
To: Leadership Board

On: 6 December 2023

Report by: Chief Executive

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

1. Summary

- 1.1 In September 2022, the Council approved a new Council Plan for Renfrewshire, which set the strategic direction and vision for Renfrewshire, covering the period 2022 to 2027. The plan replaced the previous Council Plan for 2017 to 2022.
- 1.2 The new Council Plan was accompanied by a refreshed Community Plan, which covers the longer period of 2017 to 2027, but was revised to consider how to respond to and recover from the unique challenges over the last few years. The refresh also ensures the Community and Council Plans work in harmony, aligning the framework for improving community outcomes with the priorities for the Council.
- 1.3 The new Council Plan sets out five strategic outcomes which the Council will work towards, grouped as Place, Economy, Fair, Green, and Living Our Values. Additionally, the plan outlines a cross-cutting theme of improving outcomes for children and families, which will underpin the delivery of the five strategic outcomes.
- 1.4 Alongside this, each Council service prepares a Service Improvement Plan, themed around the Council Plan's strategic outcomes, demonstrating how the services will contribute to the delivery of the Council Plan. Progress is regularly scrutinised by the relevant Policy Board.
- 1.5 The reporting framework for the Council Plan includes an action plan and performance scorecard, and is reported to Leadership Board biannually, which ensures actions are adaptable to any emerging national or local changes in circumstance while delivering agreed outcomes. The framework was approved in November 2022 and contains 55 high-level actions to be achieved over the next five

years and beyond, and a suite of 39 performance and data indicators, which will allow outcomes to be measured over the life of the Plan, striving for improvement by the end of Plan's period. The first six-month progress report was presented at Leadership Board in June 2023 and covered quarters 3 and 4 of 2022/23, between 1st October 2022 and 31st March.

- 1.6 This report provides an update on progress made to deliver the Council Plan within quarters 1 and 2 of 2023/24, between 1st April 2023 and 30th September 2023. Council services have made good progress delivering the five strategic outcomes and cross-cutting theme, as outlined in section 4 of this report. A detailed summary of progress against the action plan and key performance indicators is provided in Appendix 1.

2. Recommendations

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

3. Background

- 3.1 The Council Plan 2022-2027 was developed in a different economic context than the previous Plan, with recovery from the impacts of the COVID-19 pandemic, significant financial pressures for the organisation, and the cost-of-living crisis. These issues are still causing huge impacts for our staff and our residents, visitors and businesses.
- 3.2 The Council's vision to 2027, as described in the Council Plan is '*Creating a fairer Renfrewshire built on innovation, wellbeing, and opportunity*'. The five strategic outcomes which the council is working with partners, communities, and businesses to deliver are:
- Place: working together to enhance wellbeing across communities;
 - Economy: building an inclusive, green, and resilient economy;
 - Fair: nurturing bright, happy, and healthy futures for all;
 - Green: leading Renfrewshire to Net Zero; and
 - Living Our Values: making a difference together.
- 3.3 Each of these outcomes is being delivered in a way that directly contribute to the cross-cutting theme *improving outcomes for children and families*. Within the appendix, actions which significantly contribute to this cross-cutting theme are highlighted with a 'CF' and there is a section in the performance scorecard with indicators relating to this theme.
- 3.4 Council Plan activity also sits alongside the Council's arrangements in relation to progressing and achieving Best Value. The Best Value thematic report was presented to November's Audit, Risk and Scrutiny Board and contains an action plan

to be progressed by the Council in response to the recommendations made by the external audit team. The action plan contains two actions which relate to opportunities to strengthen the prioritisation of Council Plan activities, and related monitoring arrangements. These actions will be taken forward with progress reported to Leadership Board as part of the ongoing Council Plan progress arrangements.

4. Progress of delivery of the Council Plan during 2023/2024

4.1 Members will note from Appendix 1 that progress has commenced across the priority areas with activity broadly on target for this point. As outlined in Section 1, the Council Plan is a five-year programme, and this report notes the end of the first year of the plan. Regular reporting to the Leadership Board over the term of the Plan will ensure progress is closely monitored.

4.2 Based on the latest available updates, key areas of achievement, progress and also areas where progress has been delayed is summarised under each strategic outcome below.

4.3 Strategic Outcome 1: Place

- Delivering the £100m Housing Led Regeneration and Renewal programme, providing modern, high quality, energy efficient, affordable Council housing. Programmes for each of the 8 areas in phase 1 have been prepared and implementation has started, with milestones for demolition, new build and investment in homes being retained. Neighbourhood Renewal Groups have launched in two of the eight Areas – Auchentorlie and the Howard Street Area – and will now be rolled out programme-wide.
- The construction of 101 new homes at Tannahill is complete with all tenants having moved in, 94 of which are social rent and five of the seven for Shared Equity have been sold with the other 2 going through the sale process. The development of 39 new Council homes at Auchengreoch Road, Johnstone, was shortlisted for a Scottish Homes Award.
- A Tenants Support Fund policy has been developed and operational process in place to support tenants experiencing financial hardship. The upscaling of the Housing First approach has continued, supporting people who are experiencing homelessness and have complex needs directly into a tenancy, with the number of people benefitting from this 'wraparound' support at any one time reaching 75, an increase from 13 in 2019.
- Renfrewshire's Local Housing Strategy (LHS) 2023-2028 sets out the strategic vision for housing and housing related services in Renfrewshire and seeks to provide a clear direction for strategic housing investment. The LHS was presented to the Communities and Housing Policy Board alongside the Strategic Housing Investment Plan 2024-2029 in October.
- As part of the Council's Cultural Infrastructure Investment Programme, Paisley Town Hall refurbishment was completed and opened to the public in advance of Paisley hosting the Royal National Mòd in October 2023. This transformational project has delivered a landmark entertainment venue which

will help to drive new visitors and footfall into the town centre and surrounding businesses.

- Work has been ongoing to refresh the town centre strategies which will be brought forward once applicable Supplementary Guidance is produced in relation to Renfrewshire's Local Development Plan outlining the overall goals for our towns. In the meantime the team has been outlining potential regeneration priorities and projects, including in Johnstone and a review of potential projects in Erskine.
- The Marketing team successfully delivered several destination campaigns to raise the profile of Renfrewshire across visitor audiences, including promotion of visitor attractions and activity, the summer events programme, and delivery of a national campaign to bring visitors to Renfrewshire for the Mòd Phàislig and Mòd Fringe events.
- The grant allocation process for the seven Local Partnerships took place in May and June 2023 in which 142 grants were awarded for 2023/24 to a sum of £433,991. The Celebrating Renfrewshire fund for youth projects was also allocated in June 2023, following the votes of 1683 young people which led to 72 projects being awarded.
- The #Youdecide participatory budgeting campaign is well under way with 14 completed projects to date and contracts have been prepared for a further 22 projects.
- The Connectivity as a Service (CaaS) programme which delivers fibre to the premise, ultrafast full fibre broadband has now been completed and covers over 80% of the Council area.

4.4 **Strategic Outcome 2: Economy**

- The Advanced Manufacturing Innovation District Scotland (AMIDS) site has been delivered with the first two centres of employment are now occupied successfully. A Joint Venture company has been registered and is now up and running following a successful procurement process. Work has commenced to progress the design of the next phase of development at AMIDS which will continue through to construction. A number of enquiries for occupying AMIDS are progressing, and this will continue into the long-term future. The Council has strong links with National Manufacturing Institute Scotland (NMIS) and the Medicines Manufacturing Innovation Centre (MMIC) as they are represented on the NMIS One Scotland Collaboration Group and chair the AMIDS Strategic Advisory Group with both organisations represented.
- Renfrewshire Council receives employability support grants to deliver employability services in the area and for No One Left Behind, a partnership approach to shaping and delivering employability. The focus of the funding for 2023/24 is significantly different from the last year, with a much larger focus on parental employability support. In the last 6 months, the employability service, Invest, has supported 264 people into paid employment and 330 people to secure qualifications.
- Ahead of expected Community Wealth Building legislation, the Council has been working with the Scottish Government, reporting quarterly, contributing to national workshops, and participating in a pilot project with Scottish Excel and the Council's procurement team.

- For the past 18 months the Economic Development team and Procurement team, have been delivering a wide range of new supports to local businesses to encourage them to bid for public sector contracts. This builds on existing work with the Supplier Development Programme and Business Gateway support to increase and sustain local economic growth and increase public sector spend in the local area.
- The Council submitted four applications this year for the 2024/25 allocations of the Regeneration Capital Grant Fund and are now preparing two stage two applications. An application was also submitted this year to the Scottish Governments Vacant and Derelict Land Investment Programme which is also at stage two of the process.
- 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 have a Developing the Young Workforce coordinator. The key priority 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 young people and to ensure that the right supports are in place for them.

4.5 **Strategic Outcome 3: Fair**

- The Fairer Renfrewshire Sub-Committee has been meeting since August 2022 and a Fairer Renfrewshire Officers Group from across services is meeting monthly. In March 2023 existing funds were brought together into a single resource for Fairer Renfrewshire at around £5million, and partners are working together to further develop the programme. There are four key emerging themes which are shared across all elements of the programme, under which projects are being funded: Improving financial security; Advancing equality of opportunity; Building community capacity and resilience; and Listening to lived experience.
- Work is continuing to implement the workstreams to ensure Renfrewshire Keeps The Promise and delivers improved outcomes for individuals who are care experienced. 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.
- Actions continue to be taken forward across Council services to address the recommendations of the Alcohol and Drugs Commission, MyLA (My Life Ahead) launched last year delivered by Housing Service with Turning Point Scotland, providing holistic wraparound support, using elements of the Housing First approach. The project has provided targeted support for individuals. 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 has been recognised nationally, winning a COSLA Excellence Award in the 'Tackling Inequalities and Improving Health and Wellbeing' category.

- A report was submitted to the Scottish Government detailing the number of children, young people and parents benefitting from Ren10 approaches and interventions. The 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.

4.6 **Strategic Outcome 4: Green**

- Work continues to develop phase 2 of Renfrewshire's Plan for Net Zero (the route map), with a series of well-received engagement events. Following the Community Climate Conversation in June, an online stakeholder event was held in September with local, regional and national organisations such as our Community Planning Partners, local housing associations, Scottish Power, Scottish Gas, Scottish Water, Transport Scotland and all 8 Glasgow City Region local and neighbouring authorities to understand their influence and their role in progressing to net zero as well as partnership working opportunities. In October, a workshop was held in the Lagoon Leisure Centre, with 70 officers from across all Council Services to identify opportunities and collaborate in the development of the road map and action matrix. These events have been delivered with colleagues developing Renfrewshire's Local Heat and Energy Efficiency Strategy, to maximise and align the engagement opportunities.
- The new Sustainability Communities Fund was launched in September 2023, which combined funds from the remaining monies from the Community Empowerment Fund and Climate Change Action Fund to create a single, easy-to-access Sustainable Communities Fund. Available funding has been boosted by an allocation of £650,000 from the UK Shared Prosperity Fund, giving total overall funding of approximately £1.5m
- Renfrewshire's journey to Net Zero is supported by the reduction of carbon dioxide equivalent (CO₂e) emissions across the Council fleet. Fleet Services are piloting six commercial vehicles with a new fuel source for the heavy fleet. Their trials of alternative fuel sources and reduction of fossil fuel consumption are having positive impacts.
- The funding strategy to deliver the Ren Zero Plan is currently being developed alongside the costed delivery plans to ensure adequate resourcing. This is being developed alongside Local Heat and Energy Efficiency Strategy. Due to complex nature of these plans, the completion date has been revised from 31st October 2023. An initial draft Carbon Budget is also under development and is subject to internal review and approval.
- The Sustainable Procurement procedure is now in place and relevant contracts are now assessed to identify opportunities to help tackle the climate emergency and maximise opportunities to achieve energy efficiency and carbon reduction. This includes a sustainability test at strategy stage, and a requirement at tender stage for bidder to evidence how their organisation responds to the climate emergency.

4.7 **Strategic Outcome 5: Living Our Values**

- The next phase of transformation as part of the Right for Renfrewshire Programme is being implemented, and the Portfolio of Change has been created by the Project Management Unit with weekly spotlights to the Corporate Management Team. This aligns to the intensive programme of work focusing on Financial Sustainability which is being taken forward by Chief Officers and supported by the Project Management Unit and the Finance teams.
- The implementation of the Council's brand continues, increasing visibility and access to the brand toolkit and understanding of the Council's tone of voice, embedding its consistent use and reflecting Our Values. This includes an Accessible Communications Guide which has been developed and contains advice and support on accessible and inclusive language, accessible web content, digital content, interpretation, and translation.
- A new absence policy was approved by Finance, Resource and Customer Service Policy Board in November 2022 and the introduction of the policy is planned for January 2024, enabling the team to review the underlying processes in the online staff training system and to roll out the new training to support the policy.
- The People and Organisational Development team are continuing to review and update policies which support our new ways of working. The smoking policy and Our People strategy were approved at the Finance, Resources and Customer Services Policy Board in September 2023 and seven policy priorities have been identified for the coming months. The Wellbeing Strategy is currently in development and the Equality, Diversity and Inclusion Strategy is being developed, informed by the findings of a recently completed staff survey.
- A new approach and model for undertaking a corporate self-assessment were agreed by the Corporate Management Team (CMT) and the survey element of the corporate self-assessment was completed by the extended Corporate Management team. Follow up workshops took place over the summer and CMT agreed a range of actions which align with key priorities. CMT also agreed that a further self-assessment should be carried out with the 'Our Leaders Forum' senior management cohort and this is scheduled for early December.

4.8 **Cross-cutting theme: Improving outcomes for children and families**

- As described in the Council Plan, every strategic outcome contributes to improving the lives of Renfrewshire's children and their families as this lies at the heart of our vision for Renfrewshire and underpins the Council Plan strategic direction. In the appended action plan, actions which directly support this are noted with '(CF)'. Within the append performance scorecard, indicators which directly link to this cross-cutting theme are also grouped together. All Service Improvement Plans also have this focus to enable progress to support this cross-cutting theme to be closely monitored.

4.9 Performance/data indicators on track

- Performance in relation to the average time taken from households presenting themselves as homeless to the completion of duty is currently under 22 weeks, against a target time of 26 weeks. Performance in Renfrewshire remains very positive and compares well against other local authorities, despite nationwide concerns about an emerging housing crisis.
- Opportunities to see or hear something positive about Renfrewshire remains high with many positive news articles about the area in relation to the successful events programme, such as the Royal National Mòd and Halloween Festival. So far in 2023/24 there have been almost 165 million opportunities for positive news, against a target of 120 million.
- There has been an 80% increase in the number of businesses started with Business Gateway support in quarter 2, with 85 business startups, compared to 50 in quarter 1 and above the target of 80. Work is ongoing to encourage those interested in starting their own business to take the final step.
- The number of people claiming employment related benefits has reduced from 3,720 to 3,550 this quarter, which represent 3.1% of the economically active population.
- As part of our commitment to Net Zero by 2030, the Council has been investing in fleet which uses alternative fuel for a number of years. The current fleet using alternative fuels includes 115 electric vehicles from a total fleet of 408 vehicles. In addition, there are 6 vehicles piloting the use of HVO as an alternative fuel with initial feedback being positive.
- The Council continues to meet its target in relation to responding to Freedom of Information requests, despite long-term growth in the volume of requests received and the complexity of requests. In the second quarters of 2023/24, the Council received 372 requests, 93% of which were completed on time.
- 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. Last quarter 91% of looked after children were cared for in the community, above the target of 89.9%

4.10 Performance/data indicators which did not meet target

- 4.10.1 Some other indicators that are annual only missed target last year and were reported in the first report presented in June 2023. There was only one indicator with quarterly data available that missed target this quarter, though positive progress was made.
- 4.10.2 The total amount of CO₂ emitted in tonnes by the public fleet has been reducing as a result of investments in vehicles using alternative fuels, reducing from 812.67 in quarter one to 775.23 in quarter 2, closer to the target of 750. If this trend continues, whilst comparatively small, the emissions would be slightly over target of 3,000 tonnes of CO₂e, compared to 3,267 tonnes in 2022/23.

5. Focus for the next 6 months

- 5.1 Given how recently the Council Plan framework was approved, the key areas of focus remain current and reflect the priorities of the Council at this time. However, for each six-month progress update, there will be the opportunity to add to or adjust the actions and indicators to best reflect the current context at that time and any changing or emerging priorities.
- 5.2 Areas of specific focus for the next 6 months include:
- Securing the Council's financial sustainability through a range of targeted workstreams to identify efficiencies and opportunities to reduce costs.
 - Progressing the Housing-Led Regeneration and Renewal Programme across Renfrewshire with further acquisition of private properties.
 - Delivering the Cultural Infrastructure Investment Programme, with the Paisley Arts Centre due to be completed in early 2024.
 - Maximising the economic opportunities available by capitalising and investing in Renfrewshire's Growth Sectors.
 - Progressing the new phase of Local Partnerships and implementing the results of the ongoing review.
 - Developing the new Connected Communities approach - considering how we develop our 'front door' services for people accessing advice and support.
 - Working with partners to further develop the Fairer Renfrewshire programme under its emerging themes.
 - Work is ongoing on Phase 2 of the Plan for Net Zero and following a series of engagement events.

Implications of the Report

1. **Financial** – updates in the appended report relate to areas that fall under the remit of Finance, particularly relating to supporting the Council's financial sustainability workstreams
2. **HR & Organisational Development** – updates in the appended report relate to areas that fall under the remit of HR and Organisational Development, particularly under strategic outcome 5, Living our Values
3. **Community/Council Planning** – the content of the report relates specifically to the delivery of the Council Plan and the appendix shows the associated progress for the latter half of 2022/23.
4. **Legal** - none
5. **Property/Assets** - none
6. **Information Technology** - none
7. **Equality and Human Rights** - The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals'

human rights have been identified arising from the recommendations contained in the report because it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.

8. **Health and Safety** - none
9. **Procurement** – updates in the appended report relate to areas that fall under the remit of the procurement team, under both the strategic outcomes relating to 'economy' and 'green'.
10. **Risk** – none
11. **Privacy Impact** – none
12. **COSLA Policy Position** – none
13. **Climate Risk** – the Council Plan priorities are underpinned by actions which will directly support the Council's response to the climate emergency – 'green' has a particular focus on activities supporting this priority area.

Appendices: Six-month update report

Background documents: Council Plan, Council, September 2022
Council Plan Framework, Leadership Board, November 2022
Council Plan 6 month update report, Leadership Board, June 2023

Author: Seony Ross, Senior Planning and Policy Development Officer

Council Plan

Six monthly progress update

December 2023

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



Renfrewshire
Council

Welcome to the six month update on our Council Plan

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

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

The challenges for local government remain significant – and we continue to face significant financial challenges at a time where demand for services in some areas is increasing. Despite this difficult context, we remain focused on delivering the vision described in our Council Plan.

Despite this being the first year of the plan, we've got some good news stories we want to highlight – with the completion of the major refurbishment of the Paisley Town Hall and Learning and Culture Hub modernising the centre of Paisley; the work to bring growth, investment, and employment opportunities into Renfrewshire.

I'm proud of what we've achieved so far and I'm looking forward to seeing more progress as we move through the term of this Council Plan. I would also like to take this opportunity to thank my colleagues across Renfrewshire Council, who work hard every day to make a difference.

Alan Russell, Chief Executive



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

How we report progress

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

Place: Working together to enhance wellbeing across communities

Spotlight: Cultural Infrastructure Programme

The major refurbishment of Paisley Town Hall has been completed, delivering a landmark entertainment venue. The building successfully opened to the public ahead of the Royal National Mòd in October 2023. The construction of Paisley Learning and Cultural Hub has also completed and will open to the public in November 2023. Work continues on Paisley Arts Centre with a revised timescale of early 2024, and Paisley Museum is expected to open in 2025



98.6% of Renfrewshire properties can now access superfast Broadband



Almost **165m** opportunities to see or hear something positive about Paisley and Renfrewshire in Q1&2



£1.2m #YouDecide programme resulted in **50** successful projects with **14** completed to date. Contracts have been prepared for a further 22 projects and work is ongoing to deliver the remaining 14 projects.



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

Areas for improvement and development

- The next phase of local partnership development was scheduled for summer but had to be delayed due to other time critical areas of financial insecurity work. The work began in September and a report is due in December.
- The Renfrewshire Strategic Housing Investment Plan 2024-2029 has been the subject of consultation and engagement following discussions with the Scottish Government and Registered Social Landlords operating in Renfrewshire. It was presented at Board along with the Local Housing Strategy 31st October.

Economy: building an inclusive, green and resilient economy

Spotlight: Investing in Growth Sectors

Two reports were commissioned to analyse Renfrewshire's Growth Sectors which highlighted growth opportunities, and how to reconcile existing priorities with future challenges. These identified a need to grow and increase visibility of Renfrewshire's inward investment proposition to drive future economic growth and development which the Council teams are now progressing



85 business start-ups supported through Business Gateway in Q2, up 80% from Q1



Number of Claimants reduced to **3,550** from 3,720 in the previous quarter (this is a national measure which shows the number of people claiming benefit principally for the reason of being unemployed).



This year approximately **400** new employers are offering a range of opportunities for young people in the senior phase as part of Developing the Young Workforce

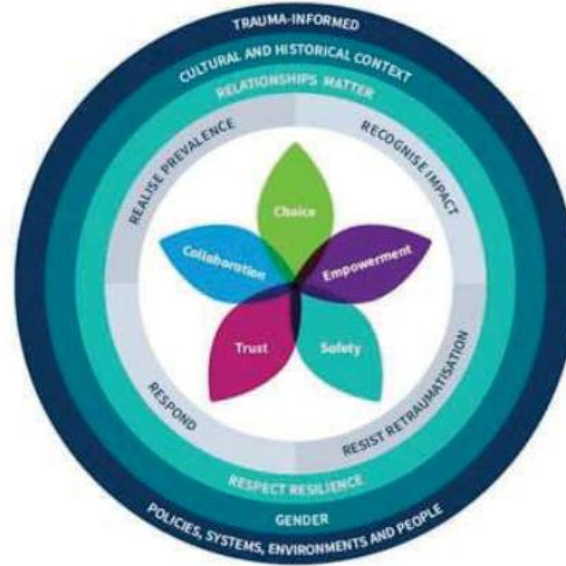
Areas for improvement and development

- The development of the Local Transport Strategy is underway. The preparation of a consultation plan and 'public conversation' will be taken forward towards the end of this financial year.
- A new Community Wealth Building (CWB) Act is expected next year, and a Council framework/plan is currently being prepared which will provide an overview of CWB practice within the Council and will outline the Council's key objectives and levers to maximise the impact of CWB at a local level.

Fair: nurturing bright, happy and healthy futures for all

Spotlight: Trauma Informed and Responsive

Renfrewshire Trauma-informed practice is mindful of the impact of traumatic experiences on an individual. Delivering services in a trauma-informed way means demonstrating understanding, sensitivity and exploring new ways of working (practice and policies) with a trauma-informed lens. Training has taken place for officers and senior managers and was offered to Elected Members during Development Week in August 2023. Following a development session in November, a draft Road Map and Action Plan will be finalised, to progress mainstreaming trauma-informed practice and policies.



At least **4,500** attendances at Summer of Fun summer holiday camps led by CLAD



The Community Food Fund opened in August 2023, with a total funding of **£25k** available for allocation to local organisations and groups



A **£50** per child additional payment for winter clothing paid to all families in receipt of free school clothing grants in November 2023.

Areas for improvement and development

- Desktop work has commenced on a child poverty deep dive exercise agreed by community planning partners. A place based deep dive will shortly commence in relation to Gallowhill.
- Work has already commenced on this year's Winter Connections programme, with £85k available for projects that support wellbeing and reduce isolation over the winter period.



We launched new School Support (financial and other advice) across all Renfrewshire secondary schools, provided by Renfrewshire Citizens Advice Bureau (RCAB)

Green: leading Renfrewshire to Net Zero

Spotlight: Sustainable

Procurement A new process has been developed to ensure relevant Council contracts are assessed to identify opportunities to help tackle the climate emergency and maximise opportunities to achieve energy efficiency and carbon reduction. This includes a sustainability test at the strategy stage, and a requirement at tender stage for the bidder to evidence how their organisation responds to the climate emergency.



£1.496m available in the new Sustainable Communities Fund



29% of the Council fleet uses alternative fuels



Fleet Services are piloting **six** commercial vehicles with a new fuel source for the heavy fleet



Over **4,900** members on our online platform supporting our Team Up to Clean Up campaign

Areas for improvement and development

- The Funding strategy to deliver the Ren Zero Plan is currently being developed alongside the costed delivery plans. Due to complex nature of these plans, the completion date has been revised from 31st October 2023 to March 2024
- An initial draft Carbon Budget is under development and is subject to internal review and approval. The completion date is estimated for January 2024, and the implementation date is projected to be beginning of financial year 2024/25.

Living our Values: making a difference together

Spotlight: Corporate Self-Assessment

Renfrewshire Council is committed to achieving Best Value and ensuring the services we provide are a good standard and our resources are used efficiently. To help us understand our strengths and areas where we could do things better, a corporate self-assessment has been carried out and a range of actions agreed by the Corporate Management Team, developed through a series of workshops. A further workshop with the 'Our Leaders Forum' is scheduled for early December.



93% of Freedom of Information requests were responded to on time in Q2



85% of our complaints are closed at the 'frontline' stage, giving a quick and straightforward resolution for our customers.



Following consultation, a new Wellbeing Strategy for our workforce is being finalised

Areas for improvement and development

- The introduction of the new absence policy is now planned for January 2024, to ensure the team can review the underlying processes in the Council's Enterprise Resource Planner and to roll out the new training to support the new policy.
- Work on new and revised policies continues and 7 new or revised policies have been identified to review in the coming months. The smoking policy and Our People strategy were approved in September

Improving Outcomes for Children and Families

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

Spotlight The Promise is a high-level aim for Renfrewshire's Children's Services Partnership which has agreed "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 ensures active representation from different agencies and includes all key strategic corporate parent partners, frontline staff and Care Experienced people. The group is working together to deliver key priorities to #KeepThePromise.' One of the agreed commitments is to increase the number of Promise Keepers, currently 224, across our services.



91% of looked after children are cared for in community placements



The Celebrating Renfrewshire fund for youth projects was allocated in June 2023, following the votes of **1683** young people which led to **72** projects being awarded.



1081 children and young people accessed counselling through the Ren 10 approach, and **93** parents were supported via Empowering Parents, Empowering Communities or Non-Violence Resistance courses

Areas for improvement and development

- Discussions are underway to plan another school participatory budgeting process, which will focus on partnership working between schools to address the cost of the school day, tackling poverty and inequality. This is a £50k project and will build on the work already taking place to involve children and young people in funding decisions.



Actions and indicators

Full list

December 2023

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






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Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
1. Progress Renfrewshire's Housing-led Regeneration and Renewal programme	31-Mar-2031		Programme for each area prepared and implementation started, with milestones for demolition, new build and investment in homes being retained. In terms of the acquisition of private properties across the eight regeneration areas, 89 have been identified and of those, 66 have already been valued. Agreement has been reached with owners of 38 of these 66 properties and 25 of the 38 have now been acquired by the Council.
2. Deliver Renfrewshire's Strategic Housing Investment Programme in partnership with other housing providers in Renfrewshire	31-Mar-2028		<p>The Renfrewshire Strategic Housing Investment Plan 2024-2029 has been the subject of consultation and engagement following discussions with the Scottish Government and Registered Social Landlords operating in Renfrewshire. The Strategic Housing Investment Plan (SHIP) is updated annually to take account of progress and completions in relation to delivering the affordable housing programme in Renfrewshire.</p> <p>The SHIP will be presented to the Communities and Housing Policy Board on 31st October 2023 and thereafter submitted to the Scottish Government.</p>
3. Deliver Renfrewshire's Local Housing Strategy 2022- 27	31-Mar-2027		<p>The local Housing Need and Demand Assessment (HNDA) has been completed and identifies the 5-year affordable housing estimates for each area in Renfrewshire, offering a profile of the property types and sizes that would be most effective in meeting housing need.</p> <p>The Local Housing Strategy 2023-2028 has been prepared and will be presented to the Communities and Housing Policy Board on 31st October 2023. The strategy sets out the strategic vision for housing and housing related services in Renfrewshire and seeks to provide a clear direction for strategic housing investment.</p>

Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
4. Deliver the key outputs from Renfrewshire’s Rapid Rehousing Transition Plan (RRTP)	31-Mar-2024		<p>The RRTP is in its final year of delivery (year 5) and is currently on target for 49% of lets to go to homeless applicants. Registered Social Landlords (RSLs) have been asked to increase number/proportion of lets.</p> <p>Number of service users supported via Housing First approach has been upscaled to 75 at any one time from 13 at Year 1 of RRTP.</p>
5. Deliver Renfrewshire’s Cultural Infrastructure Investment Programme	31-Mar-2025		<p>Paisley Town Hall has been completed and was successfully opened to the public ahead of the Royal National Mod, which was the timeline target. Paisley Learning & Cultural Hub has also completed construction and the building has been handed over to begin the fit-out process.</p> <p>Paisley Arts Centre is being managed closely to ensure deliver is achieved on revised timescale of early 2024. Paisley Museum is expected to complete in 2025</p>
6. Develop long term place visions for our key settlements and town centres including the approved Paisley Town Centre Vision (2020)	31-Mar-2026		<p>The transformation of Paisley following delivery of the Action Plan is advancing at pace, with achievements such as creating an international culture and heritage destination and acting as a stimulus for property investment, development and re-use. The publication of the Paisley Vision document will also act as a further catalyst to inspire future development in and around the town centre. The Liberal Club, which was identified as a key building in the Vision, is currently under restoration, securing its long-term status.</p> <p>The Regeneration Team will be refreshing town centre strategies to reflect the post pandemic environment. These strategies will align with the guidance and principles outlined in NPF4 following pending applicable supplementary guidance. Until publication, the team has been outlining potential regeneration priorities and projects, including commissioning visioning work in Johnstone and a review of potential projects in Erskine. The team will continue to bring forward regeneration proposals across our town centres.</p>

Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
7. Deliver a participatory budgeting framework for the Council (CF)	31-Mar-2024	▶	<p>The delivery of the 50 successful projects from the #Youdecide campaign is well under way with 14 completed to date. Contracts have been prepared for a further 22 projects and work is ongoing including to deliver the remaining 14 projects. Johnstone PB Christmas lights event (Pilot) is now in its voting stage, due to end on 1 November 2023.</p> <p>Discussions are underway to plan another school PB process, which will focus on partnership working between schools to address the cost of the school day, tackling poverty and inequality. This is a £50k project.</p> <p>The CONSUL site was provided by COSLA to the council and is being developed within the council alongside the digital experience team, to ensure it is supported by council systems. Once this is in place, there is an agreement to look at how it will be used to support the housing regeneration team.</p>
8. Progress the next phase of Local Partnerships development	31-Dec-2023	▶	<p>It was anticipated that this work would commence over the summer period, however key officers were required to undertake a number of time critical programmes of work. This included the launch of the Summer of Fun Grants programme, the Community Food grants programme, the development of schools and family advice models and Local Partnership grant activity.</p> <p>This process has now begun as of September 2023 and includes engagement from Local Partnership and elected members, Local Partnership Chairs, Lead Officers and wider community groups. The key issues being explored are:</p> <ul style="list-style-type: none"> • Enhancing participation in Local Partnership meetings • Facilitating greater engagement from Council services and partner organisations on issues which impact Local Partnership areas • Developing meaningful local priorities and action plans • Identifying options for improving the grant allocation process <p>A full report and recommendations from the review will be submitted to the Leadership Board on 6 December 2023.</p>


Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
9. Develop new options for services and partners to work together more closely across localities to provide advice and support to local people (CF)	31-Aug-2024	▶	We are progressing new connected communities approach - considering how we develop our ‘front door’ services for people accessing advice and support; exploring family advice services; and developing options for locality working. The date to achieve this has been extended from December 2023.
10. Deliver destination marketing to promote Renfrewshire as a visitor and investment destination, maximising audience and product intelligence and ensuring brand relevance for all of Renfrewshire	31-Dec-2023	▶	<p>In addition to continued promotion of the council’s summer events programme, the priority for Q2 was the promotion of Renfrewshire’s summer visitor season. The campaign to attract visitors included web, organic social, paid-for social and always-on advertising. Visitor proposition social media ads ran across meta platforms until the end of September. A Final evaluation will be completed in Q3, and results included: 5777 lands on Paisley.is; 300,000 accounts reached; 1,500,000 impressions; 9000 engagements, and; £0.53 cost per land.</p> <p>A Scotland-wide marketing and PR campaign began in August to encourage attendance at MòdPhàislig and Mòd Fringe events from regular attendees, visitors and local people. In partnership with An Comunn we have showcased the programme of events taking place for the duration of the festival. Our plan included regular PR content, paid-for advertising promoting the Mòd in the Scottish Highland and Grampians and Scottish Islands, out-of-home advertising in Glasgow and Renfrewshire including bus rears, large poster sites, digital advertising activity and social media. In addition to this, a new visitor guide was distributed locally and to Renfrewshire hotel and accommodation providers to inspire visitors during their visit to the Mòd. A full evaluation will take place in Q3.</p> <p>In Quarter 2 our overall media reach was: 591 articles in the press (printed and online); More than 73m combined opportunities to see and hear (OTSH); 84,210 total page views (across whole website); Facebook organic reach of 337K, Instagram organic reach of 85K, Facebook and Instagram paid reach: 329K. For the remainder of the year visitor activity is focused on Paisley Halloween Festival and Christmas events across Renfrewshire.</p>



Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
<p>11. Carry out evaluation of Future Paisley and prepare a transition plan for the mainstreaming/external funding of projects beyond April 2024</p>	<p>31-Mar-2024</p>		<p>Work is ongoing to evaluate the social, economic and cultural impact of the Future Paisley programme, covering over 100 different projects, activities and events. Mid-year Project Lead reporting of outcomes is underway and will be reported to the council’s Leadership Board in December. Work on the programme retrospective has started, including the evaluation of cultural funding programmes CHEF and CODF.</p> <p>Future Paisley Evidence Reviews have been completed to help understand more complex assumptions, and to inform policy development, thinking and analysis in the long-term:</p> <p>The Role of Arts and Culture in Lifting Communities out of Poverty: A Review of Evidence; The Social Value of Community Events: A Review of Literature; Measuring Wellbeing.: Gauging (Mental) Wellbeing Benefits of Arts & Cultural Participation: Insights & Approaches.; The Impact of Co-Production on Community Wellbeing: A Review of Evidence (underway)</p> <p>Evaluation tools, case studies and evidence reviews are published at https://ccse.uws.ac.uk/</p>
<p>12. Under Connectivity As A Service (CaaS) complete the rollout of Fibre To The Premise (FTTP) across 75% of Renfrewshire as a geography by the summer of 2023</p>	<p>31-Aug-2023</p>		<p>The fibre infrastructure – provided by City Fibre - now covers 80%+ of Renfrewshire as a geography.</p>

Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
<p>13. Delivering strong universal services to all Renfrewshire citizens (CF)</p>	<p>31-Mar-2027</p>	<p></p>	<p>Universal services provided by the Council are essential for keeping our communities safe, educated, involved, and happy.</p> <p>Finance and Resources provides customer service for residents, for contact by phone, email, digital form or in person. The service also provides support for the range of services being delivered online. The team is responsible for managing all Council Tax and Non-Domestic Rates billing, and the processing of claims for Discretionary Housing Payments, crisis grants, community care grants and energy support grants.</p> <p>Facilities and Property Services delivers services across schools and public buildings and undertakes repair and maintenance functions as part of the internal service provider (Building Services) to Housing Services. Work continues to improve and strengthen performance across all areas.</p> <p>Housing Services manage and invest in our housing stock of 12,200 properties, whilst providing a full range of landlord services to council tenants who live in our council houses ensuring they have safe and healthy places to live and provide assistance to homeless people and those threatened with homelessness. Operations and Service Development have continued to deliver well performing reliable universal services across Renfrewshire, this includes improving our recycling rate by 2% from previous year and enhanced grass verge cutting to paths and footways.</p> <p>Children’s Services deliver strong Early Learning and Childcare (ELCC), Primary and Secondary education provision throughout Renfrewshire. Pupils are performing consistently above the national average across almost all key indicators.</p>

Delivering the Council Plan – Place

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2023/24		Q2 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
1. Proportion of properties receiving superfast broadband (%)				98	Data only	98.6	Data only	Not measured for Quarters				*This is an LGBF measure;
2. Opportunities to see or hear something positive about Paisley and Renfrewshire				314,041,621	240,000,000	204,638,668	240,000,000	90,291,422	60,000,000	73,908,495	60,000,000	This indicator is focused on measuring the reach of the Paisley.is destination brand. The events coverage secured in Q2 includes Mod launch (What's On network, Gazette, Press and Journal, Event Base, West Highland Press, Stornoway Gazette, BBC Radio Orkney), Schools at the Forefront of the Mod, (Gazette, What's On Network, Paisley.org, Renfrewshire News, Evening Times), Paisley Town Hall transformation (Project Scotland, STV.tv, Evening Times, The Herald, Scottish Construction Now, Scotland News Today) Scotland News today, Scots Language Awards, (The National, Yahoo, Banffshire Journal, The Scotsman, Stirling Observer and Shopper),Schools Pipe Band Win (Paisley Daily Express, The National) and Halloween (Paisley Daily Express, Paisley.org, Paisley Gazette, Renfrewshire News, What's On Network, Daily record online, Evening Times)..
3. Amount of Vacant and Derelict Land				208.6	Data only	254	Data only	Not measured for Quarters				The amount of vacant and derelict land in 2022/23 increased since the previous year with 9 new sites were added to the Vacant and Derelict Land Audit.
4. Street Cleanliness Score - percentage of areas assessed as clean (%)				89.6	92	93.3	92	Not measured for Quarters				This figure is provisional and is awaiting verification by Keep Scotland Beautiful. The cleanliness score is based on 3 sample surveys carried out throughout the year by both the Council and Keep Scotland Beautiful (KSB). This score represents the percentage of areas assessed as acceptably clean (categories A and B) using KSB's Local Environmental Audit and Management System (LEAMS) method.

Delivering the Council Plan – Place

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2023/24		Q2 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
5. Average time from household presenting themselves as homeless to completion of duty (number of weeks)				22.25	26	21.74	24	21.43	26	21.8	26	Performance remains very positive and compares well against other local authorities, despite the emerging housing crisis. We anticipate this figure may increase in Q3 and Q4.
6. Percentage of Council housing stock which meets the Scottish Housing Quality Standard				57%	100%	68.31%	100%	Not measured for Quarters				Since 2021/22 compliance with 5 yearly EICR checks and the new smoke and heat detector standard are included in this calculation. The programme of EICR checks and smoke detector upgrades has been significantly affected by difficulties facing the construction industry. Work is ongoing to achieve compliance with EICR and detectors, including a programme of forced access visits. EESSH failures are also part of the SHQS score which impacts the overall SHQS pass rate. EESSH was to be met by Dec 2020 but exemptions were allowed, any fails we have due to EESSH are covered by exemptions (normally due to no access, or owner refusals in mixed tenure blocks, or it's not economically viable to pursue further works on a property to pass EESSH). Landlords have until Dec 2025 to comply with EESSH1.
7. Affordable housing completions				170	243	369	200	Not measured for Quarters				<p>The affordable newbuild housing programme involves both Council and Housing Association developments across a range of sites in Renfrewshire. In 2022/2023 there were 369 affordable housing completions across Renfrewshire including new homes being built in Paisley, Johnstone, Renfrew and Bishopton. The Council continues to increase the supply and delivery of a range and choice of affordable homes to meet the housing needs of different groups.</p> <p>The final Renfrewshire Local Housing Strategy was presented to the Communities and Housing Policy Board on 31st October 2023. In future updates of this indicator the target will be changed to reflect the new strategy.</p>




Delivering the Council Plan – Place

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2023/24		Q2 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
8. Private housing completions				572	500	422	500	Not measured for Quarters				<p>The Renfrewshire Housing Land Audit is completed annually. The audit is a snapshot in time covering the duration between the 1 April to the 31 March each year. The audit records 422 private completions across Renfrewshire during this time period. New site starts have slowed during the past year however it is anticipated that private completions will increase again to over 500 during 2024.</p> <p>In relation to all homes under construction or future housing sites, 88% of these new homes will be built on previously used brownfield land, creating attractive and sustainable places.</p> <p>The final Renfrewshire Local Housing Strategy was presented to the Communities and Housing Policy Board on 31st October 2023. In future updates of this indicator the target will be changed to reflect the new strategy.</p>




Delivering the Council Plan – Economy

What we will do	Due Date	Status	Progress update
1. Develop an Investment Proposition for Renfrewshire that is clear on our economic ambitions for our place	31-Mar-2025	▶	Two reports have been commissioned to analyse Renfrewshire’s Growth Sectors. The first highlighted that there are several opportunities which Renfrewshire needs to capitalise on to support the growth of its economy further. The second report aims to reconcile existing priorities, team capacity and skills engaged in the economic development and regeneration functions of the Chief Executive’s Department, with the future opportunities and challenges outlined in the first report and the Council’s Economic Strategy. This report highlights that there is a requirement to grow and increase visibility of Renfrewshire’s inward investment proposition to drive future economic growth and development. The development of a web site which signposts the area’s investment portfolio is recommended. Officers are now looking to progress this action in conjunction with the Marketing/Communications team
2. Continue to invest in infrastructure to support growth – from road and rail links to bridges, cycle and pedestrian routes	31-Mar-2027	▶	Renfrewshire Council continues to invest in infrastructure to support growth. Work is ongoing to expand the active travel network. The Paisley to Renfrew Cycle Route construction is progressing along with the start of the Barnsford Road section of the Airport to Erskine Route. Improvements to our bridge infrastructure has included initial design works for Plymuir Bridge. The build project has progressed into its construction phase.
3. Develop a Transport Strategy supported by revised Active Travel and Public Transport Strategies	31-Mar-2024	▶	The development of the Local Transport Strategy is underway. The initial phase of this process has included discussions between the appointed consultants and Renfrewshire Council Officers. This will involve the preparation of a consultation plan and 'public conversation' which will be taken forward in the second half of this financial year.
4. Monitor benefits of Glasgow Airport Investment Area (completed) and deliver Clyde Waterfront and Renfrew Riverside	31-Mar-2025	▶	Clyde Waterfront & Renfrew Riverside: All required community benefits have been delivered to date, with the rest remaining on track during the project lifespan. Project is advancing with the completion of a new culvert and foundations of bridge structure in place. Fabrication of bridge components is progressing with these due to arrive on site in early 2024. Glasgow Airport Investment Area project is now complete which is enabling the development of AMIDS.

Delivering the Council Plan – Economy

What we will do	Due Date	Status	Progress update
5. Work with partners to deliver the Advanced Manufacturing Innovation District – Scotland (AMIDS)	31-May-2023		The first two centres of employment are now occupied successfully. Joint Venture company has been registered and is now up and running following a successful procurement process. Work has commenced to progress the design of the next phase of development at AMIDS which will continue through to construction. A number of enquiries for occupying AMIDS are progressing, and this will continue into the long-term future.
6. Participate fully in all aspects of the new National Manufacturing Institute Scotland (NMIS) Governance arrangements and Medicine Manufacturing Innovation Centre (MMIC) delivery	31-Mar-2023		The Council has strong links with NMIS and MMIC as they are represented on the NMIS One Scotland Collaboration Group and chair the AMIDS Strategic Advisory Group with both organisations represented. CD&I team members work closely with both organisations daily and continue to assist with the commissioning of their buildings. Work has progressed with the Strategic Advisory Group to ensure partnerships are in place and a collaborative approach is allowing NMIS and MMIC to lead on engaging with sector specific organisation to hopefully progress to further occupation at the AMIDS site.
7. Develop a Community Wealth Building Plan for Renfrewshire	31-Dec-2024		<p>A new Community Wealth Building (CWB) Act is expected next year, and a council framework/plan is currently being prepared. Key actions to report are:</p> <ul style="list-style-type: none"> • Ensuring the Council CWB plan is aligned to a regional approach with Glasgow City Region. • Reporting quarterly to the Scottish Governments Community Wealth Building Policy Manager Contributing to Economic Development Association Scotland (EDAS) and Centre for Local Economic Strategies [CLES] workshops. • As part of a Scottish Government pilot, Renfrewshire Council (Economic Development and Procurement) were one of four local authorities to participate in a CWB project delivered by Scotland Excel. The project involved data analysis of local spend, practice sharing workshops and a Spotlight on Community Wealth Building from the Scottish Government’s Heads of Procurement. <p>Economic Development are working on a draft paper which will provide an overview of CWB practice within the Council and will outline the Council’s key objectives and levers to maximise the impact of CWB at a local level. In order to ensure the paper is aligned to national policy, the draft paper will be revised to reflect the proposed new CWB Bill which has been delayed. The due date for this action has therefore been delayed from 31 December 2023 to 2024.</p>













Delivering the Council Plan – Economy

What we will do	Due Date	Status	Progress update
8. Maximise funding for regeneration of Renfrewshire's places through grant submissions to external sources including UK and Scottish Governments	31-Mar-2026		<p>Between 21/22 and 25/26 the council has been allocated £4.4m from the Place Based Investment Fund for capital regeneration projects. Between 22/23 and 24/25 we have received £1.5m in funding for capital and revenue regeneration spend from the Shared Prosperity fund.</p> <p>The Council has consistently been successful in RCGF funding applications, most recently receiving £800k in funding for the PACE theatre project. Four applications have been submitted this year for the 24/25 allocation. We have now been invited to Stage 2 for two of these applications which will be submitted in November, with decisions expected in the new year.</p> <p>An application was also submitted this year to the Scottish Government's Vacant and Derelict Land Investment Programme (VDLIP) which, again we have been successful in progressing to Stage 2, with a further application to be submitted in November.</p> <p>Funding worth £85k has been secured from SEPA to investigate the potential deculverting and environmental enhancement of the Candren Burn in Ferguslie.</p>
9. Develop a refreshed employability programme for Renfrewshire (utilising Youth Guarantee and Kickstart funding) to reduce unemployment among young people (18-24 yrs.) and to support local businesses (CF)	31-Mar-2023		<p>Both Youth Guarantee and Kickstart have now completed, with over 500 young people benefiting from the schemes. We have a very well performing employability service and this will continue to support unemployed people into work.</p>
10. Promote a Renfrewshire Apprentice Framework that can be rolled out across local businesses wishing to participate (CF)	31-Mar-2023		<p>This has been completed and this work is now mainstreamed as business as usual for the team and we will continue to promote and deliver apprenticeships across Renfrewshire.</p>



Delivering the Council Plan – Economy

What we will do	Due Date	Status	Progress update
<p>11. Working in partnership with Skills Development Scotland, West College Scotland, Invest in Renfrewshire and Developing the Young Workforce West, we will ensure planned robust approaches to supporting our most vulnerable learners into positive destinations (CF)</p>	<p>31-Mar-2025</p>	<p>✔</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 who are offering a range of opportunities such as site visits, training and long-term work placements for young people in the senior phase.</p>

Delivering the Council Plan – Economy

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2023/24		Q2 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
1. Percentage of procurement spend spent on local enterprises				18.87%	23%	*	23%	Not measured for Quarters				* This is an LGBF indicator and data for 2022/23 will be available in March 2024. In the period 2021-2022 Renfrewshire Council recorded direct spend of £36.5 million with businesses based directly in Renfrewshire. This accounted for 18.8% of our total spend. A further 26.5% of our spend was with businesses located in bordering local authorities (Glasgow, Inverclyde, North Ayrshire, East Renfrewshire and West Dunbartonshire), therefore 45% of the council's total spend of approx. £196m is spent within Renfrewshire and our neighbouring council areas.
2. Gross Value Added (GVA) per capita (LGBF)				£22,002	Data only	*	Data only	Not measured for Quarters				* This is an LGBF indicator and data for 2022/23 will be available in March 2024. 2019/20 figure reported as £24,701 2020/21 figure reported as £21,294
3. Number of people supported, sustained in work at 6 Months through Renfrewshire Council Employability Programme (INVEST)				221	180	340	180	Not measured for Quarters				This end of year figure will continue to rise at there is a degree of time lag with this indicator. The Scottish Government have supported a development initiative named "Kickstart Plus" in Renfrewshire to provide a further 6 months support to Kickstart trainees (with employers also contributing) to allow them to continue in the workplace.
4. Number of new business start ups in Renfrewshire with Business Gateway support				272	320	206	320	50	80	85	80	There has been an 80% increase in the number of businesses started with Business Gateway support compared to the corresponding period (Qrt2) last year. Work is ongoing to encourage those interested in starting their own business to take the final step.




Delivering the Council Plan – Economy

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2023/24		Q2 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
5. Renfrewshire Claimant Count (NOMIS)		↑	↑	4,180	Data only	3,755	Data only	3,720	Data only	3,550	Data only	Claimant rate currently 3.1%, compared to 3% in Scotland, and 3.7% in the UK.
6. Percentage of Renfrewshire population working age (16-64)		↑	↑	76.2%	Data only	*	Data only	Not measured for Quarters			* This is a national dataset and population estimates for 2022/23 are not yet available.	



Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
1. Develop the new Fairer Renfrewshire programme (CF)	31-Mar-2025	▶	<p>The Fairer Renfrewshire Sub-Committee has been meeting since August 2022 and a Fairer Renfrewshire Officers Group from across services is meeting monthly. In March 2023 existing funds were brought together into a single resource for Fairer Renfrewshire at around £5million, and partners are working together to further develop the programme. There are four key emerging themes which are shared across all elements of the programme, under which key projects are being funded: Improving financial security; Advancing equality of opportunity; Building community capacity and resilience; and, Listening to lived experience.</p> <p>In the recent Summer of Fun grant funded programme, there were 4,500 attendances at the summer camps; over 45% of children were from lone parent families, over 42% were from large families and over a quarter were from families where a family member has a disability. 190 families accessed support through summer camp activities offered for young people with Additional Support Needs, with a further 14 young people from Mary Russell supported on a weekly basis. There were 1858 attendances at Street Stuff activities provided across 7 locations and 47 families participated in summer family learning activities with the adult learning team.</p> <p>It is estimated that 739 adults and 1,921 children benefited from the Summer of Fun grant funded activities in the community and 412 children, and 74 adults attended Future Paisley funded sessions.</p>
2. Work with partners to support Renfrewshire residents through the cost-of-living crisis	31-Dec-2024	▶	<p>The Community Food Fund grant guidance was updated during the summer and applications opened in August, with funding of £4,000 available per application. The fund closed on 28 August 2023, and all applications received were considered by an officer panel comprising of representatives from the Council, Engage and the HSCP. Leadership Board in September 2023 agreed the awards for the fund totalling £25k. A £50 per child additional payment for winter clothing will be paid to all families in receipt of free school clothing grants in November 2023. The Summer of Fun programme was successfully delivered, providing free activities, targeted to children with experience of poverty. Healthy food was provided, along with additional support for families and a small grants programme which funded 17 projects with the £55k budget. There were at least 4500 attendances at summer holiday camps across Renfrewshire's, and 1858 attendances at Street stuff evening sessions. Planning is now underway for the Winter Connections programme. Work is underway to launch the family advice service within Advice Works. And a schools advice service in partnership with Renfrewshire Citizens Advice Bureau.</p>

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
3. Develop mechanisms for supporting individuals with lived experience of poverty to influence policy in this area	31-Mar-2024		<p>The Fairer Renfrewshire panel continues to meet with officers across Council services to ensure the voice of those with lived experience of poverty informs Council’s policy and practice.</p> <p>The Panel have met with officers from the Council about Net Zero, with their ideas around actions feeding into the Plan for Net Zero workshop which took place on 11 October. They also met with Advice Works to discuss barriers to seeking advice, and better promotion of advice services.</p> <p>Some changes have taken place within membership of the Panel. Two new members have been recruited, and recruitment will continue to bring the panel back up to full membership. The Panel will continue to meet, with Council communication and child poverty being amongst the topics planned for Panel input before Christmas.</p>
4. Bring forward actions to reduce health inequalities, improving economic participation, more secure earning and greater earning power	31-Mar-2024		This action is complete, and the team will continue to deliver on it
5. Carry out deep dive (planned for early 2023) focusing on child poverty, which will inform delivery of local child poverty action plans (CF)	31-Mar-2024		<p>The Fairer Renfrewshire Programme is currently being developed, and as part of that programme, officers are undertaking a ‘deep dive’ child poverty exercise in order to fully understand child poverty across Renfrewshire and across different communities. This will inform the Fairer Renfrewshire programme as well as local child poverty action plans, helping the Council and partners understand the areas of greatest need.</p> <p>Initial data has been gathered the ‘deep dive’ data exercise as a Community Planning Partnership, focussing on the six priority family groups, with officers progressing this over the winter period, and to reflect this work the date to achieve this has been extended to March 2024.</p>

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
<p>6. The Promise Strategic Oversight Board and workstreams will progress and ensure Renfrewshire 'Keeps the Promise' and delivers improved outcomes for individuals who are care experienced, wherever possible keeping children within their families (CF)</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>7. 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
8. Take forward the recommendations of the Alcohol and Drugs Commission	31-Mar-2025	▶	<p>MyLA (My Life Ahead) launched last year delivered by Housing Service with Turning Point Scotland, providing holistic wraparound support, using elements of the Housing First approach. The project has provided support for 39 individuals - exceeding the target number - and there have been positive indicators emerging in terms of: reduction in alcohol/drug use; people successfully accessing the specialist services they require; and those with a history of non-engagement now working positively with the MyLA team. September Leadership Board agreed to extend this project for a further 12 months until October 2024, which will also allow a more accurate assessment of the impact it is having on the individuals it supports in sustaining settled housing.</p> <p>Children’s Services and I Am Me Scotland have developed a digital, interactive, and progressive curricular programme in substance use for early years to senior phase, aligned to the principles of Curriculum for Excellence, and reflecting the context of alcohol and drug use within Renfrewshire. The ‘Alcohol and Substance Awareness Education’ pack, including nursery, primary, and secondary resources, has been produced with Renfrewshire Children’s Services, Teachers, Police Scotland, NHS, Renfrewshire HSCP and, most importantly, children, young people, and those who have lived experience of drug and alcohol use. Since its launch in August 2022, the programme has built up over 1,500 users including schools, Police Scotland, and HSCP. It has been accessed by over 400 Renfrewshire teachers. A recent evaluation of the programme recognised the need to expand on lessons related to vaping within the programme. Consultation between colleagues in education and HSCPs across NHSGGC is ongoing to coordinate development of additional materials. In September 2023, the programme won the COSLA Excellence Award in the Tackling Inequalities and Improving Health and Wellbeing category.</p>

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
<p>9. Develop the Trauma Informed and Responsive Renfrewshire Programme</p>	<p>31-Mar-2025</p>	<p>▶</p>	<p>Local networking and development activities within council services and partners of local HSCP, community planning, and wider health board area continue in order to build on collaborative working. Regular meetings with local trauma leads' network group to identify further opportunities and schedule activities for collaborative working and sharing of resources. Contributed to development group for Renfrewshire's recent Adult Support and Protection Conference.</p> <p>A development session has been scheduled for mid-November and thereafter the draft Road Map and action plan will go to CMT.</p> <p>In terms of building capacity through learning, work has taken place with colleagues in housing support and business support with learning programmes for their teams and with the OD team to develop online level 1 videos from NES to be available for council and OneRen staff. Engagement continues with OneRen and HSCP relating to learning programmes for their staff. Further STILT session took place on 3rd October. Post-STILT meetings continue to explore next steps with those who attended STILT sessions. Co-facilitation of learning session with East Dunbartonshire Council and engagement with Police Scotland to explore training for police staff with Inverclyde Council.</p> <p>National engagement activities continue with Improvement Service, Adult support and protection leader, and NES relating to evolving national developments to support local progress.</p>







Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
10. Progress the design and delivery of the Curriculum, Learning, Teaching and Assessment; the Families and Communities; and the Inclusion Portfolios within Children’s Services (CF)	31-Mar-2025		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.
11. Deliver mental health and wellbeing support, including Ren10 mental health and wellbeing network to support children, young people and their families (CF)	31-Mar-2025		<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	2021/22		2022/23		Q1 2023/24		Q2 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
1. Percentage of children living in poverty (after housing costs)				23.3	Data only	*	Data only	Not measured for Quarters				*Data has not yet been made available for 2021/22 and is expected later in 2023. The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN24 '% of children living in poverty (after housing costs)'. The percentage in Renfrewshire in 2020/21 was 19.5% which was a considerable drop from 23.11% in 2019/20. Renfrewshire had the lowest rate amongst its family group for this indicator, while the Scottish average was 20.86%.
2. Life expectancy at birth (Females)				79.99	Data only	*	Data only	Not measured for Quarters				*Life expectancy data is produced by National Records Scotland and there is a considerable time lag in publishing these. Data for 2022/23 is likely to be available some time in 2024.
3. Life expectancy at birth (Males)				75.53	Data only	*	Data only	Not measured for Quarters				*Life expectancy data is produced by National Records Scotland and there is a considerable time lag in publishing these. Data for 2022/23 is likely to be available some time in 2024.
4. Healthy life expectancy at birth (Females)				61.6	Data only	*	Data only	Not measured for Quarters				*Life expectancy data is produced by National Records Scotland and there is a considerable time lag in publishing these. Data for 2022/23 is likely to be available some time in 2024.
5. Healthy life expectancy at birth (Males)				60.6	Data only	*	Data only	Not measured for Quarters				*Life expectancy data is produced by National Records Scotland and there is a considerable time lag in publishing these. Data for 2022/23 is likely to be available some time in 2024.
6. Proportion of people earning less than the real living wage (LGBF)				19.8	Data only	*	Data only	Not measured for Quarters				*This is an LGBF indicator and data for 2022/23 will not be available until March 2024



Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2023/24		Q2 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
7. Percentage uptake of free school meals in primary schools (%)				49.3	75	53.4	52	51.6	52	*	52	*Data is not yet available for Q1 or Q2 of 2023/24 Uptake of free school meals in both primary and secondaries saw improvements compared to the previous financial year with primaries rising from 49.3% to 53.4% in 2022/23. This is above the target of 52%.
8. Percentage uptake of free school meals in secondary schools (%)				32.3	49	39.1	35	*	35	*	35	*Data is not yet available for Q1 or Q2 of 2023/24 Uptake of free school meals in both primary and secondaries saw improvements in performance compared to the previous financial year. Secondary performance increased from 32.3% to 39.1% in 2022/23. This is above the target of 35%.

Delivering the Council Plan – Green

What we will do	Due Date	Status	Progress update
<p>1. Develop costed, targeted interventions and actions to support our net zero journey within the Council and working in partnership with key stakeholders (CF)</p>	<p>31-Mar-2024</p>		<p>Work is ongoing and recent progress includes working closely with stakeholders on phase 2 of the Plan for Net Zero (the route map) with a series of engagement events. Following the Community Climate Conversation in June, an online stakeholder event was held in September with local, regional and national organisations such as many of our CPPs, local housing associations, Scottish Power, Scottish Gas, Scottish Water, Transport Scotland, UWS and all 8 GCR local and neighbouring authorities (57 attendees in total) to understand their influence and their role in progressing to net zero as well as partnership working opportunities.</p> <p>And on 11th October, the internal workshop was held in the Lagoon Leisure Centre, with 70 officers from across all Services to identify opportunities and collaborate in the development of the road map and action matrix. To allow time for this level of engagement, the due date for this action has been revised to 31 March 2024.</p> <p>Other achievements include:</p> <ul style="list-style-type: none"> • Officers within Facilities and Property Services have been undertaking pilot feasibility studies to assess getting existing schools to a Net Zero building. • A region wide collaborative group of Property Services Managers has been set up to look at different buildings and undertake feasibility studies of different types of buildings • Work is being undertaken in PPP school estate to reduce energy costs across the estate. This follows the roll out of LED lighting across the 10 schools.



Delivering the Council Plan – Green

What we will do	Due Date	Status	Progress update
2. Development of Low Emissions / Electrification Strategy	31-Mar-2024		<p>Renfrewshire Council working in partnership with Glasgow City Region Partners to develop a strategy and investment model for future provision of EC Charging Infrastructure.</p> <p>Fleet Services are piloting six commercial vehicles 3x Refuse Collection, 1x Bus & 2x Crewcab tipper with a new fuel source for the heavy Council fleet, HVO (hydrotreated vegetable oil) fuel and significantly reducing greenhouse gas emissions on combustion. This means that running vehicles with HVO fuel could reduce CO2 emissions by up to 90%, NOx (Oxides of Nitrogen) emissions by up to 27% and PM (particulate matter) emissions by up to 84%, all of which are key factors to achieving improved air quality. Other Progress includes:</p> <ul style="list-style-type: none"> • Refurbishment of five signalised junctions from 'old' high energy consumption technology to more efficient LED systems has been completed at Main Street/Torr Road Bridge of Weir, Beith Road/Hallhill Road Johnstone, Main Road/Glenpatrick Road Elderslie, Paisley Road/Wright Street Renfrew and Kings Inch Road/Ikea Renfrew. • EV Charging Infrastructure installed in Gallowhill, Arkleston, Hunterhill, Hawkhead, Johnstone and Seedhill. • Continued Engagement with SPEN for the installation of new electric power supply at Underwood Road Depot that will facilitate additional provision of EV Charging Infrastructure.
3. Pilot and test the creation of active travel routes between neighbourhoods, town centres and business locations using these to test SMART travel solutions and evaluate benefits to biodiversity, air quality and access	31-Mar-2023		<p>In 2022 the Regeneration and Place Team commissioned specialist consultants Stantec to develop an active travel strategy focussed on accessing the main areas of employment across Renfrewshire. A large-scale survey and a significant number of employer interviews were conducted with the support of the Renfrewshire Chamber of Commerce and the Renfrewshire Economic Leadership Panel. A final report has now been produced with a series of recommendations to develop new routes and initiatives to promote travel behaviour change. This will act as a source document for the development of specific projects for Council and external funder support in the years to come and may be reflected in new actions to be brought forward.</p>

Delivering the Council Plan – Green

What we will do	Due Date	Status	Progress update
4. Develop a Strategic Property Review of Council operational, non-operational and surplus assets	31-Mar-2025	▶	<p>Work has been undertaken to collect and assess data for the Council portfolio. This has included staff resource/energy and usage. Visits to gather further information on Community Halls and Self Managed Halls has also been undertaken.</p> <p>An update report on the Strategic Property Review was taken to the Infrastructure, Land and Environment Policy Board on 26 May 2023 to outline progress and next steps. Officers working to remove Renfrewshire Council from leases (where possible and cost effective) and to consolidate staff into other buildings e.g. Renfrewshire House. In particular, the lease for Abbey House will end in January 2024 with HSCP and Social Work staff being relocated to Renfrewshire House from November 2023.</p>
5. Deliver the Energy Efficiency Standard for Social Housing post-2020 (EESH2) milestones	31-Mar-2023	✔	<p>This on hold whilst review is underway.</p> <p>We are ready to implement as soon as the Scottish Government give the go ahead to proceed.</p>
6. Develop a funding strategy to support the resourcing of actions to deliver net zero	31-Mar-2024	▶	<p>The Funding strategy to deliver the Ren Zero Plan is currently being developed alongside the costed delivery plans to ensure adequate resourcing. This is being developed alongside Local Heat and Energy Efficiency Strategy. Due to complex nature of these plans, the completion date has been revised from 31st October 2023.</p>
7. Establish a carbon budget for Renfrewshire Council	31-Mar-2024	▶	<p>An initial draft Carbon Budget is under development developed and is subject to internal review and approval. The completion date is estimated for January 2024, and the implementation date is projected to be beginning of financial year 2024/25.</p>

Delivering the Council Plan – Green

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




Delivering the Council Plan – Green

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

Delivering the Council Plan – Green

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2023/24		Q2 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
1. Percentage of homes meeting the EESSH 2020 standard (%)				78.4%	95	85.07	95	Not measured for Quarters				Whilst below target, performance has improved. Ongoing difficulties within the construction industry have caused some delays in works being completed. Landlords have until December 2025 to comply with EESSH1.
2. CO2 Emissions area wide per capita (LGBF) (tonnes)				4.51	Data only	*	Data only	Not measured for Quarters				* This is an LGBF indicator and data for 2022/23 will be available in March 2024. For 2020/21 this was 4.02 More recent data relating to the Council's emissions can be found in our annual Public Bodies Climate Change Duties Reporting here
3. CO2 Emissions area wide: emissions within scope of LA per capita (LGBF)				3.91	Data only	*	Data only	Not measured for Quarters				* This is an LGBF indicator and data for 2022/23 will be available in March 2024. For 2020/21 this was 3.48 More recent data relating to the Council's emissions can be found in our annual Public Bodies Climate Change Duties Reporting here
4. Percentage of the vehicle fleet which uses alternative fuels, such as electricity (%)				25	25	27	25	29	25	29	25	The current fleet using alternative fuels includes 115 electric vehicles from a total fleet of 408 vehicles. In addition, there are 6 vehicles trialling the use of HVO as an alternative fuel with initial feedback being positive.
5. Amount of CO ² emitted by the public vehicle fleet				3,223	3,000	3,267	3,000	812.67	750	775.23	750	The total for the first 6 months of the year is 1,588.03 tonnes of CO ₂ e. If this trend continues, whilst comparatively small, the emissions would be slightly over target of 3,000 tonnes of CO ₂ e.

Delivering the Council Plan – Living our Values

What we will do	Due Date	Status	Progress update
1. Implement the next phase of transformation as part of Right for Renfrewshire	31-Mar-2025		The Portfolio of Change has been created by the Project Management Unit with weekly spotlights to the CMT. This includes portfolios such as Financial Sustainability and Digital.
2. Implement the actions arising from the Council's financial sustainability workstreams	31-Mar-2024		<p>In the 2023/24 budget £4.4m of savings relating to the Council's financial sustainability workstreams were incorporated. Some of these will take time to be realised because they rely on new charging policies to be implemented, for example. To date £3.0m has been achieved. Operations and Infrastructure delivered the savings target of £4m – this was achieved via a management restructure, implementing new and increasing existing charges and in conjunction with CPU colleagues negotiating new contracts for disposal of recycling materials. Work continues on the Strategic Property review, in particular the removal of Renfrewshire Council from external leases wherever possible. Social Work and HSCP will leave Abbey House and re-locate to Renfrewshire House at the end of 2023/early 2024.</p> <p>Work also continues to understand the use of Community Halls and Self-Managed Halls to assess the potential for savings/efficiencies and cost avoidance.</p> <p>Children's Services have reacted positively to reductions in temporary funding streams by ensuring that previous patterns of spend were as sustainable as possible. In addition, they continue to work on supporting overall council pressures in required efficiencies over the coming years and will put forward a number of options to be considered.</p>
3. Support engagement opportunities to influence national policy direction and align the focus of the organisation in response to national legislation	31-Mar-2027		The Council continues to respond to national consultations and calls for views, either directly, via COSLA, or through participation in the wide range of professional bodies of which our officers are members. Officers continue to closely monitor emerging national legislation and consider any implications for the organisation.












Delivering the Council Plan – Living our Values

What we will do	Due Date	Status	Progress update
4. Support the Council in developing New Ways of Working	31-Mar-2024		The work on new and revised policies continues and the team has identified the next set of policy (7) priorities for the 2nd half of 2023, the smoking policy and our people strategy was approved at the FARS board in Sept 23, with a further 2 to 3 policies being reviewed for the Nov Board. The terms and conditions review proposal is being finalised, presentation to the unions are slightly behind due to the ongoing pay dispute, however, plans are in place to meet in November 2023. The due date has therefore been revised from 31 October 2023 to March 2024.
5. Undertake a corporate self-assessment exercise in line with revised best value audit methodology	31-Dec-2023		Approach and model were agreed by the Corporate Management Team (CMT) and the survey element of the CSA has been completed by the extended Corporate Management team. Follow up workshops took place over the summer and CMT agreed a range of actions which align with key priorities. CMT also agreed that a further self-assessment should be carried out with the 'Our Leaders Forum' senior management cohort, and this activity will be targeted for early December 2023.
6. Lead implementation of the council brand, ensuring council communications are responsive, informed, inclusive and accessible (CF)	31-Mar-2024		<p>The following has been completed in Q2:</p> <ul style="list-style-type: none"> •An independent agency has been commissioned to deliver an audience segmentation model to inform ongoing corporate marketing and communications activities, which will be completed in Q3. This has included audience research with residents, tenants, and businesses in Renfrewshire. •Accessible Communications Guide has been completed for use. This includes advice and support on accessible and inclusive language, accessible web content, digital content, interpretation, and translation. This will be promoted across the organisation in Q3. •A key objective within the implementation plan is to deliver a new council website, which is part of the Digital Experience Strategy, and progress on this is monitored separately and reported below. •A review of the implementation of the revised Social Media Strategy has demonstrated an increase in positive engagement with residents with content performing higher than public sector industry averages. In addition, as part of improving the council's reach locally, the marketing team have concluded a review of the council's paid-for social media approach, with new processes tested and introduced across several campaigns. <p>A new council marketing and communications strategy will be developed for implementation in Q3</p>




Delivering the Council Plan – Living our Values

What we will do	Due Date	Status	Progress update
7. Develop an overall strategic recruitment and talent management plan to enable us to meet future workforce demands	31-Mar-2024	▶	Due to the planned re-design within the People & OD team this will likely take longer to implement. However, innovative recruitment approaches continue to be explored, developments within talent link have commenced with others planned, we have piloted some new types of adverts, work is ongoing but the People & OD team re-design will also impact on the final outcomes of this.
8. Develop a Wellbeing Strategy that meets the needs of our workforce as we emerge from the pandemic and look towards the future	31-Dec-2023	▶	Consultation on the wellbeing strategy continues, consultation has taken place with the unions who are positive about the strategy and support the principles behind this, this will be presented to CMT and then to the FARS board in Nov 23.
9. Support the Council with improving attendance and reducing absence)	31-Dec-2023	▶	The introduction of the new absence policy is now planned for January 2024, which will have enabled the team to review the underlying processes in ERP and to roll out the new training to support the new policy.
10. Develop a new Equality, Diversity and Inclusion Strategy for the Council	31-Dec-2023	▶	The initial high-level report has been submitted and presented to CMT, a full report pulling all the information together was received in Oct 23 and a review of that which will then develop our strategy is now ongoing. A plan to present a draft strategy to CMT will be late Nov for sign before the end of the year.













Delivering the Council Plan – Living Our Values

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2023/24		Q2 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
1. Average number of work days lost through sickness absence per employee				11.87	9.9	13.57	9.9	2.97	2.6	*	2.1	*Data for Q2 is not yet available. For Q1, The council has recorded an overall absence rate of 2.97 days lost per FTE employee, which is 0.37 days above the council target of 2.6 days.
2. Percentage of posts of the highest 5% of earners among employees (excl. Teachers) who are women (AS) (%)				58.15	Data only	56.84	Data only	Not measured for Quarters				Total number of employees = 6,217 Total number of employees in top 5% = 329 (per guidance value 308 has been increased to 311 due to numbers on the salary point) Total number of women in top 5% = 187 (56.84%)
3. Percentage gender pay gap between average hourly rate of pay for male and female employees				2.29	Data only	0.48	Data only	Not measured for Quarters				The pay gaps were calculated using the difference between male and female's average hourly rate which excludes overtime. Average hourly rate of pay (Male) = £18.87 Average hourly rate of pay (Female) = £18.78 Gender Pay Gap % = 0.48% The Council's pay gap of 0.48% was calculated as at 31st March 2023 and highlights the pay gaps between male and female employees.
4. Number of complaints closed at Frontline Resolution as a percentage of all complaints (%)				86.8	85	89.2	85	85.5	85	*	85	1,854 Frontline resolution complaint cases were closed against a total of 2,169 complaints received in Q1. Target was achieved for this period

Delivering the Council Plan – Living Our Values

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2023/24		Q2 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
5. Percentage Of FOI requests completed within timescale (%)				95.4	90	94	90	96	90	93	90	In the first two quarters of 2023/24, the Council has received 757 Freedom of Information requests – 385 in Q1 and 372 in Q2. Performance continues to exceed the target despite an increase in the number of requests compared with last year. Anecdotal evidence from officers suggests an increasing complexity in the requests received.

Delivering the Council Plan – Improving Outcomes for Children and Families

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2023/24		Q2 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
1. No. of opportunities for young people to achieve through accredited awards				808	1,130	*	1,130	Not measured for Quarters		*Data is currently being gathered for this indicator.		
2. Average complementary tariff score of pupils living in SIMD 30% most deprived areas				545	Data only	*	Data only	Not measured for Quarters		*Figures for 2022/23 school leavers will become available in the February 2024 Insight update. Latest data on school leavers attainment shows 2021/22 complementary tariff score is down on the figure for 2020/21. Please note for this and the following indicator - assessment methods were impacted by the pandemic, and comparison with previous years should be treated with caution.		
3. Average complementary tariff score of all school leavers in Renfrewshire				689	Data only	*	Data only	Not measured for Quarters		*Figures for 2022/23 school leavers will become available in the February 2024 Insight update. The average complementary tariff score decreased in 2021/22. The average tariff of 689 is lower than the previous year but in line with leavers from the 19/20 cohort		
4. Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Literacy between pupils living in 30% Most Deprived areas and those living in 70% Least Deprived Areas (SIMD)				15.4	7	16	10	Not measured for Quarters		The percentage point gap between the attainment in literacy of pupils living in the most and least deprived areas has increased to 16 percentage points, in comparison to 15.4 percentage points in 2021/22.		

Delivering the Council Plan – Improving Outcomes for Children and Families

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		Q1 2023/24		Q2 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
5. Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Numeracy between pupils living in 30% Most Deprived areas and those living in 70% Least Deprived Areas (SIMD)				13.4	6	11	9	Not measured for Quarters				The percentage point gap between the attainment in numeracy of pupils living in the most and least deprived areas has decreased to 11 percentage points, after a slight increase between 2021 and 2022.
6. Percentage of Looked After Children cared for in the community (%)				92	89.9	90	89.9	90.4	89.9	91	89.9	<p>The percentage of looked after children in the community has increased by 0.6pp in Q2 of 2023/24, compared with Q1</p> <p>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.</p>

Council Plan

Six monthly progress update
December 2023

For more information, please contact:
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We are **fair**, We are **helpful**, We are great **collaborators**, We value **learning**



Renfrewshire
Council