



To: Leadership Board

On: 19 June 2024

Report by: Chief Executive

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

1. Summary

- 1.1 In September 2022, the Council approved a new Council Plan for Renfrewshire, which set the strategic direction and vision for Renfrewshire, covering the period 2022 to 2027. The Plan replaced the previous Council Plan for 2017 to 2022. At this mid point in the Plan's term, it has been reviewed to reflect our current context and local needs, and an updated version is also being presented to this Board.
- 1.2 The Council Plan sits alongside a refreshed Community Plan. This covers the longer period of 2017 to 2027, but was revised in 2022 to consider how to respond to and recover from the unique challenges over the last few years. The Community and Council Plans work in harmony, aligning the framework for improving community outcomes with the priorities for the Council.
- 1.3 The Council Plan sets out five strategic outcomes which the Council will work towards, grouped as Place, Economy, Fair, Green, and Living Our Values. Additionally, the Plan outlines a cross-cutting theme of improving outcomes for children and families, which will underpin the delivery of the five strategic outcomes.
- 1.4 Alongside this, each Council service prepares a Service Improvement Plan, themed around the Council Plan's strategic outcomes, demonstrating how the services will contribute to the delivery of the Council Plan. Progress is regularly scrutinised by the relevant Policy Boards.

- 1.5 The reporting framework for the Council Plan includes an action plan and performance scorecard, and is reported to Leadership Board biannually, which ensures actions are adaptable to any emerging national or local changes in circumstance while delivering agreed outcomes. This update report covers the 55 high level actions and 39 performance and data indicators included in that first iteration of the Council Plan.
- 1.6 This report provides an update on progress made to deliver the Council Plan within quarters 3 and 4 of 2023/24, between 1 October 2023 and 31 March 2024. Council services have made good progress delivering the five strategic outcomes and cross-cutting theme, as outlined in section 4 of this report. A detailed summary of progress against the action plan and key performance indicators is provided in Appendix 1.
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2. Recommendations

- 2.1 It is recommended that members of the Leadership Board:
- note the progress achieved against the strategic outcomes since the previous update in December 2023, as outlined in appendix 1; and
 - note that progress reports will continue to be presented to the Leadership Board every 6 months.
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3. Background

- 3.1 The Council Plan 2022-2027 was developed in a different economic context than the previous Plan, with recovery from the impacts of the COVID-19 pandemic, significant financial pressures for the organisation, and the cost-of-living crisis. These issues are still causing significant impacts for our staff and our residents, visitors and businesses.
- 3.2 The Council's vision to 2027, as described in the Council Plan is '*Creating a fairer Renfrewshire built on innovation, wellbeing, and opportunity*'. The five strategic outcomes which the council is working with partners, communities, and businesses to deliver are:
- Place: working together to enhance wellbeing across communities;
 - Economy: building an inclusive, green, and resilient economy;
 - Fair: nurturing bright, happy, and healthy futures for all;
 - Green: leading Renfrewshire to Net Zero; and
 - Living Our Values: making a difference together.

- 3.3 Each of these outcomes is being delivered in a way that directly contribute to the cross-cutting theme Improving outcomes for children and families. Within the appendix, actions which significantly contribute to this cross-cutting theme are highlighted with a 'CF' and there is a section in the performance scorecard with indicators relating to this theme.
- 3.4 Council Plan activity also sits alongside the Council's arrangements in relation to progressing and achieving Best Value. The Council will undergo a Best Value Audit in the second half of 2024. A refreshed Council Plan is being presented to this Board in the context of audit recommendations from 2023. Progress against the refreshed Plan will be reported to this Board every six months.
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4. Progress of delivery of the Council Plan during 2023/2024

- 4.1 As outlined in Section 1, the Council Plan is a five-year programme, and this report notes the end of the second year of the Plan. Regular reporting to the Leadership Board over the term of the Plan will ensure progress is closely monitored. Based on the latest available updates, key areas of achievement, progress and also areas where progress has been delayed is summarised under each strategic outcome below.

Strategic Outcome 1: Place

- 4.2 Since the last update to Board, further milestones have been reached in the Cultural Infrastructure Investment programme, with the opening of the Learning and Cultural Hub in November 2023 and Paisley Arts Centre in May 2024. In addition to the main library, the new Learning and Cultural Hub facility has a dedicated children's library and an ICT space that provides free digital access for all residents. The project's design has already won ESG Refurbishment of the Year at the Scottish Property Awards. The Arts Centre refurbishment has retained the heritage and character of the building but enhanced it with new performance and back of house facilities, improved workshop space and improved sound and lighting facilities. The popular venue provides a different type of cultural space to Paisley Town Hall, which helps increase the versatility of Renfrewshire's cultural offering.
- 4.3 There has been further progress with the Housing-led Regeneration and Renewal Programme. For each of the 8 areas, milestones have been identified for demolition, new builds and investment in existing homes. More than half of the 89 properties earmarked for demolition have been acquired.

- 4.4 The Rapid Rehousing Transition Plan is meeting its target. The Housing First approach has been upscaled and is now able to provide support to up to 75 people at a time. At present, 49% of lets are being allocated to individuals experiencing homelessness and we are working with our Registered Social Landlords to increase the number of properties available.
- 4.5 The regeneration team are developing visions for Johnstone and Renfrew town centres and the transformation of Paisley town centre is progressing, with achievements such as creating an international culture and heritage destination and acting as a stimulus for property investment, development and re-use. The redevelopment of the former Arnotts site is nearing completion, the culmination of a long-term partnership with Park Lane Developments which has transformed a derelict site into town centre residential space which includes 81 affordable homes.
- 4.6 Phase 1 of our Local Partnerships development is now complete, with membership refreshed and the latest round of grant funding launched. Phase 2 will now focus on Local Plans, Local Priorities and Local Voices.
- 4.7 The Future Paisley programme has now closed, although funding has been secured which will allow several projects to continue into 2024/25. The team are now conducting an evaluation which will highlight the impact of the work against each of the five Step Changes identified at the outset of the programme. A final report will be presented to the Leadership Board in September 2024.

Strategic Outcome 2: Economy

- 4.9 Employability is a key focus for the Council. Our employability services have worked with over 1500 people in 2023/24, supporting more than 600 to gain new qualifications and supporting more than 500 into paid employment. The Council also created a number of apprenticeships and trainee posts to provide employment opportunities directly.
- 4.10 All secondary schools and our 2 schools for pupils with additional support needs (ASN) have a Developing the Young Workforce (DYW) coordinator. The work placement programme continues to provide excellent opportunities for our young people. We have approximately 400 new employers who are offering a range of opportunities such as site visits, training and long-term work placements for young people in the senior phase.
- 4.11 Renfrewshire Council continues to invest in infrastructure to support economic growth. Work is ongoing to expand the active travel network, including the AMDIS South route. Improvements to Plymuir Bridge have now been

completed and the new Renfrew-Yoker bridge, the first opening road bridge over the River Clyde, is scheduled to open later this year.

Strategic Outcome 3: Fair

- 4.12 The Fairer Renfrewshire programme continues to deliver a range of supports and interventions aimed at tackling poverty and inequality. In partnership with Citizens Advice Bureau, we have advice workers embedded in schools and our own Advice Works team is now delivering the Family Support Service; both of these are designed to help families maximise their income. A second year of the successful Winter Connections programme was delivered, and Renfrewshire's Lived Experience Panel is helping provide insight into issues such as school meal debt, parental employability and school holiday childcare provision.
- 4.13 Our deep-dive into the issue of child poverty has yielded initial data and is informing targeted work in Gallowhill, an area of particular concern which data has confirmed has an unusually high concentration of poverty. An initial session with partner organisations has taken place in order to gather a wider range of information about possible causes and opportunities to tackle it.
- 4.14 The Alcohol and Drug Change Programme is in its final phase and during 2024/25 evaluation work will be undertaken and this will support project leads to understand the impact of work and inform future decision-making. A number of projects have now completed or been mainstreamed into existing service delivery.
- 4.15 The Trauma-Informed and Responsive Renfrewshire (TIRR) roadmap was approved by Leadership Board in February 2024. The TIRR Steering Group meets quarterly and considers learning from across the Council. Training has been delivered to a range of teams across the Council, and there has been engagement with our partner organisations One Ren and Renfrewshire Health and Social Care Partnership. Officers continue to engage in regional and national trauma networks, as well as with partner organisations including the Improvement Service and NHS Education Scotland. Work will now progress on a partnership basis.
- 4.16 The Ren10 mental health and wellbeing supports continue to be delivered and are demonstrating positive impact for children and young people. A plan has been developed for the new session which focuses on embedded core approaches such as Non-Violent Resistance training, Let's Introduce Anxiety Management (LIAM) and CAMHS partnership working.

Strategic Outcome 4: Green

- 4.17 A funding strategy for the delivery of Net Zero actions is being developed and will consider cost savings and carbon savings, as well as identifying opportunities for revenue generation and private investment. A carbon budget for the Council, outlining a tapered approach to reducing emissions, has now been developed, pending formal approval.
- 4.18 The Council has made changes to its properties and fleet as part of an approach to lower emissions. This includes moving from old 'high energy' technology to efficient LED systems in several operational buildings and installing new infrastructure to support alternative fuels. Fleet Services have been piloting five commercial vehicles which run on hydrotreated vegetable oil (HVO); this type of vehicle can reduce CO2 emissions by 90% compared with those which use fossil fuels.

Strategic Outcome 5: Living Our Values

- 4.19 The People and OD team are continuing to review and refresh the Council's HR policies. The new Health and Wellbeing Plan and new Equality, Diversity and Inclusion Strategy have been approved, and the new Managing Absence Policy has been implemented across the Council. The team is working on a Strategic Recruitment and Talent Management Plan which will look at how we maximise our recruitment activity in order to attract great candidates to Renfrewshire in what is a highly competitive jobs market. Work in that area has included participation in an international recruitment pilot.
- 4.20 The Marketing and Communications team are leading on the implementation of the Council's brand and have undertaken audience research to understand who is engaging with Council material. Work is ongoing on the development of the creative elements of branding, such as visual identity and colour palette. Providing this Council brand supports us to present consistent messaging, focus on communications that are accessible and support our values, and give us a clear identity that residents recognise.
- 4.21 Supporting the financial stability and sustainability of the Council is highlighted as an action under this strategic outcome. Savings of £4.4m were identified and delivered in 2023/24, and further savings opportunities are being considered. The Council approved the inclusion of £8.9m of savings in the 2024/25 general services revenue budget, bringing the total savings achieved across Right for Renfrewshire and Financial Sustainability workstreams since 2021/22 to £22m.

Cross-cutting theme: Improving outcomes for children and families

- 4.22 The Promise Strategic Oversight Group and workstreams continue to meet and have representation from different agencies and includes all key strategic corporate parent partners. The Workstream Chairs/Vice Chairs provide an update on progress on the group activities to the oversight group. This existing Oversight Group and workstreams structure will be reviewed upon publication of Scotland's Promise Plan 24-30 expected June 2024. The Council now has over 250 Promise Keepers, acting as staff champions in relation to outcomes for care experienced people.
- 4.23 As described in the Council Plan, every strategic outcome contributes to improving the lives of Renfrewshire's children and their families as this lies at the heart of our vision for Renfrewshire and underpins the Council Plan strategic direction. In the appended action plan, actions which directly support this are noted with '(CF)'. Within the append performance scorecard, indicators which directly link to this cross-cutting theme are also grouped together. All Service Improvement Plans also have this focus to enable progress to support this cross-cutting theme to be closely monitored.

Performance Indicators

- 4.24 The Council Plan performance framework has 39 indicators, of which 22 have targets; the remainder provide contextual information.
- 4.25 Data for 2023/24 is available for 15 of the 22 indicators with targets. Of these, 7 are meeting or exceeding the target, 4 are narrowly missing the target and 4 are currently missing the target and require further improvement.
- 4.26 Areas of strong performance are:
- Supporting citizens into work, with our employability service supporting 268 people to find and sustain paid employment for at least six months, exceeding our target of 180.
 - Continuing to exceed our target of carrying out our homelessness duties within 26 weeks; our staff complete cases in an average of 22 weeks despite significantly increasing demand pressures that have led to a number of councils across Scotland to declare a housing emergency.
 - Ensuring our looked after children can be cared for in family settings wherever possible, with 90.9% looked after in the community rather than residential care, surpassing our target of 90%.
 - Contributing to our goal of net zero by 2030 by having 30% of our vehicle fleet running on alternative fuel sources against a target of 25%.

- Maintaining clean streets, with 93.3% independently assessed as clean against a target of 92%.
- Promoting Renfrewshire as a great place to live, work and visit; the number of positive articles in the press and on social media provided over 268m opportunities to see or hear something positive about Renfrewshire, compared with a target of 240m. The figures are based on the circulation and/or reach of media outlets and therefore the potential audience.
- Responding to frontline complaints, dealing with 92.1% of the 10,902 complaints within five days, against our target of 85%.

4.27 We are narrowly missing our annual targets in the following areas:

- Supporting new businesses all the way to launch; 305 benefitting from Business Gateway support launched in 2023/24 against our target of 320, though there has been year on year growth since the pandemic.
- Reducing the level of CO2 emissions from our vehicle fleet, which was 3,118 tonnes in 2023/24 against our target of 3,000 tonnes.
- Upgrading our housing stock to meet the latest energy efficiency requirements; this area of work was significantly impacted by restrictions during the pandemic in most local authority areas and is taking time to complete, though we are now at 87.75% against our target of 95.
- Responding to Freedom of Information requests within the required timescale of 20 working days, with performance at 88.9% against a target of 90%.

4.28 Areas for further improvement and development into 2023/24 are:

- Encouraging uptake of free school meals within primary and secondary schools; new menus are proving popular and uptake continues to increase, so the service has introduced more challenging targets.
- The percentage of Council housing stock which meets the Scottish Housing Quality Standard; the figure of 68.55% is related to the new requirements on smoke alarms though a contract to carry out the remaining installations should see an improvement in performance into 2024/25.
- The average days lost to sickness absence per employee, which was 13.01 days in 2023/24 against a target of 9.9 days; the implementation of the new Managing Absence Policy should assist with reducing levels of absence, alongside the continued provision of employee wellbeing support.

5. Focus for the next 6 months

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

- Continuing to deliver savings to support our financial sustainability;

- Delivering on Fairer Renfrewshire priorities including work on child poverty and our Summer of Fun and Winter Connections programmes;
- Further developing our Connected Communities approach, looking at new ways to work with our communities;
- Continuing to deliver our £100m housing-led regeneration programme;
- Progressing our City Deal projects including AMIDS;
- Finalising works on the new Paisley Museum ready for reopening in 2025;
- Progressing our strategic learning estate planning;
- Progressing our new approach to workforce planning and workforce innovation, focused on recruitment and retention, learning and development and career pathways;
- Continuing to support local employment and local businesses through employability services, Business Gateway and our Community Wealth Building work;
- Implementing the next phase of actions necessary to target Net Zero by 2030;
- Developing a council-wide approach to consultation and engagement with our residents;
- Engaging with a range of external scrutiny activity including the joint inspection of services for children and young people, and our Best Value Audit.

5.2 As noted in section 3.4, a refreshed Council Plan is presented to this Board for approval. This gives further detail on the specific areas of focus for the Council and has an updated and targeted performance framework reflecting feedback from our recent audit process.

Implications of the Report

1. **Financial** – updates in the appended report relate to areas that fall under the remit of Finance, particularly relating to supporting the Council’s financial sustainability workstreams
2. **HR & Organisational Development** – updates in the appended report relate to areas that fall under the remit of HR and Organisational Development, particularly under strategic outcome 5, Living our Values
3. **Community/Council Planning** – the content of the report relates specifically to the delivery of the Council Plan and the appendix shows the associated progress for the latter half of 2023/24.
4. **Legal** - none

5. **Property/Assets** – the report provides an update on actions relating to property owned by the Council.
6. **Information Technology** – the report provides update on actions relating to IT provision.
7. **Equality and Human Rights** - The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health and Safety** - none
9. **Procurement** – updates in the appended report relate to areas that fall under the remit of the procurement team, under both the strategic outcomes relating to 'economy' and 'green'.
10. **Risk** – none
11. **Privacy Impact** – none
12. **COSLA Policy Position** – none
13. **Climate Risk** – the Council Plan priorities are underpinned by actions which will directly support the Council's response to the climate emergency – 'green' has a particular focus on activities supporting this priority area.

Appendices: Six-month update report June 2024

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Council Plan

Six monthly progress update

June 2024

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Renfrewshire
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Welcome to the six month update on our Council Plan

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

Our 2022-2027 Council Plan set out our priorities for Renfrewshire Council - areas our customers, citizens, communities and partners told us mattered to them, and where our data and research showed a need for the services and projects we are well placed to deliver. We grouped these into 5 main strategic outcomes of place, economy, fair, green and living our values. Underpinning our priorities is a cross-cutting strategic outcome to improve the lives of Renfrewshire's children and their families - this drives all that we do.

The challenges for local government remain significant – and we continue to face significant financial challenges at a time where demand for services in some areas is increasing. Despite this difficult context, we remain focused on delivering the vision described in our Council Plan and have recently refreshed the plan to take account of ever-changing context and needs.

In this latest update, there are spotlights on major infrastructure projects such as the Learning and Cultural Hub, and the new bridge which will connect Renfrew with their neighbours across the Clyde in Yoker. We also highlight the success of our second Winter Connections programme and our ongoing work to reach Net Zero by 2030. Across all our services, there is also a focus on improving outcomes for Renfrewshire's children and families, and this update has details of current work on The Promise and some of the support services we offer to help families maximise their incomes.

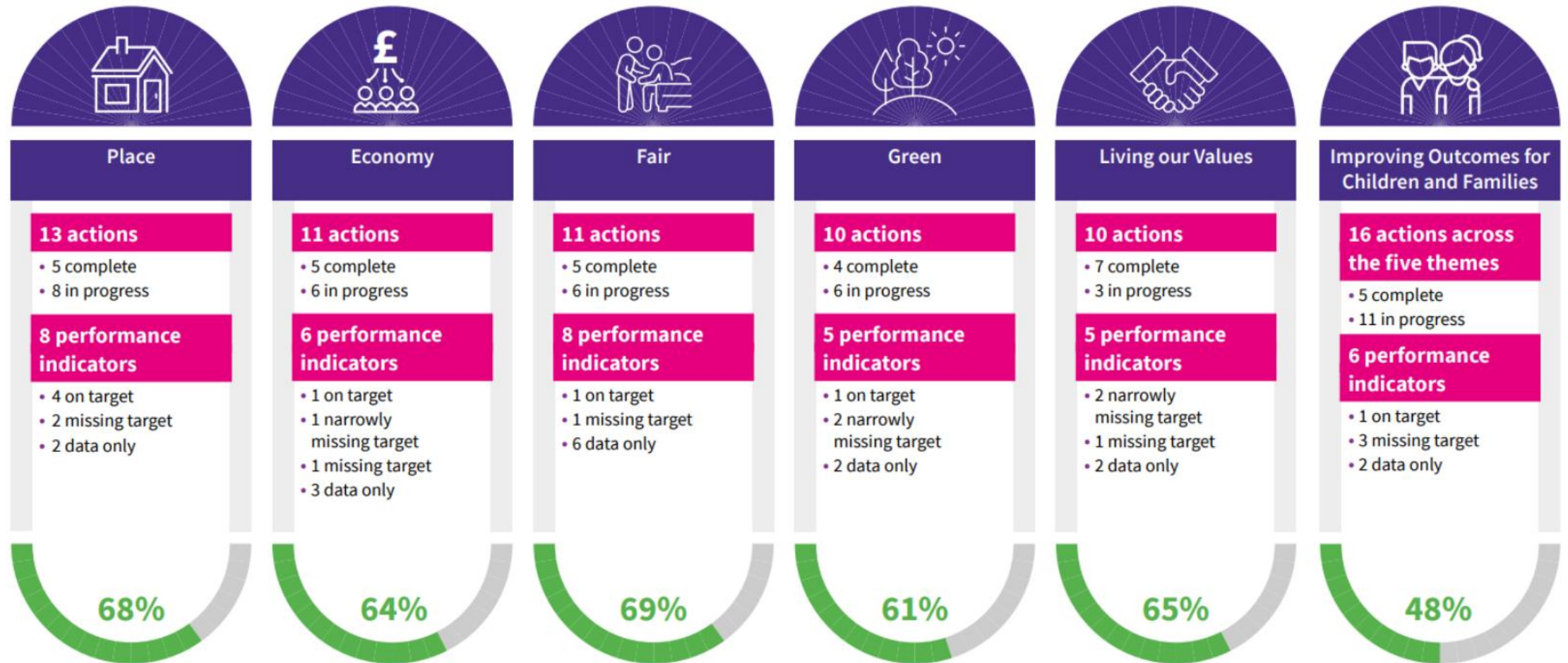


Place
Economy
Fair
Green
Living our Values
Improving
outcomes for
Children and
Families

How we report progress

- This update reflects on the past six months of delivering our Council Plan, highlighting areas where we're already making progress and some areas we'd like to focus on more, perhaps because performance isn't moving in the direction we anticipated or because of other pressures or factors that makes this even more of a priority for us. We previously reported on our progress in December 2023, and you can read that [here](#).
- The following pages shine a spotlight on some great projects or practice but for balance also highlight those areas where we'd like to improve or develop further. Towards the end of this document, you'll find a full update against all the actions and performance indicators we use to measure progress.
- Many of our performance indicators are high-level, annual indicators – our Council Plan spans a 5-year time period so it might take some time to show some trends and patterns, but to reassure you, the Council reports a wide range of performance indicators to our Council Boards through our Service Improvement Plans and also through regular operational performance updates – you can access these reports [here](#).

Overall progress at 31 March 2024 (year 2 of 5 year plan)



Place: Working together to enhance wellbeing across communities

Spotlight: Cultural Infrastructure Programme

Another milestone in the Cultural Infrastructure programme was reached with the opening of the Learning and Cultural Hub on Paisley's High Street. Our new modernised facility includes a dedicated children's library and an IT suite that provides free internet access for everyone. The building has already won Refurbishment of the Year at the Scottish Property Awards.



18,000 visitors to Paisley Learning and Cultural Hub in first month

22 weeks on average from household presenting as homeless to completion of duty



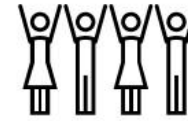
Areas for improvement and development

The pandemic restrictions impacted the ability of most councils to meet new standards in relation to smoke alarms in council properties and so we have not yet met our target in relation to the Scottish Housing Quality Standards. Changes to energy standards are also impacting this. A contract has been awarded which will help with completing the work, so improvements should be evident in 2024/25.

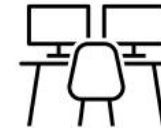
Economy: building an inclusive, green and resilient economy

Spotlight: Transport Infrastructure

Work is ongoing to enhance our transport infrastructure to support economic growth. Our plans include the Active Travel link connecting AMIDS with Paisley and the work on Barnsford Road connecting the airport with the Erskine Bridge. Having arrived by barge from mainland Europe, both halves of the new bridge linking Renfrew and Yoker are now in place, and the bridge will open later this year.



1100 people supported through our Employability Programme in 2023/24



268 people supported into employment which is sustained after six months

Areas for improvement and development

We provide a wide range of support and advice to those wishing to set up new businesses and whilst we provide help to 305 start-ups this year, we would like to increase this. Our innovative approaches, such as Start-Up Street, provide great opportunities for new businesses to launch.

Fair: nurturing bright, happy and healthy futures for all

Spotlight: Winter Connections

Our Winter Connections programme ran for a second year, providing many opportunities for people to connect and enjoy social activities and learning opportunities, with all our community partners offering food and warm drinks to everyone attending. The sessions were open to anyone and free to access. Activities offered included cooking sessions, fitness classes, movie afternoons, arts and crafts, family game sessions and cheerleading.



More than 250 staff signed up as Promise Keepers



£50 additional Winter Clothing Grant per child for all families receiving free school clothing grants

Areas for improvement and development

We have extended the timeframe for our work to support Renfrewshire's residents with the cost of living crisis, as people continue to face challenges. This work is carried out as part of our Fairer Renfrewshire programme.

Green: leading Renfrewshire to Net Zero

Spotlight: A more sustainable fleet

The Council has been increasing its investment in vehicles which run on alternative fuels as well as on the infrastructure to support this. This year, we have installed new EV charging points at our Community Meals depot, at Renfrew Care Home and Brediland Children's House. We are trialling some heavy vehicles which run on specially treated vegetable oil and which produce far fewer emissions than traditional vehicles.



30% of the Council fleet uses alternative fuels



5400 members of our Team Up to Clean Up Facebook page

Areas for improvement and development

We have amended the timescale for finalising our Net Zero Funding Strategy. The priorities have been identified and we are looking at cost savings and carbon savings as well as opportunities for revenue generation and private investment. This is a complex and growing area of work.

Living our Values: making a difference together

Spotlight: Supporting our workforce

Our workforce are our most valuable asset. Over the last two years, the People and OD team have been refreshing existing HR policies as well as introducing new ones which support the wellbeing of our staff. These include a new policies on menopause and on pregnancy loss, a refreshed Carers Policy and new Wellbeing Strategy and Equality, Diversity and Inclusion Strategy. We are also in the process of establishing new employee forums in all services and have set up a workforce planning group to deliver a corporate response to workforce challenges.



92.1% of frontline complaints closed within 5 days



88.9% of our 1502 Freedom of Information requests answered within 20 working days



13.1 days per employee lost to sickness absence



Areas for improvement and development

Recruitment and retention is a challenging area for most local authorities. The completion of our new Strategic Recruitment and Talent Management Policy has been delayed but work on this complex area is continuing.

Improving Outcomes for Children and Families

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

Spotlight: Whole Family Wellbeing

The Whole Family Wellbeing approach is about families getting the help they need when they need it, to prevent difficulties escalating to crisis point. The Scottish Government has provided funding over a 4 year period and this aims to support local children's services partnerships to deliver early intervention and support to families. The Renfrewshire Family Wellbeing Service comprises family wellbeing staff working in partnership with third sector organisations to provide early help and support and preventative action, at whatever level is required - universally accessible support to more targeted or intensive support. The supports provided by the Family Wellbeing Service will fit around families, and get alongside them in their communities. They will encompass play, sport and arts based approaches where appropriate. We work closely with Engage Renfrewshire and have already funded 15 local third sector organisations. The capacity we are building in communities is helping to make connections across organisations working with families, building community resilience and strengthening family relationships.



Actions and indicators


Full list
June 2024

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Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
1. Progress Renfrewshire’s Housing-led Regeneration and Renewal programme	31-Mar-2031		<p>A varied programme for the delivery of regeneration and renewal objectives is being implemented across all 8 areas within the HR&R programme. Key milestones have been time lined for the demolition, new build and investment in existing homes across each area.</p> <p>In terms of the acquisition of the 89 private properties identified for demolition, 46 have been acquired to date, with 9 others with legal services to acquire, 11 remain to be valued and negotiations continue with the remaining 23 owners.</p>
2. Deliver Renfrewshire’s Strategic Housing Investment Programme in partnership with other housing providers in Renfrewshire	31-Mar-2028		<p>The Renfrewshire Strategic Housing Investment Plan 2024-2029 has been the subject of consultation and engagement following discussions with the Scottish Government and Registered Social Landlords operating in Renfrewshire. The Strategic Housing Investment Plan (SHIP) is updated annually to take account of progress and completions in relation to delivering the affordable housing programme in Renfrewshire.</p> <p>The SHIP was presented to the Communities and Housing Policy Board on 31st October 2023 and was thereafter submitted to the Scottish Government. Work is progressing to prepare the SHIP for 2025/2030 and this draft will be presented in August 2024.</p>
3. Deliver Renfrewshire’s Local Housing Strategy 2022- 27	31-Mar-2027		<p>The draft Local Housing Strategy 2022-27 was approved at board March 2022 and went out for statutory consultation.</p> <p>The final Local Housing Strategy which will cover 2023-28 was approved by Communities and Housing Policy Board October 2023. This action will be closed and a new action to deliver the Local Housing Strategy Plan 2023-28 will replace it in the Council Plan and the new Service Improvement Plan.</p>

Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
4. Deliver the key outputs from Renfrewshire's Rapid Rehousing Transition Plan (RRTP)	31-Mar-2024		<p>Currently on target for 49% of lets allocated to homeless applicants. RSLs been requested to increase number / proportion of lets. Number of service users supported via Housing First approach has been upscaled to 75 at any one time from 13 at Year 1 of RRTP. Scale of homelessness has meant B&B has had to be used on occasions.</p>
5. Deliver Renfrewshire's Cultural Infrastructure Investment Programme	31-Mar-2025		<p>Paisley Town Hall completion has now been achieved and building has been successfully opened to the public. Paisley Learning & Cultural Hub has also completed construction and fit out and has been open to the public since 30 Nov 2023. The building has been a great success with the public so far seeing 18,000 visitors pass through the doors in the first month. Paisley Arts Centre has recently been completed and a calendar of events is planned. Work is ongoing on Paisley Museum, which is scheduled to open in 2025. Paisley Museum is expected to complete construction in late 2024 and will then move to an intense exhibition fit out and operational readiness process that will see the doors open in 2025.</p>



Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
6. Develop long term place visions for our key settlements and town centres including the approved Paisley Town Centre Vision (2020)	31-Mar-2026	▶	<p>The Regeneration Team will be looking to refresh our town centre strategies to reflect changes that have taken place in a post pandemic environment. These strategies will align with the guidance and principles outlined in NPF4 The team has been outlining potential regeneration priorities and projects, including commissioning visioning work in Johnstone and a review of potential projects in Erskine. The team will continue to bring forward regeneration proposals across our town centres.</p> <p>The transformation of Paisley following delivery of the Action Plan is advancing at pace, with achievements such as creating an international culture and heritage destination and acting as a stimulus for property investment, development and re-use. Completed regeneration projects include the refurbishment of the Town Hall and the creation of a new Culture and Learning Hub on the High Street. Other major projects including the restoration of the museum and Arts Centre are due to be completed within the next year.</p>
7. Deliver a participatory budgeting framework for the Council (CF)	31-Dec-2024	▶	<p>This year £1.2M was allocated by Environment & Infrastructure through their #Youdecide programme. Housing and Regeneration teams are participating in training with COSLA for the use of the CONSUL platform which will support PB activity in the four housing regeneration areas, this is ongoing. £25k has been approved for a pilot in Johnstone for the Christmas event. This work is at the early planning stages.</p>



Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
8. Progress the next phase of Local Partnerships development	31-Dec-2023		<p>A report setting out recommendations for the next phase of development of Local Partnerships was presented to Leadership Board on 6 December 2023. A follow-up paper was presented to Leadership Board on 21 February 2024.</p> <p>Phase 2 of Local Partnership development will focus on Local Plans, Local Priorities and Local Voices.</p> <p>The outcome of the review was reported to Local Partnerships in the April/May 2024 round of meetings.</p> <p>Following the reports approved by Leadership Board in December 2023/February 2024, 6 monthly update reports will be presented to Local Partnerships and the Leadership Board.</p> <p>An exercise to refresh the community representative membership of Local Partnerships took place during March and April 2024.</p> <p>Refreshed guidance on Local Partnerships grant applications was developed and published in March 2024..</p>
9. Develop new options for services and partners to work together more closely across localities to provide advice and support to local people (CF)	31-Aug-2024		<p>We are progressing new connected communities approach - considering how we develop our 'front door' services for people accessing advice and support; exploring family advice services; and developing options for locality working. The first stage is the development of a new Connected Communities structure which has now commenced and involves the Partnerships and Inequalities and Community Learning and Development Teams.</p>













Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
<p>10. Deliver destination marketing to promote Renfrewshire as a visitor and investment destination, maximising audience and product intelligence and ensuring brand relevance for all of Renfrewshire</p>	<p>31-Dec-2023</p>		<p>The focus of Q4 has been on planning for 24/25 and facilitating a review of Paisley.is. An independent consultant was commissioned to evaluate the journey of the brand and the effectiveness of Paisley.is and provide recommendations for the future evolution of the brand. The research included 35 face-to-face interviews with economic, educational, cultural and industry leaders in Renfrewshire. All elected members were invited to take part in an online questionnaire. 12 councillors and 20 other stakeholders responded to the online questionnaire. 67 individuals participated in total. involved in the consultation. The final report will be taken to Leadership Board in September.</p> <p>Final year performance stats include:</p> <ul style="list-style-type: none"> • 1648 articles in the press (printed and online) • More than 247m combined opportunities to see and hear (OTSH) • 364,009 total page views (across whole website) • Facebook organic reach: 1,243,265 reach • Instagram organic reach: 244,573 reach • Facebook and Instagram paid reach: 1,042,489
<p>11. Carry out evaluation of Future Paisley and prepare a transition plan for the mainstreaming/external funding of projects beyond April 2024</p>	<p>31-Dec-2024</p>		<p>The Future Paisley team have closed the Future Paisley programme and work to evaluate the social, economic and cultural impact of the Future Paisley programme (300+ projects, activities and events) is in its fourth, and final stage. This involves distilling qualitative data to highlight specific impacts linked to each of Future Paisley’s 5 Step Changes, and present highlighted projects that exemplify the programme. The draft evaluation report will be completed at the end of June, with the final Evaluation Report will be presented to Leadership Board in September 2024 and the due date of this action has been amended to reflect that. Several projects within the programme will continue beyond April 2024 due to reprofiling or confirmed transition arrangements – this includes confirmation of OneRen ongoing FP investment, a new 3-year cultural funding programme, Culture, Arts, Health and Social Care post, Castlehead School of Creativity, Paisley Museum Opening Programme, cultural venue programming, public programme (Paisley Book Festival 2024 and PACE Youth Theatre commission with Frances Poet), Jupiter Arts + Paisley, Pathways Programme, Building the Future, Art Boss and posts supporting social prescribing, cultural champions in schools and The Promise.</p>










Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
12. Under Connectivity As A Service (CaaS) complete the rollout of Fibre To The Premise (FTTP) across 75% of Renfrewshire as a geography by the summer of 2023	31-Aug-2023		The fibre infrastructure – provided by City Fibre - now covers 80%+ of Renfrewshire as a geography.
13. Delivering strong universal services to all Renfrewshire citizens (CF)	31-Mar-2027		<p>Universal services provided by the Council are essential for keeping our communities safe, educated, involved, and happy.</p> <p>Finance and Resources provides customer service for residents, for contact by phone, email, digital form or in person. The service also provides support for the range of services being delivered online. The team is responsible for managing all Council Tax and Non-Domestic Rates billing, and the processing of claims for Discretionary Housing Payments, crisis grants, community care grants and energy support grants.</p> <p>Environment, Housing and Infrastructure manage and invest in our housing stock of 12,200 properties, provide assistance to those experiencing homelessness or at risk of it, maintain our roads, public spaces, manage schools and other public buildings, and collect our rubbish and recycling amongst many other things.</p> <p>Children’s Services deliver Early Learning and Childcare (ELCC), Primary and Secondary education provision throughout Renfrewshire. Pupils are performing consistently above the national average across almost all key indicators.</p> <p>The Chief Executive’s Service provides planning and building standards services, employability and other economic development, manages our large City Deal programme and other related infrastructure development, and provides strategic services to the rest of the Council.</p>




Delivering the Council Plan – Place

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	
1. Proportion of properties receiving superfast broadband (%)				98	Data only	98.6	Data only	*	Data only	*This is an LGBF measure
2. Opportunities to see or hear something positive about Paisley and Renfrewshire				314,041,621	240,000,000	204,638,668	240,000,000	268,082,849	240,000,000	This indicator is focused on measuring the reach of the Paisley.is destination brand. The significant drop in articles in Q4 (2 February 2024 – 1 March 2024) was due to downtime experienced by the media monitoring service provided to the council. This significantly impacted on the platform's ability to capture and measure coverage for clients, including Renfrewshire Council for several weeks.
3. Amount of Vacant and Derelict Land				208.6	Data only	254	Data only	248	Data only	The vacant and derelict land survey is undertaken each year covering the period between the 1 April to the 31 March. In 2023 there are 248 hectares of land recorded as vacant and derelict on the Council's survey. The total amount of vacant and derelict land continues to reduce across Renfrewshire with a 6 hectare reduction since last year. This will be reviewed following the completion of the latest audit.
4. Street Cleanliness Score - percentage of areas assessed as clean (%)				89.6	92	93.3	92	*	92	The service restructure has placed an emphasis on quality and efficiency which has increased this score. Improving quality ways of working and also the efficiency in which we work has been a key objective of the service management teams. This figure is expected to be maintained and further improved as we work to embed service changes. . *Data for 2023/24 will not be available until the end of the year.

Delivering the Council Plan – Place

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	
5. Average time from household presenting themselves as homeless to completion of duty (number of weeks)				22.25	26	21.74	26	22.04	26	This is currently a manual calculation and has still to be submitted to the Scottish Government for ratification. Whilst the figure is better than target, this indicator relates to 'closed' cases only. Given the record high number of homeless applications during 2023/24 and the number of homeless applicants still staying in temporary accommodation ('live' cases), it is anticipated that this figure is likely to increase in the long run. A strong focus will continue to be required on social housing lets to those who are homeless
6. Percentage of Council housing stock which meets the Scottish Housing Quality Standard				57%	100%	68.31%	100%	68.55%	100%	The Annual figure is the final figure to be returned to the Scottish Housing regulator as part of our ARC return. Our pass rate is still materially affected by EICR & Smoke Detector fails and by EESSH fails. A contract has recently started to enforce EICRS/Smoke detector installs and we expect the position to improve as a result, for next year's compliance rate.
7. Affordable housing completions				170	243	369	200	n/a	n/a	<p>The affordable newbuild housing programme involves both Council and Housing Association developments across a range of sites in Renfrewshire. In 2022/2023 there were 369 affordable housing completions across Renfrewshire including new homes being built in Paisley, Johnstone, Renfrew and Bishopton. The Council continues to increase the supply and delivery of a range and choice of affordable homes to meet the housing needs of different groups.</p> <p>The final Renfrewshire Local Housing Strategy was presented to the Communities and Housing Policy Board on 31st October 2023. In future updates of this indicator the target will be changed to reflect the emerging LDP3.</p>

Delivering the Council Plan – Place

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	
8. Private housing completions				572	500	422	500	n/a	n/a	<p>The Renfrewshire Housing Land Audit is completed annually. The audit is a snapshot in time covering the duration between the 1 April to the 31 March each year. The audit records 422 private completions across Renfrewshire during this time period. New site starts have slowed during the past year however it is anticipated that private completions will increase again to over 500 during 2024.</p> <p>In relation to all homes under construction or future housing sites, 88% of these new homes will be built on previously used brownfield land, creating attractive and sustainable places.</p> <p>The final Renfrewshire Local Housing Strategy was presented to the Communities and Housing Policy Board on 31st October 2023. In future updates of this indicator the target will be changed to reflect the new strategy.</p>

Delivering the Council Plan – Economy

What we will do	Due Date	Status	Progress update
1. Develop an Investment Proposition for Renfrewshire that is clear on our economic ambitions for our place	31-Mar-2025	▶	Two reports have been commissioned to analyse Renfrewshire's Growth Sectors. The first highlighted that there are several opportunities which Renfrewshire needs to capitalise on to support the growth of its economy further. The second report aims to reconcile existing priorities, team capacity and skills engaged in the economic development and regeneration functions of the Chief Executive's Department, with the future opportunities and challenges outlined in the first report and the Council's Economic Strategy. This report highlights that there is a requirement to grow and increase visibility of Renfrewshire's inward investment proposition to drive future economic growth and development. A new web page has been created which signposts the area's main investment locations. (https://www.renfrewshire.gov.uk/article/13818/Renfrewshire-investment-prospectus) Future works includes looking at developing a dedicated investment website. This will be done in conjunction with the Marketing/Communications team.
2. Continue to invest in infrastructure to support growth – from road and rail links to bridges, cycle and pedestrian routes	31-Mar-2027	▶	Renfrewshire Council continues to invest in infrastructure to support growth. Work is ongoing to expand the active travel network. The Paisley to Renfrew Cycle Route will complete by July and the Barnsford Road section of the Airport to Erskine Route is progressing with an expected completion in early June. Improvements to Plymuir Bridge have now completed and Renfrewshire has no more Council owned weight limited bridges.
3. Develop a Transport Strategy supported by revised Active Travel and Public Transport Strategies	31-Mar-2025	▶	The development of the Local Transport Strategy is underway. The initial phase of this process has included discussions between the appointed consultants and Renfrewshire Council Officers. This will involve the preparation of a consultation plan and 'public conversation' which will be taken forward in the second half of this financial year.
4. Monitor benefits of Glasgow Airport Investment Area (completed) and deliver Clyde Waterfront and Renfrew Riverside	31-Mar-2025	▶	Clyde Waterfront & Renfrew Riverside: All required community benefits have been delivered to date, with the rest remaining on track during the project lifespan. Project is advancing with the completion of a new culvert and foundations of bridge structure in place. Fabrication of bridge components is progressing with these now on site. Glasgow Airport Investment Area project is now complete which is enabling the development of AMIDS.



Delivering the Council Plan – Economy

What we will do	Due Date	Status	Progress update
5. Work with partners to deliver the Advanced Manufacturing Innovation District – Scotland (AMIDS)	31-May-2023	✔	The first two centres of employment are now occupied successfully. Joint Venture company has been registered and is now up and running following a successful procurement process. Work has commenced to progress the design of the next phase of development at AMIDS which will continue through to construction. A number of enquiries for occupying AMIDS are progressing, and this will continue into the long-term future.
6. Participate fully in all aspects of the new National Manufacturing Institute Scotland (NMIS) Governance arrangements and Medicine Manufacturing Innovation Centre (MMIC) delivery	31-Mar-2023	✔	The Council has strong links with NMIS and MMIC as they are represented on the NMIS One Scotland Collaboration Group and chair the AMIDS Strategic Advisory Group with both organisations represented. CD&I team members work closely with both organisations daily and continue to assist with the commissioning of their buildings. Work has progressed with the Strategic Advisory Group to ensure partnerships are in place and a collaborative approach is allowing NMIS and MMIC to lead on engaging with sector specific organisation to hopefully progress to further occupation at the AMIDS site.

Delivering the Council Plan – Economy

What we will do	Due Date	Status	Progress update
<p>7. Develop a Community Wealth Building Plan for Renfrewshire</p>	<p>31-Dec-2024</p>	<p>▶</p>	<p>Community Wealth Building [CWB] is at the heart of the council’s approach to inclusive economic growth and aims to support a wellbeing economy in Renfrewshire. A new Community Wealth Building Act is expected next year, and a council framework/plan is currently being prepared. Key actions to report are:</p> <ul style="list-style-type: none"> • Ensuring the Council CWB plan is aligned to a regional approach with Glasgow City Region. • Reporting quarterly to the Scottish Governments Community Wealth Building Policy Manager and liaising directly with colleagues in the SG CWB policy team • Contributing to Economic Development Association Scotland (EDAS) and Centre for Local Economic Strategies [CLES] workshops. • As part of a Scottish Government pilot, Renfrewshire Council (Economic Development and Procurement) were one of four local authorities to participate in a CWB project delivered by Scotland Excel. The project involved data analysis of local spend, practice sharing workshops and a Spotlight on Community Wealth Building from the Scottish Government’s Heads of Procurement. • Economic Development are working on a draft paper which will provide an overview of CWB practice within the Council and will outline the Council’s key objectives and levers to maximise the impact of CWB at a local level. In order to ensure the paper is aligned to national policy, the draft paper will be revised to reflect the proposed new CWB Bill due to be put forward during the current parliamentary term. <p>A new Community Wealth Building Lead Officer has been approved and will shortly be recruited to support delivery of the key actions.</p>













Delivering the Council Plan – Economy

What we will do	Due Date	Status	Progress update
8. Maximise funding for regeneration of Renfrewshire's places through grant submissions to external sources including UK and Scottish Governments	31-Mar-2026		<p>The Regeneration and Place Team have successfully been able to secure and receive funding through various external sources. Between 21/22 and 25/26 we have been allocated £4.4m from the Place Based Investment Fund for capital regeneration projects.</p> <p>Between 22/23 and 24/25 we have received £1.5m in funding for capital and revenue regeneration spend from the Shared Prosperity fund. This will be used for various projects, including providing capital/revenue money to supplement the upcoming Sustainable Communities Fund. It will also be used to develop and deliver a number of projects identified in Ferguslie Green Line Masterplan.</p> <p>Have consistently been successful in RCGF funding applications. Most recent successful application received £1m in funding for the PACE theatre project.</p> <p>Last year the team secured £35k in funding from Visit Scotland to develop a strategic Tourism Infrastructure Development Plan for Clyde Muirshiel Regional Park.</p> <p>This year the Team is looking to submit bids to the Scottish Government's RCGF and Vacant Derelict Land Fund for potential projects in the Ferguslie area.</p> <p>The Team are continuing to have dialogue with Historic Environment Scotland and the National Lottery Heritage Fund in respect of a future bid for funding for heritage scheme's around Johnstone/Kilbarchan.</p>
9. Develop a refreshed employability programme for Renfrewshire (utilising Youth Guarantee and Kickstart funding) to reduce unemployment among young people (18-24 yrs.) and to support local businesses (CF)	31-Mar-2023		<p>Both Youth Guarantee and Kickstart have now completed, with over 500 young people benefiting from the schemes. We have a very well performing employability service and this will continue to support unemployed people into work.</p>



Delivering the Council Plan – Economy

What we will do	Due Date	Status	Progress update
10. Promote a Renfrewshire Apprentice Framework that can be rolled out across local businesses wishing to participate (CF)	31-Mar-2023	✓	This has been completed and this work is now mainstreamed as business as usual for the team and we will continue to promote and deliver apprenticeships across Renfrewshire.
11. Working in partnership with Skills Development Scotland, West College Scotland, Invest in Renfrewshire and Developing the Young Workforce West, we will ensure planned robust approaches to supporting our most vulnerable learners into positive destinations (CF)	31-Mar-2025	✓	<p>The Economic Recovery Group continues to meet regularly with a robust focus on supporting vulnerable learners into positive destinations. All secondary schools and our 2 schools for pupils with additional support needs (ASN) have a Developing the Young Workforce (DYW) coordinator. The key priority of these staff is to ensure all young people, particularly the most vulnerable, are provided with opportunities to support them into positive destinations post school including bespoke work placements and alternative pathways as appropriate. Monthly meetings take place to review the progress of these young people and to ensure that the right supports are in place for them.</p> <p>The work placement programme continues to provide excellent opportunities for our young people. We have approximately 400 new employers who are offering a range of opportunities such as site visits, training and long-term work placements for young people in the senior phase.</p>

Delivering the Council Plan – Economy

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	
1. Percentage of procurement spend spent on local enterprises				18.87%	23%	19.3%	23%	*	23%	*23/24 data is provided by Improvement Service and will not be available until end of 2024.
2. Gross Value Added (GVA) per capita (LGBF)				£22,002	Data only	£23,758	Data only	*	Data only	* This is an LGBF indicator and data for 2023/24 will be available in 2025. 2019/20 figure reported as £24,701 2020/21 figure reported as £21,294
3. Number of people supported, sustained in work at 6 Months through Renfrewshire Council Employability Programme (INVEST)				221	180	340	180	268	180	Of those moving into work 268 have responded to say they are still in employment. The actual number may be higher than this, not all people respond / are in contact.
4. Number of new business start ups in Renfrewshire with Business Gateway support				272	320	206	320	305	320	During 23/24, 305 new businesses have started trading with the support of Business Gateway. This is slightly below the target set but a significant increase from the year before. Start Up numbers were significantly affected by covid and this is the first year of pre-covid figures. The team work with and support considerably more businesses (than 320) over the year but don't have control over when they start to trade.


Delivering the Council Plan – Economy

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	
5. Renfrewshire Claimant Count (NOMIS)		↑	↑	4,180	Data only	3,755	Data only	*	Data only	*Figures for 2023/24 are not yet available. Claimant rate currently 3.1%, compared to 3% in Scotland, and 3.7% in the UK.
6. Percentage of Renfrewshire population working age (16-64)		↑	↑	76.2%	Data only	*	Data only	*	Data only	* This is a national dataset and population estimates for 2022/23 and 2023/24 are not yet available.

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
1. Develop the new Fairer Renfrewshire programme (CF)	31-Mar-2025	▶	<p>The Fairer Renfrewshire Sub-Committee has been meeting since August 2022 and a Fairer Renfrewshire Officers Group from across services is meeting monthly. In March 2023 existing funds were brought together into a single resource for Fairer Renfrewshire at around £5million, and partners are working together to further develop the programme.</p> <p>There are four key emerging themes which are shared across all elements of the programme, under which key projects are being funded:</p> <ul style="list-style-type: none"> • Improving financial security • Advancing equality of opportunity • Building community capacity and resilience • Listening to lived experience <p>The new School Support service is now in place across all Renfrewshire secondary schools. This service, provided by Renfrewshire Citizens Advice Bureau (RCAB), embeds advice workers in schools, and referrals can be received by pupils over 16, parents/carers, and school staff.</p> <p>Advice Works is providing a Family Support service to families with younger children, which can be accessed by telephone or online. Both services provide support to maximise family income and both also receive referrals under the new school meal debt processes, which prioritises supporting families.</p> <p>Winter Connections ran for a 2nd year in Winter 23/24, providing opportunities for communities to come together and take part in free activities and including food. This has contributed to wellbeing over the winter.</p> <p>The Fairer Renfrewshire Panel has provided insight in a number of areas including holiday provision in Renfrewshire, with the Panel contributing to the plans for our ‘Summer of Fun’, both for summer 23 and 24, the Council’s new School Meal Debt processes, digital exclusion employability, especially parental employability.</p>




Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
2. Work with partners to support Renfrewshire residents through the cost-of-living crisis	31-Dec-2024		<p>A £50 per child additional payment for winter clothing will be paid to all families in receipt of free school clothing grants in November 2024.</p> <p>Winter Connections ran for a 2nd year, from October 23 to March 2024, with a varied activities taking place across Renfrewshire, and offering food and drink to participants. This includes all libraries where hot drinks and cup a soup are available free during opening hours.</p> <p>Renfrewshire is also one of three areas in Scotland where the Citizens Advice Bureau has been funded to work collaboratively with the Council on a Council Tax Debt Pilot. The pilot focuses on exploring how local Citizens Advice Bureau and local authorities can work together to improve the journey of those who are in council tax arrears or struggling to make council tax payment. The aim is to provide better outcomes for people and for local authorities. This work will continue throughout 2024.</p> <p>Fairer Renfrewshire funding continues to support an Energy Adviser in the Energy Management Unit as well as free breakfast clubs in a number of primary schools. In addition, schools are supported with additional Cost of the School Day funding to support families, especially lower income families with uniform items, costs of trips and other supports.</p>

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
<p>3. Develop mechanisms for supporting individuals with lived experience of poverty to influence policy in this area</p>	<p>31-Mar-2024</p>	<p>✔</p>	<p>The Fairer Renfrewshire panel, facilitated by STAR Project, continues to meet with officers across Council services to ensure the voice of those with lived experience of poverty informs Council’s policy and practice.</p> <p>The Panel has provided insight in a number of areas. The initial discussion was around holiday provision in Renfrewshire, with the Panel contributing to the plans for our ‘Summer of Fun’, providing feedback on what is useful for low-income families, eg, provision of food in all settings, provision for siblings, local provision so there are no transport costs and provision for[AV1] older teenagers.</p> <p>The Panel has also fed into the Council’s new School Meal Debt processes, which now include earlier referral to available supports. They have met the Digital Strategy Delivery Manager to discuss digital exclusion and have provided feedback and ideas to our Climate Emergency Lead Officer around Renfrewshire’s Net Zero Delivery Plan.</p> <p>Discussions with the panel around employability, especially parental employability have been used to inform events, and target work.</p> <p>As part of the Council Tax Debt Pilot, the panel were consulted with, to help those engaged in the Pilot to understand barriers to accessing support, such as advice, and to review correspondence associated with collection of Council Tax as well as potential for enhancing collection processes in general.</p> <p>The Panel has met with the Convenor and Depute of the Fairer Renfrewshire Sub-Committee and we also intend to bring the Panel together with the full Sub-Committee and Fairer Renfrewshire Officers Group to discuss Panel priorities and their future plans.</p>


Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
4. Bring forward actions to reduce health inequalities, improving economic participation, more secure earning and greater earning power	31-Mar-2024		<p>The Health Inequalities Group has met regularly and recently provided an update report to the LEP on where additional service requirements were being identified.</p> <p>The Employer Recruitment Initiative has now been launched, new disability services contracted and in place, and new initiatives have been identified and will be delivered for the next 2 years via funding secured.</p> <p>This action is complete, and the team will continue to deliver on it</p>
5. Carry out deep dive (planned for early 2023) focusing on child poverty, which will inform delivery of local child poverty action plans (CF)	31-Mar-2024		<p>Initial Data has been gathered as part of the Deep Dive and this was presented to the CCP executive in January.</p> <p>Feedback has been sought from this group as well as any other data sources available to them for inclusion.</p> <p>The draft data has initially been used to inform initial work in the Gallowhill area, where a sharp increase in child poverty had been observed.</p>
6. The Promise Strategic Oversight Board and workstreams will progress and ensure Renfrewshire 'Keeps the Promise' and delivers improved outcomes for individuals who are care experienced, wherever possible keeping children within their families (CF)	31-Mar-2025		<p>The Promise Strategic Oversight Group and workstreams continue to meet and have representation from different agencies and includes all key strategic corporate parent partners. The Workstream Chairs/Vice Chairs provide an update on progress on the group activities to the oversight group. This existing Oversight Group and workstreams structure will be reviewed upon publication of Scotland's Promise Plan 24-30 expected June 2024. The Promise Manager attended the Renfrewshire Community Planning (CPP) Executive Group to ask CPP partners for their continued active representation in these groups and for their support in prioritising these groups going forward.</p>

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
7. Build local capacity for transformational whole systems change and to scale up and drive the delivery of holistic whole family support services (CF)	31-Mar-2025		The family wellbeing service launch will take place in May 2024. This will publicise the new service and also launch the request for assistance software which will enable services to refer to each other as well as enabling parents to make direct request for support. 5 third sector organisations have been directly funded as part of the community family wellbeing services and a second round of funding is now being agreed. This additional capacity will provide more opportunities for families to access a range of varied support across localities to meet needs.

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
8. Take forward the recommendations of the Alcohol and Drugs Commission	31-Mar-2025		<p>The Alcohol and Drug Change Programme is in its final phase and during 2024/25 evaluation work will be undertaken and responsibility for governance and oversight will transition to Renfrewshire Alcohol and Drug Partnership. The Programme Board will continue to meet in 2024 until those arrangements have been finalised. As the funding associated with the Programme will also come to an end, decisions will be required as to the future of projects in receipt of test-of-change funding. Qualitative research has been commissioned to support project leads in gathering information about the impact of their work which can support decision making. This research will also help inform the programme evaluation which will be reported in the autumn.</p> <p>Several projects have been mainstreamed or completed:</p> <ul style="list-style-type: none"> • The Alcohol and Substance Awareness Education pack is in use in education establishments across Renfrewshire; • The additional specialist training for First Crisis means that specialist support for people using alcohol or drugs is now part of the core First Crisis service; • The Youth Health and Wellbeing pilot has concluded; • Two research pieces on Hidden Harm and Family Support are complete; • The Alcohol Policy post has ended and elements will be incorporated into a new ADP post; • Connecting and Caring Renfrewshire is near completion, with only the evaluation element to complete; • Recovery Change Fund has concluded. • Several projects have funding remaining and so continue: • MYLA, supporting people to sustain settled housing; • Safeguarding Vulnerable Young People, creating additional pastoral support for a small number of pupils in a Renfrewshire secondary school; • Peer support work as part of CIRCLE; • HARRT, delivering mobile outreach services for those not currently engaged with other services; • Stigma/Language Matters, a training resource for staff. <p>Specific work on trauma is part of the wider Trauma Informed and Responsive Renfrewshire programme. This action will be closed and the final evaluation work and transition to new governance will be reported as part of the Fairer Renfrewshire programme.</p>


















Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
<p>9. Develop the Trauma Informed and Responsive Renfrewshire Programme</p>	<p>31-Mar-2025</p>	<p>✔</p>	<p>The TIRR roadmap was approved by Leadership Board in February 2024. Actions within the roadmap have been prioritised, with four identified as Priority 1 actions to be delivered in the period January to June 2024. These are the delivery of a post-STILT session to CMT, the roll out of STILT to a wider senior management group, the development of an internal communications approach for the TIRR programme, and the provision of the Level 1 learning (Trauma-Informed) on the Council’s iLearn platform.</p> <p>A half-day development workshop for the TIRR Steering Group took place in November, providing an opportunity to reflect on progress to date, as well as consider barriers to implementation. The Steering Group has moved to a quarterly, in-person, workshop-style format to allow for greater participation and information sharing. Colleagues from Housing Support shared their experiences in both learning and implementation with the group in March 2024.</p> <p>Training has been delivered to a range of teams across the Council, and there has been engagement with our partner organisations One Ren and Renfrewshire Health and Social Care Partnership.</p> <p>Officers continue to engage in regional and national trauma networks, as well as with partner organisations including the Improvement Service and NHS Education Scotland.</p> <p>Work will now progress on a partnership basis.</p>

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
10. Progress the design and delivery of the Curriculum, Learning, Teaching and Assessment; the Families and Communities; and the Inclusion Portfolios within Children's Services (CF)	31-Mar-2025	▶	Each portfolio continues to make progress against outcomes outlined in their plan. A mid-year service report details the impact of core areas of work in literacy, numeracy, assessment and moderation and health and wellbeing
11. Deliver mental health and wellbeing support, including Ren10 mental health and wellbeing network to support children, young people and their families (CF)	31-Mar-2025	▶	Ren10 mental health and wellbeing supports continue to be delivered and are demonstrating positive impact for children and young people. A plan has been developed for the new session which focuses on embedded core approaches such as Non-Violent Resistance training, Let's Introduce Anxiety Management (LIAM) and CAMHS partnership working



Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	
1. Percentage of children living in poverty (after housing costs)				23.3	Data only	*	Data only	*	Data only	*Data has not yet been made available for 2022/23. The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN24 '% of children living in poverty (after housing costs)'. The percentage in Renfrewshire in 2021/22 was 23.3, a rise on the previous year's figure of 19.5% but consistent with 2019/20 when it was 23.11%. The Scottish average for 2021/22 was 22.6%. Detailed work is being undertaken to help understand the rise, and targeted work will focus on Gallowhill initially.
2. Life expectancy at birth (Females)				79.99	Data only	80.12	Data only	*	Data only	*Life expectancy data is produced by National Records Scotland and there is a considerable time lag in publishing these. Data for 2023/24 is likely to be available some time in 2025.
3. Life expectancy at birth (Males)				75.53	Data only	75.56	Data only	*	Data only	*Life expectancy data is produced by National Records Scotland and there is a considerable time lag in publishing these. Data for 2023/24 is likely to be available some time in 2025.
4. Healthy life expectancy at birth (Females)				61.6	Data only	*	Data only	*	Data only	*Healthy life expectancy data is produced by National Records Scotland and there is a considerable time lag in publishing these. Data for 2022/23 is likely to be available some time in 2024.
5. Healthy life expectancy at birth (Males)				60.6	Data only	*	Data only	*	Data only	*Healthy life expectancy data is produced by National Records Scotland and there is a considerable time lag in publishing these. Data for 2022/23 is likely to be available some time in 2024.
6. Proportion of people earning less than the real living wage (LGBF)				19.8	Data only	12.5	Data only	*	Data only	*This is an LGBF indicator and data for 2023/24 will not be available until March 2025.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	
7. Percentage uptake of free school meals in primary schools (%)				49.3	75	53.4	52	52.5	60	<p>Although the overall figure is 52.5%, there was an increase uptake in Q3 and Q4. This is a direct result of activity in the schools, specifically targeting P5, where we see a very low uptake.</p> <p>Menus are being changed regularly in line with survey feedback from teacher, parents, children and catering staff. (new menu June 2024).</p> <p>Taster sessions being run in schools with particularly low uptake.</p> <p>Also working with Head Teachers looking at ways to improving the dining experience, staggered lunches being considered, this will allow longer for children to eat.</p> <p>In Q3, 3 kitchens changed from import to cooking kitchens, so that increased the uptake too.</p>
8. Percentage uptake of free school meals in secondary schools (%)				32.3	49	39.1	35	*	35	<p>*Data is not yet available for 2023/24</p> <p>Uptake of free school meals in both primary and secondaries saw improvements in performance compared to the previous financial year. Secondary performance increased from 32.3% to 39.1% in 2022/23. This is above the target of 35%.</p>

Delivering the Council Plan – Green

What we will do	Due Date	Status	Progress update
<p>1. Develop costed, targeted interventions and actions to support our net zero journey within the Council and working in partnership with key stakeholders (CF)</p>	<p>31-Mar-2026</p>		<p>A number of engagement sessions for communities, stakeholder organisations and internal stakeholder were carried out throughout 2023. These events were well attended and helped to identify community priorities, partnership working opportunities and knowledge sharing. Work is underway to develop a phased road map and costed delivery plans. Agreement at PACC Board for an Offsetting Strategy to be developed to align with the phased road map and costed delivery plans to identify and maximise opportunities associated with offsetting.</p>
<p>2. Development of Low Emissions / Electrification Strategy</p>	<p>31-Mar-2025</p>		<p>Refurbishment of six signalised junctions from “old” high energy consumption technology to more efficient LED systems has been completed in Paisley (3off), Johnstone, Renfrew (2 off). EV Charging Infrastructure for Fleet Vehicles installed in Community Meals Service, Renfrew Care Home and Brediland Childrens Home. Renfrewshire Council working in partnership with Glasgow City Region Partners to develop a strategy and investment model for future provision of EV Charging Infrastructure. Continued Engagement with SPEN legal representatives for the installation of new electric power supply at Underwood Road Depot that will facilitate additional EV Charging Infrastructure and Fleet decarbonisation. . Fleet Services are piloting five commercial front line vehicles with a new fuel source for the heavy Council fleet, HVO (hydrotreated vegetable oil) fuel and significantly reducing greenhouse gas emissions on combustion. This means that running vehicles with HVO fuel could reduce CO2 emissions by up to 90%, NOx (Oxides of Nitrogen) emissions by up to 27% and PM (particulate matter) emissions by up to 84%, all of which are key factors to achieving improved air quality.</p>



Delivering the Council Plan – Green

What we will do	Due Date	Status	Progress update
3. Pilot and test the creation of active travel routes between neighbourhoods, town centres and business locations using these to test SMART travel solutions and evaluate benefits to biodiversity, air quality and access	31-Mar-2023		In 2022 the Regeneration and Place Team commissioned specialist consultants Stantec to develop an active travel strategy focussed on accessing the main areas of employment across Renfrewshire. A large-scale survey and a significant number of employer interviews were conducted with the support of the Renfrewshire Chamber of Commerce and the Renfrewshire Economic Leadership Panel. A final report has now been produced with a series of recommendations to develop new routes and initiatives to promote travel behaviour change. This will act as a source document for the development of specific projects for Council and external funder support in the years to come and may be reflected in new actions to be brought forward.
4. Develop a Strategic Property Review of Council operational, non-operational and surplus assets	31-Mar-2025		<p>Work has been undertaken to collect and assess data for the Council portfolio. All properties have now been assessed via a matrix to allow strategic decisions to be made with regards to the property portfolio. The long term lease at Abbey House has ended with staff being relocated to Renfrewshire House. Other leases e.g. 5a High Street have ended and work continues to review different strands/themes e.g. Community Halls/Self Managed Halls, surplus properties etc.</p> <p>A report will be provided to the Infrastructure, Land and Environment Policy Board in either June or after the Summer recess in 2024.</p>
5. Deliver the Energy Efficiency Standard for Social Housing post-2020 (ESSH2) milestones	31-Mar-2023		<p>This on hold whilst review is underway.</p> <p>We are ready to implement as soon as the national position is confirmed.</p>

Delivering the Council Plan – Green

What we will do	Due Date	Status	Progress update
6. Develop a funding strategy to support the resourcing of actions to deliver net zero	31-Mar-2025	▶	The Funding strategy to deliver the Ren Zero Plan is currently being developed alongside the costed delivery plans to ensure adequate resourcing. Work has been ongoing in 2023-24, with priority areas being identified and developed further in relation to cost savings, carbon savings and potential revenue generation alongside leveraging private investment. Due to complex nature of these plans, the completion date has been revised from 31st March 2024.
7. Establish a carbon budget for Renfrewshire Council	31-Mar-2025	▶	An initial draft Carbon Budget has been developed and is subject to formal review and approval. This takes a tapered approach to emissions reduction to 2030 for Renfrewshire Council as an organisation, to give time for projects to be implemented and embedded. The full implementation date would then be beginning of financial year 2025/26.
















Delivering the Council Plan – Green

What we will do	Due Date	Status	Progress update
<p>8. Ensure that climate considerations are taken into account in our procurement strategies and tenders with a focus on reducing emissions</p>	<p>31-Mar-2025</p>		<p>This action is now complete.</p> <p>At strategy stage:</p> <ul style="list-style-type: none"> • A sustainability test is completed for all relevant procurements. This identifies risks and opportunities which ensure that climate considerations are taken into account. • The procurement climate emergency adviser supports the team with advice about policy and highlights opportunities and good examples of best practice from the public sector at strategy stage. • The evaluation methodology is agreed including whether climate should be assessed at Selection Stage or as part of the award criteria. <p>Tender Stage:</p> <ul style="list-style-type: none"> • Where relevant and proportionate procurements include the new Selection Question 4C.7.1 which requires that bidders should evidence that their organisation has taken steps to build their awareness of the climate change emergency and how they will respond; • Where relevant and proportionate bidders will be asked to provide responses specific to the procurement confirming action that will be taken to mitigate climate impacts during the life of the contract; • Where relevant environmental action will be built into the service specification, requiring that these actions are delivered as a fundamental element of the contract.
<p>9. Review opportunities within the Council’s infrastructure pipeline projects to align with the skills transition and green skills development for local people</p>	<p>31-Dec-2024</p>		<p>This action was new in 23-24 and will be developed following phase 2 of the Plan for Net Zero which sets out the phased road map and costed, area-based delivery plans. Phase 2 is currently underway and the infrastructure pipeline of projects and the identification of skills gaps will follow on once the outcomes and the phasing are known. West College Scotland was recently awarded up to £100k from the Business Challenge Fund to allow local businesses to train staff in net zero / sustainability for free to contribute to this agenda. The programme will run financial year 24-25</p>




Delivering the Council Plan – Green

What we will do	Due Date	Status	Progress update
<p>10. Deliver a programme of enhanced operational environmental and community support activities for environment and place (CF)</p>	<p>31-Mar-2023</p>	<p>✔</p>	<p>Team Up to Clean Up continue to make positive impacts across towns and villages in Renfrewshire. Community engagement through social media was up 100% in the 60 days to the start of October with a membership of just over 4,900 local users engaging.</p> <p>With the autumnal weather additional sweeping is being undertaken to ensure gullies are kept clear of debris and leaves to reduce local flooding risks.</p> <p>Environmental Task Force continue to work alongside Renfrewshire communities to reduce fly-tipping. The digitalisation of fly-tipping data collection is building a data base of evidence for data led intelligence.</p>

Delivering the Council Plan – Green

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	
1. Percentage of homes meeting the EESSH 2020 standard (%)				78.4%	95	85.07	95	87.75	95	Whilst below target, performance has improved. Ongoing difficulties within the construction industry have caused some delays in works being completed. Landlords have until December 2025 to comply with EESSH1.
2. CO2 Emissions area wide per capita (LGBF) (tonnes)				4.51	Data only	*	Data only	*	Data only	* This is an LGBF indicator and data for 2022/23 will be available in March 2024. For 2020/21 this was 4.02 More recent data relating to the Council's emissions can be found in our annual Public Bodies Climate Change Duties Reporting here
3. CO2 Emissions area wide: emissions within scope of LA per capita (LGBF)				3.91	Data only	*	Data only	*	Data only	* This is an LGBF indicator and data for 2022/23 will be available in March 2024. For 2020/21 this was 3.48 More recent data relating to the Council's emissions can be found in our annual Public Bodies Climate Change Duties Reporting here
4. Percentage of the vehicle fleet which uses alternative fuels, such as electricity (%)				25	25	27	25	30	25	The current fleet using alternative fuels includes 114 electric vehicles from a total fleet of 393 vehicles. In addition, there are 5 vehicles using alternative fuel.
5. Amount of CO ² emitted by the public vehicle fleet				3,223	3,000	3,267	3,000	3,118	3,000	The total for the year is 3,118 tonnes of CO ₂ emitted which is slightly over target of 3,000 tonnes of CO ₂ e.



Delivering the Council Plan – Living our Values

What we will do	Due Date	Status	Progress update
1. Implement the next phase of transformation as part of Right for Renfrewshire	31-Mar-2025		Work continues across all council services. There have been a number of service redesigns and restructures completed and others are ongoing. Transformation activity is linked to the financial sustainability workstreams .
2. Implement the actions arising from the Council's financial sustainability workstreams	31-Mar-2024		There are a range of financial sustainability workstreams underway, each led by a Council director. So far savings of £4.4m have been identified and included in the 2023/24 base budget. Initial conclusions on some workstreams have confirmed there is limited prospect of the potential to deliver savings at scale and therefore these workstreams will be closed in order to prioritise management resource to those areas where there is more potential. Further work to progress existing workstreams and develop new ones will continue during the year with proposals being brought to Council and / or Policy Boards for approval.
3. Support engagement opportunities to influence national policy direction and align the focus of the organisation in response to national legislation	31-Mar-2027		<p>This action is complete and is now business as usual.</p> <p>The Council continues to respond to national consultations and calls for views, either directly, via COSLA, or through participation in the wide range of professional bodies of which our officers are members. Officers continue to closely monitor emerging national legislation and consider any implications for the organisation.</p> <p>Renfrewshire is also well represented in the Improvement Service/Solace Transformation workstreams at a national level.</p>

Delivering the Council Plan – Living our Values

What we will do	Due Date	Status	Progress update
4. Support the Council in developing New Ways of Working	31-Mar-2025	▶	<p>A lot of work and preparation on the New Ways of Working has been undertaken with an initial focus on Renfrewshire House as the Council headquarters.</p> <p>This has included setting up cross service Operational and Strategic Groups.</p> <p>Officers procured a space planner to assist with the design of offices and a large amount of work has been undertaken to relocate staff from Abbey House to Renfrewshire House between November 2023 and January 2024 thus ending the lease. Other leases e.g. 5a High Street have ended and work continues to review different strands/themes e.g. Community Halls/Self Managed Halls, surplus properties etc.</p> <p>Pilots of soundproof pods, new ICT meeting equipment, headphones and break out areas have been undertaken and reviewed.</p> <p>The work has been undertaken to give the flexibility for staff to continue to work in a hybrid model (wherever possible) and therefore rationalise the number of desks for each team. Work has also been undertaken to understand leases and assess if other organisations e.g. RVJB could be located in Renfrewshire House.</p>

Delivering the Council Plan – Living our Values

What we will do	Due Date	Status	Progress update
5. Undertake a corporate self-assessment exercise in line with revised best value audit methodology	31-Dec-2023		<p>Approach and model were agreed by the Corporate Management Team and the survey element of the CSA has been completed by the extended Corporate Management team. Follow up workshops took place over the summer of 2023 and CMT agreed a range of actions which align with key priorities.</p> <p>CMT also agreed that a further self-assessment should be carried out with the ‘Our Leaders Forum’ senior management cohort, and this activity was carried out with the survey in November and workshop in December 2023.</p> <p>Next steps now include taking forward the monitoring of improvement activity and planning a programme of future self-assessment activity aligned to the best value audit programme. A new action reflecting this will be included in the new SIP for CEs.</p>
6. Lead implementation of the council brand, ensuring council communications are responsive, informed, inclusive and accessible (CF)	31-Mar-2024		<p>One of six goals within the council’s marketing and communication strategy is to present a recognisable and unified brand across all council services to stand as a mark of quality, trust, customer service and innovation. This requires us to manage the brand consistently, ensuring all marketing and communication materials and channels maintain a consistent brand identity that reflects the council’s values, leadership role and tone of voice. In Q4 we have</p> <ul style="list-style-type: none"> • Progressed on the creative development of the visual identity, including colour palette, typography, layout and mark. The new brand will be more accessible, sustainable and economical. • Undertaken an application, function and service audit. • Completed qualitative audience research and delivered a new audience segmentation model.




Delivering the Council Plan – Living our Values

What we will do	Due Date	Status	Progress update
7. Develop an overall strategic recruitment and talent management plan to enable us to meet future workforce demands	31-Dec-2024		We are continuing to look at different ways to recruit in what is a very challenging environment. An international recruitment pilot has commenced which has been positively received. Deadline date changed to Dec 2024.
8. Develop a Wellbeing Strategy that meets the needs of our workforce as we emerge from the pandemic and look towards the future	31-Dec-2023		The Health and Wellbeing plan has now received board approval and in place.
9. Support the Council with improving attendance and reducing absence)	31-Dec-2023		The new Managing Absence policy has been approved and implemented.
10. Develop a new Equality, Diversity and Inclusion Strategy for the Council	31-Dec-2023		ED&I Strategy has now been approved and we will start to work on the plan.













Delivering the Council Plan – Living Our Values

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	
1. Average number of work days lost through sickness absence per employee				11.87	9.9	13.57	9.9	13.01	9.9	*The council has recorded an overall absence rate of 13.01 days lost per FTE employee, which is 3.02 days above the council target of 9.9 days.
2. Percentage of posts of the highest 5% of earners among employees (excl. Teachers) who are women (AS) (%)				58.15	Data only	56.84	Data only	*	Data only	*Data for 2023/24 is not available. For 2022/23 there was a total number of employees = 6,217 Total number of employees in top 5% = 329 (per guidance value 308 has been increased to 311 due to numbers on the salary point) Total number of women in top 5% = 187 (56.84%)
3. Percentage gender pay gap between average hourly rate of pay for male and female employees				2.29	Data only	0.48	Data only	*	Data only	*Data for 2023/24 is not available. The pay gaps were calculated using the difference between male and female’s average hourly rate which excludes overtime. Average hourly rate of pay (Male) = £18.87 Average hourly rate of pay (Female) = £18.78 Gender Pay Gap % = 0.48% The Council’s pay gap of 0.48% was calculated as at 31st March 2023 and highlights the pay gaps between male and female employees.
4. Number of complaints closed at Frontline Resolution as a percentage of all complaints (%)				84.1	85	87.9	85	92.1%	85	For 2023/24, across the Council 10,902 complaints, comments and compliments were recorded on the complaint system. Of this 9,804 were closed as a frontline response complaint, and the remainder were escalated to an investigation.







Delivering the Council Plan – Living Our Values

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	
5. Percentage Of FOI requests completed within timescale (%)				95.4	90	94	90	89.9	90	89.9% FOI requests due in 2023/24 were completed on time. 1502 requests were received with 1350 completed within timescale.

Delivering the Council Plan – Improving Outcomes for Children and Families

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	
1. No. of opportunities for young people to achieve through accredited awards				808	1,130	*	1,130	*	1,130	*Data is currently being gathered for this indicator.
2. Average complementary tariff score of pupils living in SIMD 30% most deprived areas				545	Data only	496	Data only	*	Data only	*Latest data on school leavers attainment shows 2022/23 complementary tariff score is down on the figure for 2021/22, marking the second successive year that the figure has fallen. Please note, assessment methods continue to be impacted by the pandemic, and comparison with previous years should be treated with caution.
3. Average complementary tariff score of all school leavers in Renfrewshire				689	Data only	657	Data only	*	Data only	The average complementary tariff score decreased in 2022/23. The average tariff of 657 marks a further drop in the complementary tariff score since the 2021 exam cohort. Please note, assessment methods continue to be impacted by the pandemic, comparison with previous years should be treated with caution.
4. Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Literacy between pupils living in 30% Most Deprived areas and those living in 70% Least Deprived Areas (SIMD)				15.4	7	16	10	*	Data only	The percentage point gap between the attainment in literacy of pupils living in the most and least deprived areas has increased to 16 percentage points, in comparison to 15.4 percentage points in 2021/22..

Delivering the Council Plan – Improving Outcomes for Children and Families

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	
5. Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Numeracy between pupils living in 30% Most Deprived areas and those living in 70% Least Deprived Areas (SIMD)				13.4	6	11	9	*	9	The percentage point gap between the attainment in numeracy of pupils living in the most and least deprived areas has decreased to 11 percentage points, after a slight increase between 2021 and 2022.
6. Percentage of Looked After Children cared for in the community (%)				92	89.9	90	89.9	91.7	89.9	The percentage of children looked after in the community has increased by 0.4pp compared with Q3 of 2023/24, and has remained between 90% and 91% throughout the past 12 months. The majority of children looked after in Renfrewshire continue to live in a community setting either with their own family or with an alternative family. A residential house or school can be more suitable for a small number of children and young people based on their particular needs, but the service will always seek to have a child live in a family setting where appropriate. Please note, this indicator is also reported annually and the figure is derived from the Local Government Benchmarking Framework indicator CHN9 'Proportion of children being looked after in the community'. The last data published for this indicator is for 2021/22; the percentage children looked after in Renfrewshire living with families in the community was 91.4%, above the Scotland average of 89.8%.

Council Plan

Six monthly progress update
June 2024

For more information, please contact:
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