation cutback in rural areas and core path network and delivered the expansion of free school meals to all P1 – P5 children and to all ASN pupils.</p> <p>The Communities and Housing Service continued to deliver repairs and emergency out of hours repair service to Council housing properties within Renfrewshire and continued to work closely with buildings services to maximise the number of houses that are returned to the letting pool and prioritise houses based on current needs of those requiring housing. The Community Learning and Development team carried our essential community programmes across out communities, including adult literacy, ESOL, and youth programmes. The Housing service has now joined colleagues in Environment and Infrastructure, and Communities has joined the Chief Executive’s services, so will be reported under those services going forward.</p> <p>The Chief Executives Service continues to deliver support services that enables frontline services to continue and improve, such as policy support and data analytics, internal communications and managed digital channels, and coordinated engagement with local communities. The service also delivers key universal services in planning and building standards, as well as employability and business support services.</p>

Delivering the Council Plan – Place

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2022/23		Q2 2022/23		Q3 2022/23		Q4 2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
1. Proportion of properties receiving superfast broadband				98	Data only	*	Data only	Not measured for Quarters								*This is an LGBF measure; the latest data available is for 2021/22.
2. Opportunities to see or hear something positive about Paisley and Renfrewshire				314,041,621	240,000,000	204,638,668	240,000,000	55,990,769	60,000,000	87,944,833	60,000,000	29,727,128	60,000,000	30,975,938	60,000,000	Renfrewshire’s events featured high among our coverage for the period of Q4. This included the Council’s annual events programme announcement and the programme announcements for Paisley Food and Drink Festival. We saw a great deal of coverage referencing Paisley’s hosting of the Royal National Mòd. The OTSH figures do not reflect the coverage achieved by Paisley Christmas Partners (Paisley First and Scotland’s Theme Park). Q4 reach for social media was 2.9m as our focus was to issue content on our own social media channels.
3. Amount of Vacant and Derelict Land				208.6	Data only	254	Data only	Not measured for Quarters								The amount of vacant and derelict land has increased since last year. 9 new sites were added to the Vacant and Derelict Land Audit this year.

Delivering the Council Plan – Place

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2022/23		Q2 2022/23		Q3 2022/23		Q4 2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
4. Street Cleanliness Score - percentage of areas assessed as clean				89.6%	92%	*	92%	Not measured for Quarters								*Data for 2022/23 will not be published until February 2024 The percentage of streets assessed as clean was 89.6% for 2021/22. This figure is provisional and is awaiting verification by Keep Scotland Beautiful. The cleanliness score is based on 3 sample surveys carried out throughout the year by both the Council and Keep Scotland Beautiful (KSB). This score represents the percentage of areas assessed as acceptably clean (categories A and B) using KSB's Local Environmental Audit and Management System (LEAMS) method.
5. Average time from household presenting themselves as homeless to completion of duty (number of weeks)				22.25	26	21.74*	24	20.34	24	21.53	24	22.55	24	22.28*	24	*Please note both are estimated as the figures have yet to be confirmed by Scottish Govt. Overall performance continues to improve despite the significant national and local housing / homelessness pressures. Performance continues to be better than the national average, though it may be challenging to keep to this level in 2023/24.

Delivering the Council Plan – Place

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2022/23		Q2 2022/23		Q3 2022/23		Q4 2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
6. Percentage of Council housing stock which meets the Scottish Housing Quality Standard				57%	100%	68.31%	100%	Not measured for Quarters								<p>Since 2021/22 compliance with 5 yearly EICR checks and the new smoke and heat detector standard are included in this calculation. The programme of EICR checks and smoke detector upgrades has been significantly affected by difficulties facing the construction industry. Work is ongoing to achieve compliance with EICR and detectors, including a programme of forced access visits.</p> <p>ESSH failures are also part of the SHQS score which impacts the overall SHQS pass rate. Landlords have until Dec 2025 to comply with ESSH1.</p>
7. Affordable housing completions				170	243	369	200	Not measured for Quarters								<p>The affordable newbuild housing programme involves both Council and Housing Association developments across a range of sites. In 2022/2023 there were 369 affordable housing completions including new homes being built in Paisley, Johnstone, Renfrew and Bishopston. The Council continues to increase the supply of a range and choice of affordable homes to meet the needs of different groups.</p>

Delivering the Council Plan – Place

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2022/23		Q2 2022/23		Q3 2022/23		Q4 2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
8. Private housing completions				572	500	*	500	Not measured for Quarters								<p>*Data will be available in late 2023</p> <p>The Renfrewshire Housing Land Audit is completed annually. The audit is a snapshot in time covering the duration between the 1 April to the 31 March each year. The Finalised Housing Land Audit 2022 confirmed that there were 572 new private homes for sale completed. The private completions for the period 2022/2023 are currently being collated in the Housing Land Audit 2023. In relation to all homes under construction or future housing sites, 88% of these new homes will be built on previously used brownfield land, creating attractive and sustainable places.</p>

Delivering the Council Plan – Economy

What we will do	Due Date	Status	Progress update
1. Develop an Investment Proposition for Renfrewshire that is clear on our economic ambitions for our place	31-Mar-2025		This is at an early stage and will build on existing work on infrastructure development, regeneration, economic development and placeshaping in order to promote Renfrewshire as an ideal place to invest.
2. Continue to invest in infrastructure to support growth – from road and rail links to bridges, cycle and pedestrian routes	31-Mar-2027		The Council continues to pursue design and construction projects to fill identified gaps in the local transport network and to improve road user provision in line with its published strategies.
3. Develop a Transport Strategy supported by revised Active Travel and Public Transport Strategies	31-Mar-2024		Strathclyde Partnership for Transport (SPT) has now published the draft Regional Transport Strategy (RTS) which is subject to final approval. The service has commenced a scoping exercise for a new Local Transport Strategy (LTS) based on the principles included in the draft RTS and a tender for a consultant opened in May and is likely to be awarded in July/ August 2023. The award of the tender will see the successful consultant take forward the production of the LTS and all its attendant engagement and research work.
4. Monitor benefits of Glasgow Airport Investment Area (completed) and deliver Clyde Waterfront and Renfrew Riverside	31-Mar-2025		<p>Clyde Waterfront & Renfrew Riverside Community Benefits: 110 of 150 community benefits have been delivered to date. The remainder are on track/have been re-baselined to be completed as part of the project lifespan.</p> <p>Project Benefits: Project is advancing with construction work now moving at pace and all expected benefits in terms of infrastructure, economy and wider regeneration on track.</p> <p>Glasgow Airport Investment Area Community Benefits: 70 out of 70 community benefits have been delivered. Project delivery is closed and now moved to defects management period. The infrastructure in place has allowed the progression of the AMIDS site to take place with key link road throughout and new connecting bridges opened.</p>

Delivering the Council Plan – Economy

What we will do	Due Date	Status	Progress update
5. Work with partners to deliver the Advanced Manufacturing Innovation District – Scotland (AMIDS)	31-May-2023		First two centres of employment are significantly progressed with occupation of the 1st now completed in Q4 2022 and the other due in Q1 2023. Procurement of a joint venture partner for the remaining AMIDS site is nearing completion, with agreement anticipated May 2023. A strategic Group has been established with key stakeholders informing progression of development. Key enabling infrastructure is now complete together with new public realm space. Due date adjusted to the 31st of May 2023.
6. Participate fully in all aspects of the new National Manufacturing Institute Scotland (NMIS) Governance arrangements and Medicine Manufacturing Innovation Centre (MMIC) delivery	31-Mar-2023		The Council has strong links with NMIS and MMIC as they are represented on the NMIS One Scotland Collaboration Group and chair the AMIDS Strategic Advisory Group with both organisations represented. CD&I team members work closely with both organisations daily and continue to assist with the commissioning of their buildings. MMIC building is already operational with NMIS now build complete and in fit out phase, expected to open in early 2023.
7. Develop a Community Wealth Building Plan for Renfrewshire	31-Dec-2023		A key focus of this has been work with local suppliers to encourage local business to bid for council contracts. A successful event has already taken place and work is ongoing to support local businesses. Employability work has a current focus on lifting people out of low-paid employment and on supporting parents into work. Due date has been extended to December 2023.
8. Maximise funding for regeneration of Renfrewshire's places through grant submissions to external sources including UK and Scottish Governments	31-Mar-2026		The Regeneration and Place Team have successfully been able to secure and receive funding through various external sources. Between 21/22 and 25/26 we have been allocated £4.4m from the Place Based Investment Fund for capital regeneration projects. Between 22/23 and 24/25 we have received £1.5m in funding for capital and revenue regeneration spend from the Shared Prosperity fund. We have consistently been successful in RCGF funding applications. Most recent successful application received £800k in funding for the PACE theatre project. We have also recently secured £35k funding from Visit Scotland to develop a strategic Tourism Infrastructure Development Plan for Clyde Muirshiel Regional Park. Recently the team submitted applications to NLHF and HES in respect of a potential new heritage scheme in Johnstone and Kilbarchan.

Delivering the Council Plan – Economy

What we will do	Due Date	Status	Progress update
9. Develop a refreshed employability programme for Renfrewshire (utilising Youth Guarantee and Kickstart funding) to reduce unemployment among young people (18-24 yrs.) and to support local businesses (CF)	31-Mar-2023		Both Youth Guarantee and Kickstart have now completed, with over 500 young people benefiting from the schemes. We have a very well performing employability service and this will continue to support unemployed people into work.
10. Promote a Renfrewshire Apprentice Framework that can be rolled out across local businesses wishing to participate (CF)	31-Mar-2023		This has been completed and this work is now mainstreamed as business as usual for the team and we will continue to promote and deliver apprenticeships across Renfrewshire.
11. Working in partnership with Skills Development Scotland, West College Scotland, Invest in Renfrewshire and Developing the Young Workforce West, we will ensure planned robust approaches to supporting our most vulnerable learners into positive destinations (CF)	31-Mar-2025		<p>The Economic Recovery Group continues to meet regularly with a robust focus on supporting vulnerable learners into positive destinations. All secondary schools and the 2 special schools have a Developing the Young Workforce coordinator. The key priority of these staff is to ensure all young people, particularly the most vulnerable, are provided with opportunities to support them into positive destinations post school including bespoke work placements and alternative pathways as appropriate. Monthly meetings take place to review the progress of these young people and to ensure that the right supports are in place for them.</p> <p>The work placement programme continues to provide excellent opportunities for our young people. We have approximately 400 new employers this year who are offering a range of opportunities such as site visits, training and long-term work placements for young people in the senior phase.</p> <p>The My Future Pathways programme is running successfully again this session with almost 40 young people having embarked on the construction course from August 2022. 8 of these young people have now been offered places on the West College Scotland pre apprentice construction course (new this session).</p>

Delivering the Council Plan – Economy

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2022/23		Q2 2022/23		Q3 2022/23		Q4 2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
1. Percentage of procurement spend spent on local enterprises				18.87%	23%	*	23%	Not measured for Quarters								<p>* This is an LGBF indicator and data for 2022/23 will be available in March 2024.</p> <p>Increasing direct spend with local businesses is a key element of Community Wealth Building and the corporate procurement team are working closely with Economic Development to identify ways in which we can support local businesses with tendering for council contracts. An event was held in Johnstone Town Hall on 29 November 2022 “Doing Business with Renfrewshire Council”, over 70 attendees representing 58 Renfrewshire businesses attended this event. 100% of those who responded to the post event evaluation survey said they were likely or very likely to take action as a result and 100% would be willing to attend future events. Further events are being delivered.</p>

Delivering the Council Plan – Economy

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2022/23		Q2 2022/23		Q3 2022/23		Q4 2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
2. Gross Value Added (GVA) per capita (LGBF)				£22,002	Data only	*	Data only	Not measured for Quarters								* This is an LGBF indicator and data for 2022/23 will be available in March 2024. 2019/20 figure reported as £24,880.
3. Number of people supported, sustained in work at 6 Months through Renfrewshire Council Employability Programme (INVEST)				221	180	340	180	Not measured for Quarters								This end of year figure will continue to rise at there is a degree of time lag with this indicator. The Scottish Government have supported a development initiative named “Kickstart Plus” in Renfrewshire to provide a further 6 months support to Kickstart trainees (with employers also contributing) to allow them to continue in the workplace.
4. Number of new business start ups in Renfrewshire with Business Gateway support				272	320	206	320	51	80	47	80	50	80	58	80	Growth in the number of start-ups in Renfrewshire has risen slightly. There were 5% more businesses start-ups in the last quarter compared with the corresponding period of last year.

Delivering the Council Plan – Economy

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2022/23		Q2 2022/23		Q3 2022/23		Q4 2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
5. Renfrewshire Claimant Count (NOMIS)		↓	↓	4,180	Data only	3,755	Data only	3,525	Data only	3,600	Data only	3,505	Data only	3,755	Data only	Currently 3.3%, up from 3% in Q3
6. Percentage of Renfrewshire population working age (16-64)		↑	↑	76.2%	Data only	*	Data only	Not measured for Quarters								* This is a national dataset and population estimates for 2022/23 are not yet available.

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
1. Develop the new Fairer Renfrewshire programme (CF)	31-Mar-2025	▶	<p>The Fairer Renfrewshire Sub-Committee has been meeting since August 22 and a Fairer Renfrewshire Officers Group made up of officers from across services is meeting monthly. Work with partners to develop the Fairer Renfrewshire Programme is ongoing. There are four key emerging themes which are shared across all elements of the programme, and these are:</p> <ul style="list-style-type: none"> • Improving financial security • Advancing equality of opportunity • Building community capacity and resilience • Listening to lived experience <p>Funding has been allocated from the Fairer Renfrewshire budget to a number of projects to support residents with immediate Cost of Living increases. These include supports around food, fuel and advice. Work is also ongoing around digital access and supporting residents to get online through the Citizen Voice group, with a new post of Digital Champion in libraries has been recruited. Our Winter Connections programme was set up to support residents over the Winter 22/23 period, and has provided grants to a number of organisations to run activities. The development of a panel of people with lived experience of poverty to inform the Council’s policy and practice is ongoing. A diverse panel has been recruited and have met formally six times, with test of change being evaluated by Poverty Alliance.</p> <p>In addition, officers are undertaking a ‘deep dive’ child poverty data exercise, to support the Local Child Poverty Action Plan as well as the wider Fairer Renfrewshire programme.</p>
2. Work with partners to support Renfrewshire residents through the cost of living crisis	31-Dec-2023	▶	<p>The Community Food Fund has supported community food provision across Renfrewshire. Three allocations of funding have been made to the Fuel Insecurity Pilot which continues to support fuel vouchers augmented with energy advice and the increase in payment amount and continuation of the Financial Insecurity Winter Payment supports households who are struggling to purchase essentials like food and fuel. In addition the Tackling Poverty programme continues to support an Energy Adviser in the Energy Management Unit.</p>

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
3. Develop mechanisms for supporting individuals with lived experience of poverty to influence policy in this area	31-Mar-2024		<p>The development of a panel of people with lived experience of poverty to inform the Council’s policy and practice is ongoing with Poverty Alliance and STAR Project being contracted to organise, chair facilitate and support the panel. A diverse panel of 15 people has been recruited and have met formally six times, as well as meeting in-between panel meetings to debrief and develop the work alongside a community artist to create a record of their experience. Initial meetings with Officers and Elected members have been held to commence the panel’s input to policy.</p> <p>Work is also underway to plan an event which will bring the Panel together with the Fairer Renfrewshire Sub-Committee to discuss the Panel’s deliberations and recommendations.</p> <p>An evaluation of the process has also been carried out by Poverty Alliance to explore how these types of participation processes can inform work going forward, and to inform the development of the model moving forward. Officers are currently undertaking contract arrangements to extend the existing panel arrangements for a further year.</p>
4. Bring forward actions to reduce health inequalities, improving economic participation, more secure earning and greater earning power	31-Mar-2024		<p>The Health Inequalities Group has met regularly and recently provided an update report to the LEP on where additional service requirements were being identified.</p> <p>The Employer Recruitment Initiative has now been launched, new disability services contracted and in place, and new initiatives have been identified and will be delivered for the next 2 years via funding secured.</p>
5. Carry out deep dive (planned for early 2023) focusing on child poverty, which will inform delivery of local child poverty action plans (CF)	31-Aug-2023		<p>The Fairer Renfrewshire Programme is currently being developed, and as part of that programme, officers are undertaking a ‘deep dive’ child poverty exercise in order to fully understand child poverty across Renfrewshire and across different communities. This will inform the Fairer Renfrewshire programme as well as local child poverty action plans, helping the Council and partners understand the areas of greatest need, and will focus on the six priority family groups.</p>

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
6. The Promise Strategic Oversight Board and workstreams will progress and ensure Renfrewshire 'Keeps the Promise' and delivers improved outcomes for individuals who are care experienced, wherever possible keeping children within their families (CF)	31-Mar-2025		Promise related activity underway across a number of area/services and in line with The Promise 21-24 Plan. The Promise involves all areas of the council and its partners and reinforces the importance of reflecting this in our strategic planning approach. Considerable activity is also taking place at operational level across the Council.
7. Build local capacity for transformational whole systems change and to scale up and drive the delivery of holistic whole family support services (CF)	31-Mar-2025		Good progress has been made with the development of the holistic whole family support services. Through Renfrewshire's Children's Services Partnership, a range of services are working together to map out services that can support families at the right time with a focus on early and preventative intervention. We are continuing to work with services and teams to ensure they are aligned to the Whole Family Wellbeing policy agenda. Dedicated income maximisation and welfare rights advice for families will continue to be provided as part of a new wider family advice service and this will also feature in secondary schools.

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
8. Take forward the recommendations of the Alcohol and Drugs Commission	31-Mar-2025	▶	<p>Services across the Council continue to support and implement work to address the recommendations of the Alcohol and Drugs Commission Report. MYLA (My Life Ahead) launched last year, which provides holistic wraparound support, using many of the elements of the Housing First approach and is delivered by Housing Services. The project will support any household in Renfrewshire, regardless of tenure, whose life is affected by alcohol or drugs. A specialist support provider, Turning Point Scotland, will provide this bespoke support intervention to support sustainment.</p> <p>An action to eradicate stigma and promote positive conversations around recovery is progressing, with scope to extend to include other existing and emerging priorities, such as The Promise, Tackling Poverty, Trauma Informed and Responsive Renfrewshire. Themes and initial actions have been identified, and a review of the resources required to deliver this project is currently underway. A coordinator for Trauma-Informed and Responsive Renfrewshire started in October 2022 and is working with partners to develop a draft plan for the Programme.</p> <p>Children’s Services, in partnership with I Am Me Scotland, have developed a digital, interactive and progressive curricular programme in substance use for early years to senior phase aligned to the principles of Curriculum for Excellence, and reflecting the context of drug use within Renfrewshire. Children and young people have led the design and development of the materials, with significant involvement from partners, as well as young people and adults with lived experience, from a variety of different backgrounds.</p>
9. Develop the Trauma Informed and Responsive Renfrewshire Programme	31-Mar-2025	▶	<p>A coordinator post has been created to lead this programme of work going forward, with the coordinator starting in late October 2022. Further engagement with the Improvement Service and other local authorities has taken place through national networks for trauma champions and trauma leads, and the steering group reconvened in March 2023 to further explore the draft plan for the Programme. Leadership training for the Corporate Management Team was also undertaken in March 2023.</p>

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
10. Progress the design and delivery of the Curriculum, Learning, Teaching and Assessment; the Families and Communities; and the Inclusion Portfolios within Children's Services (CF)	31-Mar-2025		<p>All portfolios have strategic plans in place which focus on driving forward service improvements for each theme. The actions from the portfolios now feature in the SIP to ensure there is clear alignment between portfolios and service improvement planning.</p> <p>A governance board meets regularly to self-evaluate the development of the portfolios and feedback from senior leaders involved in the portfolios has been positive in terms of a collaborative approach to planning.</p> <p>Work is underway to explore the alignment of reporting and evaluating actions.</p>
11. Deliver mental health and wellbeing support, including Ren10 mental health and wellbeing network to support children, young people and their families (CF)	31-Mar-2025		<p>Ren10 continues to provide a range of supports and interventions for children and young people. The evidence based approaches and interventions are having a positive impact on children, young people and families.</p> <p>Recent data demonstrates an improvement in young people's mental health and wellbeing in a number of areas. In partnership with the Mental Health Foundation, the evaluation framework underpinning some of this work has been refreshed.</p> <p>We are continuing to develop the Ren10 network and link this with the GIRFEC staged intervention process, request for assistance and explore the interface with Whole Family Wellbeing.</p>

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2022/23		Q2 2022/23		Q3 2022/23		Q4 2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
1. Percentage of children living in poverty (after housing costs)				*	Data only	*	Data only	Not measured for Quarters								*Data has not yet been made available for 2021/22 and is expected later in 2023. The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN24 '% of children living in poverty (after housing costs)'. The percentage in Renfrewshire in 2020/21 was 19.5% which was a considerable drop from 23.11% in 2019/20. Renfrewshire had the lowest rate amongst its family group for this indicator, while the Scottish average was 20.86%.
2. Life expectancy at birth (Females)				79.99	Data only	*	Data only	Not measured for Quarters								*Life expectancy data is produced by National Records Scotland and there is a considerable time lag in publishing these. Data for 2022/23 is likely to be available some time in 2024.
3. Life expectancy at birth (Males)				75.53	Data only	*	Data only	Not measured for Quarters								

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2022/23		Q2 2022/23		Q3 2022/23		Q4 2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
4. Healthy life expectancy at birth (Females)				61.6	Data only	*	Data only	Not measured for Quarters								*Life expectancy data is produced by National Records Scotland and there is a considerable time lag in publishing these. Data for 2022/23 is likely to be available some time in 2024.
5. Healthy life expectancy at birth (Males)				60.6	Data only	*	Data only	Not measured for Quarters								
6. Proportion of people earning less than the real living wage (LGBF)				19.8	Data only	*	Data only	Not measured for Quarters								
7. Percentage uptake of free school meals in primary schools				49.3%	75.0%	53.4%	75.0%	52.3%	52.0%	51.8%	52.0%	53.6%	52.0%	54.9%	52.0%	Uptake of free school meals in both primary and secondaries saw improvements compared to the previous financial year with primaries rising from 49.3% to 53.4% in 2022/23. This is above the target of 52%. Secondary performance increased from 32.3% to 39.1% (above the target of 35%) in the same time period. There has been positive feedback to the new menu resulting in the recent increase in uptake. Taster sessions were organised with schools and engagement with schools on an individual basis to focus on uptake, is ongoing.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2022/23		Q2 2022/23		Q3 2022/23		Q4 2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
8. Percentage uptake of free school meals in secondary schools				32.3%	49.0%	39.1%	35.0%	39.6%	35.0%	28.8%	35.0%	*	35.0%	*	35.0%	<p>*While the full year-end position for 2022/23 is available, there was an issue with the source data for Q3 and 4, meaning the split across the quarters could not be verified at this time.</p> <p>Uptake of free school meals in both primary and secondaries saw improvements in performance compared to the previous financial year, with primaries rising from 49.3% to 53.4% in 2022/23. This is above the target of 52%. Secondary performance increased from 32.3% to 39.1% (above the target of 35%) in the same time period. There has been positive feedback to the new menu resulting in the recent increase in uptake. Taster sessions were organised with schools and engagement with schools on an individual basis to focus on uptake, is ongoing.</p>

Delivering the Council Plan – Green

What we will do	Due Date	Status	Progress update
<p>1. Develop costed, targeted interventions and actions to support our net zero journey within the Council and working in partnership with key stakeholders (CF)</p>	<p>31-Oct-2023</p>	<p></p>	<p>The Council is committed to achieving Net Zero by 2030 and is coordinating efforts across the Council under the Ren Zero programme, which oversees delivery of Renfrewshire’s Plan for Net Zero.</p> <p>During 2023, officers will bring forward costed delivery plans for key priority areas that must be targeted to reduce carbon emissions for Board approval. At all stages throughout the delivery of the Net Zero Plan, officers will look to identify opportunities with partners to accelerate progress wherever possible within the resources and capacity available. A number of achievements in the net zero journey have been made.</p> <p>Passivhaus construction was selected as the Council’s design and construction approach for the new Paisley Grammar School Community Campus in 2020, which is due to be completed in 2026. The Passivhaus approach supports the delivery of interconnected benefits which support the net zero agenda, such as low energy bills; constant fresh air; superior internal comfort; and peaceful and quiet interiors. The Energy Management Unit confirm that the LED lighting programme is now complete in the public-private partnership (PPP) estate, and that CO2 monitors have also been installed in the PPP estate.</p> <p>A number of advancements in sustainable travel have been implemented, with new active travel schemes being launched: Beat the Street, School Active Travel Promotion, Scootability, and Not Far? Leave the Car. Additional electric charging equipment has also been installed, and the Team Up to Clean Up campaign has entered its 5th year which has grown each year since its inception. The Council continues to promote and encourage waste minimisation through reducing, re-using and recycling.</p>

Delivering the Council Plan – Green

What we will do	Due Date	Status	Progress update
2. Development of Low Emissions / Electrification Strategy	31-Mar-2024		<p>The strategy will outline steps that the service will take to contribute towards Renfrewshire’s achievement of Net Zero carbon emissions by 2030.</p> <p>Fleet services continue to trial the alternative fuel source HVO (Hydrotreated vegetable oil) and have now expanded this trial by adding in additional vehicles. HVO is stable, renewable, sustainable, high quality and significantly reduces greenhouse gas emissions.</p> <p>Over 2,000 litres of HVO have been used. Thus far, the trial has reduced greenhouse gas emissions by 5.05 tonnes of CO2e. 2,000 litres of HVO have cost £936 more than the cost of diesel for the same volume of fuel.</p> <p>Renfrewshire Council have purchased 14 Electric Vehicles to add to our zero emissions fleet of cars, light vans, minibuses and large goods vehicles resulting in almost a quarter of the fleet now using alternative fuel sources. We currently operate 117 electric vehicles up to and including two 5 tonne fully electric buses. This has reduced from 130 vehicles. There are electric bicycles at HQ. Pool fleet is 100% electric. Due date has been updated to March 2024.</p>
3. Pilot and test the creation of active travel routes between neighbourhoods, town centres and business locations using these to test SMART travel solutions and evaluate benefits to biodiversity, air quality and access	31-Mar-2023		<p>In 2022 the Regeneration and Place Team commissioned specialist consultants Stantec to develop an active travel strategy focussed on accessing the main areas of employment across Renfrewshire. A large-scale survey and a significant number of employer interviews were conducted with the support of the Renfrewshire Chamber of Commerce and the Renfrewshire Economic Leadership Panel. A final report has now been produced with a series of recommendations to develop new routes and initiatives to promote travel behaviour change. This will act as a source document for the development of specific projects for Council and external funder support in the years to come and may be reflected in new actions to be brought forward.</p>

Delivering the Council Plan – Green

What we will do	Due Date	Status	Progress update
4. Develop a Strategic Property Review of Council operational, non-operational and surplus assets	31-Mar-2025		In 2022, Renfrewshire Council commenced a Strategic Property Review (SPR). The objectives of the review are to assess the size of and shape of the Council's property estate, to provide a modern property estate that meets the current and future requirements to: Support Learning; Support service delivery outcomes; Support community needs; Reduce its carbon footprint (including energy consumption), and; Have a financially sustainable property portfolio. The review will identify, assess and propose options to rationalise the Council's property holdings and portfolio, to have a property estate of high quality that meets the current and future needs of services and communities, through optimum utilisation of the buildings. The review will continue over the next couple of years, therefore the due date has been updated to reflect the ongoing nature of this work.
5. Deliver the Energy Efficiency Standard for Social Housing post-2020 (EESH2) milestones	31-Mar-2023		Contractor now on site to deliver energy efficiency works. Scottish Government review of EESH2 is now underway to strengthen and realign the standard with the target for net zero heat in houses from 2040. The outcome of this process will determine the council's strategy to meet EESH2 or any other standard which may emerge from the review.
6. Develop a funding strategy to support the resourcing of actions to deliver net zero	31-Mar-2024		This action is new this year and will be developed as part of phase 2 of the Plan for Net Zero which sets out the phased road map and costed, area-based delivery plans, which is currently underway with officers working alongside external technical expertise. The new statutory duty to develop a Local Heat and Energy Efficiency Strategy and the associated funding streams will also form part of this so the end date has been revised to 31 March 2024 from 31 October 2023.
7. Establish a carbon budget for Renfrewshire Council	31-Mar-2024		This action is new this year and is being developed as part of phase 2 of the Plan for Net Zero alongside the phased road map and costed, area-based delivery plans which are currently underway. This will involve internal engagement from October 2023 to establish and agree phased targets to 2030.

Delivering the Council Plan – Green

What we will do	Due Date	Status	Progress update
8. Ensure that climate considerations are taken into account in our procurement strategies and tenders with a focus on reducing emissions	31-Mar-2025		The contract strategy template provides an opportunity for procurement officers to identify opportunities to help tackle the climate emergency and maximise opportunities to achieve energy efficiency and carbon reduction.
9. Review opportunities within the Council's infrastructure pipeline projects to align with the skills transition and green skills development for local people	31-Dec-2024		This action is new this year and will be developed following phase 2 of the Plan for Net Zero which sets out the phased road map and costed, area-based delivery plans. Phase 2 is currently underway and the infrastructure pipeline of projects and the identification of skills gaps will follow on once the outcomes and the phasing are known.
10. Deliver a programme of enhanced operational environmental and community support activities for environment and place (CF)	31-Mar-2023		<p>Engagement on the online platform continues to grow with over 4,300 members actively supporting the campaign. Team Up to Clean Up has developed a number of umbrella projects directed by the issues raised by those engaging on the forum.</p> <p>The Environmental Taskforce, a partnership of Community Wardens and StreetScene Operational staff, focuses solely on tackling flytipping and business waste. The number of Fixed Penalty Notices has seen a significant increase on the previous year. Cameras have been installed to detect and deter flytipping during the financial year.</p> <p>The Taskforce prioritises educating business and housing associations in relation to their duties and responsibilities. In keeping with the Team Up to Clean Up model, the Taskforce offer periodic updates to the online group on their achievements. This engagement is positively received by the community. Renfrewshire's appearance on The One Show celebrated the uniqueness of the Taskforce and its commitment.</p>

Delivering the Council Plan – Green

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2022/23		Q2 2022/23		Q3 2022/23		Q4 2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
1. Percentage of homes meeting the EESSH 2020 standard				78.4%	95%	85.07%	95%	Not measured for Quarters						Whilst below target, performance has improved. Ongoing difficulties within the construction industry have caused some delays in works being completed. Landlords have until December 2025 to comply with EESSH1.		
2. CO2 Emissions area wide per capita (LGBF)				*	Data only	*	Data only	Not measured for Quarters						*2020/21 data for this indicator wasn't published in the LGBF. For 2019/20 this was 4.85 More recent data relating to the Council's emissions can be found in our annual Public Bodies Climate Change Duties Reporting here		
3. CO2 Emissions area wide: emissions within scope of LA per capita (LGBF)				*	Data only	*	Data only	Not measured for Quarters						*2020/21 data for this indicator wasn't published in the LGBF. For 2019/20 this was 4.09 More recent data relating to the Council's emissions can be found in our annual Public Bodies Climate Change Duties Reporting here		

Delivering the Council Plan – Green

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2022/23		Q2 2022/23		Q3 2022/23		Q4 2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
4. Percentage of the vehicle fleet which uses alternative fuels, such as electricity				25%	25%	27%	25%	26.6%	25%	27%	25%	27%	25%	28%	25%	<p>Renfrewshire Council have purchased 14 Electric Vehicles to add to our zero emissions fleet of cars, light vans, minibuses and large goods vehicles resulting in almost a quarter of the fleet now using alternative fuel sources.</p> <p>We currently operate 117 electric vehicles up to and including two 5 tonne fully electric buses. This has reduced from 130 vehicles.</p> <p>There are electric bicycles at HQ. Pool fleet is 100% electric.</p> <p>The Council continues to consider alternative fuels such as HVO, hydrogen and hybrid technology with HVO trial underway using a selection of vehicles.</p>

Delivering the Council Plan – Green

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2022/23		Q2 2022/23		Q3 2022/23		Q4 2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
5. Amount of CO ² emitted by the public vehicle fleet				3,223	3,000	3,267	3,000	Not measured for Quarters								<p>The amount of CO2 emitted by the public vehicle fleet has increased from 3,223 in 2021/22 to 3267 in 2022/23. This is above target of 3,000.</p> <p>Fleet Services has seen an increase over the last 12 months in operational services coming back to work in-turn there has been an increase in usage of vehicles in the fleet that use fossil fuels. This has impacted the amount of fuel used and an increase in the carbon emissions.</p> <p>The measure has also been impacted by the pandemic and the need for social distancing, which meant additional vehicles being required throughout 2020/21 and 2021/22.</p>

Delivering the Council Plan – Living our Values

What we will do	Due Date	Status	Progress update
1. Implement the next phase of transformation as part of Right for Renfrewshire	31-Mar-2025		Transformation updates (i.e. spotlight on a specific portfolio e.g. financial sustainability) are taken to the CMT by the Programme Management Unit (PMU) on a regular basis. Services not covered in the first phase of RFR are now undertaking reviews in order to deliver their efficiencies. Alongside this, other transformation activity continues, including that linked to the financial sustainability workstreams.
2. Implement the actions arising from the Council’s financial sustainability workstreams	31-Mar-2024		There are a range of financial sustainability workstreams underway, each led by a Council director. So far savings of £4.4m have been identified and included in the 2023/24 base budget. Initial conclusions on some workstreams have confirmed there is limited prospect of the potential to deliver savings at scale and therefore these workstreams will be closed in order to prioritise management resource to those areas where there is more potential. Further work to progress existing workstreams and develop new ones will continue during the year with proposals being brought to Council and / or Policy Boards for approval.
3. Support engagement opportunities to influence national policy direction and align the focus of the organisation in response to national legislation	31-Mar-2027		The Council continues to respond to national consultations and calls for views, either directly, via COSLA, or through participation in the wide range of professional bodies of which our officers are members. Officers continue to closely monitor emerging national legislation and consider any implications for the organisation.
4. Support the Council in developing New Ways of Working	31-Oct-2023		The vision is: “Creating the conditions and offering employees options to allow them to work more flexibly, recognising work/life balance, ensuring staff retention, whilst delivering key services for Renfrewshire’s communities”. Pilots of new types of workspace are underway, and a space planner has been commissioned to consider layouts that meet our requirements and meet national standards. We have prioritised policies to support the new ways of working and this will continue. Pilots of new recruitment adverts have been undertaken. The next steps include implementing new ideas and trying to establish where teams should reside within the building.

Delivering the Council Plan – Living our Values

What we will do	Due Date	Status	Progress update
5. Undertake a corporate self-assessment exercise in line with revised best value audit methodology	31-Dec-2023		Approach and model were agreed by the Corporate Management Team and the survey element of the CSA has been completed. Follow up workshops are scheduled to take place early next quarter, and then a consideration around how to take self-assessment activity forward more generally in light of the revised best value audit methodology. As a result, this action has been carried forward into the new SIP with the due date revised to 31 December 2023.
6. Lead implementation of the council brand, ensuring council communications are responsive, informed, inclusive and accessible (CF)	31-Mar-2024		<p>Work is ongoing to increase visibility and access to the council’s brand toolkit and embedding its consistent use across services.</p> <p>Brand narrative is successful embedded in the council’s main strategic documents and the use of approved corporate templates is increasing through self-serve.</p> <p>Audience segmentation work is underway to deliver up-to-date insights into the local Renfrewshire audience that will help to maximise the reach and impact of marketing and communication activity.</p> <p>Further work continues to refine the brand colour palette to meet triple A web content accessibility requirements.</p> <p>Review of the council services written communication with residents is underway, to ensure they meet the council’s agreed Tone of Voice and reflect the council values.</p> <p>Standardised corporate, place and service information, has been developed to support council recruitment.</p>
7. Develop an overall strategic recruitment and talent management plan to enable us to meet future workforce demands	31-Mar-2024		Due to the planned re-design within the People & OD team this will likely take longer to implement. However, the international recruitment angle continues to be explored, developments within talent link have commenced with others planned, we have piloted some new types of adverts, work is ongoing but the People & OD team re-design will also impact on the final outcomes of this. The due date has been revised to March 2024.

Delivering the Council Plan – Living our Values

What we will do	Due Date	Status	Progress update
8. Develop a Wellbeing Strategy that meets the needs of our workforce as we emerge from the pandemic and look towards the future	31-Dec-2023	▶	The Wellbeing Strategy is in development and the due date has been revised to December 2023. Employee wellbeing has been a particular focus for People and OD, and the team continue to refresh existing policies and introduce new policies with wellbeing at its core. These include an updated Supporting Attendance Policy and a new Menopause Policy.
9. Support the Council with improving attendance and reducing absence)	31-Dec-2023	▶	The absence policy was presented at the November 2022 Finance, Resources and Customer Services Policy Board and was approved. The implementation is underway, however, at the same time we are reviewing absence recording processes to aid the successful implementation of the policy. Training and guidance on the new policy is in final draft and will be ready to launched when the process review is concluded.
10. Develop a new Equality, Diversity and Inclusion Strategy for the Council	31-Dec-2023	▶	The programme is well underway, with ED&I roundtables carried out in November 22, feedback provided to CMT in March 23, further work is planned for June 23 to gain more insight from our colleagues and how they feel about ED&I, this is planned for June 23, a final strategy will be delivered by the end of the year. The due date has been revised to December 2023.

Delivering the Council Plan – Living our Values

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2022/23		Q2 2022/23		Q3 2022/23		Q4 2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
1. Average number of work days lost through sickness absence per employee				11.87	9.9	*	9.9	3.02	2.6	3.02	2.1	3.74	2.8	*	2.6	<p>*Data for Q4 (and therefore for 2022/23 overall) is not yet available.</p> <p>For quarter 3, the Council has recorded an overall absence rate of 3.74 days lost per FTE employee, which is 0.94 days above the target of 2.80 days.</p>
2. Percentage of posts of the highest 5% of earners among employees (excl. Teachers) who are women (AS)				58.15%	Data only	*	Data only	Not measured for Quarters								<p>*This is an LGBF indicator and data for 2022/23 will not be available until March 2024</p> <p>For 2021/22, Total number of employees = 6,154 Total number of employees in top 5% = 313 Total number of women in top 5% = 182 (58.15%)</p> <p>There was an increase in this indicator from 57.11% in 2020/21 to 58.15% in 2021/22 due to turnover activity within the Council. We will continue to monitor this indicator as part of our equality monitoring processes to ensure that our recruitment, training, development, and retention processes treat everyone in an equal and consistent basis.</p>

Delivering the Council Plan – Living our Values

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2022/23		Q2 2022/23		Q3 2022/23		Q4 2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
3. Percentage gender pay gap between average hourly rate of pay for male and female employees				2.29	Data only	*	Data only	Not measured for Quarters								<p>*2022/23 data not yet available - this is an LGBF indicator and data will not be available until March 2024.</p> <p>For 2021/22, the pay gaps were calculated using the difference between male and female's average hourly rate which excludes overtime.</p> <p>Average hourly rate of pay (Male) = £17.50</p> <p>Average hourly rate of pay (Female) = £17.10</p> <p>Gender Pay Gap % = 2.29%</p>
4. Number of complaints closed at Frontline Resolution as a percentage of all complaints				86.8%	85%	89.2%	85%	87.9%	85%	88.1%	85%	90.1%	85%	90.7%	85%	<p>A total of 2,279 complaints were received during Qtr 4 22/23. From this total, 2,067 frontline cases were closed during Qtr 4. Target has been achieved.</p>
5. Percentage Of FOI requests completed within timescale				95.4%	90%	94%	90%	97%	90%	95%	90%	92%	90%	92%	90%	<p>94% FOI requests due in 2022/23 were completed on time. 1469 requests were received with 1375 completed within timescale.</p>

Delivering the Council Plan – Improving outcomes for Children and Families

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2022/23		Q2 2022/23		Q3 2022/23		Q4 2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
1. No. of opportunities for young people to achieve through accredited awards				808	1,130	*	1,130	Not measured for Quarters								*Data is currently being gathered for this indicator.
2. Average complementary tariff score of pupils living in SIMD 30% most deprived areas				545	Data only	*	Data only	Not measured for Quarters								*Figures for 2022/23 school leavers will become available in the February 2024 Insight update. Latest data on school leavers attainment shows 2021/22 complementary tariff score is down on the figure for 2020/21. Please note for this and the following indicator - assessment methods were impacted by the pandemic, and comparison with previous years should be treated with caution.
3. Average complementary tariff score of all school leavers in Renfrewshire				689	Data only	*	Data only	Not measured for Quarters								*Figures for 2022/23 school leavers will become available in the February 2024 Insight update. The average complementary tariff score decreased in 2021/22. The average tariff of 689 is lower than the previous year but in line with leavers from the 19/20 cohort

Delivering the Council Plan – Improving outcomes for Children and Families

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2022/23		Q2 2022/23		Q3 2022/23		Q4 2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
4. Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Literacy between pupils living in 30% Most Deprived areas and those living in 70% Least Deprived Areas (SIMD)				15.4	7	*	10	Not measured for Quarters						*The 2022/23 data will become available later in 2023 through the SQA Insight website. The percentage point gap between the attainment in literacy of pupils living in the most and least deprived areas has increased to 15.4 percentage points, in comparison to the data last reported in 2018/19. In 2019/20 this data was not collected, while the 2020/21 data collection did not include achievement of a level at S3.		
5. Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Numeracy between pupils living in 30% Most Deprived areas and those living in 70% Least Deprived Areas (SIMD)				13.4	6	*	9	Not measured for Quarters						*The 2022/23 data will become available later in 2023 through the SQA Insight website. The percentage point gap between the attainment in numeracy of pupils living in the most and least deprived areas has increased to 13.4 percentage points, in comparison to the data last reported in 2018/19. In 2019/20 this data was not collected, while the 2020/21 data collection did not include achievement of a level at S3.		

Delivering the Council Plan – Improving outcomes for Children and Families

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2022/23		Q2 2022/23		Q3 2022/23		Q4 2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
6. Percentage of Looked After Children cared for in the community				92%	89.9%	90%	89.9%	91%	89.9%	92%	89.9%	91%	89.9%	90%	89.9%	<p>Performance in Q4 has decreased slightly from 91.2% in Q3 to 90%.</p> <p>The majority of all looked after children continue to live in a community setting either with their own family or with an alternative family. A residential house or school can be more suitable for a small number of children and young people based on their particular needs, but the service will always seek to have a child live in a family setting where appropriate.</p> <p>All looked after and accommodated children are in the setting which has been identified to best meet their needs.</p>

Council Plan

Six monthly progress update
June 2023

For more information, please contact:
policycefar@renfrewshire.gov.uk

We are fair, We are helpful, We are great collaborators, We value learning



Renfrewshire
Council