

Notice of Meeting and Agenda Education and Children's Services Policy Board

Date	Time	Venue
Thursday, 15 March 2018	13:00	Council Chambers (Renfrewshire), Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

KENNETH GRAHAM
Head of Corporate Governance

Membership

Mr Iain Keith: Mr Jack Nellaney: Councillor Derek Bibby: Councillor Bill Binks: Councillor Carolann Davidson: Councillor Natalie Don: Councillor Edward Grady: Councillor Neill Graham: Councillor Lisa-Marie Hughes: Councillor Karen Kennedy: Councillor Scott Kerr: Councillor Paul Mack: Councillor John McNaughtan: Councillor Will Mylet: Councillor Iain Nicolson: Councillor Emma Rodden: Councillor John Shaw:

Councillor Jim Paterson (Convener): Provost Lorraine Cameron (Depute Convener):

Further Information

This is a meeting which is open to members of the public.

A copy of the agenda and reports for this meeting will be available for inspection prior to the meeting at the Customer Service Centre, Renfrewshire House, Cotton Street, Paisley and online at www.renfrewshire.cmis.uk.com/renfrewshire/CouncilandBoards.aspx

For further information, please either email democratic-services@renfrewshire.gov.uk or telephone 0141 618 7112.

Members of the Press and Public

Members of the press and public wishing to attend the meeting should report to the customer service centre where they will be met and directed to the meeting.

Items of business

Apologies

Apologies from members.

Declarations of Interest

Members are asked to declare an interest in any item(s) on the agenda and to provide a brief explanation of the nature of the interest.

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| | Joint report by Director of Finance & Resources and Director of Children's Services. | |
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| 4 | The Attainment of School Leavers in 2017, Including Looked After Children | 67 - 78 |
| | Report by Director of Children's Services. | |
| 5 | Voluntary Sector Grants 2018/19 | 79 - 88 |
| | Report by Director of Children's Services. | |
| 6 | Distribution of Funding to Support Services for Children and Families - Funding Allocation for 2018/19 | 89 - 98 |
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| 7 | Inspection of Gallowhill Primary School and Nursery Class, Paisley | 99 - 106 |
| | Report by Director of Children's Services. | |
| 8 | Carers (Scotland) Act 2016: Progress Update - Completion of Young Carers' Strategy 2018/21 | 107 - 122 |
| | Report by Director of Children's Services. | |
| 9 | Early Learning and Childcare Entitlement-1140 Expansion Plan | |
| | Report by Director of Children's Services (Not available - copy to follow) | |



To: Education and Children's Services Policy Board

On: 15 March 2018

Report by: Director of Finance and Resources and Director of Children's Services

Heading: Revenue Budget Monitoring to 5 January 2018

1. Summary

- 1.1 Gross expenditure is £490,000 (0.4%) over budget and income is £490,000 (15.0%) greater than anticipated which results in a **break even position** for the services reporting to this Policy Board

This is summarised over the relevant service in the table below:

Division / Department	Current Reported Position	% variance	Previously Reported Position	% variance
Children's Services	Break even	-	Break even	-

2. Recommendations

- 2.1 Members are requested to note the budget position.

2.2 Budget Adjustments

Members are requested to note that since the last report, there have been budget adjustments arising from interdepartmental transfers which has resulted in a net increase in the budget of £5k.

3. Children's Services

Current position:	Break even
<i>Previously reported:</i>	<i>Break even</i>

3.1 **Additional Support for Learning:**

Current Position	Net overspend £248,000
<i>Previously reported:</i>	<i>Net overspend £221,000</i>

The overspend relates to transport costs and additional support needs assistants.

3.2 **Central Admin:**

Current Position:	Net overspend £212,000
<i>Previously reported:</i>	<i>Net overspend £169,000</i>

The overspend mainly relates to additional staffing and admin costs.

3.2 **Primary Schools:**

Current Position:	Break even
<i>Previously reported:</i>	<i>Net underspend £26,000</i>

The underspend relates to teachers' salaries which has been offset by an overspend in property costs and supplies.

3.3 **Secondary Schools:**

Current Position:	Break even
<i>Previously reported:</i>	<i>Net underspend £129,000</i>

An underspend on payments to other bodies is offset by overspends in other service areas.

3.4 **Special:**

Current Position	Net overspend £10,000
<i>Previously reported:</i>	<i>Net underspend £4,000</i>

The underspend relates to teachers' salaries.

3.5 **Psychological Services:**

Current Position	Net underspend £46,000
<i>Previously reported:</i>	<i>Not previously reported</i>

The underspend relates to teachers' salaries.

3.5 **Childcare Services:**

Current Position	Net underspend £424,000
<i>Previously reported:</i>	<i>Net underspend £231,000</i>

The underspend position relates to the net effect of underspends in residential schools, special needs and fostering, adoption and kinship, offset by overspends in residential accommodation, childcare management and localities.

3.6 **Projected Year End Position**

It is anticipated at this stage that Childrens' Services will achieve a break-even year-end position.

Implications of the Report

1. **Financial** – Net revenue expenditure will be contained within available resources.
2. **HR & Organisational Development** – none
3. **Community/Council Planning** - none
4. **Legal** – none
5. **Property/Assets** – none
6. **Information Technology** - none.
7. **Equality & Human Rights** - The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report 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 & Safety** – none
- 9. **Procurement** – none
- 10. **Risk** – none
- 11. **Privacy Impact** - none
- 12. **Cosla Policy Position** - none

List of Background Papers

None

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Lisa Dickie, Extension 7384

RENFREWSHIRE COUNCIL
REVENUE BUDGET MONITORING STATEMENT 2017/2018
1st April 2017 to 05 January 2018

POLICY BOARD : EDUCATION & CHILDREN'S SERVICES

Description	Revised Annual Budget	Revised Period Budget	Actual	Adjustments	Revised Actual	Budget Variance		
(1)	(2)	(3)	(4)	(5)	(6) = (4 + 5)	(7)		
£000's	£000's	£000's	£000's	£000's	£000's	£000's	%	
Employee Costs	118,102	86,142	87,232	(614)	86,618	(476)	-0.6%	overspend
Property Costs	9,498	7,123	7,257	(8)	7,249	(126)	-1.8%	overspend
Supplies & Services	6,459	2,694	2,881	(60)	2,820	(126)	-4.7%	overspend
Contractors and Others	15,587	10,723	10,540	(56)	10,484	239	2.2%	underspend
Transport & Plant Costs	4,546	3,348	3,482	(1)	3,481	(133)	-4.0%	overspend
Administration Costs	10,001	665	716	(9)	707	(42)	-6.3%	overspend
Payments to Other Bodies	25,779	17,483	17,352	(43)	17,309	174	1.0%	underspend
CFCR	0	0	0	0	0	0	0.0%	breakeven
Capital Charges	16,124	0	0	0	0	0	0.0%	breakeven
GROSS EXPENDITURE	206,096	128,178	129,460	(791)	128,668	(490)	-0.4%	overspend
Income	(5,319)	(3,263)	(3,776)	23	(3,753)	490	15.0%	over-recovery
NET EXPENDITURE	200,777	124,915	125,684	(768)	124,915	0	0.0%	breakeven

	£000's	
Bottom Line Position to 05 January 2018 is breakeven of	<u>0</u>	<u>0.0%</u>
Anticipated Year End Budget Position is breakeven of	<u>0</u>	<u>0.0%</u>

RENFREWSHIRE COUNCIL
REVENUE BUDGET MONITORING STATEMENT 2017/2018
1st April 2017 to 05 January 2018

POLICY BOARD : EDUCATION & CHILDREN'S SERVICES

Description (1)	Revised Annual Budget (2)	Revised Period Budget (3)	Actual (4)	Adjustments (5)	Revised Actual (6) = (4 + 5)	Budget Variance (7)		
£000's	£000's	£000's	£000's	£000's	£000's	£000's	%	
Central Administration	11,293	1,097	1,878	(569)	1,309	(212)	-19.3%	overspend
Pre-Five Service	15,195	10,592	10,592	0	10,592	0	0.0%	breakeven
Primary Schools	57,502	35,271	35,400	(128)	35,271	0	0.0%	breakeven
Secondary Schools	73,191	48,484	48,484	0	48,484	0	0.0%	breakeven
Special Schools	6,723	4,565	4,575	0	4,575	(10)	-0.2%	overspend
Schools Support Services	0	0	0	0	0	0	0.0%	breakeven
Healthy Lifestyles	6	0	0	0	0	0	0.0%	breakeven
Add Support for Learning (ASL)	6,954	3,561	3,809	0	3,809	(248)	-7.0%	overspend
Facilities Management	423	230	230	0	230	0	0.0%	breakeven
Educational Development	(705)	(32)	(32)	0	(32)	0	0.0%	breakeven
Psychological Services	820	655	609	0	609	46	7.0%	underspend
Childcare	29,375	20,492	20,139	(71)	20,068	424	2.1%	underspend
NET EXPENDITURE	200,777	124,915	125,684	(768)	124,915	0	0.0%	breakeven

	£000's	
Bottom Line Position to 05 January 2018 is breakeven of	<u>0</u>	<u>0.0%</u>
Anticipated Year End Budget Position is breakeven of	<u><u>0</u></u>	<u><u>0.0%</u></u>



To: EDUCATION & CHILDREN'S SERVICES POLICY BOARD

On: 15 MARCH 2018

Report by: Director of Finance and Resources

Heading: Capital Budget Monitoring Report

1. Summary

- 1.1 Capital expenditure to 5th January 2018 totals £14.505m compared to anticipated expenditure of £14.470m for this time of year. This results in an under-spend position of £0.035m for those services reporting to this board, and is summarised in the table below:

Division	Current Reported Position	% Variance	Previously Reported Position	% Variance
Children Services	£0.035m u/spend	0% u/spend	£0.008m u/spend	0% u/spend
Total	£0.035m u/spend	0% u/spend	£0.008m u/spend	0% u/spend

- 1.2 The expenditure total of £14.505m represents 59% of the resources available to fund the projects being reported to this board. Appendix 1 provides further information on the budget monitoring position of the projects within the remit of this board.
-

2. Recommendations

- 2.1 It is recommended that Members note this report.

3. **Background**

3.1 This report has been prepared by the Director of Finance and Resources.

3.2 This capital budget monitoring report details the performance of the Capital Programme to 5th January 2018, and is based on the Capital Investment Programme which was approved by members on 23rd February 2017, adjusted for movements since its approval.

4. **Budget Changes**

4.1 Since the last report budget changes totalling £0.230m have arisen which reflects the following:-

Budget of £0.280m re-profiled from 2017/18 to 2018/19 for the Close Support Unit reflecting updated cashflows received for the project.

Budget of £0.050m re-profiled from 2018/19 to 2017/18 for Other School Investment Programmes for initial design and fees for the St John Ogilvie Extension Project

Budget transferred in 2017/18 of £0.336m from the Early Years Expansion Programme to the Primary Schools Estate Programme (SEMP) for the adaptation of the Spateston Nursery new build project in order to support the expansion of early year provision from August 2020.

Implications of the Report

1. **Financial** – The programme will be continually monitored, in conjunction with other programmes, to ensure that the available resources are fully utilised and that approved limits are achieved.
2. **HR & Organisational Development** – none.
3. **Community Planning** –

Creating a sustainable Renfrewshire for all to enjoy – Capital investment in new and existing assets will ensure Renfrewshire is more energy efficient.
4. **Legal** – none.
5. **Property/Assets** – none.
6. **Information Technology** – none.
7. **Equality & Human Rights** – The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report 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.
8. **Health & Safety** – none.
9. **Procurement** – none.
10. **Risk** – none.
11. **Privacy Impact** – none.
12. **Cosla Policy Position** – none.

List of Background Papers

- (a). Capital Investment Programme 2017/18 & 2018/19 – Council, 23rd February 2017.

The contact officers within the service are:

- Geoff Borland, Extension 4786
- Alison Fraser, Extension 7376
- George McLachlan, Extension 6133

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Education & Children's Services - Appendix 1

RENFREWSHIRE COUNCIL

CAPITAL INVESTMENT STRATEGY - NON-HOUSING SERVICES

BUDGET MONITORING REPORT

BOARD: EDUCATION & CHILDREN'S SERVICES

Project Title	Approved Programme @23/02/17	Current Programme MR 10	Year To Date Budget to 05-Jan-18	Cash Spent to 05-Jan-18	Variance to 05-Jan-18	% Variance	Cash to be Spent by 31-Mar-18	% Cash Spent
EDUCATION & CHILDREN SERVICES								
Schools Investment Programme	0	106	50	47	3	6%	59	44%
Early Years Estate Programme	0	97	97	96	1	1%	1	99%
Early Years Expansion Programme	0	577	0	0	0	0%	577	0%
Primary Schools Estate Programme(SEMP)	21,547	20,358	12,700	12,675	25	0%	7,683	62%
Other Schools Investment Programmes	0	2,989	1,454	1,516	-62	-4%	1,473	51%
Technology Replacement Strategy ICT	400	400	0	0	0	0%	400	0%
Close Support Unit	500	220	169	171	-2	-1%	49	78%
TOTAL EDUCATION & CHILDREN'S SERVICES BOARD	22,447	24,747	14,470	14,505	-35	0%	10,242	59%



To: Education and Children's Services Policy Board

On: 15 March 2018

Report by: Director of Children's Services

Heading: Children's Services Service Improvement Plan 2018- 21]

1. Summary

- 1.1 This Service Improvement Plan for Children's Service covers the period from 2018/19 – 2020/21. The plan outlines what the service intends to achieve over the next three years based on the financial and employee resources likely to be available.
- 1.2 The Service Improvement Plan sits alongside the Council Plan, Community Plan, Risk Management Plan and the Workforce Plan to form a suite of documents which provide the strategic direction for the service.
- 1.3 The plan sets out the priorities being addressed; the key tasks to be implemented; the implementation time-table, and our measures of success.
- 1.4 A mid-year progress update on the Service Improvement Plan will be submitted to the Education and Children's Services Policy Board in November 2018.

2. Recommendations

- 2.1 It is recommended that the Education and Children's Services Board:
 - (a) approves the elements of the attached Service Improvement Plan which fall within the remit of this Board;
 - (b) agrees that progress with this plan be reported to the Board in November 2018
 - (c) notes that this report and the attached Service Improvement Plan will also be presented to the Communities, Housing & Planning to approve elements covered within that Board's remit.

3. Background

- 3.1 The Children's Services directorate in Renfrewshire Council are responsible for the delivery of social work services to children and families, criminal justice social work, early years, primary and secondary education, and community learning and development. Much of what the service does is statutory; that is, there is a legal requirement for the Council to provide that service.
- 3.2 The service accounts for over half of the Council's overall budget and delivers a range of provisions, such as:
- 49 Primary Schools;
 - 11 Secondary Schools;
 - 11 Early Years Centres;
 - 2 Schools for children and young people with Additional Support Needs;
 - 5 children's houses;
 - Supported accommodation for young people leaving care;
 - Social Work Fieldwork Teams;
 - Criminal Justice Social Fieldwork and Through Care service;
 - Criminal Justice Women's Community Justice service;
 - Criminal Justice Court and Drug Treatment and Testing Orders;
 - Criminal Justice Unpaid Work service;
 - Criminal Justice Group work service;
 - Fostering and Adoption services;
 - Kinship Care;
 - Youth Support service; and
 - Community Learning and Development.
- 3.3 Children's Services has an approach which is strongly focused on prevention, early intervention and providing additional support for the most vulnerable. Whilst children's health services sit within the Health and Social Care Partnership (HSCP), a key priority of both organisations will be the continuation of effective integrated working.
- 3.4 Strong working relationships between Criminal Justice Social Work and Addictions and Mental Health services will also be maintained. The service also supports the Community Planning Partnership to play a greater role in the planning and delivery of community justice services across Renfrewshire.
- 3.5 The Service Improvement Plan is one of the ways in which elected members are able to scrutinise the work of Children's Services, and to consider and decide upon policy options as necessary. Refreshing Service Improvement Plans annually allows each service to consider the context in which they operate and revise plans where appropriate.

- 3.6** Importantly, the Service Improvement Plan also links the Council Plan and Community Plan priorities to strategic and operational activity within the service, which supports employees to understand how their role contributes to the Council delivering on its objectives. The priority actions, set out in Section 7 of the attached Service Improvement Plan, details the specific actions the service will progress in order to support the Council's priorities and help deliver improved outcomes for Renfrewshire children, young people and families.

4. Key Achievements 2017/18

4.1 During 2017/18, key achievements of the service include:

- Increasing the percentage of pupils who achieved the expected level for their educational stage in the Broad General Education.
- At all stages (S4, S5 and S6), Renfrewshire pupils performed as well or better in all literacy and numeracy measures than the virtual comparator and national average figures.
- The delivery of the Literacy Development Programme in partnership with the University of Strathclyde, the success of which has led to the expanded literacy work of the Attainment Challenge.
- The expansion of the Whole Systems approach to youth justice to work with young people up to the age of 21, rather than 18.
- Supporting high numbers of our young people to enter positive destinations and sustained post-school destinations.
- Developing the 'Family Firm' approach to co-ordinating employment opportunities for care experienced young people. The approach brings together corporate partners within the Council as well as from partner agencies to deliver practical employability support and real jobs for some of our most vulnerable young people.
- Embedding the Up2U model for tackling violence in interpersonal relationships. Renfrewshire Council won the 'Research into Practice' category at the 2017 Social Work Scotland awards for Up2U.
- Completing the Young Carers' strategy which will be implemented from 1 April 2018. The service has also appointed a dedicated worker for young carers.
- Opening of Riverbrae School, completing the refurbishment of Mossvale and St James Primaries, and commencing work on the new shared campus for Bargarran and St John Bosco Primaries, and at St Paul's Primary and Foxlea Pre 5 Centre.

5. What do we want to achieve

- 5.1 The service is working to contribute to the priorities set out in the Council Plan 2017-2022, which was approved by Council in September 2017. Children's Services also contributes to outcomes set out in Renfrewshire's new Community Plan, 'Our Renfrewshire' (2017-2027).
- 5.2 The service recognises the importance of working together across and beyond Council services with our partners, parents and communities to improve the outcomes for children, families and communities.
- 5.3 The work of Children's Services is guided by our vision:

'Working together to get it right for children, families and communities –
Protecting, learning, achieving and nurturing'.

The core aims of the service are to:

- Provide support to, and protection of, vulnerable children and families and manage offenders in the community;
- Provide children and young people with high quality learning and teaching within nurturing and innovative environments;
- Reduce the poverty related attainment gap while raising attainment for all;
- Value wider achievements so that young people are securing sustainable and positive post-school destinations, regardless of their start in life;
- Work with partners to improve life opportunities for children across Renfrewshire;
- Deliver high quality community learning and development opportunities across Renfrewshire whether alone or in partnership with others; and
- Support all services to raise standards through continuous improvement and self-evaluation in line with local and national priorities.

6. Key priorities

- 6.1 The priorities outlined in the Service Improvement Plan reflect our integrated approach to Children's Services which means that early years, primary and secondary education sits alongside support, protection and care functions all encompassed within one Council service. This approach allows us to best respond to meeting the needs of children, young people and families and provides a sound basis for us to achieve our vision. The key priorities for the service are:

- Closing the poverty related attainment gap while raising attainment for all and support young people to enter positive and sustained post-school destinations.
- Reduce inequalities and deliver improved health and wellbeing outcomes for children and young people.
- Expansion of early learning and childcare to almost double the current provision.
- Celebrating the Year of Young People 2018 by valuing their contribution and achievements in communities and creating new opportunities for them to shine.
- Address the impact of adverse childhood experiences through early and preventative intervention's, working closely with partners using the Getting it Right for Every Child (GIRFEC) approach.
- Children, young people and families are supported within the community and we continue to reduce the number of children looked after and accommodated, where it's safe to do so.
- Ensuring Renfrewshire is a 'Child Friendly' place where children are nurtured and thrive.
- Reducing imprisonment, where appropriate/safe to do so, by promoting the management of those with convictions within the community. Enabling the provision of essential community supports to reduce reoffending

7. Reporting progress

- 7.1** Progress on the implementation of the Service Improvement Plan is regularly monitored by the Extended Senior Leadership Team every quarter, and will be reported to the Education and Children's Services Policy Board on a six monthly basis. A review of progress will be brought to this Board in November 2018.

Implications of the Report

1. **Financial** - The Service Improvement Plan highlights resourcing pressures arising from increasing demand for services and the current financial environment.
2. **HR & Organisational Development** - none
3. **Community/Council Planning** – the report details a range of activities which reflect local council and community planning themes.
4. **Legal** - none
5. **Property/Assets** – none
6. **Information Technology** – Service developments relating to mobile/remote working and information technology are key enablers of service improvement and modernisation and support service-level and corporate objectives.
7. **Equality & Human Rights** - The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health & Safety** - none
9. **Procurement** – none.
10. **Risk** – Risks related to the delivery and management of services are regularly monitored and included in Renfrewshire Council's Risk Register.
11. **Privacy Impact** - none
12. **COSLA Policy Position** – none.

List of Background Papers: None

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CHILDREN'S SERVICES

SERVICE IMPROVEMENT PLAN 2018-2021



Service Improvement Plan 2018-2021

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1. Executive Summary

The Children's Services Service Improvement Plan covers the three year period from 2018/19 to 2020/21. This plan will assist in shaping the strategic direction for the service and outlines the key priorities, programmes, actions and improvements which we will deliver.

Our integrated approach to Children's Services means that early years, primary and secondary education sits alongside support, protection and care functions all encompassed within one Council service. This approach allows us to best respond to meeting the needs of children, young people and families and provides a sound basis for us to achieve our vision and aims.

The key priorities for the service are:

- Closing the poverty related attainment gap while raising attainment for all and support young people to enter positive and sustained post-school destinations.
- Reduce inequalities and deliver improved health and wellbeing outcomes for children and young people.
- Expansion of early learning and childcare to almost double the current provision.
- Celebrating the Year of Young People 2018 by valuing their contribution and achievements in communities and creating new opportunities for them to shine.
- Address the impact of adverse childhood experiences through early and preventative intervention's, working closely with partners using the Getting it Right for Every Child (GIRFEC) approach.
- Children, young people and families are supported within the community and we continue to reduce the number of children looked after and accommodated, where it's safe to do so.
- Ensuring Renfrewshire is a 'Child Friendly' place where children are nurtured and thrive.
- Reducing imprisonment, where appropriate/safe to do so, by promoting the management of those with convictions within the community. Enabling the provision of essential community supports to reduce reoffending.

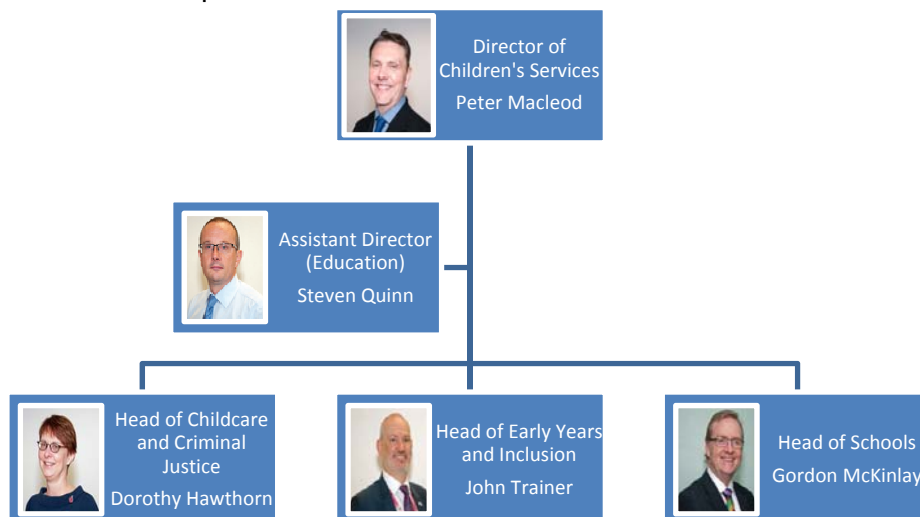
The service recognises the importance of working together across and beyond Council services with our partners, parents and communities to improve the outcomes for children, families and communities.

2. Introduction to the Service Improvement Plan

- 2.1 This Service Improvement Plan for Children's Services covers the three year period from 2018/19 to 2020/21. The plan outlines what the service intends to achieve based on the financial and employee resources expected to be available.
- 2.2 The plan assists in shaping the strategic direction for the service and outlines key programmes, actions and improvements which we will deliver during the next three years.
- 2.3 The major factors that this Service Improvement Plan will require to respond to are the challenging financial environment, public sector reform and delivering the key priorities and outcomes of the Council Plan and Community Plan. The plan sets out the likely impact that these issues will have on the service and our actions to address them.
- 2.4 The Council Plan clearly articulates the Council's priorities for Renfrewshire, and along with the Community Plan, sets out an ambitious programme of work. Children's Services will work together with partners, businesses, local people and communities to target the 5 strategic outcome areas of the Council Plan, creating opportunities for all. These are outlined below:
- 1. Reshaping our place, our economy and our future.**
 - 2. Building strong, safe and resilient communities.**
 - 3. Tackling inequality, ensuring opportunities for all.**
 - 4. Creating a sustainable Renfrewshire for all to enjoy.**
 - 5. Working together to improve outcomes.**
- 2.5 Service level workforce plans, financial plans and risk plans are closely aligned to the Service Improvement Plan, and translate into team and individual development plans.
- 2.6 Service planning informs the budgeting process by enabling budget proposals to be seen in a wider policy development context. In turn, the outcomes of the budget process shape the final content of the Service Improvement Plan. Integration of the budget and the service planning process assists elected members to arrive at budget decisions in the full knowledge of how these will impact at a service level. Financial information and data are also linked to outcomes and priorities.

3. What we do

- 3.1 Children's Services are responsible for the delivery of social work services to children and families, criminal justice social work, early years, primary and secondary education, and community learning and development. The service is led by the Director, Peter Macleod, supported by an Assistant Director for education services, and three Heads of Service. This directorate team is supported in strategic and operational responsibilities by the Extended Senior Leadership Team.



- 3.2 The Director of Children's Services also fulfils the statutory role of Chief Social Work Officer for the Council, whilst the Assistant Director (Education) fills the statutory role of Chief Education Officer. Each local authority is required to designate a senior member of staff to fill these roles under the Social Work (Scotland) Act 1968 and the Education (Scotland) Act 2016 respectively.
- 3.3 The service accounts for over half of the Council's overall budget and delivers the following provisions:
- 27,000 children and young people in early years, primary, secondary and additional support needs schools and centres;
 - 3,100 full time equivalent staff;
 - 49 primary schools; 22 of which have a nursery class;
 - 11 secondary schools;
 - 11 early years centres;
 - 2 schools for children and young people with additional support needs;
 - 5 children's houses;
 - Supported accommodation for young people leaving care;
 - Social work fieldwork teams;
 - Criminal Justice Social Fieldwork and Throughcare service;
 - Criminal Justice Women's Community Justice service;
 - Criminal Justice Court and Drug Treatment and Testing Orders;
 - Criminal Justice Unpaid Work service;
 - Criminal Justice Group work service;
 - Fostering and Adoption services;
 - Kinship Care;
 - Youth Support service; and
 - Community Learning and Development.

3.4 The work of Children's Services is guided by our vision:

'Working together to get it right for children, families and communities – Protecting, learning, achieving and nurturing'.

The core aims of the service are to:

- Provide support to, and protection of, vulnerable children and families and manage offenders in the community;
- Provide children and young people with high quality learning and teaching within nurturing and innovative environments;
- Reduce the poverty related attainment gap while raising attainment for all;
- Value wider achievements so that young people are securing sustainable and positive post-school destinations, regardless of their start in life;
- Work with partners to improve life opportunities for children across Renfrewshire;
- Deliver high quality community learning and development opportunities across Renfrewshire whether alone or in partnership with others; and
- Support all services to raise standards through continuous improvement and self-evaluation in line with local and national priorities.

3.5 The Children's Services directorate recognise that in order to raise attainment for all of our children and young people, while closing the poverty related attainment gap, we must work together across and beyond the directorate with our partners, parents and communities.

To support this agenda, we have also developed an Education Improvement Plan taking into account our learning from the Attainment Challenge. This Education Plan outlines our priorities, the actions we will undertake to support these and the intended outcomes we expect to see. The plan focuses on the main priority areas of learning and teaching; leading at all levels; working with our families and communities; and supporting our process of evaluation and performance improvement.

The Children's Services Improvement Plan along with the Education Improvement Plan will support our aims of meeting the outcomes highlighted within the National Improvement Framework for Scottish Education: Achieving Excellence in Equity which was published in December 2016.

We work closely with Skills Development Scotland, local businesses, further and higher education to review and ensure the curriculum in our schools provide a good skills match based on the regional skills assessment for the Glasgow City Region. This has included the introduction of Foundation apprenticeships for pupils in S5 and S6 from all secondary schools in Renfrewshire.

- 3.6 Children's Services is committed to ensuring that the expansion to 1140 hours of early learning and childcare is underpinned by the guiding principles of quality, accessibility, flexibility and affordability. Quality will continue to be at the heart by ensuring positive learning experiences for children in order to achieve secure attachments and better outcomes for them. A continued investment in staffing and commitment to partner providers will aim to ensure quality provision across Renfrewshire.
- 3.7 Renfrewshire's Getting it Right for Every Child (GIRFEC) policy is intended to ensure that children, young people and their families receive the help they need when they need it. As children and young people progress on their journey through life, some may have temporary difficulties, some may live with challenges and some may experience more complex issues. Sometimes they and their families are going to need help and support. The GIRFEC approach ensures that when we provide support, it is based on the level of need for each child. This approach ensures that anyone providing that support puts the child or young person and their family at the centre.
- 3.8 We are committed to improving opportunities for all children and young people. However, we recognise that we have a special responsibility for those who are looked after and in our care. Together with other "corporate parents", we work together to improve the help and support we provide. Importantly, children and young people are working with us to help us understand what they need to see improved, as have those who care for them. This is evident in our Champions Board approach and the recent development of our Family Firm.

In Partnership with Renfrewshire Health and Social Care Partnership, we have updated our Children's Services Partnership Plan. The voice of young people has been at the heart of this plan. The result of our whole children survey, completed by over 10,000 of our young people has confirmed our priorities.

- 3.9 On 29 November 2016, 300 young people attended the first Renfrewshire Youth Assembly. The key themes which were discussed were: education, jobs and training; social and cultural issues; Paisley 2021 UK City of Culture Bid; health and wellbeing; and Youth Voice. Following a series of interactive workshops, the Assembly voted for the key theme that presented the biggest challenge in Renfrewshire. This resulted in 65% of young people voting for mental health, therefore setting the agenda for a Youth Commission to take forward into 2018 and beyond. As a result, improving the mental health and wellbeing of our children will be the overarching priority of the Partnership Plan.

During 2018, the Youth Commission will identify the key factors for step change in Young People's Mental Health in Renfrewshire, and draft proposals and recommendations for Council and partners to consider. The final Youth Commission Report will be presented back to the Youth Assembly in May/June 2018.

Service Delivered



Over
23,000
pupils educated across
our establishments



13,238 primary



9,920 secondary




389 ASN





92%
of school leavers enter
positive desination




85%
of accommodated
children were placed
with families



61%
of looked after children were at
home, rather than away from home



77%
of new unpaid work
clients seen within
one working day of
the order



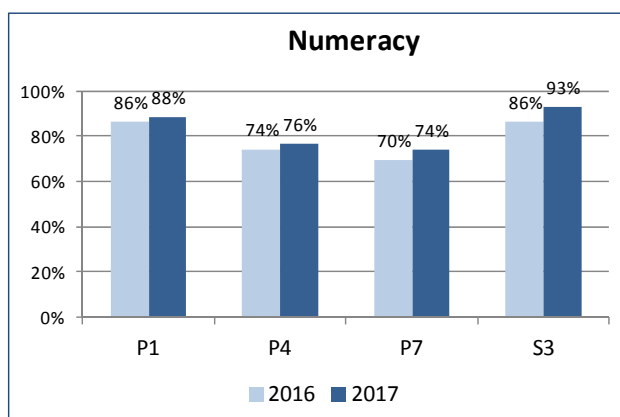
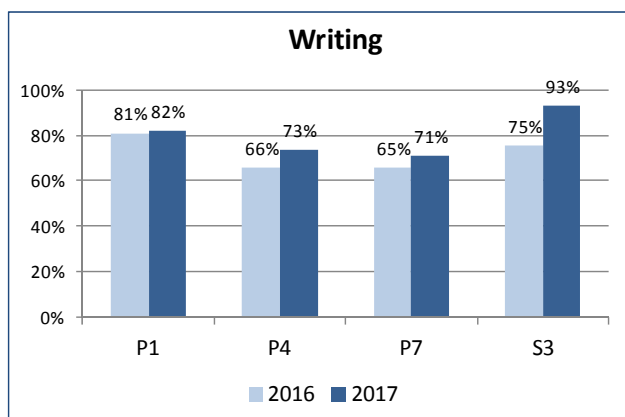
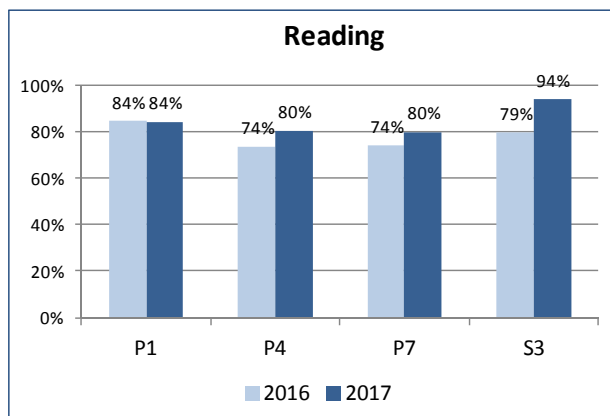
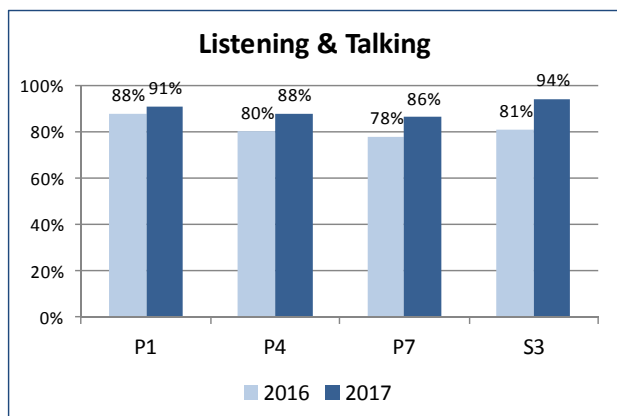
75% of 3-4 year olds and
65% of entitled 2 year olds
accessing **600** hours of
early learning and childcare



Attainment

Broad General Education (BGE) Attainment, P1 – S3

The percentage of pupils achieving the expected Curriculum for Excellence level for their stage increased in all curricular areas



Attainment Gaps

Percentage Point Change in number of pupils achieving expected level from 2016 to 2017

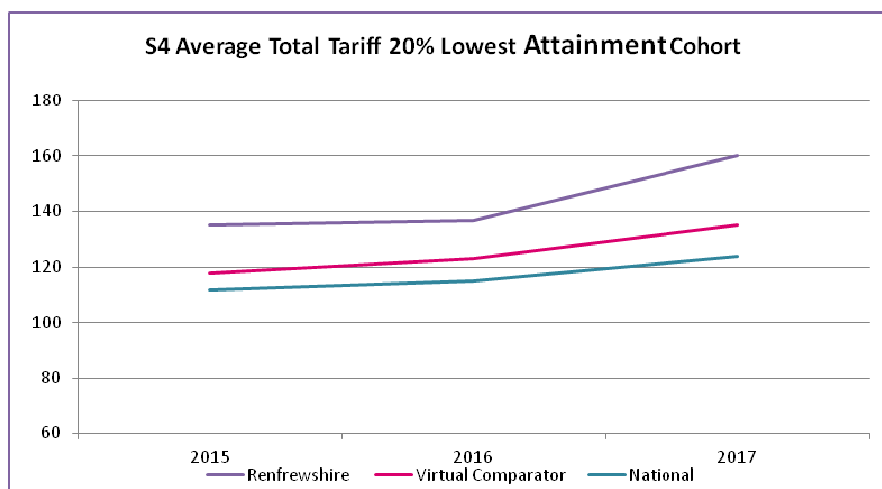
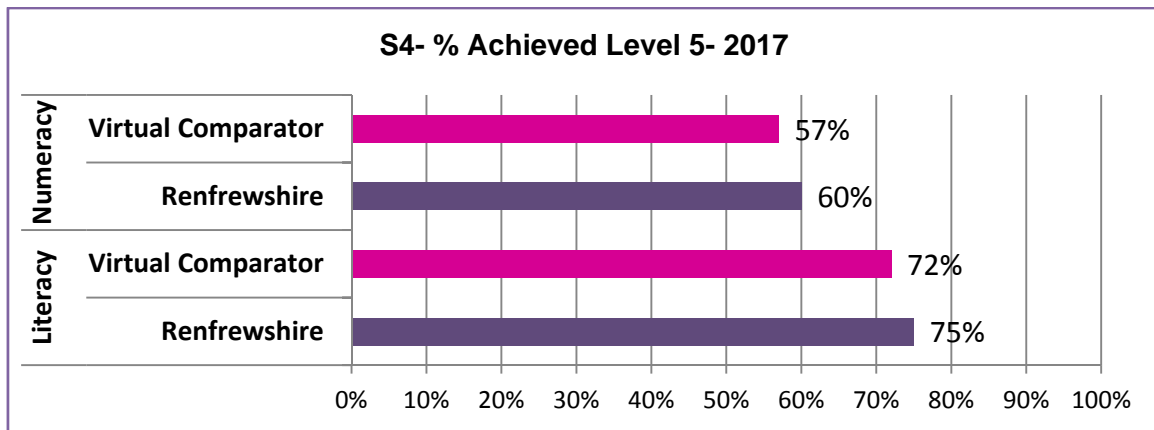
SIMD:
30% Most Deprived/70% Least Deprived



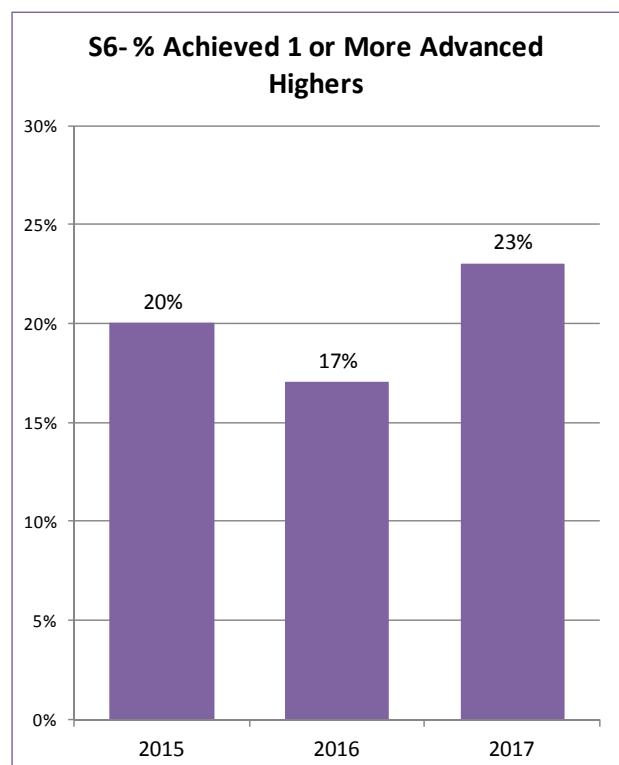
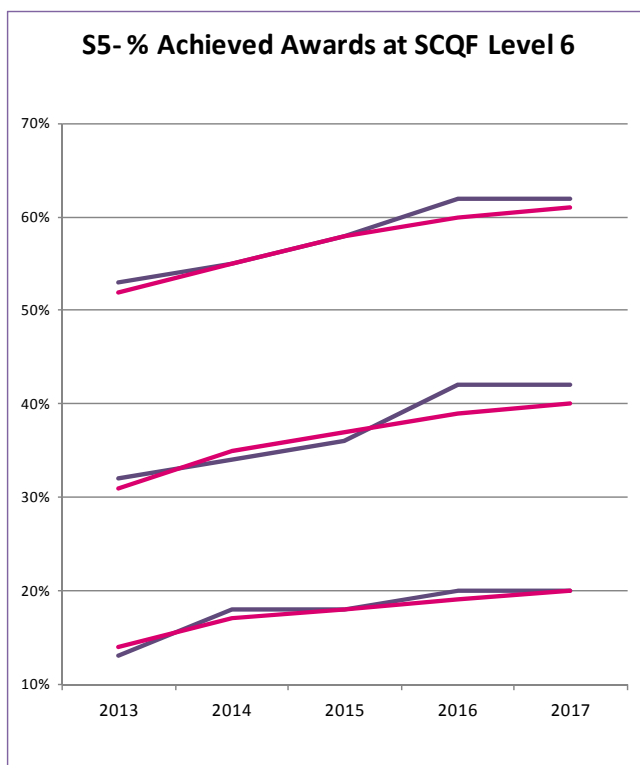
**FME: Pupils Entitled to Free Meals/
Pupils not Entitled to Free Meals**



Attainment in S4



Attainment in S5 and S6



3. Our strategic context

3.1 The delivery of council services is shaped by a wide range of internal and external factors. Children's Services is currently impacted by:

a) National Policy and Legislative Change

- The potential impact of national reviews relating to child protection and to the care system for looked after children and young people;
- The ongoing review and reform of educational governance, which will be set out in the Education Act expected to be in draft by summer 2018;
- The Scotland-wide requirement to increase early years provision from 600 hours to 1140 hours per child, per year by 2021;
- Implementation of the Scottish Attainment Challenge;
- The Scottish Child Abuse Inquiry, with local authority services having a legal duty to support information requests related to this;
- A presumption against short prison sentences, which are likely to be extended to all custodial sentences under 12 months' duration, rather than the current 6 months'. This increases pressure on Criminal Justice Social Work to manage community sentences;
- Working towards the aims of the National Improvement Framework;
- Implement the transfer policy for unaccompanied asylum seeking children; and
- Implementation of the Carers (Scotland) Act 2016 which introduces a duty to provide a statement for young carers.

b) Demographic and Social Change

- Inequalities in society which can mean children from the poorest areas may not have the same life chances as children from more affluent areas;
- Managing changing patterns of demand for school places in response to new housing and patterns of population migration;
- Continuing high numbers of looked after children, linked to levels of deprivation, substance misuse, and parental neglect;
- Increasing numbers of care experienced children accessing throughcare and alternative support;
- Increasing numbers of children with additional support needs who are supported by education and social care services; and
- An increasingly diverse population in terms of ethnicity and a need for specialist support for some groups of the population, for example refugees and those seeking asylum.

c) Internal resource factors

- An ongoing need to modernise the school estate;
- Pressures in the recruitment and retention of staff;
- Expand the early years' workforce in line with the increase in entitlement to childcare to 1140 hours; and
- Delivering good quality services at a time of financial constraint for all local authorities.

3.2 Internal drivers

The complexity of service delivery is reflected in the range of plans and strategies which cover the scope of Children's Services. In addition to commitments in the Council Plan and Community Plan, Children's Services together with the Health and Social Care Partnership are responsible for the publication of the Renfrewshire Children's Services Partnership Plan and lead on the Community Justice Renfrewshire Plan. The service also produces an Education Improvement Plan for the Scottish Government, and is a partner in the Alcohol and Drugs Partnership. Moreover, the service is a lead contributor to the Renfrewshire Child Protection Committee Plan, the Renfrewshire Adult Protection Committee Plan, and reports to the Chief Officers' Group which covers broader public protection. Children's Services chairs the local Gender Based Violence Strategy Group. The service has produced a Young Carers' Strategy and an Early Years Strategy and is delivering an Attainment Challenge Plan. This is in addition to the many policies and pieces of statutory guidance which govern how services are delivered.

Further evidence of working to and implementing national initiatives include:

Youth Voice

- In response to Part 3 of the Children and Young People (Scotland) Act 2014, whereby all public authorities are required to develop and evaluate their Children's Services plans. Renfrewshire was well placed to adapt to the new requirements of the Act. In 2011, we led the way in Scotland by developing a truly evidence-based Children's Services Plan. We were the first local area in Scotland to collect wellbeing data from our children and young people. The data from more than 10,000 children and young people informed our subsequent plan, 'Reach for a Better Future'. The plan included a suite of evidence-based and best practice approaches to support children to have the best start in life and to provide early and effective help to families in need.

Within this plan we committed to significantly reducing the proportion of our children looked after away from home. We have made good progress and reduced our use of external residential and fostering placements, having reduced the overall capacity within our residential houses while improving the quality of care. We have also reduced the time taken for children to secure permanent alternative care where this is necessary. All these actions have supported improved outcomes for children and young people. This is an important area that we will continue to focus on.

We have recently repeated the wellbeing survey in Renfrewshire. The data shows that Renfrewshire's children and young people are generally doing very well. In relation to a number of important aspects, our children and young people are having more positive developmental experiences than their peers elsewhere in Scotland. The wellbeing data will underpin the development of our new Children's Services Partnership Plan 2018-2021.

This also aligns with the requirements of the Community Empowerment (Scotland) Act 2015 which gives communities of place and communities of interest the right to request participation in the planning and delivery of services. Since Community Justice has been embedded in local community planning partnership areas, there is a real opportunity to engage with the community in the planning of services.

- One of the first-ever motions raised by a Member of the Scottish Youth Parliament (MSYP) at a local authority decision-making board was heard and approved in Renfrewshire. More than 3,000 young people were surveyed by a member of the MSYP and expanding the Personal, Social and Health Education remit was voted their top priority.

Year of Young People 2018

- The Scottish Government has designated 2018 as the Year of Young People (YoYP). The YoYP will inspire Scotland through its young people, celebrating their achievements, valuing their contribution to communities and creating new opportunities for them to shine locally, nationally and on the international stage. There are more than 200 young ambassadors who are representing every local authority across Scotland, including ten from Renfrewshire. Their role is to build awareness of the activities throughout the Year of Young People 2018 so their communities know what's happening.

Children's Rights

- We take a rights based approach to our work with children and young people and the United Nations Convention on the Rights of the Child (UNCRC) underpins our work. We recognise the importance of ensuring that children and young people are aware of their rights and that they are able to give their views and participate in decisions affecting them in line with Article 12 of the UNCRC.

Our children and young people are routinely provided with information about their rights, offered independent advocacy to support their meaningful participation in decisions affecting them and offered access to mechanisms (such as our Champions Board) to enable them to directly influence policy and practice.

In line with section 1 of the Children and Young People (Scotland) Act 2014, our multi-agency Children's Rights and Participation Strategy sets out how services and organisations will work in partnership to secure better or further effect of, the UNCRC requirements.

Corporate Parenting

- The Children and Young People (Scotland) Act 2014: Statutory Guidance on Part 9 defines Corporate Parenting as 'An organisation's performance of actions necessary to uphold the rights and safeguard the wellbeing of a looked after child or care leavers, and through which physical, emotional, spiritual, social and educational development is promoted.'

As a good corporate parent, we want the best outcomes for our looked after children, we accept responsibility for them, and we make their needs a priority. We want each and every one of our care experienced children and young people to reach their full potential.

We are proud corporate parents to our 681 looked after young people and to our care leavers. As a service we have direct responsibility for Renfrewshire's care experienced young people and we take our corporate parenting responsibilities very seriously.

The views, needs and wishes of our children and young people are at the centre of our approach in Renfrewshire and we ensure that our services are directly influenced by them. This is evident in our Champions Board approach and the recent development of our Family Firm.

Unaccompanied Asylum Seeking Children and Child Refugees

- In April 2017, the UK Government announced that it will work with the United Nations High Commissioner for Refugees to resettle children and adults from the Middle East and North Africa region and created a new scheme, the Vulnerable Children's Resettlement Scheme (VCRS). Children's Services have already responded to two humanitarian appeals from the Home Office relating to a small number of unaccompanied children from Northern Africa. Given the level of vulnerability in these particular cases, the Home Office has granted refugee status to the children, giving them leave to remain in the UK for five years. Thereafter, they will be entitled to apply for indefinite leave to remain. This reaffirms the Council's ongoing commitment to support unaccompanied minors.

3.3 Partners and Providers

Children's Services maintains close links to other partners through the Renfrewshire Children's Services Partnership, the Renfrewshire Community Planning Partnership and Community Justice Renfrewshire, as well as participating in other partnership work on a thematic basis, such as the Gender Based Violence Strategy Group. In addition, the service continues to have strong links with Renfrewshire Health and Social Care Partnership which provides adult social work and social care services.

Children's Services provides a number of services directly, but also commissions from a range of providers across sectors, and works with specific partners on the delivery of specialist services.

3.4 Best Value

Following the Council's Best Value Audit inspection, Audit Scotland provided direction on areas for improvement, with 7 key recommendations forming an improvement plan. Actions from the improvement plan are embedded within the Council and Community Plans and will be driven at a service level through the Service Improvement Planning process. There are no actions specific to Children's Services, however we will contribute to the corporate actions particularly around community engagement, partnership working and workforce planning.

3.5 Risk

The Council's risk management arrangements are well established with all strategic, corporate and service risks being reported to the Audit, Risk & Scrutiny (ARS) Board, (strategic risks being more outward in nature, whereas corporate ones are more inward and often affect more than one service department.) Actions related to strategic or corporate risks, where we are owner or joint owners of the risks (shown below), are reflected in our Service Improvement Action Plan; this ensures an additional layer of monitoring in our management of these risks. Other risks which may occur only for, or within our own service are contained within our service risk register that is reported to the ARS Policy Board. Our top service risks are also shown below for information and actions relating to these are further detailed in our Service Improvement Action Plan.

Risk	Evaluation Low/Moderate/High/Very High
Our Strategic Risks	
Poverty levels in Renfrewshire	Evaluation: Very High
Opportunity Management – Key Regeneration Outcomes	Evaluation: High
Opportunity Management – Key Cultural & Heritage Outcomes	Evaluation: High
Disrupting the pattern that exists between poverty and attainment	Evaluation: High
Community Safety & Public Protection	Evaluation: High
Our Corporate Risks	
Financial Sustainability	Evaluation: Very High
Asset Management	Evaluation: High
Our TOP service-specific risks	
Poverty levels in Renfrewshire	Evaluation: Very High
Disrupting the pattern that exists between poverty and attainment	Evaluation: High
Workforce Planning and Organisational Development: Recruitment of teachers	Evaluation: High

3.6

Continuous Improvement

Children's Services is committed to continuous improvement and undertakes a range of activities to assure the quality of our services and develop better ways of working. The services we provide are subject to external scrutiny from the Care Inspectorate and Education Scotland. Therefore, self-evaluation activity and improvement planning are embedded in our service delivery. In addition, Renfrewshire Council has a mature and well-developed approach to self-evaluation which has been in place corporately since 2008, and is based on the Public Services Improvement Framework (PSIF). During 2018 the Council will introduce a new approach to self-evaluation, the Renfrewshire Continuous Improvement Model (RCIM). The model will be based around a checklist of statements across a number of key themes: Leadership, Service Planning, Workforce, Partnership and Resources, Processes and Services, and Results. Children's Services will use the model to help identify what is working well and what needs to improve within the service. In addition, the service has introduced the a Quality Improvement Framework for schools and early years centres.

3.7 Workforce Planning

The Council's Organisational Development Strategy will ensure that it can continue to deliver its core business and service objectives, with an engaged and motivated workforce during a climate of financial and resource constraints.

The plan will take forward the following key objectives:

- **A Strategic Workforce** – to ensure Children's Services workforce can deliver key services within budgetary and service constraints. A strategic service needs analysis will be undertaken to inform the opportunities and risks 1 year, 3 years and 5 years into the future.
- **A Flexible Workforce** – to ensure employees are deployed to the right place with the right skills at the right time with the capacity and understanding to deliver generic working requirements across the service.
- **A Modernised Workforce** – to develop a sustainable long-term workforce plan for Children's Services that ensures that it has the capacity, resilience and skills to align with the Council, service, and team objectives. This includes recruitment strategies, employer branding and the workforce motivators to promote Children's Services as a workplace of choice.
- **A Skilled Workforce** – to identify key skills, gaps and opportunities for improved flexibility within Children's Services. This will work towards improving the skills mix within these areas and to promote the service as an exemplar employer with a skill's ready workforce. A new, interactive electronic Child's Plan form has been developed by Children's Services to improve the quality of wellbeing assessments. The form includes embedded practice guidance, legal information and best practice examples to ensure practitioners have at their fingertips all of the information they require to produce robust GIRFEC assessments and care plans. The form is the first of its kind in Scotland and we will continue to monitor its impact upon service improvement and refine it accordingly.
- **A Developing Workforce** – to identify career pathways within Children's Services that supports workforce supply, demand, retention, succession planning, flexibility and facilitate business continuity at all times, maximising the use of resources. A competency based professional supervision and development approach is being implemented for all Children's Services social workers and care-holders. The approach aligns with the Council's Organisational Development Strategy and is linked to wider service improvement objectives.
- **A Resilient Workforce** – to establish succession planning for key sections of Children's Services, which reflects workforce availability and demand and is aligned to service planning priorities with appropriate training and support.

3.8 Equalities

Every area of work within the council has a role to play in promoting equality and diversity. While this is the right thing to do and has clear advantages for the Council, there are also legal requirements. Equality law (The Equality Act) protects people from unfair treatment and asks public bodies (including Renfrewshire Council) to show how they make a positive difference to equality groups.

The Council recognises that equality both needs to be integrated fully into its policies and procedures and ensure that its equality outcomes are given high priority, by being part of mainstream progress reporting. The Council has agreed that this is undertaken through departmental Service Improvement Plans. This will allow actions to be monitored on a quarterly basis.

The Council is committed to reporting progress to local equalities led community groups. It is recognised that circumstances for individuals and organisations can change over time and by establishing a clear reporting structure, the Council can demonstrate whether its equality actions and priorities are contributing to overall outcomes and can be reviewed and amended accordingly.

Children's Services will actively promote equality and diversity mainstreaming through the work of its three main service area/groupings, through this Service Improvement Plan and through the relevant Operational Plans. Children's Services will contribute to the development of the Council's six equality outcomes listed below as follows:

Outcome 1: Public spaces improve access and promote dignity for disabled and older people – the service will build on the existing positive work it delivers including the completion of new schools continuing to support this outcome through increased capacity.

Outcome 2: Our staff and communities fully understand the causes and consequences of gender based violence and are equipped to respond - the service will continue to make a positive contribution to this outcome through the Gender Based Violence Working Group. The service is committed to the Renfrewshire Multi Agency Risk Assessment Conference (MARAC) which supports high risk victims of domestic abuse and raises awareness of the issue in Renfrewshire. We continue to embed the Safe and Together approach in our work with families, offer Up2U to individuals who have been through the Court system and deliver CEDAR to children who have experienced domestic violence.

Outcome 3: Equalities-led organisations are supported to become sustainable and influential partners – the completion of new buildings including schools and new childrens house continues to support this outcome through increased capacity.

Outcome 4: Council services are responsive to the needs of equalities groups, with well-designed and flexible services – the service will continue to be responsive to equalities groups.

Outcome 5: Renfrewshire Council promotes itself as and becomes an employer of choice for disabled people – the service will seek to contribute to this outcome by playing an active role in employee network groups.

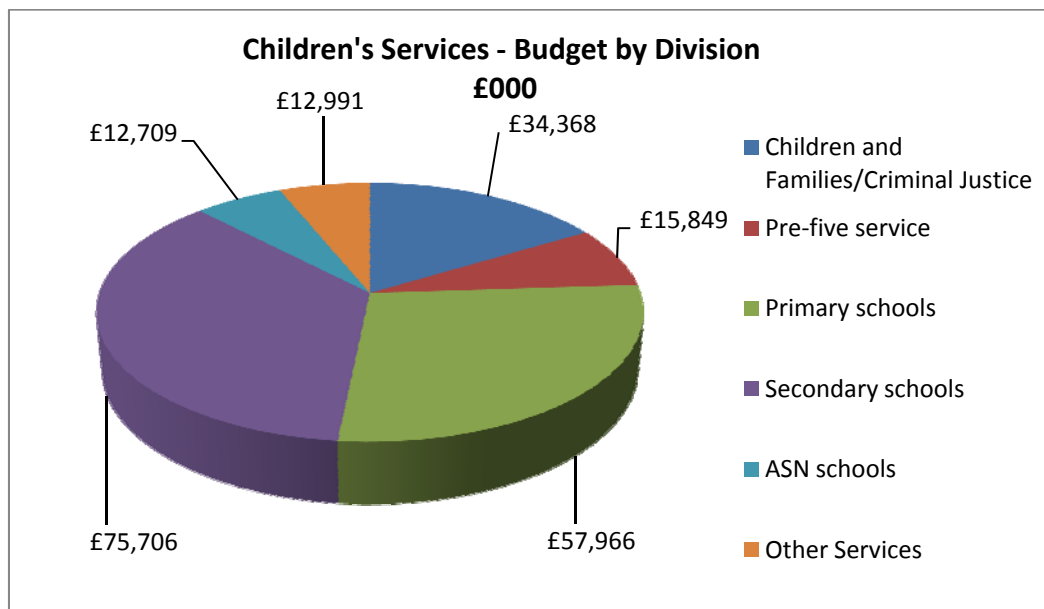
Outcome 6: Equalities implications are clearly and consistently considered in decision making – the service will carry out equality impact assessments as appropriate, and raise awareness through development of case studies of the large projects it is undertaking.

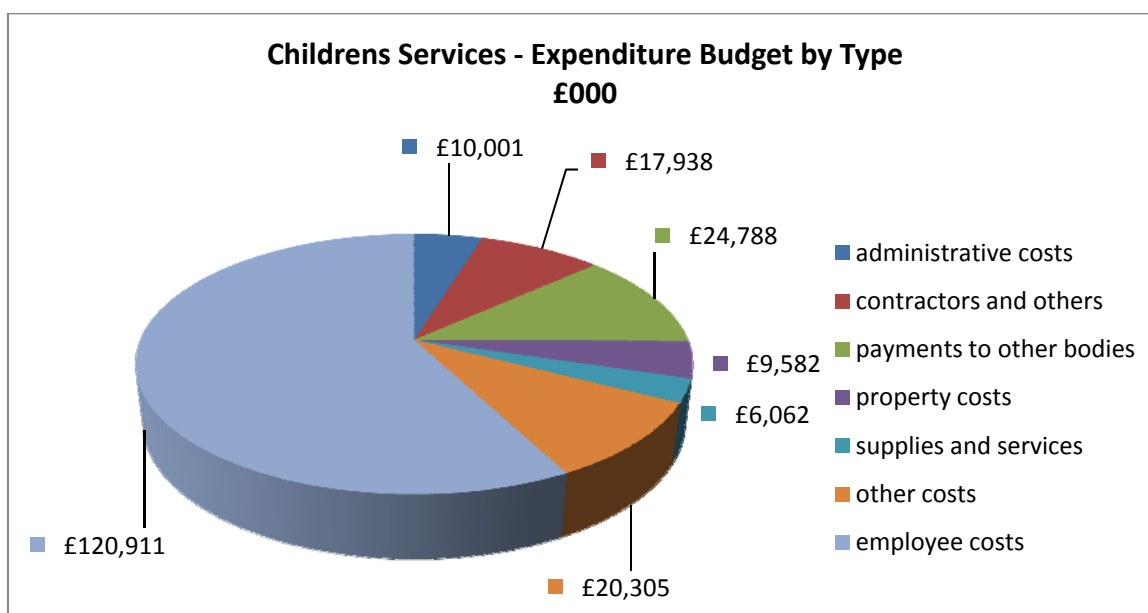
4. Our resources

4.1 Local government continues to operate in a challenging financial environment. The financial challenges are expected to continue to 2020 and beyond. Renfrewshire Council, together with other Scottish local authorities, face a significant financial challenge over the next few years. The Council is taking a long-term view of financial planning on the basis of:

- Reducing resources given the uncertainty over when and at what level sustained budget growth may return;
- Rising cost and demand pressures continuing to be a feature of the Council's financial outlook;
- An increasing and ongoing need for the Council to prioritise spend to focus on the delivery of strategic priority outcomes; and
- Delivering change, transformation and savings continuing to be a necessary feature of the Council's planning arrangements.

4.2 The revenue budget agreed for Children's Services in 2018/19 is £209,588.000. The charts below show how this is allocated across areas of service and different types of cost.





4.3 Particular areas of resource pressure for Children's Services include:

- Historically higher than average incidence of looked after children and child protection cases, due in part to areas of significant deprivation, and parental drug and alcohol misuse;
- Growing demand for kinship throughcare and aftercare services;
- Increasing numbers of children with additional support needs in our schools;
- Legislative duty to expand the provision of early years' provision from 600 to 1140 hours per year, per child, by 2020;
- A year-on-year reduction in the grant payable to Renfrewshire Council to deliver Criminal Justice Social Work services within the context of increasing numbers of community sentences to manage and the likelihood of further increases within 2018/19 as the 12 month presumption of short sentences and support for electronic monitoring, anticipated to be introduced in November 2018; and
- Challenges around the continued reserve of supply and permanent teachers.

4.4 A variety of performance measures are applied across the service which includes external suites of indicators. Performance against selected indicators is reported quarterly to the Council's Corporate Management Team. Performance against all indicators in this Service Improvement Plan will be reported to elected members in November 2018 and May 2019.

5 How Children's Services contributes to the delivery of the Council Plan

- 5.1 The Council Plan 'Thriving People, Connected Communities', clearly articulates the Council's priorities for Renfrewshire and along with the Community Plan sets out an ambitious programme of work.
- 5.2 Renfrewshire's Community Plan was developed in tandem with the Council Plan ensuring the two Plans are closely aligned; focusing the work of the Council and our partners towards shared objectives and a shared vision for Renfrewshire.

The four Community Plan themes are:

- Our Renfrewshire is thriving: maximising economic growth that is inclusive and sustainable.
- Our Renfrewshire is well: supporting the wellness and resilience of our citizens and communities.
- Our Renfrewshire is fair: addressing the inequalities that limit life chances.
- Our Renfrewshire is safe: protecting vulnerable people, and working together to manage the risk of harm.

While the Service Improvement Plan feeds directly into the Council Plan's strategic outcomes, many of the actions will also contribute to the Community Plan's objectives, reflecting the golden thread through these three strategic documents and showing the role that Council services have in delivering the vision for Renfrewshire.

- 5.3 To deliver the Council and Community Planning priorities, Children's Services has focussed its work and activities to ensure alignment with these key strategic outcomes.
- 5.4 The Service Improvement Plan details how Children's Services will contribute to and deliver these outcomes. Section 6 of the plan provides an overview of how the service will contribute to four of the Council's strategic outcomes of the Council Plan. It does this by:
- Highlighting the service's achievements for the year up to 31 March 2018;
 - Outlining the key priorities the service aims to achieve over the duration of the Improvement Plan;
 - Identifying the key actions to be undertaken to meet the priorities; and
 - Setting out the performance indicators to be used to monitor progress.

In addition, Appendix 1 details the Local Government Benchmark Framework (LGBF) suite of performance indicators. All Scottish local authorities participate in comprehensive performance scrutiny through the LGBF. This framework brings together performance indicators covering information about a wide range of key services, such as education, housing and social care.

The LGBF data is collated, verified and published for all Scottish Councils by the Improvement Service. The draft data for 2016/17 was published on 27 November. The Council was ranked in the top quartile (1st to 8th) of Scottish councils for fifteen of the framework indicators including the following Children's Services related indicators include:

- Percentage of pupils gaining 5+ awards at Level 5 (National 5) – rank 8
- Percentage of adults satisfied with local schools – rank 6
- Average total tariff SIMD Quintile 2 – rank 8

6. Strategic Outcomes

Strategic Outcome 1: Reshaping our place, our economy and our future

- 6.1 Children's Services contributes to this priority through ongoing work to support our children and young people to develop skills and qualifications which will help them move into a positive destination – whether further or higher education, training, or employment – after leaving school. The service has strong links with further and higher education providers, employers, and other agencies involved in business and economic development. A range of employability programmes are offered in schools, designed to meet different needs at different ages and stages, and provide a range of options for all of our young people.
- 6.2 During 2017/18, the service's achievements in relation to this priority included:
- Supporting high numbers of our young people to enter positive destinations and sustained post-school destinations;
 - Continued to build links with further and higher education establishments, offering taster sessions for students in S2, S3 and S4;
 - Renewed our focus on positive destinations, with an Education Manager now assigned to tackle this as a priority. Performance has been improving in Renfrewshire in recent years and the service has confidence that it will continue to improve;
 - Organised work placements for young people with particular needs, including pupils at the Mary Russell School and Kibble School;
 - Continued to support young people in wider achievement through activities such as the Duke of Edinburgh's Award and Dynamic Youth;
 - Support the Developing the Young Workforce West region to help employers shape their future workforce by developing sustainable links between employers of all sectors / sizes and their local schools and college (as recommended by the Wood Commission);
 - Established a working group to review and identify gaps in the course provision in relation to looked after and accommodated children and how these children can be best supported; and
 - Investigation of a 'Family Firm' approach to co-ordinating employment opportunities for care experienced young people. The approach brings together corporate partners within the Council as well as from partner agencies to deliver practical employability support and real jobs for some of our most vulnerable young people.

Strategic Outcome 1: Reshaping our place, our economy and our future

6.3 Priorities 2018/19

The key priorities the service aims to achieve over the duration of the improvement plan are:

- A relentless focus on improving attainment for all our children and young people;
- Work will continue on the development of a new residential resource for children and young people requiring more intensive support. The new house is scheduled for completion late 2018. Work on developing the school estate will also continue;
- Continue working with schools and with wider partners to give young people the skills and experience they need to progress in education, employment and training and be ready for the career opportunities that will be available in Renfrewshire; and
- Continue to develop the 'Family Firm' scheme to provide support and employment opportunities for care experienced young people; and evaluate the resources required to expand the scheme.

Strategic Outcome 1: Reshaping our place, our economy and our future


6.4 Priority Actions

What are we doing?	What difference will we make?	Who is leading this?	When will we do it by?
Develop and implement a strategic vision for learning and teaching within and across Early, Primary and Secondary sectors.	Improved practitioner confidence in the classroom and therefore improvements in overall attainment and achievement.	Assistant Director (Education)	31-Aug-2018
Support and improve approaches and planning to assessment and moderation.	Practitioners are more skilled in the effective use of moderation to inform learning and teaching and are signposted to best practice.	Assistant Director (Education)	31-Mar-2021
Support all establishments in developing data literacy to improve learning and teaching.	Staff at all levels are supported to use pupil data to plan and improve learning and teaching.	Assistant Director (Education)	31-Mar-2021
Develop high quality learning and teaching that leads to improved levels of attainment and achievement in all of our establishments.	Staff are skilled and knowledgeable and able to effectively support children and young people in their learning and development.	Assistant Director (Education)	31-Mar-2021
Further develop the curriculum, and the opportunities for personal achievement, to maximise school leavers' skills to meet the needs of employers.	A more consistent approach is evident in schools in terms of successfully supporting young people into positive and sustainable destinations post school.	Assistant Director (Education)	31-Mar-2021
Support schools to deliver a Senior Phase which ensures appropriate pathways and provides the best possible opportunities for them to achieve a range of qualifications.	An increase in the number, and quality of qualifications being gained by young people. Increased numbers of young people particularly girls undertaking STEM qualifications.	Assistant Director (Education)	31-Mar-2021

6.4 Priority Actions			
What are we doing?	What difference will we make?	Who is leading this?	When will we do it by?
Continue to develop partnership links and collaborative arrangements with the FE sector, employers and commerce in line with the Commission for Developing Scotland's Young Workforce Report.	A range of programmes are being delivered through these partnerships, enabling school leavers to secure a positive post school destination.	Head of Schools	31-Mar-2020
Evaluate the 'Family Firm' pilot and identify options for sustainability	A partnership approach which gives looked after children and care leavers additional support into employment and training will address some of the inequalities they face and result in more positive outcomes.	Integrated Children's Services Officer	31 Mar 2019
Support high numbers of our young people to enter positive and sustained post-school destinations.	Information and support which leads to young people finding a post-school option that fits with their goals will support them to have more positive experiences of further and higher education, employment and training.	Head of Schools	31 Mar 2019

Strategic Outcome 1: Reshaping our place, our economy and our future

6.5 Performance Indicators

Code	Performance Indicator	Frequency of monitoring	Date last updated	Current Value	Current Target	On Target	2018/19	2019/20	2020/21
							Annual Target	Annual Target	Annual Target
CHS/P D/01	% of School leavers in a positive destination	Years	2016/17	92.2%	94%		95%	95%	95%
CHS/A TT/01a	% of Leavers attaining literacy SCQF Level 4	Years	New PI	New PI	New PI	New PI	97%	98%	98%
CHS/A TT/01b	% of Leavers attaining numeracy SCQF Level 4	Years	New PI	New PI	New PI	New PI	93.5%	95%	95%
CHS/A TT/01c	% of Leavers attaining literacy SCQF Level 5	Years	New PI	New PI	New PI	New PI	84%	86%	86%
CHS/A TT/01d	% of Leavers attaining numeracy SCQF Level 5	Years	New PI	New PI	New PI	New PI	73%	75%	75%
CHS/A TT/12	Average Complementary Tariff (S4)	Years	2016/17	310	New PI	New PI	New PI	317	322
CHS/A TT/13	Average Complementary Tariff (S5)	Years	2016/17	580	New PI	New PI	New PI	601	617

Note: We will also use a number of the LGBF indicators in Appendix 1 for this priority

Strategic Outcome 2: Building strong, safe and resilient communities

6.6 Children's Services plays a critical role in delivering this priority, particularly in relation to public protection. Staff across the service are on the frontline, delivering services to protect children and young people, and supporting people with convictions to address their offending behaviour and make positive changes in their lives in order to make our communities safer places. Renfrewshire has historically had high numbers of children impacted by parental drug and alcohol misuse and neglect, which creates a challenging service environment.

The management of public protection issues is a significant risk not only for Children's Services but for the wider council. The Council operates robust procedures for the management of child protection and public protection issues and works closely with partners on these, through the Renfrewshire Child Protection Committee, through statutory processes for managing violent and sexual offenders, domestic violence screening and the vulnerable young people's screening group.

6.7 During 2016/17, the service's achievements in relation to this priority included:

- In recognition of the vulnerability of young people within the adult criminal justice service, the Whole Systems approach to youth justice has been expanded to work with young people up to the age of 20, rather than 18;
- Contributing to the implementation of Renfrewshire's first Community Justice Improvement Plan and the development of a new plan for 2018/19;
- Embedding the Up2U model for tackling violence in interpersonal relationships. Renfrewshire Council won the 'Research into Practice' category at the 2017 Social Work Scotland awards for Up2U;
- As part of the implementation of the Nurture Strategy, the Educational Psychology service has been expanded to provide additional support to schools as they develop and embed the local Nurturing Relationships Approach; and
- Launched the Parents in Partnership initiative to tackle attendance issues in schools, which aims to promote greater parental engagement with their child's school.

Strategic Outcome 2: Building strong, safe and resilient communities

6.8 Priorities 2018/19

The key priorities the service aims to achieve over the duration of the improvement plan are:

- Implement recommendations arising from national reviews in the areas of child protection and the care system;
- Effectively discharging our public protection role and working with partners to ensure that vulnerable children live as safely as possible within local communities;
- Maintain the strong health and development of the majority of children;
- Build on the success of our nurturing approach by extending the number of schools and establishments involved in this initiative;
- Supporting children in their local communities and with their families, where safe and appropriate;
- Finalise our strategy to build on our work with partners in relation to gender-based violence;
- Invest in physical assets, with further modernisation of the school estate and a new residential service for looked after children; and
- Criminal Justice service will prepare for the planned implementation of the presumption against short sentences.







Strategic Outcome 2: Building strong, safe and resilient communities

6.9 Priority Actions

What are we doing?	What difference will we make?	Who is leading this?	When will we do it by?
Continue to develop residential provision in childcare.	Young people are able to access levels of support they require from in-house services.	Children's Services Manager	31-Mar-2020
Extend the whole-school Nurturing Relationships Strategy (RNRA) in schools across Renfrewshire.	All staff in participating schools have an understanding of attachment theory and nurturing practices to help children develop socially and emotionally.	Head of Early Years and Inclusion	31-Mar-2021
Continue to modernise our school estate, maximising opportunities for communities to benefit from new facilities.	Schools are modern environments with facilities that allow more opportunity for activities and innovative learning and support a more positive experience of learning.	Education Manager (Resources)	31-Mar-2022
Embed a consistent approach to supporting children and families affected by domestic violence informed by a strength based model of intervention.	Children experiencing domestic violence are supported to be safe.	Head of Childcare and Criminal Justice	31-Mar-2020
Implement recommendations flowing from the national reviews of child protection and the care system.	Child protection practice is further enhanced and strengthened in line with recommendations.	Child Protection Adviser	31-Mar-2020
We will respond to the planned presumption against short sentences.	Extend the opportunities for people with convictions to engage with community based services to address their offending behaviour.	Criminal Justice Manager	31-Mar-2019

Strategic Outcome 2: Building strong, safe and resilient communities

6.10 Performance Indicators

Code	Performance Indicator	Frequency of monitoring	Date last updated	Current Value	Current Target	On Target	2018/19	2019/20	2020/21
							Annual Target	Annual Target	Annual Target
CHS/CJ/CPO/01	The percentage of NEW clients subject to a new supervision order seen by a supervising officer within 1 week	Years	Q3 2017/18	69%	92%		92%	92%	92%
CHS/CJ/CPO/02	% of NEW unpaid work orders/requirement complete by the required date	Years	Q3 2017/18	72%	72%		72%	72%	72%
CHS/CJ/CPO/04	Percentage of NEW unpaid work clients seen within 1 working day of the order	Years	Q3 2017/18	72%	65%		65%	65%	65%
CHS/CJ/CPO/05	Percentage of NEW unpaid work clients receiving an induction within 5 working days of the order	Years	Q3 2017/18	77%	70%		70%	70%	70%
CHS/CJ/CPO/06	Percentage of NEW unpaid work clients beginning work placement within 7 working days of the order	Years	Q3 2017/18	75%	50%		50%	50%	50%
CHS/CP R/01	Percentage of children registered in this period who have previously been on the Child Protection Register	Years	Q3 2017/18	18%	N/A		N/A	N/A	N/A

- It is important that people with convictions are seen quickly after an order is imposed and this performance is monitored closely. In this period half of those instances when people were not seen within the timescale an appointment had been arranged but was not kept by the individual. Administrative and personal reasons accounted for the remainder of instances.

Strategic Outcome 3: Tackling inequality, ensuring opportunities for all

- 6.11 The Council Plan has a clear focus on children and young people, and on tackling the significant inequalities which exist across Renfrewshire's communities. Children's Services therefore has a major role in delivering this priority, as a service which is delivering frontline service to children aged 3-16 and additional services from birth to 26 where there is a need.
- 6.12 During 2017/18, the service's achievements in relation to this priority included:
- Increasing the percentage of pupils who have achieved the expected level for their educational stage in all curricular areas. At all stages (S4, S5 and S6), Renfrewshire pupils performed as well or better in all literacy and numeracy measures than the virtual comparator and national average figures;
 - Continuing the successful partnership with the University of Strathclyde with the Literacy Development Programme. A recent publication of a literacy evaluation suggests improved performance on reading attainment for all pupils;
 - Completing the Young Carers' strategy which will be implemented from 1 April 2018. The service has also appointed a dedicated worker for young carers;
 - Rolling out our Nurturing Relationships Approach, focused on pupils' social and emotional wellbeing, to 27 schools;
 - Piloting "Parents in Partnership" in six schools. The programme has had a positive impact in engaging parents, increasing their confidence and capacity to support their child at school and at home;
 - Appointing Transition Teachers to track children's progress in literacy and numeracy and to support them in the transition from P7 to S1;
 - Delivering a range of interventions and approaches as part of our Attainment Challenge Plan;
 - Winning the 'Raising Attainment in Literacy' (Todholm Primary) award and the 'Transforming Lives through Partnership' award (Kersland School, Park Mains High School, and Youth Services Duke of Edinburgh Award Programme) at the Scottish Education Awards 2017;
 - Placing Inclusion Support Assistants in 9 secondary schools to support pupils in improving attendance, reducing exclusions and to encourage parental engagement;
 - Delivering the Pizza Family Learning Programme to almost 200 parents and children;
 - Implemented a new supervision policy for social work professionals, with a focus on professional practice and competency;
 - Opened Riverbrae School and completed the refurbishment of Mossvale and St James Primaries; and
 - Success in a multi-agency bid under the Scottish Government's Employment, Innovation and Integration Fund, for Criminal Justice services to improve employment opportunities for people with convictions.

6. 13 Priorities 2018/19

The key priorities the service aims to achieve over the duration of the improvement plan are:

- Reduce inequalities and deliver improved health and wellbeing outcomes for children and young people and continue to work with partners towards the Council's goal of ensuring Renfrewshire is a 'Child Friendly' place where children are nurtured and thrive;
- Disrupting the pattern between attainment and poverty are key priorities for Renfrewshire Council, and the implementation of the Scottish Attainment Challenge action plan will continue to be a key focus for Children's Services;
- Develop new ways of involving parents and carers in their child's learning and continue to provide targeted support for our most vulnerable young people to have positive opportunities when they leave school;
- Provide a dedicated staff resource focused on support for young carers;
- Develop a youth and equalities forum;
- Expand early years' provision, and to continue our approach to permanency planning for looked after children;
- Support and embrace the Scottish Governments 'Year of Young People' and build on existing work which champions the voice of young people, including supporting our Youth Commission and our Children's Champions Board;
- Ongoing evaluation and refinement of Family Firm approach and identification of new employability opportunities across the Partnership; and
- Create an employment pathway for those with convictions in Renfrewshire.

In delivering these actions, the service aims to address some of the inequality our children can face from an early age, whether this is because of family income, health and wellbeing, family circumstances, or other issues. Children's Services want all children to be equipped to make the most of opportunities available to them, and perhaps more importantly, we want all children to have the opportunity to thrive and have the best possible start in life and be equipped to make use of employment opportunities as they develop. We will measure our progress by looking at school attainment and at wider achievement. This will include measurement of how particular groups of children and young people are doing (such as looked after children) by comparison, with the aim of closing any gaps.

Strategic Outcome 3: Tackling inequality, ensuring opportunities for all



6.14 Priority Actions












What are we doing?	What difference will we make?	Who is leading this?	When will we do it by?
Provide high quality education throughout the BGE and Senior Phase to narrow the outcomes gap for disadvantaged groups.	Improved outcomes for disadvantaged young people in terms of total tariff points and positive destinations.	Assistant Director (Education)	31-Mar-2021
Further develop our EY curriculum and support new legislation.	Children are given the best start and are supported to reach their full potential.	Head of Early Years and Inclusion	31-Mar-2021
Encourage and support active collaboration and engagement with parents and families in supporting their child's learning.	Stronger relationships will exist between the school and the home leading to more successful learning partnerships.	Head of Early Years and Inclusion	31-Mar-2021
Support targeted children and young people at key transitions to close the attainment and achievement gaps.	Transition teachers will have a good understanding of curricular transition in order to better support targeted pupils and will cascade best practice.	Assistant Director (Education)	31-Mar-2021
Support inclusion of vulnerable pupils including those ASN through improving key processes.	Attainment and achievement is increased through access to relevant opportunities and enhanced pathways to success.	Head of Early Years and Inclusion	31-Mar-2021
Take forward a 'Celebrating Youth' programme, offering young people the chance to get involved and participate in various social, cultural, digital and sport activities.	Young people are engaged with their wider community and have opportunities for new experiences.	Director of Children's Services	31-Mar-2021
Introduce a youth and equalities forum as a key element of local engagement.	Children and young people have their voice heard by the services which support them. They feel listened to.	Head of Early Years and Inclusion	31-Mar-2022
Ensure Renfrewshire is a 'Child Friendly' place where children are nurtured and thrive.	All children in Renfrewshire have the best possible start in life.	Director of Children's Services	31-Mar-2022

What are we doing?	What difference will we make?	Who is leading this?	When will we do it by?
Review support for young carers, identifying opportunities to improve life chances.	Young carers have time away from their responsibilities and are supported to make time for themselves.	Integrated Children's Services Officer	31-Mar-2022
Deliver approaches in educational establishments which support the reduction of inequality and support improvements in health and wellbeing for children and young people.	Children and young people have increased levels of resilience and are supported in social and emotional development.	Education Manager (Wellbeing and Quality Improvement)	31-Mar-2021
Reinvigorate and refine existing high-quality approaches with partners to ensure we are Getting it Right for Every Child.	As part of a shared approach across the service and with partners, the service is meeting the needs of vulnerable children and young people, facilitating them to reach their full potential.	Head of Early Years and Inclusion	30-Jun-2019
Provide children and young people with opportunities to participate in activities which provide a vehicle for wider achievement.	Children and young people have opportunities to participate and achieve in a wider range of activities. Achievement is not focused solely on exam passes.	Head of Schools	30-Jun-2018
Work with schools to improve awareness of the needs of Looked After Children.	Children and young people benefit from a more holistic approach to their care. Schools are aware of particular needs.	Head of Early Years and Inclusion	31 Mar 2020
Work with a range of partners to ensure that skills and training for employment are a part of the rehabilitation journey and that access to the job market is fair for people with convictions.	People with convictions are supported not to re-offend and given the opportunity to demonstrate that they have made positive changes to their lives.	Criminal Justice Manager	30-Apr-2019

Strategic Outcome 3: Tackling inequality, ensuring opportunities for all

6.15 Performance Indicators

Code	Performance Indicator	Frequency of monitoring	Date last updated	Current Value	Current Target	On Target	2018/19	2019/20	2020/21
							Annual Target	Annual Target	Annual Target
CHS/A TT/04	No. of opportunities for young people to achieve through accredited awards	Years	2016/17	1,004	1,030		1,130	1,130	1,130
CHS/A TT/06	Average total tariff score of pupils living in SIMD 30% most deprived areas	Years	2015/16	648.1	673		690	700	700
CHS/A TT/07	Percentage gap in average total tariff score of school leavers resident in SIMD 30% most deprived and those from the 70% least SIMD deprived Renfrewshire areas.	Years	New PI	New PI	New PI	New PI	34%	32%	32%
CHS/A TT/14	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)	Years	2016/17	13	New PI	New PI	New PI	12	10
CHS/A TT/15	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)	Years	2016/17	12	New PI	New PI	New PI	11	9
CHS/A TT/16	Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Literacy between pupils entitled to Free School Meals and pupils not entitled	Years	2016/17	21	New PI	New PI	New PI	20	18
CHS/A TT/17	Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Numeracy between pupils entitled to Free School Meals and pupils not entitled	Years	2016/17	17	New PI	New PI	New PI	16	14
CHS/A TT/08	Average Total Tariff Score of Looked After Children (school leavers)	Years	New PI	New PI	New PI	New PI	302	341	341
CHS/A TT/09	Gap between the Average Total Tariff Score of Looked After Children (school leavers) and that of the total Renfrewshire leavers cohort	Years	New PI	New PI	New PI	New PI	67.2%	63.4%	63.4%

Code	Performance Indicator	Frequency of monitoring	Date last updated	Current Value	Current Target	On Target	2018/19	2019/20	2020/21
							Annual Target	Annual Target	Annual Target
CHS/CLD/01	Number of adults participating in literacy and numeracy classes	Years	2016/17	408	315		450	450	450
CHS/EY/01	% of 3 and 4 year olds accessing 600 hours of early learning and childcare	Years	Q2 2017/18	75%	N/A		N/A	N/A	N/A
CHS/EY/02	% of entitled 2 year olds accessing 600 hours of early learning and childcare	Years	Q3 2017/18	62%	N/A		N/A	N/A	N/A
CHS/LAC/01	The percentage of children made subject to a supervision order that were seen by a supervising officer within 15 days	Years	Q3 2017/18	88%	100%		N/A	N/A	N/A
CHS/LAC/02	Percentage of accommodated Looked After Children placed with families	Years	Q3 2017/18	83%	83%		N/A	N/A	N/A
CHS/LAC/CL/01	Percentage of care leavers participating in employment, training or education	Years	Q3 2017/18	54%	47%		47%	47%	47%
CHS/LAC/CL/02	Percentage of care leavers who have had a period of homelessness in the last 6 months	Years	Q3 2017/18	7%	N/A		N/A	N/A	N/A
CHS/LG BF/01	Percentage of Looked After Children cared for in the community	Years	Q3 2017/18	93%	N/A		N/A	N/A	N/A
CHS/SC H/07	% of children attending school (Primary)	Years	2016/17	95.3%	N/A		N/A	N/A	N/A
CHS/SC H/08	% of children attending school (Secondary)	Years	2017/18	90.6%	N/A		N/A	N/A	N/A
CHS/SC H/09	% of young people choosing to stay onto S5 after January (as % of S4 roll at September previous year)	Years	New PI	New PI	New PI	New PI	90%	92%	92%
CHS/SC H/10	% of young people choosing to stay onto S6 (as % of S4 roll at September two years before)	Years	New PI	New PI	New PI	New PI	67%	68%	68%
RCPC/01	Number of children on the Child Protection Register at quarter end date	Years	Q3 2017/18	107	N/A		N/A	N/A	N/A



When a child or young person is made subject to a supervision order by the children's hearing it is important that they are seen by the supervising social worker who will work with the family. This is monitored closely, occasionally there have been delays in carrying out these visits, however all staff have been made aware of the importance of this. Families are also required to make themselves available for the planned visit.

Strategic Outcome 5: Working together to improve outcomes

- 6.16 Renfrewshire Council has a strong track record in managing its resources effectively, even in recent years when financial constraints have been considerable. Children's Services is experiencing increasing demand for services at a time when fewer resources are available. Strong partnership working and innovation in service delivery will help the service support this priority. Partnership working includes meaningful engagement with communities as well as statutory agencies. The service already has a range of mechanisms to do this, including pupil and parent councils, the Children's Champions Board, and the Youth Commission. Our workforce is at the heart of this, and we will continue to provide opportunities for learning and development.
- 6.17 During 2017/18, the service's achievements in relation to this priority included:
- Forming the West Partnership, a regional improvement collaborative for education, with the neighbouring local authorities, comprised of the Glasgow City Region;
 - Delivered a programme of leadership training for teachers, including training for those aspiring to be Principal Teachers or Head Teachers;
 - Training in Froebelian Childhood practice – a method with a strong focus on play – for Early Years teachers;
 - In partnership with Respect Me (the national anti-bullying policy) provide training sessions for teachers on approaches to tackling bullying;
 - Commencing work on the new shared campus for Bargarran and St John Bosco Primaries, and at St Paul's Primary and Foxlea Pre 5 Centre;
 - Appointed 12 new Head Teachers to permanent posts, most of whom have risen through the ranks at Renfrewshire and taken part in the highly successful Leadership Development Programme;
 - Implementing mentoring support for newly-appointed Head Teachers; and
 - We have continued to develop social work services to shift the balance of care, enabling families to be supported in the community.

Strategic Outcome 5: Working together to improve outcomes

6.18 Priorities 2018/19

The key priorities the service aims to achieve over the duration of the improvement plan are:

- Develop high quality leadership for staff at all levels;
- Continue to engage with the Scottish Government on planned changes to the governance of education;
- Improve outcomes for children living in Renfrewshire through evidence-based early intervention and preventative programmes and other initiatives which will aim to transform services for children;
- Continue with our approach to school improvement planning and also adopt the Council's new self-evaluation framework to enhance our ongoing continuous improvement work across the service;
- Training and development for staff will be a priority and we will implement our workforce plan to ensure that we have the right staffing levels and skills base to deliver on our priorities;
- Continue to work with partners in Community Justice on the factors which can cause offending and re-offending, such as lack of housing, unemployment, poor mental health and addictions;
- Improving the developmental outcomes for children entering primary school;
- Support young carers to have a life outside caring; and
- Explore mentoring opportunities to support our most vulnerable young people to achieve their potential.

Strategic Outcome 5: Working together to improve outcomes





6.19 Priority Actions


What are we doing?	What difference will we make?	Who is leading this?	When will we do it by?
Develop and implement a quality improvement framework to ensure consistency and rigour which will support the ongoing cycle of self-evaluation and improvement planning.	A robust Quality Improvement Framework with clear procedures and guidance.	Assistant Director (Education)	31-Mar-2021
Provide high quality professional learning for establishment leaders.	Senior leaders look outwards and use experiences gleaned to improve practice and quality in their own establishments.	Head of Schools	31-Mar-2021
Support and challenge establishments in more effective use of data to assess children's progress and improve learning and teaching.	There is rigour in the monitoring of school performance which leads to improvements in monitoring and tracking at a school level.	Assistant Director (Education)	31-Mar-2021
Engage with proposed changes to education governance and local democracy, maximising opportunities for the organisation and communities.	Renfrewshire Council makes use of the opportunity to discuss and influence national policy.	Director of Children's Services	31 Dec 2018
Support and strengthen the professional capacity of staff through leadership and professional development.	Staff at all levels recognise their individual responsibility to facilitate improved outcomes for children and young people. Succession planning is embedded in the service's practice. Provide high quality care on a consistent basis to improve the outcomes for children and young people.	Head of Schools	31-Mar-2020
Further develop reporting of management information to inform educational policy and practice including meeting the needs of the National Improvement Framework.	Robust information is being reported to relevant stakeholders in line council and service priorities and within the reporting mechanisms of National Improvement	Assistant Director (Education)	31-Aug-2018


What are we doing?	What difference will we make?	Who is leading this?	When will we do it by?
Ensure there is an appropriate level of staffing to deliver on the requirements of emerging policy developments relating to for example the Attainment Challenge, Pupil Equity Fund, and increasing early years provisions.	High quality workforce in place to deliver agreed levels of service.	Head of Schools	31-Mar-2020
Implement the service's workforce plan.	The service will have the right mix of staff, in sufficient numbers, and with the knowledge and skills to do their job effectively.	Head of Schools	31 Mar 2020
Implement the council's new approach to self-evaluation	The service maintains a focus on continuous improvement. Staff have an opportunity to identify areas for improvement and contribute to the process.	Director of Children's Services	31 Mar 2019
Through Community Justice Renfrewshire take forward national and local priorities, including housing for prison leavers, improved mental health and employability for persons with convictions.	By addressing some of the factors which lead to offending behaviour, the rate of reoffending can be reduced. People with convictions can be supported to make positive changes.	Criminal Justice Manager	31-Mar-2021

Strategic Outcome 5: Working together to improve outcomes

6.20 Performance Indicators

Code	Performance Indicator	Frequency of monitoring	Date last updated	Current Value	Current Target	On Target	2018/19	2019/20	2020/21
							Annual Target	Annual Target	Annual Target
CHS/C ORP/01	% of complaints responded to within timescales agreed with customers	Quarters	Q3 2017/18	75%	100%		100%	100%	100%
CHS/C ORP/02	% of Children's Services employees having completed IDPs	Quarters	Q3 2017/18	not available	100%	n/a	100%	100%	100%
CHS/C ORP/03	% of FOI requests completed within timescale by Children's Services	Quarters	Q3 2016/17	96.6%	100%		100%	100%	100%
CHS/SC H/04	Percentage of parents satisfied with establishments Education Scotland Survey	Years	2016/17	91.1%	100%		100%	100%	100%
CHS/SC H/05	Percentage of pupils satisfied with establishments Education Scotland Survey	Years	2016/17	84.1%	100%		100%	100%	100%

 We value feedback from people who use our services and we take complaints very seriously. The small number of complaints made account for the high percentage when a small number are responded to out with the timescale. We will continue to monitor closely and strive to respond timeously.

 The percentage of pupils satisfied with establishments figure are taken from pupil responses to surveys sent out by inspectors; in this case, it is the proportion responding positively to the statement "I enjoy learning at my school". As such, they relate to a small proportion of pupils in a small number of schools.

LGBF Scorecard

PI Code & Name	2014/15	2015/16	Current Value	Latest Note
CHS/LGBF/01 Percentage of Looked After Children cared for in the community	93%	94%	93%	The percentage of looked after children cared for in the community has remained stable at 93% in Q3 of 2017/18. Please note, this indicator is also reported annually and the figure for the annual figure is derived from the Local Government Benchmarking Framework indicator CHN9 'Balance of care for 'looked after children': % of children being looked after in the community'. Figures for the 2016/17 reporting period have not yet been published for this indicator. It is anticipated the data for this indicator will be available by the end of February 2018.
CHS/LGBF/02 Gross cost of "Children Looked After" in residential based services per child per week	£4,122.00	£4,415.29	Data Not Available	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN8a 'The gross cost of "children looked after" in residential based services per child per week'. Figures for the 2016/17 reporting period have not yet been published for this indicator. It is anticipated the data for this indicator will be available by the end of February 2018.
CHS/LGBF/03 Gross cost of "Children Looked After" in community placements per child per week	£374.00	£349.04	Data Not Available	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN8b 'The gross cost of "children looked after" in a community setting per child per week'. Figures for the 2016/17 reporting period have not yet been published for this indicator. It is anticipated the data for this indicator will be available by the end of February 2018.
CHS/LGBF/04 Cost per pupil for primary schools	£4,071.00	£4,088.00	£4,407.00	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN1 'Cost per primary school pupil'. The cost per pupil for primary schools has increased from £4,088 in 2015/16 to £4,407 in 2016/17 and was below the 2016/17 Scotland average of £4,806.
CHS/LGBF/05 Cost per pupil for secondary schools	£5,577.00	£5,767.00	£5,844.00	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN2 'Cost per secondary school pupil'. The cost per pupil for secondary schools has increased from £5,767 in 2015/16 to £5,844 in 2016/17 and was below the 2016/17 Scotland average of £6,814.
CHS/LGBF/06 Cost per pre-school education place	£3,175.00	£3,690.00	£3,634.00	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN3 'Cost per pre-school education place'. The cost per pupil for pre-school in 2016/17 was £3,634 and was below the 2016/17 Scotland average of £4,207.
CHS/LGBF/07 % of pupils gaining	58%	60%	64%	The figure for this indicator is derived from the Local Government Benchmarking Framework

PI Code & Name	2014/15	2015/16	Current Value	Latest Note
5+ awards at level 5				indicator CHN4 '% of pupils gaining 5+ awards at level 5'. The percentage of pupils gaining 5+ awards at level 5 in 2016/17 was 64%, which was higher than the 2016/17 Scotland average of 60%. This is an increase on 2015/16 and represents an increasing trend over 5 years.
CHS/LGBF/08 % of pupils gaining 5+ awards at level 6	32%	32%	35%	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN5 '% of pupils gaining 5+ awards at level 6'. The percentage of pupils gaining 5+ awards at level 6 in 2016/17 was 35%, which was slightly higher than the 2016/17 Scotland average of 34%. This is an increase on 2015/16 and represents an increasing trend over 5 years.
CHS/LGBF/09 % of pupils living in the 20% most deprived areas gaining 5+ awards at level 5	36%	40%	42%	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN6 '% of pupils living in the 20% most deprived areas gaining 5+ awards at level 5'. The percentage of pupils living in the 20% most deprived areas gaining 5+ awards at level 5 in 2016/17 was 42%, which was slightly higher than the 2016/17 Scotland average of 41%. This is an increase on 2015/16 and represents an increasing trend over 5 years.
CHS/LGBF/10 % of pupils living in the 20% most deprived areas gaining 5+ awards at level 6	14%	14%	15%	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN7 '% of pupils living in the 20% most deprived areas gaining 5+ awards at level 6'. The percentage of pupils living in the 20% most deprived areas gaining 5+ awards at level 6 in 2016/17 was 15%, which was slightly lower than the 2016/17 Scotland average of 16%. It is, however, an increase on 2015/16 and represents an increasing trend over 5 years.
CHS/LGBF/11 % of adults satisfied with local schools	89% (2012-15)	85% (2013-16)	86% (2014-17)	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN10 '% of adults satisfied with local schools'. The percentage of adults satisfied with Renfrewshire schools between 2014-17 was 86%, which was higher than the 2014-17 Scotland average of 75%.
CHS/LGBF/12 % of pupils entering positive destinations	91%	92%	Data Not Available	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN11 '% of pupils entering positive destinations'. Figures for the 2016/17 reporting period have not yet been published for this indicator. It is anticipated the data for this indicator will be available by the end of February 2018.
CHS/LGBF/13 Overall average total tariff	882.92	840.44	903.64	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN12a 'Overall average total tariff'. The overall average total tariff score for Renfrewshire in 2016/17 was 903.64 which was higher than the 2016/17 Scotland average of 886.17. This is an increase on previous years data and represents a positive trend in pupil attainment.

PI Code & Name	2014/15	2015/16	Current Value	Latest Note
CHS/LGBF/14 Average total tariff SIMD quintile 1	600	577	614	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN12b 'Average total tariff SIMD quintile 1'. The average total tariff for SIMD quintile 1 for Renfrewshire in 2016/17 was 614 which was lower than the 2016/17 Scotland average of 624. It is, however an increase on 2015/16 and represents an increasing trend over 5 years. Detailed analysis of attainment in the senior phase indicates that pupils perform well in S4 and S5, however pupils in S6 achieve less Advanced Higher awards than their peers. Due to the high number of tariff points allocated to Advanced Higher awards, this significantly impacts on the Renfrewshire average. The depth and breadth of attainment in S6 will have to be a focus for the authority going forward.
CHS/LGBF/15 Average total tariff SIMD quintile 2	689	714	827	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN12c 'Average total tariff SIMD quintile 2'. The average total tariff for SIMD quintile 2 for Renfrewshire in 2016/17 was 827 which was higher than the 2016/17 Scotland average of 750. This is an increase on 2015/16 and represents an increasing trend over 5 years.
CHS/LGBF/16 Average total tariff SIMD quintile 3	901	883	922	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN12d 'Average total tariff SIMD quintile 3'. The average total tariff for SIMD quintile 3 for Renfrewshire in 2016/17 was 922 which was higher than the 2016/17 Scotland average of 880. This is an increase on 2015/16 and represents an increasing trend over 5 years.
CHS/LGBF/17 Average total tariff SIMD quintile 4	1,004	1,055	1,067	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN12e 'Average total tariff SIMD quintile 4'. The average total tariff for SIMD quintile 4 for Renfrewshire in 2016/17 was 1,067 which was higher than the 2016/17 Scotland average of 999. This is an increase on 2015/16 and represents an increasing trend over 5 years.
CHS/LGBF/18 Average total tariff SIMD quintile 5	1,233	1,162	1,223	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN12f 'Average total tariff SIMD quintile 5'. The average total tariff for SIMD quintile 5 for Renfrewshire in 2016/17 was 1,223 which was higher than the 2016/17 Scotland average of 1,207. This is an increase on 2015/16 and represents an increasing trend over 5 years.
CHS/LGBF/31 % of children meeting developmental milestones	66%	69%	Data Not Available	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN17 '% of children meeting development milestones'. Figures for the 2016/17 reporting period have not yet been published for this indicator. It is anticipated the data for this indicator will be available by the end of February 2018.

PI Code & Name	2014/15	2015/16	Current Value	Latest Note
CHS/LGBF/32 % of funded early years provision which is graded good/better	91.3%	88.1%	85.7%	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN18 '% of funded early years provision which is graded good/better'. The percentage of early years provision in Renfrewshire that was graded good/better in 2016/17 was 85.7%, which was lower than the 2016/17 Scotland average of 91.7%. 95% of the local authority provision are graded good or better. In the independent and voluntary sector 78% are graded good or better. The early years team at headquarters are working on improvement plans with those services which aren't graded good or better.
CHS/LGBF/33 School attendance (%)	93.6%	Data Not Collected	93.3%	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN19a 'School attendance (%)'. The school attendance percentage for Renfrewshire in 2016/17 was 93.3% which was in line with the 2016/17 Scotland average of 93.3%. This is a slight reduction from 2014/15, when the school attendance percentage for Renfrewshire was 93.6%. Data was not collected for this indicator in 2015/16 as this indicator is only reported on every 2 years.
CHS/LGBF/34 School attendance rates (LAC%)	94%	Data Not Collected	Data Not Available	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN19b 'School attendance rates (LAC %)'. Figures for the 2016/17 reporting period have not yet been published for this indicator. It is anticipated the data for this indicator will be available by the end of February 2018.
CHS/LGBF/35 School exclusion rates per 1,000 pupils	17.60	Data Not Collected	Data Not Available	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN20a 'School exclusion rates per 1,000 pupils'. Figures for the 2016/17 reporting period have not yet been published for this indicator. It is anticipated the data for this indicator will be available by the end of February 2018.
CHS/LGBF/36 School exclusion rates per 1,000 looked after children	30.79	Data Not Collected	Data Not Available	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN20b 'School exclusion rates per 1,000 looked after children'. Figures for the 2016/17 reporting period have not yet been published for this indicator. It is anticipated the data for this indicator will be available by the end of February 2018.
CHS/LGBF/37 % participation for 16-19 years olds (per 100)	Data Not Collected	90.7%	91.4%	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN21 '% participation for 16-19 year olds'. The percentage of 16-19 year olds in Renfrewshire participating in education or training in 2016/17 was 91.4%, compared to the Scotland average of 91.1%, and represents an increase in participation rates from the previous year.

PI Code & Name	2014/15	2015/16	Current Value	Latest Note
CHS/LGBF/38 % of child protection re-registration within 18 months	5%	6%	Data Not Available	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN22 '% of child protection re-registrations within 18 months'. Figures for the 2016/17 reporting period have not yet been published for this indicator. It is anticipated the data for this indicator will be available by the end of February 2018.
CHS/LGBF/39 % LAC with 1 or more placement in the last year (Aug to July)	18.8%	17.5%	Data Not Available	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN23 '% LAC with more than 1 placement in the last year (Aug-July)'. Figures for the 2016/17 reporting period have not yet been published for this indicator. It is anticipated the data for this indicator will be available by the end of February 2018.



To: Education and Children's Services Policy Board

On: 15 March 2018

Report by: Director of Children's Services

Heading: The attainment of school leavers in 2017, including looked after children

1. Summary

- 1.1 On 2 November 2017 a report was approved by the Education and Children's Services Policy Board regarding the attainment of our young people in 2017.
 - 1.2 In the report of 2 November 2017 it was advised that a further report be considered by the Education and Children's Services Policy Board when school leavers' data became available. This report concerns the attainment of our school leavers in 2017 in the four key measures contained in the INSIGHT benchmarking tool.
-

2. Recommendations

- 2.1 Members of the Education and Children's services policy board are asked to:
 - note the content of this report; and
 - note the efforts of our young people and the school communities in bringing about these results.
-

3. Background

- 3.1 A report on attainment was noted by the education and children services policy board in November 2017. It detailed the attainment of our young people

in S4, S5 and S6 (the senior phase) in 2017. Included in the November 2017 report was a recommendation that a further report be submitted to the board with the attainment of Renfrewshire school leavers when this became available in February 2018.

3.2 Since 2014, schools have been engaging with a performance evaluation tool known as INSIGHT. This tool is provided by the Scottish Government to schools and education authorities as a way of benchmarking performance in four key measures:

- Literacy and numeracy;
- Improving attainment for the lowest achieving 20%, middle 60% and top 20% of achievers;
- Attainment versus deprivation; and
- Leavers' destinations.

3.3 This report provides data and commentary on the performance of the 2016/17 leavers' cohort in these four key measures. It should be noted that a leavers' cohort includes all pupils that have left school, regardless of the age and stage they were at.

3.4 The INSIGHT tool uses a 'virtual comparator' (VC) to allow authorities and schools to make statistically valid comparisons between how young people have performed against young people nationally, who share four similar characteristics. These characteristics are: gender, year group, percentage of time spent in mainstream classes, and live within an area with the same Scottish Index of Multiple Deprivation (SIMD) decile. INSIGHT also allows us to compare our performance with the national picture.

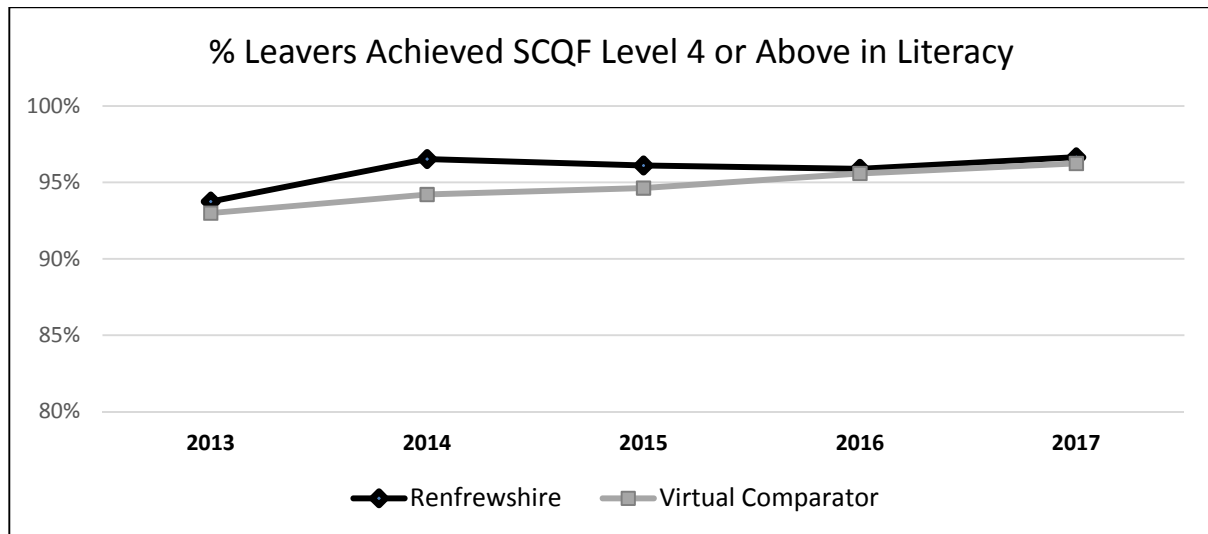
3.5 **Improving attainment in literacy and numeracy**

Raising attainment in literacy and numeracy remains a key priority of Renfrewshire Council children's services. This is also one of the Scottish Government's key priorities as detailed in its national improvement framework.

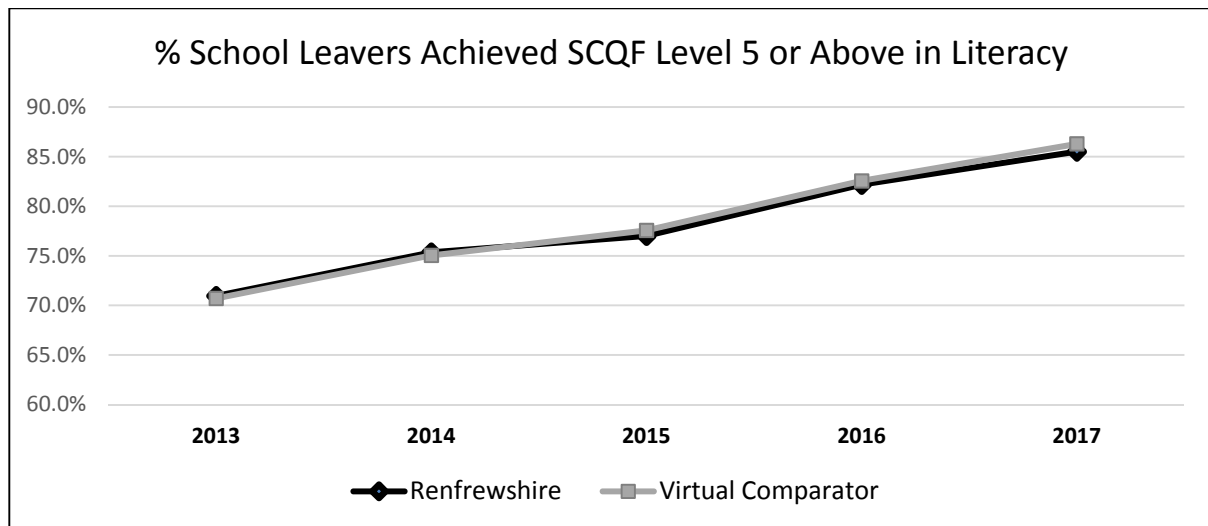
Attainment in literacy and numeracy includes passes at National 4 and 5 in English and Maths. It also includes passes in certain other awards at SCQF levels 4 and 5 which contain certain core elements of literacy and numeracy. The charts which follow, provide details of our performance in literacy and numeracy, compared to our virtual comparator.

Literacy

The charts below show the percentage of leavers achieving SCQF level 4 or 5 or above in literacy in 2016/2017.



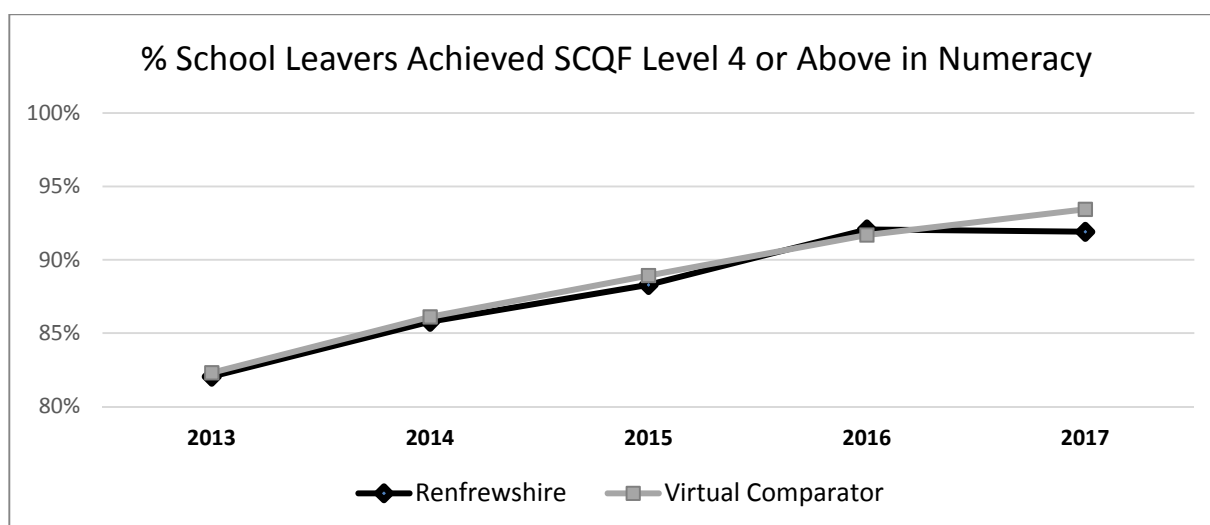
The percentage of leavers in Renfrewshire achieving literacy at SCQF level 4 has remained relatively constant over the past 4 years at approximately 96%. This year's figure has slightly increased to 97%. This is in line with our virtual comparator, which is marginally below Renfrewshire at 96% in 2017.



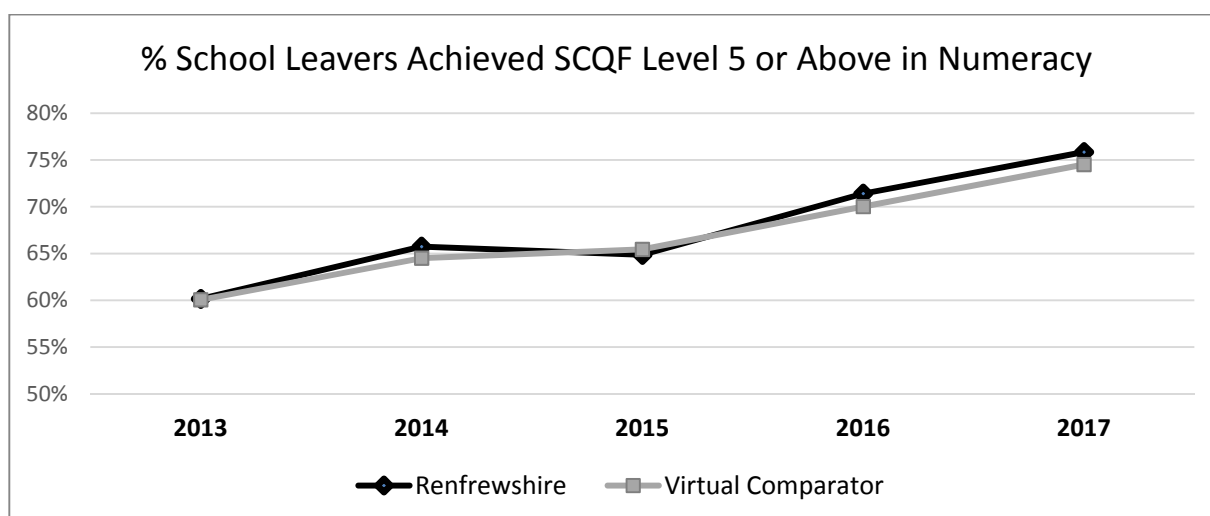
Attainment in literacy at SCQF level 5 has continued to improve in 2017. The percentage of leavers achieving SCQF level 5 or above in literacy increased from 82% in 2015/16 to 86% in 2016/17. Over 5 years, Renfrewshire has increased the percentage of pupils achieving literacy at SCQF level 5 by 15 percentage points, this is in line with our virtual comparator.

Numeracy

The charts below show the percentage of Renfrewshire leavers who have achieved SCQF level 4 or 5 or above in numeracy.



The performance of Renfrewshire school leavers in numeracy at SCQF improved from 2013 – 2016 but in 2017 remained the same as the previous year at 92% and just below our virtual comparator.



Performance continues to improve at SCQF level 5 with 76% of school leavers achieving this level in 2017. Renfrewshire is in line with our virtual comparator. The percentage of pupils achieving SCQF level 5 or above in numeracy has increased by 16 percentage points over 5 years.

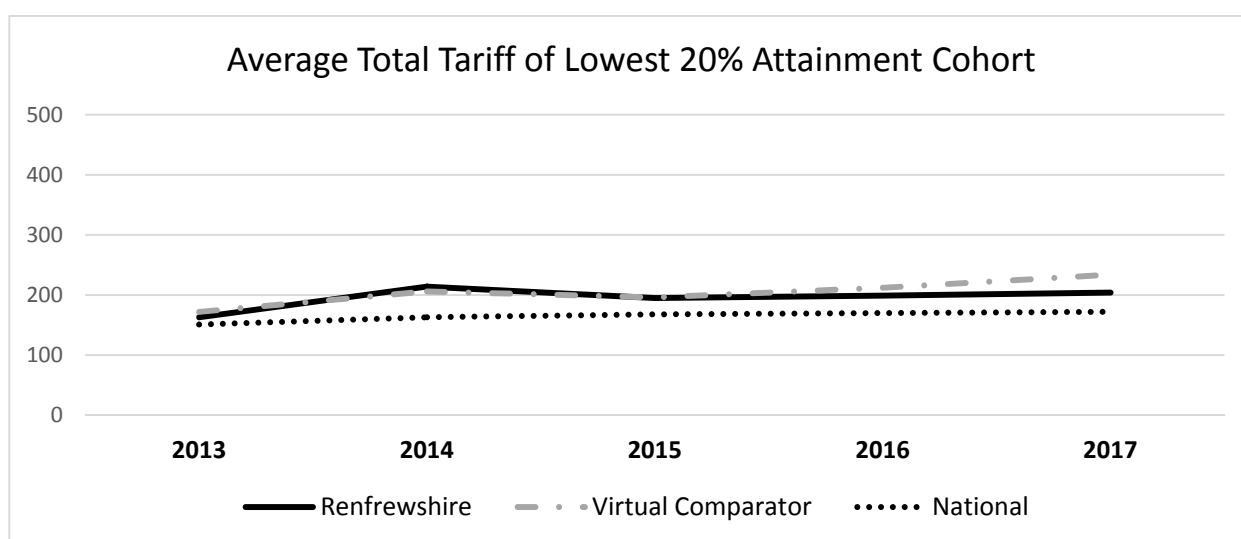
3.6 Improving attainment for all

Each qualification on the Scottish Certificate and Qualifications Framework (SCQF) is attributed a number of tariff points. The higher level of qualification, the more tariff points are attributed. On leaving school, pupils will have a total

cumulative tariff score which incorporates their latest and best achievements in the senior phase.

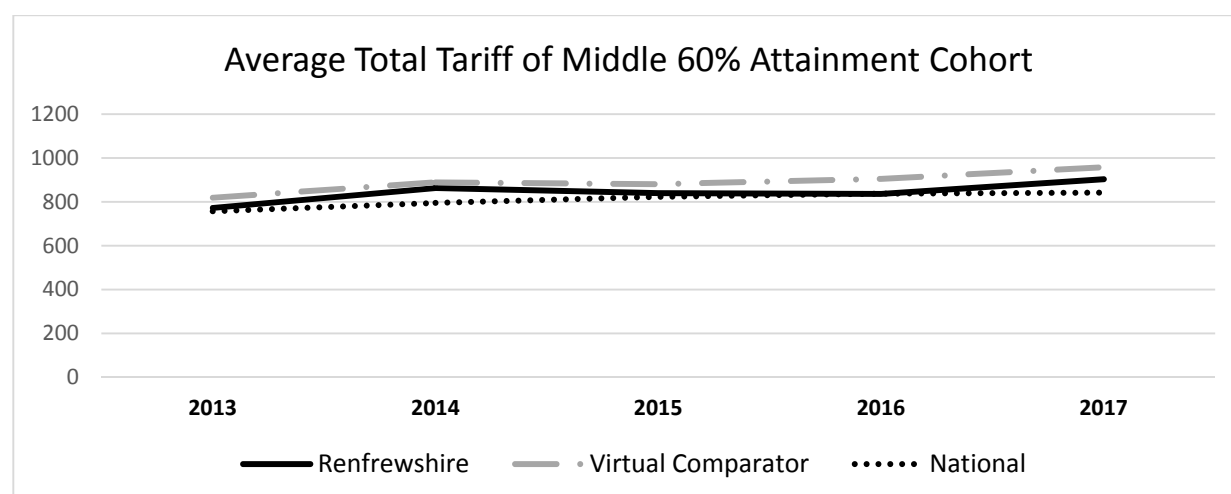
Within this measure, INSIGHT breaks the data down into three groups of leavers: the lowest attaining 20%, the middle attaining 60% and the highest attaining 20%. It then calculates the total average tariff points for the lowest each of these groups and compares their attainment with the virtual comparator and the national figure. The charts showing each of these groups are shown below:

Tariff points for the lowest attaining 20% of leavers



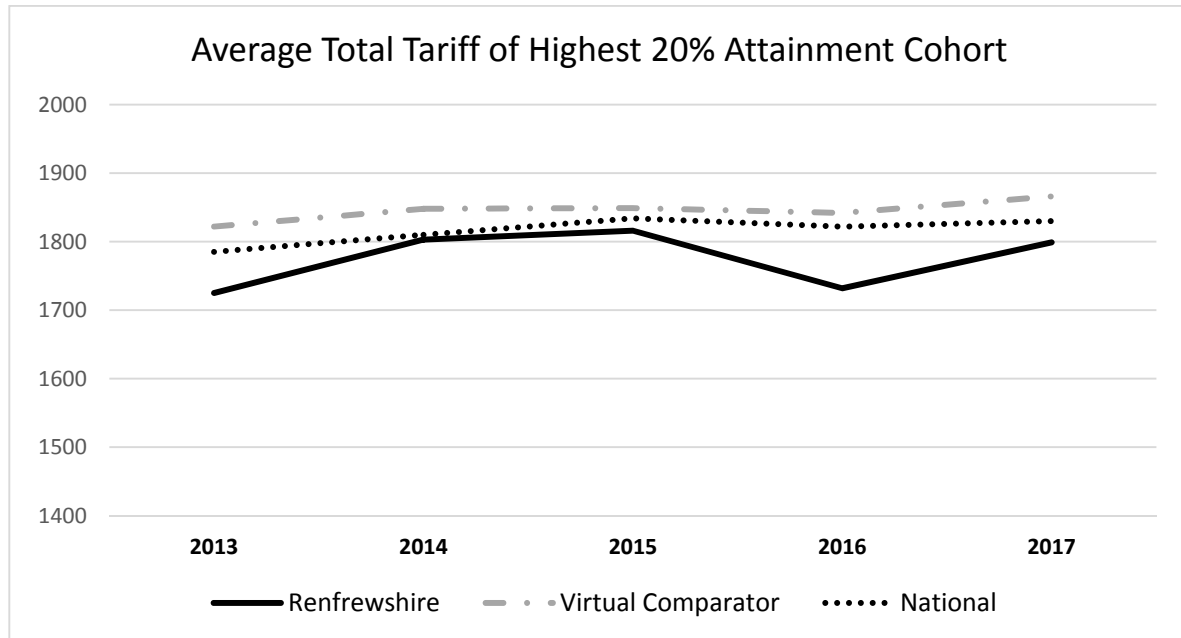
The average total tariff of the lowest attaining 20% of leavers has increased marginally in 2016/17. Renfrewshire continues to perform above the national average, however, is below our virtual comparator in this measure. Although there was a dip in performance in this attainment cohort, the trend has been positive over the past five years.

Average Total Tariff points for the middle attaining 60% of leavers



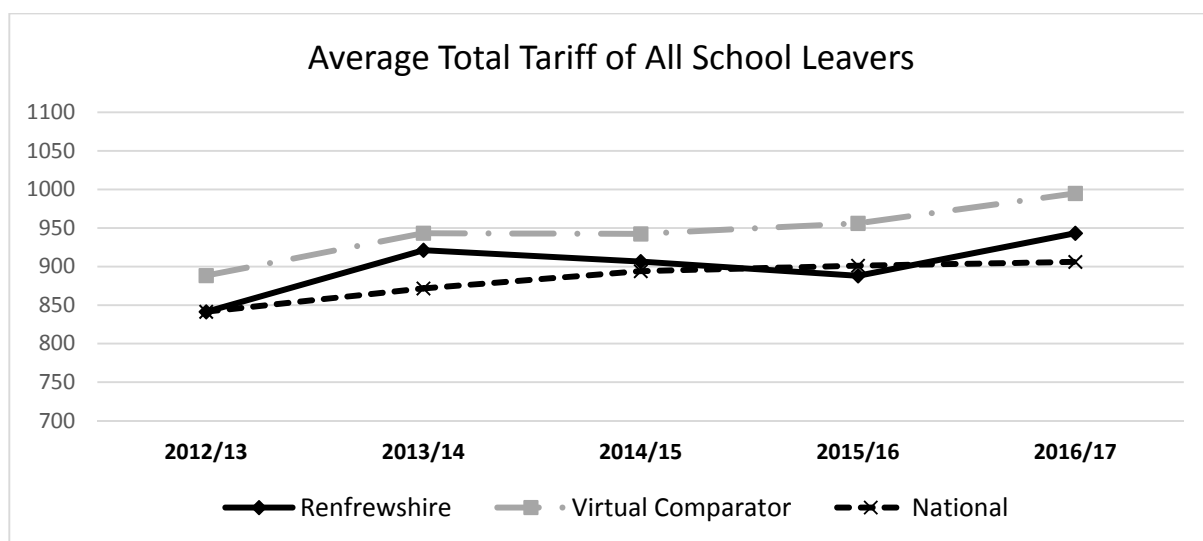
The performance of the middle 60% attainment cohort improved in 2016/17 and the average total tariff score is now above the national figure. While there is an upward trend over 5 years for this cohort, there was a dip in performance in 2014/15 and 2015/16. This, however, was reversed in 2016/17.

Average Total Tariff points for the highest 20% attainment of leavers



School leavers in the highest 20% attainment cohort have a higher average total tariff than last year. Despite this success, this figure remains below the virtual comparator and national figure, but the gap between Renfrewshire and our virtual comparator has narrowed.

Average Total tariff points of all leavers



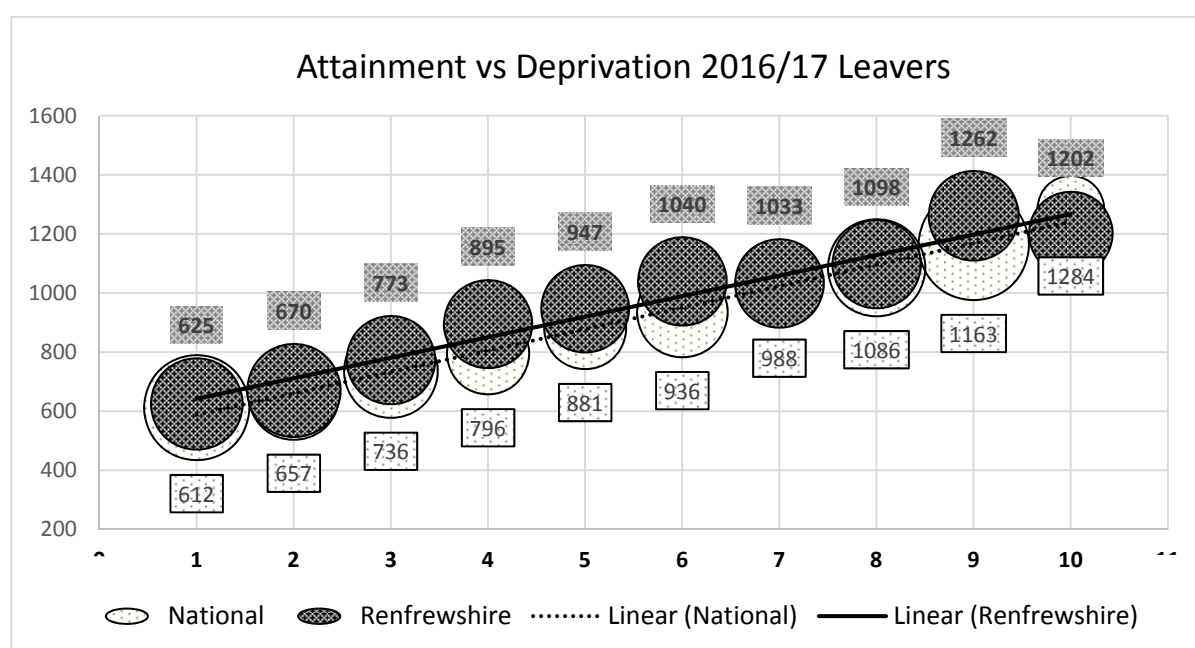
The average total tariff of all leavers, regardless of attainment cohort, has increased in 2016/17 to 943. This is an improving trend over 5 years and is above the national average of 906.

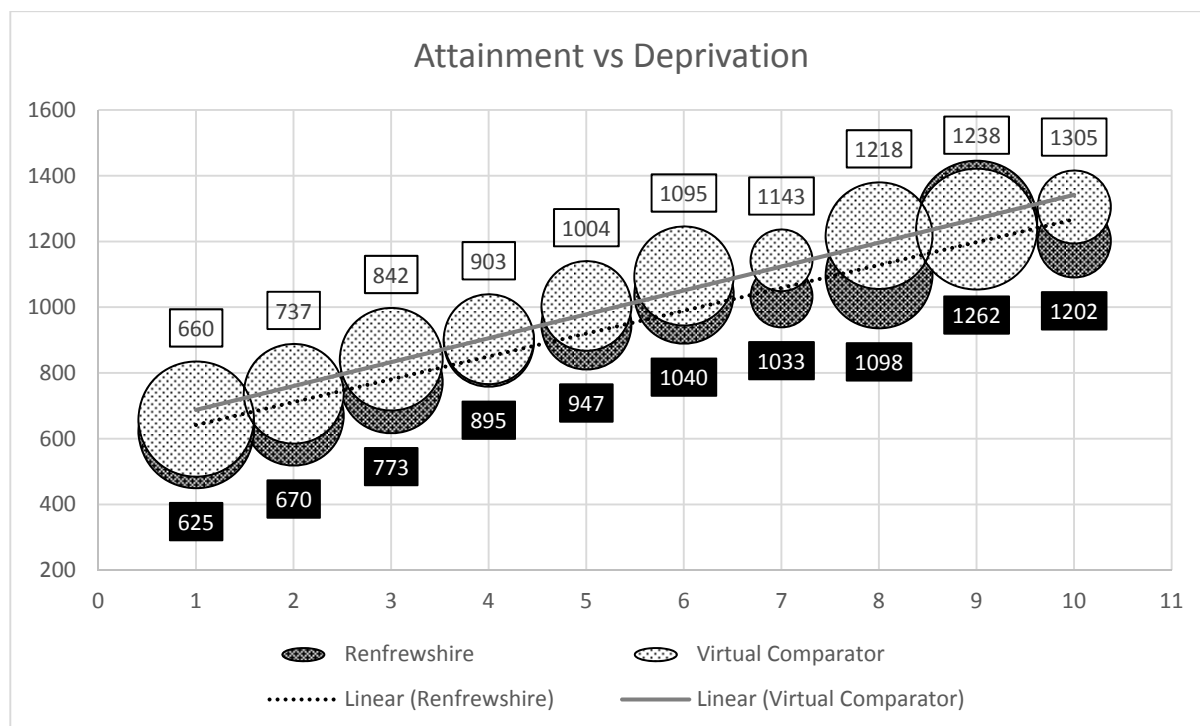
- 3.8 Although there are positive trends in the majority of the measures above, Children's Services recognises there is scope for further improvement and is already reviewing its approach to attainment in S6 by looking at the range of courses available to our young people at this stage. We will also continue to focus our discussions with head teachers on improving attainment through our quality improvement framework visits.

3.9 Attainment versus deprivation

Over the past few years, an overarching priority of Children's Services has been to reduce the poverty related attainment gap in our schools. Schools in all sectors are getting increasingly better at identifying their most vulnerable pupils and using strategies to try and mitigate the impact of poverty on their attainment. INSIGHT allows secondary schools and the service to see the impact of some of these strategies by looking at pupil tariff scores in the senior phase in the context of the Scottish Index of Multiple Deprivation (SIMD) deciles.

The following charts show SIMD deciles 1 -10 (most deprived to least deprived) plotted along the horizontal axis with the average total tariff points plotted on the vertical axis. The white circles represent the national average for this cohort and the black circles, Renfrewshire's average across the cohort. The size of the circle is proportionate to the number of pupils who reside within each decile. The angled line which runs through the circles represents the difference in attainment between pupils from the most deprived and the least deprived areas. The steeper the angle, the more pronounced the disparity between the most and least deprived deciles.



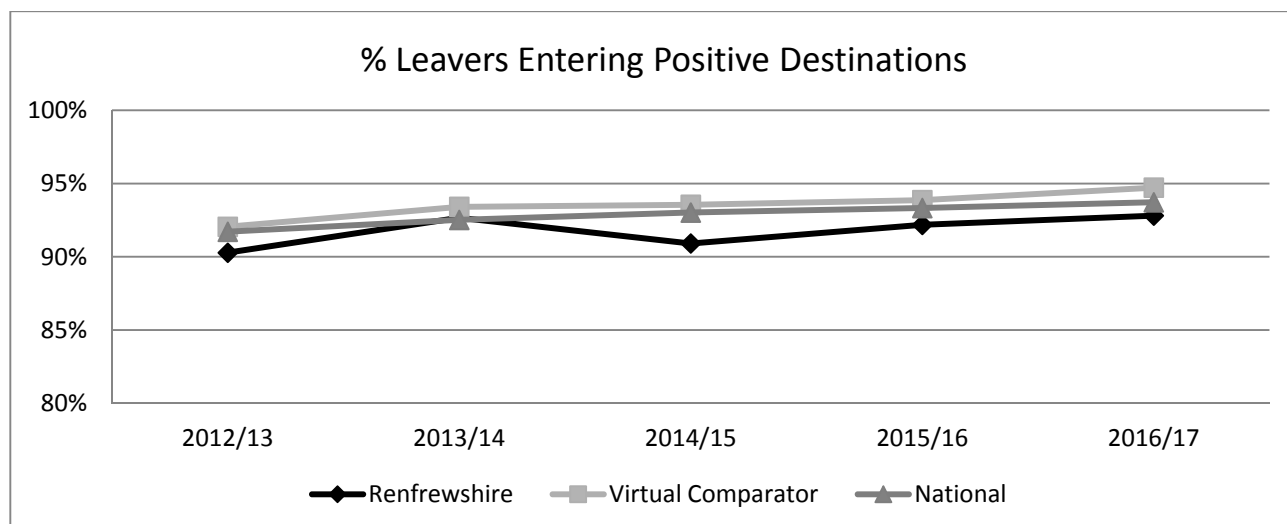


In all SIMD deciles, except for 10, the average total tariff for Renfrewshire leavers is above the national average. Therefore, while the trend line is similar, overall attainment for leavers in Renfrewshire is higher than national in deciles 1 to 9. The largest difference between Renfrewshire and national in average tariff scores is within deciles 4 to 7. Over 5 years, the average total tariff has increased in all deciles except for decile 10. Approximately 6% of Renfrewshire pupils live within decile 10 which may account for the higher level of variation in this decile.

3.10 The service and schools continue to support the Council's and the Scottish Government's priority of closing the poverty attainment gap through improving and targeting our provision, utilising the Scottish Attainment Challenge and pupil equity funding.

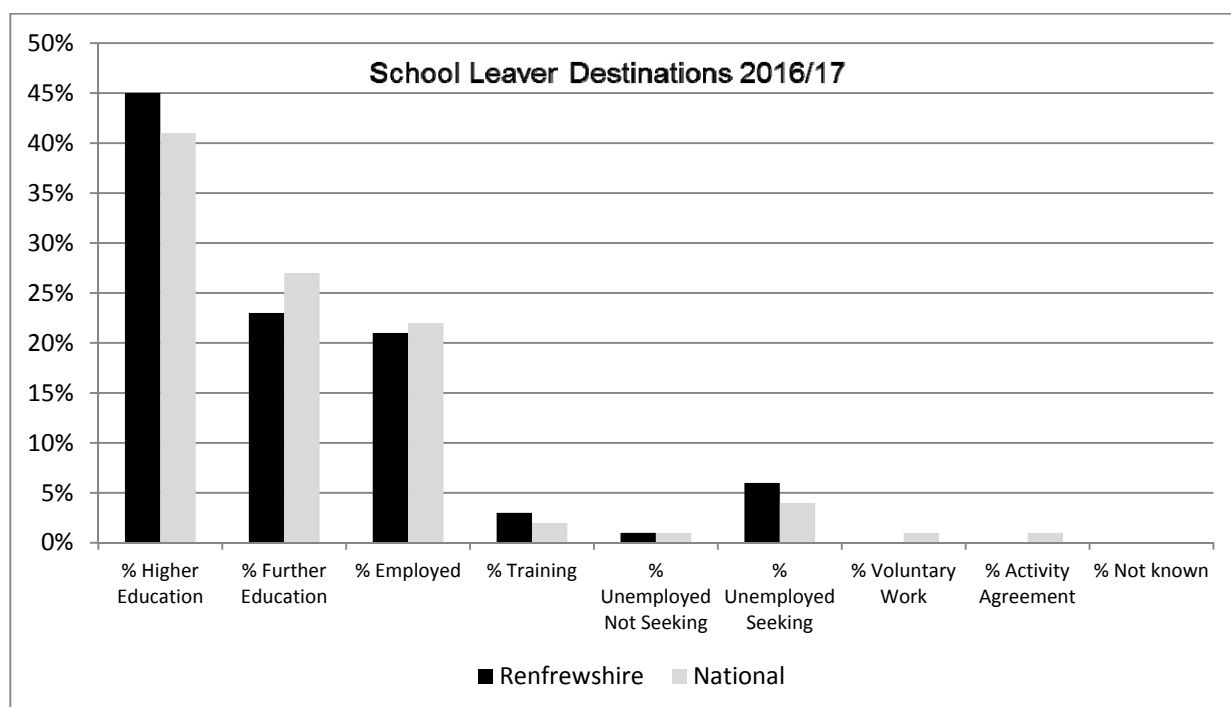
3.11 **Leaver destinations**

This measure identifies the percentage of school leavers that have entered a positive destination. Positive destinations include higher education, further education, employment, activity agreements and voluntary work.



The percentage of 2016/17 Renfrewshire school leavers in a positive destination is 92.8%. This is an increase on previous years but is marginally lower than the national figure and virtual comparator, which are 93.7% and 94.7% respectively.

The graph below shows the breakdown of the destinations of our leavers.



As the chart shows, 45% of Renfrewshire's leavers entered higher education, which is above the national figure. The proportion of Renfrewshire leavers entering higher education has been consistently above the national figure, which in 2016/17 was 41%. A further 23% of our leavers entered further education and 21% went into employment.

- 3.12 Children's Services has recognised that we still perform lower than the national and VC average in this measure. As a result we have, this session, had an increased focus with schools on improving leaver destinations. This has included asking schools to make a return to Children's Services detailing the actions they are taking for all individual young people in S4-S6 at risk of not moving into a positive destination post school. We have also provided additional training for school staff, in partnership with Skills Development Scotland (SDS), regarding the expectation of appropriate data gathering throughout the year.

We are working closely with SDS to review the support they offer to schools to ensure that all young people are able to achieve with positive outcomes, particularly the most vulnerable. In addition, the destination of our leavers will remain a focus of our attainment visits to schools.

4.0 Next steps

- 4.1 The INSIGHT data has shown that across the four measures, the percentage of our young people achieving qualifications in literacy and numeracy by the time they leave school, is increasing. Furthermore, more of our young people are using their successes to move on to positive destinations. However, we recognise the scope for further improvement, particularly in relation to the total tariff points our young people are achieving by the time they leave school. As a result, we will continue, through our quality improvement framework, to support and challenge our schools to improve further, particularly for our children and young people who live in a more deprived area.

Implications of the Report

1. **Financial - none**
2. **HR & Organisational Development - none**
3. **Community/Council Planning –**
 - *Our Renfrewshire is thriving – looking at attainment in this way provides schools and Children's Services with a robust way to evaluate the quality of education provision.*
 - *Tackling inequality, ensuring opportunities for all – attainment data is examined in the context of deprivation to ensure that we are working towards equity and excellence*
4. **Legal – none**
5. **Property/Assets – none**

6. **Information Technology - none**

7. **Equality & Human Rights**

- (a) 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 & Safety - none**

9. **Procurement - none**

10. **Risk - none**

11. **Privacy Impact - none**

12. **Cosla Policy Position - none**

List of Background Papers

(a) Background Paper 1

Examination Results 2017 – a report to the Education and Children's Services Policy Board (November 2017)

The foregoing background papers will be retained Children's Service for inspection by the public for the prescribed period of four years from the date of the meeting. The contact officer within the service is Tony McEwan, Education Manager, tony.mcewan@renfrewshire.gov.uk

Author: Tony McEwan, Education Manager, Children's Services,
Tel 0141 618 7198 tony.mcewan@renfrewshire.gov.uk



To: **Education and Children's Services Policy Board**

On: **16 March 2017**

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

Heading: **Voluntary Sector Grants**

1. Summary

- 1.1. The Education (Scotland) Act 1980 empowers the Council, through children's services, to provide a range of grants to voluntary and independent organisations which provide or promote educational, social, cultural and recreational activities. This power is confirmed by the Local Government (Scotland) Act 1994.
 - 1.2. This report provides information on voluntary sector grant applications and makes a series of recommendations for grant support to voluntary and independent organisations for 2018/19.
 - 1.3. Acceptance of the recommendations contained within the report will result in the budget, of £67,600, being disbursed.
-

2. Recommendations

- 2.1. Members of the education and children's services policy board are asked to:
 - i) agree the recommendations as detailed in appendix 1 and appendix 2; and
 - ii) note that all grants awarded are subject to the council's conditions of grant scheme.
-

3. Background

- 3.1. The Education (Scotland) Act 1980 empowers the council, through children's services, to provide a range of grants to voluntary and independent organisations which provide a range of grants to voluntary and independent organisations which provide or promote educational, social, cultural and

recreational activities. This power is confirmed by the Local Government (Scotland) Act 1994.

- 3.2. The council in conjunction with planning partners continues to support and develop educational, cultural and leisure opportunities in Renfrewshire. This is primarily achieved through the work and support offered to community groups. The specific activities recommended for funding support the outcomes of Renfrewshire's Community Planning Priorities.
-

Implications of this report

1. Financial

£67,600 will be disbursed during 2018/19 from the children's services budget.

2. HR and Organisational Development

None.

3. Community/Council Planning

- | | | |
|---|---|---|
| Our Renfrewshire is thriving | - | <i>The provision of grants to local groups enables communities to be active, engaged and thriving.</i> |
| Our Renfrewshire is well | - | <i>The provision of grants to local groups recognises the key role individuals and groups make to community wellbeing and health.</i> |
| Our Renfrewshire is fair | - | <i>The provision of community grants to local groups supports equity and fairness of opportunity for all.</i> |
| Our Renfrewshire is safe | - | <i>The provision of grants to local groups contributes to the development of local communities.</i> |
| Reshaping our place, our economy and our future | - | <i>The provision of grants to local groups supports individuals and groups to develop skills to improve personal achievements.</i> |
| Building strong, safe and resilient communities | - | <i>The provision of grants to local groups supports communities to build capacity, build resilience and stay strong.</i> |
| Tackling inequality, ensuring opportunities for all | - | <i>The provision of grants to local groups and effect governance ensures that community organisations meet legislative requirements for equality.</i> |

Creating a sustainable
Renfrewshire for all to enjoy

*The provision of grants to local
groups supports community
ventures which are sustainable.*

Working together to improve
outcomes

- *The provision of grants to local
groups supports community
planning outcomes across the
council.*

4. Legal

The Education (Scotland) Act 1980 empowers the council to provide a range of grants.

5. Property/Assets

None.

6. Information Technology

None.

7. Equality and Human Rights

None

8. Health and Safety

None.

9. Procurement

None.

10. Risk

None.

11. Privacy Impact

None.

12. Cosla Policy Position

None.

List of Background Papers

(a) None

Children's Services

Author: Angela Conboy, Education Manager, 0141 618 7205, angela.conboy@renfrewshire.gov.uk

Appendix 1

Grant Applicant	Purpose	Grant Award	Comment
Our Place Our Families	Continue to deliver community based project.	£1000	This will be held until the organisation fully complies with the Council's conditions of grant.
The Boys' Brigade Paisley & District Battalion	To prepare senior boys for the Queen's Badge.	£500	Conditions of grant met
Girls Brigade Renfrew Division	To assist volunteers to deliver a varied programme of activities.	£500	Conditions of grant met.
Johnstone Castle Learning Centre	Address inequality by continuing to provide a service to the local community.	£20,000	This will be held until the organisation fully complies with the Council's conditions of grant.
Glenburn Resource Centre	Continue to provide a community service.	£0	Organisation is underutilised and has sufficient funds to run independent of grant allocation.
Right to Dance	We will run Easter and Summer holiday programmes for children and young people and we will continue to work in partnership with partner organisations.	£8000	Conditions of grant met.
Meikleriggs Cricket Foundation	Our project aims to increase the number of people participating in regular sport within Renfrewshire and aims to address the reduction in people participating regularly in sport and activity.	£500	Conditions of grant met.
Renfrewshire Sports Network	Provide access and participation to sports and physical activities to all.	£4000	This will be held until the organisation fully complies with the Council's conditions of grant.

Ferguslie Cricket Club	To maintain a high quality cricket facility.	£500	This will be held until the organisation fully complies with the Council's conditions of grant.
Greensyde Carers	To engage sessional workers to deliver a range of arts and crafts workers to vulnerable adults.	£200	This will be held until the organisation fully complies with the Council's conditions of grant.
Paisley & District Schools Football Association	The continuation of school football.	£400	Conditions of grant met.
Kelburne Hockey Club	Support the delivery of a schools hockey programme.	£1000	Conditions of grant met.
Kilbarchan Community Nursery	To deliver a community dance project to afterschool children	£0	Sufficient funds to run independent of grant allocation.
Beechwood Community Centre	To provide community based activities for adults, children and families.	£28,000	Conditions of grant met.
Kilbarchan Athletic Association	To continue a partnership with Renfrewshire Council, sportscotland and Scottish Athletics to develop athletics in Renfrewshire.	£3000	This will be held until the organisation fully complies with the Council's conditions of grant.
Total Grant Awarded		£67,600	

Playscheme Travel Pass Applications 2018/19

Organisation	Purpose of Grant	Recommended Award 2018/19
Renfrew/Erskine Homelink	To support operation of playscheme	Travel passes only
Moorpark Community Association - Cherrie Children's Daycare	To support operation of playscheme	Travel passes only
Cairellot Playscheme	To support operation of playscheme	Travel passes and one freedom pass
Johnstone Out of School Service	To support operation of playscheme	Travel passes only
In Safe Hands Childcare & Newmain's	To support operation of playscheme	Travel passes and one freedom pass
Renfrewshire Women's Aid	To support operation of playscheme	Travel passes only
Ralston Out of School Care	To support operation of playscheme	Travel passes and one freedom pass
Roin Ltd t/a Jennyswell OSC – Lochfield & Todhlom	To support operation of playscheme	Travel passes only
"Schools Out Centre Limited – Barsail and Bargarran	To support operation of playscheme	Travel passes only
Foxbar Outreach Childcare Service	To support operation of playscheme	Travel passes only
Foxbar Out of School Club	To support operation of playscheme	Travel passes only
Momags Kids Club Ltd	To support operation of playscheme	Travel passes only
Linwood Community Childcare	To support operation of playscheme	Travel passes and one freedom pass

CK'S Out of School Care	To support operation of playscheme	Travel passes only
Shortroods ASC	To support operation of playscheme	Travel passes and one freedom pass
Ferguslie ASC	To support operation of playscheme	Travel passes and one freedom pass
Williamsburgh OSC	To support operation of playscheme	Travel passes only and one travel pass
Steel Rings Centre	To support operation of playscheme	Travel passes only
Crazy Capers Bushes/Langcraigs	To support operation of playscheme	Travel passes and one freedom pass
Paisley/Johnstone/Linwood Homelink	To support operation of playscheme	Travel passes only
Child's Play Out of School Care	To support operation of playscheme	Travel passes only
Youth Services, Community Learning and Development,	To support operation of playscheme	Travel passes only
Mini-Monsters Family club	To support operation of playscheme	Travel passes only
Hummingbird Out of School Care	To support operation of playscheme	Travel passes only
3 Bears Renfrew	To support operation of playscheme	Travel passes only
Woodlands Out of School Care	To support operation of playscheme	Travel passes only
Klas Care CiC Playscheme	To support operation of playscheme	Travel passes only
OSCARS Out of School Care	To support operation of playscheme	Travel passes only

Waca Scotland Ltd t/a Bishopton Out of School Care	To support operation of playscheme	Travel passes only
Primary Out of School Care	To support operation of playscheme	Travel passes only
Renfrewshire Carers	To support operation of playscheme	Travel passes only
Total		



To: **Education and Children's Services Policy Board**

On: **15 March 2018**

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

Heading: **Distribution of Funding to Support Services for Children and Families – Funding Allocation for 2018/19**

1. Summary

- 1.1. Renfrewshire Council is committed to supporting the independent sector's contribution to early years provision in Renfrewshire through the allocation of funding to support a range of private and voluntary sector organisations which deliver services for families with young children.
 - 1.2. This report provides information on the proposed allocation of funding during 2018/19 to out of school care groups in the private and voluntary sector and for early years voluntary sector organisations, playgroups and toddler groups.
 - 1.3. Acceptance of the recommendations contained within the report will result in £510,855 being disbursed to private and voluntary sector organisations.
-

2. Recommendations

- 2.1. The education and children's services policy board is asked to:
 - i. approve the resource allocation to support the delivery of services for children and young people as outlined in appendix 1 to this report;
 - ii. agree the proposed allocation of grant funding for out of school care and pre five voluntary sector as detailed in appendices 2 and 3 attached to this report, subject to the completion of satisfactory checks and assessments; and
 - iii. agree the proposal for the point value applied to out of school care applications for 2018/19 as £100 per point.

3. Background

- 3.1. Renfrewshire Council has been committed to developing and supporting services for families for many years. A number of private and voluntary sector organisations deliver a range of these services within Renfrewshire.
 - 3.2. Working in partnership with providers from the private and voluntary sector, including out of school care and playgroups has enabled the council to continue to support families with young children.
-

4. Proposals for the Allocation of Funding 2018/19

- 4.1. The Council continues to support voluntary sector organisations through the distribution of funding for the delivery of services for families with young children.
 - 4.2. For the avoidance of doubt, payments will only be made to those recommended organisations detailed within this report when all satisfactory checks and assessments have been completed. These checks include financial information and latest Care Inspectorate grades.
 - 4.3. Appendix 1 of this report provides an overview of the proposed allocation of £510,855 for grants to voluntary sector organisations supporting children and families, out of school care services and pre-5 voluntary sector playgroups for 2018/19.
 - 4.4. Appendix 2 attached to this report provides a breakdown of the proposed allocation of £34,908 to the out of school care sector.
 - 4.5. Appendix 3 of this report provides a breakdown of the proposed allocation of £3,750 to the pre-5 voluntary sector playgroups and toddler groups.
 - 4.6. The criteria agreed for the disbursement of the resources for out of school care services continues to ensure an equal and fair allocation of the resources. Each point awarded translates into a sum of money, with the funding allocated to each group agreed on an annual basis by the policy board. The proposed point value for 2018/19 is £100 per point.
 - 4.7. Further applications for grants which are under £1,500 will be approved by the director of children's services using delegated authority on the basis of the council's existing scheme of delegation functions. Any award greater than £1,500 will be presented to future education and children services policy boards for approval.
-

Implications of this report

1. Financial

Cost relating to the proposals in this report will be met from existing funding resources.

2. HR and Organisational Development

None.

3. Community/Council Planning

- | | |
|--|--|
| Our Renfrewshire is thriving | - Ensuring the best start in life for children and young people. |
| Our Renfrewshire is well | - Early intervention will lead to healthier outcomes for children and young people. |
| Our Renfrewshire is safe | - The provision of funding to local groups contributes to the development of local communities. |
| Building strong, safe and resilient communities | - The quality of community life is enhanced by supporting parents, children and young people. |
| Tackling inequality, ensuring opportunities for all | - Effective governance arrangements ensure that the organisations receiving funding comply with legislative requirements. |
| Creating a sustainable Renfrewshire for all to enjoy | - Support to families and flexible childcare placements will support parents into and sustain employment, training or enter education. |

4. Legal

The Education (Scotland) Act 1980 empowers the Council to provide a range of grants. Payments will be in line with the Council's conditions of grant.

The Council's conditions of grant will apply to approved voluntary sector providers, out of school care and play group and toddler groups as detailed in appendix 1, 2 and 3 of the report.

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. Services comply with the Equality Act 2010.

8. Health and Safety

None

9. Procurement

None.

10. Risk

All grant awards issued by the Council are subject to the Council's approved conditions of grant as detailed in Section 4 of this report and to compliance with appropriate risk management procedures.

11. Privacy Impact

Personal information will only be held as required in order to deliver the service. This will be done in accordance with all data protection legislation.

12. Cosla Policy Position

None.

List of Background Papers

None.

*Children's Services
JM/IH/KMcD/LG
27 February 2018*

Author: Kathleen McDonagh, Education Manager, telephone No: 0141 618 7196,
Email Kathleen.mcdonagh@renfrewshire.gov.uk

Distribution of Funding to Support Services for Children and Families 2018/19

Service	Outcome	Funding proposed 2018/19	Comments
Home-Start Renfrewshire and Inverclyde	Outreach service for families with children under 5 years	£45,200	The organisation have applied for £50,000 however due to the funding available the allocation proposed is £45,200 Grant payment will be phased over 4 quarters
Childcare First Ltd	Support to Hillview and Rainbow nurseries to support childcare for those living within priority data zone areas.	£302,997	Grant payment will be phased over 4 quarters.
Linwood Community Childcare	Provision of places for children aged 0-3 years in Linwood Community Childcare.	£110,000	This organisation has applied for £153,808.45 however due to the funding available the allocation proposed is £110,000 with the local authority meeting the some of the running costs within the building. This service is accommodated within a council building. Grant payment will be phased over 4 quarters
Cherrie Day Care Nursery & Out of School Care	Support to residents from designated data zones in the Moorpark and Renfrew area.	£14,000	Grant payment will be phased over 4 quarters
Out of School Care Services	Support to out of school care services in the independent sector.	£34,908	Range of childcare organisations detailed in Appendix 2
Pre-5 Voluntary Sector Grants	Support to individual pre-5 voluntary sector providers.	£3,750	Range of voluntary groups detailed in Appendix 3
Total		£510,855	

Distribution of Funding to Support Services for Children and Families - Out-of-School Care Support 2018/19

Criteria for allocating OSC funding											
Name of Group	SIMD	Private	Renfrewshire	Subsidised	Equipment	Expansion of	Expansion of	Holiday cover	Use Schools or Community halls	Points	Award
		0 Points	Council	Places	1 point	childcare places	childcare places	1 point	Community halls	Accrued	Recommended
		Voluntary	Targeted	1 Point	per 8 existing	2 points per 8 places	5 points	Per	Term Time -1 Point		
		1 point	Data Zones Area	per 8 places	places	for existing	per 8 places new provider	8 Places	Year Round -2 Points		£
			5 points			providers					
3 Bears Ltd (Renfrew)	2	0	5	0.00	1.5	0	0	1.5	0	8	£800
Bishopton Out of School Care	10	0	0	0.00	5	0	0	5	-2	8.00	£800
Bishopton Out of School Care (Cornerstone Church)	5	0	0	0.00	5	0	0	5	-2	8.00	£800
Brediland Out of School Club/Foxbar Out of School Care	8	0	0	0.00	5	0	0	5	0	10.00	£1,000
Cairellot Nursery Ltd	10	0	0	0.00	8	0	0	8	0	16.00	£1,600
Carli's Kindergarten Ltd t/a CK Childcare Langbank	9	0	0	0.40	3	0	0	3	-2	4.40	£440
Carli's Kindergarten Ltd t/a CK's Childcare (Erskine)	5	0	0	0.90	3	0	0	3	-2	4.90	£490
Child's Play Out of School Care Ltd	8	0	0	0.00	5	0	0	5	-1	9.00	£900
Crazy Capers Ltd (Langcraigs)	2	0	5	1.38	5	0	0	0	-2	9.38	£938
Crazy Capers Ltd (Bushes)	2	0	5	1.50	5.5	0	0	5.5	-2	15.50	£1,550
Foxbar Outreach Childcare Services	2	0	5	1.25	4.37	0	0	4.37	-2	12.99	£1,299
Glencoat Out of School Care	2	0	5	0.38	5.5	0	0	4	-2	12.88	£1,287
Gryffe Manor Out of School Care	8	0	0	1.90	10	0	0	10	0	21.90	£2,190
Hummingbird Out of School Care	3	0	0	0.00	3.75	0	0	3.75	0	7.50	£750
In Safe Hands - Childcare Ltd	2	0	5	0.00	3	0	0	3	-2	9.00	£900
In Safe Hands Newmains	4	0	0	0.00	5	0	0	5	-2	8.00	£800
Johnstone Out of School Service	3	1	0	1.63	5	0	0	5	-2	10.63	£1,062
Kilbarchan After School Club	6	0	0	0.38	3	0	0	3	0	6.38	£638
Kilbarchan Community Nursery (SCIO)	6	1	0	0.00	2	0	0	0	-1	2.00	£200
Klas Care CiC	3	0	0	1.90	3.8	0	0	3.8	-2	7.50	£750
Klas Care CiC (Johnstone KLAS Care)	3	0	0	2.00	4	0	0	0.75	-1	5.75	£575
Momags Kidsclub Ltd (Arkleston)	8	0	0	2.25	6.25	0	0	0	-1	7.50	£750
Momags Kidsclub Ltd (Kirklandneuk)	1	0	5	2.75	6.25	0	0	6.25	-2	18.25	£1,825
OSCARS Out of School Care	1	0	5	0.63	4.38	0	0	4.38	-2	12.38	£1,238
Primary Out of School Care	1	0	5	1.25	4.37	0	0	4.37	0	14.99	£1,499
Ralston Out of School Care	9	1	0	3.75	10	0	0	10	-2	22.75	£2,275
Roin Ltd t/a Jennyswell OSC (Lochfield)	5	0	0	1.00	4	0	0	2	-1	6.00	£600
Roin Ltd t/a Jennyswell OSC (Todholm)	4	0	0	4.75	6.25	0	0	6.25	-1	16.25	£1,625
Schools Out (St Annes)	10	0	0	1.50	3.75	0	0	3.75	-1	8.00	£800
School's Out Centres Limited (Bargarran)	5	0	0	1.88	5	0	0	5	-1	10.88	£1,088
School's Out Centres Limited (Barsail)	5	0	0	2.25	5	0	0	5	-2	10.25	£1,025
School's Out Limited (Nazarene)	5	0	0	0.63	5	0	0	5	-1	9.63	£963
Strawberry Field Nursery Out of School Care	8	0	0	3.00	7.5	0	0	4	0	14.50	£1,450
Total											£34,908

NB: Value per point = £100

Distribution of funding support services for children and families - pre-five voluntary sector grants 2018/19

Organisation	Purpose of Grant	Recommendation Award 2018/19
Howwood Playgroup	To support with the cost of rent and wages.	£375
Langbank Playgroup	To support with the salary of 2 worker salary, SPPA insurance, hall rent and contribution towards a healthy snack. Trips and outings.	£375
Langbank Under 3s	To support the ongoing running costs of the group, rent and SPPA Insurance including contribution to external trainer fee for music and movement sessions which continue to be very successful.	£250
Johnstone Castle Mother and Toddlers	To support with the cost of rent	£300
Johnstone Teeny Tots	To support the cost of rent.	£300
Barshaw Toddler and Toddler Plus	To support the cost of rent	£300
Rowan Street Playgroup	To support the cost of rent and insurance.	£375
Howwood Mother and Toddler	To support the cost of rent	£250
Lylesland Parent and Toddler Group	To support the costs of trips and outings.	£125
Lochwinnoch Toddler Group	To support operational costs	£500
Kilbarchan Tuesday Tots	To support operational costs	£150
Little Buddies Playgroup	To support operational costs	£450
Total		£3,750



To: Education and Children's Services Policy Board

On: 15 March 2018

Report by: Director of Children's Services

**Heading: Inspection of Gallowhill Primary School and Nursery Class,
Paisley**

1. Summary

- 1.1. Gallowhill Primary School and nursery class was inspected by Education Scotland in November 2017 as part of a national sample of education. The letter to parents will be published by Education Scotland on 6 March 2018, is attached as an appendix to this report. The letter to parents/carers is also available from the director of children's services or from the Education Scotland website: <https://education.gov.scot/>.
- 1.2. The purpose of the inspection was to evaluate the quality of education. Inspectors assessed the school, with a focus on four quality indicators which were: leadership of change; learning, teaching and assessment; raising attainment and achievement; and ensuring wellbeing, equality and inclusion.
- 1.3. Inspection findings indicate that the school needs additional support and more time to make necessary improvements. Two of the quality indicators were evaluated as 'weak'. The letter to parents/carers identified three key strengths of the school and nursery class. These were:
 - Children who are enthusiastic and eager to be involved in further improving their school.
 - The hard working staff team, and the positive steps they have taken to work with parents, carers and partners in the local community.

- The high quality of caring interactions and wide range of learning experiences for children in the nursery.

1.4. The letter identified four areas for further improvement:

- There is a need to raise attainment for all children in literacy and numeracy. There are a range of initiatives in place to support children and staff should evaluate the impact they are having on learning.
- Improve learning, teaching and assessment to ensure the needs of all children are met and they are all are fully engaged in their learning.
- Staff should further develop the curriculum with a clear focus on raising attainment.
- The school should improve how they track the progress children are making in their learning and use the information to plan next steps.

1.5. Children's services has an agreed set of procedures for responding to inspection reports. The school and the service will prepare an action plan indicating how they will address the points for action in the report, and share this plan with parents. In addition, the school will be supported in its improvement by children's services.

2. Recommendations

2.1. Members of the education and children's services policy board are asked to note the key strengths and the areas for improvement in the Education Scotland report on Gallowhill Primary School and nursery class.

3. Background

3.1. Education Scotland's letters to parents are published online by Education Scotland.

3.2. The report includes four recommendations for improvement. These recommendations will be addressed through an action plan, produced by the school and supported by children's services staff.

3.3. Progress on the action plan will be monitored closely by children's services staff. Education Scotland will return to carry out a further inspection within one year of publication of the letter to parents. Following this, they will write to parents/carers informing them of the progress the school has made.

- 3.4. Children's services welcomes the process of audit undertaken by Education Scotland as supportive to continuous improvement in Renfrewshire education establishments. The inspection report will be used by the school and the service in the context of supporting and developing the quality of educational provision.
-

Implications of the Report

1. **Financial:** None
2. **HR & Organisational Development:** None
3. **Community/Council Planning –**
 - Our Renfrewshire is thriving: high standards of education provision ensure that children and young people are given the best start in life so that they promote and contribute to a more prosperous, fairer society.
 - Our Renfrewshire is well – by providing an environment which encourages care, welfare and development, establishments play a crucial role in developing children and young people so that they become responsible citizens. The establishment's success in promoting wellbeing is evaluated as part of the inspection process.
4. **Legal:** None
5. **Property:** None
6. **Information Technology:** None
7. **Equality & Human Rights**

The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report 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 & Safety:** None
9. **Procurement:** None
10. **Risk:** None

11. Privacy Impact: None

12. Cosla Policy Position: Not applicable.

List of Background Papers

None

Children's Services
MT
21/2/18

Author: Mairi Thomas, Education Manager, tel: 0141 618 3994



6 March 2018

Dear Parent/Carer

In November 2017, a team of inspectors from Education Scotland visited Gallowhill Primary School and nursery class. During our visit, we talked to parents/carers and children and worked closely with the headteacher and staff.

The inspection team found the following strengths in the school's work.

- Children who are enthusiastic and eager to be involved in further improving their school.
- The hard working staff team, and the positive steps they have taken to work with parents, carers and partners in the local community.
- The high quality of caring interactions and wide range of learning experiences for children in the nursery.

The following areas for improvement were identified and discussed with the headteacher and a representative from Renfrewshire Council.

- There is a need to raise attainment for all children in literacy and numeracy. There are a range of initiatives in place to support children and staff should evaluate the impact they are having on learning.
- Improve learning, teaching and assessment to ensure the needs of all children are met and they are all are fully engaged in their learning.
- Staff should further develop the curriculum with a clear focus on raising attainment.
- The school should improve how they track the progress children are making in their learning and use the information to plan next steps.

We gathered evidence to enable us to evaluate some quality indicators from How good is our school? (4th edition). Quality indicators help schools, education authorities and inspectors to judge what is working well and what needs to be improved. Following the inspection of each school, the Scottish Government gathers evaluations of quality indicators to keep track of how well Scottish schools are doing.

Here are Education Scotland's evaluations for Gallowhill Primary School

Quality Indicators Primary Stages	Evaluation
Leadership of Change	satisfactory
Learning, teaching and assessment	weak
Raising attainment and achievement	weak
Ensuring wellbeing, equality and inclusion	satisfactory
Descriptions of the evaluations are available from How good is our school? (4th edition), Appendix 3: The six-point scale.	

Quality Indicators nursery class	Evaluation
Leadership of Change	satisfactory
Learning, teaching and assessment	good
Securing children's progress	good
Ensuring wellbeing, equality and inclusion	good
Descriptions of the evaluations are available from How good is our early learning and childcare? Appendix 1: The six-point scale.	

The letter and more detailed summarised inspection findings will be available on the Education Scotland website at;

<https://education.gov.scot/inspection-reports/renfrewshire/8625026>

What happens next?

As a result of our inspection findings we think that the school needs additional support and more time to make necessary improvements. We will liaise with Renfrewshire Council regarding the school's capacity to improve. We will return to carry out a further inspection of the school within one year of the publication of this letter. We will discuss with Renfrewshire Council the details of this inspection. When we return to inspect the school we will write to you as parents/carers informing you of the progress the school has made.

Monica McGeever
HM Inspector

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Transforming lives through learning





To: **Education and Children's Services Policy Board**

On: **15 March 2017**

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

Heading: **Carers (Scotland) Act 2016: Progress Update – Completion of Young Carer Strategy 2018-2021**

1. Summary

- 1.1. The Carers (Scotland) Act 2016 commences in April 2018. It places a number of new duties upon local authorities and health boards which were described in a report to the Board on 2nd November 2017. Progress towards implementation of the Act was reported to the Board on 18 January 2018. We will be ready to commence the new duties on 1st April 2018.
- 1.2. The Act requires local authorities and health board partners to produce a Carers Strategy for both adult and young carers in their area. The strategy must be published by 1 April 2018.
- 1.3. Renfrewshire's strategy for young carers was produced via the Young Carers Working group which is comprised of representatives from across the Council, the health board, the voluntary sector and young carers.
- 1.4. The Strategy is informed by the voices of Renfrewshire's young carers and sets out the key priorities for action over the period 2018-2021. The Strategy recognises that young carers are children and young people first and foremost. Our approach is aligned to the Getting It Right for Every Child (GIRFEC) framework which underpins all of our work with children and young people across Renfrewshire.
- 1.5. Renfrewshire has chosen to produce a separate strategy for young carers. It will sit alongside the adult carer strategy developed by the Health and Social Care Partnership and will form part of the wider Renfrewshire Children's Services Partnership Plan.
- 1.6. The Young Carer Strategy was circulated for consultation across the Children's Services Partnership and with young carer groups and their feedback was incorporated into the final version, which is attached at appendix 1.

- 1.7. The Young Carer Strategy was circulated for consultation across the Children's Services Partnership and with young carer groups and their feedback was incorporated into the final version, which is attached at appendix 1.
-

2. Recommendations

- 2.1. Members of the education and children's services policy board are asked to:
- i) approve the strategy as attached in appendix 1.
-

3. Background

- 3.1. The Carers (Scotland) Act 2016 recognises the value of the unpaid care provided nationally by Scotland's carers, as well as the impact that caring can have on individual carers.
- 3.2. The Act defines young carers as carers aged under the age of 18 years or older provided they remain a pupil at school. The responsibility for young carers rests with local authorities for school age children and with health boards for pre-school children.
- 3.3. Part 5 of the Act places a duty upon the local authority and health board to produce a three year local strategy for adult and young carers. Strategies should be published by 31 March 2018. The Act permits the production of separate strategies for adult and young carers. Renfrewshire has produced a dedicated young carer strategy to reflect the different approach taken to supporting young carers and to align with our wider Getting It Right For Every Child (GIRFEC) framework.
- 3.4. Central to the Strategy is a recognition that young carers are children and young people first and foremost. They have the same needs and aspirations as their non-carer peers. Accordingly, we have aligned the Young Carer Strategy with our wider Children's Services Partnership Plan. Implementation of the Strategy will be overseen by the Children's Services Partnership group and its impact reviewed and reported alongside the Partnership Plan.
- 3.5. The strategy reflects the voice of our local young carers who told us that they are proud of the help they provide to loved ones and want community-based supports to enable them to continue their role. The strategy prioritises early intervention and preventative, resilience-building approaches which cause minimum disruption to family life and support young carers to have a life outside of caring.
- 3.6. The Strategy describes how services will support and celebrate the valuable role played by young carers within their families and communities, while at the same time ensuring that no child or young person has caring responsibilities inappropriate to their age and stage of development.
- 3.7. The following GIRFEC principles underpin the Strategy:
- Safeguarding, supporting and promoting wellbeing

- Keeping the child or young person at the centre
- Taking an holistic, whole child approach
- Building on strengths and promoting resilience
- Promoting opportunities and valuing diversity
- Providing help that is appropriate, proportionate and timely
- Supporting informed choice
- Working in partnership with families

3.8. A process of consultation about the strategy was undertaken in January 2018. Feedback was received from a number of stakeholders, including young carers. Their views are incorporated in the final version of the strategy.

Implications of this report

1. Financial

None.

2. HR and Organisational Development

None.

3. Community/Council Planning

- *Our Renfrewshire is thriving* – Supporting the wellbeing of young carers and enabling them to have a life outside of caring will assist them to participate in and contribute to a thriving Renfrewshire.
- *Our Renfrewshire is well* – Providing GIRFEC wellbeing assessments and timely, high quality support to young carers will improve their physical health and emotional wellbeing.
- *Our Renfrewshire is fair* - Supporting young carers to enjoy a life outside of caring enables them to have the same opportunities as their non-carer peers.
- *Our Renfrewshire is safe* – The GIRFEC approach to assessing and delivering services to young carers will prevent young carers from undertaking excessive and inappropriate caring responsibilities.
- *Working together to improve outcomes* – The young carer pathway is based on partnership working and collaborative approaches to improving outcomes for young carers.

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 the Act was assessed by the Scottish Government for human rights and equalities impact.

8. Health and Safety

None.

9. Procurement

None.

10. Risk

None.

11. Privacy Impact

None.

12. Cosla Policy Position

None.

List of Background Papers

- (a) Report to Education and Children's Services Policy Board re Carers Act (Scotland) 2016 dated 02-11-2017 and 18 January 2018
- (b) The Carers (Scotland) Act 2016 can be found here: <http://www.gov.scot/Topics/Health/Support-Social-Care/Unpaid-Carers/Implementation/Carers-scotland-act-2016>

DH/KN/LG
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Renfrewshire Children's Services Partnership Young Carers' Strategy

1. Introduction

Carers of all ages play a vital role in the provision of care to loved ones and make an enormous contribution to Renfrewshire as a whole. Carers generously give their time to those they care for and without them we would all be worse off, both economically and socially. In recognising the role carers play in providing unpaid support to family and friends, we also recognise the impact this caring has upon carers' physical health and wellbeing.

Young carers tell us that they value their caring roles and are proud of the contribution they are able to make to their families. Many young carers report feeling a sense of achievement and purpose and some say that their caring role has helped them to develop greater maturity and responsibility than their peers.

In Renfrewshire we want to support and celebrate the valuable role played by young carers within their families and communities. At the same time, we want young carers to have the same opportunities as their peers and this means ensuring that no child or young person has caring responsibilities inappropriate to their age and stage of development.

The starting point for this strategy is a recognition that young carers are children and young people first and foremost. Accordingly, our approach for young carers is aligned to the Getting It Right For Every Child framework which underpins all of our work with children and young people across Renfrewshire.

The following GIRFEC principles underpin this strategy:

- Safeguarding, supporting and promoting wellbeing
- Keeping the child or young person at the centre
- Taking an holistic, whole child approach
- Building on strengths and promoting resilience
- Promoting opportunities and valuing diversity
- Providing help that is appropriate, proportionate and timely
- Supporting informed choice
- Working in partnership with families

We have consulted with our local young carers and considered national research about children and young people who undertake caring roles. The voice of young carers is reflected within this strategy. The strongest messages were that young carers want help at the earliest possible stage and they want to be supported to get on with their caring with the minimum disruption to their lives, and they want to be able to enjoy everyday activities with their peers.

This strategy sets out how we will work together to deliver these aspirations for our young carers.

2. Legislative and Policy Context

The Carers (Scotland) Act 2016 aims to ensure better and more consistent support for both adult and young carers to enable them to continue to care – if they wish to do so – in better health and to have a life away from their caring role.

The Act, which commences in April 2018, places a number of new duties upon local authorities and health boards which build upon previous carer legislation and national strategy documents such as 'Caring Together: The Caring Strategy for Scotland 2010-2015' and 'Getting It Right for Young Carers' (2010).

The new duties as regards young carers are:

- Duty to prepare and review Young Carer Statements;
- Establishment of local eligibility criteria for services for young carers;
- Duty to provide support
- Duty to involve carers in carers' services
- Duty to prepare a carers' strategy
- Duty for each local authority to establish and maintain an information service for carers and to produce a short breaks service statement.

The Carers (Scotland) Act 2016 can be found here: <http://www.gov.scot/Topics/Health/Support-Social-Care/Unpaid-Carers/Implementation/Carers-scotland-act-2016>

3. Our Vision

We have the same aspirations for our young carers as we have for all children and young people in Renfrewshire:

By 2023, we will get it right for every child and young person by ensuring that they live in a positive and inclusive environment, have the best start in life, are confident, healthy and free from disadvantage.

Renfrewshire Community Plan.

The Children's Services Partnership Plan (2018-2021) sets out how we will get it right for all children and young people. For young carers this means having access to the same opportunities as their peers, being protected from inappropriate or excessive caring, and having access to any additional help they may need to safeguard, support and promote their wellbeing.

We will achieve this through our GIRFEC approach: placing the young carer at the centre; holistic, strengths-based assessment; effective partnership working; and the delivery of timely and high quality services.

4. Strategic Priorities

Our strategy for supporting young carers covers six key priorities:

- 1) Early identification and early intervention
- 2) Safeguarding, supporting and promoting wellbeing
- 3) Preventing and protecting young carers from excessive and inappropriate caring
- 4) Building resilience and preparation for the future
- 5) Improving outcomes and measuring impact
- 6) Rights based approach

5. Delivery model

The new Act creates an opportunity for Renfrewshire and our planning partners to refresh and consolidate our support to young carers.

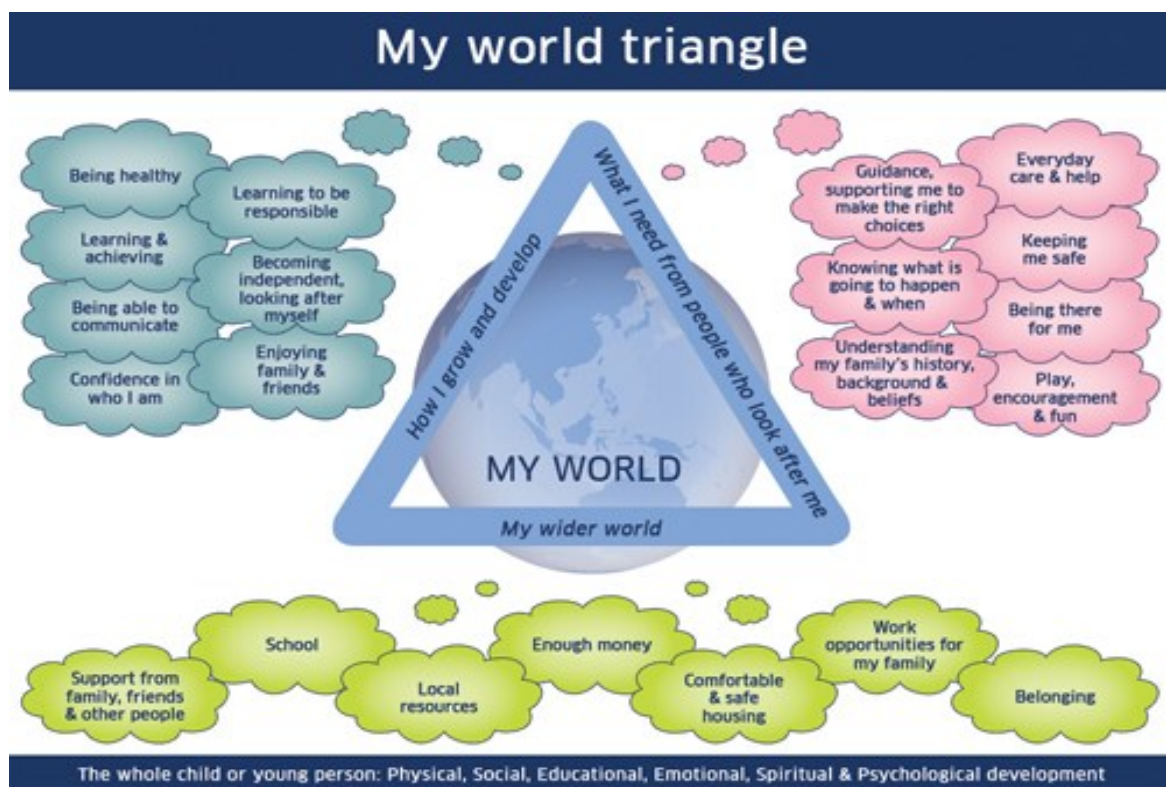
Our new 'Young Carer Pathway' will ensure that young carers are identified at the earliest opportunity and are signposted to a single point of contact for advice and support. We have developed a mobile app for young carers which brings together information about their rights and explains Renfrewshire's 'offer' to young carers in an accessible, multi-media format. The new pathway will mean that young carers are offered a Young Carer Statement and can access information and support regardless of which service identifies their caring role.

We have created a new, post of Young Carer Social Worker who will be the co-ordinate all Young Carer Statements. The Social Worker will work in partnership with our commissioned service at Renfrewshire Carers' Centre to deliver a suite of high quality interventions to progress young carers' personal outcomes. The Social Worker will also support partner agencies to improve their awareness of young carers and develop preventative approaches to minimise the impact of caring responsibilities upon children and young people.

The GIRFEC national practice model is embedded across Renfrewshire Children's Services Partnership. It is used on a single and multi-agency basis and provides a consistent, common language approach for the assessment, planning and meeting of children and young people's wellbeing needs.

Our Young Carer Statements use the 'My World' assessment tool and assess individual young carer's needs in terms of SHANARRI indicators. By aligning our Young Carer Statements with Children's Services single child's plan framework, we can ensure that young carers receive the same high quality assessment and support as is provided to all children and young people with wellbeing needs across Renfrewshire.

The GIRFEC approach facilitates measurement of both the level of caring activity and the impact of caring upon the child or young person's wellbeing. In so doing, it enables a timely safeguarding response to those children and young people who are undertaking excessive or inappropriate care.



The development of our new approach to young carers also presents an opportunity to strengthen the working relationship between children's and adults' services and to develop a shared protocol to ensure smooth pathways to information, advice and support for young carers and their families.

6. Who are our young carers?

The Act defines “carer” as an individual who provides or intends to provide care for another individual (section 1)

A “young carer” is defined as a carer who:

- (a) is under 18 years old, or
- (b) has attained the age of 18 years while a pupil at a school, and has since attaining that age remained a pupil at that or another school.

(section 2)

Every caring situation is unique and every young carer has different needs, experiences and priorities. Any child can potentially become a young carer at any time as a result of an accident or sudden illness of someone in their family. It may be a gradual process or a sudden change in circumstances. Caring responsibilities may be for short periods of time or for many years. The wellbeing of the person needing care and support might change on a daily basis.

Care may include advocacy, regularly helping with or supervising of daily activities such as washing, cooking, shopping, personal care, giving medication and emotional support and companionship.

The term does not apply to the everyday and occasional help around the home that may often be expected of or given by children in families and is part of community and family cohesion.

Young Carers in Renfrewshire

The children’s wellbeing survey, undertaken in Renfrewshire in late 2016/early 2017 found that there are 227 children and young people aged nine to 15 years who identified themselves as young carers. We estimate that there are another 237 young carers aged 16 to 19 years living in Renfrewshire.

A study undertaken by the Glasgow Centre for Population Health on behalf of the Greater Glasgow and Clyde Health Board in 2017 found that young carers were:

- more likely to receive free school meals, and live with just one parent
- twice as likely to report having a limiting illness or disability themselves when compared with non-carers
- have poorer physical and mental health outcomes, particularly among those caring for someone with mental health or addictions issues
- less likely to see themselves entering further or higher education, even when taking into account background factors and the presence of household illness.

The study concluded that the factors most commonly associated with children and young people undertaking caring roles include higher levels of deprivation, adults with long-term health conditions (including substance misuse) and lone parent households. Renfrewshire has disproportionately high population of residents affected by these issues.

In the Greater Glasgow and Clyde Health Board area, almost 1-in-8 secondary pupils surveyed reported that they provide care to a loved one. A third of those providing care said no one knew about it.

Hidden Carers

It is well established in national and local research across Scotland and the United Kingdom that a large number of young carers are 'hidden' from services. The recent study by the Glasgow Centre for Population Health found that almost one third of young carers conceal their status as carer. There are many reasons for the under-identification of young carers. From a young carer's point of view the reasons may include: fear of unwanted intervention within their family; fear of being 'different' and bullying; unhelpful previous experiences of seeking or receiving help; as well as a degree of reluctance on behalf of the cared-for person to seek help. Sometimes young carers simply might not be 'heard' by professionals who fail to see the signals.

In many cases, young carers do not seek help because they do not identify as 'carers'. They see their role as 'normal' and feel there is nothing special or unusual about helping a loved one. It is just a part of being a son, a daughter, a sister or brother or grandchild.

[Glasgow Centre for Population Health, August 2017, *Young carers in Glasgow: health, wellbeing and future expectations*, Robison, O., Egan, J., & Inglis, G.]

7. What is the impact of being a young carer?

Caring for a loved one is a demanding role for any carer, but especially so for young carers. Young carers' physical health and emotional wellbeing can be adversely affected by their caring role and they tend to experience poorer outcomes in terms of education and employment. Many young carers report feelings of isolation arising from their inability to join their peers in extra-curricular and leisure activities.

A Scottish Government commissioned review of young carer research and data found that:

- More young carers have worse self-reported health than non-carers and fewer have 'very good health'.
- A long term health condition or disability is more common amongst young carers and young adult carers. It is unknown if and how this may be related to their caring role.
- Tiredness and feeling 'run-down' is a physical impact that many young carers have reported in various studies.
- Young carers and young adult carers are twice as likely as young people generally to report a mental health condition (2011 Census).
- There is considerable evidence to say that young carers are more likely to suffer from anxiety, stress and depression.
- Young carers may find it harder to participate in social activities which may contribute towards feelings of isolation.
- Studies have also shown that young people often find benefit in their care-giving experience.
- Caring may adversely affect a young person's education but there is inconsistent evidence on the extent of the impact. This may be due to school attendance issues, or experiencing tiredness or bullying.

8. What do young carers want?

In the course of developing this strategy, we have undertaken extensive consultation with our local young carers who receive support at Renfrewshire Carers' Centre. The over-riding message from our young carers was that they want to be able to enjoy the same activities and have the same experiences as their peers with our caring responsibilities. Our young carers wanted professionals to see beyond their caring role and to understand their lives as children and young people first. Many carers spoke about the sense of pride they feel in their caring role and a desire to be acknowledged and respected by adults for the contribution they make to families and communities. However, another group of young carers spoke about feelings of embarrassment and unease about identifying themselves as young carers because they feared stigmatisation and ridicule.

In terms of what would help them to better balance their caring role with their desire to be 'a normal young person', our young carers told us that they would like more opportunities to take a break from their caring role. Most young people simply wanted to be able to spend a few hours a week with friends and taking part in local clubs and sporting activities, or visiting Braehead shopping centre.

Our young carers felt that to be able to participate in these social activities, they would require support with the cared for person and to overcome barriers such as travel and financial restraints. It is also important to the young people that they are able to continue to attend residential trips with other young carers as they felt that this is a good support and a welcome break.

9. Achieving the vision

To achieve our vision, the following actions will be delivered during 2018-2021 through the Renfrewshire Children's Services Partnership:

Priority 1: Early Identification, Recognition and Early Intervention

We want to get it right for all children and young people with caring responsibilities and this means that we must be able to identify these children and young people at the earliest possible opportunity in order to provide the right help and support.

We will meet this priority by:

- Agreeing a working definition of young carer which sees young carers as children and young people first and foremost.
- Delivering training to all partner agencies to ensure staff understand the requirements of the new Act and have the skills they need to identify and support young carers.
- Ensuring all frontline staff understand that many young carers are hidden from view and training staff to see the signs and ask the right questions
- Appointing a 'young carer champion' in partner agencies who has responsibility for raising awareness and maintaining young carer issues as a priority within frontline service delivery
- Providing accessible information for children, young people and families about services that support parenting capacity, independence and wellbeing

- Establishing procedures which enable young carers to be identified at the earliest opportunity (whether by their school teacher, family GP, health visitor, a social worker or someone else) and signposted to a single point of contact for preparation of a Young Carer Statement
- Working with our partners at Renfrewshire Carers' Centre to ensure timely provision of personalised support to young carers

Timely and effective support for young carers and their families can make a real difference to their lives by:

- Reducing isolation, marginalisation and anxiety
- Building resilience
- Managing feelings of stigma and shame
- Keeping families together
- Maintaining school attendance and promoting attainment
- Enabling continuing education and training and employment
- Helping to prepare for the future
- Ensuring that caring responsibilities are appropriate to individual's age and developmental stage

Key messages from research and consultation with local young carers suggests that:

- Without early identification, young carers' disclosure tends to happen at crisis points
- Young people appreciate professionals who give them space to build trust as well as the choice to talk, what to tell and at what pace
- Young people want consistent relationships with professionals – they want to get to know someone and feel able to call on them for help and support when needed

Priority 2 - Safeguarding, Supporting and Promoting Wellbeing

Why is this a priority?

Our consultation with young carers highlights the significant impact caring has upon the individual's ability to share the experiences enjoyed by their non-carer peers. Our young carers told us that they want to simply have fun and have time away from their responsibilities doing the kinds of things their non-carer peers do, like going to the shopping centre or to the local pool.

We know that caring responsibilities can get in the way of young carers' wellbeing. Local and national research shows that many young carers experience considerable stress and poorer physical emotional wellbeing than their non-carer peers. The impact of caring can inhibit young carers' ability to do well at school, maintain friendships and join extra-curricular activities.

What will be achieved?

We will assess young carers' wellbeing needs separate from their caring role and we will take an holistic approach to safeguarding, supporting and promoting their wellbeing.

We will meet this priority by:

- Using GIRFEC assessment tools and practice model to underpin our Young Carer Statements.
- Enabling young carers to have a life outside of caring by supporting them to join activities, sports clubs and leisure pursuits with their peers.
- Working in partnership with Health and other agencies to deliver interventions which promote emotional wellbeing and develop social functioning.
- Supporting families to have positive, nurturing relationships with their children and young people as sons, daughters, siblings, grandchildren first and as carers second.
- Collaborating with community-based resources to promote access for young carers.
- Working with partners in schools, college and university to strengthen the framework for supporting young carers.
- Developing a menu of 'short breaks' for young carers which meets with their age-appropriate interests and aspirations.
- Ensuring our involvement in a young carer's life is proportionate to their level of need and sensitive to their preferences.
- Establishing a clear 'young carer pathway' through which young carers are identified at the earliest stage, advised of their rights and signposted for further help as appropriate
- Evaluating the impact of services through the measurement of individual outcomes for young carers. We will use the young carer mobile app to track the progress of personal outcomes and aggregate the data for continuous improvement purposes.

Priority 3 - Prevent and protect children and young people from undertaking excessive or inappropriate caring**Why is this a priority?**

A young carer can become vulnerable when the level or nature of care they provide to a loved one is excessive or inappropriate to their age, stage of development or contrary to their wishes.

Every situation is different, but for many children and young people it will be considered excessive or inappropriate if they are undertaking bathing or toileting, strenuous physical tasks, administering medication, maintaining the family budget or providing emotional support to the adult.

We understand that excessive or inappropriate caring roles can develop in an unplanned or unintended way and are often a reflection of a whole family struggling to cope. It is also acknowledged that many young carers in these circumstances are hidden from view because of fears about social work intervention or feelings of shame and stigma.

What will be achieved?

Children and young people who are undertaking caring roles inappropriate to their age and stage of development will be identified at the earliest opportunity and supported to enjoy their right to a childhood. A collaborative approach with adult services will strengthen family functioning and support cared-for adults to fulfil their parenting responsibilities.

We will meet this priority by:

- Ensuring all partner agencies and frontline professionals have a shared understanding of 'young carer' and clarity about caring responsibilities which are excessive or inappropriate.
- Ensuring that all professionals who may come into contact with young carers have a good awareness and understanding of issues faced by young carers and know how to refer them for a Young Carer Statement.
- Assessing young carers' needs in an holistic manner which takes into account the type of care they provide and whether or not they are comfortable carrying on.
- Recognising that young carers have a right to a childhood and assessing their caring roles in terms of impact upon their development and enjoyment of age appropriate activities.
- Working with schools to raise awareness of young carer issues and to break down the stigma associated with caring for a parent, relative or friend.
- Raising awareness of children's rights and statutory entitlements for young carers.

Priority 4: Building resilience and preparation for the future**Why is this a priority?**

Many young carers tell us that they're proud of the ways in which they help their loved ones but they also tell us that caring can be an isolating experience. Caring can get in the way of young carers making friends and developing social networks in their local communities. Strong social skills, along with interests outside of the home are vital to supporting young carers' emotional wellbeing, personal resilience and capacity to cope into the future.

For young people approaching adulthood, the challenge of leaving school, entering further education or employment, leaving home and planning for their adult lives can be a challenge. These challenges are compounded for young carers who can feel torn between their responsibilities to their loved ones and their own aspirations.

What will be achieved?

Young carers will be emotionally resilient and feel able to cope with the challenges of their caring role now and into the future. Young carers will have the skills and necessary support to pursue their aspirations for further education and employment.

We will meet this priority by:

- Including future planning and transitions in every Young Carer Statement
- Developing a protocol with adult services which clearly describes what will happen for young carers and what they can expect when they turn 18.
- Working with partners at Renfrewshire Carers' Centre to develop a suite of training, group and individual interventions which support emotional and social skills development
- Developing partnerships with community-based organisations to increase accessibility for young carers
- Developing a peer mentoring approach to support young carers with social skills development.

- Ensuring careers advice within schools is sensitive to the unique challenges faced by young carers.
- Developing a young carer protocol with University Of West Scotland and West College which encourages young carer identification and describes supportive adaptations.

Priority 5: Improving Outcomes

Why is this a priority?

National and local research shows that young carers experience poorer outcomes in terms of physical and emotional wellbeing as well as attainment at school and engagement within further education and employment.

We will support young carers to identify their personal outcomes and evaluate the attainment of these outcomes in the Young Carer Statement review process. We will evaluate the effectiveness of our services and interventions in terms of the progress of young carers' outcomes.

What will be achieved?

We will get it right for all young carers by measuring the impact of our services and use the data to inform continuous improvement activity.

We will achieve this priority by:

- Having the same aspirations for young carers' outcomes as we have for all children and young people in Renfrewshire.
- Assessing young carers' needs using the holistic 'My World' triangle and setting outcomes in terms of the SHANARRI wellbeing indicators
- Ensuring that personal outcomes are attuned to a young carer's needs outwith their caring role
- Using a self-assessment approach to the measurement of personal outcomes via the young carers mobile app, and aggregating this data to inform service evaluation.
- Involving young carers and their families as key strategic partners in service evaluation and improvement activities.
- Collating outcomes measurement data annually as part of the annual review of the impact of this strategy.

Priority 6: Rights-based Approach

Why is this a priority?

The Carers (Scotland) Act 2016 seeks to assert and protect the rights of all carers. It introduces new rights for young carers and duties upon local authorities and health boards. In addition to these rights as young carers, all children and young people have rights enshrined in the United Nations Convention on the Rights of the Child (UNCRC).

Renfrewshire is committed to respecting the rights of children and young people, as expressed in our 'Participation and Children's Rights' plan which is contained within the Renfrewshire Children's Services Partnership Plan. It can be accessed here [weblink to be inserted](#)

Every child and young person in Renfrewshire will have the opportunity to express their views, be listened to and have their opinions respected. All of our services will listen and respond to what children and young people say.

Renfrewshire Child's Rights and Participation Strategy 2018-2021

What will we achieve?

We will ensure that young carers are aware of their rights and are able to access their entitlements in ways that meet with their individual circumstances and preferences. In line with our overall approach to children and young people in Renfrewshire, we will put young carers at the centre and uphold their right to be involved in decisions which affect their lives.

We will achieve this priority by:

- Establishment of the 'young carer pathway' which includes advice to young carers about their rights and entitlement to a Young Carer Statement
- Training of front-line across agencies about young carers' rights
- Awareness raising within schools and further education colleges about young carers' rights
- Use of a self-assessment approach to identify and review personal outcomes
- Having a clear and consistent process for young carers to complain about services
- Continued involvement of young carers and their representatives with service review and planning activity.
- Provision of advocacy services via Renfrewshire Carers' Centre
- Support for young carers to participate in local and national young carer forums.

6. Monitoring and Evaluating the Strategy

The progress of this strategy will be monitored via the Renfrewshire Children's Services Partnership which meets six weekly.

The impact of the strategy will be reported on annually alongside the wider Children's Services Partnership Plan.

The feedback of young carers will be integral to the evaluation of the strategy and we will use creative and flexible methods to ensure all carers who wish to have their say are able to do so.

The strategy is due for renewal by 1 April 2021.

