



Renfrewshire
Council

To: Leadership Board

On: 21 February 2024

Report by: Chief Executive

Heading: Fairer Renfrewshire Update

1. Summary

1.1 The Council and its partners continue to work together to progress the Fairer Renfrewshire Programme, with a strong shared focus currently on the local response to the cost-of-living crisis. This paper provides a summary of the key headline issues, as reported to the Fairer Renfrewshire Sub-Committee on 31 January 2024.

1.2 Specific updates are also provided in relation to:

- The most recent programme update including information on recent statistics and research in relation to the cost of living crisis and school meal debt.
- The Winter Connections Programme 23/24.
- The development of Renfrewshire's Trauma Informed and Responsive Programme.
- Renfrewshire's Alcohol and Drugs Change Programme, with a specific focus on work being undertaken to challenge stigma and language around alcohol and drug use in Renfrewshire and;
- Proposals to develop and progress a targeted programme of work as part of Fairer Renfrewshire which will be focused on advancing equality of opportunity, and considering the challenges and opportunities for specific equalities groups across Renfrewshire as a key priority for 2024.

1.3 Officers continue to work with partners to progress the Fairer Renfrewshire programme. Priority actions over the next quarter include:

- Progressing a ‘deep dive’ data exercise around child poverty as a Community Planning Partnership, focussing on the six priority family groups, with an initial exercise about to commence in relation to Gallowhill.
 - Continuing the evaluation of Tackling Poverty funded projects and developing proposals for the 2024 Fairer Renfrewshire Programme; and
 - Subject to approval of funding, progress priority work in relation to engagement with equality groups in Renfrewshire as set out in Section 4 of this report.
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2. Recommendations

2.1 It is recommended that elected members:

- Note the content of the report and the work being undertaken to progress the Fairer Renfrewshire programme;
 - Note the awards made as part of this year’s Winter Connections programme under delegated authority to the Head of Policy and Partnerships, detailed at Section 4 and Appendix 1;
 - Approve the allocation of £20,225.34 from the Alcohol and Drugs Change Programme budget, to support the initiative detailed in Section 5;
 - Note the development of Renfrewshire’s Trauma Informed and Responsive Renfrewshire Programme and the initial Roadmap included as Appendix 2 to this report; and
 - Approve the allocation of £150,000 to establish a dedicated equalities workstream of the Fairer Renfrewshire programme as an identified key priority for progression during 2024.
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3. Background

3.1 The Fairer Renfrewshire Programme has continued to develop during 2023, with the immediate focus of the Council and its partners being in relation to the ongoing cost of living response and wider initiatives which seek to tackle poverty and inequality. This is a fast paced and constantly evolving programme and the Fairer Renfrewshire Sub-Committee continues to meet to provide oversight on all related activities being undertaken.

3.2 As previously reported to Board, four key themes were identified for the initial Fairer Renfrewshire programme:

- Improving financial security
- Advancing equality of opportunity
- Building community capacity and resilience
- Listening to lived experience

3.3 At its meeting on 31 January 2024, the sub-committee considered:

- The most recent programme update including information on recent statistics and research in relation to the cost-of-living crisis.
- Updates in relation new projects being brought forward such as the Schools Support Service providing advice in secondary schools and Stronger Start, as well as progress updates on priority actions such as supporting the Fairer Renfrewshire lived experience panel and delivering the Winter Connections programme.
- An update on breakfast club provision, and further information relating the breakfast snack pilots being carried out in four local primary schools.
- A report on work to review the Council's School Meal Debt processes.

3.4 In terms of key statistics highlighted at the meeting of the sub-committee it is worth noting:

- The rate of inflation is now 4% (Dec 23), rising unexpectedly from November's 3.9% rate and is still above the 2% target set by the Bank of England.
- The inflation rate for food has fallen again; now 8%. This is the lowest rate since May 2022.
- The Bank of England has kept the interest rate unchanged at 5.25% as of 1 February 2024, which is the highest rate in 15 years. The next review will be on the 21st March 2024.
- The Energy Price Cap, originally introduced by Ofgem in January 2019 to set limits on the underlying rates energy suppliers, is now set at £1,928 from the 1 January until 31 March 2024. This means households who use gas and electricity and pay by direct debit will pay on average, £1,928, which is an increase from £1,834 the previous quarter.

4. Fairer Renfrewshire Programme Update

4.1 Since the last update to Leadership Board in December 2023, a range of activities have continued to be progressed by officers and partners. A summary is provided in the sections below.

Scottish Government Council Tax Debt Pilot Project

4.2 In November 2023, Renfrewshire Citizens Advice Bureau (RCAB) approached the Council to collaborate in a Council Tax Debt Pilot. The Bureau had bid for the opportunity to participate in this Pilot, which is funded through the Scottish Government, as one of three areas in Scotland. 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.

4.3 The pilot is informed by the best practice recommendations in the Collaborative Council Tax Collection Guide which was produced and distributed by the Improvement Service to local authorities in 2022 and runs from now until 31 March 2024.

4.4 The Council and RCAB have agreed to work collaboratively to ensure that people have the opportunity to improve their financial capability, maximise their incomes and ultimately, in many cases, be better placed to arrive at sustainable arrangements to pay their council tax debts, thus reducing collection costs and the need for enforcement action while supporting and engaging those who are vulnerable.

- 4.5 The outcomes of the pilot will be provided through an evaluation report which will collate the learnings and achieved outcomes, whilst recognising the short time frames involved. Regular meetings will take place between relevant Council Officers and RCAB staff, with the initial meeting having taken place in mid-December.
- 4.6 In the short-term, the working group will review current approaches, and will seek to develop and agree a clear communications strategy with the aim of making improvements to processes. Whilst consideration will be given to how all Renfrewshire citizens are communicated with, the focus will be on reaching out to young people, new tenants, and other vulnerable groups who often don't fully understand their obligations or engage with the available advice and support. The group will seek to enhance collaboration between RCAB and Council Officers across several areas within Council Tax, Benefit Services, and debt recovery.
- 4.7 In the medium to longer term the group will investigate developing Council Tax notices and correspondence and identify improvements to simplify and streamline the application process for discounts, exemptions, and Council Tax Reduction, with the aim of reducing the barriers for less empowered citizens who may have difficulty navigating entitlements.

Special Needs in Pregnancy service – Stronger Start

- 4.8 As previously reported to the Sub-Committee, Renfrewshire Council has been working with Renfrewshire HSCP, NHSGGC and Renfrewshire Citizens Advice Bureau to develop a pilot for an advice and advocacy service within the Special Needs in Pregnancy service (SNIPs) at the Royal Alexandra Hospital after Renfrewshire Citizens Advice Bureau were successful in an application to the National Lottery Improving Lives Fund, and have been awarded £95,000 to run a pilot of the service for one year.
- 4.9 Work to establish the service has taken place including engagement with midwives, referral processes confirmed as well as a location for the service within the hospital being agreed. The new staff have been recruited and started work in mid-January, and the Pilot commenced on 13 February.
- 4.10 The Improvement Service has agreed to carry out evaluation of the project, as if the project is shown as successful at addressing the needs of pregnant women with complex needs, further funding will be sought and having robust, external evaluation will help to make a case with potential funders.
- 4.11 A Steering Group formed from Renfrewshire Citizens Advice, Renfrewshire Council and Renfrewshire HSCP along with NHSGGC and Inverclyde and West Dunbartonshire HSCPs continue to meet to support implementation and performance of this project which will offer income maximisation advice and also individual support and advocacy around a range of issues and will also develop robust referral pathways with partners in the public and third sectors.

School Support Service

- 4.12 The School Support service provided by Renfrewshire Citizens Advice Bureau commenced at the start of the school year, with the first appointments week commencing 23 August. From that date until the Christmas break there had been 87 contacts from parents, 62 appointments had been attended across schools, and there were a number of cancelled appointments and 'no shows'.

- 4.13 The busiest areas for advice have been benefits. Reasons for appointments have been varied, with advice and support provided around benefits, mainly Adult Disability Payments and Universal Credit. The second busiest area for advice has been housing, including homelessness.
- 4.14 Limited Client Financial Gain (CFG) for clients has been recorded so far. This can be because of the timescales involved in processing benefit applications. It is expected more significant financial gains will be recorded as the project progresses. Feedback from schools has been excellent, with schools reporting that they and parents have found the service to be a valuable resource and that parents have felt supported by the adviser.
- 4.15 The Family Advice Service for younger children, provided by Advice Works, will commence early this year. After the work done with families claiming Free School Meals in 2023, the next stage is offering support to parents through referral from schools, including for those families with school meal debt.

Winter Connections

- 4.16 After the success of the Winter Connections programme in 2022/23, the new programme for winter 23/24 launched at the end of September. The fund comprises £75,000 from the Fairer Renfrewshire budget with a further £10,000 from the Recovery Change Programme to reduce stigma and to make sure activities are accessible to people in recovery from mental health issues or alcohol and drug use.
- 4.17 Like last year, organisations were able to bid for up to £2,000 to provide activities which are:
- Open, free and easy to access
 - Inclusive, welcoming, respectful, and safe
 - Able or willing to provide connections to other services and supports
 - Able to offer warm drinks/snacks/food along with activities, where possible
- 4.18 A Panel comprising Renfrewshire Council, Renfrewshire HSCP and Engage Renfrewshire was set up to scrutinise applications and make recommendations to the Head of Policy and Partnerships, who has been delegated authority to make decisions on funding to support speedy distribution of funds.
- 4.19 To the end of December, 43 applications for funding have been approved by the Head of Policy and Partnerships under delegated authority, with over £80,000 allocated to projects. Officers are continuing to work with community groups in areas with gaps to maximise use of remaining funding, with the panel looking at range and time of activities as well as geographical split before making recommendations to ensure coverage is as wide as possible across Renfrewshire. A full list of applications is attached as Appendix 1.
- 4.20 At the Leadership Board on 6 December 2023, members also approved funding of £6,000 from Fairer Renfrewshire funding to OneRen Libraries to extend provision of a range of activities across all Renfrewshire libraries as last year, and in addition allow libraries to offer hot drinks and cup soups to all those attending the library as well as snacks at selected childrens' activities.

Lived Experience Panel

- 4.21 The Fairer Renfrewshire Sub-Committee has been given a number of updates relating to work of the Fairer Renfrewshire Panel. Their last meeting of the year in December 2023 was used to look back at achievements over the first full year the panel has met and decide priorities for 2024.

- 4.22 The first meeting of the Panel in January 2024 was used to examine and inform the School Meal Debt process and gain the Panel's insight on this. The Panel had already expressed an interest in the issue of breakfast club provision and have highlighted this as a priority at previous sessions.
- 4.23 As reported at the last Sub-Committee meeting, a sub-group of Renfrewshire's digital partnership, Citizens Voice, has been working to introduce the DigiZone initiative, DigiZones being locations within Renfrewshire where any member of the public can connect to the internet as a minimum, but may also be able to gain digital skills support and access devices. The February Panel meeting will be used to discuss this initiative and wider digital exclusion.

Child poverty – deep dive activity

- 4.24 Work has now commenced on a child poverty deep dive exercise at a Community Planning Partnership level, with a discussion held with the Executive Group in January 2024 to discuss some of the initial insights. In addition to considering partners' current activity and intelligence on child poverty at a strategic level, and partners were asked to consider how we could work differently with the resources available going forward. A particular focus is on reviewing how resources are used and could be targeted to support families in the child poverty priority groups.
- 4.25 A partnership meeting is also being scheduled in February to commence a geographical or locality based deep dive exercise on child poverty in Gallowhill. Further updates on these exercises will be provided to the sub-committee at a future meeting.

Breakfast snack provision

- 4.26 At the Leadership Board on 6 December 2023, further information was requested on the breakfast snack pilots which have been operating more recently in Renfrewshire. It was agreed that information would be provided through a report to the Fairer Renfrewshire sub-committee.
- 4.27 Breakfast "club" type provision operates across primary establishments as follows:
- 9 Tackling Poverty funded breakfast clubs
 - 11 School and Environment, Housing & Infrastructure run breakfast clubs
 - 7 school only run clubs
 - 10 Out of School Care clubs
- 4.28 Currently breakfast service is available to purchase within Secondary school establishments, with Magic Breakfast, a charity run service, providing funding directly to Johnstone High School and Trinity High School to provide a free option. These operate with no involvement by Soft FM.
- 4.29 In July 2023 a pilot was implemented across 4 primary school locations providing a fully compliant healthy snack option each day to **all** pupils.
- St Charles Primary school
 - Williamsburgh Primary School
 - Gallowhill Primary School and
 - St Catherine's Primary School

- 4.30 These schools were chosen to assess how it would work in practice (food cooked on-site/off-site) and if clubs already in place had an impact on the uptake of the snack.
- 4.31 Almost 1200 pupils are able to benefit from the healthy snack option each morning. Fruit is provided 3 days a week (apples/oranges/bananas) and snacks are cereal bars and popcorn-based snacks, which are all compliant with foods regulations. The snacks required to be chosen and issued appropriately to ensure they complied with allergen requirements.
- 4.32 Some evidence is emerging of positive outcomes with minimal returns of fruit and no returns of healthy school compliant snack and is continuing to be delivered within these 4 locations. This provision requires minimal staff resource as the snacks are collected at the kitchen by pupils and taken to each classroom prior to the morning break. However, it should be noted that with food costs having increased in recent years, the cost of the project requires to be evaluated in conjunction with outcomes achieved. Officers have started to engage with the schools to get feedback from the Head Teacher, staff and parents and carers to assess the success from their standpoint.
- 4.33 Work is also currently underway to discuss and explore how the initial findings from the pilot programme can inform future proposals relating to the development of breakfast provision in Renfrewshire.

School meal debt

- 4.34 A presentation was given at the Fairer Renfrewshire Sub-Committee in January 2024 giving further information on work to review and develop the processes for the management of school meal debt.
- 4.35 The presentation covered some of the local and national developments which precipitated the review, as well as a summary of the local approach to reviewing school meal debt processes. The presentation also summarised some of the key changes from this work, including steps to providing a supportive approach at school level, linking to financial advice provision for families, reviewed communications to parents/carers, reviewed escalation points and processes for debt management and an ongoing commitment to de-stigmatising any approaches.
- 4.36 In addition to implementing some of the agreed process improvements, work will continue to be undertaken to review and monitor data to identify and target support further, as well as continued engagements with the Fairer Renfrewshire Lived Experience Panel around both these processes and wider food provision.

Progressing the wider programme – Advancing Equality of opportunity

- 4.37 As highlighted in section 3 of this report, the Fairer Renfrewshire programme brought together a number of existing programmes of work focussed on achieving fairness and equity, including the Tackling Poverty Programme and Alcohol and Drugs Change Programme. These were brought together alongside the Council's Social Renewal Plan, mapping a fairer future for Renfrewshire's residents through the Covid-19 pandemic, and latterly has required a sustained focus on the rapidly developing cost-of-living crisis.

- 4.38 A key strand of all the work across the Fairer Renfrewshire programme has been around the experience of a number of equalities groups, recognising that many of the inequalities and challenges faced by communities have been exacerbated by both the Covid-19 pandemic, and more recently the challenging economic situation.
- 4.39 It is recognised that there is requirement to further develop the Council's understanding of, and response to, inequality locally and recommended that dedicated resources are allocated to progress this work throughout 2024 as a key priority within the programme. In addition to staffing capacity and expertise to progress this workstream, it is anticipated that project work will be commissioned from local equalities led organisations locally to ensure the work is shaped by the lived experience of local equalities groups and communities. It is recommended that £150,000 Fairer Renfrewshire funding is allocated to progress this workstream as a priority during 2024.
- 4.40 Initial priorities will be identified following a community impact survey which will be repeated in 2024, although it is anticipated from initial information available to partners that a particular early focus may be on supporting New Scots and resettlement in Renfrewshire given the increasingly diverse population that Renfrewshire has. Other aspects to consider may be in relation to people with a disability and social isolation in relation to older people. A more detailed work programme will be developed as a dedicated workstream within the Fairer Renfrewshire programme, and reported on to the Fairer Renfrewshire Sub-Committee and Leadership Board.
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5. Alcohol and Drugs Change Programme

- 5.1 Regular updates on the implementation of the Programme have been provided to Leadership Board, in response to the Alcohol and Drugs Commission report and recommendations. A change programme is currently being delivered through the £2m funding agreed by Council in 2020, with £1.8m currently allocated. Work has been ongoing to review spend across existing projects, and to progress the evaluation of the initiatives.
- 5.2 The work of the Alcohol and Drugs Commission identified the need for partners to act robustly to eradicate stigma and promote positive conversations around recovery. A proposal has been developed, with I Am Me Scotland, to design and deliver staff training resources aimed at improving the understanding, awareness, and confidence of the workforce in relation to stigmatising language, and the impact of stigma on individuals and communities, in relation to alcohol and drugs. I Am Me will co-design the materials with a working group of those with lived experience of alcohol and drugs, and it will include short personal films demonstrating the impact of stigma and the barriers this creates.
- 5.3 It is anticipated the materials will be completed by spring 2024. The Alcohol and Drugs Programme Board considered and agreed this proposal to be recommended for approval by Leadership Board, at a cost of £20,225.34, from the Alcohol and Drugs Change Programme budget.
- 5.4 Work is also ongoing to evaluate the impact of all supported projects to date and an independent external partner is being identified to support this work. The initial focus of external support will

be on qualitative data gathering, e.g. focus groups, interviews, with staff, service users etc., to support the performance and monitoring data, as well as existing qualitative data already being gathered by projects. The process to engage an external partner is now in the final stages, and the appointed provider will meet with projects leads to collaborate on the design and delivery of these qualitative exercises.

- 5.5 An update on the Alcohol and Drugs Change Programme will be brought to the next Leadership Board, including progress on the evaluation of initiatives, and the future direction of the projects within the Programme.
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6. Trauma Informed and Responsive Renfrewshire

- 6.1 The Trauma-Informed and Responsive Renfrewshire Programme initially arose from the recommendations of the Alcohol and Drugs Commission, though at that time it was agreed that the programme should be more wide-ranging and have a focus on reducing inequalities caused by trauma.
- 6.2 Our wider approach aligns with the Scottish Government and COSLA work in this area, through the National Trauma Transformation Programme (NTTP). This has been in place since 2018 and has provided funding to all 32 local authorities to work with their community planning partners and progress trauma-informed approaches, services and processes. The intent is to improve outcomes for individuals, families and communities by recognising the impact that trauma can have and mitigating or removing the barriers that this can create in accessing services and enhancing life opportunities.
- 6.3 As part of this programme, NHS Education for Scotland has been funded to develop and deliver training and other resources to support local authorities, NHS Boards and other agencies in developing trauma-informed approaches. The Improvement Service are also a partner in the delivery of NTTP, and published a National Roadmap in November 2023. The national document identifies nine priority areas and sets out a vision of 'what good looks like' in relation to trauma-informed and responsive approaches. It also provides a self-assessment toolkit to support organisations with implementation. The Improvement Service is a partner in NTTP and provides specific support to local authorities, including toolkits, resources, and opportunities for Trauma Champions and Lead Officers to share good practice.
- 6.4 The Head of Policy and Partnerships is the Council's Trauma Champion, and the TIRR programme is supported by a steering group with representation from all council services and from the HSCP. Throughout 2023, there has been a programme of engagement with council services and with partners in the public and third sectors. A number of front-facing council teams have undertaken specialised training to support them to be trauma-aware and/or trauma-skilled. In view of the importance of leadership to helping an organisation be trauma-informed, the council's Corporate Management Team have all completed the Scottish Trauma-Informed Leadership Training (STILT) and this is now being rolled out to other senior staff. A development session on trauma has also been provided for elected members.
- 6.5 A TIRR Road Map has been developed, identifying key actions under five strategic themes:
- Leadership;

- Policy;
- Knowledge and Skills of people in the workforce;
- Care, support and wellbeing of people in the workforce;
- Experts by lived and living experience.

6.6 Members are asked to note and support the Road Map attached at Appendix 2 to this report. Priority actions for the next twelve months will focus on leadership training, staff health and wellbeing, and a wider rollout of Level 1 training to ensure our workforce is trauma-aware. Engagement with partners will continue and opportunities for cross-service collaboration identified.

7. Next steps

- 7.1 Officers continue to work with partners to progress the Fairer Renfrewshire programme. Priority actions over the next quarter include:
- Progressing a ‘deep dive’ data exercise around child poverty as a Community Planning Partnership, focussing on the six priority family groups.
 - Continuing the evaluation of Tackling Poverty funded projects and developing proposals for the 2024 Fairer Renfrewshire Programme.

Implications of the Report

1. **Financial** – this paper provides an update on the allocation of funding through Winter Connections and seeks approval to allocate £20,225.34 from the Alcohol and Drugs Change funding to support a stigma and language initiative. The report recommends that £150,000 of Fairer Renfrewshire funding be allocated to support the development of a new equalities led workstream.
2. **HR & Organisational Development** – none
3. **Community/Council Planning** – This report provides a summary of current partnership activities being progressed through the Fairer Renfrewshire programme, with a key focus on tackling the inequalities that exist in Renfrewshire.
4. **Legal** - none
5. **Property/Assets** - none
6. **Information Technology** - none
7. **Equality and Human Rights** – The report provides an overview of key activities undertaken as part of the Fairer Renfrewshire programme, and as such there continues to be a high level of equalities and human rights consideration across this programme – the activities detailed in this report are targeted specifically at advancing equality of opportunity for a number of groups across the Renfrewshire area.
8. **Health and Safety** - none
9. **Procurement** – none

10. **Risk** – none
11. **Privacy Impact** – none
12. **COSLA Policy Position** – none
13. **Climate Risk** – none

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Appendix 1 – Winter Connections Grant Funding

Applications Approved under delegated authority by Head of Policy and Partnerships				
Organisation	Area	Funding Requested	Purpose	Funding proposed for approval
Active Communities Scotland Ltd	Johnstone	£2,000	Family Game and Grub -	£2,000
Erskine Arts	Erskine	£2,000	Soup Sessions	£2,000
Rays of Hope	Elderslie	£2,000	Rays of Hope Winter Project 2023	£2,000
Renfrew YMCA SCIO	Renfrew	£2,000	Connect and Chat	£2,000
RIG Arts	Paisley	£1,998.50	Creativity in Mind Seedhill	£1,998.50
Twist and Hit Cheerleaders	Paisley	£2,050	Winter Youth Club 2023-24	£2,000
Thorn Athletic Community Trust	Johnstone	£1,500	Wake Up, Warm Up	£1,500
Brick Lane Music Academy	Paisley	£2,000	Music Friendship Café	£2,000
Friends of Howwood Park	Howwood	£2,000	Village Winter Activities	£2,000
Just Dive In CIC	Paisley and Johnstone	£2,000	Aquatic Inclusivity for Winter Wellness	£2,000
Johnstone Castle Learning Centre	Johnstone	£2,000	Winter Connections	£2,000
Linwood Community Council	Linwood	£2,000	Winter Connections	£2,000
KLAS Care CIC	Linwood	£1,980	Winter Family Fun	£1,980
Renfrewshire Rainbow Buddies	Shortroods	£2,000	Smiles in Shortroods	£2,000
Brick Lane Music Academy	Gallowhill	£2,000	Gallowhill All Ages Community Choir -	£2,000
Home-Start Renfrewshire & Inverclyde	Paisley	£2,000	Winter Warmer with HSRI	£2,000
STAR Project	Paisley	£2,000	STAR Winter Connections	£2,000
ROAR Connections for Life Ltd	Johnstone	£2,000	Jam Jar Movies at Station Seven	£2,000
Friends of Barshaw Park	Paisley	£2,000	Barshaw Winter Community Activities	£2,000
Glasgow Community Circus	Paisley Ferguslie Park	£2,000	Winter Wellbeing Circus Project	£2,000
Our Place Our Families	Renfrew	£2,000	Café OPOF	£2,000
Linwood Baptist Church	Linwood	£2,000	Connections	£2,000
Renfrewshire Effort to Empower Minorities (REEM)	Paisley	£2,000	Winter Wellbeing Project	£2,000
The Thursday Club	Paisley Glenburn	£2,000	Winter Warmer Project -	£2,000
Paisley Methodist Church	Paisley	£2,000	The Saturday Get-Together	£2,000

St Mark's (Oldhall) Church of Scotland	Paisley	£2,000	Winter Connection Wednesday Welcome -	£2,000
Kilbarchan Improvement Project	Kilbarchan	£1,200	Winter Movies	£1,200
Howwood Community Council	Howwood	£2,000	Winter Warmer Programme	£2,000
Foxbar Elderly Forum		£2,000	Lunchtime Buddies	£2,000
Kickin' On		£2,000	Unit 23 Social Space	£2,000
Lochwinnoch Community Development Trust	Lochwinnoch	£2,000	Youth Drop In Sessions	£2,000
Lochwinnoch Community Development Trust	Lochwinnoch	£1,960	Men's Shed & Teenage Health & Wellbeing Workshops	£1,960
CREATE Paisley	Linwood	£1,580	CREATE Opportunities Youth Programme	£360
Mountain Ash Club	Paisley	£1,900	Blether & Brunch	£850
Sewing2gether All Nations	Paisley	£1,360	Winter Connections at Sewing2gether All Nations	£1,360
School of African Cultures	Paisley	£2,000	Sakana / Play	£2,000
St Vincent's Hospice Ltd	Howwood/Spateston	£1,730	St Vincent's Hospice Winter Connections	£1,730
Pachedu	Paisley	£2,000	WICE Winter Sewing to Connect	£2,000
Langbank Swingpark Regeneration	Langbank	£1,040	Soup & Sandwich at the Village Hall	£1,040
Loud n Proud	Paisley	£1,980	When Music Was Music	£1,980
Ralston Primary Out of School Care	Paisley	£1,585	Lego Spike!	£1,585
The Bungalow CIC	Paisley	£1,950	Movie Club	£1,950
Scottish Afro Caribbean Arts Association (SACAA)	Paisley	£2,040	Winter Unity	£2,000
Langbank Swingpark Regeneration	Langbank	£915	MUGA - Get Active!	£915
Inchinnan Development Trust	Inchinnan	£1,749	Nature Craft & Create	£1,749

Applications not recommended for approval

Organisation	Area	Name	Funding Requested	Decision
Finding Your Feet	Paisley	Physical Wellbeing Programme	£2,000	No funding award – application relates to existing project. Referred to other funding sources.
Street Connect	Paisley	Community Connections	£2,000	No funding award – does not meet criteria as application relates to staffing costs to recruit worker. Referred to other funding sources.
Shopmobility	Renfrewshire	Winter Warm Up Together	£2,000	No funding award - does not meet criteria as it relates to a series of five one-off events in different locations.

KilInside Evangelical Church	Paisley	Community Connections	£1,860	No funding award - does not meet criteria as it does not provide a regular scheduled activity. Referred to other funding sources.
Return to Life SCIO		Keep Warm Without the Fear	£2,000	No funding award - does not meet criteria as it does not provide a hot snack/lunch or activities and is not located in Renfrewshire, or specifically for Renfrewshire residents. Referred to another funding source.
West End Community Centre	Paisley	West End Warm Hub	£2,000	No funding award – does not meet criteria as there is no specific additional free activity being offered. Referred to other funding sources.
The Welcoming Renfrewshire Family Group	Renfrew	The Welcoming	£2,000	No funding award – does not meet criteria as it is for a one-off event. Referred to other funding sources.
Afghan Families	Paisley	Afghan Families Gathering	£1,000	No funding award – does not meet criteria as the group is not constituted. Referred to Engage Renfrewshire to source alternative funding.
Calder United Free Church of Scotland	Lochwinnoch	Warm Space Refreshments and Blether	£750	No funding award – does not meet criteria as there is no specific activity offered and Lochwinnoch is already well served by Winter Connections projects.
Open Aye CIC	Lochwinnoch	Renfrewshire Winter Wellbeing of the Woods - RenWinWow	£2,000	No funding award – does not meet criteria as it is not open to everyone and costs versus delivery was expensive.
St Mirren FC Charitable Foundation	Paisley	Buddie Big Scrان	£2,000	No funding award – programme was funded through an alternative source.

Appendix 2: Trauma Informed and Responsive Renfrewshire: Roadmap Action Plan

Theme	Action	Lead	Current Status	Priority	Due Date
Leadership	Awareness raising/learning sessions – CMT and identified senior officers to undertake STILT, including post-STILT debrief session to explore and agree next steps	CMT	In Progress	Priority 1: for action Jan-Jun 24	30-Jun-24
Leadership	Elected Member learning	Head of Policy and Partnerships	In Progress	Priority 2: for action Jan-Dec 24	31-Dec-24
Leadership	Raise awareness of Programme with Community Planning Partners	Head of Policy and Partnerships	In Progress	Priority 2: for action Jan-Dec 24	31-Dec-24
Leadership	Awareness raising/learning sessions – senior officers and others with leadership remit in services and teams to undertake STILT, including post-STILT debrief session to explore and agree next steps	All		Priority 1: for action Jan-Jun 24	
Leadership	Links to emerging and established areas of work – The Promise, Our Values, Developing Communities, Adult Support and Protection, Child protection– ensure a cohesive message of strategies and initiatives	Head of Policy and Partnerships	In Progress	Priority 2: for action Jan-Dec 24	31-Dec-24
Policy	Develop internal communications approach for Programme	Head of Marketing and Communications and Head of Policy and Partnerships		Priority 1: for action Jan-Jun 24	30-Jun-24
Policy	Undertake a review of recruitment and HR policies through a trauma informed lens, identifying strengths and any gaps to facilitate focused actions for improvement.	Head of People and Organisational Development	In Progress	Priority 2: for action Jan-Dec 24	31-Dec-24
Policy	Identify other organisation-wide policies to review through a trauma informed lens, identifying strengths and any gaps to facilitate focused actions for improvement.	Head of People and Organisational Development		Priority 2: for action Jan-Dec 24	31-Dec-24
Policy	Support for directorates and services to identify and review policies through a trauma-informed lens , identifying strengths and any gaps to facilitate focused actions for improvement.	Head of Policy and Partnerships		Ongoing	

Policy	Develop framework to better understand impact of any changes	Head of Policy and Partnerships		Priority 3	
Knowledge and skills of people in the workforce	Enable NES learning level 1 to be available on internal platforms	HR/OD		Priority 1: for action Jan-Jun 24	30-Jun-24
Knowledge and skills of people in the workforce	Encourage all staff to complete Level 1 Trauma Informed NES learning	HR/OD		Priority 2: for action Jan-Dec 24	31-Mar-25
Knowledge and skills of people in the workforce	Support services to identify staff to engage with and complete additional learning, relevant to roles and remits	Chief Executive's Service/HR&OD/All		Priority 3	
Knowledge and skills of people in the workforce	Build capacity of facilitators across organisation and partnership to facilitate ability and resilience of interdisciplinary and multi-agency approaches for learning relating to trauma informed and responsive practice and developments	Chief Executive's Service/HR&OD/All		Priority 2: for action Jan-Dec 24	31-Dec-24
Knowledge and skills of people in the workforce	Support teams with learning and development roles to identify and access trauma-specific learning resources and identify any gaps or areas for improvement in relation to staff learning and development.	All		Priority 3	
Care, support and wellbeing of people in the workforce	Undertake a council-wide survey exercise to understand more about how employees currently feel to explore experience of work, culture etc.	HR/OD		Priority 2: for action Jan-Dec 24	31-Dec-24
Care, support and wellbeing of people in the workforce	Review current corporate Health and Wellbeing support through a trauma informed lens, identifying strengths and any gaps to facilitate focused actions for improvement.	HR/OD		Priority 2: for action Jan-Dec 24	
Care, support and wellbeing of people in the workforce	As part of trauma-informed service review, each service / team to reflect on and review service-specific health and wellbeing support available to and accessed by staff, including opportunities for regular peer reflection /supervision, identifying strengths and any gaps to facilitate focused actions for improvement.	All		Priority 3	30-Jun-25

Experts by lived and living experience	From corporate perspective, explore opportunities to establish a safe-space for responsive reference group and forum with people from the workforce with lived / living experience of trauma to discuss what helps and what could be improved relating to policy and service development for staff.	HR /OD		Priority 3	31-Dec-24
Experts by lived and living experience	Ensure those with lived and living experience of trauma are involved in service/policy development by establishing and maintaining effective feedback loops.	All		Priority 3	