

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

Date	Time	Venue
Thursday, 01 June 2017	13:00	Council Chambers (Renfrewshire), Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

KENNETH GRAHAM
Head of Corporate Governance

Membership

Reverend Graham Currie: 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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| 1 | Revenue Budget Monitoring Report | 3 - 8 |
| | Joint report by Directors of Finance & Resources and Children's Services. | |
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| 3 | Children's Services Service Improvement Plan - Overview of Performance (2016/17) and Service Improvement Plan 2017-20 | 15 - 70 |
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| | Joint report by Director of Children's Services and Chief Officer, Renfrewshire Health & Social Care Partnership | |
| 5 | Children's Services Annual Health and Safety Report 2016/17 and Action Plan 2017/18 | 89 - 108 |
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| | Report by Director of Children's Services. | |
| 7 | Land within grounds of Renfrew High School, Haining Road, Renfrew | 117 - 122 |
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| 8 | Attainment Challenge/ PEF Presentation | |
| | Presentation. | |
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| | Presentation. | |



To: Education and Children's Services Policy Board

On: 1 June 2017

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

Heading: Revenue Budget Monitoring to 3 March 2017

1. Summary

- 1.1 Gross expenditure is £189,000 (0.1%) over budget and income is £189,000 (2.5%) greater than anticipated which results in a **break even position** for the services reporting to this Policy Board. It should be noted that following the Council meeting on 18 May which agreed new governance structures for the Council, there has been insufficient time to amend this report to exclude services which are now the responsibility of other Policy Boards (eg Community Learning & Development). The new areas of responsibility will be fully reflected in future monitoring reports.

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	-	£35,000 Underspend	-

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 a number of budget adjustments resulting in a decrease of £95k. This is due to the transfer of budgets to the Corporate Landlord for property repairs.

3. Children's Services

Current position:	Break even
<i>Previously reported:</i>	<i>Net underspend £35,000</i>

3.1 Central Admin:

Current Position:	Net overspend £273,000
<i>Previously reported:</i>	<i>Net overspend £180,000</i>

The overspend mainly relates to additional staffing costs.

3.2 Pre Five:

Current Position:	Net overspend £546,000
<i>Previously reported:</i>	<i>Net overspend £417,000</i>

The overspend relates to staffing costs and property costs.

3.3 Primary Schools:

Current Position:	Net underspend £410,000
<i>Previously reported:</i>	<i>Net underspend £338,000</i>

The underspend relates to transport costs and teachers' salaries.

3.4 Secondary Schools:

Current Position	Net underspend £488,000
<i>Previously reported:</i>	<i>Net underspend £215,000</i>

The underspend relates to transport costs and teachers' salaries.

3.5 **Special Schools:**

Current Position	Net overspend £114,000
<i>Previously reported:</i>	<i>Net overspend £54,000</i>

The overspend relates to teachers' salaries.

3.6 **Community Learning and Development**

Current Position:	Net overspend £21,000
<i>Previously reported:</i>	<i>Net overspend £21,000</i>

The overspend relates to staffing costs.

3.7 **Education Development:**

Current Position:	Net overspend £74,000
<i>Previously reported:</i>	<i>Net underspend £76,000</i>

The overspend relates to staffing costs.

3.8 **Additional Support for Learning:**

Current Position:	Net overspend £713,000
<i>Previously reported:</i>	<i>Net overspend £437,000</i>

The overspend relates to staffing and transport costs. This is expected to continue to the year end and will be met from underspends in other service areas.

3.9 **Childcare Services**

Current Position	Net underspend £843,000
<i>Previously reported:</i>	<i>Net underspend £515,000</i>

The underspend relates to residential placements & fostering.

3.10 **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 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

List of Background Papers

None

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RENFREWSHIRE COUNCIL
REVENUE BUDGET MONITORING STATEMENT 2016/2017
1st April 2016 to 03 March 2017

POLICY BOARD : 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	%	
Employee Costs	119,577	107,016	106,995	0	106,995	21	0.0%	underspend
Property Costs	9,286	7,235	7,622	0	7,622	(387)	-5.3%	overspend
Supplies & Services	2,274	3,208	3,554	0	3,554	(346)	-10.8%	overspend
Contractors and Others	18,081	16,145	15,818	0	15,818	327	2.0%	underspend
Transport & Plant Costs	4,664	4,353	4,394	0	4,394	(41)	-0.9%	overspend
Administration Costs	15,493	815	859	0	859	(44)	-5.4%	overspend
Payments to Other Bodies	25,155	22,948	22,667	0	22,667	281	1.2%	underspend
CFCR	582	77	77	0	77	0	0.0%	breakeven
Capital Charges	15,745	8,583	8,583	0	8,583	0	0.0%	breakeven
GROSS EXPENDITURE	210,857	170,380	170,569	0	170,569	(189)	-0.1%	overspend
Income	(9,512)	(7,632)	(7,821)	0	(7,821)	189	2.5%	over-recovery
NET EXPENDITURE	201,345	162,748	162,748	0	162,748	0	0.0%	breakeven

£000's

Bottom Line Position to 03 March 2017 is breakeven of
Anticipated Year End Budget Position is breakeven of

0.0%
0.0%

0
(0)

RENFREWSHIRE COUNCIL
REVENUE BUDGET MONITORING STATEMENT 2016/2017
1st April 2016 to 03 March 2017

POLICY BOARD : CHILDREN'S SERVICES					
Description (1)	Revised Annual Budget (2)	Revised Period Budget (3)	Actual (4)	Adjustments (5)	Revised Actual (6) = (4 + 5)
£000's	£000's	£000's	£000's	£000's	£000's
Central Administration	9,800	2,610	2,883	0	2,883
Pre-Five Service	15,427	13,644	14,190	0	14,190
Primary Schools	51,500	46,163	45,753	0	45,753
Secondary Schools	73,318	61,918	61,430	0	61,430
Special Schools	6,663	5,386	5,500	0	5,500
Schools Support Services	0	0	0	0	0
Community Learning & Dev	1,209	952	973	0	973
Healthy Lifestyles	1	5	5	0	5
Add Support for Learning (ASL)	6,596	4,959	5,672	0	5,672
Facilities Management	137	143	143	0	143
Educational Development	(91)	242	316	0	316
Psychological Services	720	652	652	0	652
Childcare	36,055	26,139	25,296	0	25,296
Criminal Justice	11	(65)	(65)	0	(65)
NET EXPENDITURE	201,346	162,748	162,748	0	162,748
<div> <div>£000's</div> <div> <div>Bottom Line Position to 03 March 2017 is an overspend of</div> <div>0</div> <div>0.0%</div> </div> </div> <div> <div>Anticipated Year End Budget Position is breakeven of</div> <div>(0)</div> <div>0.0%</div> </div>					

Budget Variance (7)	£000's	%
	(273)	-10.5%
	(546)	-4.0%
	410	0.9%
	488	0.8%
	(114)	-2.1%
	0	0.0%
	(21)	-2.2%
	0	0.0%
	(713)	-14.4%
	0	0.0%
	(74)	-30.6%
	0	0.0%
	843	3.2%
	0	0.0%
	0	0.0%
		breakeven



To: EDUCATION & CHILDREN'S SERVICES POLICY BOARD

On: 1 JUNE 2017

Report by: Director of Finance and Resources

Heading: Capital Budget Monitoring Report

1. Summary

- 1.1 Capital expenditure to 3rd March 2017 totals £15.071m compared to anticipated expenditure of £15.269m for this time of year. This results in an under-spend position of £0.198m 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	£0.198m u/spend	1% u/spend	£0.062m o/spend	1% o/spend
Total	£0.198m u/spend	1% u/spend	£0.062m o/spend	1% o/spend

- 1.2 The expenditure total of £15.071m represents 81% 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.
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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 3rd March 2017, and is based on the Capital Investment Programme which was approved by members on 3rd March 2016, adjusted for movements since its approval.
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4. **Budget Changes**

- 4.1 Since the last report budget changes totalling £3.525m have arisen which reflects the following:
- Re-profiling of budget from 2016/17 to 2017/18 (£3.820m) due to updated cashflows received for the projects:-
- Schools Investment Programme (£0.298m).
 - Early Years Estate Programme (£0.098m).
 - Primary Schools Estate Programme(SEMP) (£0.506m).
 - Riverbrae School (£2.918m).
- An increase in budget in the ICT Technology Replacement Strategy programme (£0.295m) reflecting a transfer from revenue.

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** –
Greener - Capital investment will make property assets 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. 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.

List of Background Papers

- (a). Capital Investment Programme 2016/17 & 2017/18 – Council, 3rd March 2016.

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 @03/03/16	Current Programme MR 12	Year To Date Budget to 03-Mar-17	Cash Spent to 03-Mar-17	Variance to 03-Mar-17	% Variance	Cash to be Spent by 31-Mar-17	% Cash Spent
EDUCATION & CHILDREN SERVICES								
Schools Investment Programme	0	49	49	49	0	0%	0	99%
Early Years Estate Programme	2,100	958	418	433	-15	-4%	525	45%
Primary Schools Estate Programme(SEMP)	17,737	9,254	7,900	7,829	71	1%	1,425	85%
Other Schools Investment Programmes	8,793	7,730	6,900	6,759	141	2%	971	87%
Technology Replacement Strategy ICT	400	693	0	0	0	0%	693	0%
Rowanlea/Arkleston Children's Units	0	0	-20	-20	0	0%	20	-
Close Support Unit	0	22	22	22	0	0%	0	100%
TOTAL EDUCATION & CHILDREN'S SERVICES BOARD	29,030	18,706	15,269	15,071	198	1%	3,635	81%



To: Education and Children's Services Policy Board

On: 1 June 2017

Report by: Director of Children's Services

Heading: Children's Services Service Improvement Plan – Overview of Performance (2016/17) and Service Improvement Plan 2017-2020

1. Summary

- 1.1 The purpose of this report is to provide an update on the performance of Children's Services for the 12 month period to 31 March 2017 in relation to the Service Improvement Plan which was approved in May 2016. Based on assessment of the performance of the service over this period, and further analysis of the strategic context in which the service and Council currently operates within, Children's Services Service Improvement Plan has been reviewed and is now submitted for approval by elected members of the policy board.
- 1.2 Specifically this report provides:
- a summary of performance of Children's Services for the 2016/17 period, with detailed explanation on all relevant actions and performance indicators in the performance summary paper attached as Appendix 1 to this report; and
 - an updated Service Improvement Plan covering the period from 1 April 2017 to 31 March 2020 attached as Appendix 2 to this report.
- 1.3 Service Improvement Plans are comprehensive documents which are an important element of elected member scrutiny of service level activity and associated performance levels. Service improvement plans are three year rolling documents which are reviewed and updated on an annual basis to ensure there is sufficient focus by services on improvement activity and ensuring that there is cognisance of the key

challenges and opportunities which have emerged for the service over the preceding period.

- 1.4 Children's Services have continued to progress an ambitious programme of service development and improvement over 2016/17. Children's Services operates within a dynamic financial, demographic and policy environment, with a number of new and emerging developments or legislation at a national level having a significant impact at a local level, in addition to local factors such as changing population, increasing complexity of care and education needs required, ongoing partnership work to tackle poverty, modernisation of the school estate and the focus on driving attainment of pupils.
 - 1.5 In light of these challenges, the service has reviewed the Service Improvement Plan for the period 2017-2020, and identified a range of actions that will be undertaken by officers in partnership with all stakeholders, to improve and develop service provision. A revised performance scorecard has been developed as a critical element of the Service Improvement Plan. This includes a number of specific performance indicators and associated targets which will be used to monitor and track progress.
 - 1.6 The Children's Service management team reviews progress against all performance indicators and service improvement actions on a quarterly basis. Six monthly reports on the service improvement plan are reported to this policy board, with the next updated scheduled for November 2017.
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2. Recommendations

- 2.1 It is recommended that the Education and Children's Services Policy Board:
 - (a) notes the content of the Overview of Performance (2016/17) report at Appendix 1;
 - (b) approves the Service Improvement Plan 2017-2020 at Appendix 2; and
 - (c) agrees that progress in terms of implementation of the Service Improvement Plan be reported to the Board in November 2017.
-

3. Overview of Performance 2016/17

- 3.1 One of the purposes of the Service Improvement Plan is to enable elected members to take stock of what is happening in the service and to consider and develop policy options which reflect changing circumstances both in terms of customer needs and resource availability in the context of the Council's priorities and the need to deliver Best Value.
- 3.2 Appendix 1 provides an update on the progress made by the service during 2016/17 in terms of implementing the Service Improvement Plan. It includes an update on the Service's action plan and performance scorecard of indicators as at 31 March 2017.
- 3.3 During 2016/17 Children's Services:
 - expanded Families First into Gallowhill, Foxbar and Johnstone, with positive evaluation results evidence for children and families;
 - lead the development of a Community Justice plan for Renfrewshire;

- was named as a Scottish Attainment Challenge Authority and developed a strategic improvement programme to tackle the poverty related attainment gap;
- continued to roll out the Literacy Programme as a key focus of the Council's Tackling Poverty work. Training for head teachers and class teachers has been developed in partnership with the University of Strathclyde to support this;
- implemented new flexible learning approaches for those with additional support needs;
- offered a range of programmes to help young people develop employability skills;
- contributed to a reduction of the number of women on remand through the implementation of the Penal Policy Improvement Programme;
- in partnership developed a 'Community that Cares' approach to give looked after children a greater voice in the community;
- prepared a Children's Services Partnership Plan with local health services, which reflects the significant progress made in meeting the needs of young people in Renfrewshire and how the partnership will build on this success;
- supported the participation of children and young people in decision making through the work of Who Cares Scotland, the Children's Champions Board and the Barnardo's Hear4U Advocacy Service;
- commenced the roll-out of the Promoting Positive Thinking Strategies (PATHS) programme in an additional fourteen schools. This approach focuses on improving the social and emotional skills of children;
- in conjunction with respectme, Scotland's anti-bullying service, training has been provided to staff across Primary, Secondary and Additional Support Needs (ASN) schools, as well as Parent Council members;
- the delivery of the School Estate Management Plan is ongoing with projects at Mossvale and St James' Primary Schools, St Fergus' Primary School and Riverbrae School all scheduled for completion during 2017/18;
- the construction phase for projects at Bargarran and St John Bosco Primary Schools' shared campus and St Paul's Primary School and Foxlea Pre 5 Centre shared campus has commenced. In addition, the planning phase for St Anthony's Primary School and Spateston Pre 5 Centre has also commenced;
- completed the second all children's survey of children in Renfrewshire, which had over 10,000 responses. Data has been analysed and is in the process of being shared with schools and with strategic partners;
- standardised assessments at key stages of development (P1, P4, P7, S3) have been implemented to support teacher professional judgements and to establish a baseline in the attainment of literacy and numeracy;
- the Leadership Development Programme has been extended to aspiring principal teachers and depute head teachers in primary and secondary schools. In addition, a programme has also been developed and delivered with early years heads and depute heads;
- implemented the Up2U programme within criminal justice services which addresses domestic abuse;
- completed a redesign of children's social work services to enable a strong focus on pre and post birth services, kinship care and throughcare services; and
- established a small specialist team to meet the needs of unaccompanied asylum seeking children.

3.4 In terms of actions where progress is behind target:

- the new Carers Strategy for Renfrewshire is in development and will be implemented in March 2018 in line with the Carers (Scotland) Act; and

- the full implementation of the provisions of the Children & Young People (Scotland) Act 2014, requires secondary legislation from the Scottish Government. However, Renfrewshire Children's Services Partnership continues to support children in line with Getting it Right for Every Child principles.

3.5 The performance scorecard for 2016/17 contains 37 indicators of which 10 are for information only and have no target. Of the indicators with targets- 12 are performing strongly, 7 are slightly behind target and 5 are behind target. Data is not yet available for the remaining 3 annual indicators, which are based on academic years (ending July) rather than financial years (ending March).

3.6 Detailed commentary is provided for each indicator within appendix 1 of this report. Areas of strong performance include:

- the number of secondary school days lost due to exclusion- 17.2 days per 1000 pupils against a target of 22 days per 1000 pupils;
- the percentage of accommodated looked after children placed with families – 85% against a target of 82%;
- attainments of children at Higher Grade Level by the end of S6 - 33.54% against a target of 29%;
- percentage of school leavers attaining literacy and numeracy SCQF level 4 this currently sitting at 91.1% against a target of 87%;
- percentage of Care Leavers who live in sustainable accommodation for more than 6 month - which is 73% against a target of 65%;
- the percentage of Criminal Justice Social Work reports submitted by the due date – 100% where the target is 98%; and
- the percentage of new unpaid work clients seen within 1 working day of the order - 73% of clients are being seen, against the target set of 65%.

3.7 There are several areas of performance which are behind target:

- The percentage of new unpaid work clients commencing work placements within 7 days of the order is behind target, with the time taken to commence work placements impacted by a range of factors including compliance by the client. Similarly this has impacted upon performance relating to community payback order clients with a supervision requirement seen within 5 working days; and
- Although the target of 150 has not been met for the number of inhouse foster carers, at the 31st March 2017, 61% of all children in foster care are placed with Renfrewshire carers. Children placed with external foster carers will remain in these placements as long as is required as stability and security is more important for the children than a change of placement to a Renfrewshire foster carer. Rather than looking to increase the overall number of foster placements the focus now requires to be on the types of placements that we have available in-house, particularly placements for teenagers.

4 Service Improvement Plan 2017-2020

4.1 The Service Improvement Plan is part of the process of cascading the Council's priorities throughout the organisation. It also provides the means to integrate the various other operational plans and action plans and links to financial, risk management and workforce planning processes. Work is also being progressed within the Council to ensure that Service Improvement Plans link Council and Community Planning priorities to team and Individual Development Plans, so that every employee knows how they help contribute to the Council achieving its objectives.

- 4.2 The Service Improvement Plan provides a strategic assessment of the key challenges and changes which will impact upon the service during the period of the delivery of this plan including the challenging and uncertain financial environment and significant demographic changes and the resultant impact on demand for our services.
- 4.3 The needs of Renfrewshire's children and young people are constantly changing and our services adapt to meet the challenges that change brings. Renfrewshire's Children's Services are currently impacted by:
- inequalities in society which mean that children in the poorest areas might not have the same life chances as children from more affluent families;
 - increasing numbers of children enrolling in Renfrewshire schools, and also ensuring that the service is looking ahead to ensure that school provision is sufficient in areas where the population is changing;
 - maintaining and developing the school estate to ensure that the physical learning and teaching environment for pupils and staff is of a good standard;
 - increasing numbers of children with additional support needs being supported by education and social care services;
 - continuing high numbers of looked after children linked to levels of deprivation, parental neglect and drug and alcohol misuse at a local level;
 - legislative changes which give young people leaving care a right to support for longer;
 - the impact of significant changes in early years provision which will require the Council to almost double the level of provision available;
 - renewed focus and additional funding provided to drive improvements in attainment and to tackle the poverty related attainment gap;
 - the service has a legislative duty to support the work of the Scottish Child Abuse Inquiry, to hear the testimony of care experienced people who have been subject to abuse;
 - the potential impact of national reviews relating to for example the child protection system and the care system itself for looked after children;
 - the need to respond proactively and positively to some of the most prevalent issues affecting young people in Renfrewshire relating to for example issues around physical and mental health and wellbeing, exploitation and the increasing use of social media;
 - increasing use of community sentences by courts rather than short prison sentences for people convicted of an offence;
 - an increasingly diverse population in terms of ethnicity, with a need to provide specialist support to for example those seeking asylum or refuge in Renfrewshire; and
 - the need to continue to respond to a range of critical workforce planning issues, particularly in relation to teacher recruitment and of early years professionals, supporting leadership development across educational establishments and residential childcare services.
- 4.4 Renfrewshire Council, along with other Scottish local authorities, faces a financial challenge over the next few years. The Council has been able to maintain financial stability during a period of uncertainty and economic downturn and despite considerable demand pressures.
- 4.5 The priorities of Children's Services are aligned with those in the Council Plan and Community Plan, and will require to be reviewed and refreshed in response to the new Council Plan and Local Outcome Improvement Plan which will be published in Autumn 2017. In addition, there may be improvement activities which the service will support at

a Council level, in relation to the Best Value Audit Assurance process which the Council is currently progressing with Audit Scotland.

- 4.6 Six strategic priorities have been identified for Children's Services which reflect the key challenges and opportunities identified by the Service and can be summarised as:
- we are reducing inequalities and delivering improved outcomes for children and young people;
 - high quality learning and teaching is taking place in all our schools and establishments;
 - self-evaluation and performance improvement are embedded throughout services;
 - levels of attainment and achievement are improving for all children and young people;
 - high numbers of our young people are entering positive and sustainable post-school destinations; and
 - vulnerable children and adults live as safely as possible within local communities;
- 4.7 The action plan for 2017-2020, set out in appendix 2, details the specific action/milestones that will be implemented over the next three years to deliver on the priorities identified by the service.
- 4.8 The performance scorecard also set out in appendix 2, details the performance indicators which will be used to help measure progress towards achieving the priorities identified by the service.
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Implications of the Report

1. **Financial** – The report highlights resourcing pressures arising from increasing demand for services and the current financial environment.
2. **HR & Organisational Development** - none
3. **Community Planning** – the report details a range of activities which reflect local 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 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** – the report details the activities being undertaken to promote more efficient and effective commissioning and procurement
10. **Risk** – Risks related to the delivery and management of Social Work services are regularly monitored by the service and included in the Children's Services Risk Register.
11. **Privacy Impact** – none

List of Background Papers: None



Author: Laura McIntyre, Strategic Planning and Development Manager, Telephone 0141 618 6870








Appendix One – Overview of Performance of Children’s Services 2016/17






Children's Services Service Improvement Plan Action Plan 2016-19





Action Status	
	Cancelled
	Overdue
	Unassigned: Check Progress
	In Progress
	Completed






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Status	Action Code	Action Title	Due Date	Progress Bar	Progress on actions	Assigned To
	CHSSIP1617.03a	Ensure all relevant employees have the training, awareness and skills to keep those people at risk of harm as safe as possible.	31-Mar-2017	<div><div>100%</div></div>	A range of training modules are available in a number of different formats, and the Council also offers training on adult and child protection to partners free of charge. The child protection training programme has been updated to include internet safety and child sexual exploitation. Preparation for the implementation of the Children and Young People (Scotland) Act 2014 has also been a focus for training. This work is ongoing throughout the year and progress reflects this.	Director of Children's Services
	CHSSIP1617.03b	Develop structures and approaches to support the transition of community justice services to a Community Planning Partnership model.	31-Mar-2017	<div><div>100%</div></div>	Community Justice Renfrewshire Local Outcome Improvement Plan was developed and widely consulted on for submission to Community Justice Scotland by 31 March 2017. Steering Group will oversee workstreams identified by the Local Outcome	Criminal Justice Service Manager





Status	Action Code	Action Title	Due Date	Progress Bar	Progress on actions	Assigned To
					Improvement Plan.	
	CHSSIP1617.03c	Implement the Penal Policy Improvement Project in Renfrewshire.	31-Mar-2017	<div><div>100%</div></div>	Project has successfully reduced female remand population.	Criminal Justice Service Manager
	CHSSIP1617.03d	Implement, with partners, the improvement plan arising from the multi-agency inspection of integrated children's services in Renfrewshire.	31-Mar-2017	<div><div>100%</div></div>	Initial Referral Discussions (IRD) arrangements have been established. Implementation will continue to be monitored with partners.	Heads of Service
	CHSSIP1617.03e	Implement the Up2U intervention on gender-based violence with criminal justice service users in Renfrewshire.	31-Mar-2017	<div><div>100%</div></div>	All appropriate criminal justice staff completed training. All court assessments are screened for suitability and work is underway with service users assessed as appropriate. We are also exploring our role in the wider evaluation of the programme.	Criminal Justice Service Manager
	CHSSIP1617.05a	Expand the Families First approach to Gallowhill, Foxbar and Johnstone to ensure children have the best start in life.	30-Jun-2016	<div><div>100%</div></div>	Staff teams have been recruited and the service has now commenced. The first two projects, in Ferguslie and Linwood, have already been evaluated and have been shown to have a positive impact on families.	Head of Early Years and Inclusion
	CHSSIP1617.05b	Implement the Children's Services actions from the Tackling Poverty Strategy.	31-Mar-2017	<div><div>100%</div></div>	The literacy programme is proving to be highly effective and will be extended as a result of new funding as part of the Scottish Attainment Challenge.	Heads of Service
	CHSSIP1617.05c	Extend provision of the Promoting Positive Thinking Strategies (PATHS) programme to a further 10 schools. (next 18 months).	31-Mar-2017	<div><div>100%</div></div>	An additional 14 schools are participating in the PATHS programme. Training for staff and other preparatory work commenced.	Head of Early Years and Inclusion
	CHSSIP1617.06a	Undertake and start to close the educational attainment gap between children from low-income families and their better-off peers.	31-Mar-2017	<div><div>100%</div></div>	Year 1 proposals were agreed by the Scottish Government in October 2016. These have been implemented and good progress is being made in line with expectations. Year 2 plans are currently being developed in light of changes to national procedures and the introduction of the Pupil Equity Fund in April 2017. Partnership work with the University of Strathclyde on literacy is making very good progress. The first standardised assessments of numeracy and literacy at P4 and P7 have taken place and work is ongoing to evaluate the testing process and consider the results within	Head of Schools

Status	Action Code	Action Title	Due Date	Progress Bar	Progress on actions	Assigned To
	CHSSIP1617.06b	Implement the use of standardised assessments at key stages to support teacher professional judgement and establish a baseline in the attainment of literacy and numeracy.	30-Jun-2016	<div><div>100%</div></div>	that context. All primary schools undertook standardised assessments in literacy and numeracy at P4 and P7 in May 2016. The results of these are being considered alongside the Teacher Judgement Survey recently undertaken for P1, P4, P7 and S3. Work is also ongoing with schools to evaluate the testing process. This information will provide the service with a baseline position from which to measure future progress in relation to the attainment gap.	Education Manager (Planning & Performance)
	CHSSIP1617.06c	Review allocation of ASN support to schools through a staged intervention process.	31-Mar-2017 Revised Due Date: 31-Aug-2017	<div><div>75%</div></div>	Ongoing liaison with head teachers regarding ASN processes including allocation of ASNA resource. New processes around Education Placement Group processes being proposed to account for additional work load for Inclusion Support Officers due to the Additional Support Needs Manager post being deleted from June 2017.	Education Manager (GIRFEC)
	CHSSIP1617.06d	Review our social, emotional behavioural needs (SEBN) provision for secondary sector learners to reflect current curriculum structure including access to senior phase provision up to S6.	31-Mar-2017	<div><div>100%</div></div>	The review is complete and our plans for Flexible Learning in 3 locations are in operation. The implementation of the third Flexible learning base in Renfrew High school has been delayed due to procurement process and young people are being supported on an outreach basis.	Education Manager (GIRFEC)
	CHSSIP1617.06e	Implement the National Improvement Framework in our schools.	31-Aug-2016	<div><div>100%</div></div>	Plans for implementation of the National Improvement Framework are well advanced with school improvement planning and Standards & Quality Reporting taking clear account of 'How Good Is Our School' (HGIOS 4).	Education Manager (Planning & Performance)
	CHSSIP1617.06f	Make better use of the data we hold to support the learning and teaching of young people.	31-Mar-2017	<div><div>100%</div></div>	All secondary schools use 'Insight' to benchmark their attainment data and support school improvement. Progress is measured in literacy and numeracy, improving attainment for all, leavers' destinations and closing the attainment gap. In 2015 and 2016, we provided secondary schools with more detailed data on attainment. Work is ongoing to improve the quality of benchmarking data to primary schools.	Education Manager (Planning & Performance)

Status	Action Code	Action Title	Due Date	Progress Bar	Progress on actions	Assigned To
					The Scottish Government has implemented a Teacher Judgement Survey for all pupils in P1, P4, P7 and S3 and high-level data will be published in 2017. Work is underway locally to analyse the information from the survey and from the standardised assessments undertaken towards the end of 2015/16 session. Detailed analysis of attainment information is a key strand of the Council's proposed Scottish Attainment Challenge action plan.	
	CHSSIP1617.06g	Improve the sharing of information on children's progress through increased parental engagement	31-Mar-2017	<div><div>100%</div></div>	This work has been completed; the success of the working group was shared at the parent council forum. A leaflet is being devised and parent councils will be consulted.	Education Manager (Curriculum & Early Years)
	CHSSIP1617.06h	Improve outcomes for young people in Renfrewshire through youth work, youth information, empowerment activities and outdoor learning.	31-Mar-2017	<div><div>100%</div></div>	The team continues to target youth work activities to young people in schools and communities and offers a comprehensive youth work programme in support of the action. A recent Youth Assembly enabled young people to identify and focus on key issues and resulted in the creation of a youth commission looking at Bullying and its impacts on Health & Wellbeing.	Education Manager (Policy & Strategy)
	CHSSIP1617.07a	Increase the focus on employability support at school to improve the number of young people going onto positive destinations.	31-Mar-2017	<div><div>100%</div></div>	The Joint Employability Project has 14 strands and offers a range of opportunities for S1 to S6, some universal and some targeted to address the key needs of our most vulnerable young people. Youth Services deliver a range of programmes targeted at school leavers, which help young people develop employability skills. Figures on positive destinations indicate that Renfrewshire is in line with national average. This work is ongoing throughout the year and progress reflects this.	Education Manager (Policy & Strategy)
	CHSSIP1617.07b	Work with partners to provide employment and training opportunities for looked after children and care leavers.	31-Mar-2017	<div><div>100%</div></div>	Further work carried out involving Children and Young People's Thematic Board and Jobs, Economy and Safer Stronger Boards. Partners committed to extend range of employment and training opportunities for looked after children and care leavers.	Head of Early Years and Inclusion












Status	Action Code	Action Title	Due Date	Progress Bar	Progress on actions	Assigned To
	CHSSIP1617.07c	Improve outcomes for families through community based adult learning opportunities focused on literacies, ESOL and Work.	31-Mar-2017	<div><div>100%</div></div>	The team continues to support families and adult learners and has a particular focus on family learning initiatives centred on literacy and numeracy. New programmes centred on Family Learning are being delivered and progressed through the Scottish Attainment Challenge Fund. Support for refugees or new Scots is ongoing.	Education Manager (Policy & Strategy)
	CHSSIP1617.08a	Roll out new approaches to permanency planning for looked after children to ensure children have the opportunity to reach their full potential from a safe and secure base.	31-Mar-2017	<div><div>100%</div></div>	Children's Services has been working with the Centre for Excellence for Looked after Children in Scotland (CELCS) on tests of change in relation to long-term planning for looked after children. The focus on finding long-term stable placements has been very successful. Our emphasis is, and will continue to be, on ensuring that placements are sustainable, whether this is a permanent return home, a permanent arrangement to remain with kinship carers or foster carers, or in some cases adoption. Changes within the service have reduced the time taken to put permanent arrangements in place for children, and this has made a significant contribution to the reduction in the number of Looked After and Accommodated Children. Practice now embedded in service.	Children's Services Manager
	CHSSIP1617.08b	Contribute to the development of a new Carers Strategy for Renfrewshire.	31-Mar-2017 Revised Due Date: 31-Mar-2018	<div><div>50%</div></div>	The new strategy is in development. Engagement meetings with young carers and with services are planned. Due date 31 March 2018 as with implementation of the Act.	Senior Officer (GIRFEC)
	CHSSIP1617.08c	Ensure compliance with the provisions of the Children & Young People (Scotland) Act 2014, in particular Named Person, Child's Plan and Information Sharing.	31-Mar-2017 Revised Due Date: 31-Aug-2018	<div><div>60%</div></div>	The Scottish Government has indicated a further delay to August 2018. Further work required on secondary legislation.	Director of Children's Services
	CHSSIP1617.08d	Develop a 'Nurturing Relationships' strategy for establishments across all	31-Mar-2017	<div><div>100%</div></div>	Strategy has been approved, now being implemented on a phased basis across schools	Education Manager (GIRFEC)

Status	Action Code	Action Title	Due Date	Progress Bar	Progress on actions	Assigned To
		sectors in line with the 'Nurturing Relationships Development Plan' in order to promote attainment, wellbeing and resilience.			and establishments. Further work to embed will be conducted under the Scottish Attainment Challenge.	
	CHSSIP1617.08e	Develop and implement a 'Community that Cares' approach based on the Good Care Concept for looked after children and young people in Renfrewshire.	31-Mar-2017	<div><div>100%</div></div>	Who Cares Scotland team established and working in partnership with Champions Board and Barnardo's Hear 4U Advocacy Service. Project established across Renfrewshire.	Children's Services Manager
	CHSSIP1617.08f	Implement the revised anti-bullying policy in our schools.	31-Mar-2017 Revised Due Date: 31-Mar-2018	<div><div>90%</div></div>	The revised anti-bullying policy has been approved by the Education and Children Policy Board. Further guidance is expected from the Scottish Government and the policy will be revised following publication of guidance should that be necessary. RespectMe training has taken place and more are planned. These are for both parents and teachers.	Education Manager (Planning & Performance)
	CHSSIP1617.08g	Prepare, with partners, a new Children's Services Plan for Renfrewshire.	31-Mar-2017	<div><div>100%</div></div>	Children's Services Plan has been prepared in partnership with NHS and submitted to the Scottish Government.	Head of Early Years and Inclusion
	CHSSIP1617.09a	Deliver the Literacy Development Programme in partnership with University of Strathclyde to provide high quality professional learning opportunities for teachers.	31-Mar-2017	<div><div>100%</div></div>	Literacy Development is a key focus of the Council's Tackling Poverty work and the service is targeting children in the 20% most deprived areas of Renfrewshire. Training for head teachers and class teachers has been developed in partnership with the University of Strathclyde to support this. The work is ongoing throughout the year and progress reflects this. Focussed networks have been set up and every school has a literacy champion driving forward this work.	Education Manager (Curriculum & Early Years)
	CHSSIP1617.09b	Continue to develop the Leadership Strategy as part of the implementation of Teaching Scotland's Future.	31-Mar-2017	<div><div>100%</div></div>	Leadership Development Programme has been extended to aspiring Principal Teachers and Deputy Head Teachers in primary and secondary schools. A programme has been developed and delivered with early years heads and deputies.	Education Manager (Curriculum & Early Years)
	CHSSIP1617.09c	Implement and embed a new design and approach for children's social work services.	31-Mar-2017	<div><div>100%</div></div>	Planned redesign established and teams embedded.	Children's Services Manager
	CHSSIP1617.09d	Develop and deliver multi-agency training in relation to the implementation of the	31-Mar-2017	<div><div>100%</div></div>	A training strategy has been produced and approved. A range of training and learning	Training & Development

Status	Action Code	Action Title	Due Date	Progress Bar	Progress on actions	Assigned To
		Children & Young People Act.			events have taken place. Further plan will be developed to support delayed implementation of Act.	Manager
	CHSSIP1617.10a	Continue to develop and improve the school estate.	31-Mar-2019		<p>The delivery of the School Estate Management Plan is ongoing with projects at Mossvale and St James' Primary Schools, St Fergus' Primary School and Riverbrae School all scheduled for completion during 2017/18.</p> <p>The construction phase for projects at Bargarran and St John Bosco Primary Schools' shared campus and St Paul's Primary School and Foxlea Pre 5 Centre shared campus has commenced and the planning phase for St Anthony's Primary School and Spateston Pre 5 Centre has commenced.</p>	Education Manager (Resources)
	CHSSIP1617.10b	Deliver and report on the second epidemiology study of children in Renfrewshire.	30-Sep-2017		Data is now in possession of Renfrewshire Council. Further work on sharing with schools is progressing.	Head of Early Years and Inclusion


SIP Scorecard 2016-19

Generated on: 04 May 2017

PI Status		Long Term Trends		Short Term Trends	
	Alert		Improving		Improving
	Warning		No Change		No Change
	OK		Getting Worse		Getting Worse
	Unknown				
	Data Only				







Rows are sorted by Code

Priority 02. Improved health, well-being and life chances for children and families; Theme 01: Prevention
Service Outcome 02: A Better Future: People; Service Outcome 02: Our services focus on early intervention and rehabilitation so that people have the opportunity to improve their quality of life and live independently in the community for as long as possible.













PI code & name	Short term trend	Long term trend	Current Value	Current Target	Latest Note	Status
CHS/EBP/01 Number of children engaged in evidence based programmes			1,400	Not applicable	There are currently 1400 children throughout Renfrewshire participating in either Promoting Alternative Thinking Strategy (PATHS) or Functional Family Therapy programmes. It is planned to extend the provision of PATHS in an additional 14 Primary schools so the number of children engaged will increase in future years	















Priority 3.1 Days lost per pupil through exclusion; Theme: Children and Young People

Service Outcome 01. A Better Future; Children and Young People feel confident and responsible

PI code & name	Short term trend	Long term trend	Current Value	Current Target	Latest Note	Status
CHS/SCH/02 Number of days lost per 1,000 Primary School pupils through exclusion			3.8	8	There were 3.8 days lost per 1,000 primary pupils through exclusion for Q2 (November - January). The full school year (2016/17) data will be available mid-July.	
CHS/SCH/03 Number of days lost per 1,000 Secondary School pupils through exclusion			17.2	22	There were 17.2 days lost per 1,000 secondary pupils through exclusion for Q2 (November - January). The full school year (2016/17) data will be available mid-July.	




Priority Theme 01: Prevention
Service Outcome 01. A Better Future; Service Outcome 01: Vulnerable adults and children feel protected and live as safely as possible in the community.

PI code & name	Short term trend	Long term trend	Current Value	Current Target	Latest Note	Status
CHS/CPR/01 Percentage of children registered in this period who have previously been on the Child Protection Register			9%	Not applicable	The percentage of children registered this quarter who have been previously placed on the child protection register has decreased from 22% in Q3 to 9% in Q4.	
CHS/LAC/01 The percentage of children made subject to a supervision order that were seen by a supervising officer within 15 days			92%	100%	There were 24 new supervision requirements in Q4 of 2016/17 and the first visit was carried out within 15 days for 22 of these cases.	
CHS/LAC/02 Percentage of accommodated Looked After Children placed with families			85%	83%	The percentage of children looked after and accommodated with families has increased from 82% in Q3 of 2016/17 to 85% in Q4 and is above the target of 83%. We will always aim to place children within families where it is safe and appropriate to do so.	
CHS/LAC/03 Number of in-house foster placements over period, as a percentage of total fostering placements			83%	Not applicable	This indicator refers to new foster care placement types in the period. The percentage of children placed in LA foster care placements has decreased from 89% in Q3 of 2016/17 to 83% in Q4. Due to the small numbers of children involved in this indicator, there can be significant fluctuations in the percentage. The figure of 83% in Q4 is reflective of 19 out of 23 placements being LA foster care. Whenever possible we will place children with in-house foster carers and work is ongoing to ensure that young children are placed with	

PI code & name	Short term trend	Long term trend	Current Value	Current Target	Latest Note	Status
					permanent carers and do not remain in foster care.	
CHS/LAC/04 Percentage of Looked After Children at home rather than away from home			60%	65%	The percentage of children looked after in non accommodated settings has decreased from 61% in Q3 of 2016/17 to 60% in Q4. This is below the target of 65%; however we will continue to place children in settings most appropriate to their safety and ongoing needs.	
CHS/LAC/05 The number of in house foster placements for Looked After Children (children placed)			131	150	The number of children placed with Renfrewshire foster carers has remained at 131, a net decrease of zero, between Q3 and Q4 of 2016/17. This remains below the target of 150 children. Please note, the Q4 figure is reflective of the fact that 12 children previously placed with local authority foster carers are now in the process of being adopted.	
CHS/LAC/CL/02 Percentage of care leavers living in sustainable accommodation who have been in sustainable accommodation for 6 months or longer			73%	65%	The 2016/17 year end position in relation to the indicator for care leavers under 19 years of age living in sustainable accommodation for 6 months or longer has increased from 53% at year end in 2015/16 to 73% at year end in 2016/17 and exceeds the target of 65%. The Throughcare service has undergone a service redesign with additional staff being employed which will help improve accommodation stability.	
CHS/LGBF/01 Percentage of Looked After Children cared for in the community			94%	Not applicable	The figure for this indicator 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'. The figure for 15/16 remains stable and we will continue to place children in the community whenever it is safe and appropriate to do so.	
CHS/LGBF/02 Gross cost of "Children Looked After" in residential based services per child per week			£4,415.29	Not applicable	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'. The gross cost has increased from the previous year and checks will be carried out by Children's Services Finance to ensure there are no issues with the figures.	
CHS/LGBF/03 Gross cost of "Children Looked After" in community placements per child per week			£349.04	Not applicable	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'. The gross cost per child has decreased slightly from 2014/15.	


Priority Theme 01: Prevention

Service Outcome 02: A Better Future: People; Service Outcome 01: Vulnerable adults and children feel protected and live as safely as possible in the community.

PI code & name	Short term trend	Long term trend	Current Value	Current Target	Latest Note	Status
CHS/LAC/CL/01 Percentage of care leavers under 19 participating in employment, training or education			45%	47%	The 2016/17 year end position in relation to the indicator for care leavers under 19 years of age participating in employment, training or education has increased from 21% at year end in 2015/16 to 45% at year end in 2016/17 and is slightly below the target of 47%. It is the experience of the Throughcare team that due to young people's support requirements they are often unable to engage with employability services until they are in their early 20's. The Throughcare service has undergone a service redesign with additional staff being employed which will increase the capacity to support young people in education, employment and training.	




Priority Theme 01: Prevention

Service Outcome 02: A Better Future: People; Service Outcome 02: Our services focus on early intervention and rehabilitation so that people have the opportunity to improve their quality of life and live independently in the community for as long as possible.

PI code & name	Short term trend	Long term trend	Current Value	Current Target	Latest Note	Status
March2017! CHS/EBP/02 Number of parents engaged in evidence based programmes			300	Not applicable	There are currently 300 families throughout Renfrewshire participating in either; Triple P, Incredible Years or Functional Family Therapy programmes. We have maintained the number of families engaged in evidence based programmes in line with previous years.	







Priority Theme 01: Prevention

Service Outcome 01: Vulnerable adults and children feel protected and live as safely as possible in the community.







PI code & name	Short term trend	Long term trend	Current Value	Current Target	Latest Note	Status
CHS/CJ/REP/01 Percentage of Criminal Justice Social Work Reports submitted by due date			100%	98%	Performance exceeds target set and shows the importance accorded to this timescale to not delay the court process	

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Service Outcome 01: A Better Future











PI code & name	Short term trend	Long term trend	Current Value	Current Target	Latest Note	Status
CHS/ATT/02 Attainment of Children at Higher Grade Level by all Children, by the end of S6			33.54%	29%	There has been a slight decrease in the percentage of 33.61% in 2015 to 33.54% in 2016. The Scottish Attainment Challenge and Pupil Equity funding should help improve performance within this area.	
CHS/CLD/01 Number of adults participating in literacy and numeracy classes			408	315	The explanation for the drop in adults who participated in literacy and numeracy classes, is due to the fact that last year we were working in a number of schools within family learning context as part of the Early Years Strategy and this work came to an end in March 2017. We expect the numbers to rise considerably in 2017/2018 as Family Learning, 'Pizza Reading Project' is now part of Renfrewshire Raising Attainment Challenge and will be working in a number of schools throughout the authority.	



























Cannot group these rows by Priority
Service Outcome 01. A Better Future; 02: A Better Future: People







PI code & name	Short term trend	Long term trend	Current Value	Current Target	Latest Note	Status
CHS/ATT/01 % of Leavers attaining literacy and numeracy SCQF Level 4			91.1%	87%	Renfrewshire continues to improve attainment in literacy and numeracy at SCQF level 4. There has been an increase in attainment in literacy and numeracy at SCQF Level 4 from 87.4% in 2015 to 91.1% in 2016.	
CHS/PD/01 % of School leavers in a positive destination			92.2%	94%	Our most recent leavers destinations data (2015/16) has shown that we have increased the percentage of school leavers who have gone on to a positive destination. We were slightly behind the national average in 2016.	

Cannot group these rows by Priority
Service Outcome 02: A Better Future: People

PI code & name	Short term trend	Long term trend	Current Value	Current Target	Latest Note	Status
CHS/ATT/03 The average tariff score of the lowest 20% of attainers in SIMD datazones 1,2 & 3			117	Not applicable	Performance is above the national average in relation to the lowest attainers in the most deprived 30% of the population - the average score for this group in Renfrewshire is 117 compared with 102 nationally. This compares with an average tariff score of 195 for the lowest 20% of attainers across the whole Renfrewshire population. Closing the attainment gap and raising attainment overall are key priorities for Renfrewshire Council.	

PI code & name	Short term trend	Long term trend	Current Value	Current Target	Latest Note	Status
					This work will be delivered through the Scottish Attainment Challenge.	
Cannot group these rows by Priority Service Outcome 02. A Better Council						
PI code & name	Short term trend	Long term trend	Current Value	Current Target	Latest Note	Status
CHS/SCH/04 Percentage of parents satisfied with establishments Education Scotland Survey			Not yet available	100%	The 2016/17 data will be available July 2017.	
Cannot group these rows by Priority Cannot group these rows by Service Outcome						
PI code & name	Short term trend	Long term trend	Current Value	Current Target	Latest Note	Status
CHS/ATT/04 No. of opportunities for young people to achieve through accredited awards			1004	1030	Performance is slightly below the annual target as some services transferred to Renfrewshire Leisure (Go Mountain Bike, Bikeability, Sailability). The figure captures Duke of Edinburgh Award, Saltire, John Muir Award, Dynamic Youth Award, Youth Achievement Award through learning programmes and youth activities across school and community. Future targets will be revised.	
CHS/CJ/CPO/01 The percentage of NEW clients subject to supervision seen by a supervising officer within 1 week			69%	92%	Although the target set has not been met the figures have remained steady in the last three quarters on 2016/17. Non compliance by clients and cases where court dates are further deferred are outwith the control of the department.	
CHS/CJ/CPO/03 Percentage of NEW unpaid work clients scheduled to be seen within 1 day of the order			85%	92%	Performance has not been met. All attempts are made to see service users within 1 working day and the majority are seen at the court. Service users attending Paisley Sheriff are directed to attend the court social work office in order to schedule an immediate appointment. Attendance however depends on compliance, of the 14 cases where an appointment was not scheduled, 9 attended an External court and therefore would not be able to schedule an appointment, 4 failed to attend the court social work	

PI code & name	Short term trend	Long term trend	Current Value	Current Target	Latest Note	Status
CHS/CJ/CPO/04 Percentage of NEW unpaid work clients seen within 1 working day of the order			73%	65%	office, and 1 was in custody. Performance exceeds the target set. In Quarter four of 2016/17 9 service users attended external courts and 1 service user was in custody and therefore were not able to be seen within 1 working day, 4 service users failed to attend the court social work office after being directed to do so for their initial appointment.	
CHS/CJ/CPO/05 Percentage of NEW unpaid work clients receiving an induction within 5 working days of the order			66%	70%	Performance has dipped slightly in the final quarter of 2016/17. Every effort is made to schedule an induction within 5 days of an unpaid work order being imposed. However non compliance by the service user and where service user has attended an external court will result in timescale being harder to meet	
CHS/CJ/CPO/06 Percentage of NEW unpaid work clients beginning work placement within 7 working days of the order			32%	50%	Although the target set has not been met, the general trend for 2016/17 is positive. Delays in the time taken for the service user to attend the first direct contact and/or induction appointments have a subsequent effect on timescales to commencing work placements. Placing higher risk service users also requires time and may cause delay.	
CHS/CLD/02 Percentage of adult education learners satisfied			100%	100%	100% satisfaction rate, performance levels have been maintained and targets have been met.	
CHS/LGBF/04 Cost per pupil for primary schools			4,088	Not applicable	The cost per pupil for primary schools has increased from £4,071 in 2014/15 to £4,088 in 2015/16. The 2016/17 data will be available late 2017.	
CHS/LGBF/05 Cost per pupil for secondary schools			5,767	Not applicable	The cost per pupil for secondary schools has increased from £5,577 in 2014/15 to £5,767 in 2015/16. The 2016/17 data will be available late 2017.	
CHS/SCH/01 Number of bullying incidents in our establishments			Not yet available	Not applicable	The 2016/17 data will be available July 2017.	
CHS/SCH/05 Percentage of pupils satisfied with establishments Education Scotland Survey			Not yet available	100%	The 2016/17 data will be available July 2017.	
CHS/SCH/06 Percentage of adults satisfied with local schools			80%	100%	The percentage of adults satisfied with local schools decreased from 91% in 2014/15 to 80% in 2015/16. A national average of 74% was recorded for 2015. This is based on the Scottish Household Survey and data which is published every two years.	
CHS/YOU/01 Numbers of pupils engaged through the music service			1,546	1,150	The 2016/17 data will be available July 2017.	

PI code & name	Short term trend	Long term trend	Current Value	Current Target	Latest Note	Status
CHS/YOU/02 Number of young people taking part in school based projects and programmes run by Youth Services			773	1,000	This figure is represented by learning programmes delivered in a school setting; Personal Social Development, Peer Education projects on Health and Wellbeing, Youth Leadership and Youth Council training.	
CHS/YOU/03 Number of young people taking part in youth voice projects and programmes run by Youth Services			348	180	This figure exceeded the target, due to the Youth Assembly attendance of 186 young people	

Children's Services

Service Improvement Plan 2017-2020



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

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- 4. Strategic Context**
- 5. Priorities for 2017-2020**
- 6. Action Plan**
- 7. Performance Scorecard**

Introduction

- 1.1 This Service Improvement Plan for Children's Services covers the period from 2017/18 to 2019/20. 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 plan notes the principal factors that will influence service needs, their development and delivery. It sets out the main priorities to be pursued and outcomes to be achieved over the next three years. An action plan detailing the outcomes and the key tasks to be implemented to achieve them is included in section six.
- 1.3 Children's Services provides a very diverse range of services which focus on improving outcomes for local people. Services range from universal education provision to children, young people and adults across Renfrewshire's communities to targeted support for those involved in the criminal justice service, and support for and protection of vulnerable children and families.
- 1.4 The Service is at the heart of the local community both in terms of the buildings, schools and facilities where services are offered and in relation to involving and engaging local people in the development and improvement of the services that are provided.
- 1.5 This Service accounts for over half of Renfrewshire Council's budget with over 3100 Full time equivalent employees, and any demand, cost or policy driven changes, have a significant impact on the Council as an organisation. The service is currently experiencing a period of significant challenge arising from a range of social, financial and demographic pressures and legislative changes.
- 1.6 The plan sets out the likely impact that these issues will have on the service and outlines plans for both addressing these challenges, whilst maximising those which provide significant opportunities to develop services and improve outcomes for local people.
- 1.7 The key priorities for Children's Services are closely aligned to both the Council and Community Plans, and support all local work undertaken across partnerships to deliver on these priorities for Renfrewshire. These priorities will continue to be reviewed to align with the new Council Plan and Local Outcome Improvement Plan which will be finalised for publication in Autumn 2017.
- 1.8 Service level workforce plans and financial plans are closely aligned to Service Improvement Plans, and translate into team and individual development plans.
- 1.9 Service planning informs the budget 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 Service Improvement Plans. Integration of the budget and the service planning process assists elected members to arrive at budget decisions in the full knowledge of how these decisions impact at service level. Financial information and data should also be related to outcomes and priorities.

2 What we do

2.1 Children's Services provides a diverse range of services to local children, families, adults and communities. This includes:

- Formal education to over 27,000 children and young people in early years, primary, secondary and additional support needs schools;
- Care and support to nearly 700 looked after children (681 – July 2016);
- Taking a lead role in terms of local child protection activities (72 children on the child protection register as at 31 July 2016);
- Criminal justice services (733 individuals on community payback orders); and
- Providing community learning and development services.

2.2. The service is led by Peter Macleod, Director of Children's Services, supported by the following senior management team:

- Steven Quinn – Assistant Director / Chief Education Officer
- Dorothy Hawthorn – Head of Childcare and Criminal Justice
- Gordon McKinlay – Head of Schools
- John Trainer – Head of Early Years and Inclusion

2.3 The Director is also the appointed Chief Social Work Officer for Renfrewshire Council and social care services provided through the Health and Social Care Partnership.

2.4 The service accounts for over half of the Council's overall budget and delivers services through a workforce of over 3100 full time equivalent staff across:

- 49 primary schools, with 22 having a nursery class;
- 11 secondary schools;
- 2 special needs schools;
- 12 early years centres;
- 5 children's houses and supported accommodation for young people leaving care;
- 3 social work fieldwork teams;
- criminal justice services;
- fostering and adoption services;
- youth support services; and
- community learning and development services.

2.5 The core aims of the service are to:

- provide support to and protection of vulnerable children and families and management of offenders;
- enhance the role of evidenced based practice across education and social care services;
- value attainment and achievement so that young people are securing positive and sustainable post school destinations, regardless of their start in life;
- support all services to raise standards through continuous improvement and self evaluation, in line with local and national priorities;
- provide children and young people with high quality learning and teaching within innovative and nurturing environments;
- reduce the poverty related attainment gap;

- ensure the implementation of the broad general education and the National Qualifications Framework;
- develop approaches to the delivery of the National Improvement Framework including planning and reporting as detailed in the Education (Scotland) Act 2016;
- embrace the Scottish Attainment Challenge to accelerate the pace of change within our schools to allow children and young people to meet their potential;
- work with schools in their planning of the Pupil Equity Fund to support targeted groups of children and young people in line with national guidance;
- establish nurturing schools so that they become a focus for tackling inequalities and improve opportunities for children and young people;
- provide targeted support for vulnerable children and families;
- ensure full implementation of the duties in the Children and Young People Act 2014;
- work with partners to improve life opportunities for children across Renfrewshire; and
- deliver high quality community learning and development opportunities across Renfrewshire in partnership with key partners and groups and organisations.

2.6 The service maintains strong links with the Renfrewshire Health and Social Care Partnership, which provides adult social work and social care services. Children's Services also maintains links to other partners through the Renfrewshire Children's Services Partnership and the Renfrewshire Community Planning Partnership.

2.7 Children's Services provide a number of services directly, but also procure and purchase services from a range of providers across sectors, and work with specific partners on the delivery of specialist services.

Financial Resources

2.8 The tables and charts below detail the budget summary position for Children's Services for 2017/18, with a revenue budget of just over £205 million.

Table 1 – Budget allocation by service area

Service area		
Children and Families and Criminal Justice	Children & Families	30,143,832
	Criminal Justice	3,219,271
	Children and Families / Criminal Justice	33,363,103
Education	Additional support for learning (ASL)	9,144,529
	Central support costs	10,462,962
	Community learning and development	1,394,278
	Education development	1,116,659
	Facilities management	369,161
	Healthy lifestyles	5,890
	Pre-five service	16,217,680
	Primary schools	54,460,719
	Psychological services	615,385
	Secondary schools	72,080,619
	Special schools	6,731,965
Education Total		172,599,847
Grand Total		205,962,950

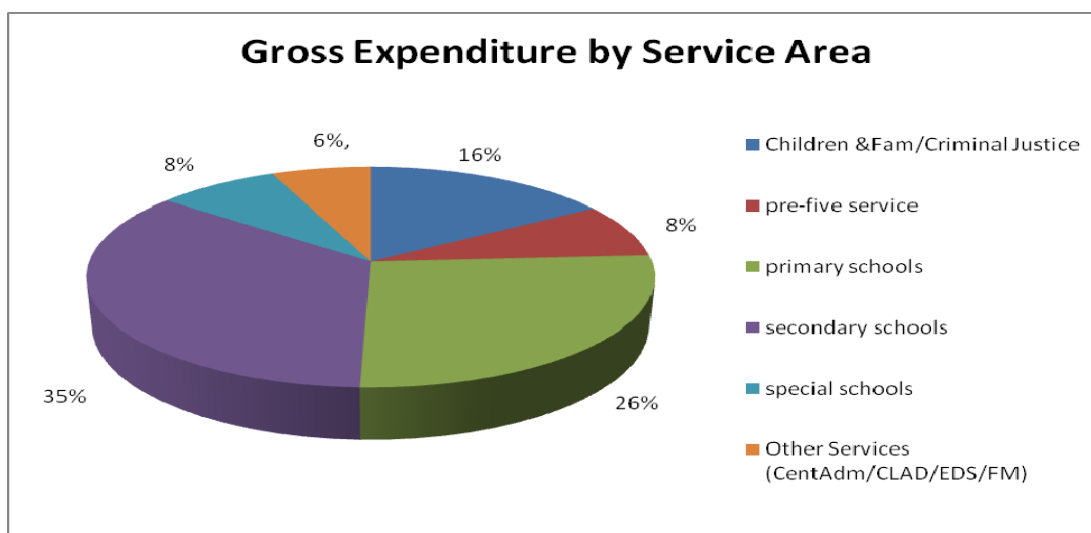
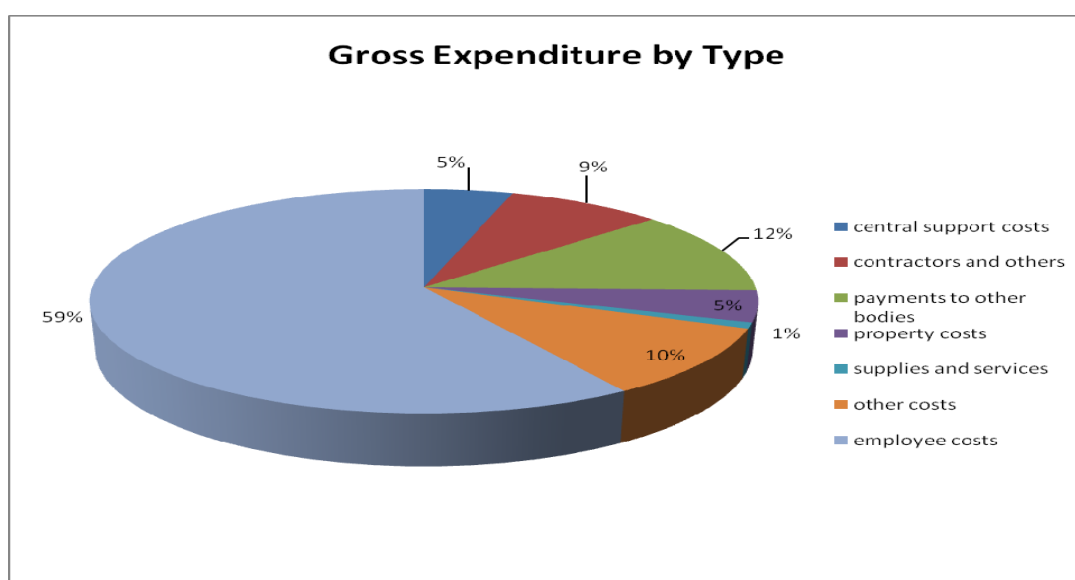


Table 2 – Gross Expenditure by type

Expenditure type	17/18 Budgets
Central support costs	9,998,300
Capital charges	16,156,870
Contractors and others	17,601,720
Payments to other bodies	24,764,811
Property Costs	9,389,270
Supplies & Services	1,760,245
Transport costs	4,577,285
Employee costs	121,714,448
Grand Total	205,962,950



3. What we achieve

3.1 In 2016/17, Children's Services:

- expanded Families First into Gallowhill, Foxbar and Johnstone, with positive evaluation results evidence for children and families;
- led the development of a Community Justice plan for Renfrewshire;
- was named as a Scottish Attainment Challenge Authority and developed a strategic improvement programme to tackle the poverty related attainment gaps;
- continued to roll out the Literacy Programme as a key focus of the Council's Tackling Poverty work. Training for head teachers and class teachers has been developed in partnership with the University of Strathclyde to support this;
- implemented new flexible learning approaches for those with additional support needs;
- offered a range of programmes to help young people develop employability skills;
- contributed to a reduction of the number of women on remand through the implementation of the Penal Policy Improvement Programme;
- in partnership with developed a 'Community that Cares' approach to give looked after children a greater voice in the community;
- prepared a Children's Services Partnership Plan with local health services, which reflects the significant progress made in meeting the needs of young people in Renfrewshire and how the partnership will build on this success;
- supported the participation of children and young people in decision making through the work of Who Cares Scotland, the Children's Champions Board and the Barnardo's Hear4U Advocacy Service;
- commenced the roll-out of the Promoting Positive Thinking Strategies (PATHS) programme in an additional fourteen schools. This approach focuses on improving the social and emotional skills of children;
- in conjunction with respectme, Scotland's anti-bullying service, training has been provided to staff across Primary, Secondary and Additional Support Needs (ASN) schools, as well as Parent Council members;
- continues to deliver the School Estate Management Plan with projects at Mossvale and St James' Primary Schools, St Fergus' Primary School and Riverbrae School all scheduled for completion during 2017/18;
- began the construction phase for projects at Bargarran and St John Bosco Primary Schools' shared campus and St Paul's Primary School and Foxlea Pre 5 Centre shared campus has commenced. In addition, the planning phase for St Anthony's Primary School and Spateston Pre 5 Centre has also commenced;
- completed the second all children's survey of children in Renfrewshire, which had over 10,000 responses. Data has been analysed and is in the process of being shared with schools and with strategic partners;
- standardised assessments at key stages of development (P1, P4, P7, S3) have been implemented to support teacher professional judgements and to establish a baseline in the attainment of literacy and numeracy;
- the Leadership Development Programme has been extended to aspiring principal teachers and depute head teachers in primary and secondary schools. In addition, a programme has also been developed and delivered with early years heads and depute heads;

- implemented the Up2U programme within criminal justice services which addresses domestic abuse;
- completed a redesign of children's social work services to enable a strong focus on pre and post birth services, kinship care and throughcare services; and
- established a small specialist team to meet the needs of unaccompanied asylum seeking children.

4. Strategic Context

- 4.1 Children's Services have an impact on children, families and many adults in Renfrewshire, whether they access only the universal services provided in early learning and child care, primary or secondary schools or are supported by targeted services when specialist support is required on voluntary or statutory basis.
- 4.2 The needs of Renfrewshire's children and young people are constantly changing and our services adapt to meet the challenges that change brings. Renfrewshire's Children's Services are currently impacted by:

Social and Demographic Pressure

- inequalities in society which mean that children in the poorest areas might not have the same life chances as children from more affluent families;
- increasing numbers of children enrolling in Renfrewshire schools, and also ensuring that the service is looking ahead to ensure that school provision is sufficient in areas where the population is changing;
- increasing numbers of children with additional support needs being supported by education and social care services;
- an increasingly diverse population in terms of ethnicity, with a need to provide specialist support, for example, those seeking asylum or refuge in Renfrewshire; and
- continuing high numbers of looked after children linked to levels of deprivation, parental neglect and drug and alcohol misuse at a local level.

Policy Driven Change (national)

- legislative changes which give young people leaving care a right to support for longer;
- the impact of significant changes in early years provision which will require the Council to almost double the level of provision available;
- renewed focus and additional funding provided to drive improvements in attainment and to tackle the poverty related attainment gap;
- the Scottish Child Abuse Inquiry, with services having a recognised legislative duty to support all information requests; and
- the potential impact of national reviews relating to for example the child protection system and the care system itself for looked after children.

Other External Factors

- increasing use of community sentences by courts rather than short prison sentences for people convicted of an offence.

Workforce

- the need to continue to respond to a range of critical workforce planning issues, particularly in relation to teacher recruitment and of early years

professionals, supporting leadership development across educational establishments and residential childcare.

Financial context

- 4.3 Renfrewshire Council, along with other Scottish local authorities, faces a financial challenge over the next few years. The Council has been able to maintain financial stability during a period of uncertainty and economic downturn and despite considerable demand pressures.
- 4.4 The financial challenges for the Council are expected to continue to 2020 and beyond. 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.

Organisational

- Children's Services will continue to contribute to the Better Council Change programme, which aims to minimise the impact on public services of financial constraint and growing demands;
- continue to deliver on best value; and
- a new council plan and community plan will be developed during 2017.

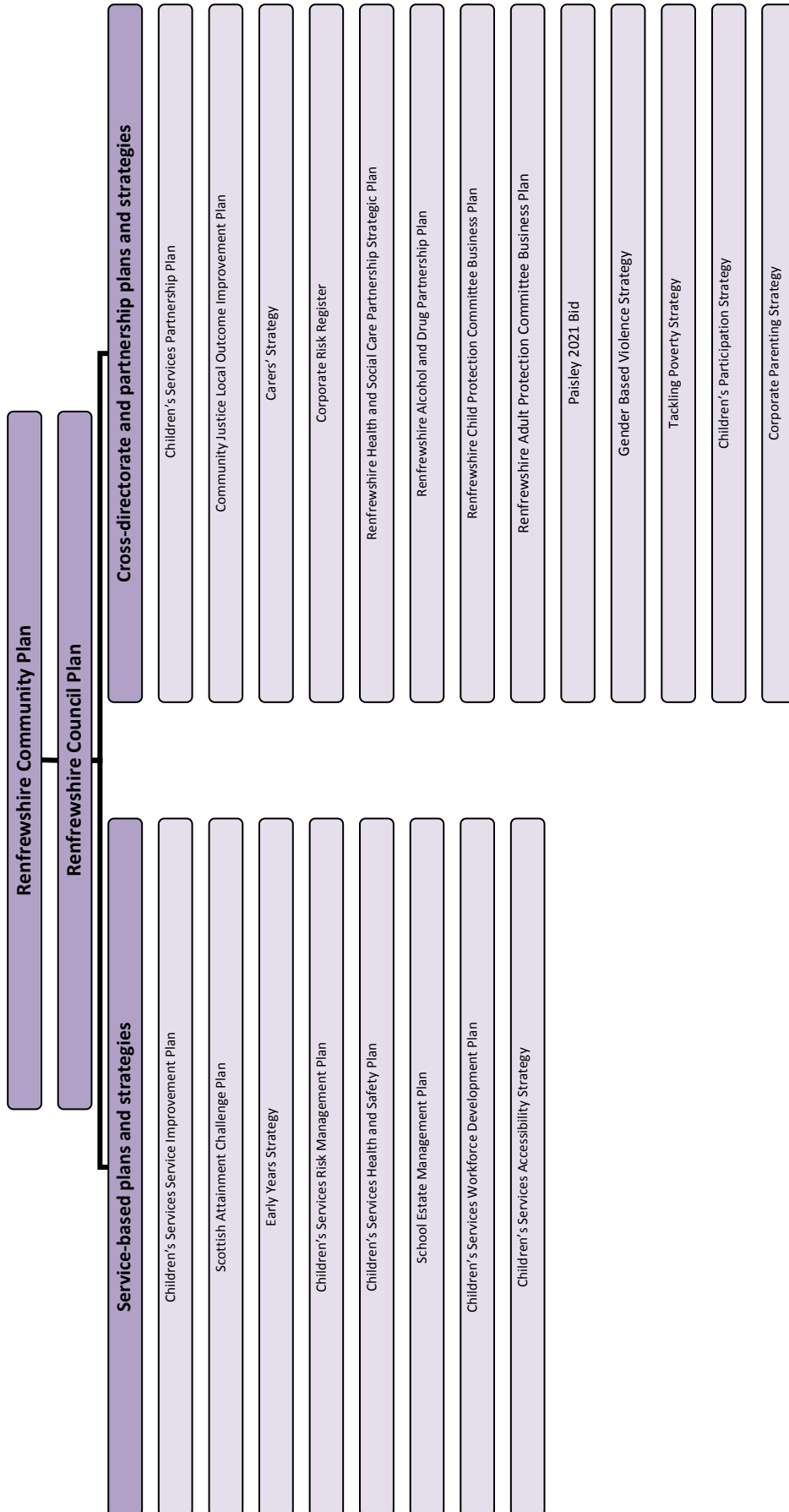
Children's Service will publish an updated Risk Management Plan in June 2017. This will detail risks which could impact upon the service and will demonstrate how actions included within this SIP contribute to the mitigation of these risks.

5. Key Priorities

- 5.1 The vision of Children's Services in Renfrewshire is:

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

- 5.2 The Service has developed an outcomes framework which drives strategic improvement planning. The Service has 6 strategic priorities which are aligned with those in the Council Plan and Community Plan, and will require to be reviewed and refreshed in response to the new Council Plan and Local Outcome Improvement Plan which will be published in Autumn 2017. In addition, there may be improvement activities which the service will support at a Council level, in relation to the Best Value Audit Assurance process which the Council is currently progressing with Audit Scotland.
- 5.3 The priorities and strategic actions identified have also been informed by service level and strategic plans currently under implementation across Renfrewshire. Key strategies and plans are outlined in the diagram below.



Strategic planning framework for Children's Services:

Vision - Working together to get it right for children, families and communities – Protecting, learning, achieving and nurturing					
Strategic Priorities					
We are reducing inequalities and delivering improved outcomes for children and young people	High quality learning and teaching and quality of care is taking place in all our schools and establishments	Self-evaluation and performance improvement are embedded throughout services	Levels of attainment and achievement are improving for all children and young people	High numbers of our young people are entering positive and sustainable post-school destinations	Vulnerable children and adults live as safely as possible within local communities
Key Strategic Actions					
<p>1. Continue to develop nurturing approaches to promote inclusion across all education establishments.</p> <p>2. Continue to develop a whole systems approach to supporting our most vulnerable children and families.</p> <p>3. Reinvalidate and refine existing high-quality approaches with partners to ensure we are Getting it Right for Every Child.</p> <p>4. Encourage and support active collaboration and engagement with parents in supporting their child's learning.</p> <p>5. Further extend and develop our approaches to integration across children's services to best support the well-being of our children, staff, parents and carers.</p>	<p>1. Develop and implement a strategic vision for learning and teaching within and across Early, Primary and Secondary sectors.</p> <p>2. Develop our approaches to the curriculum in the Broad General Education to meet the needs of all.</p> <p>3. Support and strengthen the professional capacity of staff through leadership and professional development.</p> <p>4. Further develop our early years curriculum and to support new legislation and in particular the additional hours being allocated for early learning and childcare.</p>	<p>1. Broaden our approach to self-evaluation to ensure a consistency of rigour which will support the ongoing cycle of review and improvement planning.</p> <p>2. Support all establishments in developing effective approaches in the analysis of data to affect improvement in learning and teaching and the quality of care.</p> <p>3. Further develop reporting of management information to inform policy and practice including meeting the needs of the National Improvement Framework.</p>	<p>1. Provide high quality education and support to narrow the outcomes gap for children from disadvantaged groups.</p> <p>2. Continue to develop the Senior Phase to ensure appropriate pathways for our young people are giving them the best opportunity to achieve qualifications and awards at the highest level.</p> <p>3. Provide children and young people with opportunities to participate in activities which provide a vehicle for wider achievement.</p>	<p>1. 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.</p> <p>2. Further develop the curriculum to maximise school leavers' skills to meet the needs of employers.</p> <p>3. Continue to support targeted young people (e.g looked after and young people with additional support needs (ASN)) to secure a sustainable destination that meets their needs.</p>	<p>1. Work with partners to develop Community Justice Local Outcomes Improvement Plan.</p> <p>2. Work with partners to ensure the Carers Strategy reflects the needs of local young carers.</p> <p>3. Continue to develop residential provision in childcare.</p> <p>4. Develop an approach to supporting children and families affected by domestic violence informed by a strength based model of intervention.</p> <p>5. Develop new Children's Services Partnership Plan.</p>

Continuous Improvement

- 5.4 Children's Services are subject to inspection by external agencies such as Education Scotland and the Care Inspectorate and as a result of this, self-evaluation activity and improvement planning is and will continue to be embedded across the services. As part of the service improvement planning process, senior managers have the opportunity to reflect on areas for improvement and contribute to plans.
- 5.5 Engagement with stakeholders is central to improving services. Children's rights and participation in decision-making are embedded in legislation and Renfrewshire already operates a Children's Champion Board to give looked after children access to people who make decisions about the services and support they receive. More widely, there are opportunities for children and young people to express their views through Renfrewshire Youth Voice, through pupil councils and through one-off events on specific topics. In addition to parent councils within schools, parent council representatives can also participate in quarterly liaison meetings with the service's directorate team. Stakeholders from partnership agencies and the third sector are represented on the Renfrewshire Children's Services Partnership Board and the Children and Young People Thematic Board. The second all children's survey completed in February 2017, provided an opportunity for over 10,000 children and young people locally to tell us about their experiences and needs.

Workforce planning

- 5.6 Children's Services has developed a workforce plan which provides analysis of the key workforce considerations for the service during 2017/18. The key aim of the plan is to ensure Children's Services' employees are deployed to the right place with the right skills at the right time. The workforce plan is closely linked to the service improvement plan, and is cognisant of the strategic context and related challenges and opportunities which arise from the environment in which the service continues to operate.
- 5.7 The workforce plan outlines a number of key actions which will be targeted during 2017/18:
- supporting the professional and leadership development of education and social work staff;
 - proactive programmes of work to attract and retain teachers to roles in Renfrewshire;
 - activities to support succession planning for headteachers;
 - ensuring there is an appropriate level of staffing to deliver on the requirements of the Attainment Challenge and Pupil Equity Fund, increasing early years provision and the requirements of the Children and Young People (Scotland) 2014 Act, including throughcare and kinship care, as well as in relation to the overall teaching workforce and related fluctuations;

- implementing a new supervision policy to support staff register with the Scottish Social Services Council to consistently deliver high standards of practice; and
- preparing for the proposed introduction of degree level qualification minimum standards for residential childcare workers.

Equalities

- 5.8 Changes to services as part of our commitment to continuous improvement will always be assessed in relation to their impact on equality groups.
- 5.9 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.
- 5.10 The Council recognises that equality both needs to be mainstreamed 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 done through departmental Service Improvement Plans. This will allow actions to be monitored by Service Senior Leadership Teams on a quarterly basis.
- 5.11 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 need and can be reviewed and amended accordingly.
- 5.12 Children's Services recognise that they have specific requirements related to equalities, because we are assessed against the requirements for 'education authorities' as part of the Equality Act duties. The service aims to fulfil these requirements by working in a collaborative way across the Council to ensure our activity contributes to overarching equalities outcomes. The service will actively promote equality and diversity by mainstreaming through the work of our three main service area/groupings, through this service improvement plan and through the relevant operational plans. Children's Services will contribute to the development and delivery of the Council's six equality outcomes listed below:

Outcome 1: Public spaces improve access and promote dignity for disabled and older people

Outcome 2: Our staff and communities fully understand the causes and consequences of gender based violence and are equipped to respond

Outcome 3: Equalities-led organisations are supported to become sustainable and influential partners

Outcome 4: Council services are responsive to the needs of equalities groups, with well-designed and flexible services

Outcome 5: Renfrewshire Council promotes itself as and becomes an employer of choice for disabled people

Outcome 6: Equalities implications are clearly and consistently considered in decision making

6. ACTION PLAN

We are reducing inequalities and delivering improved outcomes for children and young people					
What are we doing?	When will we do it by?	What difference will we make?	Who is leading this?	How will we know it's been successful?	Linked plans and strategies
Continue to develop nurturing approaches to promote inclusion across all education establishments.	April 2020	All our children and young people are receiving the highest standards of teaching and learning, caring, supportive and nurturing learning environments.	John Trainer	Through Quality Improvement Framework visits, school reviews and HMIE Inspections. Parental and Pupil feedback orally and through questionnaires.	Children's Services operates in a complex environment and measures its performance through a number of plans and strategies as outlined on page 11.
Continue to develop a whole systems approach to supporting our most vulnerable children and families.	April 2020	All our children and young people are aspiring to achieve their full potential, giving them the basis to achieve their full potential. Most vulnerable young people supported in their involvement with the criminal justice service.	John Trainer Dorothy Hawthorn	Attainment and achievement data for all children and young people and in particular those looked after which will be measured through performance indicators. Whole systems review to meet needs of young people up to age of 20.	
Reinvigorate and refine existing high-quality approaches with partners to ensure we are Getting it Right for Every Child.	June 2019	As part of a shared approach across the service and with partners, the service is meeting the needs of vulnerable	John Trainer	Monitoring the progress of all targeted children and young people in our schools.	

		children and young people, facilitating them to reach their full potential.			
Encourage and support active collaboration and engagement with parents in supporting their child's learning.	June 2020	Our schools are building stronger links with parents and are effective in supporting parental engagement. Pupil attainment improves.	Gordon McKinlay	Through Quality Improvement Framework visits, school reviews and HMle Inspections. Parental and Pupil feedback orally and through questionnaires. Standardised Assessment, Teacher judgement data and National Qualifications. Internal performance indicators, validated evaluations and external inspection.	
Further extend and develop our approaches to integration across children's services to best support the well-being of our children, staff, parents and carers.	April 2018	Maximising the value of available resource to ensure improved outcomes for children and young people.	Peter Macleod		
High quality learning and teaching and quality of care is taking place in all our schools and establishments					
What are we doing?	When will we do it by?	What difference will we make?	Who is leading this?	How will we know it's been successful?	Linked plans and strategies
Develop and implement a strategic vision for learning and teaching within and across Early, Primary and Secondary sectors.	August 2018	Improved practitioner confidence in the classroom and therefore improvements in overall attainment and achievement.	Steven Quinn	Through the Quality Improvement Framework and School Inspections, we will see and report on improved pupil engagement and progress.	Children's Services operates in a complex environment and measures its performance through a number of plans and

					Standardised Assessment, Teacher judgement data and National Qualifications.	strategies as outlined on page 11.
Develop our approaches to the curriculum in the Broad General Education to meet the needs of all.	June 2019	Improved pupil engagement leading to improvements in achievement and attainment.	Steven Quinn	Through Quality Improvement Framework visits and HMIE Inspections. Informal school reviews with a focus on curriculum.	Standardised Assessment, Teacher judgement data and National Qualifications.	
Support and strengthen the professional capacity of staff through leadership and professional development.	March 2020	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.	Gordon McKinlay Dorothy Hawthorn	Uptake of appropriate professional development opportunities. Standardised Assessment, Teacher judgement data and National Qualifications. Analysis of staff applying and being successful for promoted positions. Retention of suitability qualified professional staff.	Standardised Assessment, Teacher judgement data and National Qualifications.	
Further develop our early years curriculum to support new legislation and in particular the	March 2020	Improved child engagement leading to improvements in achievement and	John Trainer	Through Quality Improvement Framework visits and HMIE Inspections.		

additional hours being allocated for early learning and childcare.	attainment.			Informal school reviews with a focus on curriculum.	
Self-evaluation and performance improvement are embedded throughout services					
What are we doing?	When will we do it by?	What difference will we make?	Who is leading this?	How will we know it's been successful?	Linked plans and strategies
Broaden our approach to self-evaluation to ensure a consistency of rigour which will support the ongoing cycle of review and improvement planning.	June 2018	We have a robust Quality Improvement Framework to support and challenge schools, centres and establishments. We have robust systems in place for monitoring and evaluation which is providing clear evidence on what works well, and what can be improved further.	Steven Quinn	External validation including HMle and Care Inspectorate. Feedback from Headteachers and school staff.	Children's Services operates in a complex environment and measures its performance through a number of plans and strategies as outlined on page 11.
Support all establishments in developing effective approaches in the analysis of data to affect improvement in learning and teaching and the quality of care.	March 2020	Performance information and research is being widely used to inform improvements in quality of teaching and learning and quality of care and therefore enhance outcomes for children and young people.	Steven Quinn	Through Quality Improvement Framework visits. Standardised Assessment, Teacher judgement data and National Qualifications. Use and thereafter evaluation of the second epidemiological study of children in Renfrewshire.	
Further develop reporting of management information to inform	August 2018	Robust information is being reported to relevant stakeholders in	Steven Quinn	Reports to government for Attainment Challenge and Pupil Equity Fund are	

policy and practice including meeting the needs of the National Improvement Framework.		line council and service priorities and within the reporting mechanisms of National Improvement Framework.		demonstrating outcomes and impact. New reporting procedures as detailed in the Education (Scotland) Act 2016 are adhered to and in particular reporting of progress of National Improvement Framework priorities.	
Levels of attainment and achievement are improving for all children and young people					
What are we doing?	When will we do it by?	What difference will we make?	Who is leading this?	How will we know it's been successful?	Linked plans and strategies
Provide high quality education and support to narrow the outcomes gap for children from disadvantaged groups.	March 2020	We will have disrupted the pattern and relationship between poverty and attainment.	Steven Quinn	Standardised Assessment, Teacher judgement data and National Qualifications.	Children's Services operates in a complex environment and measures its performance through a number of plans and strategies as outlined on page 11.
Continue to develop the Senior Phase to ensure appropriate pathways for our young people are giving them the best opportunity to achieve qualifications and awards at the highest level.	March 2020	Our secondary schools are offering appropriate opportunities and advice for young people to achieve qualifications at the highest level of which they are capable.	Steven Quinn	Quality Improvement Visits Standardised Assessment, Teacher judgement data and National Qualifications.	
Provide children and young people with opportunities to participate in activities which provide a vehicle for wider achievement.	June 2018	Children and young people have opportunities to participate and achieve in a wider range of activities.	Gordon McKinlay	Quality Improvement Visits Feedback from pupils, parents and the wider school community.	

High numbers of our young people are entering positive and sustainable post-school destinations					
What are we doing?	When will we do it by?	What difference will we make?	Who is leading this?	How will we know it's been successful?	Linked plans and strategies
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.	March 2020	A range of programmes are being delivered through these partnerships, enabling school leavers to secure a positive post school destination.	Gordon McKinlay	Positive post school destination results.	Children's Services operates in a complex environment and measures its performance through a number of plans and strategies as outlined on page 11.
Further develop the curriculum to maximise school leavers' skills to meet the needs of employers.	March 2020	Young people will be ready to make an impact in the workplace.	Steven Quinn	Through Quality Improvement Framework visits and HMIE Inspections. Informal school reviews with a focus on curriculum. Positive post school destination results.	
Continue to support targeted young people (e.g looked after and young people with additional support needs (ASN)) to secure a sustainable destination that meets their needs.	March 2020	Young people from specified targeted groups are consistently progressing to positive and sustained destinations.	John Trainer Dorothy Hawthorn	Positive post school destination results. Continued work with targeted groups to follow progress and monitor positive and sustained destinations. Evaluation of 'family firm' approach.	

Vulnerable children and adults live as safely as possible within local communities						
What are we doing?	When will we do it by?	What difference will we make?	Who is leading this?	How will we know it's been successful?	Linked plans and strategies	
Work with partners to develop Community Justice Local Outcomes Improvement Plan			Dorothy Hawthorn		Children's Services operates in a complex environment and measures its performance through a number of plans and strategies as outlined on page 11.	
Work with partners to ensure the Carers Strategy reflects the needs of local young carers.	31 March 2018	More young people supported in their caring role and able to access a break.	Dorothy Hawthorn	Increase in number of young carers identified and supported		
Continue to develop residential provision in childcare	31 January 2018	Young people are able to access levels of support they require from in-house services.	Dorothy Hawthorn	New provision open		
Develop an approach to supporting children and families affected by domestic violence informed by a strength based model of intervention.	30 April 2020	Children experiencing domestic violence are supported to be safe.	Dorothy Hawthorn	Consistent approach delivered across services		
Develop new Children's Services Partnership Plan	31 March 2018	Children and young people in Renfrewshire are safe and supported to achieve improved outcomes	Dorothy Hawthorn	All partners focused on improving shared outcomes and targets		
Implement recommendations flowing from the national reviews of child protection and the care system	31 March 2019	Child protection practice is further enhanced and strengthened in line with recommendations	Dorothy Hawthorn	Recommendations implemented Participation on national working groups		

Other Key Enablers					
What are we doing?	When will we do it by?	What difference will we make?	Who is leading this?	How will we know it's been successful?	Linked plans and strategies
Manage and deliver the modernisation of the school and early years estate to improve the environment that supports learning and teaching for children and young people.	March 2020	The school estate meets the needs of all of our children and young people.	Gordon McKinlay	Core tests – suitability, sufficiency and conditions of building Surveys of our schools.	Children's Services operates in a complex environment and measures its performance through a number of plans and strategies as outlined on page 11.
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.	March 2020	High quality workforce in place to deliver agreed levels of service	Peter Macleod	Monitoring of recruitment Workforce planning reviews	




7. PERFORMANCE SCORECARD

Council Plan Priority 3: Protecting the Public


code	Performance Indicator	Frequency of monitoring	Reporting period	Current Value	Current Target	On Target	2017/18	2018/19	2019/20
							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	Quarters	2016/17	69%	92%		92%	92%	92%
CHS/CJ/CPO/02	Percentage of new unpaid work orders/requirement completed by required date	Quarters	New PI for 2017/18	n/a	n/a		72%	72%	72%
CHS/CJ/CPO/04	Percentage of new unpaid work clients seen within 1 working day of the order	Quarters	New PI for 2017/18	n/a	n/a	n/a	65%	65%	65%
CHS/CJ/CPO/05	Percentage of new unpaid work clients receiving an induction within 5 working days of the order	Quarters	New PI for 2017/18	n/a	n/a	n/a	77%	77%	77%
CHS/CJ/CPO/06	Percentage of new unpaid work clients beginning work placement within 7 working days of the order	Quarters	New PI for 2017/18	n/a	n/a	n/a	61%	61%	61%

CHS/CPR/01	Percentage of children registered in this period who have previously been on the Child Protection Register	Quarters	2016/17	9%	n/a		n/a	n/a	n/a
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Council Plan Priority 5: Reducing the Level and Impact of Poverty

code	Performance Indicator	Frequency of monitoring	Date last updated	Current Value	Current Target	On Target	2017/18	2018/19	2019/20
							Annual Target	Annual Target	Annual Target
CHS/CLD/01	Number of adults participating in literacy and numeracy classes	Annual	2016/17	408	315		450	450	450
CHS/EY/01	% of 3 and 4 year olds accessing 600 hours of early learning and childcare	Quarterly	New PI for 2017/18	n/a	n/a		n/a	n/a	n/a
CHS/EY/02	% of entitled 2 year olds accessing 600 hours or early learning and childcare.	Quarterly	New PI for 2017/18	n/a	n/a		n/a	n/a	n/a



Council Plan Priority 6: Raising Attainment and Closing the Poverty Related Attainment Gap

code	Performance Indicator	Frequency of monitoring	Reporting period	Current Value	Current Target	On Target	2017/18	2018/19	2019/20
							Annual Target	Annual Target	Annual Target
CHS/ATT/04	No. of opportunities for young people to achieve through accredited awards	Years	2016/17	1004	1030		1,130	1,130	1,130
CHS/ATT/01a	% of Leavers attaining literacy SCQF Level 4	Years	New PI for 2017/18	95.9%	n/a	n/a	96.0%	97.0%	98.0%
CHS/ATT/01b	% of Leavers attaining numeracy SCQF Level 4	Years	New PI for 2017/18	92%	n/a	n/a	92.5%	93.5%	95.0%
CHS/ATT/01c	% of Leavers attaining literacy SCQF Level 5	Years	New PI for 2017/18	82.2%	n/a	n/a	82.5%	84.0%	86.0%
CHS/ATT/01d	% of Leavers attaining numeracy SCQF Level 5	Years	New PI for 2017/18	71.4%	n/a	n/a	71.5%	73.0%	75.0%
CHS/ATT/05	Average total tariff score of all school leavers in Renfrewshire	Years	New PI for 2017/18	888.0	n/a	n/a	904	921	931.5

CHS/ATT/06	Average total tariff score of pupils living in SIMD 30% most deprived areas	Years	New PI for 2017/18	648.1	n/a	n/a	673	690	700
CHS/ATT/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 for 2017/18	37%	n/a	n/a	36.0%	34.0%	32.0%
CHS/ATT/08	Average Total Tariff Score of Looked After Children (school leavers)	Years	New PI for 2017/18	236.5	n/a	n/a	249	302	341
CHS/ATT/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 for 2017/18	73%	n/a	n/a	72.5%	67.2%	63.4%
CHS/SCH/07	% of children attending school (Primary)	Years	New PI for 2017/18	n/a	n/a	n/a	n/a	n/a	n/a
CHS/SCH/08	% of children attending school (Secondary)	Years	New PI for 2017/18	n/a	n/a	n/a	n/a	n/a	n/a
CHS/SCH/09	% of young people choosing to stay onto S5 after January (as % of S4 roll at September previous year)	Years	New PI for 2017/18	n/a	n/a	n/a	88%	90%	92%





CHS/SCH/10	% of young people choosing to stay onto S6 (as % of S4 roll at September two years before)	Years	New PI for 2017/18	n/a	n/a	n/a	66%	67%	68%
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Council Plan Priority 7: Supporting and Sustaining People into Employment

code	Performance Indicator	Frequency of monitoring	Date last updated	Current Value	Current Target	On Target	2017/18	2018/19	2019/20
							Annual Target	Annual Target	Annual Target
CHS/PD/01	% of School leavers in a positive destination	Years	2015/16	92.2%	94%		95%	95%	95%
CHS/LAC/CL/01	Percentage of care leavers participating in employment, training or education	Half Year	2016/17	45%	47%		47%	47%	47%







Council Plan Priority 8: Improving Care, Health and Wellbeing

code	Performance Indicator	Frequency of monitoring	Date last updated	Current Value	Current Target	On Target	2017/18	2018/19	2019/20
							Annual Target	Annual Target	Annual Target
RCPC/01	Number of children on the Child Protection Register at quarter end date	Quarters	New PI for 2017/18	n/a	n/a	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	Quarters	2016/17	92%	100%		100%	100%	100%
CHS/LGBF/01	Percentage of Looked After Children cared for in the community	Years	2015/16	94%	n/a		n/a	n/a	n/a
CHS/LAC/CL/02	Percentage of care leavers who have had a period of homelessness in the last 6 months	Half Year	2016/17	73%	65%		65%	65%	65%
CHS/LAC/02	Percentage of accommodated Looked After Children placed with families	Quarters	2016/17	85%	83%		83%	83%	83%
CHS/YOU/01	Numbers of pupils engaged through the music service	Years	2015/16	1546	1500		1,600	1,700	1,750

CHS/YOU/02	Number of young people taking part in school based projects and programmes run by Youth Services	Years	2016/17	773	800		800	800
CHS/YOU/03	Number of young people taking part in youth voice projects and programmes run by Youth Services	Years	2016/17	348	160		160	160
CHS/SCH/02	Number of days lost per 1,000 Primary School pupils through exclusion	Quarters	2016/17	3.8	2		8	8
CHS/SCH/03	Number of days lost per 1,000 Secondary School pupils through exclusion	Quarters	2016/17	17.2	17		68	68

Council Plan Priority 10: Continuing to be a Well Run Council

code	Performance Indicator	Frequency of monitoring	Date last updated	Current Value	Current Target	On Target	2017/18	2018/19	2019/20
							Annual Target	Annual Target	Annual Target
CHS/LGBF/02	Gross cost of "Children Looked After" in residential based services per child per week	Years	2015/16	£4415.29	n/a		n/a	n/a	n/a
CHS/LGBF/03	Gross cost of "Children Looked After" in community placements	Years		£349.04	n/a		n/a	n/a	n/a

	per child per week		2015/16										
CHS/LGBF/04	Cost per pupil for primary schools.	Years	2015/16	£4,088	n/a		n/a	n/a	n/a	n/a	n/a	n/a	n/a
CHS/LGBF/05	Cost per pupil for secondary schools.	Years	2015/16	£5,767	n/a		n/a	n/a	n/a	n/a	n/a	n/a	n/a
CHS/SCH/04	parents satisfied with establishments Education Scotland Survey	Years	2015/16	95%	100%		100%	100%	100%	100%	100%	100%	100%
CHS/SCH/035	% pupils satisfied with establishments Education Scotland Survey	Years	2015/16	89%	100%		100%	100%	100%	100%	100%	100%	100%
CHS/CLD/02	% Adult education learners satisfied	Years	2016/17	100%	100%		100%	100%	100%	100%	100%	100%	100%
CHS/SCH/06	% of Adults satisfied with local schools	Years	2015/16	80%	100%		100%	100%	100%	100%	100%	100%	100%



Re-assessing Our Priorities

Interim Renfrewshire Children's Services
Partnership Plan 2017-18

Preface

Welcome to Renfrewshire Children's Services Partnership's fourth Children's Services Plan and our first under the new terms of the Children and Young People (Scotland) Act 2014.

The Statutory Guidance on Part 3 of the Act was issued in December 2016. The Guidance sets out extensive new provisions for how public authorities develop and evaluate their children's services plans.

Renfrewshire is 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.

Evaluation of the plan shows that it has had a significantly positive impact upon Renfrewshire's children and families. We are particularly proud of our achievement of significantly reducing our looked after and accommodated population and of supporting more children and young people to remain safely at home with their families.

Since its launch in 2015, Renfrewshire's Tackling Poverty Commission has had a particular focus on improving the life chances of children living in poverty. The Commission has delivered a range of innovative programmes which have boosted the mental and physical health and educational potential of children from our most deprived communities.

The golden thread running through our services for children and families across Renfrewshire is our commitment to improving early life experiences, exemplified by our Early Years and Early Intervention Strategy. This strategy has informed significant changes to how we identify and meet needs across the Council and our partners agencies.

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 have more positive developmental experiences than their peers elsewhere in Scotland. The wellbeing data will underpin the development of our new plan for children's services in Renfrewshire and we want to take time to consult widely on its meaning before we agree priorities for action.

We will continue to deliver the 'Reach for a Better Future' action plan while we develop our new children's services partnership plan. This plan describes what we will do over the coming year to promote, support and safeguard the wellbeing of our children and young people and how we will work our partners to understand what is getting the way of wellbeing and agree a new plan which gives full expression to our aspiration to get it right for every child in Renfrewshire.

We will have our new Children's Services Partnership Plan for 2018-2021 completed for extensive consultation by October 2017, with the finalised plan being ready for publication on 1 April 2018.

1. Introduction

The Children and Young People (Scotland) Act 2014 includes wide-ranging provisions which have implications for how local authorities, health boards and partners plan and deliver services for children and young people in their area. Key provisions of the new Act:

Getting it Right for Every Child

- Places a definition of ‘wellbeing’ on a statutory footing, referring to SHANARRI indicators.
- Proposes a ‘Child’s Plan’ for every child that is deemed to need one.
- Proposes a ‘Named Person’ for every child up to the age of 18 years, to be provided by the health board for pre-school age children and by the local authority for school-age children. The ‘Named Person’ will ‘promote, support or safeguard the wellbeing of the child or young person’ through a range of activities.
- At the time of writing, the Named Person Service has not commenced pending development of guidance by the Scottish Government to address the ruling of the Supreme Court in 2016 regarding the implementation of the Service.

Children’s Rights

- Places new duties on Scottish Ministers and the wider public sector in relation to the rights of children set out in the United Nations Convention on the Rights of the Child (UNCRC) in influencing the design and delivery of policies and services.

Looked After Children

- Establishes a list of public bodies to become ‘Corporate Parents’ and a definition of what that entails.
- Establishes ‘continuing care’, permitting looked after young people to stay in their placement beyond the age of 16 years and up to the age of 21 years.
- Extends the age up to which care leavers can request support (‘aftercare’) from local authorities from 21 to 26 years.
- Places a duty on local authorities to provide services to families with children at risk of becoming looked after, including information, advice and counselling.
- Provides additional support for kinship carers including a ‘kinship care order’ and duties on local authorities to provide additional support to kinship carers including advice, counselling and financial support.

Early Education and Childcare

- Increases the provision of mandatory ‘early learning and childcare’ to 1140 hours per year for each eligible child, including two year olds in families eligible for free school meals.
- Places duties on local authorities to consult and plan on delivery of early education and childcare once every two years.

This plan accords with the requirements of the new Act. It sets out how we are already meeting some of the new duties as well as our plans to adapt our activities to ensure our work across the partnership meets both the letter and spirit of the new Act.

Our journey to GIRFEC

GIRFEC underpins all that we do with children, young people and families in Renfrewshire. It informs the way partners work together to assess needs and co-ordinate services.

We began our journey to GIRFEC in 2008 through an incremental approach based on integrated assessments. Through an extensive programme of multi-agency training and system changes, we have now fully embedded the GIRFEC national practice model along with a single shared assessment and Child’s Plan across Renfrewshire services. The new Child’s Plan is the key document for GIRFEC and

replaces several other referrals and assessments documents. The streamlined GIRFEC approach delivers a single point of contact (Lead Professional) and joined-up services for service users.

Our self-evaluation activity shows that staff feel that GIRFEC has strengthened partnership working by providing a robust framework for action and common language for working together between professionals and families. Children, young people and families report positively on their experience of the GIRFEC approach too – they feel more involved in the development and delivery of their support services.

2. The purpose of this plan

The purpose of this plan is two-fold: To review the impact of 'Reach for a Better Future' 2013-16 and to set out the strategic agenda for the multi-agency development of our new Children's Services Partnership Plan. Detailed service-specific action plans sit underneath our Children's Services Partnership Plan and describe how our strategic objectives will be delivered.

'Reach for a Better Future' took an innovative approach to the design and delivery of services for children across Renfrewshire. It was based on robust survey data about children and young people's key developmental outcomes and established a strategic plan for a preventative, evidence-based approach to meeting local needs.

We know that this plan is delivering significant improvements to many of our most vulnerable children and families and has embedded evidence-informed interventions across our services. The feedback from the Joint Inspection of our services for children and young people reported in December 2015 rated our performance on improving the lives of children and young people as 'very good' and noted that we were delivering 'improving trends through effective approaches to early intervention and tackling inequalities'.

The conclusion of the 'Reach for a Better Future' plan presents an opportunity for us to take stock of what we've achieved and to consider how we can apply the learning from the past three years to the development of our new plan for Renfrewshire's children and young people.

The review of our current plan occurs alongside the implementation of the Scottish Government's new Children's Services Planning Statutory Guidance. The Guidance sets out a number of requirements for the process local authorities and health boards must follow in developing, implementing and reviewing their new children's services plans.

We want to dedicate time over the coming year to refreshing our children's services planning processes, particularly as regards building the capacity of our new planning partners to increase their participation in the preparation of the plan. We want to be able to provide effective opportunities to the range of 'related services' and organisations which 'represent the interests of people who use, or are likely to use, any children's or

related services'¹ within our planning process. This will require us to build strategic commissioning skills and knowledge within these agencies such that they are more able to participate in planning.

The Guidance also prompts us to consider what more we can do to make services more joined-up from the point of view of service users. We will harness this opportunity to bring together related plans and strategies within our new Children's Services Partnership Plan. Embedding the Children's Rights and Participation strategy, the Corporate Parenting Strategy and the Young Carers' Strategy within with the Children's Services Partnership Plan will enable greater co-ordination, oversight of performance and better reflects the holistic needs of our children and young people.

The new planning cycle coincides with the return of wellbeing data from more than 10,000 of our children and young people in February 2017. Renfrewshire is the first site in Europe to have repeated a large-scale wellbeing data sample and it means that we now have rich data to inform evaluation of impact of the previous children's services plan. We want to share this data widely with planning partners and stakeholders to 'sense-check' the results and to consider the implications for service evaluation.

This consultation is being conducted currently and will continue over the coming months in order to ensure that we achieve the fullest possible picture of children and young people's needs, preferences and aspirations.

In this plan we will describe how we will work with our planning partners to establish a new cycle of children's services planning, delivery and evaluation which identifies how we will adapt to the new legislative landscape and give full expression to our aspiration to get it right for every child in Renfrewshire.

1. Children and Young People Act (Scotland) 2014 Statutory Guidance on Part3, Section 10, parts 80-88, sets out the requirements for how local authorities and health boards must engage with 'other service providers' and 'relevant persons'.

3. Links to other plans

This Children's Services Partnership Plan sets out the high-level strategic vision and outcomes for children's services in Renfrewshire. The plan has been developed collaboratively with key partners reflecting shared ownership and commitment to the priorities which will be targeted over the period of the plan.

The plan is not a static document and will need to be flexible to address new legislative requirements for example relating to the Named Person Service and provisions relating to young carers.

This plan links to and is aligned with the Renfrewshire Community Plan. The Locality Improvement Plan – which will be published in October 2017 - prioritises the improvement of outcomes for children, young people and families. This Plan has also been informed by other local plans including:

- Tackling Poverty Strategy
- Early Years Strategy
- Participation Strategy
- Corporate Parenting Strategy
- Renfrewshire HSCP Strategic Plan

The Scottish Attainment Challenge and the Pupil Equity Fund will bring substantial investment into Renfrewshire's schools and communities over the next period. The implementation of these programmes will inform the delivery of the plan and the development of our new Children's Services Partnership Plan.

4. Aims of our Children's Services Partnership Plan

This Plan aims to deliver the Renfrewshire Community Plan vision:

“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”.

Our journey towards achieving this ambitious vision began with our innovative Achieving Step Change programme in 2012. This programme was a unique and ground breaking piece of work aimed at generating a comprehensive understanding of the needs of children and young people in our area through engagement with children via a survey. The data from the survey was used to prioritise the issues and challenges faced by Renfrewshire's children and families. Achieving Step Change also led the development of new service responses, including the use of evidence based programmes, to meet the identified needs.

Achieving Step Change transformed our approach by focussing on outcomes for children and young people and increasing the use of evidence of 'what works' in

the design, delivery and evaluation of services, and has heralded a distinct 'Renfrewshire Way' of doing things.

Our Children's Services Partnership Plan aims to progress the 'Renfrewshire Way' of doing things:

- We put service users at the centre
- We strive for excellence
- We believe that we can always improve
- We work in partnership
- We support our staff to be their best
- We embrace change

Our plan is prepared with a view to achieving the aims set out in section 9 of the Statutory Guidance:

Our services for children in Renfrewshire will:

- Safeguard, support and promote the wellbeing of children;

- Be provided at the earliest appropriate time (including preventative approaches)

- Be integrated from the point of view of recipients
- Constitute the best use of available resources.

5. Who are Renfrewshire's Children?

Population Breakdown

Renfrewshire has 29,831 children aged 0-15, accounting for 17% of our population. Of these, 4,844 live in areas which are ranked in Scotland's 10% most deprived.

The child population in Renfrewshire has declined over the last five years.

Looked After Children

At 31 July 2016, Renfrewshire had 681 looked after children. Renfrewshire has the fifth highest percentage of looked after children in Scotland; 2% of our children are looked after compared with a Scottish average of 1.5%.

The looked after children population includes:

- **221** looked after at home
- **183** living with friends or relatives
- **130** placed with local authority foster carers
- **84** placed with independent foster carers
- **21** in other community which includes 14 living with prospective adoptive parents
- **32** living in a local authority children's house
- **10** in other residential care such as residential schools or secure care

Child Protection

As at 31 July 2016, there were 72 children on Renfrewshire's child protection register.

The rate of children on the child protection register per 1000 of the population of 0-15 year olds, which is based on the number of children on the register as at 31 July 2016, was 2.4 for Renfrewshire, and was below the Scottish average of 3.0.

It is important to note that total numbers of children on the Child Protection Register fluctuate due to variations in the size of families involved.

The Impact of Domestic Abuse

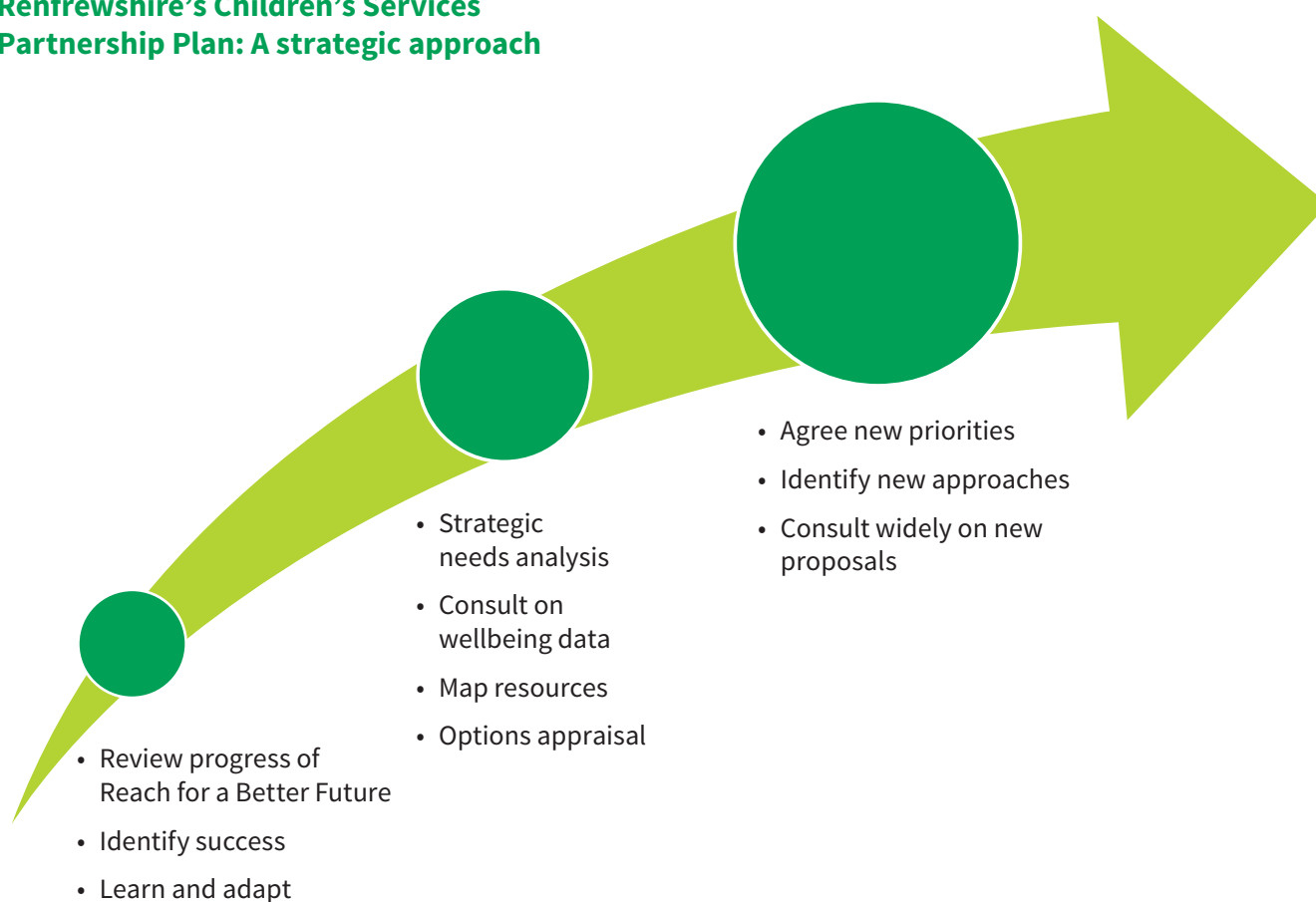
A very high proportion of referrals to our social work service are related to domestic abuse. Renfrewshire has one of the highest incidences of domestic abuse in Scotland and reducing the impact of domestic abuse upon children is a key element of our response to the national 'Equally Safe' agenda. We recently commenced implementation of the 'Safe and Together' model; a child-centred, approach which focuses on the perpetrator's pattern of behaviour and the strengths of the survivor. The approach is central to our efforts in Renfrewshire to keep children safe within their families and to link survivors of abuse and their children with appropriate community-based support services.

The Renfrewshire MARAC (multi agency risk assessment conference) was established and embedded within Public Protection in October 2015. MARAC is a multi agency victim-focussed meeting involving a range of statutory and voluntary sector agencies where information is shared on cases of domestic abuse identified as posing the highest risk of serious harm or homicide. The role of the MARAC is to facilitate, monitor and evaluate effective information sharing to enable appropriate actions to be taken to increase public safety and safeguard victims and their children from further harm. MARAC links closely with MATAC (multi agency tasking and co-ordination), a perpetrator-focussed meeting. Since October 2015 it has been clear that a significant number of the cases discussed involve children and young people and their wellbeing and safety is a key focus when considering interventions and support for victims of the most serious cases of domestic abuse.

The Impact of Parental Substance Misuse

Parental substance misuse and its impact upon children is a significant challenge in Renfrewshire. The proportion of children on the Child Protection Register for reasons relating to parental substance misuse is 60%, compared with 39% across Scotland as a whole. We have well established processes across the partnership to identify children and young people at risk as well as for the joint planning and delivery of services. The GIRFEC approach is key to our work to improve the wellbeing of children and young people affected by parental substance misuse.

Renfrewshire's Children's Services Partnership Plan: A strategic approach



Review of Progress— Reach for a Better Future 2013-2016

In 2011 we partnered with the Dartington Social Research Unit (DSRU) on an ambitious and ground-breaking project to develop an evidence-based strategy for improving outcomes for our children and young people. We did this by:

- Carrying out an in-depth analysis of need, policy drivers and current resources
- Carrying out development work with senior managers to agree a common language approach across all services
- Engaging with children and young people to secure their views
- Engaging with parents and carers of children aged zero to eight years
- Identifying outcomes we should focus on
- Identifying approaches and interventions which make a difference.

The result was an innovative strategy—Reach for a Better Future 2013–16—which focussed on early intervention and prevention and emphasised the use of evidence-based interventions.

Reach for a Better Future prioritised four outcomes:

- Maintaining the strong health and development of the majority of children;
- Supporting children in their local communities and with their families, where safe and appropriate;
- Improving behaviour, physical health and emotional wellbeing; and
- Improving the developmental outcomes for children entering primary school.

These four outcome areas were prioritised within the operational plans and activities which delivered the over-arching strategic objectives of the Integrated Children's Services Plan.

It is time for us to review what we've achieved over the course of the past three years: to celebrate success and also to learn from what didn't go so well so that we can adapt and change and continue our improvement journey.

6.1 Identifying Success

OUTCOME 1—Have the best start in life – be ready to learn, supported to achieve and be ambitious throughout and beyond school lives

- Our Children's Champions' Board (comprised of care experienced young people) has asked corporate parents for additional support to help them into meaningful paid employment. In response, the Community Planning Partnership has made a commitment to develop a 'Family Firm' model to support our care experienced young people to achieve employment which meets their individual needs, interest and aspirations. The model takes a holistic view of young people's needs and provides social and emotional support to prepare young people for the world of work, as well as mentoring and work experience placements to enable young people to practise their skills and build their confidence. We are currently working with partners to agree an ambitious new employment and training 'offer' which will include approaches to leverage support – such as apprenticeships and work experience - from council contract partners, as well as encouraging private sector employers to go the extra mile for young people with a care experience.
- Family Nurse Partnership (FNP) is a preventive, intensive home visiting programme offered to first time young mothers aged 19 years and under and their families. To date, 94 young mothers have joined the programme in Renfrewshire. Young women are offered the programme in early pregnancy and are visited by a specially trained Family Nurse until the baby is two years old. The programme delivers an attachment based therapeutic relationship in order to improve pregnancy outcomes, child health and development and future educational readiness and achievement. This programme is effectively diverting young, vulnerable parents away from statutory services.
- We introduced the Incredible Years Programme to support parents build and develop their skills to support their children as they move through the early years into primary school. Over the past three years over 350 parents have taken part in the programme with almost all reporting improved confidence in caring for their children. Almost all parents reported that their child's behaviour improved and that they were engaging better in nursery. Over the next twelve months we intend training additional staff in the Incredible Years Programme to extend access to more families across Renfrewshire.
- The independent Glasgow University evaluation of the original Families First teams in Linwood and Ferguslie led to the service securing additional funding from the Tackling Poverty strategy and this allowed three additional teams to be established in March 2016 in Foxbar, Gallowhill and Johnstone localities. More than 1,000 families with children aged 0-8 years across Renfrewshire have received support from our Families First support team. The team has generated over £4 million pounds for families in terms of unclaimed benefits and other entitlements. The impact on individual families has been recorded through a series of case studies and independently evaluated by Glasgow University.
- The Skoobmobile mobile children's service promotes literacy and play to children and families across Renfrewshire. Parents and carers are supported to interact and play with their children and increase their awareness of the benefits of play as well as having access to information, advice and support. The Skoobmobile service works in partnership with local schools and nurseries to introduce Bookbug sessions into the community. The Skoobmobile was one of three services in the 2016 Libraries Change Lives Award Shortlist.
- Renfrewshire Health and Social Care Partnership is to benefit from 22 additional health visitors from the Scottish Government's Universal Pathways programme. To date an additional 5.4 WTE health visitors have joined Renfrewshire with the remainder expected by early 2019. The Universal Pathway sets out the minimum core service from Health Visitors of 11 home visits to all families - 8 within the first year of life and 3 child health reviews between 13 months and 4-5 years. NHS Greater Glasgow & Clyde are using a staged model of implementation of the universal pathway in line with the additional health visiting capacity within the service. We will monitor the roll-out of the Pathway and measure its impact upon children's wellbeing.
- Renfrewshire Health and Social Care Partnership commenced delivery the 30-32 month development assessments in 2015. The current uptake of assessments is 80% of eligible families. Within this group, 79% of infants have achieved their developmental milestones. For children where difficulties are identified, there is an intervention pathway in place to support behavioural and communication needs.
- Renfrewshire has one of the lowest rates of exclusion from school for looked after children in Scotland, and one of the highest rates of school attendance. After leaving school, around two-thirds of our looked after children go on to a positive destination (e.g. employment, further education) but this is behind the national average of 77%.

- The 'Learning to Talk' approach is delivered as a partnership with Renfrewshire HSCP Speech and Language Therapists where pre-5 education staff receive training in developing language and communication supportive practice. This work is improving the communication skills of many of our most vulnerable children.

OUTCOME 2—Live in safe, stable, nurturing environment at home and in the community—where their rights are respected, they are free from poverty and neglect and supported to be resilient and to thrive

- Functional Family Therapy (FFT) is an intensive, evidence based intervention with families and young people aged 11-18 years. The programme works with some of the most vulnerable young people including those who are demonstrating significant behavioural difficulties, involvement in offending, violent behaviour and substance misuse. Since its inception in Renfrewshire in January 2012, FFT has taken over 200 families through the process with over 90% of young people remaining safely at home upon completion and 84% never becoming LAAC to date.
- A key aim of 'Reach for a Better Future' was to significantly reduce our population of accommodated children and young people. This aim was underpinned by a number of new programmes to reduce levels of need within the community and to support children and young people to safely remain with their families. The work was successful and enabled us to reduce capacity in our residential accommodation estate from 59 to 32 places.
- Our actions over the past four years have enabled us to dramatically shift the balance of our accommodated care away from a reliance on external providers. In 2013 more than half of our children's placements were provided externally – many outwith Renfrewshire. We now provide almost three quarters of placements for our children accommodated away from their families.
- Renfrewshire has adopted the 'Philosophy of Care' model of care within our children's houses. This trauma-informed approach has led to changes in both the policy and practice of our residential staff. We have consulted extensively with young people about the impact of the model and they report feeling a noticeable and positive shift in their experience of living within our houses. Young people have told us that they perceive a more respectful engagement with staff and greater emphasis upon discussing and resolving problems. The Philosophy of Care model won a Scottish Institute for Residential Child Care (SIRCC) 'Reaching Higher' award in 2015.
- Renfrewshire Leisure has developed robust safeguarding procedures to protect children and

young people accessing sports and leisure activities. All Renfrewshire Leisure staff and volunteers are appropriately qualified for their roles, are PVG cleared and attend annual safeguarding training. Renfrewshire Leisure staff and volunteers follow Renfrewshire Council child protection procedures as regards responding to issues of concern.

OUTCOME 3—Feel confident and responsible—able to participate fully in learning and the wider community and take part in opportunities which meet their needs, aspirations and interests.

- Across all educational establishments in Renfrewshire we have made a strong commitment to tackling the effects of poverty on the outcomes of our pupils and their families. Our approach is to ensure all of our educational establishments and, in particular, those serving our most vulnerable communities, are ambitious, promote high expectations and provide opportunities for the children to develop and achieve.
- Renfrewshire Leisure's Arts & Heritage Service support schools by providing a programme of formal curriculum linked and informal activities across the year. During last year, more than 5,000 local children and young people accessed activities such as museum workshops, theatre performances, visual arts exhibitions, heritage and intergenerational based projects, and active partnerships with external local and national cultural partners.
- Renfrewshire's Tackling Poverty Strategy has provided £2m of resource to help close the attainment gap between children from low income families and their better off peers. The resource is enabling development of new approaches to teaching reading and supporting parents to engage with their children's learning. This work is already showing improvements in pupil attainment levels in reading and increased pupil confidence and self esteem, along with increased parental engagement in supporting learning at home.
- In June 2017 Renfrewshire Council was announced as a Scottish Attainment Challenge authority by the Scottish Government. The Challenge has been introduced to focus and accelerate targeted improvement activity in literacy, numeracy and health and wellbeing in specific areas of Scotland. It also supports and complements a broader range of initiatives and programmes to ensure that all of Scotland's children and young people reach their full potential. Our focus is on three workstreams: learning and teaching, families, and communities and leadership. A number of evidenced based programmes are being developed to enhance the professional learning of our workforce to ensure that all staff are using approaches which extend the scope and pace

of learning for all our children and young people. Early indications of impact are that head teachers are reporting increased motivation, knowledge and confidence of staff working and teaching across establishments.

- Street Stuff was highlighted by the Care Inspectorate as an example of good practice during its inspection of Renfrewshire's children's services in 2015. Street Stuff is a highly positive, responsive, preventative youth engagement initiative supported by Renfrewshire Council, St Mirren Football Club, Engage Renfrewshire, Scottish Fire and Rescue and Police Scotland. Street Stuff deploys mobile resources, including football pitches and shipping containers with various equipment (such as games consoles, dance mats and exercise equipment) to areas where low-level offending and anti-social behaviour is taking place. Funding from the Tackling Poverty Commission has enabled the programme to target the most deprived areas of Renfrewshire, giving children and young people opportunities to engage more meaningfully in their local communities, interact positively with peers and engage in a range of effective diversionary activities. The programme is successful in improving life choices, providing training, coaching and volunteering opportunities, as well as improving employability. Street Stuff provides activities six nights per week and 2016/17 saw over 40,000 attendees.
- Central to the role of the Renfrewshire Community Safety Partnership, Daily Tasking was a process that impressed the Joint Inspectors of Children's Services during their recent inspection and more recently was identified by Audit Scotland (Best Value Audit) as best practice for partnership working. Many of the cases discussed at Daily tasking involve children and young people, particularly those engaging in or at risk of engaging in anti-social behaviour or other vulnerabilities. The connections made through Daily Tasking support early interventions progressed through Children's Services, the Council Youth Team, Wardens and Street Stuff diversionary services as well as Mental Health, Police and Fire Services. The Daily Tasking process now also supports the Renfrewshire Missing Persons Strategy and assists with the use of CCTV, radio link and Community Safety Officers to identify and support young and vulnerable people to safeguard them and avoid them from coming to harm.
- SafeLives is a national charity supporting a strong multi-agency response to domestic abuse. Their work focuses on saving lives and public money. SafeLives provides tools, training, guidance, quality assurance, policy and data insight to support professionals and organisations working with domestic abuse victims. The aim is to protect the highest risk victims and their children – those at risk of serious harm. SafeLives recently conducted an extensive audit of the MARAC

(multi agency risk assessment conference) process in Renfrewshire, with a number of observations, recommendations and examples of good practice being noted. Overall seven areas of good practice were identified that related to the governance and effectiveness of the MARAC process in Renfrewshire and highlighted the high quality of partnership working that contributes to the success of the approach.

- In line with the Scottish Government's approach to the UK-wide Counter Terrorism Prevent Strategy, Renfrewshire has focussed on the need to safeguard and support vulnerable individuals to avoid them from being drawn into terrorism related activities. This approach is consistent with the GIRFEC principles and has so far meant that any concerns have been addressed with Police Scotland through normal child protection and adult protection arrangements rather than a more formal prevent professional concerns case conference process.
- Renfrewshire has very active and effective Members of the Scottish Youth Parliament (MSYP). Campaigns by MYSPs have led to fairer bus fares for younger people and changes to how Education Maintenance Allowance is awarded to prevent hardship to young carers. In March 2017, Renfrewshire had the second highest turnout in the country for the Scottish Youth Parliament elections with more than 7,000 votes cast. Five MSYPs from Renfrewshire were elected.
- The Duke of Edinburgh Award scheme in Renfrewshire continues to go from strength to strength. In 2015 we had 160 young people completing an Award—in 2016, 550 young people completed Awards. Renfrewshire is well above the Scottish average for participation in the scheme and completion of Awards.
- We have been very successful at encouraging our young people to make use of their entitlement to a Young Scot card and more the 14,000 young people aged 11 to 25 currently in receipt of the card. Renfrewshire's young people are enthusiastic users of the card and have redeemed over 1,000,000 Scot Reward points – more than any other area in Scotland.

OUTCOME 4—Have good physical, emotional and mental health and wellbeing.

- We recognise that emotional intelligence and resilience are key to a positive attitude to learning. Several Renfrewshire schools and early years centres have implemented evidence based programmes to promote children's positive emotional wellbeing including PATHS and BounceBack. Evaluation in line with the requirements of PATHS and BounceBack shows that we are implementing the programmes with fidelity and that they are having a measurably positive impact upon children's outcomes. Of the 13 schools delivering

PATHS, three have been awarded 'model school' status by the programme developers. We will be expanding the roll-out of PATHS to a further 14 schools in 2017/18.

- Renfrewshire's Nurture Strategy, including the Five to Thrive approach (respond, cuddle, relax, play, talk) in partnership with Barnardo's, has been rolled-out to staff in all pre-five establishments. The Strategy has been in place since 2014 and has supported schools in setting up nurture champions and nurture rooms – both of which were viewed favourably during statutory inspections of our services. Feedback from teaching professionals is that the nurturing approach is improving the emotional regulation and behaviour of pupils.
- In June 2016, Health partners implemented a new clinical information system called EMIS Web and the aim is to replace single service paper records with a shared electronic record for all children age 0-18yrs. All health staff who work within community based Children's Services - Children and Families teams (C&F), Speech and Language therapy teams (SLT), Child and Adolescent Mental Health Teams (CAMHS), Community Paediatric Teams and the Child Protection Unit (CPU) are using the single shared record. The new approach will improve co-ordination of care for children and communication between care professionals, and ultimately enable services to provide the right help to children and families at the right time.
- The Health Improvement Team deliver the Childsmile programme in all 74 local authority, partnership and private nurseries and all 56 primary schools in Renfrewshire. 21 nurseries and 15 primary schools also take part in the fluoride varnishing programme through which children receive two applications per year. To further support local nurseries in the delivery of the Childsmile programme the Health Improvement Team train all childcare students at the West of Scotland College in its implementation. 87 students were trained in November 2016. Health Improvement staff also provide oral health sessions to Primaries 1, 2 and 7 as well as at P1 induction events and parents nights.
- Renfrewshire's school counselling service is funded through the Tackling Poverty programme and is currently delivered by LifeLink in all 11 secondary schools. More than 200 referrals have been made to the counselling service since May 2016 and the majority of service inputs are delivered on an individual basis with opportunities for group work to be promoted as the programme goes forward.
- The peer education service, also funded by the Tackling Poverty programme, is co-ordinated and led by Active Communities (Scotland) Ltd. It is now fully implemented across all secondary schools in Renfrewshire. The project aims to support young people to promote health behaviour change amongst their peers. The project has trained 250 peer educators (S3-6), within the first 3 months of the project who in turn have engaged with over 600 pupils (S1-3) via workshops, classes and assemblies. Topics within the peer education programme include: mental health (stress and anxiety); healthy eating; sleep; physical activity; drugs and alcohol; sexual health; and confidence and self esteem.
- The Children and Young People Health Improvement team support the delivery of the RSHPE Curriculum within our secondary schools. The team provides training and support teaching staff in their delivery of RSHPE topics and visits schools to promote the two Sandyford Renfrewshire satellite sexual health clinics for young people within non-denominational schools.
- Weigh to Go is an adolescent weight management service delivered by the Greater Glasgow and Clyde Youth Health Service, in partnership with commercial weight management providers. Young people aged 12-18 with a BMI>25, who are not pregnant, are eligible to access the service subject to a mental health assessment. The weight management programme is 12-24 weeks in duration and provides young people with free access to a local commercial weight management service with wrap around support for young people with complex issues/needs or long term conditions. The service was launched in March 2017 and impact will be evaluated over the coming year.
- Active Schools is an initiative to encourage physical activity and sport for all young people in Renfrewshire. It is key to Renfrewshire's aim to increase the number and quality of opportunities available for school pupils to participate at recreational, competitive and community sport and physical activity. Active Schools delivers a range of activities -such as multi-sports, dance and gymnastics - at morning, lunch and after schools sessions within 49 primary and 11 high schools across Renfrewshire, including three additional support needs schools. During the 40 weeks of the 2016/17 school year, Active Schools volunteers and staff delivered more than 215,000 participant sessions involving more than 10,500 school pupils.
- Active Schools facilitates links between schools and local community sport clubs to ensure children and young people have the opportunity to develop their skills and potential during their school years and beyond. There is a particular focus on supporting community sports clubs to make adaptations and undertake appropriate training to support children and young people with additional support needs.

6.2 Learning and adapting

‘Reach for a Better Future’ saw a step change in how we design, deliver and evaluate services in Renfrewshire. We want to take forward the learning from this experience into the development of our new plan.

- Functional Family Therapy has been a tremendous success story in Renfrewshire. We will learn from its model of implementation to ensure that future evidence based programmes are implemented effectively.
- We have learned from the experience of Triple P that taking evidence based programmes to scale is significantly difficult. In response, our approach to new programmes will be to start small and build confidence and capacity and to grow slowly.
- We will consider expanding our portfolio of evidence based approaches as the need arises and we will make better use of implementation science to inform future delivery.
- We will focus on selecting meaningful improvement targets and the tracking of progress. We have learned that data collection can vary over time across the partnership creating difficulties in the measurement of progress. We will collect less data which is more precisely targeted at measuring priority outcomes.
- The success of the Families First programme has reinforced the importance of working with local families and communities to develop services which meet with their needs and aspirations. We will use this development model to inform new service design.
- We recognise that we need the right governance arrangements to ensure successful implementation of a children’s services plan. We will review our current approach to ensure we have the necessary information and the right people around the table.
- We have learned that some of our third sector partners need additional support to expand their involvement in the planning of children’s services. We will allocate additional resource to support capacity building activity.

6.3 Strategic needs analysis

The basis of our Children’s Services Partnership Plan is a strategic needs assessment which identifies the key issues affecting the wellbeing of local children and young people and informs the selection of our priorities and related action plans.

As a part of our day-to-day work, we gather and analyse information from multiple sources to understand the impact of our services, and to make changes to service delivery to ensure maximum benefit for service users.

The strategic assessment draws together the range of information we gather across the partnership, including service performance data, community consultations, group and individual feedback and local and national research, to provide a rounded picture of how children, young people and their families are doing in Renfrewshire. In addition to community-wide consultation activity, we also undertake targeted consultations with groups such as children with disabilities, families from Black and Ethnic Minority communities, care experienced young people and parents’ groups, to ensure a diversity of views which fully represent our Renfrewshire communities.

In line with our focus on improving the early years experiences of Renfrewshire’s children and families, we will continue to review data about the performance and impact of our many early years interventions. We are currently considering how we can update the data we gathered in 2012 about families with children aged under eight years to ensure that we understand and respond to the needs and preferences of young families.

What do our children and young people tell us about their wellbeing?

Messages from the ‘ChildrenCount’ Wellbeing Survey

Between November 2016 and January 2017, more than 10,000 children and young people between P5 and S5 completed an on-line survey during class-time about their wellbeing. The survey used the ChildrenCount tool developed by the Dartington Social Research Unit and asked participants a range of questions about their experience of growing up in Renfrewshire.

At the time of writing, we are awaiting the completed data report and we are in the process of sharing the high level data with children and young people to develop a comprehensive understanding of the wellbeing of our children and young people.

Our data can be compared with three other Scottish local authorities (Dundee City, North Ayrshire and Angus Council) as well as with Renfrewshire's own data collected in 2011.

Key Findings:

- Early initiation of substance use (alcohol, tobacco, cannabis) has reduced by nearly 20% since 2011. The proportion of young people who have used alcohol, tobacco or cannabis in the last year is significantly lower in Renfrewshire than in comparator sites elsewhere in Scotland.
- Smoking – the proportion of young people smoking cigarettes under the age of 14 years has more than halved since 2011.
- Parenting and family management – children and young people in Renfrewshire report better attachment to their parents, lower levels of family conflict and more stable family management than children and young people elsewhere in Scotland.
- Family and social support – the majority of children and young people report that they receive strong social, emotional or instrumental support from their family and peers.
- Anxiety and Depression – the proportion of children and young people likely to receive a clinical diagnosis for an emotional disorder has moderately increased in Renfrewshire since 2011.
- School Engagement -the proportion of children and young people in Renfrewshire who experience difficulties with their engagement with school is the same as other areas in Scotland.
- Adolescent relationships – a significant minority of young people report difficulties in relationships with their boyfriends/girlfriends.
- Conduct problems and hyperactivity – the proportion of children and young people in Renfrewshire who experience problems managing their behaviour has improved slightly since 2011 and is lower than elsewhere in Scotland.
- Exercise – in common with their peers across Scotland, most of Renfrewshire's children and young people do not meet the NHS recommended minimum of one hour's exercise per day.

7. Emerging Priorities

The high level view of the wellbeing data points to the following priorities for action:

- Improving adolescent mental health
- Improving school engagement
- Supporting healthy and safe adolescent relationships
- Increasing exercise for all children and young people

8. Building on our achievements

We are confident that 'Reach for a Better Future' has delivered significant benefits to our children, young people and families over the past three years. We are proud of the work we have done to develop and implement an evidence-based approach to the design and delivery of children's services and the positive impact this has had upon all children and young people as well as some of our most vulnerable families.

The 'Reach for a Better Future' strategy sets out a robust action plan for the delivery of services which meets the needs of children, young people and families across Renfrewshire. We will continue delivery of this action plan while we work over the coming year to refine our actions in line with the output of the strategic needs assessment.

Over the course of the next year we undertake the range of activities necessary to produce a new children's services plan which aligns with the requirements of the new Act and fulfils our aspirations for Renfrewshire's children, young people and communities. (Our approach to developing our new plan is described in Appendix 1).

A new Renfrewshire Children's Services Partnership Plan will be operational on 1 April 2018. It will be a truly collaborative production involving children and young people, community planning partners and the widest range of 'other service providers' and 'relevant persons'. Our new plan will set the strategic agenda for children's services improvement and describe the performance framework through which we will specify outcomes, track progress and report impact.

9. Options Appraisal

How we will continue to deliver improved outcomes?

We will continue to progress the action plan arising from the Joint Inspection of our services for children and young people. We have implemented a new process to record joint decision-making in child protection referrals and are monitoring its operational delivery closely. Work is also ongoing to improve the quality and consistency of assessments, chronologies and SMART care planning. Multi-agency training is already showing a positive impact in improving these practice issues.

The wellbeing data shows that most children and young people in Renfrewshire are happy, healthy and achieving. We recognise the role of mainstream supports within schools as well as the extra-curricular sports and other activities in supporting positive wellbeing and we will consult with children and young people about how we might strengthen these further.

Health partners are exploring new approaches to improving developmental outcomes for pre-term babies in Renfrewshire. Work is focussed on ensuring early identification of need and provision of support as necessary throughout childhood. We will explore what more we can do to raise awareness of the potential developmental implications of pre-term births within pre-five establishments.

Reducing the incidence of domestic violence and its impact upon children and young people is a key priority in Renfrewshire. We will continue to monitor the implementation of a range of new services delivered across the partnership. We aim to embed the 'Safe and Together' model of working across services and we will evaluate the impact of this as we move forward.

Continue work to extend the reach of the Psychology of Parenting Programme (PoPP) across all localities within Renfrewshire. We will expand training opportunities to more staff in pre-five centres and level 4 group Triple P to staff in health visiting teams to expand the reach of the programme to more families in need of support.

We will explore ways of improving the range and accessibility of services to support parents in their parenting role.

During 2017/18 we will continue work between the Children and Young People Health Improvement team and the NHSGGC Sexual Health and Relationships Team to evaluate the delivery of the Relationships and Sexual Health Education (RSHPE) curriculum and use of associated resources within Renfrewshire's non-denominational schools.

Head Teachers are currently working on individual school approaches to allocating the Pupil Equity Fund to

meet the needs of their children, young people and families.

We will work with partners Renfrewshire Leisure to find effective ways of increasing the amount of exercise taken by children and young people. We will consult widely with children and young people to fully understand what gets in the way of them doing more exercise and identify opportunities within their families, schools and communities to encourage more active lifestyles.

Workforce development

Our staff are our most important resource. We rely on a confident, knowledgeable and well supported workforce to deliver the services necessary to improve outcomes for children and young people.

Renfrewshire Children's Services has commenced implementation of a new, competency-based supervision approach with social work staff which aims to raise standards of professional practice by focussing on reflective practice and continuous professional development.

Children's Services education staff have a focus on strengthening the professional development of teachers and support staff to ensure that they have the skills and knowledge they need to meet the diverse needs of children and young people. Within the portfolio of professional training opportunities, there is an emphasis upon equipping teachers to better respond to the needs of the most vulnerable children and those with additional support needs.

Across Health services, the GIRFEC National Practice Model is becoming embedded across services. It provides clarity of expectations for practitioners and promotes their confidence in decision-making. The framework has delivered greater consistency in the gathering, recording and analysis of information and is key to child-centred assessments and care plans. The Model is underpinned by extensive multi-agency planning and feedback from service users and practitioners is that it is working to improve the quality of assessments and deliver more joined-up support services.

We want to develop a distinct 'Renfrewshire way' of delivering children's services. We want Renfrewshire to be a place where we're all proud to work for the benefit of children and communities.

10. Next Steps

What's getting in the way of our children and young people's wellbeing?

We want our new plan to get it right for every child and young person in Renfrewshire. The wellbeing survey data has identified a number of issues which are getting in the way of children and young people's wellbeing. We need to explore further the causes and impacts of these issues and to understand how we can work together to safeguard, support and promote the wellbeing of local children and young people.

Some key areas of inquiry are:

- Young people have told us that they often feel anxious about their use of social media and don't always know how to keep safe on-line. We will find a way to support young people to make safe choices about social media use and explore how health services can better support those experiencing on-line bullying.
- We think that social media might be a driver of concerns about emotional control in adolescent relationships. We will consult with young people and frontline professionals to understand more about the role and impact of social media in young people's relationships. We will explore the potential use of a new programme called 'Face Up' to support healthy teenage relationships.
- We know that adults who had a negative experience at school find it difficult to support their own children at school. We will work with colleagues in schools to develop new ways of positively engaging parents in school activities.
- We know that there are many reasons why children and young people choose not to engage in physical activity. We will work to identify opportunities for us to influence positive choices.
- Young people tell us that there are sometimes practical reasons around changing facilities and timetabling which dissuade them from participating in school sport. We will work together with partners in schools to develop solutions to these issues.
- We recognise that we have work to do to get ready for the implementation of the new Carers Act. We will refresh our forum for young carers to include a broader range of children and young people with caring roles with the aim of developing a needs-led suite of services for young carers.

Appendix 1: How we will develop our new Children's Services Plan

We want to get it right for every child in Renfrewshire. We will do this by following a logic-modelling approach which starts with our vision of the future and describes the actions we need to take to achieve our goals.

1.1 Hearing the Voice of Our Children and Young People

The wellbeing data provides us with a very clear view of children and young people's experience. We want to share this data with the widest possible group of children and young people to 'sense-check' the information and to develop a comprehensive understanding of the data. We will explore with children and young people their perceptions of particular wellbeing issues and use their feedback to inform decision making.

Across the wider partnership, we have an active Participation Strategy which sets out our vision and actions for improving the participation of children and young people in all aspects of decision making. We have a number of well-embedded methods to hear the voices of children and young people in Renfrewshire, including approaches to consult and uphold the rights of our most vulnerable children and young people, and these will be harnessed in the development of our new plan. Renfrewshire has a pro-active strategy

Children's Champions' Board

In its joint inspection of services for children and young people in Renfrewshire in December 2015, the Care Inspectorate cited the Children's Champions' Board as a very positive initiative to support and empower vulnerable young people and noted its function to provide care experienced young people with direct access to their corporate parents. The Care Inspectorate noted that the Champions' Board enabled young people to influence the development of policies and practices which have a direct impact upon their lives.

1.2 Consultation and engagement with 'other service providers' and 'relevant persons'

We recognise that a children's services plan is a process not an event. Our plan will never be 'complete'. It will be used as a dynamic tool to set the strategic agenda for children's services and establish the framework for tracking progress and measuring impact.

We want to provide a range of opportunities for planning partners and others as specified in the Statutory Guidance to participate meaningfully in the development, implementation and evaluation of our children's services plan.

The new Children and Young People (Scotland) Act 2014 and the new Community Empowerment Act (2016) present us with an opportunity to review and strengthen our community engagement structures and processes. Our objective is to give expression to the requirements of the new Guidance to engage and consult with the widest range of stakeholders, communities and individuals, and to provide them with an effective opportunity to participate in or contribute to the preparation of the plan.

1.3 Building Capacity

We recognise that not all those organisations, individuals and groups who might wish to be involved in the planning process have the capacity to do so.

We will work closely with Engage Renfrewshire and other key third sector partners to broaden the reach of our voluntary sector fora and to develop the capacity of voluntary sector organisations to more fully participate in the development of our new plan. We want to achieve agreement between all planning partners and participants about the priorities for children's services and the manner in which we will measure outcomes.

Our aim is to develop a shared outcomes framework which will see all children's service providers integrating their data and adapting how they collect, track and share data to ensure that we put greater focus on measuring outcomes and what really matters to Renfrewshire's children, young people and families.

Sharing priorities and harmonising data will enable us to develop a 'data dashboard' which will show the real-time progress of services towards achieving our shared priorities. A data dashboard will enable the Children's Services Partnership Plan governance group to adapt activities and refine targets. It will also mean that we have at our disposal the necessary information to deliver a robust annual evaluation of the plan as per the new Statutory Guidance.

Community Support for Families

Social Prescribing, sometimes referred to as a community referral, is well established in Renfrewshire. It is a way of enabling GPs, nurses and other primary health care professionals to refer people to a range of local, non-clinical services, for example parenting support groups, drop-in centres and counselling services.

Social prescribing is helping some of our most vulnerable families to better manage mental health difficulties and overcome social isolation. By better connecting parents with local support services, social prescribing helps to strengthen parenting and improve experiences for children and young people.

1.4 A Joined-Up Children's Services Plan

We will seize the opportunity presented by the new children's services planning requirements to produce a comprehensive Plan which brings together all children's services plans and strategies.

Renfrewshire's Children's Rights and Participation Strategy, Corporate Parenting Strategy and Young Carers' Strategy will be refreshed alongside our Children's Services Partnership Plan development activities. Furthermore, we will harmonise the reporting timescales and processes such that all children's services related plans and strategies are evaluated and reviewed as one.

A consolidated Children's Services Partnership Plan will facilitate greater co-ordination between related activities and provide greater clarity about how partners are safeguarding, supporting and promoting children's wellbeing. The new Plan will thus provide a more readily accessible and joined-up narrative account of how we will get it right for every child in Renfrewshire.

1.5 Young Carers

We are currently working with community planning partners and other service providers to identify all young carers in Renfrewshire.

Our wellbeing survey tells us that we have more than 220 children and young people aged 9 – 16 years who provide daily care, such as helping with washing and dressing, cooking and cleaning, for a parent or relative who lives in their home.

While many families with young carers are in contact with services and receive support, we know that too few young carers receive specific support in relation to their role. We are also aware that there are others who, for a variety of reasons, are not known to us. We aim to identify these 'hidden' young carers and assess their wellbeing needs.

We will ensure that we are ready for the implementation in April 2018 of the new Carers (Scotland) Act 2016 by integrating the scoping and preparatory work within

the process for developing our new Children's Services Partnership Plan.

In line with our over-arching GIRFEC objectives, we will embed our young carer eligibility criteria within our new Children's Services Partnership Plan and align our process for Young Carer Statements with our Child's Plan framework.

It is essential that we work in partnership with colleagues in adult services to get it right for young carers. We will work with adult services professionals to raise awareness of young carers' issues and raise the profile of the new Act. Work is currently ongoing with partners to develop processes to ensure that young carers are identified and referred to Children's Services for assessment and support.

We want to ensure that the voice of young carers is heard in the strategic planning of adult services. We will collaborate with the Integrated Joint Board Strategic Planning Group to find ways for young carers to influence the design and delivery of services.

1.6 Corporate Parenting

In its December 2015 report, the Care Inspectorate noted the 'strong commitment' of Renfrewshire partners to the corporate parenting approach for looked after children and young people. Our cohesive and effective structures of multiagency implementation groups were found to be effective at fulfilling our corporate parenting obligations and making sure that it delivered positive outcomes for children, young people and their families.

We have worked closely over several years with partners at Who Cares? Scotland to develop our approach to improving outcomes for care experienced young people. Our Corporate Parenting approach has delivered considerable improvements to the lives of looked after and care experienced young people, particularly as regards positive destinations post school and transition to employment.

Renfrewshire community planning partners are currently in the process of refreshing our Corporate Parenting Strategy. We want to build on the good work already delivered and consider how we can be even more responsive to the needs of our looked after children and young people.

1.7 Children's Rights and Participation

Renfrewshire has a strategy agreed across the partnership which sets out our vision for the participation of children and young people in decision making across the authority.

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

We will seize the opportunity presented by the new statutory requirements to review our participation strategy and to develop new approaches to broaden the involvement of children and young people in the development and implementation of our new children's services plan.

We regard participation in decision making about matters which affect children and young people's lives as a basic right. As such, we will bring together our strategies for giving further effect to the United Nations Convention on the Rights of the Child with our participation strategy. This 'Children and Young People's Rights and Participation Strategy' will be developed alongside and included within our new children's services plan.

Partners at Barnardo's deliver high quality and innovative advocacy services to our children and young people who are involved in statutory processes (Children's Hearings) and who live at home. Barnardo's have developed innovative methods for ensuring children and young people have a range of opportunities for having their say at Children's Hearings. A particularly innovative example is the use of multi-media applications to enable children and young people to record a video or create an avatar which conveys their views to Children's Panel members.

1.8 Scottish Attainment Challenge and Pupil Equity Fund

The development and delivery of our new Children's Services Partnership Plan will be informed by the work being undertaken in respect of the Scottish Attainment Challenge and the Pupil Equity Fund. We will ensure that our plan links to the wider educational outcomes we seek for Renfrewshire's children and young people.



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

On: **1 June 2017**

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

Heading: **Children's Services Annual Health and Safety Report
2016/2017 and Action Plan 2017/2018**

1. Summary

- 1.1. The council's health and safety policy places a responsibility on each service to prepare an annual report evaluating the management of health and safety within the service.
- 1.2. The Children's services report for 2016/17 is attached as appendix 1. This sets out the arrangements for the management of health and safety within the service and demonstrates the service's commitment to continuous improvement in health and safety performances summarising the achievements to March 2017 for both education and social work.

Appendix 2 outlines a joint action plan, detailing the actions which the service aims to take by March 2018 for Children's services to consolidate and improve health and safety practice.

- 1.3. Children's services have a proactive approach to health and safety. This is evidenced by the attainment of accreditation and certification to BS OHSAS 18001:2007 with recommendation that the registration be continued. The standard measures the suitability and effectiveness of the service's occupational health and safety management systems.
 - 1.4. Following discussion at the Children's Services Health and Safety meeting about the frequency of the meetings it was recommended that the Education and Children's policy board approve a change of meetings from quarterly to bi-annually.
-

2. Recommendations

- 2.1. The education and children's services policy board is asked to:
 - i) note the content of the report at Appendix 1;

- ii) approve the health and safety action plan for 2017/2018 at Appendix 2;
and
 - iii) approve the frequency of meetings from quarterly to bi-annually.
-

3. Background

- 3.1. Children's Services offer guidance, care and support to children. It ensures the range of needs experienced by vulnerable people, their families and communities are effectively met. This is achieved through close working relationships across other council services, other local authorities, public agencies, users and carers, their representatives and the independent and voluntary sectors.
 - 3.2. The annual report provides information on the implementation of Children's Services health and safety policy and identifies areas for future and continued action. These actions are identified in the health and safety action plan 2017/2018 which is included as appendix 2 to this report.
 - 3.3. The creation of this annual report has been supported by the corporate health and safety section.
-

Implications of this report

1. Financial Implications

Continuing to improve health and safety performance will reduce accidents / occupational ill health and associated costs.

2. HR and Organisational Development Implications

This report supports the Council's commitment to the health, safety and welfare of employees and service users.

3. Community Plan/Council Plan Implications

Children and Young People	- Protecting and supporting children and young people at risk in a safe environment.
Community care, health & wellbeing	- Improving the physical and emotional wellbeing of service users and employees across the Council through effective health and safety management and practice.
Jobs and the Economy	- Recognising that Council employees are its most valuable asset and providing training and support to allow them to develop within the organisation and gain the skills and experience necessary to provide top quality services to service users.
Safer and Stronger	- Facilitating the health, safety and well being of our service users and employees by ensuring appropriate policies and

procedures are developed and adhered to and that all legal requirements for health and safety are fulfilled.

4. Legal Implications

The Council will continue to comply with current health and safety legislation.

5. Property/Assets Implications

Implementation of the council's health and safety policy will ensure sustainability in service delivery.

6. Information Technology Implications

The health and safety databases are facilitated through the Council's email server system.

7. Equality and Human Rights Implications

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 for example it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the council's website.

8. Health and Safety Implications

This policy reflects the commitment of the director, heads of service and managers to ensure that the main priorities for action are achieved within an environment, which is safe and is not harmful to the health of employees, clients and other users.

9. Procurement Implications

None.

10. Risk Implications

This report supports the overarching management of risk within the council.

11. Privacy Impact

None.

List of Background Papers

- (a) Departmental Annual Health & Safety Report 2015/16 and Action Plan 2016/2017 ECPB 12 May 2016

The foregoing background papers will be retained within Children's Services for inspection by the public for the prescribed period of four years from the date of the meeting.

Author: Laura Baillie, Resources Support Manager, 0141 618 7185
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Children's Services

Annual Health and Safety Report

2016/2017

This annual report is prepared by Children's Services in accordance with Renfrewshire Council's Health and Safety Policy and Plan. The purpose of this report is to evaluate the health and safety performance of the service during the year 2016/2017 and set future health and safety objectives.

1. Management of health and safety within the service

1.1 Broad context of health and safety policy

The objective of Children's Services is to ensure that health, safety and well being is an integral part of its business. The service seeks to continually improve its health and safety performance and to further develop the positive response amongst its staff and service users.

2. Organisation of implementing health and safety management

- 2.1 The senior leadership team (SLT) monitors and reviews all service health and safety issues. It is chaired by the Director of Children's Services with senior representatives across the service. This group considers the formulation and implementation of the service's health and safety policy and plan, determines and prioritises service issues and monitors the health and safety plan. This group meets on an approximately six weekly cycle and health and safety is a standing agenda item.

The Head of Development or a suitable representative attends the Corporate Health and Safety Committee.

The bi-annual Children's Services Health and Safety Planning Group (CSHSPG) comprises of wide representation across the service and is chaired by the Head of Schools. Progress of the service's health and safety plan is monitored by this group and updated every quarter.

The operational responsibility for maintaining and progressing actions within the annual health and safety plan is through the Finance and Resources, HR and Organisational Development, (FACS, H.R. and O.D.) health and safety section and Children's Services Resources Support Manager.

The service's health and safety plan outlines the key objectives and related actions which require attention within the service. This dictates the main health and safety focus of the SLT in order to ensure continuous improvement in health and safety matters.

2.2 Consultation mechanisms

The CSHSPG is chaired by the Head of Schools and both management and trade unions are represented. Consultation takes place at these meetings on the development of any health and safety policies or initiatives being planned across the service.

Following the achievement of the Healthy Working Lives Gold Award, the Corporate Health Improvements Group (CHIG) continues to be instrumental in highlighting health issues to employees and to the community. The group is chaired by the Health Improvement Manager and made up of a cross-section of council employees and representatives from the occupational health service.

Health and safety is a standing item on the agendas of team meetings across the service.

Service statistics are provided quarterly for accidents and violence and aggression incidents and reviewed/discussed at the CSHSPG. The group acknowledges that, due to the nature of the service, it would not be possible to stop all violent and aggressive incidents occurring but it is possible to seek to reduce the incidence and severity.

The service cascades relevant information, advice and guidance which is received from the Health and Safety team and other relevant organisations.

Local communications have been produced at a local level, for example within residential units, staff notice boards are used to convey local safety arrangements.

3. Planning and setting standards

3.1 Setting of health and safety objectives

The service's accreditation to BS OHSAS 18001: 2007 measures the suitability and effectiveness of the Service's health and safety management systems. The accreditation process continued on a sampling basis during 2016/17 as part of the overarching Council's BS OHSAS 18001: 2007 assessment plan. Children's Services were last audited during November 2016.

Inspections are carried out in educational, residential and home care services by the Care Inspectorate. Inspections are either announced or unannounced and address national standards which include health and safety arrangements within each of the premises.

Further to this, Scottish Fire and Rescue also undertake inspections within residential units to ensure compliance with the requirements of the Fire Scotland Act 2005. The health and safety section assist on request.

Risk assessments are undertaken by staff within the service with support and advice from the health and safety section where required. Areas covered include moving and handling, violence and aggression, lone working, fire safety, educational excursions, display screen equipment and general office/working environment.

Personal Emergency Evacuation Plans continue to be undertaken by management representatives with guidance from the health and safety section when required.

Use of the General Risk Assessment Database (GRAD) and risk assessment templates on RENFO have increased across the service. This is attributed to by the following:

- Increasing awareness by regularly monitoring the service's related Performance Indicator and related actions within the 2016/17, health and safety plan at the CSHSPG;

- Managers/supervisors undertaking corporate training courses namely general risk assessment and IOSH Supervising/Managing Safely;
- highlighting risk assessments to managers during planned inspections, audits and site visits; and
- providing training/mentoring on GRAD upon request.

Within establishments it is important where risks have been identified, risk assessments are carried out and adequate controls are established. Managers and heads of establishments are required to carry out or arrange for risk assessments to be carried out as and when appropriate.

Generic risk assessments, curricular and non-curricular are available on Renfo. It is the responsibility of the manager / head of each establishment to customise the risk assessments for their own establishment.

Children's Services carry out individual risk assessment for pupils who exhibit challenging behavior. It is important that members of staff are protected and that specific needs of children are addressed to allow them to access a full curriculum.

Portable appliance testing continues to be undertaken in line with Corporate Guidance Document HR Circular 06/11 – Revised Guidance on Inspection, Maintenance and Use of Portable Electrical Appliances. Testing is organised by the Corporate Landlord Section currently based within Development and Housing Services.

Following the implementation of the Noise at Work Regulations 2006, which came into force within the music and entertainment sectors on 6 April 2008, a programme of audiometric testing has been put in place for members of staff who have been identified as being at risk. This testing is conducted by the Council's occupational health service.

3.2 Training

The training undertaken within Children's Services supports the outcomes of the service requirements, individual training needs and the result of risk assessments. To enable this, the service has a dedicated training section which offer bespoke training courses that address the needs of the staff and complement the courses offered corporately. The training section is an accredited provider of SVQ training and within the curriculum there is a requirement to provide adequate health and safety knowledge to enable participants to evidence and practice their acquired knowledge for assessment purposes. This training has been further developed to incorporate Dealing with Violent Incidents, Moving and Handling, Health Emergencies and Infection Control training. Additional training may be outsourced to further education colleges or external agencies as appropriate.

Training needs analysis and individual development plans are also part of the service's processes and this supports the identification of health and safety training needs.

4. Measuring performance

4.1 Active monitoring

An audit is a systematic examination of the health and safety management systems in place including implementation of policies, procedures, training and safety awareness of staff. An inspection is the physical examination of the workplace including tools and equipment. The service is externally audited in line with the Council's overarching plan to ensure standards meet those required to continue accreditation to BS OHSAS 18001:2007.

The BS OHSAS 18001:2007 audits conducted during 2016-17 focused on the health and safety management system within establishments. Support was provided to establishments in preparation for the audits.

A formal inspection programme for 2016-17 was compiled by the health and safety section for all Council premises. Within children's services, premises are assigned either a high, medium or low risk rating. Residential units were assigned a high risk rating given the vulnerable nature of the clients and the residential setting. There is a constant focus on various aspects of health and safety within residential units.

Inspections were undertaken on a sampling basis and managers/heads are asked to consider sharing findings with all other colleagues.

The service's proactive health and safety performance indicators (PI) are discussed/monitored at the extended SLT and the CSHSPG.

4.2 Re-active monitoring

4.2.1 The performance of the service is measured internally by recording, collating and reporting the number of accidents/incidents and violent incidents within Children's Services through the Accident and Incident Recording Database (AIRD). This action includes:

- promoting the importance of reporting all incidents, accidents, acts of violence and/or aggression to staff. This allows for the identification of any trends within the service;
- Where appropriate issuing information to all establishments to notify them of any generic health and safety concerns arising from reported incidents. Also allows for accident investigation at line management level;
- highlighting good practice identified and endeavouring to implement this practice across all establishments; and
- ensuring that all relevant health and safety information is disseminated to employees and service users.

4.2.2 A systematic examination of health and safety management information is in place. This includes in depth analysis of accident/incident reports by type of incident, causal factor, trend, and establishment. The monitoring arrangement also includes in-depth analysis of incidents including violence towards staff.

- 4.2.3 A programme of inspection of Children's Services estate in preparation for audit visits has been established.
- 4.2.4 The service will continue to monitor and respond to incidents taking action as appropriate.

5. Review of Health and Safety Management

5.1 Health and safety activities

The implications of the Scottish Manual Handling Passport on the Council as a whole is being considered, an implementation plan is under development.

The Service worked in partnership with Finance and Resources and the occupational health service to promote health and well being for staff. The Health Improvement manager was a key contributor to the Council's Healthy Working lives award maintenance programme.

The corporate health and safety section provided support in various areas. Various site visits were undertaken throughout the year. Once results of audits were collated, support and advice was provided to managers.

5.2 Occupational Health

The Service utilises the occupational health service to assist with the managing absence process within the Council. The service recognises that early intervention can support staff return to work, reducing absence levels and the associated costs.

5.3 Corporate Landlord

The Corporate Landlord arranges statutory testing within Council owned properties. Their remit includes managing Legionella checks, periodic testing of electrical hardwiring as well as gas boilers. Repairs are now logged by each unit via the Corporate Asset Management Information System (CAMIS)

5.4 Joint Working with Scottish Fire and Rescue (SFR)

The SFR are responsible for enforcing the Fire (Scotland) Act 2005. Assistance is provided where joint inspections/visits require to be held.

5.5 Training

As well as health and safety training being made available by the health and safety section via the corporate training planner, establishments can request on site training if required. Alternatively some training may be outsourced to further education colleges or external agencies where appropriate.

6. Future objectives – Health and Safety Plan for 2017-18

The health and safety plan for 2017-18 is attached at Appendix 2 to this report and covers the main objectives set out below.

Audits/Inspections 2017-18

An internal audit plan will be taken forward for the service for 2017-18 by the health and safety team in order to assess the existing health and safety management system (on a sampling basis).

An inspection programme for 2017-18 will be arranged and communicated to relevant establishments on a sampling basis according to the risk rating of premises. Inspections will be undertaken by the health and safety team.

In order to encourage establishments to undertake an annual Workplace Observation Inspection Reports (WOIRs), a service template will be distributed to all establishments and monitored within the health and safety plan to review compliance.

Risk Assessments

Are recorded within the General Risk Assessment Database (GRAD) and also within RENFO for educational establishments.

Electronic Display Screen Equipment (DSE) Assessment

It is recommended the uptake of the electronic DSE assessment tool continues to be monitored by the CSHSPG during 2017-18.

Administration of Medicine

Review of current Administration of Medicine Policy to be taken forward to meet the needs of Care Inspectorate guidance.

Technical Department Code of Practice

Review of Code of Practice for Technical Department to taken forward to bring it in line with current teaching practices.











CHILDREN'S SERVICES (EDUCATION)





























HEALTH AND SAFETY ACTION PLAN 2016 - 2017

Final Status Report

Children's Services H&S Action Plan 2016 17

Report Author: Laura Baillie
Generated on: 14 March 2017

Code & Title	Description	Planned Start Date	Due Date	Status Icon	Progress Bar	Latest Note
CSHSAP2016 Children's Services Health and Safety Action Plan 2016 - 2017	OVERALL SUMMARY INDICATOR	01-Apr-2016	31-Mar-2017		<div><div>98%</div></div>	
CSHSAP2016.1 Compliance with Corporate Health and Safety Policy	SUMMARY INDICATOR - COMPLIANCE WITH CORPORATE H&S POLICY	01-Apr-2016	31-Mar-2017		<div><div>100%</div></div>	
CSHSAP2016.2 Statutory Compliance	Summary Indicator - Statutory Compliance	01-Apr-2016	31-Mar-2017		<div><div>100%</div></div>	
CSHSAP2016.2.1 Statutory Compliance - Property	Continue to have maintenance checks and remedial works carried out. Establishments to record requests within electronic CAMIS system where appropriate.	01-Apr-2016	31-Mar-2017		<div><div>100%</div></div>	
CSHSAP2016.2.2 Fire Risk Assessment	In accordance with legislation fire risk assessments will be reviewed and revised as necessary to include assessment of PEEP (personal emergency evacuation plans) for staff, clients or frequent users of the service.	01-Apr-2016	31-Mar-2017		<div><div>100%</div></div>	
CSHSAP2016.2.3 General Risk Assessment	Monitor risk assessments recorded on GRAD and on RENFO (for educational establishments). Ensure required reviews have been taken forward.	01-Apr-2016	31-Mar-2017		<div><div>100%</div></div>	
CSHSAP2016.2.4 Display Screen Assessments	Monitor the implementation and management of display screen equipment self assessments for appropriate employees	01-Apr-2016	31-Mar-2017		<div><div>100%</div></div>	
CSHSAP2016.2.5 Manual Handling Activities	Ensure manual handling activities within the service have been identified and suitably risk assessed	01-Apr-2016	31-Mar-2017		<div><div>100%</div></div>	
CSHSAP2016.3 Inspection programme	SUMMARY INDICATOR - INSPECTION PROGRAMME	01-Apr-2016	31-Mar-2017		<div><div>100%</div></div>	
CSHSAP2016.3.1 Establishment WOIR Inspections	WOIR inspections in establishments to include education establishments joint inspection with trade union representatives. Ongoing - annual programme in place.	01-Apr-2016	31-Mar-2017		<div><div>100%</div></div>	

CSHSAP2016.3.2 Audit of Children's Services establishments by corporate services health and safety team.	Audit of establishments by corporate services	01-Apr-2016	31-Mar-2017			
CSHSAP2016.4 Planning and setting standards	SUMMARY INDICATOR - PLANNING & SETTING STANDARDS	01-Apr-2016	31-Mar-2017			
CSHSAP2016.4.1 Preparation for BSI	Preparation to achieve accreditation to BSI Occupational Health and Safety Assessment Series (OHSAS) 18001:2007.	01-Apr-2016	31-Mar-2017			
CSHSAP2016.4.2 Analyse accidents and incidents	Quarterly reporting of departmental stats from AIRD system.	01-Apr-2016	31-Mar-2017			
CSHSAP2016.4.3 Analyse violent and aggressive incidents	Quarterly reporting of stats from departmental database. Discuss at Violent Incident Review Group	01-Apr-2016	31-Mar-2017			
CSHSAP2016.4.4 Provide Health and Safety Report to Corporate Health and Safety Committee	Preparation of quarterly report to corporate health and safety committee.	01-Apr-2016	31-Mar-2017			
CSHSAP2016.4.5 Frequency of Children's Services health and safety planning meeting	Quarterly departmental meetings to be held with other sectors and trade unions.	01-Apr-2016	31-Mar-2017			
CSHSAP2016.5 Review of Health and Safety Management	SUMMARY INDICATOR - COMMUNICATION	01-Apr-2016	31-Mar-2017			
CSHSAP2016.5.1 Issue policy/guidance to staff on safety / health related matters	Communicate forthcoming external and internal H&S campaigns to the staff and participate where appropriate	01-Apr-2016	31-Mar-2017			
CSHSAP2016.5.2 Review Educational Excursions Policy	Review Standard Circulars 33 & 48 in line with new Scottish Government Guidance "Going Out There"	01-Apr-2016	31-Mar-2017			
CSHSAP2016.5.3 Review of Administration of Medicine Policy	Review policy to meet the needs of Care Inspectorate guidance.	01-Apr-2016	31-Mar-2017			Council policy being reviewed to take into account NHS guidance in this area
CSHSAP2016.6 Training	SUMMARY INDICATOR - TRAINING	01-Apr-2016	31-Mar-2017			
CSHSAP2016.6.1 Moving / Handling Training	Service to provide appropriate training for employees undertaking manual handling activities. Scottish Manual Handling Passport for the Council as a whole is being considered at a corporate level. The service will require to take forward actions as appropriate.	01-Apr-2016	31-Mar-2017			
CSHSAP2016.6.2 Staff Training	Ensure staff receive training as appropriate to include: - Induction, IOSH Working /	01-Apr-2017	31-Mar-2017			

	Supervising / Managing Safety, First Aid, COSHH, Fire Warden / Emergency Evacuation / Fire Risk Assessment, DSE, Management of Challenging Behaviour							
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CHILDREN'S SERVICES

HEALTH AND SAFETY PLANNING GROUP













(CSHSPG)


ACTION PLAN 2017 - 2018

Children's Services H&S Action Plan 2017 18



Code & Title	Description	Planned Start Date	Due Date	Status Icon	Progress Bar	Completed Date	Latest Note
CSHSAP2016.3.1 Establishment WOIR Inspections	WOIR inspections in establishments to include education establishments joint inspection with trade union representatives. Ongoing - annual programme in place.	01-Apr-2017	31-Mar-2018		<div><div></div></div> 0%		
CSHSAP2017 Children's Services Health and Safety Action Plan 2017 -2018	OVERALL SUMMARY INDICATOR	01-Apr-2017	31-Mar-2018		<div><div></div></div> 0%		
CSHSAP2017.1 Compliance with Corporate Health and Safety Policy	SUMMARY INDICATOR - COMPLIANCE WITH CORPORATE H&S POLICY	01-Apr-2017	31-Mar-2018		<div><div></div></div> 0%		
CSHSAP2017.1.1 Review and update Children's Services Health and Safety Policy and Plan	Review H&S Policy (3 yearly) and Annual Plan	01-Apr-2017	31-Mar-2018		<div><div></div></div> 0%		
CSHSAP2017.1.2 Ensure compliance with current legislation	Review and update current health and safety procedures and guidance across Children's Services estate.	01-Apr-2017	31-Mar-2018		<div><div></div></div> 0%		
CSHSAP2017.2 Statutory Compliance	Summary Indicator - Statutory Compliance	01-Apr-2017	31-Mar-2018		<div><div></div></div> 0%		
CSHSAP2017.2.1 Statutory Compliance - Property	Continue to have maintenance checks and remedial works carried out. Establishments to record requests within electronic CAMIS system where appropriate.	01-Apr-2017	31-Mar-2018		<div><div></div></div> 0%		
CSHSAP2017.2.2 Fire Risk Assessment	In accordance with legislation fire risk assessments will be reviewed and revised as necessary to include assessment of PEEP (personal emergency evacuation plans) for staff, clients or frequent users of the service.	01-Apr-2017	31-Mar-2018		<div><div></div></div> 0%		
CSHSAP2017.2.3 General Risk Assessment	Monitor risk assessments recorded on GRAD and on RENFO (for educational establishments). Ensure required reviews have been taken forward.	01-Apr-2017	31-Mar-2018		<div><div></div></div> 0%		

CSHSAP2017.2.4 Display Screen Assessments	Monitor the implementation and management of display screen equipment self assessments for appropriate employees	01-Apr-2017	31-Mar-2018		<div><div></div></div> <div>0%</div>	
CSHSAP2017.2.5 Manual Handling Activities	Ensure manual handling activities within the service have been identified and suitably risk assessed	01-Apr-2017	31-Mar-2018		<div><div></div></div> <div>0%</div>	
CSHSAP2017.3 Inspection programme	SUMMARY INDICATOR - INSPECTION PROGRAMME	01-Apr-2017	31-Mar-2018		<div><div></div></div> <div>0%</div>	
CSHSAP2017.3.2 Audit of Children's Services establishments by corporate services health and safety team.	Audit of establishments by corporate services	01-Apr-2017	31-Mar-2018		<div><div></div></div> <div>0%</div>	
CSHSAP2017.4 Planning and setting standards	SUMMARY INDICATOR - PLANNING & SETTING STANDARDS	01-Apr-2017	31-Mar-2018		<div><div></div></div> <div>0%</div>	
CSHSAP2017.4.1 Preparation for BSI	Preparation to achieve accreditation to BSI Occupational Health and Safety Assessment Series (OHSAS) 18001:2007.	01-Apr-2017	31-Mar-2018		<div><div></div></div> <div>0%</div>	
CSHSAP2017.4.2 Analyse accidents and incidents	Quarterly reporting of departmental stats from AIRD system.	01-Apr-2017	31-Mar-2018		<div><div></div></div> <div>0%</div>	
CSHSAP2017.4.3 Analyse violent and aggressive incidents	Quarterly reporting of stats from departmental database. Discuss at Violent Incident Review Group	01-Apr-2017	31-Mar-2018		<div><div></div></div> <div>0%</div>	
CSHSAP2017.4.4 Provide Health and Safety Report to Corporate Health and Safety Committee	Preparation of quarterly report to corporate health and safety committee.	01-Apr-2017	31-Mar-2018		<div><div></div></div> <div>0%</div>	
CSHSAP2017.4.5 Frequency of Children's Services health and safety planning meeting	Quarterly departmental meetings to be held with other sectors and trade unions.	01-Apr-2017	31-Mar-2018		<div><div></div></div> <div>0%</div>	
CSHSAP2017.5 Review of Health and Safety Management	SUMMARY INDICATOR - COMMUNICATION	01-Apr-2017	31-Mar-2018		<div><div></div></div> <div>0%</div>	
CSHSAP2017.5.1 Issue policy/guidance to staff on safety / health related matters	Communicate forthcoming external and internal H&S campaigns to the staff and participate where appropriate	01-Apr-2017	31-Mar-2018		<div><div></div></div> <div>0%</div>	
CSHSAP2017.5.2 Review Educational Excursions Policy	Review Standard Circulars 33 & 48 in line with new Scottish Government Guidance "Going Out There"	01-Apr-2017	31-Mar-2018		<div><div></div></div> <div>0%</div>	
CSHSAP2017.5.3 Review of Administration of Medicine Policy	Review policy to meet the needs of Care Inspectorate guidance.	01-Apr-2017	31-Mar-2018		<div><div></div></div> <div>0%</div>	
CSHSAP2017.5.4 Review of Technical Department Code of Practice	Review policy to meet the needs of Secondary School Technical Departments	01-Apr-2017	31-Mar-2018		<div><div></div></div> <div>0%</div>	

CSHSAP2017.6 Training	SUMMARY INDICATOR - TRAINING	01-Apr-2017	31-Mar-2018		0%		
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To: Education and Children's Services Policy Board

On: 1 June 2017

Report by: Director of Children's Services

Heading: Inspection of Johnstone High School, Johnstone

1. Summary

- 1.1. Johnstone High School was inspected by Education Scotland in November 2016 as part of a national sample of education provision. The letter to parents, published by Education Scotland on 16 March 2017, is attached as an appendix to this report. The letter to parents is also available from the director of children's services or from the Education Scotland website www.educationscotland.gov.uk
- 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. The letter to parents identified five key strengths of the school. These were:
 - The strong leadership of the headteacher who has a clear vision for what the school can achieve. The headteacher has a relentless drive to ensure the highest possible standards for all young people at Johnstone High School. Together with other leaders, she has made a strong start to bringing about improvements in the school;
 - Most young people are ready to learn, cooperative, and confident in giving their views. They are keen to take an increasingly active role in their learning, and in the life and work of the school;
 - The curriculum is meeting the needs of most young people from S4-S6 through an increasing range of courses and opportunities for achievement; and
 - The school's progress in working with partners to enrich the learning experience of young people.

1.4. The report identified five areas for further improvement:

- Plan and implement improvements in a streamlined way so that the strong vision for the school can be further advanced;
- Through distributed leadership of learning, develop a shared understanding across the school community of what effective teaching, learning and assessment look like. This will ensure consistently high quality learning and teaching in all lessons;
- Ensure staff are aware of their responsibilities for the health and wellbeing of young people across the school;
- Raise attainment and continue to prioritise equity for all young people; and
- Review the curriculum for S1-S3 to ensure that young people at these stages benefit fully from Curriculum for Excellence.

1.5. Children's services has an agreed set of procedures for responding to inspection reports. The school and the service has already prepared an action plan indicating how they will address the points for action in the report, and share this plan with parents.

1.6. Education Scotland has advised that it will continue its engagement with Johnstone High School and will inspect the school in a year's time to evaluate the progress the school has made in implementing the areas for development. A further report will then be brought to the education and children policy board.

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 Johnstone High School.

3. Background

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

3.2. The report includes five 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. In 2015, Children's Services' quality assurance procedures highlighted the lack of progress the school was making in improving its provision. As a result a number of key interventions have been made to improve the work of the school including:

- The appointment of an acting head teacher and an education officer to the school to improve leadership of the school;
- A 'team around the school' being appointed to oversee improvements and to monitor, in collaboration with the acting head teacher, the action plan and to allocate any additional resources which may be required;
- An investment in the quality of teaching resources;

- Repairs to the fabric and interior of the school; and
 - Additional support to the school to resolve outstanding HR issues.
- 3.4. Children's services continues to monitor the improvement in the school and the previous acting head teacher has now been appointed as the substantive head teacher. This will provide much needed consistency in high quality leadership at the school.
- 3.5. A further report by Education Scotland will be provided to parents after the follow through inspection in a year's time. This report will be made available to parents and submitted to the education and children policy board.
- 3.6. 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 this report

1. Financial Implications

None.

2. HR and Organisational Development Implications

None.

3. Community Plan/Council Plan Implications

Children and Young People

- 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.

Community Care, Health and Well-being

- 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 school and nursery's success in promoting healthy lifestyles is evaluated as part of the quality assurance process.

Empowering our Communities

- 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.

Greener

- Participation in the eco-schools programme encourages young people to become environmentally aware.

Jobs and the Economy

- The quality assurance process contributes to our young people becoming successful learners, confident individuals, effective contributors and responsible citizens.

4. **Legal Implications**
Standards in Scotland's Schools etc Act 2000.
 5. **Property/Assets Implications**
None.
 6. **Information Technology Implications**
None.
 7. **Equality and Human Rights Implications**
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.
 8. **Health and Safety Implications**
None.
 9. **Procurement Implications**
None.
 10. **Risk Implications**
None.
 11. **Privacy Impact**
None.
-

List of Background Papers

- (a) None.

Children's Services

TMcE

17 May 2017

Author: Tony McEwan, Education Manager (planning and performance),
Telephone no: 0141 618 7198



21 March 2016

Dear Parent/Carer

In November 2016, a team of inspectors from Education Scotland visited Johnstone High School. During our visit, we talked to parents/carers and young people and worked closely with the headteacher and staff. We gathered evidence to enable us to evaluate the quality of leadership, learning and teaching and young people's achievements and wellbeing.

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

- The strong leadership of the headteacher who has a clear vision for what the school can achieve. The headteacher has a relentless drive to ensure the highest possible standards for all young people at Johnstone High School. Together with other leaders in the school, she has made a strong start to bringing about improvements in the school.
- Most young people are ready to learn, cooperative, and confident in giving their views. They are keen to take an increasingly active role in their learning, and in the life and work of the school.
- The curriculum is meeting the needs of most young people from S4-S6 through an increasing range of courses and opportunities for achievement.
- The school's progress in working with partners to enrich the learning experience of young people.

The following areas for improvement were agreed with the headteacher and representatives from Renfrewshire Council:

- Plan and implement improvements in a streamlined way so that the strong vision for the school can be further advanced.
- Through distributed leadership of learning, develop a shared understanding across the school community of what effective teaching, learning and assessment look like. This will ensure consistently high quality learning and teaching in all lessons.
- Ensure staff are aware of their responsibilities for the health and wellbeing of young people across the school.
- Raise attainment and continue to prioritise equity for all young people.
- Review the curriculum for S1-S3 to ensure that young people at these stages benefit fully from Curriculum for Excellence.

Quality indicators help schools, education authorities and inspectors to judge what is good and what needs to be improved in the work of the school. You can find these quality indicators in the publication *How good is our school*¹? 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 Johnstone High School

Leadership of change	satisfactory
Learning, teaching and assessment	satisfactory
Raising attainment and achievement	satisfactory
Ensuring wellbeing, equality and inclusion	weak

The letter and a more detailed summary of inspection findings will be available on the Education Scotland website at <https://education.gov.scot/reports/renfrewshire/8628130>

What happens next?

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. We will discuss with Renfrewshire Council the details of this inspection. Following our return to inspect the school, we will write to you as parents/carers informing you of the progress the school has made.

Guch Dhillon
HM Inspector

¹ How good is our school? (4th Edition) 2015 [How good is our school? \(fourth edition\)](#)

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To: Education and Children's Services Policy Board

On: 1st June 2017

Report by: Director of Finance & Resources

Heading: Land within grounds of Renfrew High School, Haining Road, Renfrew

1. Summary

- 1.1 This report seeks authority to declare the land, shown outlined on the attached plan, surplus to the Council's requirements in order that a disposal to SGN (Scottish Gas Networks) can occur, for the purpose of installing a gas governor.
-

2. Recommendations

It is recommended that the Board:-

- 2.1 Declare the land at Haining Road, Renfrew shown outlined on the attached plan surplus to the Council's requirements.
- 2.2 Authorise the Head of Property to dispose of the land to SGN, and to allow a right of access over the secondary entry to the site.
- 2.3 Authorise the Head of Corporate Governance to conclude the sale incorporating into the bargain such terms and conditions as may be deemed necessary to protect the Council's interest.
-

3. **Background**

- 3.1 SGN advised of a need for additional capacity at this location, and for a new gas governor to be installed to serve this area of Renfrew. Having looked at suitable sites, they approached the Council regarding the site indicated on plan E2604 attached, and asked to acquire the land.
 - 3.2 The land is located on the western edge of the site, adjacent to the public footpath. Access would need to be taken from a staff only entrance to the school. Access would be required for installation works and for maintenance purposes thereafter. A right of access in favour of SGN would be granted to accommodate this.
 - 3.3 Following clarification with Children's Services, Officers have agreed to seek authority to declare the site surplus.
 - 3.4 The purchase price is at a level that the Head of Property will utilise delegated powers should the Board agree to the surplus declaration.
-

Implications of the Report

- 1. **Financial** – Capital receipt of £2,800.
- 2. **HR & Organisational Development** – None.
- 3. **Community Planning** – None.
- 4. **Legal** – Disposal of land to be concluded.
- 5. **Property/Assets** – As per this report.
- 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 no groups or individuals have any involvement currently at the property. 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.
-

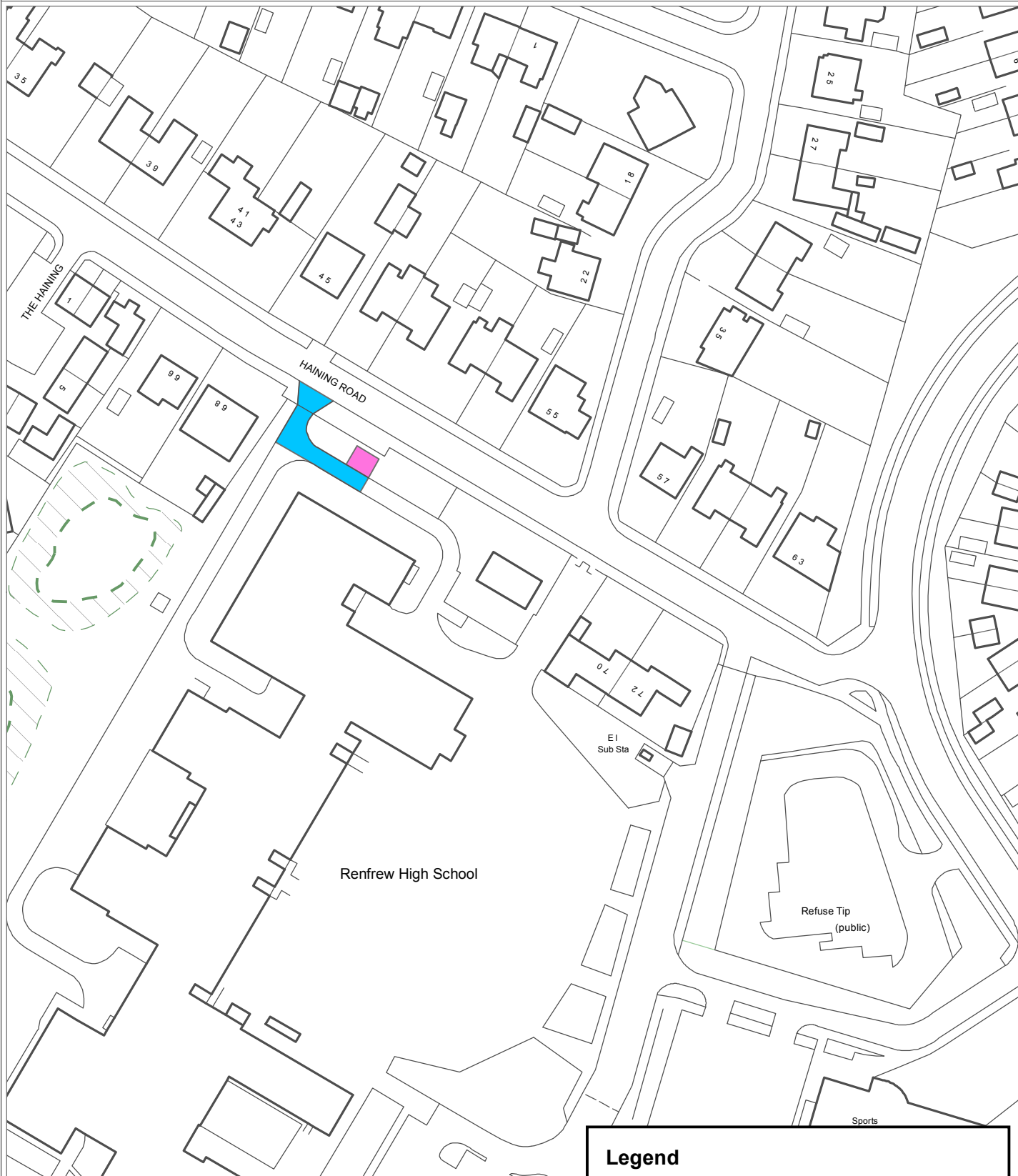
Author: Kalesha Mayne
Student Valuer
0141 618 7789
kalesha.mayne@renfrewshire.gov.uk

Land at Haining Road, Renfrew

Disposal Plan Ref. E2604

User: howardhaughj2

Date: 08/03/2017



Legend

- Area to be disposed extends to 30sqm or thereby
- Right of access in favour of SGN

Notes:

