

To: Education and Children's Service Policy Board

On: 2 November 2023

Report by: Chief Social Work Officer and Interim Chief Education Officer

Heading: Children's Services 2023/24 Service Improvement Plan Mid-Year Monitoring Report

1. Summary

- 1.1. The Service Improvement Plan for Children's Services is a three-year plan covering the period 2023-2026. The purpose of the Plan is to identify the priorities being addressed, the key tasks to be implemented, the implementation timetable and our measures of success.
- 1.2. The Service Improvement Plan is part of a suite of documents which describe the strategic direction for the service and the Council, that also includes the Council Plan, Community Plan, Risk Management Plan, and the Workforce Plan. The service also makes a major contribution to the delivery of the Renfrewshire Children's Services Partnership Plan, the Education Improvement Plan, and Renfrewshire's Community Justice Outcomes Improvement Plan.
- 1.3. This update reflects on the first six months of our Service Improvement Plan, highlighting areas where we are already making progress and some areas we want to focus on more, perhaps because performance is not moving in the direction we anticipated or because of other pressures or factors that makes this even more of a priority for us.
- 1.4. Some of the achievements of Children's Services in the last six month include:
 - Further implementation of Ren10, a multi-agency community-based family support service providing mental health and wellbeing support for children, young people and their families;

- Continued delivery of targeted interventions to support improvement in literacy and numeracy, underpinned by new and innovative approaches to enhance the quality of learning and teaching;
 - Progressing with our local response to national aims and priorities via The Promise, delivering improved outcomes for individuals who are care experienced, keeping children within their families wherever possible;
 - The Mentors in Violence Prevention peer-mentoring programme, which is providing young people across all Renfrewshire secondary schools with the skills to challenge attitudes to gender-based violence;
 - Early development around Renfrewshire’s approach to whole family support measures which promote early and preventative intervention;
 - Implementing the practices of the Safe and Together model across Children’s Social Work; and
 - Continuing to embed the Alcohol and Substance Awareness Programme in education establishments to develop self-confidence and support the healthy and informed choices of children and young people – this has been recognised nationally, winning a COSLA Excellence Award in the ‘Tackling Inequalities and Improving Health and Wellbeing’ category.
- 1.5. At a service level, there is a stronger focus on some of the Council Plan Strategic Outcomes closely aligned with Children’s Services. In the appendix to this report, you will find a full update against all the actions and performance indicators we use to measure progress.
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2. Recommendations

- 2.1. It is recommended that the Education and Children’s Services Policy Board note:
- a) the contents of this report; and
 - b) the achievements of Children’s Services during the first six months of 2023/24 which fall within the remit of this Board.
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3. Background

- 3.1. Children’s Services are responsible for the delivery of early learning and childcare, universal services such as primary and secondary education, social work services to children and families, justice social work services, and targeted and specialist services for specific identified needs. These include child protection services, the provision of education to children and young people with additional support needs, mental health and addictions services for children and young people, and management and rehabilitation services for people who have committed offences.

- 3.2. The Service Improvement Plan (SIP) is a comprehensive statement of the outcomes the service aims to achieve, and the actions it will take to achieve these. It fits within the wider planning framework of the Council by taking account of Community Planning themes and Council priorities. The SIP enables elected members to have oversight of developments within the service and to consider and develop policy options which reflect customer need and resource availability.
- 3.3. The priority actions and performance indicators set out in the attached Mid-Year Service Improvement update details the specific actions the service has achieved and will continue to progress to support the Council's priorities and help deliver improved outcomes for Renfrewshire children, young people, and their families and communities. Progress towards actions and indicators will be reported in the annual outturn report in May 2024.

4. Performance/data indicators on track

- 4.1. The most up to date Curriculum for Excellence attainment data shows that Renfrewshire remains above the national average across all stages and curricular areas. The service has already made good progress in responding with targeted and evidence-based interventions to support schools in literacy and numeracy. The achievements of Renfrewshire's young people in 2021/22 will be compared with 2022/23 examination data as it becomes available throughout late-2023 and in 2024.
- 4.2. The service has continued to exceed its target for ensuring that our looked after children are cared for in a community setting, with 90.4% cared for in this way. Although this number represents a drop in performance in comparison to previous reporting periods, this can be accounted for by the needs of a small number of young people who require to be placed in other settings better aligned to their current needs.
- 4.3. The percentage of new unpaid work orders completed by the required date has shown strong performance between April and June 2023, with 96% of orders completed against a target of 75%. Target continues to be exceeded, despite increases in the number of orders stemming from further court activity, highlighting the service's efforts to focus resource on areas of greatest priority.
- 4.4. The percentage of Stage 1 complaints responded to within timescales agreed with customers is 97%. This figure highlight the efforts of the service to improve performance in this area. The number of complaints received over the period increased compared to the previous quarter but remains relatively low. This means those not responded to on time can have a relatively large bearing on the overall percentage. On occasion this may require staff to liaise closely with the complainant to fully understand the scope of the issue and thereafter identify all pertinent information. Complainants are always kept fully informed of timescales and anything that might impact them.

5. Performance/data indicators which did not meet target

- 5.1. Several justice performance measures have been unsuccessful in achieving their target for the quarter. This is due in part to the ongoing changes in some court activity which has disrupted justice service processes, challenging tight timescales for initial activity on orders. The service continues to adapt to progress high priority work for those individuals most in need, and in the coming months will focus on maximising available capacity through the effective utilisation of accommodation and deployment of staff resource.
- 5.2. The number of Renfrewshire school pupils starting a foundation apprenticeship in 2022/23 dropped by almost 75% compared to those accessed in 2021/22. This in part could be attributed to a greater number of pupils staying on to S5, with a richer curriculum offered which creates additional opportunities for our young people.
- 5.3. The percentage of care leavers participating in employment, training and education has fallen 9 percentage points to 41% against a target of 55%. Children's Services will work closely with partners involved in providing this support to establish if this is a sustained trend, and to establish the circumstances attributed to this recent reduction in performance.

6. Key priorities over the next six months

- 6.1. The service has a number of priorities for the next six months and beyond. Significant detail is described within a range of planning documents including the Renfrewshire Children's Services Partnership Plan and the Education Improvement Plan. These include:
 - Relentless focus on improving attainment for all children and young people while narrowing the poverty-related attainment gap.
 - Improving engagement with children and young people to ensure their voices are heard, their rights are respected, that the principles of UNCRC are embedded in all future policy and planning decision making, and that children are included in relation to decisions which affect them;
 - Developing the whole family wellbeing model through strong partnership working and community engagement;
 - Supporting children, young people and their families to prepare for the move into adult services and greater independence;
 - Continuing to support vulnerable young people to achieve and sustain positive pathways after leaving school;
 - Strengthening our service planning processes to enable children and young people to thrive, learn and achieve;

- Completing the installation of Wi-Fi across the full school estate by the end of the current school term;
- Developing, designing and implementing an Early Interventions service within justice social work; and
- The design and delivery of a comprehensive programme of staff training and development, through the newly named Family Care and Protection portfolio (formerly Families and Communities).

7. Monitoring progress

- 7.1. Progress on the implementation of the Service Improvement Plan is regularly monitored by the Extended Senior Leadership Team every quarter and will be reported to the Education and Children's Services Policy Board on a six-monthly basis. An outturn report will present a review of progress to this Board in the Spring of 2024.

Implications of the Report

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

10. **Risk** – Risks related to the delivery and management of services are regularly monitored and included in Renfrewshire Council’s Corporate and Strategic Risk Registers.
 11. **Privacy Impact** – None.
 12. **COSLA Policy Position** – None.
 13. **Climate Risk** – None.
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List of Background Papers

- (a) [Service Improvement Plan 2023 - 2026](#)
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Children's Services

Service Improvement Plan 2023 - 26

Six-monthly progress update

November 2023

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



Renfrewshire
Council

Welcome to our six-monthly update

- This update reflects on the first six months of our Service Improvement Plan, highlighting areas where we are already making progress and some areas we want to focus on more, perhaps because performance isn't moving in the direction we anticipated or because of other pressures or factors that makes this even more of a priority for us.
- The following pages shine a spotlight on some great projects or practice, and highlight areas where we want to improve or develop further. At a service level, there is a stronger focus on the Council Plan Strategic Outcomes that are closely aligned with Children's Services. Towards the end of this document, you will find a full update against all the actions and performance indicators we use to measure progress.
- We report on 33 performance indicators, 19 which are reported annually and 14 reported quarterly. Some annual indicators are based on data that is one-year behind, owing to having no more recent comparable information. This will be updated as comprehensive data becomes available through subsequent data collections.

Delivering the Council Plan

Place: As part of the corporate roll-out of Wi-Fi, installation across the learning estate commenced in Secondary schools during the summer break. It is expected that this phase will be completed by the end of November 2023, with work concluded in Primary schools and Early Learning establishments by March 2024.



Green: New heating controls have been installed in our schools, which offer a high degree of environmental sustainability and energy efficiency, optimising performance and providing remote connectivity.

Economy: Working in partnership with Invest in Renfrewshire, Skills Development Scotland, and West College Scotland, there are now Developing the Young Workforce (DYW) co-ordinators in all Secondary and ASN schools.



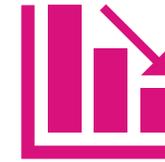
Fair: Nurturing bright, happy and healthy futures for all

Achievements

- Early years establishments and primary schools have been supported to deliver effective emotional literacy through coaching from Barnardo's. For secondary schools, HeadStrong designed a bespoke emotional literacy package.
- Our online, interactive, Alcohol and Substance Education Awareness programme is being implemented across most of our early years' establishments and schools. This resource received national recognition, winning a COSLA Excellence Award in the Tackling Inequalities and Improving Health and Wellbeing category.
- The Mentors in Violence Prevention (MVP) programme is providing young people across most Renfrewshire secondary schools with the skills to challenge attitudes to gender-based violence (GBV).
- We have successfully rolled out the Safe and Together model across Children's Services Social Work. The principles of Safe and Together have been embedded in practice and has been supported by multiagency training.



97% of our school leavers are in positive destinations



Attainment gap in numeracy decreased between pupils living in the most and least deprived SIMD areas



90% of our looked after children are cared for in the community



Low number of care leavers presenting as homeless in the past 6 months

Areas for improvement and development

- The percentage point gap between the attainment in literacy of pupils living in the most and least deprived areas has increased.
- Performance in several justice social work indicators has declined, despite general improvements over the course of the previous year.

Living our Values: making a difference together



More opportunities to learn together, share practice and better inform children and young people and their families who need it.



We are focusing on understanding the impact of trauma and reflecting our learning in how we deliver our services, alongside the language we use to help tackle stigma.



97% Stage 1 complaints resolved within agreed timescales



88% Stage 2 complaints resolved within agreed timescales



85% of Freedom of Information requests were responded to on time

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.

Achievements

- As part of our commitment to keeping The Promise in Renfrewshire, we have recruited over 100 Promise Keepers who act as local champions, helping to educate and improve services for care experienced people.
- Work is already underway to ensure that UNCRC is embedded in all future policy and planning decisions.
- Through the Children's Services Partnership, a range of services are working together to map out whole family support services that can best support families at the right time.
- Over 1,000 children and young people have accessed counselling through REN10 approaches and initiatives.

Areas for improvement and development

- The pandemic had a disproportionate effect on our most deprived areas, leading to an increase in the poverty-related attainment gap. We continue to target our work to support all children and young people to achieve.



Low number of children moving on and off the Child Protection Register in past 2 years.

We continue to welcome people to Renfrewshire that arrive through government humanitarian schemes.



Social work service redesign is progressing, with ongoing engagement and consultation with stakeholders.

Actions and indicators

Full list

November 2023

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Performance Key

ACTION STATUS	
	CANCELLED
	OVERDUE
	CHECK PROGRESS
	IN PROGRESS
	COMPLETED

PERFORMANCE INDICATOR STATUS	
	BELOW TARGET
	CHECK PROGRESS
	ACHIEVING/ON COURSE TO ACHIEVE TARGET
	NOT COMPARABLE
	DATA ONLY
	PERFORMANCE IMPROVING
	PERFORMANCE IN RANGE
	PERFORMANCE GETTING WORSE

Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
<p>Progress development work in relation to the priority schools identified in the School Estate Management Plan - Paisley Grammar School Community Campus (PGSCC)</p>	<p>31-Aug-2026</p>		<p>The Learning Estate Project Board (LEPB) was advised that budget pressure on school construction projects is occurring on a national scale and that the PGSCC project was affected by this issue. Further to assessment of design development, inflation and appetite in the Sub-Contract market, the project team advised that the overall budget is at risk until contract close in March 2024. It should be noted however, that this risk is being considered by the LEPB in the context of the recent Scottish Ministerial decision to award an 11% uplift to the base funding provision on Scottish Futures Trust (SFT) funded projects reaching financial close by December 2023. The SFT advise that projects reaching financial close after December 2023 would be assessed to determine suitability for additional funding towards the end of this year with advice on the outcome anticipated in January 2024. To ensure this budgetary risk does not generate a further risk to programme delivery, the LEPB board endorsed progression of detailed design and tendering of the works during RIBA stage 4. The LEPB also supports the proposal to undertake an enabling works project to being forward elements of the main works contract to start early, thus de-risking the final delivery deadline for the project; agreement to this approach will be sought from the next Finance, Resources & Customer Services Policy Board meeting due to take place in November.</p> <p>Design development continues to achieve anticipated milestones for an August 2026 opening. At present the MDDT are developing information for market testing which will yield quotations for the work. As part of this development process the project team is holistically reviewing all elements of the project to deliver on Children’s Services brief of providing a building that is flexible and adaptable to the needs of its users. The project team advise that this assessment will also aim to achieve best value on both capital and life cycle costings.</p>

Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
Progress development work in relation to the priority schools identified in the School Estate Management Plan - Thorn Primary School	31-Mar-2026		The decision on Learning Estate Investment Programme Phase 3 Funding was deferred by Scottish Government in December 2022. No update on this position has been received at this time.
Progress plans for the roll out of full Wi-Fi across the school estate, understanding the benefits that can be baselined and measured	31-Dec-2023		The roll out for secondary schools will be completed in November 2023. Thereafter work will commence in Primary and ELCC's establishments with them all planned to be completed by the end of March next year.

Delivering the Council Plan – Economy

What we will do	Due Date	Status	Progress update
<p>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</p>	<p>31-Mar-2025</p>		<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 this year who are offering a range of opportunities such as site visits, training and long-term work placements for young people in the senior phase.</p>

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
Develop and extend bespoke pathways and programmes on literacy and numeracy to support all establishments through a differentiated approach	30-June-2023	✔	Across literacy and numeracy, schools were supported with aspects of learning and teaching including evidence-based pedagogy and assessment. A range of evaluations and case studies have been compiled to evaluate the effectiveness and impact of specific interventions. This is detailed in the Standards and Qualities report.
Ensure Renfrewshire is a "child friendly" place where children's rights are at the centre of policy decision making.	30-June-2023	✔	Work is ongoing to ensure that UNCRC as a corporate responsibility is embedded in all future policy and planning decision making in relation to children and young people. Schools continue to be involved in the Rights Respecting Schools award and ensure that children and young people are at the centre of decision making at a local level. Through the continued work of the inclusion portfolio, children's rights are front and centre of all GIRFEC approaches.
Roll out the Safe and Together model across Children's Services Social Work and embed the Safe and Together principles in practice	30-June-2023	✔	A further two cohorts of the intensive four day Safe and Together core training were delivered in 2023 and included practitioners from partner agencies in order to inform and progress the wider inter-agency roll out. A one-day inter-agency training took place earlier this year to positive feedback and a further two are planned before the end of 2023. The model is now embedded in Children's Services Social Work with 'champions' identified across the teams and regular 'champions' meetings and reflective practice sessions continuing to take place. The Safe and Together Steering Group is now focused on promoting the principles of the model on a wider inter-agency basis. Accordingly, this action is now complete in relation to the Children's Services Improvement Plan.

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
<p>In collaboration with Health partners, the West Partnership and the voluntary sector, continue to develop consistent, effective & preventative approaches to support recovery and improve the mental, social and emotional wellbeing of children, young people</p>	<p>30-June-2023</p>		<p>All year 1 and 2 PATHs early years and primary schools are being effectively supported to deliver effective emotional literacy through coaching from Barnardo's. For secondary schools, funding was secured to procure HeadStrong to design a bespoke emotional literacy resource for Renfrewshire which will be launched in August 2023. A comprehensive programme of professional learning (PL) was developed and delivered throughout the academic session to support effective implementation of the mental, social & emotional strands of wellbeing. Pre and post evaluations (including 6 months post-training) shows an increase in knowledge, skills and confidence in all staff who engaged with PL. Counselling services are in place to support all CYP from P1-S6 and parents where appropriate. 100% of CYP referred into counselling were screened within 5 days of referral and 82% have improved scores post-counselling. To promote staff wellbeing, Reflective Group Practices were adopted in 3 secondary schools with 80% of staff reporting that sessions helped support their own wellbeing. Our new online interactive Alcohol and Substance Education Awareness programme is being implemented across almost all of our early years' establishments and schools. A review has been undertaken with users and partners to identify gaps/improvements required. A report has been produced with recommendations that will be addressed. The Mentors in Violence Prevention (MVP) peer mentoring programme is providing young people across almost all Renfrewshire secondary schools with the skills to challenge attitudes to gender-based violence (GBV). Teachers reported an increased confidence in recognising and dealing with GBV situations within their own schools. 95% of schools provided self-evaluation gradings of 'Good' or better for the Quality Indicator Ensuring Wellbeing, Equality and Inclusion. Since June 2022, an additional school has a self-evaluation grading of 'excellent' and the number of schools with a 'very good' grading has increased from 49% to 64%. A local authority analysis of the Warwick Edinburgh Mental Wellbeing Survey which was undertaken by Renfrewshire young people from S1-6 this academic session and last, suggests that wellbeing is improving, with average wellbeing scores increasing and the percentage of young people falling into the low wellbeing score category decreasing from 31% to 24%.</p>

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
Further embed the recommendations of The Promise in service delivery	31-Mar-2025	▶	<p>The Childrens Services response to the implementation of The Promise in Renfrewshire has progressed against several priority areas identified in the Promise Plan 21-24. Through The Promise Governance mechanisms, reporting directly to Childrens Services Partnership, and captured through a mapping process we are evidencing Promise related activity across Childrens Services and from the wider Childrens Services Partners. This activity includes programmes of change and policy development in Education, Social Work, Youth Justice, Childrens Hearings, Cultural Regeneration, Employability, Health (including Mental Health, Sexual Health, Maternity Health), Housing Pathways, Whole Family Support and across the Workforce. Actions required to #KeepThePromise have informed the Inclusion Portfolio within Childrens Services. Renfrewshire’s Promise Keeper Project, delivered by the Promise Ambassador, continues to progress and grow across Childrens Services, HSCP, the wider council and with our Community Planning Partners. This project has been shared across the national Promise network and has now been replicated in some areas. Renfrewshire’s Promise Manager and Promise Ambassador are well connected to the Promise delivery mechanisms at COSLA, Promise Scotland and Scottish Government. This active involvement has led to involvement in projects/working groups including National Promise Mapping Development, COSLA Promise Data and Scotland’s Promise Plan 24-30 Consultation.</p>

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
Development and implementation of the Learning, Teaching and Assessment Strategy that clearly articulates the vision for planning and delivering high quality learning, teaching and assessment	30-June-2024	▶	Feedback gathered from all sector heads around the vision and strategy. This will be collated and influence the next steps. We will continue to take this forward with senior leaders throughout the school session.
Building on the Ren10 interface, create a request for assistance referral system which ensures timely support across a variety of services for children, young people, parents and carers and staff	30-June-2023	✔	Requirements and options are being compiled to explore the most appropriate interface for the request for assistance process. Some services are piloting a new request for assistance process, and this is in early stages. This action will be merged with whole family wellbeing planning going forward.

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
Finalise Parenting Strategy, launch and deliver on key actions through portfolio	31-Mar-2025		Plans are in place for a soft launch of the parenting strategy, and this will include a showcase of all the approaches and support available for parenting. This work will merge with the whole family wellbeing strategy.
Where it is safe and appropriate to do so, families in need of support will be diverted away from social work and offered assessment and time-limited intervention from Barnardo’s.	31-Jan-2024		Since inception of the Early Help Pilot in Paisley North, 111 families have received a service from Barnardo’s Early Help Team. These cases are diverted at the point of referral to duty and engagement offered by Barnardo's can last up to 12 weeks before being closed or referred back to the team. The main reasons for referrals have been incidences of domestic abuse, need for parenting support and breakdown of parent / child relationships some of which is exacerbated by family breakdown, poor attendance at school with underlying ASN for the child and wider family being identified as unmet need relating to poor mental health & wellbeing. From March 2023 the Early Help Team have been colocated part time at Abbey House and are now established as an integral part of the joint duty process. There is strong partnership working and professional relationships underpinned by robust interagency protocols & boundaries have been established. Co-location has fostered trust and a shared understanding across the interagency team. Families’ improvement journey is scored using Barnardo’s Outcomes Monitoring Framework to track progress against agreed outcomes linked to family support plans and interventions undertaken.

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
Develop, design and implement an Early Interventions service within justice social work.	31-Mar-2024	▶	Electronic Monitoring (bail) commenced by Paisley Sheriff Court SW team on 15 March 2023, Structured Deferred Sentences (SDS) commenced in the fieldwork teams/women's service on the same date. Extended and more complex diversion is already underway. Five justice officer posts have been created and recruitment is progressing, with all successful candidates identified and recruitment checks underway; an equivalent post in the Whole Systems team in process. These are temporary until 31 March 2026 based on available funding. Recruitment is underway – these staff will undertake SDS, extended diversion and enable the development of bail supervision and voluntary throughcare.
To update and refresh the staged intervention framework through a shared vision & improved integrated working across all services including education, health, social work, voluntary sector & employment, and training.	31-Mar-2024	▶	The updated Staged Intervention Framework and associated processes, and protocols has been rolled out across all establishments in the Local Authority. Training for all Senior Leaders and Pupil Support Coordinators has been planned throughout the year to ensure successful implementation continues with a focus on quality assessment, planning and review at single agency level. Multi-agency training is also in place throughout the year to ensure all services are aware of and are using updated processes and procedures in line with the updated GIRFEC policy. A quality assurance framework has been established which will support the successful implementation of the Staged Intervention Framework which will include sampling of plans at various stages of intervention.

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
<p>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)</p>	<p>31-Mar-2025</p>		<p>Renfrewshire’s Promise strategic planning and Governance Structure, incorporating The Promise Oversight Group and four workstreams, have been revisited and clearly aligned to Children’s Services Partnership Plan and to the Council Plan. The Promise is now a high-level aim for Renfrewshire’s Children’s Services Partnership and the partnership has agreed that “There must be an urgency and demonstrable evidence of a collective understanding, commitment and activity in relation to The Promise.” The Promise Strategic Oversight Group and workstreams active representation from different agencies and includes all key strategic corporate parent partners, frontline staff and Care Experienced people. The Promise Manager, started in post October 2022, manages the Children’s Services Partnerships response to the implementation of The Promise in Renfrewshire. We will monitor the effectiveness of the Oversight Group and workstreams and our response to #KeepThePromise will be informed by emerging themes/priorities around The Promise Plan 21-24 and Plan 24-30.</p>
<p>Build local capacity for transformational whole systems change and to scale up and drive the delivery of holistic whole family support services (CF)</p>	<p>31-Mar-2025</p>		<p>Good progress has been made with the development of the holistic whole family support services. Progress this session is detailed below:</p> <ul style="list-style-type: none"> • In terms of third sector capacity, the 1st round grant funding process is underway and 17 applications were received to be scored and prioritised. • Scoping requirements for the request for assistance platform is underway and positive engagement with a provider is ongoing. • A pilot of the whole family wellbeing scale has commenced to explore the benefits of integrating a common evaluation framework to evidence the impact of whole family wellbeing supports. • In terms of service re-design, good progress has been made with services. Engagement and consultation is ongoing in relation to remits and service specifications. <p>Partnership working continues to be strong through the steering group and RSCP.</p>

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
<p>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)</p>	<p>31-Mar-2025</p>		<p>The benefits of the portfolio approach have been realised this session, particularly when producing the Education Improvement Plan and Standards and Qualities report. The process was more streamlined and there was improved collaboration around strategic planning. There has been an agreement to rename the 'Families and Communities' portfolio to 'Family Care and Protection' as this better reflects the priorities of the portfolio. The next steps for the approach will focus on the interface between the portfolios and cross-connections.</p>
<p>Deliver mental health and wellbeing support, including Ren10 mental health and wellbeing network to support children, young people and their families (CF)</p>	<p>31-Mar-2025</p>		<p>A report was submitted to Scottish Government detailing the number of children, young people and parents benefitting from Ren10 approaches and interventions:</p> <ul style="list-style-type: none"> • 1081 children and young people accessed counselling; • 806 reported a positive outcome; • 199 children and young people accessed a Ren10 support; • 93 parents were supported via EPEC or NVR; • 85% reported a positive outcome. <p>This data demonstrates that the early intervention and prevention approaches available through Ren10 are having a positive impact on those who access. This work will continue to develop with appropriate links being made to the Whole Family Wellbeing plan.</p>

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	Q2 2022/23		Q3 2022/23		Q4 2022/23		Q1 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Percentage of Looked After Children cared for in the community				91.6%	89.9%	91.2%	89.9%	90.0%	89.9%	90.4%	89.9%	The percentage of looked after children in the community has increased by 0.4pp in Q1 of 2023/24, compared with Q4 of 2022/23. The majority of all looked after children continue to live in a community setting either with their own family or with an alternative family. A residential house or school can be more suitable for a small number of children and young people based on their particular needs, but the service will always seek to have a child live in a family setting where appropriate. Please note, this indicator is also reported annually and the figure is derived from the Local Government Benchmarking Framework indicator CHN9 'Balance of care for 'looked after children': % of children being looked after in the community'. The last data published for this indicator is for 2020/21; the percentage of looked after children living with families in the community in Renfrewshire was 92.5%, above the Scotland average of 90%.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	Q2 2022/23		Q3 2022/23		Q4 2022/23		Q1 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
The percentage of NEW clients subject to a new supervision order seen by a supervising officer within 1 week				77%	85%	86%	85%	76%	85%	64%	85%	Where the justice social worker recommends the court imposes a supervision order the criminal justice social work report details the first contact. Achieving this target is therefore dependent on the compliance of the person made the subject of the order attending as directed. Where the court defers sentence further before imposing the supervision order has a negative impact on performance. The justice team reviews performance regularly to identify issues.
% of NEW unpaid work orders/requirement complete by the required date				97%	75%	94%	75%	96%	75%	96%	75%	Target continues to be exceeded. Court services recovering and the number of new orders imposed has continued to increase over recent months. The service continues to prioritise workloads and deliver unpaid work activity in accordance with safe working guidelines.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	Q2 2022/23		Q3 2022/23		Q4 2022/23		Q1 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Percentage of NEW unpaid work clients seen within 1 working day of the order				72%	70%	59%	70%	65%	70%	53%	70%	<p>Despite significant recovery being achieved recently, performance in this area had declined compared to Q4 of 2022/23.</p> <p>Those made the subject of unpaid work orders should be seen at court on the day of sentence and directed to an appointment with unpaid work staff to allow this target to be achieved.</p> <p>At present there are vacancies within the court social work team which are compounded by operational issues within the Courts which are having a negative impact on performance. Orders imposed by courts outwith Renfrewshire also impact as there are delays in information sharing with Renfrewshire and a lack of contact details which then require postal contact, thus causing further delays.</p>

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	Q2 2022/23		Q3 2022/23		Q4 2022/23		Q1 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Percentage of NEW unpaid work clients receiving an induction within 5 working days of the order				83%	75%	75%	75%	71%	75%	62%	75%	Performance in Q1 of 2023/24 has significantly declined compared with Q4 of 2022/23. This is despite general improvements over the course of the previous year. These improvements reflected focussed efforts to prioritise health and safety inductions to ensure that service users are ready for available work placements. The impact on first appointments, then impacts on all later timescales.
Percentage of NEW unpaid work clients beginning work placement within 7 working days of the order				61%	65%	82%	65%	71%	65%	58%	65%	Performance has missed the target in Q1, having exceeded it in the previous two quarters. The demand for weekend work placements remains high, and the service continues to adapt in response to this shift. Staff sickness and vacancies continue to impact workforce capacity and the impact on first appointments, then impacts on all later timescales.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	Q2 2022/23		Q3 2022/23		Q4 2022/23		Q1 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Percentage of accommodated Looked After Children placed with families				88.9%	83%	88.1%	83%	86.9%	83%	88.1%	83%	The majority of accommodated children live in a family setting and this will continue to be the preferred option. There are times when it is more appropriate to support a looked after and accommodated child in a residential house or school, or times when a children’s hearing considers this necessary.
Percentage of care leavers participating in employment, training or education				56%	55%	54%	55%	52%	55%	41%	55%	Performance in Q1 has decreased and is below the target of 55%. The figure of 41% reflects that 58 out of 142 care leavers with open Throughcare involvement are in employment, education or training.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	Q2 2022/23		Q3 2022/23		Q4 2022/23		Q1 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Percentage of care leavers who have had a period of homelessness in the last 6 months				3%	0%	6%	0%	4%	0%	3%	0%	The figure of 3% equates to 4 young people. All individuals were either living with family members/friends or provided with temporary homeless accommodation either in Renfrewshire or in other local authority areas. Throughcare and Housing continue to work together to prevent homelessness and to support young people in sustaining tenancies. Reduced movement of housing stock in housing is resulting in young people remaining in placements longer. Homelessness can be a result of breakdown in other living arrangements whilst waiting on housing offers.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2019/20		2020/21		2021/22		2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
% of Leavers attaining literacy SCQF Level 4				97%	98%	97%	98%	96%	98%	n/a	98%	The percentage of leavers in Renfrewshire achieving literacy and SCQF level 4 or above has remained high over the previous three years. The 2021/22 figure of 96.1% is down on the 2020/21 figure of 97.0% but remains ahead of our virtual comparator, at 95.9%, and the national figure of 94.4%. The 2022/23 data will become available in early-2024 through the SQA Insight website.
% of Leavers attaining numeracy SCQF Level 4				95%	93%	94%	94%	93%	94%	n/a	94%	The performance of Renfrewshire school leavers in numeracy at SCQF level 4 or above has decreased to 93.3% from the previous years figure of 94.5%. This is ahead of the virtual comparator which is 93.2%, and the national figure of 91.3%. The 2022/23 data will become available in early-2024 through the SQA Insight website.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2019/20		2020/21		2021/22		2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
% of Leavers attaining literacy SCQF Level 5				88%	86%	90%	86%	87%	88%	n/a	88%	Attainment of school leavers in literacy at SCQF level 5 or above has decreased to 87.1% from 90.2% in 2020/21. Renfrewshire has consistently been ahead of both the national average (82.0%) and its virtual comparator (85.9%) for the previous 3 years. The 2022/23 data will become available in early-2024 through the SQA Insight website.
% of Leavers attaining numeracy SCQF Level 5				78%	75%	80%	75%	77%	77%	n/a	77%	The percentage of school leavers achieving SCQF level 5 or above in numeracy has decreased to 76.9% from 80.1% in 2020/21. Renfrewshire remains above the virtual comparator, which fell to 75.2%, and the national figure of 70.7%. The 2022/23 data will become available in early-2024 through the SQA Insight website.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2019/20		2020/21		2021/22		2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Average Total Tariff Score of Looked After Children (school leavers)				218	310	471	320	328	330	n/a	330	The average total tariff of care-experienced school leavers decreased in 2021/22 to 328 from 471 in 2020/21. However, due to the small number of looked after pupils in each leavers cohort there can be considerable variation in the average tariff from year to year. The 2022/23 data will become available in early-2024 through the SQA Insight website.
Gap between the Average Total Tariff Score of Looked After Children (school leavers) and that of the total Renfrewshire leavers cohort				78%	65%	58%	64%	67%	63%	n/a	63%	The percentage gap between the average total tariff between looked after school leavers and the general cohort increased in 2021/22 to 67.3% from 58% in 2020/21. The number of looked after pupils in each leaver's cohort is small therefore a high degree of variation is expected in these figures year on year. The 2022/23 data will become available in early-2024 through the SQA Insight website.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2019/20		2020/21		2021/22		2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Average Complementary Tariff (S4)				318	313	320	316	311	320	n/a	320	The average complementary tariff score of S4 pupils in Renfrewshire is broadly within range, although there has been a slight drop over the previous year. The 2021/22 figure of 311 is down on the 2020/21 figure of 320. Renfrewshire's score remains greater than that of the national average and its virtual comparator. The 2022/23 data will become available later in 2023 through the SQA Insight website.
Average Complementary Tariff (S5)				588	560	628	565	604	570	n/a	570	The average complementary tariff score of S5 pupils in Renfrewshire has decreased slightly against the figure from 2020/21. Renfrewshire's score remains above the national average and its virtual comparator. The 2022/23 data will become available later in 2023 through the SQA Insight website.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2019/20		2020/21		2021/22		2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
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)				12	9	12	8	15	7	16	10	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.
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)				10	8	10	7	13	6	11	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.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2019/20		2020/21		2021/22		2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Literacy between pupils entitled to Free School Meals and pupils not entitled				18	16	18	15	21	14	22	15	The percentage point gap between the attainment in literacy of pupils entitled to free meals and those not entitled has increased for a second consecutive year, having remained at approximately 18 percentage points between 2019 and 2021. However, due to the expansion of universal entitlement to P4 and P5, these figures are not directly comparable to previous years.
Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Numeracy between pupils entitled to Free School Meals and pupils not entitled				14	16	14	15	17	14	18	14	The percentage point gap between the attainment in numeracy of pupils entitled to free meals and those not entitled has increased for a second consecutive year, having remained at approximately 14 percentage points between 2019 and 2021. However, due to the expansion of universal entitlement to P4 and P5, these figures are not directly comparable to previous years.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2019/20		2020/21		2021/22		2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
% of School leavers in a positive destination				94%	95%	97%	95%	97%	95%	n/a	98%	<p>The percentage of 2021/22 leavers entering a positive destination has remained similar to 20/21 figures (96.6 vs 96.5). Renfrewshire is ahead of both the national figure and the virtual comparator in this measure - both comparators have also remained similar to the previous year. Most of our school leavers went into higher education. The figure this year was 43%, above the national average of 41%. A further 25% of leavers went to further education, with 25% entering employment after a drop to 17% in 19/20. The 2022/23 data will become available in early-2024 through the SQA Insight website.</p>

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2019/20		2020/21		2021/22		2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
No of foundation apprenticeships accessed by Renfrewshire school pupils				42	40	44	40	55	45	14	45	During 2022/23, 14 young people from Renfrewshire schools began Foundation Apprenticeships. More frameworks have been established in the area, but had to be cancelled due to no uptake. A richer curriculum is currently offered at school that includes a wide range of new courses, and creates additional opportunities for young people. We will continue to work with West College Scotland to provide attractive options for young people and intend to grow this number year after year as part of the wider goal of positive post-school destinations for all young people.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2019/20		2020/21		2021/22		2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Percentage of pupils satisfied with establishments Education Scotland Survey				89%	100%	n/a	100%	n/a	100%	77%	100%	Figures for this indicator are taken from pupil responses to surveys sent out by inspectors; in this case, it is the proportion responding positively to the statement “I enjoy learning at my school”. As such, they relate to a proportion of pupils in a small number of schools. Schools included in 2022/23 to date are Park Mains High School, St Benedict's High School, Auchenlodment Primary School and Early Learning Class, Barsail Primary School, Cochrane Castle Primary School, and West Primary School. This measure does not consider other statements which cover the broader aspects of school life, such as pastoral care, extracurricular activities, and the relationships between pupils and staff.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2019/20		2020/21		2021/22		2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
% of children attending school (Primary)				94.1%	95.5%	94.6%	95.5%	92.6%	95.5%	92.8%	95.5%	Renfrewshire primary schools have worked hard to maintain a strong level of attendance, with a slight increase from 2021/22. National comparator data for attendance is compiled biennially and will next be published in December 2023.
% of children attending school (Secondary)				89.4%	91%	87.9%	91%	87.1%	91%	87.0%	91%	Renfrewshire secondary schools have worked hard to maintain attendance. However, challenges for some families has resulted in pockets of attendance falling. This is a picture which is being replicated across the country. Full National comparator data for attendance is compiled biennially and will next be published in December 2023.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2019/20		2020/21		2021/22		2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
% of young people choosing to stay onto S5 (as % of S4 roll at September previous year)				94%	92%	89%	92%	87%	92%	92%	92%	Stay-on rates remain high, and most pupils remain in school until at least S5. Initiatives such as foundation apprenticeships and the provision of vocational education provided by West College Scotland but delivered in-school give pupils a range of options in the senior phase.
% of young people choosing to stay onto S6 (as % of S4 roll at September two years before)				73%	68%	69%	69%	70%	70%	66%	71%	Stay on rates for young people choosing to stay on to S6 have fallen below target. Education for the senior phase has a strong focus on personal development and employability skills as well as on academic attainment, and support is offered to ensure positive post-school positive destinations for all.

Delivering the Council Plan – Green

What we will do	Due Date	Status	Progress update
Continue to work with other council services to deliver improvements to the school estate which offer a high degree of environmental sustainability and energy efficiency.	31-Mar-2026		A new learning estate management model has been developed to ensure robust governance of the learning estate decision making. This includes wider council chief officers.

Delivering the Council Plan – Living our Values

What we will do	Due Date	Status	Progress update
Staff will be supported to collaboratively learn and develop across Children's Services	31-Mar-2024		Through the revised Family Care and Protection (Families and Communities) portfolio, there will be more opportunities to learn together, share practice and information to better support infants, children and young people and their families who need it.
Engage and participate in trauma informed and responsive Renfrewshire programme	31-Mar-2026		Officers continue to attend the trauma informed and responsive working group and taking forward relevant actions associated with this programme.

Delivering the Council Plan – Living our Values

Indicator	Current Status	Short term trend	Long term trend	Q2 2022/23		Q3 2022/23		Q4 2022/23		Q1 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
% of Stage 1 complaints responded to within timescales agreed with customers				92%	95%	91%	95%	97%	95%	97%	95%	Children's Services received 36 Front Line (Stage 1) complaints; 34 Education and 2 Social Work. 35 were completed within target; 33 Education and 2 SW, with 1 Education complaint completed outwith timescales.
% of Stage 2 complaints responded to within timescales agreed with customers				81%	95%	71%	95%	95%	95%	88%	95%	Children's Services received 24 Investigation (Stage 2) complaints; 14 Education and 10 Social Work. 21 were completed within target; 14 Education and 7 Social Work, with 3 Social Work complaints completed outwith timescales - in one case the customer agreed to an extension to the timescales. In two cases the delay was mainly availability of staff and the service is reviewing how to manage these issues in the future.

Delivering the Council Plan – Living our Values

Indicator	Current Status	Short term trend	Long term trend	Q2 2022/23		Q3 2022/23		Q4 2022/23		Q1 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
% of FOI requests completed within timescale by Children's Services				91%	100%	84%	100%	68%	100%	85%	100%	Children's Services has seen an improvement in performance for Q1 of 23/24, with 85% of FOI requests completed within timescale, compared to 68% in Q4 of 22/23. The increase in FOIs received in Q4 intimates this being a contributing factor in the slight decline in performance but is now back in line with previously reported quarters (Q3 of 22/23 was 84%). It should be noted that Children's Services are receiving an increased number of FOIs compared to this time last year, an increase of 22% from Q1 of 22/23 to Q1 of 23/24. For Q1, Children's Services had 54 FOI responses due in this quarter; 39 Education and 15 Social Work. 46 were completed within the required timescale; 31 Education and 15 Social Work and 8 ED FOIs were completed outwith timescales.

Management Information

Indicator	Q2 2022/23	Q3 2022/23	Q4 2022/23	Q1 2023/24	Explanation of performance
	Value	Value	Value	Value	
Percentage of children registered in this period who have previously been on the Child Protection Register	0%	0%	3.2%	3.4%	There were 29 new CP registrations between April and June 2023. One child had previously been registered within the last 2 years. Re-registrations are monitored as part of the Renfrewshire Child Protection Committee's performance management to ensure that there have been no inappropriate de-registrations.
Number of children on the Child Protection Register at quarter end date	83	86	80	73	There were 73 children on the Child Protection Register as at the reporting period end date in Q1 of 2023/24, compared to 80 children as at the reporting period end date in Q4 of 2022/23. During Q1, there were 29 children newly registered and 38 were children de-registered. Trends in child protection activity are monitored by the Renfrewshire Child Protection Committee which receives a report on a range of performance measures.

Please note that there are no targets for these indicators

Children's Services

Service Improvement Plan 2023 - 26
Six-monthly progress update
November 2023

For more information, please contact:
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