

Notice of Meeting and Agenda Leadership Board

Date	Time	Venue
Wednesday, 19 June 2024	13:00	Council Chambers (Renfrewshire), Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

MARK CONAGHAN
Head of Corporate Governance

Membership

Councillor Iain Nicolson (Convener): Councillor Jacqueline Cameron (Depute Convener):

Councillor Alison Ann-Dowling: Councillor Michelle Campbell: Councillor Graeme Clark:
Councillor Audrey Doig: Councillor Gillian Graham: Councillor Neill Graham: Councillor Anne
Hannigan: Councillor Alec Leishman: Councillor Marie McGurk: Councillor Iain McMillan:
Councillor Emma Rodden: Councillor John Shaw: Councillor Andy Steel:

Hybrid Meeting

Please note that this meeting is scheduled to be held in the Council Chambers. However, it is a hybrid meeting and arrangements have been made for members to join the meeting remotely should they wish.

Further Information

This is a meeting which is open to members of the public.

A copy of the agenda and reports for this meeting will be available for inspection prior to the meeting at the Customer Service Centre, Renfrewshire House, Cotton Street, Paisley and online at <http://renfrewshire.cmis.uk.com/renfrewshire/CouncilandBoards.aspx>

For further information, please email
democratic-services@renfrewshire.gov.uk

Members of the Press and Public

Members of the press and public wishing to attend the meeting should report to the customer service centre where they will be met and directed to the meeting.

Webcasting of Meeting

This meeting will be filmed for live or subsequent broadcast via the Council's internet site – at the start of the meeting the Convener will confirm if all or part of the meeting is being filmed. To find the webcast please navigate to

<https://renfrewshire.public-i.tv/core/portal/home>

Items of business

Apologies

Apologies from members.

Declarations of Interest and Transparency Statements

Members are asked to declare an interest or make a transparency statement in any item(s) on the agenda and to provide a brief explanation of the nature of the interest or the transparency statement.

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Minute of Meeting Fairer Renfrewshire Sub-committee

Date	Time	Venue
Wednesday, 05 June 2024	10:00	Council Chambers (Renfrewshire), Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

Present: Councillor Jacqueline Cameron, Councillor Graeme Clark, Councillor Anne Hannigan, Councillor Marie McGurk, Councillor Iain Nicolson, Councillor Andy Steel

Chair

Councillor Jacqueline Cameron, Convener, presided.

In Attendance

L McIntyre, Head of Policy & Partnerships, A Armstrong-Walter, Strategic Partnership & Inequalities Manager and D Dunn, Social Renewal Lead Officer (all Chief Executive's); and C MacDonald, Senior Committee Services Officer and D Cunningham, Committee Services and Licensing Officer (both Finance & Resources).

Webcasting of Meeting

Prior to the commencement of the meeting the Convener intimated that this meeting of the Sub-committee would be filmed for live or subsequent broadcast via the Council's internet site.

Apology

Councillor Leishman.

Declarations of Interest

There were no declarations of interest intimated prior the commencement of the meeting.

Transparency Statement

Councillor Steel declared a connection to item 4 by reason that a member of his family attended Riverbrae. However, he indicated that he had applied the objective test and did not consider he had an interest to declare.

1(a) Cost of Living Update

There was submitted a report by the Chief Executive relative to an overview of the key context and evidence around current pressures on household finances, both in terms of household income and expenditure.

The report indicated that since the last meeting of the Sub-Committee on 27 March 2024, there had been a number of changes in economic factors including a decrease in the Energy Price Cap from 1 April 24, meaning households would pay less for their energy use, while inflation had decreased to 2.3% since the last Sub-Committee meeting and interest rates had remained the same. The report provided an overview of information collated by officers at both a national and local level.

DECIDED: That the report be noted.

1(b) Cost of Living Dashboard

The Strategic Partnership & Inequalities Manager gave a presentation relative to the Cost-of-Living Dashboard.

The presentation gave a brief overview of the dashboard; highlighted key statistics; and detailed average monthly rent costs and rent affordability.

DECIDED: That the presentation be noted

2 Fairer Renfrewshire Programme Update

There was submitted a report by the Chief Executive relative to key projects being progressed through the Fairer Renfrewshire Programme, highlighting key priorities which would be the focus of future activity.

The report provided updates on current projects, highlighted key priorities and provided an overview of proposals and priorities for 2024.

DECIDED: That the report be noted.

3 Winter Connections Evaluation

There was submitted a report by the Chief Executive relative to an evaluation of the Winter Connections programme.

The report advised that an evaluation had now been carried out on the 2023/24 programme. The key messages from the evaluation were highlighted and the report provided a series of recommendations to be considered as part of any future programme. A copy of the full evaluation was attached as an appendix to the report.

It was noted that at the Leadership Board in April 2024, £75,000 funding was agreed to run a Winter Connections programme in 2024/25.

DECIDED: That the report be noted.

4 **Summer of Fun Progress Update**

The Strategic Partnership & Inequalities Manager gave a presentation relative to an update on the Summer of Fun Programme.

The presentation provided background to the programme; outlined the key principles; detailed the 2023 programme outputs; highlighted the 2024 approach; advised of the summer camp community programme and activities; provided information on the wider partnership activity for 2024; detailed information in relation to the information and communication strategy; and advised of the next steps.

DECIDED: That the presentation be noted.



To: Leadership Board

On: 19 June 2024

Report by: Chief Executive

Heading: Fairer Renfrewshire Update

1. Summary

- 1.1 The Council and its partners continue to work together to progress the Fairer Renfrewshire Programme, with a strong shared focus currently on the local response to the cost-of-living crisis.
- 1.2 This paper provides a summary of the key headline issues, as reported to the Fairer Renfrewshire Sub-Committee on 5 June 2024. Specific updates were also provided in relation to:
- The Summer of Fun Programme for 2024
 - The evaluation of the Winter Connections programme
- 1.3 Officers continue to work with partners to progress the Fairer Renfrewshire programme. Priority actions over the next quarter include:
- Developing and delivering the summer holiday programme
 - Development of equalities workstream as detailed in February 2024 Leadership Board
 - Launch of Renfrewshire Community Survey 2024
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2. Recommendations

- 2.1 It is recommended that elected members:
- Note the content of the report and the work being undertaken to progress the Fairer Renfrewshire programme locally.

3. Background

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

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

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

3.3 At its meeting on 27 March 2024, the sub-committee considered:

- The most recent programme update including information on recent statistics and research in relation to the cost-of-living crisis, including the cost of living dashboard developed locally
- Updates in relation new projects being brought forward such as the Schools Support Service providing advice in secondary schools, as well as progress updates on priority actions such as supporting the Fairer Renfrewshire lived experience panel
- The findings from the evaluation of the Winter Connections Programme.
- A presentation on the delivery of the Summer of Fun food and activity programme

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

- The rate of inflation has reduced to 2.3% (April 24)
- The Bank of England has kept the interest rate unchanged at 5.25%. The rate has been at this level since August 2023. The next review will be 20 June 2024.
- The Energy Price Cap, originally introduced by Ofgem in January 2019 to set limits on the underlying rates energy suppliers, is now set at £1690 from the 1 April until 30 June. This is the lowest rate for 2 years, with the predicted rate from 1 July to reduce further to £1560.

4. Fairer Renfrewshire Programme Update

4.1 Since the last update to Leadership Board in May 2024, a range of activities have continued to be progressed by officers and partners. A summary is provided in the sections below.

Scottish Government Council Tax Debt Pilot Project

- 4.2 As previously reported, in November 2023, Renfrewshire Citizens Advice Bureau (RCAB) approached the Council to collaborate in a Council Tax Debt Pilot funded through the Scottish Government which would seek to improve the journey of those who are in council tax arrears or struggling to make council tax payment.
- 4.3 The Pilot ran to the end of March 2024, however due to the very short period of the Pilot the following actions were completed:
- A leaflet was designed approved and sent out with the reminders for those who hadn't paid.
 - The information on the Council Tax area of the Council Website was updated to make it more user friendly and signpost to Advice Works where people are struggling to pay their CT bill.
 - Agreement made with Corporate Comms that the Panel will be involved in the run up to the bills going out next year.
- 4.4 The Council and RCAB have agreed to continue to collaborate over the next year to develop supports and better information about these supports for those struggling to pay Council Tax.
- 4.5 The Fairer Renfrewshire Panel were consulted as part of the Pilot, and provided feedback in a number of areas, including the current processes for billing and payment, barriers to paying Council Tax, communications, including better letters, and supports for those struggling to pay. Feedback was provided to the Corporate Communications Team, who have indicated they will work with the Panel prior to Council Tax bills for 24/25 being issued.

School Support Service

- 4.6 As previously reported, the School Support service provided by Renfrewshire Citizens Advice Bureau commenced at the start of the school year, with the first appointments week commencing 23 August 2023. As reported previously to the Leadership Board, initial contacts through the service had initially been lower than anticipated, and work has been undertaken to link with officers across Children's Services to increase promotion of the service, particularly in schools where take up had been low. Initial data received from RCAB since April 2024, indicates that numbers have increased and are more consistent across all schools.
- 4.7 Work is ongoing to increase numbers using the service, including the promotion of the service to the families of P7 pupils transitioning to secondary school, with the service promoted to Head Teachers of P7 pupils in the Children's Services weekly update on 6 May and RCAB attending Head Teachers meetings. In addition, the new school meal debt processes, with a focus on supporting families, should increase referrals to the service.

Lived Experience Panel

- 4.8 The Fairer Renfrewshire Lived Experience Panel continue to work alongside Council officers from a range of services to provide important feedback on the development and delivery of services.

- 4.9 In April the panel discussed the plans for Summer of Fun programme, providing feedback on proposed guidance for the grants programme and communication of the summer programme. The Panel also recently attended St James School in Renfrew in May to sample school meals and find out more about the recipes and regulations concerning school meals, further to previous discussions focussed on school meal debt. In June, the Events Team will attend to discuss how events organised by the Council can be made more inclusive, again returning following previous discussions held in 2023.
- 4.10 It is positive to see Council services developing ongoing relationships with the Panel, and the wide range of Council services keen to engage the Panel's experience and expertise to influence and improve their work. Work is underway to finalise contract arrangements to support this work for 2024-25, recognising the value of the Panel's work. A sharing event is being planned, where members of the Fairer Renfrewshire Sub-Committee, officers from the Fairer Renfrewshire Officer Group and the Lived Experience Panel will come together to share the learning and impact of the work over the last year, and explore opportunities to work together in the future.

Community Needs Assessment in Gallowhill

- 4.11 Late in 2023, Renfrewshire HSCP was successful in a funding bid to NHS GGC Public Health to carry out a Community Needs Assessment (CNA) in Gallowhill, recognising the increase in Child Poverty rates in the Gallowhill and Renfrew South Ward. The commissioning process for an organisation to carry out the CNA has ended, and Active Communities have been appointed to deliver this piece of work.
- 4.12 Work is ongoing to develop the CNA, with an initial Steering Group meeting taking place in late May. The CNA itself will take 6 months, and the Sub-Committee will be kept updated with progress.
- 4.13 A partnership session took place on 21 March 2024, bringing together services from across the Council and key partners such as the HSCP, One Ren, and Engage Renfrewshire focussed on exploring and planning a place-based, partnership response to challenges around rapidly growing child poverty in the Gallowhill area. The session was focussed on sharing knowledge and insight, and starting to identify potential actions where we can develop our understanding, target resources and work collaboratively moving forward.
- 4.14 This work will be ongoing however early actions are:
- Invest in Renfrewshire commencing employability outreach in Gallowhill Community Centre.
 - Digital champions attending the Community Centre to support digital inclusion.

Easter holiday provision

- 4.15 A focussed programme of holiday activities for children and young people took place throughout the Easter break using residual funding identified from previous holiday provision. Camps were provided across six locations by Community Learning and Development staff and Street Stuff for children and young people aged 5-14. The camps were free and with a meal provided at lunch

time. Information and booking for the camps was shared with key third sector organisations and also on a referral basis from Social Work in order to ensure effective targeting of places to children that need it most.

- 4.16 531 children and young people attended and information gathered at booking has shown that the camps did reach child poverty priority groups, especially lone parent families and families where someone in the household has a disability. Ages of children attending ranged from 5 -14, although fewer 12, 13 and 14 year olds took part and the greatest percentage of children fell within the age bracket 6 to 8 years old, these ages accounting for more than half (54.9%) of all ages attending.
- 4.17 Gallowhill Primary School had the highest number of registered pupils, with 51 (or 9.6%) of the overall total of children registered. Next was Kirklandneuk PS with 40 children (7.5%), followed by Woodlands PS with 33 children (6.2%).

Thrive under 5

- 4.18 The Thrive under 5 programme launched on 22 May at Station 7 in Johnstone with an initial pilot being delivered by Active Communities with support from Renfrewshire HSCP Health Improvement team and robust referral pathways will be developed to ensure the programme reaches families who may benefit most.
- 4.19 Key elements of the programme will include money and debt advice in partnership with RCAB, provision of fruit and vegetables, free pantry membership and shops, fuel support, cooking classes, provision of cooking equipment and physical activity opportunities.
- 4.20 The steering group set up by Renfrewshire HSCP and including Council Officers from several services, including Advice Works and One Ren as well as third sector partners will support, monitor and evaluate the programme. Further roll out of Thrive under 5 is dependent on the allocation of further funding.

5. Winter Connections

- 5.1 Following a successful first year and a positive evaluation of the Winter Connections Programme in 2022/23, £75,000 of funding was allocated from the Fairer Renfrewshire programme to support the delivery of a second year of Winter Connections in 23/24. An additional £10,000 was allocated from the Recovery Change Fund.
- 5.2 An evaluation has now been carried out on the 23/24 programme, and the key messages of the evaluation include:
- As in previous programmes, providing a specific activity at no cost and alongside provision of hot drinks or food has been key to the success of the Winter Connections programme.
 - The social aspect of bringing people together created a sense of belonging and provided a supportive environment and peer support, which was especially important for people who were feeling isolated.

- Activities provided opportunities to reduce stress, learn new skills, increase confidence and be creative.
- Over twice as many people as last year benefited from the programme, demonstrating a continued need for access to free activities and food for individuals and families who are continuing to experience financial hardship.
- Providing free food alongside activities ensured that the programme contributed to tackling food poverty in a discreet and dignified manner.
- Benefits of the programme included connecting people with each other, reducing social isolation, providing fun activities, and encouraging new people to engage with services. It also helped to create a sense of belonging to the local community, provide the opportunity to learn something new, reduce financial costs and help people to learn about a new service in their local area.
- The programme enabled organisations to enhance their services and engage with new people, thereby raising awareness of their venues and services.
- Providing hot drinks in libraries enabled visitors to stay for longer, encouraged connections with others and provided a community asset where people felt comfortable, regardless of the purpose of their visit.

5.3 In addition to the key messages, the evaluation report also provides a series of recommendations to be considered as part of any future programme. A copy of the full evaluation is attached at Appendix 1.

5.4 Work will commence shortly on the 2024 programme.

6. Summer of Fun Programme

6.1 Officers are currently working with partners to develop and deliver the Summer of Fun holiday programme in Renfrewshire with £100,000 available to deliver the programme in Summer 2024. As previously agreed by the Leadership Board in May 2024, £50,000 of this funding has been allocated through a grant funding round open to all local third and community organisations. In line with delegations previously agreed by the Board, 11 grants have been awarded by the Head of Policy and Partnerships totalling £36,415.40, in consultation with the Council Leader. Further detail is provided within Appendix 2 to this report.

6.2 A summer activity programme will be delivered in partnership between CLD staff and Streetstuff over a 5 week period in the Summer across 6 locations. Work has been undertaken to prioritise access to camp bookings to families with children in the child poverty priority groups and through referrals from Childrens Services before booking access is widened out further. Targeted family learning and youth service activities are being planned and will be delivered, as will the regular programme of Streetstuff activities over the summer. Colleagues in One Ren are also planning their summer programme, and we are working with the libraries and Skoobmobile team in particular to support and promote activities which will be delivered during the summer period.

- 6.3 Officers are working with partners to communicate and share information on all the activities that are available throughout the Summer in Renfrewshire, ensuring that all opportunities are highlighted to local families.
- 6.4 A progress update on the planning and development of the Summer of Fun programme was given at the Fairer Renfrewshire Sub-Committee on 5th June 2024.
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7. Next steps

- 7.1 Officers continue to work with partners to progress the Fairer Renfrewshire programme. Priority actions over the next quarter include:
- Developing and delivering the summer holiday programme
 - Development of equalities workstream as detailed in February 2024 Leadership Board
 - Community Impact survey to be progressed following election.
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Implications of the Report

1. **Financial** – no additional funding allocations are recommended.
 2. **HR & Organisational Development** – none
 3. **Community/Council Planning** – This report provides a summary of current partnership activities being progressed through the Fairer Renfrewshire programme, with a key focus on tackling the inequalities that exist in Renfrewshire.
 4. **Legal** - none
 5. **Property/Assets** - none
 6. **Information Technology** - none
 7. **Equality and Human Rights** – The report provides an overview of key activities undertaken as part of the Fairer Renfrewshire programme, and as such there continues to be a high level of equalities and human rights consideration across this programme – the activities detailed in this report are targeted specifically at advancing equality of opportunity for a number of groups across the Renfrewshire area.
 8. **Health and Safety** - none
 9. **Procurement** – none
 10. **Risk** – none
 11. **Privacy Impact** – none
 12. **COSLA Policy Position** – none
 13. **Climate Risk** – none
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Author: Laura McIntyre, Head of Policy and Partnerships



Nature craft activity, Inchinnan

An evaluation of the Winter Connections Programme 2023/24

Through Winter Connections, we have witnessed firsthand the transformative power of community-driven initiatives. From fostering social connections to addressing food insecurity and providing opportunities for creative exploration, the programme has enriched the lives of local individuals and families.

RIG Arts

www.renfrewshire.gov.uk



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1. Executive Summary

The Winter Connections programme was delivered for the first time between November 2022 and March 2023. The programme was delivered in partnership with local organisations and aimed to encourage people to connect and participate in activities in warm and welcoming spaces across communities in Renfrewshire.

Local community and voluntary organisations could apply for small grants of up to £2,000 to support with the additional costs of making venues, activities and sessions open as part of the programme. Items eligible for funding included equipment, food, energy costs, and rent.

The programme was very successful and as part of Renfrewshire Council's continued wider response to the cost-of-living crisis, between October 2023 and March 2024, £75,000 of funding was allocated from the Fairer Renfrewshire programme to support the delivery of a second year of Winter Connections. An additional £10,000 was allocated from the Recovery Change Fund.

Key findings:

- Once again, providing a specific activity at no cost and alongside provision of hot drinks or food has been key to the success of the Winter Connections programme.
- The social aspect of bringing people together created a sense of belonging and provided a supportive environment and peer support, which was especially important for people who were feeling isolated.
- Activities provided opportunities to reduce stress, learn new skills, increase confidence and be creative.
- Over twice as many people as last year benefited from the programme, demonstrating a continued need for access to free activities and food for individuals and families who are continuing to experience financial hardship.
- Providing free food alongside activities ensured that the programme contributed to tackling food poverty in a discreet and dignified manner.
- Benefits of the programme included connecting people with each other, reducing social isolation, providing fun activities, and encouraging new people to engage with services. It also helped to create a sense of belonging to the local community, provide the opportunity to learn something new, reduce financial costs and help people to learn about a new service in their local area.
- The programme enabled organisations to enhance their services and engage with new people, thereby raising awareness of their venues and services.

- Providing hot drinks in libraries enabled visitors to stay for longer, encouraged connections with others and provided a community asset where people felt comfortable, regardless of the purpose of their visit.

2. About Winter Connections

2.1. Background

Following a successful Winter Connections programme over the winter of 2022/23, Renfrewshire Council's Leadership Board allocated £75,000 of funding in June 2023 from the Fairer Renfrewshire programme to run the programme again during 2023/24.

Once again, the funding provided small grants to local organisations to support delivery of a programme that would encourage people to connect and participate in activities in warm and welcoming spaces across communities in Renfrewshire.

The programme this year also benefited from an additional £10,000 from the Recovery Change Fund to ensure that Winter Connections activities were open to people affected by drugs and alcohol and people living with mental illness.

Local community and voluntary organisations could apply for small grants of up to £2,000 to support with the additional costs of making venues, activities and sessions open as part of the programme. Items eligible for funding included equipment, food, energy costs, and rent.

Funded activities needed to fit the criteria of Winter Connections and be:

- open, free and easy to access
- inclusive, welcoming, respectful, and safe
- able or willing to provide connections to other services and supports
- able to offer warm drinks/snacks/food along with activities, where possible

There were 58 applications to the programme which were assessed by officers from Renfrewshire Council, Renfrewshire Health and Social Care Partnership and Engage Renfrewshire.

Of the 58 applications, 46 were successful, 11 were unsuccessful and one application was withdrawn. Unsuccessful applications were signposted to alternative sources of funding where appropriate.

A further £6,000 was allocated to One Ren to support the programme and to provide hot drinks, soup, and snacks in all Renfrewshire libraries. This included drinks and snacks for the twice weekly film club at Ferguslie Park which was set up as part of Winter Connections last year and has continued to run. It also provided free drinks and snacks for families using the SkoobMobile service at their community stops.

Winter Connections branded materials, including posters and stickers as well as leaflets with advice on where to find support with financial worries were also distributed to organisations participating in the programme along with free period products.

A dedicated Winter Connections webpage was set up on the Council's website with an interactive map displaying all venues, activities, and facilities.

Renfrewshire Council worked with Engage and Renfrewshire Health and Social Care Partnership to assess applications to the programme, ensuring a transparent cross-sector approach that enabled partners to evaluate Winter Connections applications based on knowledge of other available support across Renfrewshire.

To understand the impact of the Winter Connections programme, a feedback form was sent to organisations and project visits were made to some projects to assess the difference that the programme had made. 36 organisations returned feedback which has been analysed in the sections below.

2.2. The Winter Connections Programme

This year's programme benefited from a wide range of activities, including scuba diving, Nordic walking, and circus skills. Some activities were open to everyone and aimed to attract families and multiple generations, however some organisations focussed specifically on delivering sessions for children and younger people, for example, youth clubs, while others focussed on activities for older people or people from ethnically diverse communities.

Activities delivered as part of Winter Connections				
Creative activities	Health and Wellbeing	Children and Young People	Social activities	Practical support
Arts & Crafts	Carpet bowling	Youth club	Cinema trips and movie	Signposting to sources of advice
Shrubs to Suds	Fitness classes	Basic cooking class	Coffee mornings	Food provision
Nature crafting sessions (wildflower seed bombs, candle making, natural hand cream making)	Nordic walking	Lego stem club	Quizzes	Access to charge devices
Jewellery making	Scuba diving	Arts & crafts	Bingo	Language café
Painting, drawing and sculpture	Circus skills	Homework/after school club	Lunch Club	Distribution of clothing, period products and data sims
Sewing	Mindfulness, meditation, and stress management	Get Active at the MUGA	Board games	Scottish Refugee Council session for refugees and asylum seekers
	Choir singing		Music	

Activities for young people were often educational as well as fun, such as Lego Stem Club and basic cooking classes.

One project brought ethnically diverse communities together to build and strengthen social connections and to reduce social isolation by organising weekly Community Café Sessions and workshops bringing people from different generations, backgrounds, and experiences together in the local community.

Projects also offered practical support in the form of advice and signposting, distribution of clothing and food and, in the case of Sewing2gether All Nations, a language café for refugee and asylum seekers.

A list of the funded host organisations delivering Winter Connections activities can be found in Appendix 1.

3. Programme Delivery

3.1. Promoting Activities

Renfrewshire Council’s Communications and Marketing team promoted the Winter Connections programme through media and social media. Statistics show that the content was seen on social media, including Facebook, Instagram, Twitter by 74,614 times. The posts were engaged with on social media, where people liked, shared, retweeted, etc., a total of 34,356 times. Renfrewshire Council issued 4 media releases, included articles in 7 newsletters and published 4 Facebook posts, 3 tweets and 3 Facebook and Instagram Stories between November 2023 and March 2024. Case studies of 3 organisations were used as part of the promotion. Total web views for the dedicated website were 3,602.

Funded organisations used many different channels to promote their Winter Connections activities. Like last year, the most common way for residents to find out about activities was through social media and word of mouth. In addition to using the Winter Connections branded posters, many organisations created their own posters and distributed these throughout their local communities to promote their activities.

How did people find out about your Winter Connections project?	
Method of information	%
Social media	74
Word of mouth	66
Posters / flyers	43
Contact database/people attending other activities/Whatsapp groups	37
Other organisations e.g. church/sheltered housing/school	29
Referral from another organisation	20
Village or park notice boards	9

Note: All respondents provided more than one answer to this question

Inchinnan Development Trust hand delivered leaflets to the 760 houses in Inchinnan while RIG Arts placed posters and flyers around Seedhill to attract the attention of residents and passersby. They also promoted the project within their own network.



Over a quarter of organisations (29%) that responded had worked with other organisations to promote their activities, for example, sheltered housing complexes, housing associations, local schools and churches. Paisley Methodist Central Hall commented that they had a whole table of people who had been referred to the project by other organisations. CREATE Paisley found that young people encouraged their peers to attend sessions but working with local schools and the local housing association also helped to raise awareness of the project.

Our Winter Connections project was primarily promoted through various channels, including collaboration with Linstone Housing Association and Linwood and Johnstone schools. These organisations played a crucial role in signposting and referring young people to our drop-ins. Additionally, word of mouth among young people was a significant factor in encouraging their peers to attend the sessions.

CREATE Paisley

3.2. What worked well?

The opportunity to bring people together to socialise, meet new people and develop friendships was highlighted as a key factor that contributed to the success of the programme. Access to free and meaningful activities encouraged people to get out and about during the winter months and acted as a lifeline for some, especially those at risk of social isolation. People were able to connect in a way that they may not otherwise have had the chance to and build those connections in an inclusive and welcoming environment.

The activities helped bring people together in a safe space, leading to interesting conversations and plenty of laughter.

St Vincent's Hospice

The programme's emphasis on fostering social connections and community cohesion was another key strength. Through creative workshops, collaborative projects, and shared meals, participants had ample opportunities to build relationships and support networks, combating social isolation and promoting a sense of camaraderie.

RIG Arts

Access to hot drinks, snacks or meals at no cost was another important factor in attracting participants. The Thursday Club was able to provide a warm lunch to almost 100 older people every week and believe that this resulted in attendance at the club remaining high over the winter months. Food provision was particularly helpful for some participants who might not otherwise have had lunch or for those who relied on carers to give them lunch which could often be later in the afternoon. There were often leftovers which members could take home so that they had something to eat in the evening.

Numbers tend to dwindle over winter as people are reluctant to leave their homes, but the combination of a heated hall and hot food and drinks has meant that people have continued to attend over winter. It enables people to turn their heating off for a few hours.

The Thursday Club

Food was also important in encouraging participants at Home Start Renfrewshire and Inverclyde groups to continue to attend throughout the winter.

Our groups are run in the morning and many of our families won't have eaten breakfast before attending. Winter attendance can often be interrupted by winter bugs or weather and

the addition of hot food encouraged some of the families to come along at times when they might otherwise have not ventured out.

Home Start Renfrewshire and Inverclyde



Hot lunch, Sewing2gether All Nations

Active Communities found that giving children some input into what food they would like to eat whilst guiding them towards healthier choices resulted in a change in attitude towards healthy food.

Some from the group have taken recipes home to cook with their families. It also ensured that the children were given a hot dinner and a warm place after school.

Active Communities

Winter Connections also provided opportunities to enjoy fun activities at no cost. There was a wide variety of activities available that were well spread out across the Renfrewshire area, offering a chance to visit new venues and try something new. All projects were linked through the Winter Connections branding and logo and participants were able to take advantage of the opportunity to attend different activities on different days of the week, giving them something to look forward to every day.

Participants were able to learn new skills and build confidence and the diverse range of activities on offer catered to different ages and interests, ensuring that there was something for everyone.



Offering a diverse range of artistic mediums allowed participants to explore different forms of creative expression, catering to varying interests and skill levels. This diversity ensured that each participant could find something that resonated with them, and we've found this approach incredibly positive for adults that want artistic engagement to help manage ill mental health symptoms.

RIG Arts

Foot painting at Home Start Renfrewshire & Inverclyde

The additional funding contributed by the programme meant that many organisations were able to enhance their existing offer, providing new activities for people and, in the case of St Vincent's Hospice, engaging with members of the public that would not ordinarily engage with their services, raising awareness of their work. For Renfrewshire Effort to Empower Minorities (REEM) the programme offered a platform to widen connections and address social needs that were affecting the community, especially those at risk of isolation.

The additional financial support greatly enhanced our Winter Connections programme, enabling us to make a positive impact by providing warm food, snacks, and high-quality arts and crafts materials. This support was particularly crucial given the rising costs of food and materials.

CREATE Paisley

Another important element of the programme that worked well was the partnership working between projects and other partners. CREATE Paisley believe that the programme created more access points for vulnerable individuals in Renfrewshire. Organisations were able to signpost to services that people may not already have been aware of, and this was the experience at STAR Project, where strong links with the statutory and voluntary sectors were used to support vulnerable individuals.

When individuals accessed our service that we were unable to support (i.e., mental health crisis, health concerns regarding substance use) ... we were subsequently able to refer individuals to their services quickly and effectively, with minimal disruption to the individuals.

STAR Project

Howwood Community Council found that the informal atmosphere at their Winter Connections events encouraged villagers to highlight any concerns that they had, and these could then be raised with the Community Council.

When asked if there was anything that they would change about the programme, nine of the 34 organisations that responded stated that they would not change anything. Suggestions made by the remaining organisations are discussed below.

A few organisations would like to include additional activities or slightly change their service offer, for example having more games or creative activities or expanding the service to send participants home with meal packs. Kilbarchan Improvement Projects, which provided a six-week programme of films and musical entertainment, would like to try a different approach in future.

Having attended the Renfrewshire HSCP and Luminare programme of singing and dementia training recently at Johnstone town hall, we realised that such a programme would be much more beneficial to our guests.

Kilbarchan Improvement Projects

Some organisations worked closely with other partners, for example, Lochwinnoch Community Development Trust engaged with the local Community Link Worker at the GP surgery and arranged for a mental health group to attend their activities. Other organisations would like to improve their links to other services, for example, the STAR Project would invite partners from an advice agency to provide information and support to individuals who attend their activities who are experiencing financial insecurity.



Circus skills, Ferguslie Park

For some projects, a more targeted approach is needed to engage with participants. Community Circus Paisley were hoping to attract older people and anyone at risk of isolation, however most of the participants were home-schooled children.

And whilst it was great to be able to provide activities for so many children and their parents, it wasn't the target audience we envisaged. Since we had to advertise it as open to all there isn't anything we could do to change that. If we ran it again, I'd probably like to work closer with other organisations to reach out to a wider/different audience.

Community Circus Paisley

Another suggestion was to reduce or increase the length of activity sessions or change the starting time to later to support parents who are doing the school run in the morning. Howwood Community Council found that many of their attendees were reluctant to leave and would extend the session for an extra half an hour in future, whereas Ralston Out of School Care would reduce the length of their sessions.

The club might have been a little long for some of the children to focus on the activities. Next time we would run it for about an hour. We did have younger children who wanted to come so we may run the club for younger children.

Ralston Out of School Care

The additional funding contributed by the programme was helpful in providing activities and food however organisations would like to be able to offer activities all year round and many have been asked by participants if they will be delivering more sessions throughout the year.

Other suggestions were to start promoting the activity earlier, move to a larger capacity venue to accommodate increasing numbers of participants and improve accessibility.

In terms of inclusivity, we are exploring funding options to make our Community Art Space 100% wheelchair accessible. This will involve widening the front and office doors, investing in ramps for all doorways and widening access to the Art Space toilet.

RIG Arts

3.3. How many people attended?

Organisations were asked about the number of people who attended their activities. We did not ask organisations to keep track of numbers while delivering activities, but some did, and others provided an estimate.

The average number of people attending each individual session was 25. Activities for younger people and older people were especially popular, for example bingo or coffee mornings and youth clubs. Friends of Howwood Park coffee mornings hosted 50 people at a time while Johnstone Castle Learning Centre's youth sessions provided for around 50 young people aged between 8 and 16 years old. Numbers fluctuated based on weather and holidays from 4 to 40 attendees. A Sewing2gether All Nations workshop attracted 38 participants while Erskine Arts and Rays of Hope averaged around 45 and 30 people respectively each week.



Children enjoying hot chocolate after a MUGA session

The weekly MUGA sessions have been attended by 20 children on average, with 30 one week. This equates to nearly 50% of the primary school role.

Langbank Swingpark Regeneration

The coffee mornings are generally repeat attendees each month, with a few new faces. Same with the fitness classes, bingo and cinema trips. The mindfulness class was attended by 70 different people.

Friends of Howwood Park

From the 35 responses received, it is estimated that 3,900 different people benefited from the Winter Connections programme. Given that there were 45 projects participating in the programme this year, this number will be considerably higher and is already more than twice the number of people who benefited from the programme last year.



Coffee morning, Howwood

While most activities aimed to be intergenerational or to attract a mix of participants, often the type of activity would dictate who would attend. For example, coffee mornings were more likely to attract a mix of older people, bingo attracted all ages including children, while fitness classes and activities such as sewing attracted women.

Who attended your Winter Connections project?		
	Number of projects*	%
Women	24	68
Men	19	54
Children	19	54
Older People	16	46
People from ethnically diverse communities	10	29
Young people / teenagers	7	20
Families	6	17

*out of a total of 35 responses. Note: All respondents provided more than one answer to this question

Of the 35 projects who provided feedback for this question, over two thirds stated that it was mainly women who attended activities, while just under half of all projects appealed to older people. An equal number of projects attracted men and children.

Most attendees were ladies, outnumbering the men by about 4 to 1, mainly on the elderly side with our oldest attendee in her 90's and our youngest just turned 3 years old.

Howwood Community Council

Almost 30% of projects drew in people from ethnically diverse communities compared with 14% last year. This could be explained by the higher number of projects funded this year that work specifically with ethnically diverse communities. A very small number of projects mentioned that individuals with mental health conditions or addictions attended their activities although these were not given as specific options in the feedback form.

Our Winter Connections project provided support for individuals with a diverse demographic, including families with young children, older/vulnerable adults, people from ethnically diverse communities and individuals struggling with substance use. No individual was exempt from our activities; they were all linked by being negatively impacted by the cost-of-living crisis and experiencing social isolation. People accessed the project from all over Renfrewshire, and there was an even distribution between genders. Our largest demographic was primarily local families.

STAR Project



Sewing2gether All Nations

4. Impact of the Programme

4.1. What did organisations learn?

Organisations were asked if, through delivering Winter Connections activity, they had learned anything about what their community wants or needs. The main learning point was that communities are continuing to struggle financially due to the cost-of-living crisis, creating a strong demand for affordable or free of charge activities and that there is a need to continue this support particularly for families during the summer holidays when schools are closed.

RIG Arts learned that there is a need to promote access to nutritious meals for families on low incomes and as a result they are now offering hot food and drink access at all their workshops.

The School of African Cultures found that there were issues around transport and the STAR Project discovered that many of their members were not able to attend as frequently as they wanted to due to issues around irregular bus timetables.

Our sessions finished at 8 PM, and, particularly during December and January, some attendees had to leave early for fear of not getting home.

STAR Project

The importance of communities having a safe space was a recurring theme throughout the feedback and project visits. Howwood Community Council found that the community needs a welcoming space to enjoy opportunities to be together and to meet with friends and form new friendships and that organised events for older people are essential for reducing social isolation and promoting wellbeing.



People were thankful for a safe space to come together and take their minds off things - as such, we're likely to continue this activity through the "warmer" months. We were pleased to hear that people recognised our sessions as a 'safe place' that family members could be dropped off at - there appears to be a lack of knowledge around similar places.

St Vincent's Hospice

Enjoying a craft afternoon at St Vincent's Hospice

In terms of the activities offered, Sewing2gether All Nations noticed that participants prefer to come along to the project when there is also an activity provided and that it is important to have some time before and after the activity to socialise. RIG Arts found that there is a strong desire for accessible and inclusive creative opportunities within the community and there was also a demand for inter-generational activities at Lochwinnoch Community Development Trust and a need to provide affordable activities for people with mental health issues.

The popularity of outdoor activities organised by Friends of Barshaw Park, and nature crafting events held by Inchinnan Development Trust suggests that there is an appetite to participate in activities that connect to the natural world. There are obvious benefits for mental and physical health as well as the well-researched benefits of connecting with others. CREATE Paisley are keen to continue to work with young people in Linwood to provide meaningful activities.

We identified a clear demand for more youth provision in Linwood that is both free and accessible to all young people. CREATE is currently in the process of setting up a youth forum,

quite a few participants from our Linwood drop-in are very keen to participate. This forum will provide a platform for young people to have a voice and actively participate in shaping the youth provision in their community.

CREATE Paisley



A busy Friday at Erskine Arts

4.2. What difference did the Winter Connections Programme make to participants?

Organisations were asked whether they thought that the activities they had delivered as part of the programme had provided any benefits for those attending. Feedback was overwhelmingly positive with organisations highlighting several impacts from the programme.

A majority of those who completed feedback forms agreed that the programme activities had supported participants by connecting them to each other, with 92% of organisations reporting this benefit. According to 89% of organisations the programme also contributed

to reducing social isolation, while 83% thought that the provision of fun activities had been beneficial for participants. 81% of organisations thought that activities had encouraged new people to engage with the organisation. Other perceived benefits were creating a sense of belonging to the local community (78% of respondents), providing the opportunity to learn something new (72%) and reducing financial costs and helping people to learn about a new service in their area (67% each).

Benefit to people attending activities	Number of projects*	%
Connecting people to each other	33	92
Reducing social isolation	32	89
Providing fun activities	30	83
Encouraging new people to engage with the project/organisation	29	81
Creating a sense of belonging to the local community/neighbourhood	28	78
Providing the opportunity to learn something new	26	72
Reducing financial costs	24	67
Helping people to learn about a new service in their local area	24	67
Providing access to information/advice	22	61
Providing entertainment for children	17	47

* out of a total of 36 responses

Activities brought people together, connected them with familiar and new faces and created space for generations to be together. Many of the comments from projects related to a feeling of family or feeling part of something giving a sense that activities created a sense of belonging and community cohesion. The new friendships and connections that were forged helped to reduce social isolation and created supportive networks for people to increase their confidence and resilience.



There was such a need for community and that was confirmed when a large group of people sat at the table and talked and laughed, they were lonely and had come along to a place where they met more people and new friendships were formed.

Rays of Hope

RIG Arts found that, for many of their participants who had experienced social isolation or marginalisation, engaging in creative activities, and building relationships with others in the community provided a supportive network that valued their contributions and experiences. Other projects experienced similar impacts.

The programme has strengthened community bonds by bringing diverse people together around shared experiences of creative activities, English language learning, and celebrating festivals and national days in song and dance; our sessions bring a sense of belonging and collective responsibility for each other's well-being as relationships are built, providing peer support for the ups and downs of life everyone experiences.

Sewing2gether All Nations



Celebrating Nowruz, Persian New Year

For some people attendance at the activities was a gateway to continued support and friendship. Inchinnan Development Trust reported that people were glad they had “braved the unfamiliar” and come along to participate in the nature craft activities because they had gained new friends.



Enabled me to meet other first-time fathers and share experiences and receive important support from staff and volunteers. It's given me something important to look forward to each Saturday.

HSRI participant

It's just something to do. Somewhere to go. Friendly and warm. I like to think I made new friends and I'll see them around the town.

Single male participant, struggling with social isolation and ASD, STAR Project participant



Craft activities at Inchinnan Development Trust

Many of the activities on offer helped to improve mental health and reduce stress, from Inchinnan Development Trust's nature crafting sessions to RIG Arts artistic workshops, demonstrating the therapeutic benefits of engaging in creative and outdoor activities.

For many attendees, the sessions served as a source of respite from the challenges they may face in their daily lives, offering a welcoming and supportive environment where they could relax, unwind, and temporarily escape from stressors.

RIG Arts

The programme offered the opportunity for many people to engage in new activities that they may not otherwise have had the chance to try. Many learned new skills or discovered new talents. At Community Circus Paisley children were able to try trampolining and circus skills and parents were able to participate in activities alongside their children and socialise with other parents. Encouragement from project leaders helped to increase confidence for some people.

It was lovely to learn new skills and meet new people all in the beautiful surroundings of India of Inchinnan. Donna presented each session with so much enthusiasm and inspired us all just to have a go.

IDT participants

Every week we have seen people become more confident, more inclined to engage. The noise level at the different events has risen - a sure sign people are getting more relaxed and confident.

Lochwinnoch Community Development Trust

RIG Arts discovered that the activities provided a sense of purpose for participants and some individuals gained the confidence to pursue further learning opportunities and submit their artwork to external arts exhibitions.

Just Dive In supported people to increase their confidence in water-based activities.



Case Study: Just Dive In CIC

John*, a 65-year-old recent retiree, initially joined Just Dive In CIC as a spectator, accompanying his wife to her water confidence classes. With no prior interest in aquatic activities, he was content to observe from the sidelines.

Encouraged by the inclusive atmosphere and witnessing the joy and progress of participants, John decided to take a leap of faith and enrolled in the beginner scuba sessions. What started as a curiosity evolved into a passion, as John discovered not only a talent for scuba diving but also a therapeutic connection to the water that he had never anticipated.

John's journey from observer to enthusiastic diver exemplifies the inclusive and transformative nature of Just Dive In CIC's programme. His active participation has not only enriched his retirement years but also inspired others to step out of their comfort zones and explore new horizons.

*name changed

Organisations commented that the programme had led to people discovering new venues and projects, helping to raise awareness of the organisation’s work and the wider support available within the community. Friends of Barshaw Park reported that people had discovered their venue for the first time and plan to revisit, while St Mark’s Oldhall found that the programme encouraged some people to come into their church led café for the first time.

Hosting Winter Connections activities has encouraged Ralston Out of School Care to develop their project, taking on board feedback from parents about activities that their children might be interested in trying.

It in turn has given us new ideas to run more activity clubs for the children in the area.

Ralston OSC

The offering of hot food and drink contributed to alleviating stress and financial strain for many families and individuals and helped to address food insecurity. Home Start Renfrewshire and Inverclyde found that the hot food helped to maintain attendance at a time of year when it can be challenging for families to go out.

We found our groups were more consistently attended and families were staying for longer enabling them to save on their food and heating in their own homes as well as connect with others in their community. Our schedule of Groups is a crucial part of the Home-Start service and attendance is often a big step for families.

Home Start Renfrewshire and Inverclyde



Active Communities project offered the opportunity to learn about nutritious food in a fun way and helped to improve young people’s awareness of a healthy diet and increase their confidence to try new foods. In addition to activities and food, KLAS Care also provided access to clothing donations and toys at Christmas.

Healthy snacks, Sewing2gether All Nations

Hot food and good company! I just really loved having somewhere to take the kids where I knew they would be safe playing with their friends, get their dinner, get a wee bit of help with homework and I got to relax for a while. It was like visiting with family and it really helped me over winter.

Mum of a family of 6 living in Gallowhill who participated in the STAR Project

It was important to ensure that families could access support with dignity and, because the programme enabled access to food and wider support through participation in activities which were open to all, this helped to remove any stigma about accessing these services. Several projects also provided information and advice for parents through working with partner organisations, for example, Citizens Advice Bureau.

Our Winter Connections project has resulted in community members in challenging circumstances experiencing improved connections (with themselves, others, and their community) and less isolation. Further, their wellbeing was improved through increased confidence, hope, and aspiration. Offering the community extended access to a warm space and including it as part of our main programme meant people did not feel stigmatised by accessing it.

STAR Project

For some organisations, the impact for participants was so beneficial that they are continuing to fund their Winter Connections activities and food through alternative sources of funding, such as tea money and donations.

Feedback from libraries suggests that the snacks they provided were popular with children and were even more appreciated during holiday periods when there was no access to school meals. In addition, providing hot drinks for visitors encouraged them to stay longer in the library and socialise with others.

Comments from attendees at library activities

Library and staff are wonderful – a cuppa, a wee seat, a knit and natter and pleasure of listening to all the babies singing.

We have a gentleman who is in everyday, perhaps 2 or 3 times and has soup and coffee. So much so that he now has his own mug as we'd go through so many cups otherwise. On our late opening day, a Tuesday, he goes to Central in the morning and then comes to us in the afternoon. Not only does he have the tea and soup, but he also uses us as a warm space. He very rarely borrows a book or uses a PC but reads the daily newspapers. We like to think of our library as a warm friendly place where people feel comfortable, regardless of the purpose of their visit.

I am part of the knitting group in Renfrew library and am so pleased that I have joined as I suffer from anxiety and feel this group helps me immensely to socialise. If this was not available, I would feel isolated at home as I live alone.

We have a play session after our Bookbug sessions and some of the mums/grans/carers stay behind and have a tea or coffee and it gives them a chance to chat with other young mums. Many of them are in a position where they don't have friends their own age and many have formed bonds and not only meet at Bookbug but also at other times and have established friendships.



Quiz at Renfrew library



Children at Ferguslie library

5. What did we learn?

As a funder we have learned that the following elements are important in supporting local voluntary and community organisations to deliver activities that are tailored to the needs of their community.

- A straightforward and accessible application process makes it easy for organisations to apply
- Well organised, friendly and supportive assistance alongside the smooth transition of funds enables organisations to focus on planning and delivering their activities
- Organisations appreciate the provision of good promotional materials to help promote their project
- Organisations value a named person to email or talk to about their project or funding application
- Having a feedback form that is easy to complete results in a higher rate of return of forms
- A flexible funding approach allows organisations to tailor their projects to the needs of their communities

Clear communication about funding and applications. Useful resource pack supplied and great to have a visit from the funder to see our service in action and to hear more about other organisations in the programme.

Home Start Renfrewshire and Inverclyde

Renfrewshire Council's flexible funding approach allows us to tailor our projects to the specific needs and priorities of the Seedhill community. This flexibility ensures that funded activities are responsive to local contexts and can adapt to changing circumstances or emerging opportunities. Additionally, the reliability of funding from Renfrewshire Council provides stability and predictability for organisations hosting Winter Connections activities. This allowed us to focus on program delivery and community engagement without the uncertainty often associated with securing funding.

RIG Arts

5.1. Areas for improvement

Of the 34 projects that responded to a question about where the Winter Connections programme could be improved, nearly 30% felt that the programme did not need any improvements. The remaining projects suggested the following:

Promotion of the programme

- Providing posters with blank spaces for projects to complete with Where, Who, When, How to book/who to contact
- New posters
- A QR Code poster that will link to all the activities
- More publicity for the programme including more social media coverage and advice on how to publicise activities more widely

Additional Funding

More funding to cover overhead costs

Small amounts of funding to continue clubs and activities would be good. We have purchased the hardware we needed but to continue the club for free we would need money for lets and snacks for the kids. It is something we could roll out to other areas, schools, libraries etc. if we had the funding and support.

Ralston OSC

Planning and timescale of the programme

Although the programme started a month earlier than last year, organisations would like the funding process to start earlier to help them to get everything in place and to provide more of a gap between approval of funding and starting projects. They would also like the timescales to be extended.

Improvements could include securing more funding and initiating the planning process earlier. Extending the period of funding to cover the autumn months could also enhance the programme's impact and reach within the community.

CREATE Paisley

Would like to see an opportunity for groups to get support to continue activities year-round if they are successful. People attending our class are already dreading when it comes to an end just as they are getting into a routine.

Thorn Athletic Community Trust

Creating a Winter Connections Community of Learning

Some organisations were keen to network with other funded projects to share good practice and suggested the following:

- Support to connect different groups together to reach a wider audience
- Opportunities to network and build links with other funded organisations
- Offering additional support and resources such as capacity-building workshops, networking opportunities, or mentorship programs to help organisations develop their skills

Encouraging collaboration and partnerships among your different funded projects could leverage resources and expertise more effectively, leading to greater impact and sustainability. This could involve facilitating networking events or creating platforms for knowledge sharing and collaboration among grantees.

RIG Arts

6. Conclusions and recommendations

The Winter Connections programme aimed to encourage people to connect and participate in activities in warm and welcoming spaces across communities in Renfrewshire. Feedback suggests that the programme continues to be successful in benefitting attendees by connecting them to each other and creating a sense of belonging to their local community. There is also evidence that the programme provides an inclusive and supportive environment for people to engage with services, helping to reduce social isolation, reduce financial costs and provide access to information and advice. The activities on offer were enjoyed by all ages and allowed access to new experiences.

Whilst the programme has been a great success, there are some recommendations to be considered if a similar programme is to be delivered in future.

Recommendation 1 – Winter Connections projects are currently open to anyone, however feedback indicates that some projects would benefit from the flexibility to take a more targeted approach to some of the activities, for example, for older people or for those from ethnically diverse communities where there may be a need for activities for women only.

Recommendation 2 - It may be helpful to set up a networking meeting with previously funded organisations to share good practice about the delivery of Winter Connections activities, and to support community connections at an organisational level.

Recommendation 3 – Although the programme started earlier this year feedback from projects suggests that starting the funding process even earlier would provide projects with more time to plan activities.

7. Appendix 1

Organisations which hosted Winter Connections activity

Active Communities Scotland Ltd	Mountain Ash Club
Brick Lane Music Academy CIC	Our Place Our Families
CREATE Paisley	Pachedu
Community Circus Paisley	Paisley Methodist Central Halls
Erskine Arts	Paisley St George's Outreach Centre
Friends of Barshaw Park	Ralston Primary Out of School Care
Friends of Howwood Park	Rays of Hope
Foxbar Elderly Forum	Renfrew YMCA SCIO
Home-Start Renfrewshire & Inverclyde	Renfrewshire Rainbow Buddies
Howwood Community Council	Renfrewshire Effort to Empower Minorities (REEM)
Inchinnan Development Trust	RIG Arts
Johnstone Castle Learning Centre	ROAR – Connections for Life Ltd
Just Dive In CIC	School of African Cultures
Kickin' On	Scottish Afro Caribbean Arts Association (SACAA)
Kilbarchan Improvement Project	Sewing2gether All Nations
KLAS Care CIC	St Mark's (Oldhall) Church of Scotland
Langbank Swingpark Regeneration	St Vincent's Hospice Ltd
Linwood Baptist Church	The Thursday Club
Linwood Community Council	The Star Project
Lochwinnoch Community Development Trust	Thorn Athletic Community Trust
Loud n Proud	Twist and Hit Cheerleaders

A big thank you to all of the organisations who provided feedback, quotes, photographs and video links for this report.

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Appendix 2

Applications approved under delegated authority				
Organisation	Area	Funding Requested	Purpose	Funding approved
Just Dive In	Paisley	£3,500	Marine Marvels Summer Programme	£3,500
KLAS Care CIC	Linwood	£2,975	Schools Out for Summer 24	£2,975
Outspoken Arts	Paisley	£3,450	Big Art Show Summer Camp	£3,450
Thorn Athletic Community Trust	Johnstone	£3,500	Summer Football Fun	£3,500
Twist and Hit Cheerleaders	Paisley	£3,500	Active Summer: Cheerleading and More!	£3,500
Renfrewshire Rainbow Buddies	Paisley	£3,000	P1-P7 Youth Club	£3,000
The New Tannahill Centre	Paisley	£3,500.40	Ferguslie Summer of Fun (pilot)	£3,500
Brick Lane Music Academy	Paisley	£3,480	Kids and Families Summer Workshops	£3,480
Erskine Arts	Erskine	£3,440	An Erskine Arts Summer	£3,440
Friends of Knockhill Park	Renfrew	£3,060	Let's Get Outdoors 2024	£3,060
Sewing2gether All Nations: Caring, Creating, Connecting	Paisley	£3,010	Summer of Fun @ All Nations activities such as practice	£3,010



To: Leadership Board

On: 19 June 2024

Report by: Chief Executive

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

1. Summary

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

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

2. Recommendations

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

3. Background

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

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

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

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

Strategic Outcome 1: Place

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

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

Strategic Outcome 2: Economy

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

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

Strategic Outcome 3: Fair

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

Strategic Outcome 4: Green

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

Strategic Outcome 5: Living Our Values

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

Cross-cutting theme: Improving outcomes for children and families

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

Performance Indicators

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

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

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

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

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

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

5. Focus for the next 6 months

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

- Continuing to deliver savings to support our financial sustainability;

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

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

Implications of the Report

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

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

Appendices: Six-month update report June 2024

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Council Plan

Six monthly progress update

June 2024

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



Welcome to the six month update on our Council Plan

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

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

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

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

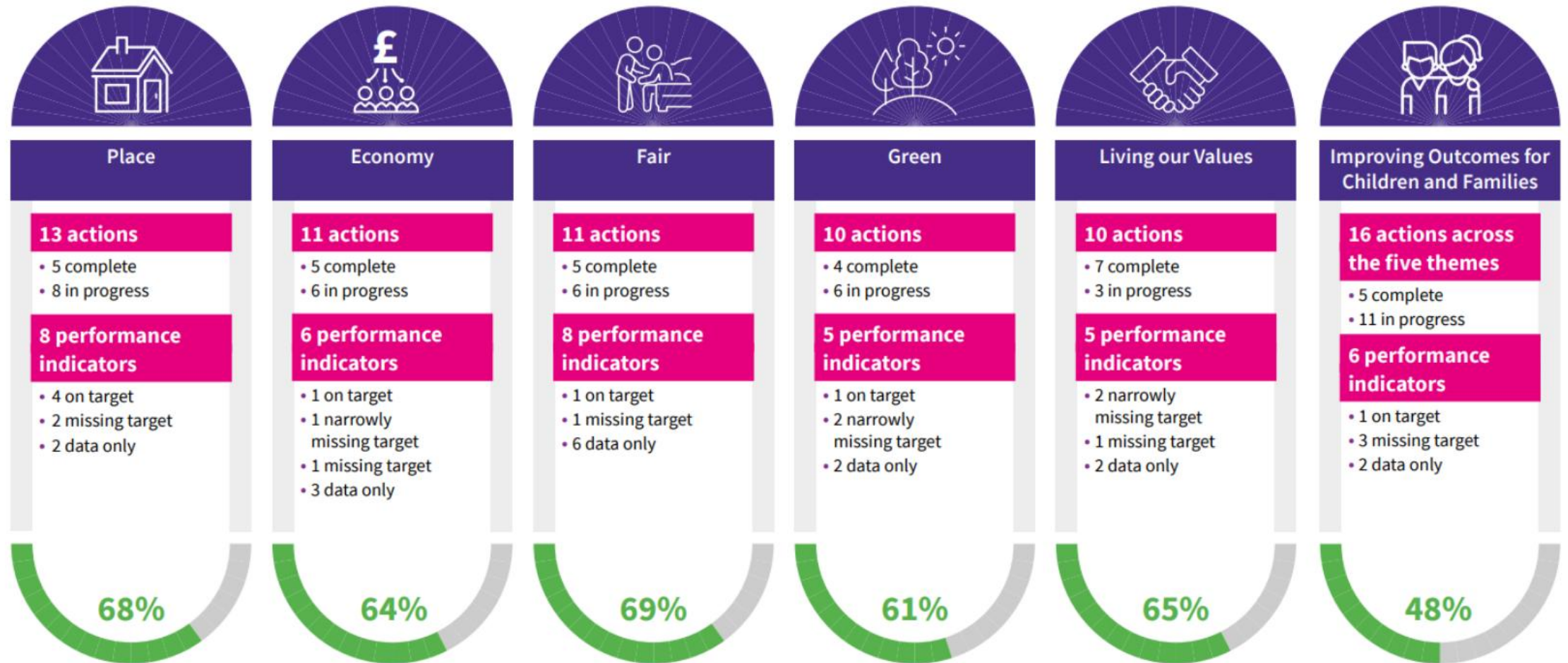


Place
Economy
Fair
Green
Living our Values
Improving
outcomes for
Children and
Families

How we report progress

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

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



Place: Working together to enhance wellbeing across communities

Spotlight: Cultural Infrastructure Programme

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



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

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



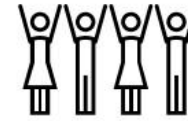
Areas for improvement and development

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

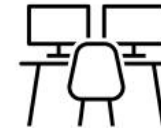
Economy: building an inclusive, green and resilient economy

Spotlight: Transport Infrastructure

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



1100 people supported through our Employability Programme in 2023/24



268 people supported into employment which is sustained after six months

Areas for improvement and development

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

Fair: nurturing bright, happy and healthy futures for all

Spotlight: Winter Connections

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



More than 250 staff signed up as Promise Keepers



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

Areas for improvement and development

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

Green: leading Renfrewshire to Net Zero

Spotlight: A more sustainable fleet

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



30% of the Council fleet uses alternative fuels



5400 members of our Team Up to Clean Up Facebook page

Areas for improvement and development

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

Living our Values: making a difference together

Spotlight: Supporting our workforce

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



92.1% of frontline complaints closed within 5 days



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



13.1 days per employee lost to sickness absence



Areas for improvement and development

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

Improving Outcomes for Children and Families

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

Spotlight: Whole Family Wellbeing

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



Actions and indicators

Full list
June 2024



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Delivering the Council Plan – Place

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

Delivering the Council Plan – Place

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


Delivering the Council Plan – Place

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



Delivering the Council Plan – Place

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

Delivering the Council Plan – Place

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










Delivering the Council Plan – Place

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




Delivering the Council Plan – Place

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





Delivering the Council Plan – Place

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

Delivering the Council Plan – Place

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

Delivering the Council Plan – Economy

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



Delivering the Council Plan – Economy

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



Delivering the Council Plan – Economy

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













Delivering the Council Plan – Economy

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



Delivering the Council Plan – Economy

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

Delivering the Council Plan – Economy

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


Delivering the Council Plan – Economy

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

Delivering the Council Plan – Fair

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




Delivering the Council Plan – Fair

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

Delivering the Council Plan – Fair

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


Delivering the Council Plan – Fair

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

Delivering the Council Plan – Fair

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



Delivering the Council Plan – Fair

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



















Delivering the Council Plan – Fair

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

Delivering the Council Plan – Fair

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



Delivering the Council Plan – Fair

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

Delivering the Council Plan – Fair

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

Delivering the Council Plan – Green

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



Delivering the Council Plan – Green

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

Delivering the Council Plan – Green

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
















Delivering the Council Plan – Green

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

Delivering the Council Plan – Green

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

Delivering the Council Plan – Green

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



Delivering the Council Plan – Living our Values

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

Delivering the Council Plan – Living our Values

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













Delivering the Council Plan – Living our Values

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




Delivering the Council Plan – Living our Values

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













Delivering the Council Plan – Living Our Values

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

Delivering the Council Plan – Living Our Values

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

Delivering the Council Plan – Improving Outcomes for Children and Families

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

Delivering the Council Plan – Improving Outcomes for Children and Families

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

Council Plan

Six monthly progress update
June 2024

For more information, please contact:
policycefar@renfrewshire.gov.uk

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



To: Leadership Board

On: 19 June 2024

Report by: Chief Executive

Heading: Council Plan Refresh

1. Summary

- 1.1 The Council Plan is a key strategic document for Council employees, local people, businesses, partner organisations and voluntary organisations, setting out what the Council is aiming to achieve over the next 5 years.
- 1.2 Alongside Renfrewshire's Community Plan, the Council Plan provides organisational direction, ensuring that the key strategic priorities of the Council translate into specific actions within service improvement plans. This provides a 'golden thread', illustrating the role all Council services play in delivering these objectives.
- 1.3 Renfrewshire's Council Plan 2022-2027 was developed during summer 2022 in tandem with the refresh of the Renfrewshire Community Plan, which covers the longer period of 2017-2027. Both plans were considered and developed through the Cross-Party Sounding Board on 8 September 2022 and approved by Council on 29 September 2022.
- 1.4 As part of the annual audit process and the Best Value thematic work focused on 'Leadership of the development of new local strategic priorities', the Council's external auditors Azets reviewed the Council Plan and the processes and evidence underpinning it.
- 1.5 Whilst Azets commended the Council Plan for articulating a 'clear vision and ambitions' and recognised the significant work and robust process undertaken to develop the Council and Community Plans, a recommendation was made to reduce the number of priorities and actions within the Council Plan.

- 1.6 The recommendation, reported to the Audit, Risk and Scrutiny Board on 6 November 2023 was ‘to consider further priority setting to allow effective delivery of the Council’s key outcomes.’
 - 1.7 A process of priority setting has been carried out over the last quarter, extended to the Service Improvement Planning process and led by the Corporate Management Team. This has aligned with a refreshed approach to performance scrutiny by the Chief Executive and Performance Scrutiny Working Group and reflects a sharp focus on core priorities and delivery of improved outcomes.
 - 1.8 Benchmarking has also been carried out against best practice examples of Council Plans to assure that the number of strategic outcomes, actions and indicators in Renfrewshire Council’s Plan are broadly reflective of those of our peers.
 - 1.9 A refreshed Council Plan is attached for Members’ approval. The strategic outcomes remain unchanged. These were developed and agreed with cross-party support, following the Strategic Needs Assessment and the organisation’s core plans and strategies are aligned to these.
 - 1.10 However, reflecting the recommendation from Azets, the priorities and the actions which sit underneath each strategic outcome have been sharpened and refocused as detailed in section 4.
 - 1.11 Communication and engagement activities are planned to support the refresh of the Council Plan, with a particular focus on ensuring Council employees understand their vital contribution to delivering improved outcomes for Renfrewshire’s communities.
-

2. Recommendations

- 2.1 It is recommended that members:
 - approve the refreshed Council Plan 2024-2027 and performance framework attached as Appendix 1; and
 - note that 6-monthly updates on progress will continue to be reported to the Leadership Board.
-

3. Background

- 3.1 The Refreshed Council Plan 2024-2027 is attached as Appendix 1 of this report and sets out the following vision, originally approved by Council in September 2022:

“Creating a fairer Renfrewshire built on innovation, wellbeing and opportunity”

- 3.2 The Plan is high level in nature and sets out how the Council will work with partners, communities and businesses to progress 5 strategic outcomes:
- **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
 - **Living our values** – making a difference together
- 3.3 The Plan also describes a cross-cutting theme – **improving outcomes for children and families**. Every one of the 5 strategic outcomes should directly contribute to this outcome and demonstrate that services are working together to get it right for children, families and communities.
- 3.4 Detailed actions, performance and data measures relating to these outcomes are taken forward through Service Improvement Plans. These ensure that the organisation can evidence progress made towards delivering the Council Plan, and that progress is regularly reported to Elected Members, members of the public and other interested stakeholders.
- 3.5 The performance framework for the Council Plan has been sharpened, following a process of further priority setting, to address the recommendation from the Council’s external auditors.
- 3.6 Six-monthly updates on progress will continue to be provided to Elected Members. There is a separate report reflecting the past 6 months (and previous performance framework) also recommended for Members’ approval at this Board. Future updates to the Leadership Board will reflect the performance framework contained within the refreshed Council Plan.
- 3.7 Regular updates will also continue to be provided through our public performance reporting mechanisms such as our annual interactive report – ‘It’s All About You’ which can be found on the Council’s website. This highlights case studies, presents a balanced view of performance and allows a deep-dive into the Local Government Benchmarking Framework indicators, with the opportunity to compare nationally and across peer Councils.

4. Priority setting

- 4.1 The Council Plan sets out:
- The five **strategic outcomes** for the Council
 - The **cross-cutting theme** to improve outcomes for children and families
 - Under each strategic outcomes there are **priority statements** – these allow any audience to understand in more detail the core areas of focus
 - **Actions** – these allow Members, auditors and citizens to understand the detailed activities to be undertaken in order to achieve the outcomes. These

are specific and measurable and the Council reports on these on a six-monthly basis to allow progress to be scrutinised.

- **Performance indicators** – these show how we measure progress under each outcome with the best available indicators.

- 4.2 It should be noted that the Council Plan is, by its nature, high-level, and the actions and indicators reflect this. Further detail is provided in Service Improvement Plans for each Council service, which have a broader suite of actions and indicators as relevant to that particular service area and describe the contribution to the Council Plan.
- 4.3 The prioritisation approach was extended to the organisation's Service Improvement Plans and this focus will continue – these plans are dynamic and the performance frameworks underpinning them should reflect the best available information. Any proposed changes will continue to be reported to the appropriate Boards through the ongoing monitoring updates.
- 4.4 It remains recognised that the Council Plan is a key tool for our workforce over a period of significant change – closely aligned to Our Values and communicating the organisation's vision, priorities and, crucially, Council employees' role in delivering these. The Council Plan was purposefully written in a tone, that whilst being clear about the scale of the challenge ahead, also strikes the right note of pride in Renfrewshire and ambition for the future. Communication and engagement activities are planned to coincide with this Council Plan refresh to ensure all employees understand their critical role in the successful delivery of the Council's ambitions for Renfrewshire.

Implications of the Report

1. **Financial** – The key outcomes targeted through the Council Plan and associated initiatives will require to be managed within existing resources, with additional investment secured where appropriate.
2. **HR & Organisational Development** – The Council Plan highlights how the organisation will continue to develop its approaches to workforce planning and innovation, organisational development and the support which is offered to employees, aligned to the Council's Values.
3. **Community/Council Planning** – The Council Plan is closely aligned to Renfrewshire's Community Plan 2017-2027, with the Council Plan clearly demonstrating the organisation's contribution to progressing the key priorities highlighted within the Community Plan.
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. 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** – none
10. **Risk** – none
11. **Privacy Impact** – none
12. **COSLA Policy Position** – none
13. **Climate Risk** – strategic outcome 4 directly relates to the climate emergency and the Council's related activity at a local level.

Author: Pauline Moss, Strategy, Policy and Insight Manager

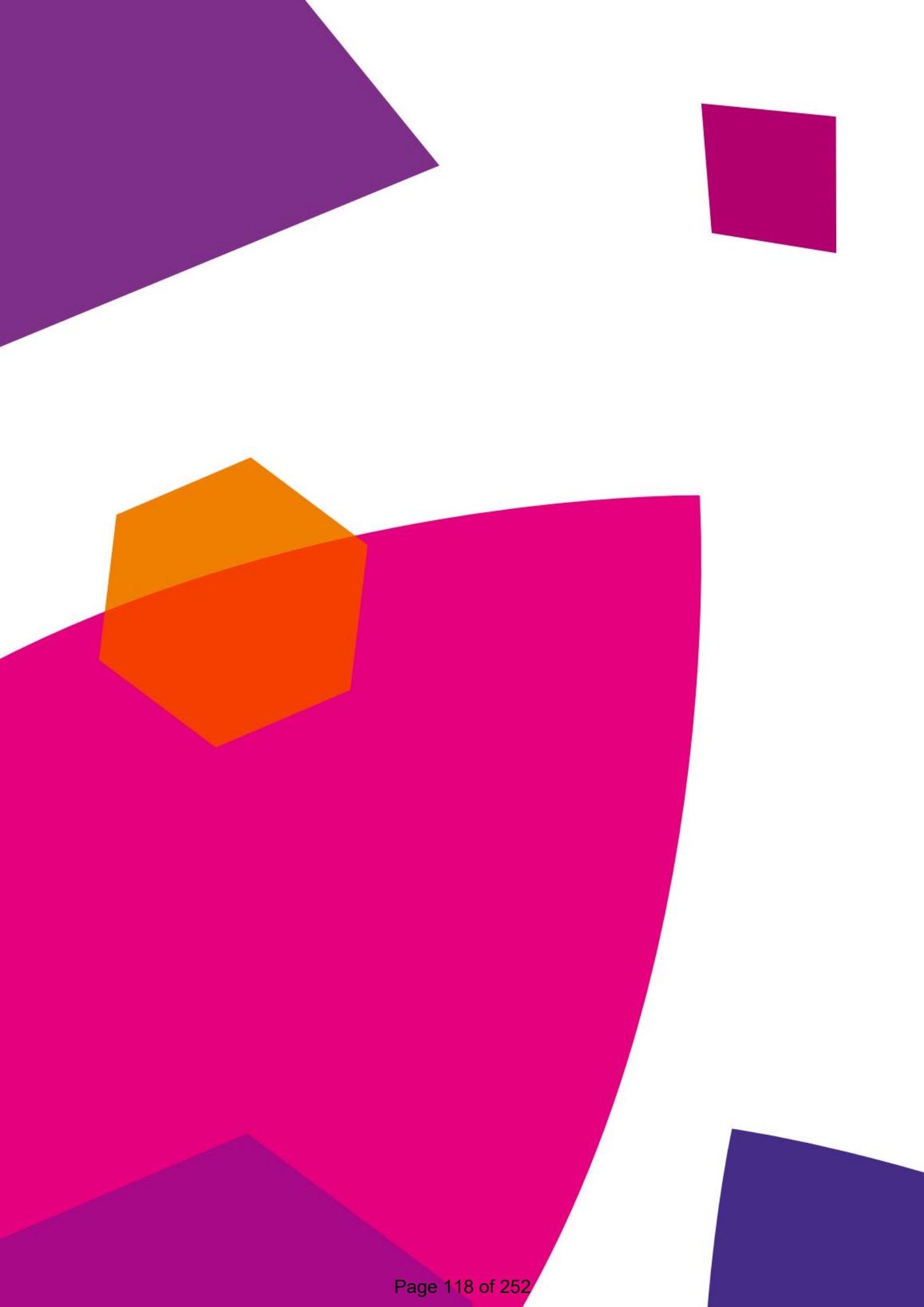
Renfrewshire Council Plan

Mid-term refresh — June 2024

Creating a fairer Renfrewshire
built on innovation, wellbeing
and opportunity



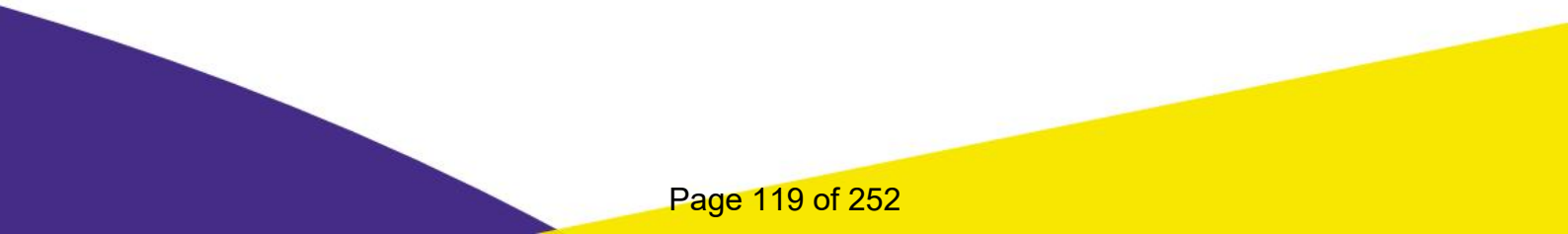
Renfrewshire
Council





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Introduction from Leader and Chief Executive of Renfrewshire Council

When we first developed the 2022 to 2027 Renfrewshire Council Plan, it felt a very different place to the Renfrewshire of just 5 short years before when our previous Council Plan was developed. We had just experienced a huge shift in our ways of living, working and learning through the global COVID-19 pandemic, and some of these impacts are still felt even now. At the time of first developing this Plan, we were experiencing the beginnings of a cost-of-living crisis right across the country, hitting households and businesses, alongside humanitarian emergencies with people displaced by war and other global emergencies.

Now, at our mid-term point in 2024, we've taken the opportunity to hone our priorities further – recognising the challenges that our communities continue to face and identifying the areas where we as a Council can help to make the biggest difference.

What we hope for—for Renfrewshire's people and our place—these ambitions are constant and strong, guiding our decisions and our focusing our action.

Our Council Plan sets out the Council's priorities to 2027, it describes the actions we will take to deliver change across Renfrewshire within the themes that need our focus. This Plan remains ambitious even though we know that we face huge hurdles. We face renewed financial challenges for Renfrewshire Council which mean fundamental changes in the way we work and deliver services. As a Council, we have so many positives to build on, we have passion and creativity, and we remain committed to delivering strong universal services that people in Renfrewshire need every day to live their lives well.



We will encourage kind and connected communities - where our citizens take pride in their place, all across Renfrewshire, and where others are excited to move here and share in the opportunities Renfrewshire has to offer.

We will support a strong and flexible local economy - with Renfrewshire able to adapt to challenge and opportunity, building up resilience to support good green jobs and skills for all local people to enjoy the benefits of both living and working here.

We want Renfrewshire to be a fair place—where all our people have the best chances to live happy, healthy and fulfilled lives, to feel safe, supported and empowered to unlock the strength of our collective potential.

We are working towards a greener future—taking responsibility for our impact on our planet and taking brave, bold steps to protect the natural environment that supports and benefits us all.

As an organisation, we want our employees to feel proud to work for Renfrewshire Council because we are a values-driven organisation, where we all understand and value our contributions, and we are passionate about making a difference for Renfrewshire. We are working smarter and in fundamentally different ways, sharpening the focus of our organisation to meet the significant financial challenges we face. We want to continue

to improve our services and meet the changing needs of local people, but we must balance this within the resources that are available to us. We will tackle this together and with our values at the heart of our approach.

Most of all, 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 this Council Plan will contribute to improving the lives of Renfrewshire’s children and their families. It is our fundamental duty as an organisation and our shared responsibility as citizens of this place to ensure that our children inherit a Renfrewshire where their wellbeing is nurtured, their futures are bright, and their environment is safe and healthy.

Our vision is clear, and this refreshed Council Plan sets out the priorities we will focus on to deliver this future for Renfrewshire. Alongside Renfrewshire’s Community Plan, this Council Plan sets our intentions to 2027 and is the ‘go to guide’ for our partners, our colleagues across the Council, and most of all, our citizens to understand where we want our journey to lead and how we can all get there, together.

About Renfrewshire

Renfrewshire is located in west central Scotland and is now the 9th largest Council in Scotland by head of population but covering a relatively small land mass of 270 square kilometres. Over 184,000 people live in Renfrewshire, with our population projected to continue to grow over the next ten years, particularly our older population aged 60 and over. We also expect the number of households to increase to over 90,000 by 2028, predominantly driven by an increasing number of single adult or two-adult households without children.


While Renfrewshire is less ethnically diverse than Scotland as a whole, we know it is a place of growing ethnic diversity, with our primary school rolls particularly reflecting this increase.

The people who live here know what a fantastic place Renfrewshire is. With its history and heritage, our culture and creativity, and our innovation and inventiveness, Renfrewshire has always been a place worth watching.

Our location is second to none—connected nationally and internationally through road, river, rail and air, but equally filled with tranquil natural spaces to reconnect and recharge.

Renfrewshire is at the heart of exciting new leaps forward for Scotland's economy as home to the Advanced Manufacturing Innovation District Scotland. We're right at the forefront of this developing sector and enjoy the boost to employment, skills and economic growth this will continue to bring to Renfrewshire and have positioned ourselves to attract more industries who recognise our potential.

Across all of Renfrewshire, we are lucky to have a wealth of cultural and heritage assets. We've invested £100m in these well-loved places, creating world-class, modern facilities, securing their future and ensuring they continue to inspire our people and encourage visitors to celebrate our history and support our thriving arts sector.



Renfrewshire also boasts beautiful green attractions across our whole geographical area – coastal, woodland, moorland, and wetlands – with opportunities to walk, wheel or cycle and enjoy our stunning natural environment, diverse range of wildlife and striking views across the Clyde Valley and beyond.

However, Renfrewshire faces a range of challenges, many of which existed for some time but have since been deepened by both the pandemic and the cost-of-living crisis.

Child poverty in Renfrewshire has been rising steadily, with the most recent figures telling us that around one in five children in Renfrewshire are living in poverty. This is slightly below the national rate, but we also know that there are some pockets in Renfrewshire where the rate is significantly higher.

Significant work has been undertaken to raise attainment for all while closing the attainment gap between the most and least disadvantaged children and young people. Renfrewshire's pupils perform above the national level for literacy and numeracy even though our levels of deprivation are higher than average. More Renfrewshire school leavers enter positive destinations than the national average, but we know we have work to do to help care experienced children and young people to build positive futures as they move on from school.

Whilst Renfrewshire's unemployment rate is broadly the same as Scotland's, we have far more people in Renfrewshire working in low paid jobs compared to both the Scottish and the regional picture. We also have a much higher percentage of people who are not working due to having long-term health conditions in Renfrewshire compared to the national average. Around a quarter of Renfrewshire residents live in a datazone within the 20% most deprived in Scotland.

The impact can be seen in our health and wellbeing – Renfrewshire's life expectancy is lower than Scotland's average life expectancy, for both males and females. Similarly, the 'healthy life expectancy', which describes living in good health, is also lower than the national rate for both males and females. The rate of drug-related death in Renfrewshire is regularly above the Scottish rate and has been consistently higher since 2017. Renfrewshire's alcohol specific death rate was more than 4 times higher in the most deprived areas compared to the least deprived.

Our organisation

Renfrewshire Council is committed to getting things right. We're ambitious for our excellent schools, our hard-working and innovative businesses, our communities and the environment.

There are four services across Renfrewshire Council—Chief Executive's, Children's Services, Environment, Housing and Infrastructure, and Finance and Resources. We also work alongside our key partners Renfrewshire Health and Social Care Partnership and OneRen as well as our community planning partners such as Engage Renfrewshire, the NHS, Police Scotland, Scottish Fire and Rescue, University of West of Scotland and West College Scotland. We work closely with organisations across the third and private sectors in Renfrewshire, to provide the best services in the best ways for our communities. As an organisation, we procure goods and services for Renfrewshire worth around £225m each year and we work hard to keep many of the benefits of this buying-power local.

We're proud of our team who work 24/7 to care for those who most need our support—at every stage of life – helping to make this a safe, welcoming and fair place for everyone. We provide universal services, these are the things that touch on all of our day to day lives, like street lighting, safe pavements and roads, waste and recycling. We also provide more targeted services at times where people need a bit more support, like social work and social care services. We've worked hard to support our communities through the cost-of-living crisis with projects progressed through our Fairer Renfrewshire programme, including Winter Connections and summer of fun.

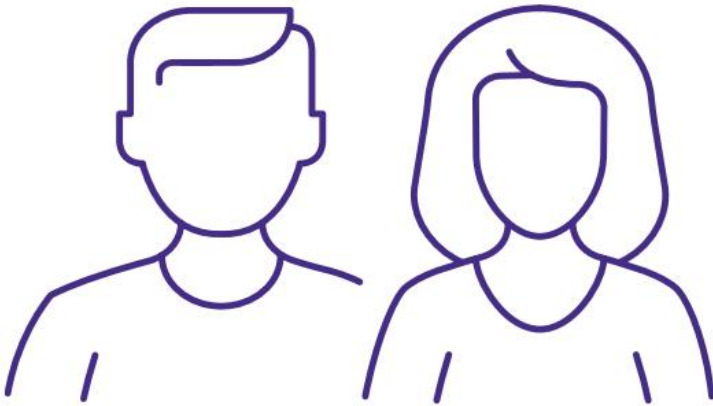
We care about getting it right so that we can give young people the chances they deserve to take Renfrewshire forward and benefit future generations.



8,506
staff employed



12 years
average length of service



2,201
male

6,305
female



41%
part time

59%
full time



70%
of staff live in
Renfrewshire

12
electoral
wards

43
councillors



About the Council Plan

How this plan was developed

Renfrewshire's Council Plan was developed through a process of research and engagement in tandem with its sister plan – Renfrewshire's Community Plan. Together, the two plans describe the vision for Renfrewshire and how we want to get there. The Council Plan identifies what Renfrewshire Council will focus on, and the Community Plan is for all Renfrewshire's Community Planning Partners (including the Council) to focus on areas where we can make a difference by working together.

A key starting point was to understand what Renfrewshire looked like now and what had changed since the previous Plans were developed in 2017. A Strategic Needs Assessment (SNA) was carried out, building on the Community Impact Assessment developed as part of the Social Renewal Plan. The SNA looked at all different aspects of life in Renfrewshire, a range of different datasets—both national and local - and even looked at surveys we'd carried out over the past few years with our citizens, particularly through Renfrewshire's Public Services Panel. This work helped us to understand the challenges Renfrewshire faces and the areas where we should best focus our attention.

Alongside this research, we also considered the policy context for Renfrewshire, both at a local and national level—what activity had we committed to carrying out, what duties we needed to carry out based on national funding or legislation changes, and what projects and programmes we wanted to be a part of in the coming years.

We engaged with colleagues, Elected Members, and (in the case of the Community Plan) our communities and community planning partners and made sure the content made sense, the direction of travel met with their vision and aspiration and that they felt this well represented what Renfrewshire Council and Renfrewshire as a place are all about.

In June 2024, we refreshed this Council Plan, to reflect the changing context for the Council, sharpen the focus on key priority areas and update our actions and performance indicators to the best fit available to measure our progress.

How will the plan work?

This Council Plan describes the place we are going to become by 2027. It describes who we are as an organisation and where our focus will be to achieve our ambitions.

The Plan sits alongside a suite of SMART actions to show the specific activity required across Council Services to deliver our vision and a basket of performance indicators and data which help us measure our impact. Six-monthly updates on Council Plan progress are reported to the Council's Leadership Board, which is made available online. You can view a summary of these under each theme in this document, but for more details including targets, dates and more recent performance, please see [here](#).

How can I give feedback or ask a question about the Council Plan?

Please email policycefar@renfrewshire.gov.uk with any feedback or queries and we'll be happy to hear from you.

Across Renfrewshire Council, each Service develops a Service Improvement Plan (SIP) on an annual basis – these SIPs sit under the Council Plan and describe the activities that each Service will undertake in order to support the delivery of the Council Plan.

The Council Plan describes the Council's priorities and actions, but we don't operate alone. Renfrewshire Health and Social Care Partnership produce a similar plan called a Strategic Plan which describes plans for protecting and providing care and support for those in need—you can read this [here](#).

Culture, leisure and sport opportunities are delivered through OneRen and a similar plan is also produced on an annual basis called their Business Plan—you can read this [here](#).

How can I get this Plan in other formats?

Again, please email policycefar@renfrewshire.gov.uk to request a copy of this plan in another format, language or large print.

Our strategic outcomes

There are the five strategic outcomes for this Council Plan—place, economy, fair, green and living our values.

Grouped under each outcome area are the high-level priorities we will focus on. Throughout the rest of this Plan you can read more about what we mean by our outcome areas, with more detail about our priorities and the actions we will undertake to achieve lasting positive change across all our strategic outcomes.

Improving outcomes for children and families

Runs through all five of our strategic outcomes and underpins all that we wish to achieve.

High-level priorities of our five Strategic outcomes

Place

- Demonstrating that Renfrewshire is a great place to grow up, it's a place of opportunity for those that live and work here, and it's a brilliant place for a day out
- Ensuring Renfrewshire has the supply of green, high-quality, affordable, cross-tenure homes in the right places to meet current and future demands
- Working with partners to ensure our neighbourhoods are safe, vibrant and attractive places to live
- Developing our relationship with, listening to and involving our communities in the shaping of their future, particularly around the Council's investment and budgeting decisions, and ensuring that a wide range of voices and views are heard

Economy

- Improving lives and securing wellbeing through a stronger, inclusive and sustainable economy, being creative, imaginative and linking opportunities to enhance the benefits for Renfrewshire
- Creating sustainable employment opportunities for people who live in Renfrewshire, attracting good employers to the area and encouraging growth of businesses already operating here, ensuring that all people can benefit from the inclusive growth in Renfrewshire
- Supporting our citizens, particularly those furthest from the jobs market, into fair work—well paid, fulfilling employment
- Matching the skills developed in Renfrewshire with the opportunities available in Renfrewshire and equipping all children and young people to achieve success in life

Fair

- Reducing inequalities in Renfrewshire, focusing on supporting our communities through the cost-of-living crisis with dignity and empowering people to live fulfilled lives
- Reducing child poverty in Renfrewshire and improving outcomes for children and families currently living in poverty
- Protecting, supporting and nurturing children, families and people who are vulnerable, with particular focus on early intervention and mental health and wellbeing, to ensure positive outcomes
- Placing the rights and needs of every child and young person at the centre of our decision making and service delivery
- Raising educational attainment while ensuring equity for all our children and young people



Green

- Working across partners and communities to deliver the priority areas highlighted in our Plan for Net Zero, working towards a net zero Renfrewshire by 2030
- Ensuring our journey to net zero is a just transition with climate justice and fairness at the heart, finding opportunities to challenge inequalities and boosting our green economy, creating good green jobs that are sustainable for the future
- Planning for future climate adaptations when designing our services and our developing our place, particularly considering the impacts for our most vulnerable citizens
- Protecting and enhancing nature in Renfrewshire and encouraging equal access to opportunities to enjoy nature across all people and communities



Living Our Values

- Demonstrating sound leadership and vision, taking difficult decisions around the shape of our organisation to safeguard our future resilience and financial sustainability, and supporting our people through these changes
- Ensuring Renfrewshire Council delivers Best Value for our citizens and customers, that we demonstrate we are a well governed, effective organisation
- Positioning Renfrewshire Council as an employer of choice, with our ways of working, our culture and our values attracting the best people to join our team
- Recognising and celebrating the efforts of all our workforce in ways that make people feel valued and encouraged to build a career in Renfrewshire Council.
- Caring for the health and wellbeing of all our workforce, supporting us to work well and deliver great services



Place

Working together to enhance wellbeing across communities

Fundamental to our sense of place are our homes. We want to ensure there are high quality, digitally-connected homes in the right places which support modern ways of living and are energy efficient—helping us to meet our climate ambitions and supporting families to reduce their energy bills and live happy, safe, connected and fulfilled lives.

We want everyone to have access to nature, transport links, good shops and places to eat, exercise, healthcare and cultural, play and learning opportunities within their local communities. Creating these connected communities helps cut down on unnecessary journeys, supports our local economy and also fosters that sense of belonging to the place around us.

We want children to grow up excited, inspired and encouraged to fulfil their potential in Renfrewshire and want to continue to stay here. We want families to move into this area for the great schools and stay for the great opportunities.

We will continue to celebrate the arts, culture and our heritage in Renfrewshire, increasingly recognising culture as a central pillar of wellness, flowing through local approaches to health, social care, education and skills development as well as our regeneration and economic development plans and strategies for Renfrewshire.

We want people from our youngest to our oldest residents to have a say in the decisions that matter to them, from playparks to healthcare, from investment decisions to the cultural opportunities that bring a smile to all our faces - we want people to feel like their voices have been heard and that we're creating Renfrewshire's future together.

We look at a whole space when thinking about how all these parts fit together – this is called placeshaping. We work together to maximise our collective impact and influence across economic, social, physical, cultural and environmental policies and practices.

Our priorities

- Demonstrating that Renfrewshire is a great place to grow up, it's a place of opportunity for those that live and work here, and it's a brilliant place for a day out
- Ensuring Renfrewshire has the supply of green, high-quality, affordable, cross-tenure homes in the right places to meet current and future demands
- Working with partners to ensure our neighbourhoods are safe, vibrant and attractive places to live
- Developing our relationship with, listening to and involving our communities in the shaping of their future, particularly around the Council's investment and budgeting decisions, and ensuring that a wide range of voices and views are heard

How will we deliver this? (our actions)

1. Progress Renfrewshire's Housing-led Regeneration and Renewal programme
2. Support our citizens to access affordable cross-tenure homes that are digitally enabled and meet community needs
3. Deliver the ambitions in our long-term place visions for our key settlements and town centres
4. Deliver Renfrewshire's strategic capital investment programmes, including cultural, infrastructure, housing and school estate, and maximise the long-term benefits for our communities
5. Develop Travel Renfrewshire 2035, our Transport Strategy, supported by revised Active Travel and Public Transport Strategies and aligned to the regional and national travel strategies.
6. Deliver the next phase of Local Partnerships development, through our new Local Plans, Local Priorities and Local Voices programme
7. Design a new Connected Communities service model for the Council, transforming how we support, collaborate and engage with our communities

How will we measure this? (our performance indicators)

1. Opportunities to see or hear something positive about Paisley and Renfrewshire
2. Amount of vacant and derelict land (hectares)
3. Percentage of Council housing stock which meets the Scottish Housing Quality Standard
4. Affordable housing completions
5. Percentage pothole repairs completed within timescales

Please note, we plan to develop additional community indicators.



Economy

Building an inclusive, green and resilient economy (matching people, skills and opportunities)

Renfrewshire's economy remains strong despite the difficulties of the pandemic and cost-of-living crisis, with thousands of businesses making Renfrewshire their home and a wide range of local, national and global organisations choosing to invest here. We want to encourage this, nurturing new businesses and supporting existing businesses to thrive.

The growing manufacturing industry is Renfrewshire's largest sector for GVA (or Gross Value Added), it has increased significantly in recent years and is expected to continue to rise. Renfrewshire is home to the Advanced Manufacturing Innovation District Scotland (AMIDS), our sector-leading flagship development establishing Renfrewshire as the place to be for excellence in manufacturing research, development and innovation. Together with Renfrewshire's City Deal and Levelling Up projects - Glasgow Airport Investment Area and AMIDS South providing the enabling infrastructure for AMIDS including new roads and cycleways, bridges and utility provision; and Clyde Waterfront and Renfrew Riverside delivering an opening bridge over the Clyde—these projects are already bringing employment, skills and economic growth opportunities to Renfrewshire.

AMIDS is a great example of how we're already working to ensure our economic ambitions support our climate ambitions with the district designed with sustainability at its core, including a state of the art, low carbon heating network.

Renfrewshire faces a number of challenges—we need to boost our working age population and ensure the people who live here can also work here in well-paid, skilled jobs and don't need to travel outside Renfrewshire for employment. We know that many of our residents are working hard but in jobs that are low paid, jobs that don't support them to live well and jobs that mean they still experience poverty.

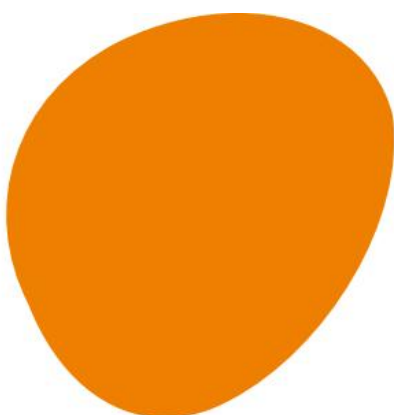
Employers tell us they are finding it difficult to fill job vacancies and we know there are some skills gaps too. We want to be well positioned to make the most of the green economy and develop the right skills at the right time to make sure people in Renfrewshire can work in jobs that are well paid, fulfilling and protect the environment.

Our priorities

- Improving lives and securing wellbeing through a stronger, inclusive and sustainable economy, being creative, imaginative and linking opportunities to enhance the benefits for Renfrewshire
- Creating sustainable employment opportunities for people who live in Renfrewshire, attracting good employers to the area and encouraging growth of businesses already operating here, ensuring that all people can benefit from the inclusive growth in Renfrewshire
- Supporting our citizens, particularly those furthest from the jobs market, into fair work - well paid, fulfilling employment
- Matching the skills developed in Renfrewshire with the opportunities available in Renfrewshire and equipping all children and young people to achieve success in life.

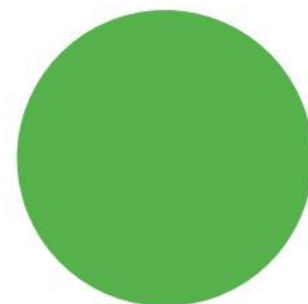
How will we deliver this? (our actions)

1. Develop an Investment Proposition for Renfrewshire that is clear on our economic ambitions for our place
2. Monitor the benefits of City Deal Projects, including Glasgow Airport Investment Area, Clyde Waterfront and Renfrew Riverside and City Region wide employment programmes
3. Fully participate in the AMIDS joint venture
4. Complete the Tech Terrace development and attract the first large occupier
5. Develop a Community Wealth Building Plan for Renfrewshire
6. Continue to support local employment through the delivery of targeted support through the Council's employability programme
7. Continue to progress core actions to support local and regional economic growth.



How will we measure this? (our performance indicators)

1. Percentage of council procurement spend spent on local enterprises
2. Gross Value Added (GVA) per capita
3. Number of people supported, sustained in work at 6 Months through Renfrewshire Council Employability Programme (INVEST)
4. Number of new business start-ups in Renfrewshire with Business Gateway support
5. Renfrewshire Claimant Count
6. Percentage of Renfrewshire population working age (16-64)
7. Percentage of Renfrewshire population working age (16-64) who are economically inactive





Fair

Nurturing bright, happy and healthy futures for all

Fairness is at the heart of everything we do—it's a core value of Renfrewshire Council. Our colleagues and our communities have told us that fairness matters.

What we learned from the pandemic is that difficult times don't treat everyone the same. We see this still with the cost-of-living crisis, the climate emergency and the impact of global events. These impact disadvantaged people hardest - those already with health conditions, those already in poorly paid jobs, those already struggling. Time and time again, when there are major challenges across society, these are not felt equally.

We also know that some children and young people don't have the same opportunities to thrive as others, such as care experienced young people, and we know that families living in more deprived communities in Renfrewshire don't always have the same chances to do well in life than others.

Renfrewshire has a difficult relationship with alcohol and drugs - we recognise the harms caused to our people and our communities and we also recognise the deep traumas that can lead people to use substances in ways which are harmful for them.

As a Council, we work closely with our key partners to provide care, support and to protect our most vulnerable citizens - our children and young people, our older people and people with particular needs. Together we help them live their best possible lives, free from harm and able to thrive.

Nobody should be scared about their futures, their safety, their health or their wellbeing. Where you live shouldn't determine how long you live. This is unfair and we want this to change.

Our priorities

- Reducing inequalities in Renfrewshire, focusing on supporting our communities through the cost-of-living crisis with dignity and empowering people to live fulfilled lives
- Reducing child poverty in Renfrewshire and improving outcomes for children and families currently living in poverty
- Protecting, supporting and nurturing children, families and people who are vulnerable, with particular focus on early intervention and mental health and wellbeing, to ensure positive outcomes
- Placing the rights and needs of every child and young person at the centre of our decision making and service delivery
- Raising educational attainment while ensuring equity for all our children and young people

How will we deliver this? (our actions)

1. Deliver the Fairer Renfrewshire programme, working with partners to support Renfrewshire residents through the cost-of-living crisis
2. Develop mechanisms for supporting individuals with lived experience of poverty to influence policy in this area
3. Developing new and radical approaches to tackling child poverty in Renfrewshire (CF)
4. 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)
5. Build local capacity for transformational whole systems change and to scale up and drive the delivery of holistic whole family support services (CF)
6. Develop the Trauma Informed and Responsive Renfrewshire Programme
7. 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)
8. Deliver mental health and wellbeing support, including Ren10 mental health and wellbeing network to support children, young people and their families (CF)
9. Deliver strategic and operational responses to migration and asylum, supporting individuals and families into settled accommodation (CF)

How will we measure this? (our performance indicators)

1. Percentage of children living in poverty (after housing costs)
2. Proportion of people earning less than the real living wage
3. Percentage uptake of free school meals in primary schools
4. Number of children in receipt of school clothing grants
5. Average time from household presenting themselves as homeless to completion of duty (number of weeks)

Please note, we plan to develop additional indicators including on equalities, diversity and inclusion.



Green

Leading Renfrewshire to Net Zero

We want to end Renfrewshire’s contribution to climate change within a generation. We are working towards net zero by 2030 for the whole of Renfrewshire to ensure a safer, healthier, greener and fairer place for everyone to live, work and spend time in.

Net zero means reducing carbon emissions as much as we possibly can and then ‘offsetting’ any leftover emissions that can’t be reduced through methods such as tree planting, restoring peat bogs and carbon capture schemes.

We have developed a Plan for Net Zero for the whole of Renfrewshire—the Council, our partners, the business sector and communities. The Council will seek to lead by example, use our influence, our assets, our purchasing power and our people to show how we can make a real difference and leave a lasting positive legacy for future generations through our creativity and boldness now.

Renfrewshire’s net zero journey has fairness at the heart, ensuring that people who are already struggling are not impacted further by changes we make in our services or ways of working to tackle the climate crisis. We also want to ensure that all people can benefit from changes we make towards a greener way of life, such as through reduced energy bills, new green skills and jobs, and improvements in our transport infrastructure to make employment opportunities easier to travel to.

We will also incorporate resilience and adaptation into our net zero planning - identifying risks to help us prepare, respond and recover from the severe weather and climate change impacts that are being felt now. We will have a particular focus on our most vulnerable communities and our most vulnerable citizens, alongside considering the resilience of our organization, our supply chain and Renfrewshire’s local economy and infrastructure.

Alongside our ambitions for tackling the climate crisis, as a signatory to the Edinburgh Declaration on Biodiversity, the Council has committed to tackling the nature crisis. We will do this through protecting and enhancing our local ecosystems, considering nature-based solutions and promoting and championing our fantastic natural environment in Renfrewshire, recognising the health and wellbeing benefits of enjoying nature.

Our priorities

- Working across partners and communities to deliver the priority areas highlighted in our Plan for Net Zero, working towards a net zero Renfrewshire by 2030
- Ensuring our journey to net zero is a just transition with climate justice and fairness at the heart, finding opportunities to challenge inequalities and boosting our green economy, creating good green jobs that are sustainable for the future
- Planning for future climate adaptations when designing our services and our developing our place, particularly considering the impacts for our most vulnerable citizens
- Protecting and enhancing nature in Renfrewshire and encouraging equal access to opportunities to enjoy nature across all people and communities

How will we deliver this? (our actions)

1. Develop costed, targeted interventions and actions to support our net zero journey within the Council and working in partnership with key stakeholders (CF)
2. Development of Low Emissions / Electrification Strategy
3. Develop a Strategic Property Review of Council operational, non-operational and surplus assets
4. Develop a funding strategy to support the resourcing of actions to deliver net zero
5. Establish a carbon budget for Renfrewshire Council
6. Review opportunities within the Council's infrastructure pipeline projects to align with the skills transition and green skills development for local people

How will we measure this? (our performance indicators)

1. CO2 Emissions area wide per capita
2. CO2 Emissions area wide: emissions within scope of LA per capita
3. Amount of CO2 emitted by the public vehicle fleet
4. Amount of CO2 emitted from public space lighting
5. Amount of CO2 emitted from Council buildings
6. Percentage of household waste Recycled (Calendar year data)

Living our Values

Making a difference together

Our organisation faces an unprecedented financial challenge to make significant savings after many years of already delivering substantial efficiencies and reduction in our spending. The demand for our services is higher than ever before and, like households across Renfrewshire, the costs the Council has to meet, such as for energy and food, are also at an all-time high.

We have difficult decisions to make each year about what services we deliver, how we deliver them and where we may need to shift our focus elsewhere. We have to work in this way to ensure Renfrewshire Council can continue to deliver services for those that need it most now and in the future.

We know we must continue to deliver an ambitious and cross-cutting transformation programme to ensure our organisation is resilient to meet future challenges and continues to deliver our key priorities in ways that provide good value for money and the best possible experience for our customers and citizens.

Working for Renfrewshire Council means making a difference, big or small, for Renfrewshire's residents. As we've outlined, parts of our organisation will change and our ways of working will evolve over time, but our core purpose remains the same – serving Renfrewshire, making this a safe and happy place to live, learn and visit. Being part of the Renfrewshire Council team means demonstrating our values in how we deliver services, how we interact with communities and our colleagues, and how we all live our day to day working lives.

We want our communities to trust us and for anyone who interacts with us to know that they will be treated with respect, compassion and dignity – working here, we are fair and inclusive to each other and to those we meet in our working day.

We are proud to work for Renfrewshire Council and we are passionate about making a difference – working here, we are helpful, we go the extra mile to make things work and make connections to deliver better services and outcomes.

We care about Renfrewshire, and we know that we can achieve more together – working here, we are great collaborators, working together across different teams, services, and with different organisations, partners and our communities to make Renfrewshire the best it can be.

We want to continue to attract the brightest and best people to work here and we want to keep pace with new and emerging technology and ideas and understand the benefits this can bring us and our customers – working here, we value learning, from each other and from other places and organisations.

It is only through the people who work for Renfrewshire Council that we can deliver the priorities described throughout this Plan. Each and every one of us has a part to play.

Our priorities

- Demonstrating sound leadership and vision, taking difficult decisions around the shape of our organisation to safeguard our future resilience and financial sustainability, and supporting our people through these changes
- Ensuring Renfrewshire Council delivers Best Value for our citizens and customers, that we demonstrate we are a well governed, effective organisation
- Positioning Renfrewshire Council as an employer of choice, with our ways of working, our culture and our values attracting the best people to join our team
- Recognising and celebrating the efforts of all our workforce in ways that make people feel valued and encouraged to build a career in Renfrewshire Council.
- Caring for the health and wellbeing of all our workforce, supporting us to work well and deliver great services

How will we deliver this? (our actions)

1. Implement the next phase of transformation through the actions arising from the Council's financial sustainability and improvement workstreams
2. Deliver self-assessment activity across the organisation in line with revised best value audit methodology
3. Lead implementation of the council brand, ensuring council communications are responsive, informed, inclusive and accessible (CF)
4. Deliver a refreshed approach to workforce planning and workforce innovation, with a focus on recruitment and retention; learning and development; and career pathways.
5. Embed our Wellbeing Strategy, meeting the current and future needs of our workforce
6. Drive improved attendance and reduced absence across the organisation
7. Continue to develop our approaches and activities in relation to Equality, Diversity and Inclusion, responding to the needs and views of our workforce
8. Develop new approaches to consultation and engagement with our communities, underpinned by our values.

How will we measure this? (our performance indicators)

1. Average number of work days lost through sickness absence per employee
2. Percentage of posts of the highest 5% of earners among employees (excl. Teachers) who are women
3. Percentage gender pay gap between average hourly rate of pay for male and female employees
4. Complaints closed at Frontline Resolution as a percentage of all complaints
5. Percentage of FOI requests completed within timescale
6. Percentage of LGBF indicators performing in the top 2 quartiles

A new employee satisfaction indicator will be established as part of the ongoing engagement activity through our employee survey, and we are developing a training and development indicator for future use.

Improving outcomes for children and families

How will we measure this? (our performance indicators)

1. 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)
2. 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)
3. Average total tariff score of leavers living in SIMD 30% most deprived areas
4. Average total tariff score of all school leavers in Renfrewshire
5. Proportion of children being looked after in the community





To: Leadership Board

On: 19 June 2024

Report by: Chief Executive

Heading: Local Child Poverty Action Report

1 Summary

- 1.1 The Child Poverty (Scotland) Act 2017 requires that each local authority and each relevant Health Board must jointly prepare and publish a Local Child Poverty Action Report after the end of each reporting year. This report must describe measures taken during the reporting year within the local authority area that reduce child poverty or improve outcomes for children living in poverty. It must also describe planned and proposed future actions.
- 1.2 This report sets out activities undertaken in Renfrewshire to reduce child poverty between April 2023 and March 2024, and also planned and proposed actions for the future.
- 1.3 The report highlights work being undertaken across Renfrewshire Council and its partners, statutory and third sector, to support families and respond to the ongoing cost of living crisis which has impacted many of our families, with the effects being felt particularly by low income families.
- 1.4 The report has been jointly developed by Renfrewshire Council, NHS Greater Glasgow and Clyde (NHSGGC), and Renfrewshire Health and Social Care Partnership (HSCP). It also includes information about partnership work to tackle child poverty across Renfrewshire's Community Planning Partnership.
-

2 Recommendations

2.1 It is recommended that the Board:

- Note the content of the draft Child Poverty Local Action Report 2023/24.
- Approves the Local Child Poverty Action Report for publication.

3 Background

3.1 The Child Poverty (Scotland) Act 2017 sets out ambitious targets for the Scottish Government to significantly reduce child poverty in Scotland by 2030. The Act requires that local authorities publish a Local Child Poverty Action Report within three months of the end of each financial year.

3.2 The Report should provide detail of current, planned and proposed activity which is intended to reduce child poverty in the local authority area. It should also provide detail of preventative actions which will help young people avoid becoming parents in poverty by 2030.

3.3 The most recently published figures on child poverty show that in Renfrewshire the rate of child poverty after housing costs is 20.4%, an increase of 2.4% since 2019/20. This figure is slightly less than the Scottish average of 21.3%. The figure is not consistent across Wards, however, with Renfrew South and Gallowhill having the highest rate at 36.4% and Bishopston, Bridge of Weir and Langbank the lowest at 9%.

3.4 Renfrewshire's Child Poverty Action Report recognises that a significant amount of work has been and is being done which is intended to reduce child poverty. The Report highlights the many activities carried out by Renfrewshire Council, Renfrewshire Health and Social Care Partnership, NHS Greater Glasgow and Clyde and wider partners which are intended to tackle child poverty across Renfrewshire.

4 Overview of Local Child Poverty Action Report

4.1 The Scottish Government has identified the three key drivers of child poverty as:

- income from employment;
- costs of living; and
- income from Social Security and benefits in kind.

4.2 This report focusses on our longer-term response to child poverty as well as shorter term responses to the cost of living crisis, highlighting actions and achievements throughout 2023/24. The report is structured to reflect the strategic priorities within the Scottish Government's Child Poverty Delivery Plan, Best Start Bright Futures published in Spring 2022:

- Providing the opportunities and integrated support parents need to enter, sustain and progress in work
- Maximising the support available for families to lead dignified lives and meet their basic needs
- Supporting the next generation to thrive

4.3 Providing the opportunities and integrated support parents need to enter, sustain and progress in work.

- Our employability service, Invest in Renfrewshire offers a wide range of tailored supports to help residents on the journey towards and into employment. In 23/24 there has been a continued increase in the number of parents coming forward to use the service at 352 compared to 231 last year.
- The Renfrewshire Local Employability Partnership have continued to plan and co-commission local employability services to help Renfrewshire residents make a successful transition towards employment and reduce unemployment in the area. Over the last year, the number of residents claiming out of work benefits in Renfrewshire has reduced from 3635 to 3590, equating to 3.1% of the population. There has also been an increase in the number of accredited living wage employers in Renfrewshire to 92 from 85 in 22/23.
- Our Procurement Team has realised 219 Community Benefits this year, with an additional 118 of these are skills and training opportunities and 25 recruitment opportunities.

4.4 Maximising the support available for families to lead dignified lives and meet their basic needs

- Our Fairer Renfrewshire programme, continues to have a positive impact on low-income families in Renfrewshire in 23/24. In March 2023, £818,000 was allocated to the programme to continue a number of existing supports such as free school breakfasts in schools in areas with high levels of child poverty, additional resource to Street Stuff activities during the holidays and at

weekends, along with the provision of free healthy meal and funding for our mobile children's library, the Skoobmobile. The programme also supports new initiatives, including support for community food offerings which move from emergency response to promote dignified access to food and community resilience.

- Advice is a vitally important part of our efforts to tackle child poverty, with the Council supporting the Healthier Wealthier Children and School Support services which provide dedicated advice services to families with children. Apart from our own Advice Works service, which provides advice to families with younger children through their Family Advice Service, the Council also provides funding to Renfrewshire Citizens Advice Bureau (RCAB) to provide both a general advice service and a community legal advice service. This year additional services have been funded:
 - A Welfare Rights service based at RCAB
 - Energy advice at RCAB through our Fuel Insecurity Pilot
 - A School Support service in every secondary school in Renfrewshire and in our ASN schools

Through working with RCAB and HSCP colleagues to develop a project to be based within Maternity at the Royal Alexandra Hospital, and provide advice and advocacy for mothers with complex needs, Lottery funding was received and a Stronger Start service set up in the latter part of 2023/24.

- In November 2023, we provided families with an additional £50 per child for children receiving School Clothing Grant to help with winter clothing. Funding has been allocated in the 2024/25 budget to repeat this payment for over 5,000 children.
- Our successful Winter Connections Programme saw £85,000 allocated from the Fairer Renfrewshire Programme to fund 46 activities across Renfrewshire and a further £6,000 allocated across all Renfrewshire's libraries, including our mobile library. Venues also provided hot drinks, snacks and food.
- Our Summer of Fun Programme was very well received, with Scottish Government and Council funding combined to provide a comprehensive free programme comprising holiday camps, funded activities in the third sector, activities in libraries and activities for families as well as a programme of arts based activities, supported with free food and drinks.
- Our Energy Advocates have saved clients almost £257,000 this year including ongoing savings, write offs and Warm Home Discounts.

- We topped up our Cost of the School Day funding by £75,000 through our Tackling Poverty Programme. Food vouchers, energy top-ups, toiletries and warm clothing have been supplied this year as well as more usual items such as stationery and school uniforms.

4.5 **Supporting the next generation to thrive**

- There is still a clear commitment and expectation within Renfrewshire to raise attainment for all whilst closing the poverty-related attainment gap and data has been used to target approaches and develop interventions which support schools to raise attainment and address health and wellbeing needs. Attainment of pupils living in the 20% most deprived areas has increased at a greater rate than for pupils in the least deprived areas; by 4 percentage points in literacy and 6 percentage points in numeracy between 2020-21 and 2022-23.
- With the cost of living affecting so many families this year, Youth Services has developed a number of responses informed by and to support young people including a free drama group and a Climate Change Champions group growing their own food as well as supporting 48 young people who couldn't otherwise afford it to access the Duke of Edinburgh Award Scheme.
- Work around The Promise has progressed well and there are currently 259 trained Promise Keepers across Renfrewshire, with ambitious plans to grow this network in 2023/24. Promise Keepers are central to ensuring The Promise remains at the forefront of service design and delivery. Promise Keeper values have been developed and recruitment to the role is ongoing.

5 **Next steps**

- 5.1 One of our priorities this year has been to listen to lived experience, and our Fairer Renfrewshire Panel has met a number of services in 2023/24, influencing policy and practice in areas such as holiday provision and school meal debt. In 24/25 we intend to continue to work with the Panel around communications and health and wellbeing and encourage more engagement between Council services, HSCP and the Panel to gain better insight and understanding of the needs of our low-income families.
- 5.2 In 23/24 we also started a new programme of work to focus on using data to help us understand what child poverty looks like in our communities and the particular drivers of child poverty in particular areas. One of the first areas of focus identified is Gallowhill due to the

sharp increase in child poverty there. Using quantitative and qualitative data we have started to build a picture of this area and with an HSCP funded Community Needs Assessment in 24/25 will begin to build capacity and empower the community to develop actions based on its own needs and wants.

- 5.3 Through new posts in our employability service, Invest in Renfrewshire, we will build engagement with more parents who could benefit from employability support and nurture effective partnerships.
- 5.4 By better connecting Council services, statutory partners and the third sector, we will continue to support families and work to reduce child poverty across Renfrewshire.

Implications of the Report

- 1. **Financial** – No implications
- 2. **HR & Organisational Development** – No implications.
- 3. **Community/Council Planning** – The Report highlights the continued activities which support the key priorities set out in the Council and Community Plans to tackle inequality and widen opportunity.
- 4. **Legal** – No implications
- 5. **Property/Assets** – No implications.
- 6. **Information Technology** – No implications.
- 7. **Equality & Human Rights** - It is anticipated that activities within the Report will have a positive impact on Equality and Human Rights considering the overrepresentation on equality groups within low-income households.
- 8. **Health & Safety** – No implications
- 9. **Procurement** – No implications
- 10. **Risk** – No implications
- 11. **Privacy Impact** – No implications.

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Local Child Poverty Action Report Renfrewshire 2023/24



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1. Foreword

This, our sixth Local Child Poverty Action Report, sets out activities undertaken in Renfrewshire to reduce child poverty and support our children to thrive. It covers what we have done between April 2023 and March 2024, along with future plans to tackle child poverty.

We want Renfrewshire to be a fair place, where everyone has the best chance to live happy, healthy and fulfilled lives, to feel safe, supported and empowered to unlock the strength of our collective potential. We want a Renfrewshire where no child lives in poverty, and where children feel healthy, happy and valued no matter their background.

This has been another challenging year for families. Although inflation is coming down and energy prices have reduced slightly, the cost of living remains much higher than in recent years. The longevity of the cost of living crisis means that many families are struggling financially, and we recognise the impact of this is much greater for low-income households. Renfrewshire Council, NHS Greater Glasgow and Clyde (NHSGGC), and Renfrewshire Health and Social Care Partnership (HSCP) continue to work with Community Planning partners and the third sector to support our families living with the financial pressures on their households.

Despite the long term focus and investment into tackling child poverty, child poverty in Renfrewshire has been rising steadily for a number of years, with the most recent figures telling us that around one in five children in Renfrewshire are living in poverty. We know we can positively impact the lives of our families and support them into work and better paid jobs; help them to maximise their income; work with young people so they attain more at school; and support the mental health of families and children. This report shows the ways we do this across services and partners through working collaboratively. We also know that our actions alone cannot solve child poverty, and that collaborative effort is required at both a local and national level.

We continue to be ambitious for our families, and through listening to lived experience through community engagement and our Fairer Renfrewshire Panel we are working hard to ensure our services are truly person centred and that the eradication of child poverty is front and centre of all we do.

Alan Russell

Name & Title to be included from NHSGGC

Chief Executive, Renfrewshire Council

2. Executive Summary

This is Renfrewshire's sixth Local Child Poverty Action Report. The report captures the range of activity that has taken place in Renfrewshire to reduce child poverty in 2023/24 and looks forward to the actions planned for 24/25 and beyond. Although no longer referred to as a crisis, continued Cost of Living pressures have had a significant impact on Renfrewshire's families over the last year and this report describes the actions we have put into place to help our families deal with the financial challenges facing them. These immediate supports, and short-term actions sit alongside our existing initiatives and longer-term plans.

This report is set out in a way that reflects the three themes of the Scottish Government child poverty delivery plan, Best Start, Bright Futures:

- Providing the opportunities and integrated support parents need to enter, sustain and progress in work
- Maximising the support available for families to live dignified lives and meet their basic needs, and
- Supporting the next generation to thrive

2.1. Progress during 2023/24

2.1.1. Providing the opportunities and integrated support parents need to enter, sustain and progress in work

- Our employability service, **Invest in Renfrewshire**, offers a wide range of tailored supports to help residents on their journey towards and into employment. In 2023/24 we have continued to see an increase in the number of parents coming forward to use the services of Invest in Renfrewshire and the Local Employability Partnership (LEP) funded organisations with **352** new parents accessing the service and **73** parents re-engaging with the service.
- The **Renfrewshire Local Employability Partnership** have continued to plan and co-commission local employability services to help Renfrewshire residents make a successful transition towards employment and reduce unemployment in the area. Over the last year, the number of residents claiming out of work benefits in Renfrewshire has reduced from **3635** to **3590**, equating to 3.1% of the population. There has also been an increase in the number of accredited **living wage** employers in Renfrewshire to **92** from 85 in 22/23.

- Our Procurement Team has realised **219 Community Benefits** this year. 118 of these are skills and training opportunities and 25 recruitment.

2.1.2. Maximising the support available for families to lead dignified lives and meet their basic needs

- Our **Fairer Renfrewshire** programme, continued to have a positive impact on low-income families in Renfrewshire in 23/24. In March 2023, £818,000 was allocated to the programme to continue a number of existing supports such as free school breakfasts in schools in areas with high levels of child poverty, and funding for our mobile children’s library, the Skoobmobile. The programme also supports new initiatives, including support for community food offerings which move from emergency response to promote dignified access to food and community resilience.
- **Advice** is a vitally important part of our efforts to tackle child poverty, with the Council supporting the Healthier Wealthier Children and School Support services which provide dedicated advice services to families with children. Apart from our own Advice Works service, which provides advice to families with younger children through their Family Advice Service, the Council also provides funding to Renfrewshire Citizens Advice Bureau (RCAB) to provide both a general advice service and a community legal advice service. This year additional services have been funded:
 - A Welfare Rights service based at RCAB
 - Energy advice at RCAB through our Fuel Insecurity Pilot
 - A School Support service in every secondary school in Renfrewshire and in our ASN schools

In addition, through a successful bid for Lottery funding, a **Stronger Start** service has been set up at the Royal Alexandra Hospital to provide advice and advocacy for mothers with complex needs. This project was developed in partnership with HSCP, NHSGGC and RCAB colleagues.

- In November 2023, we paid families an additional £50 per child for children receiving School Clothing Grant to help with **winter clothing**. Funding has been allocated in the 2024/25 budget to repeat this payment for over 5,000 children.
- Our successful **Winter Connections** Programme saw £85,000 allocated from the Fairer Renfrewshire Programme to fund 46 activities across Renfrewshire and a further £6,000 allocated across all Renfrewshire’s libraries, including our mobile library. Venues also provided hot drinks, snacks and food.

- Our **Summer of Fun** Programme was very well received, with Scottish Government and Council funding combined to provide a comprehensive free programme comprising holiday camps, funded activities in the third sector, activities in libraries and activities for families as well as a programme of arts based activities, supported with free food and drinks.
- Our **Energy Advocates** have saved clients almost £257,000 this year including ongoing savings, write offs and Warm Home Discounts.
- We topped up our **Cost of the School Day** funding by £75,000 through our Tackling Poverty Programme.

Approximately 86% of those young people eligible in Renfrewshire have a Junior or a Young Scot National Entitlement card and free bus travel as part of the **U22s Free Bus Travel Scheme** saving families money on transport costs. This is an increase from 79% last year, and is the highest in Scotland.

2.1.3. Supporting the next generation to thrive

There is still a clear commitment and expectation within Renfrewshire to raise attainment for all whilst closing the poverty-related attainment gap. Data has been used to target approaches and develop interventions which support schools to raise attainment and address health and wellbeing needs. Attainment of pupils living in the 20% most deprived areas has increased at a greater rate than for pupils in the least deprived areas; by 4 percentage points in literacy and 6 percentage points in numeracy between 2020-21 and 2022-23.

With the cost of living affecting so many families this year, Youth Services has developed a number of responses informed by, and to support, young people including a free drama group and a Climate Change Champions group growing their own food as well as supporting 48 young people who couldn't otherwise afford it to access the Duke of Edinburgh Award Scheme.

Work around The Promise has progressed well and there are currently 259 trained Promise Keepers across Renfrewshire, with ambitious plans to grow this network in 2023/24. Promise Keepers are central to ensuring The Promise remains at the forefront of service design and delivery. Promise Keeper values have been developed and recruitment to the role is ongoing.

2.2. Priority Actions

For 2023/24, we developed a set of priority actions.

Priority Actions for 2023/24	
1	Develop Fairer Renfrewshire Programme
2	Carry out a 'deep dive' into local child poverty data, to inform future work
3	Develop and support Fairer Renfrewshire Lived Experience Panel to deliberate on and guide policy and practice
4	Expand opportunities for parents to enter, sustain and progress at work through the Parental Employability Support Fund
5	Pilot models of dedicated advice provision for families with children
6	Monitor the ongoing impacts of the Cost-of-Living Crisis, continuing to flexibly respond to emerging issues
7	Join up support for families within communities and across partners

This report provides examples of where these priority actions have been progressed, including development of policy responses to child poverty and the continuing cost of living crisis through the Fairer Renfrewshire programme, which has now superseded our long running Tackling Poverty programme.

We have started using data to inform work specifically in the Gallowhill area of Paisley, which has seen child poverty rates rise sharply. Using quantitative and qualitative data, we have started to build a picture of this area, and with an HSCP funded Community Needs Assessment being conducted in 24/25, we will begin to build capacity and work alongside the community to develop actions based on its own needs and wants.

Our Fairer Renfrewshire Panel has been running for over a year, and in that time the Panel has fed into policy and practice around areas such as the summer holiday programme and school meal debt. The Panel also met with our employability service, Invest, and the feedback they provided

has been used by Invest to make a number of changes to their service, and how they communicate with the public.

Advice for families has extended in the last year. We now have advice embedded in all secondary and ASN schools through a pilot with Renfrewshire Citizens Advice Bureau (RCAB). The Council's Advice Works service has piloted an initiative where all families applying for Free School Meals or Clothing Grants were offered advice. Both Advice Works and RCAB are involved in our new school meal debt processes, which is more support focussed, and both will receive referrals from schools for families who may be struggling with money.

Looking forward to 24/25

Collaborating across services and with partners is vital to provide the most comprehensive supports for families living with low incomes. In 24/25 we will continue to join up support and bring partners together, to focus collectively on achieving the most for our communities and families. Through our Fairer Renfrewshire Sub-Committee, and using our Fairer Renfrewshire Officers Group and wider statutory and 3rd sector links, we will work across services to develop responses to increased costs of living and child poverty and maximise impact of services.

This cross-cutting way of working will help us in our focus on our areas of highest child poverty. In particular we will be exploring place-based approaches to tackling child poverty in Gallowhill, Paisley, in response to recent sharp rises in rates of child poverty.

Through increased resources in parental employability, we will go into our communities to engage those parents who are not working or who are working in low paid jobs to enhance their skills and career prospects and increase their income. Again working with partners, we will look at how we help sustain employment through offering support for those who have taken on a new job and may be struggling to budget and pay bills.

Again, with partnership across services at its core, we will develop a summer programme for children and young people, especially targeting those with low incomes or requiring additional support, and their families across Renfrewshire.

We will continue to fund and consult with our Fairer Renfrewshire Panel, working to expand the reach of the panel across Council Services and beyond – to the HSCP and third sector, and embed the voice of lived experience in our policy and practice. We will bring the Panel together with elected members as well as Council Officers.

Using improved data about our communities, we will better identify required resources and target services where they are needed most, while continuing to respond flexibly to emerging issues affecting families across the whole of Renfrewshire.

2.3. Scottish Government Child Poverty Targets and Drivers

Child Poverty Targets were set by the Scottish Parliament in 2017 and are as follows:

By 2030, after housing costs
Less than 10% of children live in households that are in relative poverty
Less than 5% of children live in households that are in absolute poverty
Less than 5% of children live in households that are in combined low income and material deprivation
Less than 5% of children live in households that are in persistent poverty

The statutory income targets are ambitious and relate to the following measures of poverty:

Relative poverty: a child is in relative poverty if they live in a household where equivalised income is below 60 per cent of the inflation adjusted UK median income in the same year. This is a measure of whether those in the lowest income households are keeping pace with the growth of incomes in the economy as a whole.

Absolute poverty: a child is in absolute poverty if they live in a household with an income below 60 per cent of the median equivalised net income in 2010–11. This is a measure of whether those in the lowest income households are seeing their incomes rise in real terms.

Combined low income and material deprivation: a child is in combined low income and material deprivation if they live in a household with an income below 70 per cent of the equivalised median net income for that year and are unable to afford a number of basic goods and services (material deprivation).

Persistent poverty: a child is in persistent poverty if they have been living in Scotland and in relative poverty for three of the past four years.

In March 2022, the Scottish Government published its second child poverty delivery plan, [Best Start Bright Futures](#) under the Child Poverty (Scotland) Act 2017.

Best Start, Bright Futures sets out a vision for Scotland, the changes that are needed to achieve this, and the actions Scottish Government intend to take with partners to deliver that change for the period 2022 to 2026 and focusses on three themes:

- Providing the opportunities and integrated support parents need to enter, sustain and progress in work
- Maximising the support available for families to live dignified lives and meet their basic needs
- Supporting the next generation to thrive

These combined with the three drivers of child poverty give a focus to the work taking place in Renfrewshire to poverty within our families.



2.4. Priority Groups

‘Best Start, Bright Futures’ builds on action delivered through the first Tackling Child Poverty Delivery Plan ‘Every Child, Every Chance’. This plan identified six priority family types that face additional barriers to moving out of poverty:

- Lone Parents
- Families that include a disabled adult or child
- Large families with 3 or more children
- Minority Ethnic families
- Youngest child is under 1 year old
- Young Mother aged under 25 years old

Lone Parents



Disabled



3+ Children



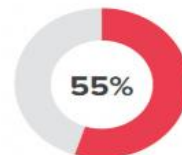
Minority Ethnic



Youngest Child Aged <1



Mothers Aged <25



Focus continues on these priority families as reporting continues to show that almost 90% of

all children in poverty in Scotland live within the six priority family types.

2.5. Child Poverty in Renfrewshire

In March 2024, the Department for Work and Pensions released new statistics on children in low-income families. The proportion of children in low-income families in Renfrewshire has been steadily rising since 2014/15 (discounting data for 2020/21 which has significant caveats, due to the coronavirus pandemic).

For 22/23, the percentage of children in relative low income, before housing costs in Renfrewshire is **20.4%**, representing **6,068 children**. This is an increase of 108 children compared to the previous year, when the rate was 20.1%. The rate for Scotland is 21.3%. In contrast to last year, not all wards in Renfrewshire saw rises in the proportion of children in low-income families, with half of our wards (six) seeing a reduction in rate. There continues to be particularly high proportions of children in low-income families in both Paisley North West and Renfrew South and Gallowhill wards, with children living in relative low income rates at 33.5% and 36.4% respectively and although the rate in Renfrew South and Gallowhill ward has reduced by 0.1%, this ward has seen the sharpest increase in rates since 2020.

Ward	2015	2016	2017	2018	2019	2020	2021	2022	2023	Change in % since 19/20
Renfrew South and Gallowhill	16.1%	18.7%	20.1%	23.2%	24.9%	30.1%	26.8%	36.7%	36.4%	6.3%
Paisley Northwest	19.8%	20.5%	23.9%	26.9%	28.8%	29.5%	22.9%	31.2%	33.5%	4.0%
Paisley East and Central	14.0%	13.2%	17.6%	18.5%	18.5%	18.9%	15.9%	21.3%	21.7%	2.8%
Paisley Southwest	12.7%	12.0%	14.2%	16.8%	19.8%	19.4%	16.0%	22.7%	21.6%	2.2%
Johnstone South and Elderslie	12.7%	13.4%	17.6%	20.7%	18.1%	19.0%	14.5%	20.7%	21.6%	2.6%
Scotland	14.0%	14.5%	16.2%	18.0%	17.9%	18.9%	16.0%	20.8%	21.3%	2.4%
Renfrewshire	11.8%	12.3%	14.2%	16.6%	16.8%	18.0%	14.8%	20.1%	20.4%	2.4%
Johnstone North, Kilbarchan, Howwood and Lochwinnoch	9.5%	10.0%	10.6%	14.0%	14.3%	15.9%	13.3%	17.9%	19.2%	3.3%
Renfrew North and Braehead	12.4%	13.4%	13.5%	18.5%	18.6%	18.5%	15.0%	19.4%	19.0%	0.5%
Paisley Northeast and Ralston	10.6%	12.7%	14.2%	16.9%	15.2%	17.4%	13.6%	17.5%	18.2%	0.8%
Paisley Southeast	7.7%	8.2%	9.8%	10.7%	11.6%	15.4%	13.1%	16.5%	16.4%	1.0%
Houston, Crosslee and Linwood	10.4%	10.2%	10.9%	12.9%	12.6%	13.1%	10.1%	13.5%	13.2%	0.1%
Erskine and Inchinnan	7.9%	7.5%	9.6%	9.9%	9.6%	11.0%	10.4%	13.3%	12.7%	1.7%
Bishopton, Bridge of Weir and Langbank	7.0%	6.0%	6.5%	7.8%	7.1%	7.5%	5.6%	7.5%	9.0%	1.5%

In 23/24 we have been working to better understand the reasons behind these sharp rises in certain Wards as part of our 'Deep Dive' into data, and ensure we are targeting the right supports in the right areas.

3. Strategic Context

3.1. Fairer Renfrewshire Programme

The Fairer Renfrewshire Programme is a large, partnership programme of work across Renfrewshire, seeking to tackle the inequalities that exist across Renfrewshire's communities. There are four key themes which are shared across all elements of the Fairer Renfrewshire programme, and these are:



The Council's Fairer Renfrewshire Sub-Committee has been meeting since August 2022. This Sub-Committee considers matters relating to poverty and financial insecurity, including food and fuel insecurity and the continuing high Costs of Living affecting our families. With oversight of the Council's response to the Alcohol and Drug Commission report and the Fairer Renfrewshire Programme, it makes recommendations to the Council and the Leadership Board regarding those matters.

A Fairer Renfrewshire Officers Group, chaired by the Head of Policy and Partnerships, meets monthly. This Group brings together Officers from across the Council as well as Renfrewshire HSCP and OneRen, Renfrewshire's charitable trust which provides culture, leisure and sporting opportunities. This allows cross service information sharing and scrutiny on matters related to

making Renfrewshire fairer, and promotes a cross cutting approach intended to increase impact on outcomes for our households who are living in poverty.

The [Council Plan](#) is a key strategic document for Council employees, local people, businesses, partner organisations and voluntary organisations, setting out what the Council is aiming to achieve over the next 5 years. Alongside Renfrewshire's Community Plan, the Council Plan provides organisational direction, ensuring that the key strategic priorities of the Council translate into specific actions within service improvement plans. One of the key pillars of the plan is **'Fair – nurturing bright, happy and healthy futures for all'**, which outlines a number of key corporate priorities focussed around addressing child poverty. The Plan also describes a cross-cutting theme – **improving outcomes for children and families**, with all of our strategic outcomes directly contributing to this outcome and demonstrating that services are working together to get it right for children, families and communities.

In tandem with the Council Plan, a refresh of our 10 year Community Plan took place last year, with our [Annual Report](#) detailing the work being undertaken on the areas of focus identified in the refresh. Our actions with regard to supporting low income families reflect the themes of Best Start, Bright Futures and are informed by our 2022 evaluation of the projects within the Council's Tackling Poverty programme. There are three 'Areas of Focus' within the Community Plan, of which **'Supporting low-income families'** is one, with 4 action areas dedicated to this areas of focus.

With an emphasis on joining up support for families within communities, and taken in tandem with the Council Plan, this Community Plan illustrates our commitment, along with our partners, to reducing child poverty and supporting our children to have the best start in life.

3.2. Renfrewshire's Health and Social Care Partnership

Renfrewshire HSCP IJB Strategic Plan, Shaping Our Future 2022 -2025, focuses on Prevention and Early Intervention under key themes. These include the Healthier Futures theme which highlights commitment to continue to work with partners in Renfrewshire to contribute to reducing child poverty locally by detailing actions we continue to work and report on.

This report has a strong input from the HSCP Health Improvement Team who focus on prevention and early intervention and have been working closely with Council Colleagues in a number of areas.

3.3. Renfrewshire’s Children’s Services Partnership

Throughout Scotland, local authorities and health boards work with community planning partners to ensure services delivered to children, young people and their families are the best they can be.

In Renfrewshire, we do this by listening to our communities to identify what support people need, why they need it, when they need it and how best it can be provided. This work takes place through Renfrewshire’s Children’s Services Partnership (RCSP) whose members include the Council, other public sector organisations, and the third sector. Together, we identify local priorities and plan how we can join up to add value and deliver services to children, young people and their families that make a real difference to their lives.

Our three-year [Renfrewshire Children’s Services Partnership Plan](#) has been developed to cover the period 2023 – 2026. It sets out our focus for Renfrewshire’s children, young people and families and identifies the steps we will take to improve their lives.

The Partnership examined national and community priorities and how these link in with our vision children’s service planning. This includes work around The Promise, UNCRC, GIRFEC, Whole Family Wellbeing and Poverty. Based on what is known about the needs of children and young people of Renfrewshire, we have identified four outcomes that partners will work together to deliver.

1. We will ensure our children and young people enjoy good physical and mental health
2. We will ensure our children and young people are safe and loved
3. We will ensure our children and young people have their rights protected and their voices heard
4. We will ensure our children and young people achieve and make positive contributions to their community

The Children’s Services Partnership Oversight and Monitoring Group continues to meet on a bi-monthly basis and provides updates to each meeting of the Partnership Board.

3.4. Using data – Gallowhill

As the child poverty figures for Renfrewshire show, the Gallowhill area of Paisley has seen a sharp rise in child poverty since 2021. Using quantitative and qualitative data we have started to build a picture of the area and the issues driving the increase. HSCP data has highlighted a number of health indicators which have changed and other data has highlighted that Gallowhill has a high

density of lone parents, households with a disabled adult or child and larger families (3 or more children). Anecdotally, it appears that ethnicity and migration may also be an important factor.

Working in close partnership, HSCP Health Improvement and the Council have commenced work focussed on exploring and planning a place-based, partnership response to challenges around rapidly growing child poverty in the Gallowhill area.

A partnership session, bringing together services from across the Council and key partners such as the HSCP, One Ren, and Engage Renfrewshire, was facilitated in Gallowhill to begin to understand what we know about the area, what we can do together, and what comes next.

In tandem with this initial work, the Health Improvement team secured £20,000 of funding to carry out a grassroots Community Needs Assessment to identify needs and wants of the local community and subsequent community activity. This is intended to understand resilience challenges, community aspirations and assets as well as identification of a way forward for utilising these to foster positive changes. Supported by a steering group made up of partners from the HSCP, Council, NHSGGC and third sector, the funding has been used to commission a local organisation to carry out the assessment and develop an action plan.

At the end of the engagement and needs assessment, all partners including Renfrewshire Council, Education, Community Planning Partners, Engage, local current service providers, Community Learning and Development, OneRen, Police, NHSGGC Public Health and Health Improvement as well most importantly, local community members from Gallowhill will be brought together to consider the results of the needs assessment and identify next steps required to create the infrastructure to respond to local needs.

While this work is taking place, a number of services have started, or will start to come into Gallowhill to support with some of the finding of the data deep dive or the partnership session. This includes employability outreach, support with digital exclusion from our Digital Champions and OneRen providing free activity sessions for families and the Skoobmobile commencing regular outreach in the area.

3.5. How we work with people

Fairer Renfrewshire Panel

In 2022/23, we established a Fairer Renfrewshire Panel of people with lived experience of poverty to inform Council policy and practice. Working with Poverty Alliance as an expert national partner, and STAR Project as our expert local partner, we ran a 6 month 'test of change' to establish whether

a Panel would result in meaningful engagement on the part of both people with lived experience and policy makers. The decision was made to extend the arrangement for another year and the Panel has continued to meet throughout 2023/24, now supported solely by STAR Project.

The Panel has provided insight in a number of areas. The initial discussion was around holiday provision in Renfrewshire, with the Panel contributing to the plans for our 'Summer of Fun', providing feedback on what is useful for low income families, eg, provision of food in all settings, provision for siblings, local provision so there are no transport costs and provision for older teenagers.

The Panel has also fed into the Council's new School Meal Debt processes, which now include earlier referral to available supports. They have met the Digital Strategy Delivery Manager to discuss digital exclusion and have provided feedback and ideas to our Climate Emergency Lead Officer around Renfrewshire's Net Zero Delivery Plan.

Discussions with the panel around employability, especially parental employability have been used to inform events, and target work, for example, on producing information for those with No Recourse to Public Funds.

Renfrewshire is also one of the three areas in Scotland where the Citizens Advice Bureau has been funded to work collaboratively with the Council on a Council Tax Debt Pilot. The pilot focuses on exploring how local Citizens Advice Bureaux and local authorities can work together to improve the journey of those who are in council tax arrears or struggling to make council tax payments. The aim is to provide better outcomes for people and for local authorities. The panel were consulted with to help those engaged in the Pilot to understand barriers to accessing support, such as advice and review correspondence associated with collection of Council Tax as well as potential for enhancing collection processes in general.

The Panel has met with the Convenor and Depute of the Fairer Renfrewshire Sub-Committee and we also intend to bring the Panel together with the full Sub-Committee and Fairer Renfrewshire Officers Group to discuss Panel priorities and their future plans.

These conversations will help people on low incomes get their voices heard on the policies and decisions that most impact their lives and help us understand their needs, especially those in the Child Poverty Priority Groups.

Youth Services

Our Youth Services team have also carried out consultation and outreach in under-represented areas to develop youth voice in the community. Their Summer Youth Voice Roadshow planned and

delivered in partnership with Renfrewshire Youth Voice, MSYP's and members of Youth Voice groups engaged young people across Renfrewshire over 4 weeks of summer 2023.

A Renfrewshire wide youth survey was carried out to assist with youth engagement in the community post-Covid and to record their ideas and views about the areas they live, go to school and work in. As well as an online survey, focus group discussions were held to find out more about what they liked and disliked about their area and the issues they felt affected them and what they would welcome as youth provision in their community.

The groundwork established through the Youth Voice Programme has been fed back to the Renfrewshire Youth Work Network, with the plan to continue to develop the mapping of youth voice locally, offer training and the partnership working to develop the Local Youth Action Plans that can be produced collaboratively and with young people, linking youth voice in schools and into the wider Community.

4. Theme 1: Providing the opportunities and integrated support parents need to enter, sustain and progress in work

Income from employment is one of the 3 main drivers of child poverty. As such, increasing income from employment for unemployed and low-income parents is a key objective nationally and in Renfrewshire.

4.1. Local Employability Partnership

Renfrewshire Local Employability Partnership (RLEP) is the local strategic employability partnership consisting of partner agencies from the Renfrewshire Community Planning Partnership. It is chaired by Renfrewshire Council and its purpose is to support the implementation of local and national employability policy (No One Left Behind) through collective leadership, joint planning and co-commissioning. In doing so, the partnership, working closely with local delivery partners, makes best use of resources available to deliver effective needs-led employability services that help Renfrewshire residents make a successful transition towards employment and reduce unemployment in the area.

Over the last year, the number of residents claiming out of work benefits in Renfrewshire has reduced from 3635 to **3590**, equating to **3.1%** of the population, equalling the Scottish rate. Data shows us that:

- The rate is higher for males than females, although the gap has decreased since March 2023 (3.9% compared to 2.3% for females).
- The proportion of young people (18-21) on the claimant count remains higher than for any other age group at 4.7% (355 people) with the 50+ group having the lowest rate of 2%.
- Our disability employment rate is lower than Scotland (44.8% against 52%) The UK disability employment rate is 53.9%. The disability employment gap rate (difference between the non-disability employment rate and the disability employment rate) for Renfrewshire is 36.8% compared to 30.7% for Scotland.
- Our economically inactive group has shown a significant decrease in the number of people registering a long-term health issue now at 8,700, compared with 12,800 last year.
- Our employment rate for ethnic minority residents at 60.9% is less than for white residents, at 75.1%. This contrasts to the Scotland rate of 64% (white 74.9%).

RLEP is committed to reducing those inequalities that exist in relation to employment between different geographic areas and for different groups who face significant barriers to work. Success as a Partnership goes beyond reducing unemployment at a Renfrewshire level to reducing the gaps that exist for these areas and groups. This includes Care Experienced young people which are prioritised by RLEP in its services and programme delivery.

Recognising the key contribution that employability services can make to tackling child poverty, RLEP's performance framework includes a range of indicators to help measure progress in relation to increasing income from employment of parents with low income as well as other outcomes and indicators such as tackling youth unemployment and increasing the disability employment rate and increasing engagement and positive outcomes for all RLEP priority groups. RLEPs Employability Delivery Plan for 2022-25 [here](#) provides more detail on this.

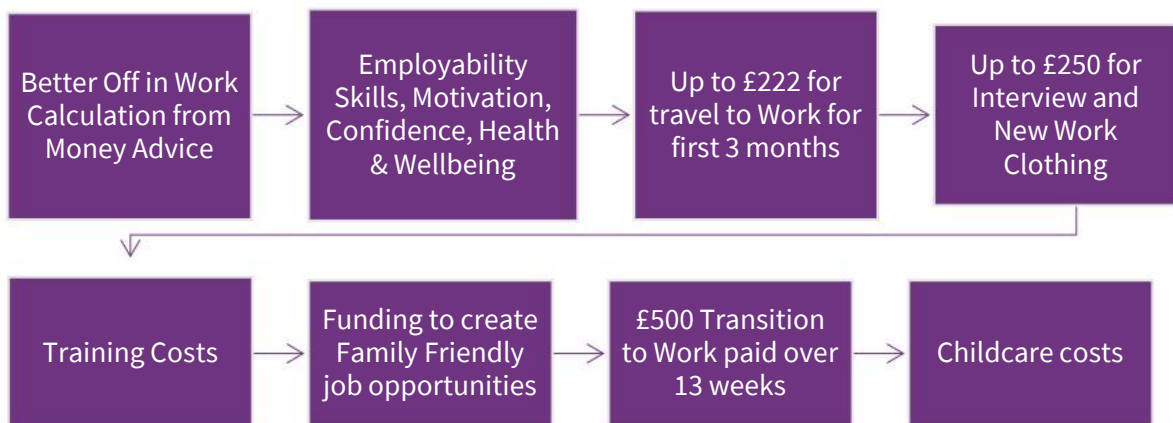
Renfrewshire LEP has established a number of sub-groups focussing on priority groups and all of these will consider employability related actions to tackle child poverty. The Health Conditions and Recovery sub-group, chaired by HSCP Health Improvement, works to support people in Renfrewshire with health conditions to improve their employability. A key piece of work progressed by this sub-group in 2023/24 was the development and implementation of a pathway for Community Link Workers (CLWs) to refer into employability services, using Invest Renfrewshire as

the single point of contact for ease. Although the pathway was developed with a focus on referring individuals with health conditions, it has also been used by CLWs to refer parents into Invest's Parental Employment Support team.

During 2024/25, the subgroup aimed to develop and launch an "Asking the Employability Question" toolkit for staff working in health and social care settings. The toolkit purpose will be to increase staff confidence of speaking about employability with the individuals they work with and increase knowledge of referral routes.

4.2. Parental Employment Support

Renfrewshire's parents who meet at least one of the priority groups and who are unemployed or low income employed can access practical and financial support including:



Support provided to parents is person centred and tailored to meet their individual requirements, aiming to remove the barriers they are facing to progress towards employment or gain improved employment.

In addition, the service offers:

- Specialist employability support for parents with a disability/long-term condition or who have a child with a disability/long-term condition.
- Specialist support for parents with other significant challenges such as having a criminal conviction.
- Targeted support to tackle the increased challenge of in-work poverty by helping parents already in work to remain active in the workplace and gain progression through a rewarding career, through the provision of ongoing training and employability support.

- Confidential income and money advice which includes: benefit checks and help with any claim processes; better off in work calculations; help with debts; creation of a bespoke budget for the family; and budgeting skills support to ensure long lasting effect.
- Employment Recruitment Incentives aligned to parents, for those with significant barriers including those parents in the 6 Child Poverty Priority groups.
- Further work with employers to create family/parent friendly working conditions and working patterns e.g. school hour posts.
- A Wellbeing Advisor to support parents who are requiring additional support.
- Traineeship opportunities as paid placements within various sections of the Local Authority, where parents can re-enter the job market as a trainee initially to develop their skills and confidence to support them to progress towards gaining employment.
- Anxiety Management courses and other support with mental health.

In the financial year 2023/24 there was a significant increase in the funding awarded to Renfrewshire to support parents through the Child Poverty Funding stream (formerly known as PESF – Parental Employability Support Fund). This funding enabled additional services to provide a focused and tailored support for families both employed and unemployed.

Invest in Renfrewshire recruited a Child Poverty Co-ordinator in the summer of 2023 to focus on managing the delivery of the Parental Employability Support Team and developing and enhancing the employability support for families in Renfrewshire.

Throughout the year, the Parental Employability Team have delivered **outreach** in locations across Renfrewshire. This approach has allowed parents to access support in their local area as well as from Invest in Renfrewshire’s main office at The Russell Institute in Paisley town centre. Outreach has been delivered in five community settings and the team have also participated in outreach activities in schools and early education establishments and will continue to engage with more education establishments in 2024/25. This outreach has been extended through working in partnership with the Skoobmobile team. Using this, (Renfrewshire’s mobile library service for children), the team has been able to get to locations not previously served to engage with parents accessing the Skoobmobile service and aims to continue to work with this service going forward.

To support the engagement with parents who are unemployed, the team deliver group information sessions in each of the Jobcentre Plus offices across Renfrewshire. These sessions enable residents engaging with the Jobcentres to meet with Advisors and hear about the services in the different

teams within Invest in an informal setting and they also have an opportunity to speak to the Advisor about their personal support requirements before being referred on to the service.

Through information gathered during assessment and ongoing work with service users, Invest and the LEP sub-groups recognised that additional support was required to support people to improve their **mental health** as part of their journey into employment. The LEP and Invest in Renfrewshire commissioned counselling support from local providers and those who need to can access both counselling sessions and where required specialist support. This will continue to be delivered during 2024/25.

In addition, training was provided for Invest and LEP staff to improve their skills and knowledge in supporting those at any stage of their employability journey with their mental health. This included training in Scottish Mental Health First Aid and Small Change Big Impact – Trauma Informed practices. There will be further opportunities staff to attend these training opportunities in 2024/25 and there will be an additional offer of training on understanding neurodiversity as we look to remove barriers especially for those who may struggle to gain employment..

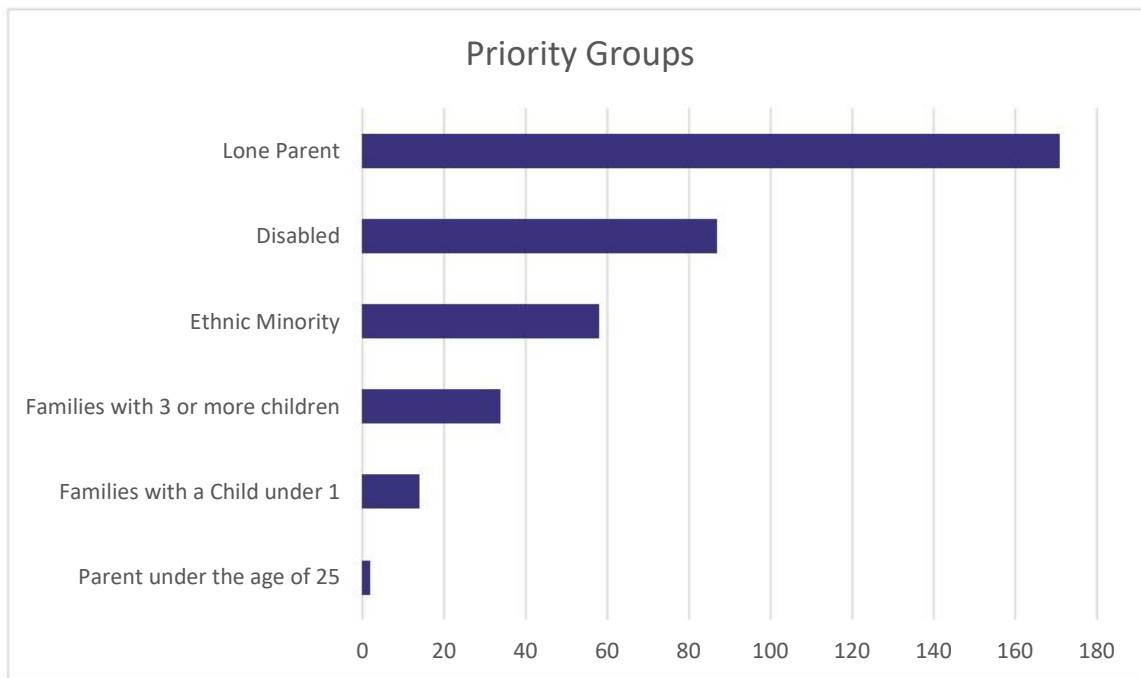
The Invest and LEP funded providers offer a range of **barrier removal, prevocational and vocational training** opportunities and participants take part in a range of activities. Group activities cover a wide range of topics including interview skills, team working etc, as well as formal accredited training such as care, first aid, driver training and other sector specific training which enhance and develop the attributes, skills and knowledge required to support progression into sustainable employment. Parents can also access self led Digital College courses that they can work at at home to fit their childcare responsibilities.

As well as numerous general and tailored training opportunities, for those who are not working, specific LEP commissioned support for parents for 2023/24 was delivered by:

- Enable's 'Progress for Parents' service which was designed specifically for parents who are disabled and/or have disabled children to support progress into and within work
- Barnardos 'First Steps to Work' an innovative employability programme for parents and kinship carers who are unemployed or on a low income
- West College Scotland 'YES Programme' a personalised learning programme to support parents with multiple barriers into employment
- BDA Ltd provided support to people interested in progressing into self-employment

In 2023/24 we have continued to see an increase in the number of parents coming forward to use the services with Invest and the LEP partners registering **352** new parents to access the services and **73** parents re-engaging with the services in comparison to 231 last year and 92 in the previous year.

A number of the parents accessing our services also met one or more of the Child Poverty priority groups, the table below shows the priority groups that the parents engaged meet.



We recognise the many challenges and barriers parents face when considering returning to work including English as a second language, money and debt issues, health related conditions including mental health, criminal convictions and housing issues. Personal action plans are agreed with all parents to support them at all points of their employability journey to negate these challenges.

In 2023/24 there were **132** parents who progressed into employment/self-employment. Funded Work Placements were commenced by **7** parents, with **5** of these parents progressing into employment. Traineeship opportunities were funded for **39** parents within the Local Authority where they were able to gain valuable work experience within various sections of the Local Authority, the roles were created to be family friendly and provide flexible working for parents with a view to them developing skills to progress into other employment within the Local Authority or other organisations. There were **9** parents who entered Further Education and **163** who gained a qualification.

The Job Brokerage team engaged with employers to encourage flexible working options when considering recruiting parents, employers were offered funding through the Parental Employer Recruitment Incentive to create an opportunity for a parent.

The Transition to Work welfare fund was accessed by **105** parents in the year to support them financially in making this transition into employment parents were able to access up to £1000 paid over a period of 3 months. In addition to this funding they were able to receive support with

clothing for interviews and for commencing employment and funding towards travel costs for the initial 3 months of employment.

Learning from Lived Experience - Employability

The Fairer Renfrewshire Lived Experience Panel were invited to meet the manager of the Invest in Renfrewshire service and the PESF Employability Coordinator at a session including an overview of the services available to those considering employment and a tour of The Russell Institute, where Invest is based. Through this meeting and the follow up meetings they provided Invest with recommendations to improve the support offered. Members of the Panel also 'mystery shopped' the service and provided feedback on the experience.

The feedback from the panel has enabled the Invest team to see the service through the eyes of a potential service user and following this some changes have been implemented as detailed below:

- Improved Social Media content to show photographs of staff and meet the team, locations of outreach and more success stories
- Staff received training in trauma informed practices to enhance their skills and knowledge and this will continue to be offered in 2024/25
- The service has Improved awareness of Invest and the LEP services with other organisations was delivered by inviting local organisations not working within employability to the annual employability conference to hear about the offer available to residents. This included a number of third sector organisations, HSCP, NHSGGC, Housing and other Council services
- Partners were invited to a consultation event to build a partner toolkit to support non-employability staff to start the conversations around employability support.
- Improved community outreach and increased in-person support for residents has been a focus of the teams to encourage more people to access our services and for the services to be more visible.
- Building reconfiguration in The Russell Institute to make it more user friendly has commenced with new meeting booths, additional training and meeting spaces, this will be in place in May 2024. The Fairer Renfrewshire panel will be invited back to The Russell Institute following these changes being implemented.

4.3. Looking forward to 2024/25

Looking to next year, Invest will increase staff numbers, bringing the team to full capacity enabling them to engage with more parents throughout Renfrewshire and further develop relationships with local organisations delivering services supporting families.

Invest also plans to continue to expand the outreach services over the period of 2024/25 to offer services from other venues to support more parents in the different locations across Renfrewshire. The service aims to engage with more third sector groups and organisations and other partners to raise awareness of the many benefits of employment to families and the support available to parents to help them start their own journeys towards work. Employability staff will continue to work closely with organisations that already have good relationships with parents, in particular those working with the child poverty target groups.

Outreach is planned for Gallowhill Community Centre to commence in April 2024 with an aim of engaging with parents from this area. This location has been selected due to the sharp increase in child poverty rates within the area as previously noted. The team will work in partnership with other organisations to meet the needs of parents engaging in the services with the first of these being the Digital Inclusion service who will provide Digital Champions support for parents accessing the service. The plan is to utilise the centre to meet parents one-to-one, deliver group sessions and to provide a drop in for parents.

Parents can access all LEP commissioned provision, however, through the LEP commissioning for 2024/25, three organisations have been commissioned to provide pilot projects and specific support to unemployed and underemployed parents. This includes a specific project for minority ethnic parents to build confidence and assist them to take the first steps to engaging with employability services.

The commissioned services will work in partnership with Invest in Renfrewshire's Parental Employability Support team, Invest will provide the wrap around support for parents participating; they will work in partnership to recruit parents for each of the programmes and will provide ongoing support during and after the programmes to support with progression to next steps on their employability journey.

4.4. NHS Greater Glasgow and Clyde Employment Programmes

Key highlights from NHS Greater Glasgow and Clyde include a continued focus on apprenticeships, including ongoing recruitment of Modern Apprentices as well as establishing formal arrangements for Graduate Apprenticeship programmes. In the year ahead, there are plans to adapt the Modern Apprentices recruitment timeline to increase uptake of young people, as well as ensuring that staff are provided with internal upskilling opportunities that may aide career progression and utilise graduate apprenticeships as recruitment tool.

NHSGGC has continued to drive forward the NHS Scotland Academy Programme, which is a partnership between NHS Golden Jubilee and NHS Education for Scotland offering accelerated training for a wide range of health and social care roles and professions. This programme has enabled appropriate partners to connect to career pathways and support workforce supply requirements for Health Care Support Worker entry level posts.

NHSGGC has continued to deliver careers programmes and events in partnership with internal stakeholders and education partners linked to workforce supply forecasts and priority areas. NHSGGC have worked with DWP partners in Glasgow and Clyde to promote clinical and non-clinical careers and vacancies.

NHSGGC has supported the expansion of the MCR Pathway mentoring scheme for young people, which is a national, award-winning mentoring programme that supports young people to find, grow and use their talents.

In the next year, the NHSGGC Recruitment and Attraction Plan will provide framework for outreach and careers activity and governance will be provided through the Workforce Planning Steering Group to ensure activity is aligned to our future workforce needs. The priorities for Workforce Equalities Group and Staff Health Strategy Group priorities will continue to focus on supporting all aspects of staff health and wellbeing in work.

4.5. Supporting Refugees and Asylum Seekers

During 2023/24 we continued to receive referrals for people who were arriving in Renfrewshire through resettlement schemes from Syrian and Ukrainian nationals. There were 57 refugees who accessed our service in total. Of this, 30 were Ukrainian refugees and 2 Syrian refugees. In addition to the Parental Employability Advisors, Ukrainian parents have access to a Ukrainian speaking

Advisor who can support them with translation and provide support throughout their journey into employment.

4.6. Procurement

In Renfrewshire we are committed to maximising Community Benefits through Council procurement activities by including specific Community Benefit Clauses and targets within procurement contracts. These cover payment of the Living Wage as well as targeted employment and training opportunities. Fair work practices in areas such as zero hour contracts and worker representation are also scored.

Community Wealth Building is a key priority and Community Benefits are evaluated as part of the tendering process and monitored on a quarterly basis. The Council's Procurement Team has realised 219 Community Benefits this year. 118 of these are skills and training opportunities and 25 recruitment.

NHSGGC has also worked this year to promote the new NHS Scotland Community Benefits Gateway (CBG), to all NHSGGC's Third Sector Interfaces, including promotional materials and presentations at network meetings. The CBG is a free and easy to use online service that connects NHS Scotland suppliers with third sector community organisations within Scotland who are looking for assistance with community initiatives. In collaboration with Public Health Scotland, the CBG helps improve the economic, social and environmental wellbeing of local areas and assists in the reduction of health inequalities across Scotland.

The development of a new Procurement Development Programme for 2024-25 has been a key focus for NHSGGC, with the year ahead looking to focus on the development of new and existing suppliers, enabling supported businesses and third sector organisations to better access opportunities in the NHSGGC supply chain and increase understanding between suppliers and third sector organisations to realise the opportunities provided by the CBG.

NHSGGC is also an affiliate member of the Supplier Development Programme and ensures procurement attendance at local and national "Meet the Buyer" events where appropriate.

4.7. Childcare

Since August 2022, all eligible children will receive 1140 hours at nursery, an approved childminder or a combination of both. Most of our nursery centres are open before and after the school day

across the full year to support working parents. We have also been focussing on childcare within our holiday provision, trying to ensure this supports parents who need childcare while they work.

The childminding workforce has declined in recent years during the expansion of early learning centres, and shortages of childminders are being reported with a decline of 41% in Renfrewshire since 2016. The Council, through RLEP, has funded a programme by the Scottish Childminding Association to recruit and train childminders in Renfrewshire to help raise the number of approved childminders.

Renfrewshire Council continues to support third sector organisations through the distribution of funding for the delivery of services for families with young children. £90,425 was allocated for 23/24, in a range of grants supporting daycare and out of school services, with a further £29,255 allocated to the out of school care sector.

5. Theme 2: Maximising the support available for families to lead dignified lives and meet their basic needs

This year, continuing to support families to make the most of their money has been paramount. The Cost of Living Crisis has hit everyone's pockets, but low income families are hit hardest. This year, Renfrewshire Council has targeted resources to support local households, working to ensure their income is maximised and outgoings are minimised. In our partnerships with Renfrewshire HSCP, NHSGGC, the third sector and more widely, we have worked together to mitigate the Cost of Living Crisis where we can, embedding advice and augmenting processes to encourage take up of advice.

Over the winter period, we worked again with partners to deliver the Winter Connections programme - encouraging people to connect and participate in activities in warm and welcoming spaces across communities in Renfrewshire. Our Fairer Renfrewshire work includes projects and activities which help families living in poverty.

Our ongoing commitment to advice provision is illustrated in the number of services and projects the Council funds and our Advice Partnership continues, with advice providers across Council Services, the third sector, HSCP, Social Security Scotland and most recently NHSGGC coming together to share information and work to reduce gaps and coordinate services. Our refreshed School Meal Debt process has support for families at its core.

Our innovative affordable credit pilot has continued by attracting external funding; our digital initiatives bring together a range of partners working together to support the digitally excluded,

and our housing strategies alongside our work to bolster administered funds and maximise benefits for families help make families' money go further and help them avoid financial crises.

Throughout Renfrewshire, across Council services, and with a variety of partners, our actions help families reduce their cost of living and lead dignified lives.

5.1. Income maximisation through advice

Throughout 2023/24, income maximisation through advice has been a focus for the Council and its partners. The Cost of Living Crisis has made it more important than ever that families are supported to claim the benefits, financial support and benefits in kind they are entitled to, as well as manage debt.

The Council's Advice Works service continues to provide advice with regards to money, debt and benefits, as well as providing advice and representation at benefit appeals. Overall, the financial gain for clients this year from new claims to benefit was over **£9.4 million**, with an additional **£1.18 million** in mandatory reconsiderations and appeals. Advice Works have also helped clients manage **£3.45 million** in debt.

The Council-funded Renfrewshire Citizens Advice Bureau's (RCAB) general service gave over 8,300 appointments and has gained **£2.1 million** for the people of Renfrewshire this year. This is in addition to the 381 people seen by the Legal Service, who had additional gains of over **£24,000**. The Welfare Rights service had 549 contacts resulting in 276 clients and **£205,854** in financial gain for clients. New debt cases this year have led to nearly **£9.7 million** worth of debt being managed.

Overall, between the two services, **7,992** clients fell into Child Poverty Priority families, with the disabled child/adult in a family being the largest category: 1,897 seen by RCAB and 1,935 by Advice Works.

This year, Advice Works and RCAB have continued to work closely to ensure people are getting the benefits they are entitled to and the best money advice. They worked together on a benefit take up campaign, developed with partners and successfully launched during November 2023 during 'Talk Money Week', with the aim of maximising income for low-income households. 37 clients of all ages were seen during this week, with support given around a number of benefits.

We have continued to work closely with Social Security Scotland to ensure that referral between our clients and theirs is as simple as possible to maximise income for parents and parents to be. With both the Local Delivery Lead and Client Support Adviser Team Leader being part of our Advice Partnership, we can ensure relevant information is shared.

In our benefits take up work, we continue to cascade specifically designed marketing materials around benefits for parents, including Best Start Grants and Scottish Child Payment to maximise numbers coming forward to claim these benefits.

5.2. Family Advice and School Support

Recognising the impact of dedicated income maximisation support for families with children, during 2023/24, work was undertaken to redesign current advice provision for families to increase the capacity and reach of our advice services and two advice pilots started – a family advice service within Advice Works and a schools advice service provided by RCAB.

£140,000 of Fairer Renfrewshire funding was allocated to pilot the new dedicated **family advice service**, which was established within Advice Works, providing a team of income advisors who will develop relationships and pro-active referral routes with Council services and partners, including:

- existing services and referrals routes for families such as Healthier Wealthier Children and Families First.
- key emerging policy and service areas focussed on holistic support for families such as Parental Employability and Whole Family Wellbeing.
- early years and primary school settings, complementary to the advice service for secondary schools that is provided by RCAB. In particular, Advice Works will collaborate with primary school office staff to address issues such as school meal debt more proactively.
- developing relationships with community and voluntary sector organisations providing support for families, with a particular focus on reaching the child poverty priority family groups.

The newly formed team work with families to maximise household income through income advice, but also seeks to increase take-up of wider supports provided by the Council for families, for example, free school meals, school clothing grants or employability support for parents.

The Family Advice service commenced on 1 January 2024, and 331 families were assisted with a client financial gain of £139, 584 recorded so far. It should be noted that this figure will rise, once outcomes are known where the various awarding organisations have yet to make decisions on the financial support applied for.

£100,000 was allocated to RCAB to support an embedded model of advice in all Renfrewshire secondary and additional support needs schools for a two-year period. The 'School Support Service' started in August 2023 and provides advice to:

- all secondary and additional support needs school attendees,
- their families and carers,
- school staff who may approach the service about a pupil/pupil's family,
- school staff who may approach the service about their own concerns.

The advice provided by the project will cover the following areas which support families to maximise their income:

- Welfare Benefits including Social Security Scotland Benefits
- Money and debt
- Free School Meals, School Clothing Grants, and other benefits in kind, also collaborating with secondary and ASN school office staff to address issues such as school meal debt more proactively
- Benefits that come directly to young people, such as free bus travel and Education Maintenance Allowance.

RCAB work with school staff, including guidance, pastoral and home link staff to reach families who are struggling with money issues and ensure swift, proactive, and where possible, preventative support is provided. Where appropriate, the support provided is complemented by existing RCAB general and legal advice services. The 'School Support Service' is a pilot to establish the most effective way to support young people and their families to maximise their income through utilisation of school premises and staff.

Since the service commenced in August 2023 there have been 129 advice appointments/contacts made and the service has helped 83 families with a client financial gain of £26,418.

5.3. Healthier Wealthier Children

The Healthier Wealthier Children (HWC) pathway allows referrals from maternity and early years staff to target pregnant women and families with young children experiencing, or at risk of, child poverty as costs increase and employment patterns change around the birth of a child. The service, provided by Advice Works, provides income maximisation advice and support for families. Support provided includes benefit checks, support applying for benefits, help to reduce and manage debts,

access to emergency funds and grants, support with budgeting and assistance dealing with food and fuel poverty.

During 2023/24 there were 302 referrals received for HWC, with 58% of those referred engaging with the service and being supported with 437 matters. This resulted in direct financial client gains of £323,255.31 for families. The majority of those who were supported by the service are in at least one of the child poverty priority groups: lone parents (32%), families with a child under one (29%), families that include a disabled adult or child (11%), ethnic minority families (10%), mother under 25 years (9%) and families with 3 or more children (5%).

Between February and March 2023, a baseline audit of Health Visitor (HV) records was carried out. Findings from this audit led to an updated financial inclusion referral pathway for HWC. Bespoke training sessions were delivered to 75 staff within Renfrewshire HSCP Children and Families Team. These sessions focussed on providing current child poverty data, financial inclusion audit findings and recommendations, HWC Pathway and how to add a HWC referral to IT systems, other resources such as information on foodbanks, crisis grants and how to apply, and cost of living resources.

Following the training sessions, there has been a 25% increase in referrals (175 referrals) to HWC received from HVs during 2023/24, compared to 2022/23 (132 referrals). A similar pathway has been developed for maternity services with bespoke training sessions planned.

5.4. Improving the Cancer Journey

Our Improving the Cancer Journey and Long-term Conditions services help people to get the support they need – whether that’s physical, emotional, practical, medical, or financial. The services are a partnership between Macmillan Cancer Support, Renfrewshire Council, and NHS Greater Glasgow and Clyde. The Improving the Cancer Journey service has continued to offer holistic advice for those with a cancer diagnosis. With money worries highlighted as the main issue for service users, in the last year, **£1,002,752** has been gained for **681** clients. In addition, a service for those with Long-term Conditions commenced last year, with **317** service users gaining **£198,469**.

Although these services are universal, many parents have gained from them, with both services bringing much needed income and other support into households affected by illness.

5.5. NHS Greater Glasgow and Clyde – Advice in Hospitals

Although the Royal Alexandra Hospital (RAH) in Paisley is attended by patients from the West of Scotland, it sees most of those in need of hospital care from Renfrewshire. The **Support and Information Service** aims to be the first port of call for all non-clinical health & social care enquiries. The information Hub in the RAH provides information about money and benefits, income maximisation support and help with energy bills as well as information and support for carers and patients. It also provides a food supply on discharge for those who need it, in partnership with Renfrewshire Foodbank. The Health Improvement Lead with responsibility for the service, is part of Renfrewshire's Advice Partnership.

In the Royal Hospital for Children in Glasgow, which supports Renfrewshire families, the **Money & Debt with Advocacy** service supports any families who have a child as an inpatient or who attend the hospital as an outpatient. It sees families from all child poverty priority groups working closely with families who often experience major life changing circumstances due to a child being born with a medical condition, or a child suddenly becomes unwell or they are diagnosed with a lifelong or life limiting illness. These Parents often become Carers and they are faced with increasing and additional costs of caring for a child with a disability or lifelong or life limiting illness. 9 families from Renfrewshire were supported this year. The **Blossom, Maternity Matters** service which provides a person centred approach to pregnant women with multiple vulnerabilities also supported a small number of Renfrewshire families during 2023/24.

Stronger Start is an embedded Money Advice and Advocacy Service offered to women who engage with the Blossom Maternity Service across Renfrewshire, Inverclyde and West Dunbartonshire. Stronger Start staff are co-located within the outpatients department at the RAH Maternity Hospital, Paisley and offer a person centred wrap-around service involving money advice and advocacy provision which is flexible and tailored to individual need. Stronger Start aims to support at-risk women to maximise their income, increase financial capability, increase resilience for the future and increase health and wellbeing. In turn, this may prevent homelessness, and will tackle debt issues, as well as addressing other health and poverty-related issues.

This service was developed through a Stronger Start Steering Group established and chaired by Renfrewshire HSCP Health Improvement team and consisting of key partners, including from Council services across Renfrewshire, Inverclyde and West Dunbartonshire. The Steering Group worked closely with Renfrewshire CAB, to support them in being awarded funding from the Improving Lives National Lottery Fund to run the Stronger Start Pilot for a year and has led on the development, implementation, monitoring and evaluation of the Pilot.

The pilot was launched on 13th February 2024 and by the end of Q4, Blossom midwives had referred 12 eligible women to the service with eight women engaging with Stronger Start staff. All people referred to the service fall within the six child priority family types that face additional barriers to moving out of poverty.

The Improvement Service will support the evaluation of the Stronger Start pilot and to ensure sustainability of the pilot, consideration of future funding is ongoing.

5.6. Tackling food and fuel insecurity

Support around food and fuel has had an increased focus during the Cost of Living Crisis, with a number of new and established projects and services supporting families in 2023/24.

Community Food Fund

Following on from the previous awards, in 2023/24, £25,000 of funding was allocated to provide small awards to organisations to support community food offerings which promote dignified, localised, access to food and community resilience. Eleven awards were made, with five of these projects specifically supporting young people and families. Projects covered growing, cooking and supporting FareShare membership for some of Renfrewshire's Pantries.

Fair Food Renfrewshire

With the support of Nourish Scotland, engagement has taken place with a wide stakeholder group to help shape the Vision, Charter and the work priorities of Fair Food Renfrewshire. A local partnership has been formed to develop Renfrewshire's strategy with the Head of Policy and Partnerships assuming the role of Food Champion. Development sessions of local food partnerships have taken place with input from Nourish Scotland/Glasgow City Food Partnership and Renfrewshire HSCP Health Improvement Teams and a Steering Group formed.

A draft Vision and Charter have been developed with three priority areas:

- Working to reduce, then eradicate food poverty, by promoting a collaborative approach across all communities, ensuring a dignified and fair access to healthy and affordable food for all.
- Increased access and availability of growing grounds in every town and village within Renfrewshire.
- Widening access and availability to educational opportunities regarding nutrition and cooking skills, and wider use of "home economics" type classes within education, health, and community settings.

In addition to support for local food provision, Renfrewshire is committed to exploring new ways of working together with local partners to develop a healthier, fairer and more sustainable food system locally. The food partnership brings together key stakeholders from right across the local food system from the local authority, HSCP, Health Board, third sector and community groups, and public sector establishments to food growers and processors, retailers and the hospitality sector.

Community Food Framework

The HSCP Health Improvement team secured funding from NHSGGC Public Health team in January 2024 to implement a Community Food Action Plan within Renfrewshire that aligns with Fair Food Renfrewshire principles and Community Wealth Building. The plan aims to support healthy eating through community-based awareness-raising and skills development activities with a view to help improve diet, support a healthier lifestyle and reduce health inequalities.

The funding is being used to assist with:

- The provision of free training for 24 local community chefs to help develop community food literacy and deliver cookery programmes to local organisations and families.
- The delivery of free cookery classes which include ingredients for families to take home and cook themselves.
- A small grant fund, which is supporting 10 local organisations to begin, or continue developing, healthy community food provision that promotes dignity and resilience within Renfrewshire.
- Helping organisations that support people from ethnic minority backgrounds to target health and food activity and increase access to healthy foods.
- Providing training opportunities to the local voluntary sector to support employability.

A mapping exercise was completed to identify key community partners/groups who would benefit from training and additional funding to deliver cooking classes and/or demonstrations. This training enhances knowledge and skills of local people and in turn supports opportunities for employment. Engagement with local organisations including Our Place Our Families, Tannahill Centre, Pachedu and Active Communities allowed the provision of funding for these organisations to deliver cooking classes and demonstrations to families, including a food packs to allow families to recreate the recipe at home. A bespoke train the trainer community cooking course is being planned to target ethnically diverse community groups who work with families from the child poverty priority groups.

A funding specification was distributed to allow local third sector organisations, schools and pre 5 centres to apply for funding to develop or enhance community growing initiatives. The funding went to 10 projects, including primary schools and nurseries.

In collaboration with NHSGGC Public Health team, Health Improvement will monitor, report and evaluate the Community Framework activities for 2024/25.

Nourish Nurseries

Renfrewshire HSCP Health Improvement secured funding in January 2024 to pilot Nourish Nurseries within 4 pre five centres over a period of 4 weeks before the end of term 2024. This project aims to provide nurseries with a weekly supply of fresh vegetables which can be used in nursery learning activities, for snacks or cooking, or for children to take home to use at home with their families. This initiative is part of the Peas Please project which aims to make it easier for everyone in the UK to eat more vegetables with a particular focus on low income groups and children. The Health Improvement team have worked closely with Renfrewshire Council Education to scope and agree the appropriate nurseries to take part in the pilot based on the most recent child poverty statistics.

Emergency Infant Formula Pathway

As food inflation rates have risen, the cost of Infant formula has increased and evidence suggests that for low income families, accessing infant formula is becoming more challenging. Healthcare professionals are reporting that families have been watering down the milk, spacing out feeds and/or introducing their baby to solids before they are ready. Watering down infant formula and early introduction of solids to babies is unsafe and puts infant's health at risk.

In February 2024, the Scottish Government published guidance in the form of a toolkit to support the development of Infant Formula pathways across Scotland. In order to ensure the best start for children in Renfrewshire an evidence based approach to the pathway is being implemented. Renfrewshire's Pathway will support the Convention on the Rights of the Child and encompass all Infant Feeding.

To inform the development of the pathway, Renfrewshire HSCP and Council colleagues have attended two Scottish Government Infant Food Insecurity events to explore examples of good practice in emergency pathways for infant formula and cash first solutions and inform the development of the Infant Food Insecurity toolkit.

A self-assessment template based on UNICEF Guidance has been undertaken to support the Council and Health Board to consider the key elements of developing a crisis support pathway for families with infants. This included:

- Establishing current referral pathways for money advice
- Establishing food providers service provision and pathways

- Mapping of touchpoints a parent/carer with a child under 1 year old would have with NHS, HSCP, Council and third sector.
- Exploring funding options to emergency infant food provision.

Scoping of activities within NHSGGC localities that have been taking forward a range of actions to respond to families (with an infant under 12 months) experiencing financial crisis and food insecurity has been completed. This included the sharing of learning in the development, implementation and monitoring of an emergency pathway in Glasgow City and Inverclyde.

Work to develop the pathway has progressed with Council colleagues and Whole Family Wellbeing. The pathway is being finalised to ensure a cash first approach via Whole Family Wellbeing support. The pathway is rights-based, free from stigma, aligns with trauma informed approaches and is integrated into wider local supports and provisions to minimise repeated need for crisis intervention.

Energy support

Renfrewshire Council's **Energy Management Unit** comprises a team of three who provide advice to anyone struggling with energy costs and advocate for clients with energy companies. The advisers can also access available funds to support clients reduce bills/access emergency fuel. Overall, client financial gain for this service in 23/24 was £256,663 through supporting 942 clients, many of which were families with children.

In addition, following on from investment over the last two years to support those struggling with fuel costs with advice and vouchers during the cost of living crisis, £20,000 was allocated to **RCAB** to continue the advice aspect of the project during 2023/24. Using this funding, 568 clients were supported, with the financial gain linked to this project being £36,165.36 insavings/grants/vouchers, and £20,812.17 in Energy Debt amendments and write offs.

5.7. Pregnancy, Maternity and Early Years Staff Resource

The Pregnancy, Maternity and Early Years Staff Resource is a collection of resources offering support for staff engaging with families around the cost of living. The resource was developed during 22/23 by the Renfrewshire HSCP Health Improvement Team, in partnership with Engage.

This resource has been developed to support staff and provide them with up-to-date information on a variety of different resources offering support that they can share when engaging with the families that they work with. This resource includes information on eligibility, what the family would receive and what the referral or application process would be.

This resource, which was launched in May 2023, can be accessed [online](#) with shortened PDF versions of each of the five categories of the resource also available for staff to use. Looking forward, the resource will be embedded within the NHSGGC Health Visitor App, which aims to increase staff access to information to tackle child poverty.

Feedback on the resource from staff from Renfrewshire and across Greater Glasgow and Clyde has been positive. Comments from staff include the following:

“Thanks for sharing. These are fantastic – we will share within our circles”

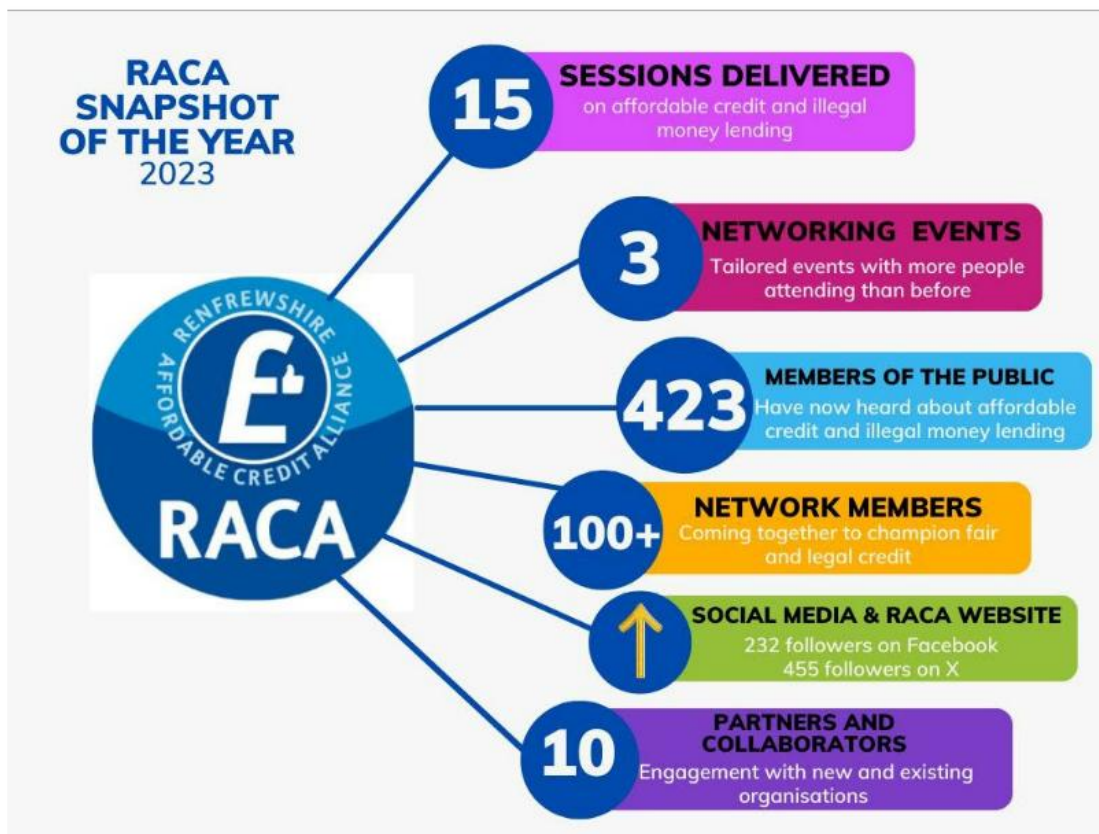
“Just to let you know I’ve shared this with our short life working group – made up of Health Visitors and Family Nurse Partnership leads from each HSCP and the resources were well received.”

5.8. Affordable Credit

Engage Renfrewshire, our Third Sector Interface has led an affordable credit initiative under the banner of Renfrewshire Affordable Credit Alliance (RACA –www.RACA.org.uk) for a number of years. Funded by Trading Standards Scotland over the last year, the initiative employs an Affordable Credit Officer (ACO) who is jointly managed by Engage Renfrewshire and Renfrewshire Council. The ACO works within Renfrewshire communities covering two priority areas; promotion of affordable credit options in Renfrewshire, and the prevention/reduction of people using illegal money lenders. They have also supported the Multiply Programme, working with groups to support them around use of everyday maths, such as understanding what affects credit scores, APR and similar.

Over the past year, the ACO has engaged with organisations, including several Renfrewshire Housing Associations and organisations supporting those with mental health issues and caring responsibilities. She has also engaged with groups supporting child poverty priority groups such as lone parents, ethnically diverse families and those with a health condition or disability.

Work has also been carried out with young people, speaking about safe borrowing, budgeting and other money concerns.



Looking forward to the year ahead, the ACO will continue to work with the HSCP and organisations targeting Child Poverty Priority groups, such as Home-Start, Barnardos and Pachedu and continue to build connections in Renfrewshire communities.

Supporting this work, Renfrewshire’s HSCP Health Improvement Team developed and facilitated a session at RACA’s Networking and Information event focussed on “Money and Mental Health” in June 2023. From this event, the Health Improvement Team and RACA continued to work in partnership to populate the Money and Pension Service (MaPS) “Money in Mind” Tool for Renfrewshire.

This tool, which is available on the Engage Renfrewshire website, allows staff members to explore issues an individual might be experiencing about money, as well as contact details of local services and organisations to signpost or refer the individual to. The tool was developed for mental health professionals, however it can be used by a range of health and social care staff. The Health Improvement Team and RACA will continue promote the tool across Renfrewshire during the year ahead.

5.9. Digital

For specific groups of people there remain real barriers to accessing digital which exacerbate existing inequalities. Digital exclusion can broadly be considered in terms of connectivity, access to a device, skills and positive and accessible online experiences.

Renfrewshire has a strong reputation nationally in relation to the partnership approach to tackling digital exclusion and has carried this through 2023/24. Our Citizen Voice and Digi Ren groups continue to work in partnership across the Public, Third and Private sector for digital equity to minimise the number of people digitally excluded and to maximise the opportunity for everyone to have equal access to the benefits and opportunities of digital.

One of the focusses for 2023/24, which will be carried over to 2024/25 is the development of Digi Zones. This project will see locations across Renfrewshire branded as DigiZones offering one of three levels of digital support, free WiFi and charging, free devices to use or free digital support, such as how to get online. Over the last year, agreement has been made with OneRen libraries and 3rd sector to pilot DigiZones in 2024, and the Fairer Renfrewshire Panel has been involved in discussions around how these should work.

With £10,000 budget allocated from Fairer Renfrewshire funding, the group has also been examining the development of a device refurbishment and distribution project, with devices collected by libraries, passed for refurbishment and refurbished devices being targeted to digitally excluded families and individuals including at larger families where children need to share devices. Agreement has been reached to pilot the 'Renfrewshire Recycle IT' project in 3 libraries early in 2024/25, with the project expected to roll out to all libraries soon after. The Council is working with OneRen libraries and 3rd sector organisation Input Community Works to take this forward.

The Council has continued to develop a Digital Champions network in partnership with OneRen and £80,000 has been allocated to this project to employ a digital volunteer coordinator who has been in place since May 2023. This initiative, in partnership with SCVO and Mhor Collective has built a network of volunteers and staff, and capacity across local third and community organisations, so that more local people can be supported to access and use digital technology. This will allow us to begin to understand how place-based solutions to digital inclusion could work and to develop a model of best practice for use across Scotland. In the last year, 18 volunteers have been recruited and 380 people supported with 358 hours of support provided.

There is recognition that too few people are aware of the 'Social Tariffs' available to them. These are cheaper broadband and phone packages for people claiming Universal Credit, Pension Credit and some other benefits. The Council's Digital Participation Officer has been working through

DigiRen, Digital Citizens and other fora including the Advice Partnership to increase awareness about these tariffs to those who may be eligible.

Renfrewshire Council is overhauling its digital infrastructure. With Connectivity recognised as a need, a Connectivity Strategy has been developed to meet our current and future needs, as well as those of other public, private and third sector organisations, academic institutions, citizens, students and visitors. As part of work completed in 2023 our children and young people in primary schools are benefiting from 20-times faster connections, while secondary schools will enjoy uploads and downloads 50-times quicker than currently provided. In addition 27 of our schools received the Digital Schools Award.

5.10. Winter Connections

First run in Winter 2022/23, £75,000 was allocated to run a [Winter Connections](#) programme between October 2023 and March 2024. An additional £10,000 was allocated from the Recovery Change Fund to ensure that Winter Connections activities were open to people affected by drugs and alcohol and people living with mental illness. The programme was delivered in partnership with local organisations and aimed to encourage people to connect and participate in activities in warm and welcoming spaces across communities in Renfrewshire.

Local community and voluntary organisations could apply for small grants of up to £2,000 to support with the additional costs of making venues, activities and sessions open as part of the programme. Items eligible for funding included equipment, food, energy costs, and rent.

Funded activities needed to fit the criteria of Winter Connections and be:

- Open, free and easy to access
- Inclusive, welcoming, respectful, and safe
- Able or willing to provide connections to other services and supports
- Able to offer warm drinks/snacks/food along with activities, where possible

The assessment panel consisted of Council, HSCP and 3rd sector representatives to ensure a transparent cross sector approach, and 46 projects were funded across Renfrewshire. A further £6,000 was allocated to One Ren to support the programme provide hot drinks, soup, and snacks in all Renfrewshire libraries and for families using the SkoobMobile service at their community stops.

Winter Connections branded materials, including posters and stickers as well as leaflets with advice on where to find support with financial worries were also distributed to organisations participating in the programme along with free period products.

A wide range of activities were provided as part of the programme, some of which were tailored to the age of those attending. Some projects were targeted specifically at older people or younger people, but many aimed to be intergenerational and to attract families. Activities included:

- a LEGO STEM club
- a language café for refugees and asylum seekers
- Educational activities, such as digital skills and cookery demonstrations
- Activities for younger children, such as Bookbug and lunch sessions
- Activities for teenagers, including a Youth Club with recreational sports, socialising, video games and a chill out venue
- Homework/after school clubs

Evaluation has shown that not only did more than double the number of Renfrewshire residents engage with the second year of the programme than the first, the programme was also well received and has had a positive impact, with encouraging feedback from the groups involved.

“Some from the group have taken recipes home to cook with their families. It also ensured that the children were given a hot dinner and a warm place after school.”

Active Communities

“Our Winter Connections project provided support for individuals with a diverse demographic, including families with young children, older/vulnerable adults, people from ethnically diverse communities and individuals struggling with substance use. No individual was exempt from our activities; they were all linked by being negatively impacted by the cost-of-living crisis and experiencing social isolation. People accessed the project from all over Renfrewshire, and there was an even distribution between genders. Our largest demographic was primarily local families.”

STAR Project

5.11. Summer of Fun

In March 2023, core funding of £100,000 was allocated through the Fairer Renfrewshire programme to support the development of a summer holiday programme, [Summer of Fun](#), with a focus on providing support over the holiday period to low-income families. £20,000 of funding was also allocated from the Future Paisley programme to enhance cultural experiences for low-income

households. The Fairer Renfrewshire Lived Experience Panel played a key role in directing how this funding could be used.

In late June 2023, Renfrewshire received £120,655 from the Scottish Government as part of their national programme to enhance summer holiday and food provision. This funding was targeted at providing access to activities, childcare and food during the summer holiday period for school age children from low-income families.

The funding was used in a number of ways to support varied provision across Renfrewshire:

- £55,000 was used for a small grants programme for local community groups and organisations to deliver free activities over the summer holidays which could reach communities that might be underserved by mainstream activities, particularly low-income families.
- Renfrewshire's Community Learning and Development team developed a varied programme of activities for children and young people with the provision of a healthy meal and worked with partners to significantly extend planned provision across Renfrewshire.
- Responding to the need for provision for children and young people with an additional support need. £40,000 was allocated to Riverbrae ASN playscheme. 190 families took up the offer of support for families, and fun engaging activities and free play time was delivered throughout the summer holiday period.
- In addition, OneRen was allocated £9,910 to provide a programme of activities across all 12 Renfrewshire libraries.

Local community and voluntary organisations could apply for grants of up to £5,000 from the **Summer of Fun Community Programme** to cover costs of activities, including venues, activities, food, transport and sessional staff. Smaller awards of up to £500 were also available for organisations with existing activities over the summer to provide healthy snacks or food. Applications were considered for single events or programmes of activities, designed for whole families or for children and young people of a range of ages.

All projects agreed to the following principles:

- Activities must be **free**, with no hidden or additional costs
- **Healthy snacks** should be provided, or lunch if full day activities
- Activities should be **inclusive, welcoming, respectful** and **safe**
- Compliant with requirements around **safeguarding, child protection** and **food hygiene** as appropriate
- Able or willing to provide **connections to other services** and supports

Overall 17 projects were funded through Summer of Fun, to a total of £53,841.60 with a wide range of activities for children and young people of all ages along with healthy snacks/ lunches and drinks.

Activities that were offered included:

- Toddler play sessions
- Summer playschemes offering free childcare
- Free outdoor activities in local parks
- Day trips to local visitor attractions to allow families to make memories together
- Arts and crafts and creative activities, such as pottery painting, jewellery making, sewing and baking
- Sports activities such as football, Zumba dancing, scuba diving, snorkelling and water confidence
- STEAM (Science, Technology, Engineering, Art & Maths)
- Drama workshops

In addition Future Paisley funded 3 projects which were arts based and provided opportunities for children and young people to access the benefits of art, music and creativity without any financial barriers.

The fund was very oversubscribed, and it was not possible to approve all applications received. Unsuccessful applicants were signposted to other support or information about sources of funding via Engage Renfrewshire.

“The chosen destination, about an hour away by coach, offered an exciting summer adventure for many who were unable to afford to go away over the summer. Funding helped us cover the costs of transportation, entrance fees, packed lunch and attraction rides. The trip was carefully planned, and risk assessed to ensure it was accessible, safe and inclusive for families wanting to attend.”

Home Start Renfrewshire and Inverclyde

Community Learning and Development Summer Camps delivered a varied programme of activities for children, families, and young people. The holiday camps were held in 6 venues across Renfrewshire with a focus on reaching families most at need.

A programme was developed offering several core activities targeted to 5-14 years from low-income families, along with youth work provision, a youth voice and participation programme, sports activities and youth bus delivered by Street Stuff and an Adult & Family Learning programme.

Care was taken to work closely with services such as Children’s Services Social work, Education and other partners to identify groups of young people that were particularly impacted or vulnerable and to signpost them towards and sign them up for universal activities. The aim was to develop a

programme of integrated provision to address the barriers and isolation faced by people in the most deprived areas, concentrating on the child poverty priority groups.

The **Riverbrae ASN playscheme** responded to the need for provision for children and young people with an additional support need. 190 families took up the offer of support for families, and fun engaging activities and free play time was delivered throughout the summer holiday period which included:

- Free transport for parents within Renfrewshire
- A nutritious meal and healthy snacks throughout the day
- Indoor and outdoor activities – including sports and creative arts
- Much needed social interaction with other young people
- Staff who could respond to each individual child's needs

A gap in service provision was identified for some children with additional support needs who were not eligible to participate in the summer programme being delivered at Riverbrae. CLAD Youth Services provided Print Screen Painting, General Arts and Crafts and Sports Activities for 14 young people from Mary Russell school 1 day per week throughout July.

In addition, OneRen was allocated £9,910 to provide a programme of activities across all 12 Renfrewshire libraries, including:

- Giant games
- Lego
- Marble run
- Campfire and sensory storytelling
- Mini zoos
- Petting zoo

Most activities were drop in and snacks and drinks such as popcorn and flavoured water were provided for children at selected activities. This allowed a coverage of activities in areas where no Summer of Fun activity was proposed.

The approach built on the successes from previous summer programmes and the partnership working between services. The summer provision also ensured a varied programme catering for families, children, and young people across the whole of Renfrewshire.

5.12. Cash-first approaches to supporting families

Scottish Welfare Fund and Discretionary Housing Payments

Locally, we continue to administer both the Scottish Welfare Fund and Discretionary Housing Payments (DHP). While these supports are ‘business-as-usual’, since the beginning of the pandemic they have been topped up by both local and national funding to meet demand. In 2022/23 DHP was topped up by **£300,000**, however all of the available funding wasn’t spent within that year so the underspend was carried forward to 2023/24 to be used that year, and in 2023/24 Scottish Welfare Fund was topped up by **£300,000**.

We have also administered cash payments of £2.35 per day, per child for free school meals for the periods of times children have been on school holidays. The payment is made at a flat rate regardless of age. In a change to previous years and to support family budgeting, the summer 2024 payment will be made in 3 installments every fortnight, rather than one lump sum at the start of the holidays.

Winter Clothing Payment

For the third year running, funding was allocated to provide a £50 payment per child for winter clothing for children in receipt of School Clothing Grant. At the Council’s Budget meeting in March 2023, £300,000 was allocated to these payments and paid in October 2023. This payment has been well received and will be repeated in Winter 2024, with again, £300,000 allocated in the 2024/25 Budget.

Period Poverty

As well as our general provision of sanitary products in libraries, leisure centres and town halls, we have focussed on provision to community groups who work with families with young children, especially those with young children such as Home-Start and have also provided products to Early Learning Centres in areas of high deprivation, for mothers and other carers and family members to pick up what they need.

In addition, all of our Winter Connections and Summer of Fun venues were offered free products and many have now signed up to keep a permanent supply for their service users or the wider public. This means we have managed to reach new areas and have improved reach to youth clubs and other organisations working with teenagers and children of all ages.

All Renfrewshire schools offer products, as do Youth Services groups and we have continued to offer an online ordering service for those who have difficulty accessing products from community venues.

In 23/24 we ran a limited number of ‘Reusables Roadshows’. These were popular, and we intend to expand these during 2024/25 and attend venues such as pantries and community centres, linking

with other Council, Health and 3rd sector services to be part of a range of supports offered to those living with low incomes.

5.13. National Entitlement Card and Free Bus Travel

Approximately 86% of those young people eligible in Renfrewshire have a Junior or a Young Scot National Entitlement card and free bus travel as part of the U22s Free Bus Travel Scheme saving families money on transport costs. This is an increase from 79% last year, and is the highest in Scotland.

Barriers to accessing the card have been removed by setting up easy application processes with trusted verifier organisations who support young people who are more likely to experience poverty including social work, Home Link, young homeless charities, supported residential units, those in employability programmes, and young migrants and refugees. We have removed the need for them to collect documentation and pay for a passport photo in order to apply for their card.

In general, where possible, we have removed the cost burden of applying for proof for anyone in school. Instead of families having to pay for required proofs to apply, (e.g. full birth certificate extracts), we use their school record to verify their details, simplifying and poverty proofing the process. Extra support has been put in place to help boost uptake of the Junior NEC, offering parents a manual form to complete within primary schools. Targeted promotion is planned in areas with significant child poverty alongside parents of pupils in ASN schools who may need support to access a Disabled NEC.

Youth Services, who support sign up for the NEC and free bus travel, have run local youth information promotions to help young people access information that may assist them if they need help. One of the most popular has been the [Cost Crisis](#) campaign produced by Young Scot. All young people who engage with our service are guided towards the campaigns available on the Young Scot website in order to find information when they need it.

The Young Scot National Entitlement card can be used as part proof for opening a bank account with some banks, is accepted by Renfrewshire Council's Housing service for tenancy agreement proofs and will be an accepted form of proof for voting under the new legal requirement.

5.14. Housing

Renfrewshire's Housing Strategy, approved in October 2023, has five strategic priorities. Each priority has a range of actions that will support delivery over the next five years.

The five strategic priorities are:

1. The supply and delivery of housing is increased across all tenures to meet the housing needs of different groups and create attractive and sustainable places.
2. People live in high quality, well managed homes in sustainable neighbourhoods.
3. Address the challenges of the climate emergency, delivering homes that are warm, energy efficient and fuel poverty is minimised.
4. Prevention of homelessness and providing support for those in housing need.
5. People can live independently for as long as possible in their own home and the different housing needs of people across Renfrewshire are being met.

The actions underpinning the priorities include:

- continuing to provide good quality fuel poverty advice, income maximisation and information to Council tenants, owners and private tenants.
- continuing to strengthen the approach to prevention and repeat homelessness by providing holistic wraparound support to households in Renfrewshire.
- ensuring new build homes are energy efficient, and retrofitting existing social rented homes with measures to improve energy efficiency, which will support reduction in energy bills as well as emissions, and
- working towards meeting national fuel poverty targets.

In early 2022, the Council and its partners were asked to support the establishment of a Welcome Hub at Glasgow Airport with a key aim of supporting people who arrived in Scotland through the Scottish Government's super sponsor scheme for **Ukrainian Displaced Persons** (UDP). The numbers being supported at our Welcome Hub at hotels near Glasgow Airport has continued to reduce over 23/24, with 44 individuals now residing there. This is down from a high of over 400 in Autumn/Winter 2022.

Housing Services have been instrumental in providing settled accommodation to UDP's and, to date, a total of 158 social rented properties have been provided to Ukrainian households in Renfrewshire with a range of integration events now regularly taking place, as well as activities with partners such as 3rd sector organisation, Impact Arts.

As is the case across most of Scotland, there continues to be increased demand for assistance from our Homeless and Housing Support Services. A number of measures have been identified which continue to be implemented in order to ensure those who require somewhere to stay are provided with temporary accommodation and the support they need. These measures include an increase

in the stock of temporary accommodation, meeting the target for lets to those who are homeless by the Council, recruitment of additional frontline staff on a temporary basis, and RSL partners increasing their targets for lets to those who are homeless.

The number of those being supported via **Housing First** at any one time now exceeds 70, and the **MyLA project** (My Life Ahead) has received additional funding from the Alcohol & Drug Programme Board in 23/24 to allow the initiative to support those with alcohol/drug issues and who are at risk of losing their settled home.

The **More Homes Service** offered by the Regeneration and Development Team is actively promoted on the Council website, on social media channels and with local estate and letting agents. The service includes offering advice and assistance to owners of private properties that have been vacant for over 6 months and are classed as long-term empty throughout Renfrewshire.

From a property acquisition perspective, 37 offers to purchase have been made this financial year as part of the acquisition scheme. Twelve of these have resulted in the successful acquisition by the Council and a further eight are in progress. The continued work of the More Homes Service is invaluable to the work we are carrying out in reducing the number of empty homes across Renfrewshire and increasing the Council's lettable stock to tackle increasing demand from the housing waiting list.

Housing Led Regeneration and Renewal Programme

Through Renfrewshire Council's Housing Led Regeneration and Renewal Programme, we are taking forward a £100m investment programme to help improve council housing within Renfrewshire by creating modern, affordable, high-quality, energy-efficient council homes. Phase 1 will focus on eight areas across Paisley, Renfrew and Johnstone.

The programme will make major improvements to existing buildings, but it is about much more than that - we will also consider how to improve the wider environment, including outside and communal areas, and how to keep fuel bills down by making homes more energy-efficient. As well as improvements to existing homes, we are building around 350 new council homes across four of the areas. Residents were consulted in summer 2021 on the initial plans for their area, and changes were made to the plans based on the responses to that.

Rent Collection

Our approach to rent collection ensures that Officers have continued to proactively contact tenants where there has been missed rent payments or changes to rent payment patterns to offer advice on accessing benefits and other support services as appropriate. In 23/24, support was increased,

including more advice provision and in addition a **Tenant Support Fund** was launched in October 2023. The Tenant Support Fund, is intended to supplement the current rent collection process and is a temporary measure to alleviate existing and emerging financial stress, prevent and reduce escalating rent arrears and contribute to sustaining Council tenancies in Renfrewshire.

The Fund is intended to support tenants experiencing financial difficulty, through no fault of their own, where it has been identified that financial challenges exist due to a change of circumstances including, but not limited to:

- Increase in household costs / cost of Living (eg. energy, food, fuel, rent).
- Reduction in income (eg. loss of employment, reduced hours, loss of a household member).
- Changes to Welfare benefit, Housing Benefit and/or Universal Credit.

As part of our existing rent collection process, tenants are encouraged to engage with the housing team at the earliest opportunity if they are experiencing difficulties in paying rent. A wide range of advice and support is available to help tenants to meet their rent payment responsibilities and to manage household budgets that will be under increased pressure at this time.

In recognition of these continuing pressures, in addition to the introduction of the Tenant Support Fund, as part of the budgetary process on 2 March 2023, Council agreed to fund additional service provision in the form of **Specialist Income Advice** to allow for exclusive support to tenants in hardship.

Apart from benefits checks and support when an application to the Scottish Welfare Fund or for a discretionary housing payment should be made, the specialist Income Advisors and Housing Staff are able to make a referral to the local Housing Team to consider the appropriateness of making a payment to a tenant's rent account from the Tenant's Support Fund. A decision on the award of Tenant's Support Fund is made as soon as possible following engagement with the tenant and payment is made directly into the tenant's rent account. Income maximisation assessments are carried out to support tenants to meet their long-term rent payment responsibilities.

To date, 291 Tenants have been referred for Tenant Support Fund assessments, which will have the added value of full income assessment and advice provision 161 qualified for assistance from the fund to a value of approximately £32,000.

6. Theme 3: Supporting the next generation to thrive

6.1. Fairer Renfrewshire Programme

Renfrewshire's Fairer Renfrewshire programme now also includes what was previously our Tackling Poverty programme, supporting a number of projects which help our young people thrive and help break down some of the barriers to attainment.

The programme:

- Provides £75,000 **Cost of the School Day** funding which is used by head teachers as discretionary spend to meet the needs of their pupils
- Provides funding for **Breakfast Clubs** in schools in some of our most deprived areas, relieving financial pressure on low-income families, but most importantly, making sure that children start the school day ready to learn.
- Funds the **Peer Health** project in partnership with Active Communities, working with young people in secondary schools across Renfrewshire to identify key health priorities in their school and developing young people to lead their own activities to improve health and wellbeing, with a focus on mental health.
- Supports **Street Stuff** out of school activities during the holidays and at weekends, along with the provision of free healthy meals.
- Ensures the **Skoobmobile** continues to provide a children's mobile public library service, including play sessions directly to children and families in communities
- Supports dedicated **income maximisation and welfare rights advice** for families with children of all ages as well as pregnant women.

Breakfast Clubs are part of a number of schools, some of which are funded through the Fairer Renfrewshire Programme and others through other means or organised by individual schools. In Tackling Poverty funded breakfast clubs only, 42, 815 free breakfasts were provided in 23/24 using Fairer Renfrewshire funding.

Breakfast Clubs support parents with their working schedules and with the family budget. Breakfast Clubs have also been found to have an impact on children's learning, with teaching practitioners recognising impacts, such as children being ready to learn and improved concentration and focus in those attending breakfast clubs.

Street Stuff provide free multi-sport, gaming and Youth Club activities for children aged 8 – 16 across Renfrewshire in the evenings and at weekends. Street Stuff buses have free Wi-Fi to ensure young people aren't digitally excluded and provide They also provide/support school holiday programmes for ages 5 – 14 which includes the provision of a healthy meal, which was funded through Fairer Renfrewshire, including over the festive break and in October. **868** children attended the October holiday programme, of whom:

- 221 were from lone parent families
- 181 from large families
- 104 from households where someone has a disability
- 38 from ethnically diverse households
- 25 from families with a child under 1 and
- 1 was from a young parent family.

I'm a single mum. I pay £291 each month for a childcare, even during school holidays. Easter, Christmas and summer holidays are always paid additionally to this £30 for each day at after school care. The council camps help me a lot financially because I don't have to spend this £30 for these days.

Parent of attendee

Learning from lived experience – school holiday childcare provision

In the last year we have engaged with partners including the Fairer Renfrewshire lived experience panel and have reviewed the criteria for holiday activities to ensure Child Poverty Priority Groups are better targeted. This is now in our Summer of Fun small grants guidance and our most recent holiday camps have been directed at low income families through targeted communications to those receiving school clothing grants and working with 3rd sector partners and Social Work teams rather than opening camps to the general public. Early indications from our most recent Easter camp show that this targeting has worked, and low income parents are benefitting from the holiday provision.

Skoobmobile

The Skoobmobile provides a children's mobile public library service directly to children and families in communities. This service aims to help improve children's life chances by encouraging a lasting interest in reading, literacy, physical activity and learning. This year Skoobmobile has provided a full programme of library access, book based activities, and play sessions for schools

and communities that promote reading and playing together, with more intensive engagement taking place within areas of deprivation.

The service has been involved in bringing play sessions to communities as part of our Winter Connections and Summer of Fun programmes as well as supporting primary schools storytimes and access to library digital resources and learning activities. The service also supports areas with no library during the school holidays.

The team note that the Cost of Living Crisis has squeezed household budgets, so access to free activities are welcomed now more than ever and numbers using the service overall are increasing. As an additional service developed last year as part of the Winter Connections programme, 11 community play sessions took place in areas with no or small libraries, and 114 children and 96 adults attended. At these sessions, as at community outreach, free snacks, hot drinks and cup a soups were offered to families.

Skoobmobile also reached 7480 primary school pupils in 362 sessions, 1316 pre-5 children and 325 adults were reached in 157 sessions. 5,003 books were borrowed and 351 children became members of Renfrewshire libraries. A further 4590 children and 1,728 adults attended 182 outreach sessions.

Looking forward, Skoobmobile will support primary transition including in schools within areas of multiple deprivation and support the summer reading challenge through a programme of weekly stops throughout the summer holidays as well as commence Baby Sensory sessions in Gallowhill.

Love all the colourful monsters and their cute names, I love the outside design it's so colourful I love that the staff are so friendly, we love you all it's so cool that there's a library bus there's so many types of books and I picked the book that suited me best I love the atmosphere of the bus, it's nice to have space to read books on board

My dad reads books with me, I love reading at home

Attendees at School visits

Peer Health

Hearty Lives is our ambitious and innovative partnership project which delivers a peer-led approach to promoting mental health and wellbeing across all Renfrewshire high schools. It is a unique partnership which promotes mental health and wellbeing for young people in Renfrewshire

and aims to tackle poverty through a peer education approach, focused on tackling inequalities and improving health. In 2023, 196 Peer Educators were recruited and trained, engaging with 3445 peers.

Hearty Lives is driven by the core values of Active Communities whose mission is to empower local people by inspiring, supporting and enabling them to improve their health and wellbeing. Hearty Lives teachers are following this same mission for the pupils in their school.

Key issues being addressed by the project included bullying, exam stress, worry, anxiety, self-care, resilience and promoting positive mental health. Schools are linking their Hearty Lives projects to: Saltire Awards, SQA Wellbeing, SQA Mental Health and Wellbeing, Green Flag Awards, Fairtrade Awards and Duke of Edinburgh Awards.

The project has a community arm which is an extension of the schools work and is delivered by Active Communities in partnership with CREATE Paisley at Station Seven in Johnstone through a weekly Youth Drop In. The youth health project gives young people the opportunity to further explore youth health issues in an informal setting and delivers workshops on current health issues such as: coercive control, body image and self-esteem, social media and mental health, smoking, healthy eating, drugs and alcohol.

The community project also tackles wider social issues and is increasingly addressing basic needs of young people such as providing healthy food, toiletries, period products, access to free condoms and clothing.

Hearty Lives has had a huge positive impact on pupils involved. All pupils have developed their skills and knowledge and are confident in cascading this knowledge through peer education.

Paisley Grammar Project Leader

As part of Hearty Lives I was able to develop a range of skills and qualities. Learning about these helped me recognise my leadership skills and get a qualification.

Peer Educator

6.2. Attainment

Educational attainment is both a direct cause and consequence of poverty. We know that children and young people living in disadvantaged neighbourhoods have poorer educational outcomes

than their peers and this is known as the poverty related attainment gap. In Renfrewshire, there is a relentless focus on closing this gap and this is done in partnership with a range of services and partners.

Stretch aims were set again this year in collaboration with schools as part of the refreshed Strategic Equity Fund approach. These are key measures which clearly articulate overall aims for raising attainment and improving health and wellbeing, and for tackling the poverty-related attainment gap. Stretch aims are monitored annually and used as part of improvement planning. Our [Education Standards and Quality Report](#) gives some more detail.

The Covid-19 pandemic and associated school closures significantly affected pupils living in the most deprived areas. Subsequent attainment data suggests that while there were decreases in attainment across all pupils, decreases were much larger for those living in the most deprived areas. However, there has been recovery for pupils living in SIMD deciles 1 and 2 (20% most deprived areas). Attainment of pupils living in the 20% most deprived areas increased by 4 percentage points in literacy and 6 percentage points in numeracy between 2020-21 and 2022-23. While these figures are still behind pre-pandemic levels these increases are occurring at a greater rate than for pupils living in least deprived areas. This means that the significant increase in attainment gaps within the 2020-21 data have begun to decrease. The size of the gap between pupils living in 20% most and 20% least deprived areas has reduced by 2 percentage points in literacy and 5 percentage points in numeracy since 2020-21.

Senior phase attainment has been affected by the cancellation of exam diets in 2020 and 2021 therefore comparisons over time are inconsistent. However, positive destination figures for pupils living in 20% most deprived areas remain high. In the 2022/23 leavers cohort, 93% of pupils living in 20% most deprived areas went into a positive destination. This was in line with the previous year but represented a 2 percentage point increase since 2020. The gap in the percentage of school leavers entering positive destinations between 20% most and 20% least deprived pupils has continued to decrease, from 10 percentage points in 2018 to 5 percentage points in 2023.

As part of the SEF programme, we continue to deliver a range of approaches and interventions to address the poverty related attainment gap. Some of these are described in more detail below.

The poverty-related attainment gap starts in the early years and gets wider overtime. The development of the early year's progression toolkit has strengthened data and is being used to inform the type of support and approaches required as early as possible such as Playful SEAL (Stages of Early Arithmetical Learning), play pedagogy and Lego therapy.

A comprehensive programme of professional learning has been delivered focused on embedding core literacy and numeracy strategies such as Talk for Writing and Maths Recovery. The aim is to enhance practitioner knowledge, skill and confidence in pedagogy which will support closing the poverty related attainment gap in classrooms. Talk for Writing (TfW) is having a demonstrable impact on literacy attainment. Schools who started TfW in 21/22 have had the biggest improvement in attainment for learners from deciles 1-3 (+8.4%). Professional learning and modelling and coaching approaches in numeracy are leading to improved practitioner knowledge, skills and confidence. This is demonstrated in the quotes from practitioners below:

“Excellent course - really makes me reevaluate my teaching”.

“Out of all the professional learning I have had this year, having a Modelling and Coaching Officer (MCO) has by far been the most impactful and beneficial for myself and my class”.

Childhood poverty and mental health are inextricably linked and addressing mental health and wellbeing remains a priority. Between July 2023 - March 2024, over 1200 children and young people have been supported through our counselling services. As a result of our curricular programmes, resources and professional learning, we have seen improvements in health and wellbeing measures. Almost all establishments are using an evidence-based emotional literacy programme and a further 2 primary schools will participate in the Promoting Alternative Thinking Strategies (PATHS) programme in session 24/25 bringing the total number engaged to 38 establishments (primary and ELCC). ‘It’s a Mental Health Thing,’ Renfrewshire’s new mental health and wellbeing programme, launched in Sep 23 and the resource has supported young people’s knowledge around mental health issues.

The **Cost of the School Day (COSD)** funding is available to schools to remove financial barriers to education. This year, schools have used the funding to support residential experiences, activities week and whole school trips. This keeps costs down for families and ensures children can participate without stigma. Other examples include free uniforms for anyone who needs it and access to prom / communion outfits. Some schools have implemented a COSD policy where there are alternatives to events that generate costs for families such as no school uniform day and dressing up days.

“COSD enables all of our children to take part and to be included in these experiences and to minimise financial stress/anxiety for our families.”

“COSD is used in so many ways. The impact is being able to help and assist with what is needed in a timely, confidential manner.”

Cost of the school day funding is invaluable. We use it to make sure all of our young people have access to school uniform and warm clothing. This means our pupils can come to school and maintain their dignity by looking and feeling the same as their peers. We also use the funding to help provide a daily breakfast club; each day we feed over 200 children across all year groups. This has boosted attendance and we've noticed that our young people are more able to concentrate in lessons when they've had breakfast. To reduce stigma, it is important to us our breakfast club is freely available to all young people. We recognise that financial circumstances can change and any family can suddenly find themselves experiencing hard times. Cost of the school day funding allows us to offer a discreet helping hand during these difficult times.

Pupil Equity Fund (PEF) enables schools to improve the educational outcomes of children affected by poverty. Within the primary sector, PEF has been used effectively to support readiness to learn. Approaches include investment in health and wellbeing officers, inclusion support assistants and key workers. There is evidence that these roles have contributed to improved attendance and engagement and wider achievement. PEF has also been used effectively in the primary sector to improve literacy and numeracy outcomes for targeted pupils. The roles of early learning and childcare officers (ELCOs) and maths modelling and coaching officers (MCOs) have been effective in contributing to these improvements.

Within the secondary sector, PEF has also been used to support readiness to learn, with a particular focus on counselling and improving attendance and engagement. Several secondary schools have also used PEF effectively to focus on literacy and numeracy recovery in S1 and S2. There are also strong examples of PEF being used to support work around employability and ensuring positive destinations for young people.

Renfrewshire is still the first and only local authority in Scotland to provide a universal programme of **Dolly Parton's Imagination Library**. We are the largest programme in Scotland and one of the largest in the UK. So far over 7000 children aged 2-5 have benefitted from Imagination Library as a result of the council's investment in a universal programme. This is in addition to the long-standing programme for looked after and care experienced children. Although the programme is universal, as of June 2023, 26% of children registered with the Imagination Library were from SIMD Quintile 1 and 22% from Quintile 2.

As of this month, 3,185 children are receiving books on a monthly basis and 3,864 children have previously benefitted but have now turned 5 and have graduated from the programme. The

amazing milestone of gifting 100,000 books was reached and celebrated by Renfrewshire Imagination Library in November 2023.

Case studies from Renfrewshire establishments and examples of good practice were shared by the Dollywood Foundation with MSPs at Scottish Parliament in March 2024 and were very well received. Feedback from establishments, parents and children continues to be very positive.

The Health Improvement Team and our Council partners are in the process of developing an evidence based approach for Renfrewshire around **Cost of the Nursery Day**. A mapping exercise concluded 44% of Early Learning Childcare Centres (ELCC) are in SIMD 1 areas across Renfrewshire. Currently Cost of the School day is operational across Renfrewshire, however there is no equivalent in our ELCC. The aim of implementation Cost of the Nursery Day is to identify poverty-related barriers to learning and participation in nurseries, and to develop practical ways to overcome them.

6.3. Whole Family Wellbeing

Excellent progress has been made to develop a whole family wellbeing service in Renfrewshire and the parenting strategy is embedded in this service ensuring that families get the right parenting support where and when required. The Whole Family Wellbeing Manager took up post full time in July 2023, supported by a project manager. Networking and engagement with key partners were undertaken during the first few weeks in post. The Renfrewshire family wellbeing service aligns with our GIRFEC staged intervention framework and offers support to families as early as possible to prevent problems or issues becoming more complex.

The family wellbeing service launch took place in May 2024. This publicised the new service and also launched the request for assistance process which will enable services to refer to each other as well as enabling parents to make direct request for support. Through a series of workshops and data analysis the RCSP identified gaps in services for the following:

- families of children with a neurodevelopmental disorder for example Autistic Spectrum disorder (ASD), Attention Deficit/Hyperactivity Disorder (ADHD) either pre or post diagnosis
- families of children (0-8) requiring parenting support and/or support for distressed behaviours
- families of children 11-16 displaying distressed and/ or risk-taking behaviour
- families of children with disabilities

5 local third sector organisations were directly funded to provide this support as part of the community family wellbeing services in October 2023 and a second round of funding to support a

further 11 third sector organisations has recently been approved which will support these priorities. This additional capacity will provide more opportunities for families to access a range of varied support across localities to meet needs. An evaluation strategy has been agreed and will evidence improvement against the national high level outcomes for measuring improvement in whole family wellbeing. A new family wellbeing scale evaluation tool has been introduced into our community family wellbeing teams and funded third sector organisations to help capture improvements in family wellbeing.

6.4. The Promise

We have entered year 4 of this 10-year programme of change with strong evidence of activity in Renfrewshire to #KeepThePromise with significant developments underway and more planned.

Delivering The Promise in Renfrewshire is part of a wider vision on improving outcomes for Children and Young People who are more likely to face poorer outcomes because of experience of child poverty, other inequalities, trauma and adversity. The Promise approach in Renfrewshire is supported at senior level and is clearly aligned with significant other policy areas and part of a wider ambition that Renfrewshire's children and young people are happy, healthy, safe and thriving. The Promise aligned policy areas include United Nations Convention on the Rights of the Child (UNCRC), Getting it right for every child (GIRFEC), National Trauma Transformation Programme (NTTP) and wider equalities strategies and legislation.

The roll out of Promise Keeper role has progressed significantly since its inception, and we have ambitious plans to grow this network in 2024. There are currently **259** Promise Keepers across Renfrewshire. Promise Keepers are central to ensuring The Promise remains at the forefront of service design and delivery. Promise Keeper values have been developed and recruitment to the role is ongoing. All Promise Keepers undergo training to ensure that they have a good understanding of The Promise and are being supported to fulfil this role. A key strength of the Promise Keeper network is the facilitation of networking for staff from across the local authority, to ensure good practice is being recognised and shared appropriately.

The Promise is supported across the Council, HSCP, NHSGGC, 3rd sector and Community Planning Partners. The Council's Corporate Management Team (CMT) and the HSCP are actively involved in supporting the delivery of The Promise in Renfrewshire. Their commitment to The Promise has led to the appointment of a permanent Renfrewshire Promise Manager jointly funded by the Council and the HSCP who reports to the Chief Social Worker. The CMT have agreed to further the work of The Promise in their own directorates and services.

There is considerable Promise activity in Renfrewshire, including supporting transition to secondary school through a Promise Team who will research what works well from the current transition programme and a curriculum delivery programme in partnership with Who Cares? Scotland.

6.5. Community Learning and Development

Community Learning and Development reaches out to children, young people, adults and families, including those who face barriers and experience disadvantage, and takes a preventative and asset-building approach to working with people, families and communities.

The Renfrewshire Community Learning and Development (CLD) Strategy for 2021–24 was developed in collaboration with a wide range of partner organisations, third sector groups and individual service users across Renfrewshire. The CLD Strategy is aligned with the Renfrewshire Community Plan vision, supporting the agreed priorities and focus of the Renfrewshire Community Planning Partnership and putting Renfrewshire communities and community wellbeing at the heart of shaping all of the work of community learning and development partners.

The strategy covers 4 main areas

Digital Inclusion – ensuring everyone has the opportunity to participate & benefit from digital technology

Universal Provision - ensuring no-one is left behind promoting and providing opportunities for all

Targeted Provision - targeting specialist resource & support towards those most vulnerable or with restricted capacity

Community Capacity/Connecting Communities - working with individuals, families and groups that have capacity to develop, deliver and maintain the services and facilities they want locally.

The Adult and Family Learning team continue to work actively in partnership with a number of organisations and services. They offer courses for adults including literacy, English language, crafting and mending, equalities, money management, parenting, personal development, life skills, wellbeing, women's history and work clubs which include digital skills. They also support the Multiply programme which aims to help transform the lives of adults aged 19yrs + across the UK, by improving their functional numeracy skills.

For work with young people, this includes universal and targeted actions such as community-based youth work to build strength and capacity amongst young people. With the cost of living

affecting so many families this year, Youth Services has developed a number of responses to support young people, for example, they provide a bank of tablets during most of their sessions so that young people can use them to access online services, youth information, support homework and improve their digital skills. Working with young people gives the service insight into their issues and priorities and ensures the responses are appropriate. This year the activities included:

- A Love 2 Week inviting young people aged 12 - 18 to attend Love2Lead Love2Learn and Love2Care sessions. These sessions brought young people together and provided lunch and refreshments during the February holiday period. These sessions were targeted at care experienced or low income families.
- Free Duke of Edinburgh Award places to targeted groups, including young carers and pupils attending ASN schools. Appropriate kit is also supplied free for schools and groups to help ensure pupils who would not normally be able to afford to participate and purchase kit can complete the award programme with their peers.
- Evolve groups for those aged 11-16 in local communities during school time and transport is provided where needed. Young people are referred (usually by their school) and usually fall within the attainment criteria and are more likely to be experiencing poverty. Participants learn key skills such as shopping on a budget and creative cooking on a budget and food is provided at all sessions. Many participants also receive a free 3 month One Ren gym pass and kit to help them access leisure facilities when the cost would be prohibitive. Personal hygiene items are also provided.
- Supporting 94 care experienced young people to take part in a range of arts based activities, with all materials, transport and refreshments provided free.
- Supporting the Promise Champion Present Drive, which provided Christmas gifts to 185 care experienced young people organised by the 19 Promise Champions who are care experienced young people who meet weekly to discuss issues that affect care-experienced young people and their views on support and care they have received.
- Establishment of a Young and Equally Safe in Renfrewshire pilot groupwork programme, with two groups of young men focussing on positive masculinity and examining coercive behaviour and attitudes towards women and girls.

Looking forward, the service will again deliver Easter and summer camps, as well as offer Family STEM activities in the holidays through the Multiply programme. They will also continue Youth Voice Development for Care Experienced young people through the Promise Champions, and include them in the new format of delivering care experienced engagement in communities.

More information on Community Learning and Development plans and activities can be found in their [Strategy](#).

6.6. Thrive Under 5

Since autumn 2023, Renfrewshire HSCP's Health Improvement team have led on the research, design and implementation of the Thrive Under 5 project within Renfrewshire. This programme takes a whole system, community food nurturing approach with the families of pre-school children, combining action on food and financial insecurity, healthy eating and physical activity.

In the initial stages, the Health Improvement team led on the collection of data and information from partners around child health, poverty and food insecurity to allow comprehensive data analysis before constructing a community asset map model of two localities in Paisley North West & Johnstone.

To provide strategic direction and governance for the Thrive programme, Health Improvement invited potential partners from local initiatives, infrastructure and Third Sector organisations to join the Thrive Under 5 Steering Group. The collective group are responsible for decisions relating to both the programmes structure, budget and spend, as well as implementation within the locality.

Based on the evidence of need, Johnstone has been selected as the Thrive Under 5 pilot area. The Steering Group agreed that local Third Sector organisation, Active Communities, would be the delivery partner due to their existing links to the local community and their facilities within Johnstone, which features a food pantry and a weekly money advice support drop in.

Service provision has been mapped out to include support for families from pregnancy to 5 years which will include:

- Support to apply for Best Start Grant and Best Start Food, Grants and Scottish Child Payment
- Applications to wider grants and benefit entitlements to maximise income including fuel support
- Meal packs for every family at least once a week for 8 weeks
- Access to local food pantry with free membership and free shops for families
- Free Cooking classes and provision of cooking equipment as required for every family
- Physical Activity Opportunities for whole family
- Onward referral to partner organisations such as Invest or any others based on family's needs.

To meet the referral criteria families must have at least one child under the age of 5, live in Johnstone and meet one of the risk factors for poverty. The reporting, monitoring and evaluation will be carried out by the Health Improvement team including quarterly reporting to Public Health NHSGG&C and Scottish Government.

6.7. Multiply

“Multiply” is a programme in Scotland funded by the UK Government’s Shared Prosperity Fund (UKSPF). It aims to help transform the lives of adults aged 19yrs + across the UK, by improving their functional numeracy skills. In Renfrewshire, Renfrewshire Council are managing the programme, which is overseen by Renfrewshire Local Employability Partnership albeit its benefits are far wider than employment related.

Renfrewshire Council chose to deliver and report on the following outcomes:

- New intensive and flexible courses targeted at people without Level 5 maths in Scotland.
- Courses designed to help people use numeracy to manage their money.
- Activities, courses or provision developed in partnership with community organisations and other partners aimed at engaging the hardest to reach learners

In Renfrewshire, applications from those applying for funding have been decided by a panel which includes representation from the team working on child poverty to ensure parents in child priority groups are a key target group for funding as a way to support employability, but also to create with the wider aims of building parents’ confidence to help with their child’s homework as well as support with understanding bills and credit supporting better money management.

Renfrewshire residents including parents have access to a wide range of free learning activities on offer. To the end of March 2024, **75** community-based numeracy/maths learning activities have run with **391** participants and 10 qualifications gained.

Apart from the courses aimed at gaining a qualification, the activities are based on everyday use of numbers in games, cooking, supporting homework skills, weights and measures and household budgeting and managing bills.



www.renfrewshire.gov.uk





To: Leadership Board

On: 19 June 2024

Report by: Chief Executive

Heading: Paisley First Renewal Ballot

1. Summary

- 1.1 Paisley First was registered as the Business Improvement District for Paisley Town Centre in January 2015 following the outcome of a successful ballot of town centre businesses on 13 November 2014.
- 1.2 BIDs have a legislative basis under the Planning (Scotland) Act 2006. After operating for a 5-year term, another successful ballot must take place for the BID to continue operating. Under the legislation, it is for the Local Authority to conduct the ballot on behalf of the BID. The Local Authority also has a power of veto in certain circumstances which are outlined in the Act. The ballot may only be held if it is demonstrated that at least 5% of those eligible to vote are in support of the renewal ballot being held.
- 1.3 Paisley First have written to the Chief Executive confirming their intention to issue a formal request to the Council to put the BID proposals to ballot.

2. Recommendations

- 2.1 That Renfrewshire Council confirms that it supports the conduct of the ballot in respect renewal of Paisley First Business Improvement District subject to approval of the BID proposals.
- 2.2 That the Board notes that the Bid proposals must be submitted to the Council and the Scottish government by 18 July 2024.
- 2.3 That the Chief Executive be authorised to consider the BID proposal and determine whether to veto the proposal as explained in paragraph 3.8 below and otherwise to exercise the Council's functions in relation to the BID procedure.
- 2.4 That the Board notes that a further report will be brought to the next meeting of the Leadership Board on 18 September setting out the

details of the BID Proposal and officers' recommendations on how the Council's votes in the ballot should be cast.

3. Background

- 3.1 Paisley First was registered as the Business Improvement District for Paisley Town Centre in January 2015 following the outcome of a successful ballot of town centre businesses on 13 November 2014. BIDs have a legislative basis under the Planning (Scotland) Act 2006.
- 3.2 The Paisley First Board of Directors is made up of local business owners, there are 13 positions on the board, including one position for Renfrewshire Council. This position is currently held by the Head of Economy and Development.
- 3.3 After operating for a 5-year term, another successful ballot must take place for the BID to continue operating. Under the legislation, it is for the Local Authority to conduct the ballot on behalf of the BID. The Local Authority also has a power of veto in certain circumstances which are outlined in the Act. The ballot may only be held if it is demonstrated that at least 5% of those eligible to vote are in support of the renewal ballot being held.
- 3.4 Paisley First has conducted a survey of Levy Payers and has gathered evidence of the support of more than 5% of the levy payers for the bid renewal ballot to take place.
- 3.5 Paisley First has reviewed the boundary and the levy charged as part of the preparations for the renewal ballot and has decided that there will be no change to the current boundary or to the levy.
- 3.6 Renfrewshire Council is required to commission the ballot and Civica Election Services Ltd (formerly Electoral Reform Services) has been appointed to conduct the ballot on our behalf. Ballot papers will be issued to all levy payers on 12 September with the ballot closing on 24 October 2024. The Council is also responsible to collect the bid levy, and to deliver the baseline services as set out in the operating agreement.
- 3.7 Other key milestone during the BID process are:
 - a) 20 June 2024 – draft BID proposal to be submitted by Paisley First to Scotland's Improvement Districts
 - b) 18 July 2024 – Paisley First to submit the BID proposal to Renfrewshire Council and Scottish Government
 - c) 15 August 2024 – Renfrewshire Council to confirm whether or not it is vetoing the BID proposals
 - d) 29 August 2024 – Paisley First requests the Council to instruct the ballot holder to hold the ballot
 - e) 12 September 2024 – ballot papers issued

f) 24 October 2024 - Ballot result announcement

- 3.8 The legislation governing the BID ballot process requires that the Council formally intimates to Paisley First and the Scottish Government a notice stating whether the Council are or are not vetoing the proposals. The Council can only veto the proposals on a limited number of grounds including conflict with any Council plan or conflict to any material extent with any policy contained in a document published by the Council or that it imposes a significantly disproportionate financial burden on any person or classes of persons entitled to vote during the ballot.
- 3.9 The Council will be entitled to vote in the BID ballot in respect of each of its properties within the BID area. It is proposed that the Chief Executive will cast the votes on the Council's behalf during the ballot. A further report will be brought to the next meeting of the Board setting out the BID proposals and officers' recommendations as to how the Council's votes should be cast in the ballot.
- 3.10 Paisley First will publish a Business Plan for 2025-2030 to set out the main issues and priorities that Paisley First will take forward in the next period. The business plan is currently in draft form and is available on request.

Implications of the Report

1. **Financial** – The cost of conducting the renewal ballot will be in the region of £5.5k. Paisley First have advised they will meet the cost of that ballot.
2. **HR & Organisational Development** – The collection of the BID levy is the responsibility of Renfrewshire Council. Systems and arrangements for collection are already established.
3. **Community/Council Planning** –
 - Our Renfrewshire is thriving – the activities of Paisley First contribute to the animation and activity within Paisley Town Centre.
 - Our Renfrewshire is safe – Paisley First work with Renfrewshire Council and the Community Safety Partnership on initiatives such as Purple Flag accreditation which contributes to a safer night time economy.
 - Working together to improve outcomes – Paisley First work closely with the Council and partners on a range of issues and provide events and activities which are complementary to the Council's activities.
4. **Legal** – Paisley First is established as a Business Improvement District under the Planning (Scotland) Act 2006. The requirement for a renewal ballot after the 5 year term and the requirements for Renfrewshire Council as the local authority are established in the legislation.
5. **Property/Assets** – n/a

6. **Information Technology** – n/a
7. **Equality & Human Rights** -
 - (a) The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report.
8. **Health & Safety** – n/a.
9. **Procurement** – Renfrewshire Council have appointed the Electoral Reform Commission to conduct the ballot on behalf of Paisley First.
10. **Risk** – There is a risk that the ballot will fail to achieve the required level of support from levy payers.
11. **Privacy Impact** – n/a
12. **COSLA Policy Position** –n/a.
13. **Climate Risk** – n/a

List of Background Papers

Background Paper 1 – “Paisley First” Proposed Business Improvement District (BID) paper to Economy & Jobs Policy Board 28 January 2015.

Paisley First Renewal Ballot Report to Leadership Board 19 June 2019

Author – Mark Conaghan – Head of Corporate Governance



To: Leadership Board

On: 19 June 2024

Report by: Chief Executive

Heading: Marketing and Communications Strategy 2024-27

1. Summary

1.1 The report sets out for Elected Members the council's Marketing and Communications Strategy 2024-27.

2. Recommendations

2.1 Members are asked to note the report.

3. Background

3.1 The council's Marketing and Communication Strategy 2024 to 2027 sets out the priority actions for the service through to 2027, informed by situation analysis, audience research and the council plan (2022-2027).

3.2 The Marketing and Communications Service lead several strategies for the council, which combine to support delivery of an over-arching Marketing and Communications Strategy, as well as delivering their own objectives. This includes:

- Internal Communication and Engagement strategy
- Digital Experience Strategy
- Other policies and protocols that guide corporate communications including the media protocol
- Social Media Strategy

- Accessibility guidance

The service also leads wider place-related strategy – the council’s Major Events Strategy, cultural regeneration through Future Paisley, and the promotion of Renfrewshire as a great place to live, work and visit. Collectively, the strategies reinforce the council brand and the role of the council as a place leader. The Marketing and Communications Strategy also contributes to the council’s statutory obligations as part of Renfrewshire Council’s Gaelic Language Plan.

3.3 The purpose of the Marketing and Communications Strategy is to drive awareness of the council brand, demonstrate the council’s ongoing progress to deliver the Council Plan (2022 to 2027) - ‘to create a fairer Renfrewshire built on innovation, wellbeing and opportunity’, and to promote opportunities for citizens to shape the services they need. This requires the development of marketing and communication activity that links to the council’s priority themes:

- Place – enhance wellbeing across communities.
- Economy - building an inclusive, green and resilient economy.
- Fair – nurturing bright, happy and health futures, from children to older people.
- Green – leading Renfrewshire to Net Zero.
- Living our values – making a difference together.

3.4 The Marketing and Communications Strategy (see Appendix 1) outlines the objectives and goals of the strategy and key messages. It also outlines a new development integral to delivering the strategy - a needs-based audience segmentation framework model using ‘life-stages’ to help build on the insight gathered to better understand our audiences and how best we reach them. It will guide our assumptions on which council services people are more likely to use and interact with. This provides a framework to develop a consistent approach to how we communicate with people and will be used as a planning tool for marketing and communications activity. The framework will be further developed and tested with audiences in 2024.

3.5 Consideration of audiences is undertaken at the outset of each individual project to ensure all communications and marketing activity is accessible, inclusive and reaches all parts of the community. In an increasingly digital communications landscape, particular consideration is given to those who may not have access to online channels to ensure we achieve the most effective reach and engagement possible. This includes consideration of online (website, social media, digital newsletters) and offline (posters, leaflets, local publications and local advocates) communications channels in order to ensure the most effective reach possible with audiences and is also informed by audience research and insight.

3.6 Implementing the council’s digital experience strategy and transitioning to a new council website is a significant project that will drive delivery of the marketing and communication strategy objectives by transforming website accessibility, the ease of finding council information online and accessing digital services and will have wider positive impact for future service design.

- 3.7 The strategy has been developed following a period of research and analysis which has included seeking and understanding resident attitudes in Renfrewshire, analysing service performance and considering wider societal research. It also reflects the ongoing requirement to demonstrate public trust in Renfrewshire Council. This is against a national (and international) backdrop of rising distrust in Government organisations, a lack of shared identity, systemic unfairness, economic pessimism, distrust of media and societal fears (Edelman Trust Barometer Global Report, 2023). It also reflects the fast-changing communications landscape.
- 3.8 While communication alone cannot build trust - behaviours build trust, effective communication and engagement have a significant role to play. By communicating effectively with staff, residents, media and partners, Renfrewshire Council can encourage greater self-service, promote understanding of local priorities, re-engage communities, challenge misconception, and help the council achieve its objectives.
- 3.9 The strategy will be reviewed annually and refreshed in line with emerging stakeholder needs and any emerging trends, with performance measured through a series of Key Performance Indicators, reported to Board through the service performance reporting cycle.

Implications of the Report

1. **Financial** – The actions identified to deliver the Strategy objectives will be met within existing budgets.
2. **HR & Organisational Development** – The Marketing, Communications and Events service has recently completed a service redesign under the Right for Renfrewshire programme, with a new service structure implemented in January 2024. The new operating model supports the delivery of this strategy and reflects the prioritisation of core and enhanced activities within existing resource.
3. **Community/Council Planning** – The strategy contributes to delivery of the Council Plan, by raising local awareness of the council's progress to achieving local priorities. Specifically, the strategy is directly linked to two main themes; **Place** – positioning Renfrewshire as a destination of choice, through visitor and investor marketing and major events and **Living our Values** - building Renfrewshire Council's brand and values, so people know and trust Renfrewshire Council and understand what it means to be part of 'Team Renfrewshire'.
4. **Legal** – None.
5. **Property/Assets** - None.
6. **Information Technology** – None.

7. **Equality & Human Rights** – Equalities considerations are factored into the research and planning stage of individual marketing and communication projects and campaigns and includes audience analysis, suitable channels and development and testing of appropriate content and messaging. This is reflected our goal of ‘well-executed, well-planned, accessible and inclusive communications that reach all parts of the community’. Specific actions within the strategy will improve equality of opportunity for some equalities groups, for example, a greater focus on accessibility of communications and inclusive communications, will improve engagement for residents with a disability and for residents who do not have English as a first language and the digital experience strategy will transform website accessibility for all residents. The strategy is an enabler to wider public engagement and for building trust in the Council as a whole, and equalities considerations will be embedded in delivery ongoing.
8. **Health & Safety** – None.
9. **Procurement** – None.
10. **Risk** – None.
11. **Privacy Impact** – The strategy is in line with corporate procedure regarding the use of Privacy Impact Assessments (PIAs) where necessary.
12. **Cosla Policy Position** – None.
13. **Climate Change** – None.

List of Background Papers: None.

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Contact: louisa.mahon@renfrewshire.gov.uk

Appendix 1: Marketing and Communications Strategy 2024-2027



Marketing and communications strategy

2024 – 2027

Communication is one of the main levers Local Government has to affect change.

The Marketing and Communications Strategy to 2027

The Marketing and Communication Strategy sets out the priority brand, marketing and communications actions for the council term until 2027, informed by situation analysis, audience research and the council plan. This is underpinned by a service operating plan which sets out the communication values and principles and the strategies that combine to deliver our objectives:

- **Communication values**—open and honest.
- **Communication principles**—on-brand (tone of voice, accessible and inclusive), user-centred design, data driven, single point of truth, trusted message carriers, always demonstrating council values.
- **Integrated and related strategies**—media protocol, digital experience strategy, internal communications and engagement strategy, social media strategy and protocol, Renfrewshire’s event strategy and Renfrewshire’s place brand. And corporate and national strategies—civil contingency act, equality and diversity strategy and Gaelic language plan.
- **Operating model**—the service will manage the council brand, deliver public relations, support the council board process, provide communications advice to the council’s Chief Executive, senior leadership team and senior Elected Members, and will deliver design and production services. This will also include integrated communications support that links digital experience, internal communications and engagement and supports the delivery of community engagement and campaign design and delivery.

Aim of the strategy

Drive awareness of the council brand and demonstrate the council's ongoing progress to deliver the Council Plan (2023 to 2027)—to create a fairer Renfrewshire built on innovation, wellbeing and opportunity, and to promote opportunities for citizens to shape the services they need. This will require the development of marketing and communication activity that link to the council's priority themes:

- **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.
- **Living our values**—making a difference together.

Strategy vision

People have a greater understanding of what the council is doing to improve Renfrewshire, their neighbourhood and local services and they feel well informed. They find it easy to get the information they are looking for and to access council services. There is a strong sense of the council's community leadership role, and residents feel confident and able to have a say in decisions that impact on them. There is an enhanced reputation and position of influence for Renfrewshire Council locally, regionally and on a range of national platforms.

Strategy objectives

- Inform all council stakeholders of our services, and our work to make Renfrewshire a better place to live, work, learn and have fun.
- Enhance the perception of transparency and accountability in council activities.
- Influence perceptions of Renfrewshire, locally, regionally and nationally.
- Encourage people to come and work at Renfrewshire Council.
- Engage our communities, partners, government, business and other stakeholders and encourage them to collaborate in shaping Renfrewshire's future.

We will do this by...

- Being on-brand across all channels and communications.
- Clearly explaining the council's policies and decisions.
- Delivering a new council website.
- Designing excellent content, based on user need and channel, and making information and correspondence accessible and helpful.
- Creating consistent and compelling messages that align with our objectives and resonate with our target audiences.
- Demonstrating the positive impact of services on people and communities and spotlighting the people who deliver those services.
- Ensuring council staff hear about council news directly from the council and are aware of the council's vision and values and how they contribute.
- Raising our profile within the public sector and other stakeholders throughout Scotland.
- Supporting and promoting public engagement—we asked, you said, we did.
- Using available data and insights to inform marketing and communication activity.
- Continually improving our free communication channels.

In delivering our objectives, we will achieve and contribute to the following six goals:

1. A recognisable and unified brand across all council services to stand as a mark of quality, trust, customer service and innovation.
2. Well-executed, well-planned, accessible and inclusive communications that reach all parts of the community.
3. Attracting talent to come and work with us.
4. A clear place leadership role (by genuinely engaging with and responding to residents).
5. Encouraging citizenship and protecting the interests of local people.
6. A good reputation and influence with all stakeholder groups.

Setting the scene

Growth of data, changes in media consumption, fragile public trust, new technology and changing resident expectations are creating new opportunities and challenges for local government marketing and communications.

Universally, trust in public institutions and government continues to decline, driven by:

- **Economic anxieties**—all-time low in the number of people who think their families will be better off in five years.
- **Institutional imbalance**—business, not government, is now the sole institution seen as competent and ethical.
- **Class divide**—people in the top quartile of income live in a different trust reality than those in the bottom quartile.
- **Search for the truth**—a shared media environment has given way to echo chambers with a complex and diverse communications landscape.

Locally, uncertainty exists about the role of the council and the services we deliver. People want relevant, personalised communication and to be able to shape and influence decisions that impact local services and their community.

Audience segmentation

We have developed a needs-based audience segmentation framework model using life stages to help build on the insight gathered to better understand our audiences and how best we reach them.

Using ‘life-stages’ groupings for Renfrewshire citizens and communities helps us to make assumptions on which council services people are more likely to use and interact with. For example:

- A parent of school-age children will likely need to know about info relevant to schools and leisure facilities.
- A recent arrival to Renfrewshire may need to know about council tax or bin collections.
- A landowner/developer might look for info on the local development plan and planning process.

This provides us with a framework to develop a consistent approach to how we communicate with people. This framework will be used as a planning tool for communications and marketing activity and will be developed further in 2024.

We're in a great position to reach our audiences...

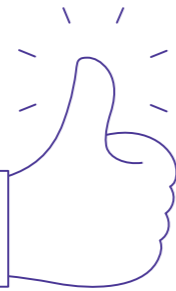


290m+

More than 290m combined opportunities to see and hear (OTSH) something about Renfrewshire Council

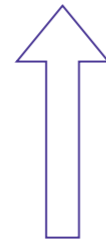
Our combined social following is

72,487



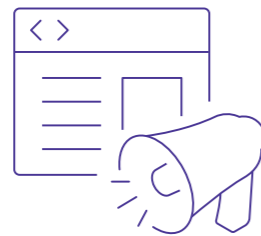
+5%

increase from March 2023



30k+

More than 30K people in Renfrewshire have signed up to our community newsletters



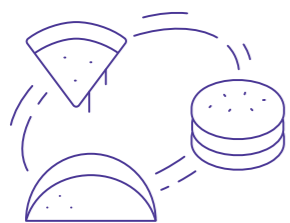
Renfrewshire Council is a member of 171 local community Facebook groups and are trusted to be our message carriers



90%

of employees found the staff info section of renfrewshire.gov.uk very helpful or helpful

We can reach audiences beyond Renfrewshire through our events programme.



7m+

Paisley Food and Drink Festival 2023
OTSH were more than 7 million (7,560,440)



19m+

Paisley Halloween Festival 2023
OTSH were more than 19 million (19,934,122)

We can reach people through a number of effective offline methods including posters, leaflets, letter drops and local publications.

Key messages

We have created consistent and compelling messages that align with our objectives and resonate with our target audiences. These are designed to highlight the benefits of Renfrewshire Council's services to the community. The messages have been informed by the council plan, emerging organisational and local priorities and resident insights gathered through focus groups and surveys:

- **Place** (council as a connector)— we connect people, communities and partners to build a better Renfrewshire.
- **Place** (council as a landlord)— we create great places to call home.
- **Economy** (council in economic development)— we grow the talent to power future Renfrewshire.
- **Fair** (council as an education authority)— we deliver the best start for children and their families.
- **Fair** (council as a support)— we provide care and friendship and drive prosperity and equality in our communities.
- **Green** (council as a place leader)— we lead Renfrewshire's journey to Net Zero.
- **Living our values** (council as a workforce)— we work together, listen to feedback and use it whenever we can.
- **Living our values** (council as an employer)— we welcome every kind of brilliant.

Actions

1. **Manage the brand consistently**—we will ensure all marketing and communication materials and channels maintain a consistent brand identity that reflects the council’s values, leadership role and tone of voice. This will be guided by a refreshed brand implementation plan and supported by a clear corporate narrative—what we stand for, why the council is important and our plan for the future.

2. **Deliver campaigns to build awareness of council policy and decisions and to promote council services.**

Always on—we will agree always-on campaigns to run consistently through the relevant channels including social media and digital advertising.

Scheduled announcements—a seasonal campaign calendar will be agreed to schedule known, annual PR activity.

Strategic campaigns—we will work with services to deliver strategic campaigns designed to do one of three things—to create awareness, to provide information or to encourage behaviour change. These will be agreed with Directors and the Corporate Management Team.

Projects and initiatives—we will support services to help promote specific projects and initiatives. We will use a triage process to prioritise this work.

3. **Deliver a new Renfrewshire.gov.uk**—we will deliver a new digital experience to make it very easy for local people, businesses and others who are interested in Renfrewshire to find the information they are looking for online and to help them successfully access online services and complete tasks first time.

4. **Prioritise employee engagement**—recognising that good internal communication and engagement is crucial to the strategy objectives, we will work with HROD colleagues to deliver internal campaigns that build an informed workforce who know what their impact is and who hear about council news first, to encourage employee pride and advocacy, and to ensure staff understand and embrace the council’s vision, objectives and values.

5. **Promote community engagement**—we will advocate for two-way communication with the community to encourage their active involvement in local initiatives and decision-making processes. We will work with colleagues in policy to develop and promote a model of good-practice and will support services to promote and design consultation and engagement, linking to the development of a new connected communities model.

6. **Design compelling, effective content**—we will develop high-quality, informative, accessible and inclusive content, following user-centred design principles, to meet the needs and interests of local people and reach all parts of the community.

7. **Continually improve communication channels**—informed by the media protocol, social media strategy (organic and paid-for) and digital experience strategy, we will continue to improve the council’s owned channels and ensure they are effective at reaching residents and stakeholders. We will also champion the use of inclusive communications principles across the organisation.

8. **Use data and insights effectively**—we will continually refine our audience segmentation framework using data and insights to better understand and segment residents and stakeholders. We will do this by using campaign evaluation and service data and insights gathered from user-led-design.

9. **Collaborate with other place partners and public sector organisations**—we will continue to raise our profile within the public sector and other stakeholders throughout Scotland through editorial PR, peer events and awards.

10. **Manage crisis communication**—we have robust processes and plans in place to respond effectively in case of unforeseen events or issues. There are clear and effective protocols for communicating during crises or emergencies, ensuring that accurate and timely information is disseminated.

Evaluation

We will continuously assess and adapt marketing and communication strategy to reflect changing stakeholder needs and emerging trends. An annual review will be provided to the Corporate Management Team and the annual plan for the following year confirmed.

Measurement

We use a variety of data analytics tools to measure the impact of individual campaigns:

- Website traffic to Renfrewshire.gov.uk and Paisley.is
- Social media engagement and reach—council and Paisley.is
- Engagement with digital communications
- Opportunities to see or hear (paid-for)
- Media coverage—positive, negative and neutral coverage and the balance between positive and negative reach.
- Bespoke campaign outcomes—did people do what we asked them to do?





To: Leadership Board

On: 19 June 2024

Report by: Chief Executive and Director of Finance and Resources

Heading: GCR City Deal Reprogramming

1. Summary

1.1 This report is to update the Board on the Glasgow City Region City Deal (GCRCD) reprogramming exercise, noting the detail of the submission of the expression of interest for a new regional project and the commencement of engagement with GCRCD to request additional GCR grant for the CWRR project, and further to approve that the CWRR bridge will be named the Renfrew Bridge.

2. Recommendations

2.1 The Leadership Board is asked to:

- i) Note the submission of the expression of interest to the Glasgow City Region for a new regional project (in line with the *Leadership Board February 2024 report – City Deal and THI.CARs Project update section 3.4*)
 - ii) Note the Programme Director for City Deal & Infrastructure has commenced engagement with the Glasgow City Region PMO to progress a drawdown request for additional Infrastructure Grant funding of up to £8.5M for the CWRR project.
 - iii) Approve that the CWRR bridge be named the Renfrew Bridge.
-

3 City Deal Reprogramming Background

The GCR Cabinet at the February 2024 meeting approved proposals for the reallocation of City Deal funds to support the Reprogramming Exercise based on discussions with UK and Scottish Governments.

The reprogramming exercise seeks to reallocate the balance of the Glasgow Airport Access Project (GAAP) which totals £129.145M.

GCR Cabinet in February 2024

- (i) Agreed that the City Deal funded studies and business cases completed by Renfrewshire Council for the Glasgow Airport Access Project be used to inform the Clyde Metro Scheme development and continues to represent eligible expenditure.
- (ii) Noted that in December 2023, the GCR Chief Executives' Group, under the authority delegated to it by the Cabinet in April 2020, agreed to allocate £12.155m of the approved business case stage funding from the City Deal Glasgow Airport Access Project (GAAP) to Glasgow City Council to promote and accelerate business case development of Clyde Metro proposals towards key gateway decisions;
- (iii) Noted that Strathclyde Partnership for Transport (SPT) is to be the lead organisation for the Case for Investment development stage for Clyde Metro

There are two elements to the proposals to reallocate the funding which have been considered with UK and Scottish Governments. These are summarised below.

1. **New Regional Project:** Governments have requested that 50% (£64.57m) be allocated to a new regional project of significant scale to provide the opportunity to address new priorities that have emerged since the initial City Deal programme assembly exercise in 2013/14. A key criteria is that the project must evidence strong and positive demonstrable impacts that benefits the region as a whole.
2. **New and Existing Local Projects:** The remaining 50% (£64.57m) is to be reallocated to Member Authorities for new local project activity and to support the delivery of existing City Deal projects which have faced unprecedented cost pressures resulting from externalities (e.g., construction inflation, Covid impacts etc). Ringfenced allocations for each Member Authority share of the available funding have been advised and Renfrewshire's share is up to £8.5M subject to meeting the qualifying criteria and the GCR approval process.

4 New Regional Project Expression of Interest

The main emphasis of the Renfrewshire Councils' Expression of Interest for the programme prioritisation exercise is the development of a phased plan to develop a Regional Gateway to transform the area around Gilmour Street station and County Square into a mixed-use transport/connectivity hub, residential and innovation quarter. We believe this is able to meet the key criteria of regional impact.

The Regional Gateway is an important strategic location for the Glasgow City Region. Gilmour Street station is the fourth busiest train station in Scotland. Taking advantage of this by investing in the surrounding area, as a regional public transport interchange, will enhance connectivity throughout Renfrewshire, including to Glasgow Airport and our key strategic manufacturing sites at Westway and Inchinnan business parks as well as the Council's new Advanced Manufacturing Innovation District (AMIDS) enabling our local residents to more easily access high quality jobs.

The Gateway will be the first and the final urban location that both Renfrewshire residents and visitors will see when travelling to and from Gilmour Street, the airport, AMIDS and all locations across Renfrewshire linked to Gilmour Street by public transport. Implementation will be phased and will provide the basis to enable/stimulate further phases of market led investments, triggering much needed regeneration.

If successful, the first phase of the Regional Gateway would be delivered by a GCRCD **funding ask of £31.9m** and include:

- **Gateway Square:** located at Gilmour Street, County Square, Central Road this element of the project will be driven by demolition to the Piazza Centre car park, a key deliverable known to be impeding the needed redevelopment of the Piazza Centre by its owners. This demolition will unblock a first phase of development of a new urban living & innovation quarter at this site and enable re-opening of a section of the White Cart River. Once complete, this investment will enable private development, including the Piazza owners, to create new attractive riverside apartment blocks, located adjacent to the re-opened section of the White Cart River, ten minutes travel time from Renfrewshire's key manufacturing locations including the Advanced Manufacturing Innovation District, Glasgow Central Station and Glasgow Airport.
- **Paisley Arches:** the investment will also enable the redevelopment of up to seven currently railway arches on Central Road. The Council will look to acquire and specifically repurpose two of these: the first as a Regional Cycle Hub; the second as a Modern manufacturing incubation hub, potentially an urban NMIS hub. Creating access to the remaining arches will offer the opportunity for conversion into attractive and modern business premises at a key strategic location next to Scotland's fourth busiest railway station.
- **Cycle Hub:** a new facility offering cycle hire, cycle parking and active travel route information alongside the Regional Transport Hub and Gilmour Street, linking to the wider active travel provision.
- **Modern manufacturing incubation hub:** a community outreach and exhibition facility building on the benefits of National Manufacturing Institute Scotland (NMIS) already located in Renfrewshire but located in Gateway Square offering opportunities for local residents and students from our local university and college sectors and Renfrewshire schools, to be inspired by and explore future careers in the developing advanced manufacturing sector in Renfrewshire.

- **Regional Transport Hub:** a new transport hub adjacent to Gilmour Street which will improve facilities and enable more direct and regular public and active travel transport connections for all Renfrewshire residents across our communities, and visitors, to Glasgow Airport, AMIDS (Inchinnan Business Park and Westway also) as well as to communities and economic centres across the Glasgow City Region.
- **Active travel connectivity:** the active travel network will be extended by a new link from Gilmour Street at the new Cycle Hub to the junction of Abercorn Street and Old Sneddon Street (this then links to the start of the AMIDS South active travel route to Glasgow Airport and the Advanced Manufacturing Innovation District) and onwards to Inchinnan and Bishopton and will link existing connections to Inchinnan Business Park and Westway (delivered by previous City Deal funding) and the wider national Route 7 cycle network which extends to over 540 miles from Sunderland to Inverness.
- **Enabling Infrastructure:** investment in water, utilities and site preparation to accelerate and enable future commercial development of the cleared site.
- **Improved Public Realm:** including improved streetscaping at County Square and lighting improvements under the rail bridge on New Sneddon Street.

The Regional Gateway will enable/stimulate a further second phase of market led investments, including:

- the welcome consolidation of the Piazza Shopping Centre into a smaller footprint, with the associated redevelopment of the surrounding areas, including the development of a new urban living and innovation quarter, referenced Gateway Square development.
- potential opportunities to enhance the passenger experience and the interface with the Regional Transport Hub and Gilmour Street Station.
- increased densification of activity along the course of the White Cart River Corridor between Gilmour Street and Glasgow Airport.

Overall, the Regional Gateway will look to:

- Contribute to Renfrewshire Council's vision to rebalance, repopulate and repurpose our town centres by reducing retail dominance, creating a new residential quarter and providing places for both residents and visitors to gather.
- Link in with other major cultural and placemaking investments such as the recent refurbishment of the Town Hall into a world class event space and the ongoing work to create a world class Museum to contribute to the Council's ambitions to reconnect residents across Renfrewshire and visitors across the City Region and wider to our main town centre.

- Improve the appearance of the town centre and create a positive first impression for both Renfrewshire residents and visitors from the wider City Region and international arriving into Renfrewshire from the airport and Gilmour Street.
- Catalyse improvement in public transport connectivity between Glasgow city centre, Glasgow Airport, AMIDS, Paisley town centre, and Renfrewshire communities.
- Create a 24-hour increase in footfall in Paisley town centre to support a retail sector which has the potential to support a further 900 jobs in the town.
- Accelerate the development of the Advanced Manufacturing Innovation District bringing thousands of new jobs available to Renfrewshire residents.
- Promote careers in STEM sciences and enable residents and our university, college and schools to engage with the innovation activity currently taking place at the National Manufacturing Institute Scotland, the Medicines Manufacturing Innovation Centre and the University of the West of Scotland
- Ensure that households with no access to a car have easier access to employment opportunities, training courses and service provision.
- Address various challenges constraining Renfrewshire's growth, including high vacancy rates, pockets of multiple-deprivation, limited connectivity and poor public realm in our main town centre.

Next Steps

This is a competitive process, and it is expected that all GCR Member Authorities will submit an EOI.

The Glasgow City Region PMO will assess/score and rank submitted Expressions of Interest, based on the key assessment components and in line with the GCRCD Programme Prioritisation Framework. An Appraisal Report outlining the recommended New Regional Project(s) will be presented to the Chief Executives' Group for submission to UK and Scottish Government for decision. Where approval has been gained, a report will be presented to GCRCD Cabinet (date to be confirmed after General election) outlining the governments' decision and seeking approval for the New Regional Project.

Any approved Project will be given an equivalent status to those on the Initial Project List identified via the initial Programme Assembly Exercise in 2013 and will be invited by the Cabinet to proceed to Business Case development stage. If Renfrewshire Council's funding bid is successful, this will come to Leadership Board for approval.

5 New and Existing Local Projects

The available £64.57M will be distributed across the member authorities to assist in meeting exceptional project costs and inflationary pressures that have emerged due to the prevailing economic conditions and volatility.

Renfrewshire's share of this is £8.5M subject meeting the qualifying criteria and the GCR approval process.

Member authorities are now invited to request their share of the additional grant funds for existing City Deal projects through the business case submission process. This requires the submission of a revised Full Business Case (FBC) to the GCR PMO in order that they can be approved by Cabinet (dates to be confirmed after General election).

The CWRR project has experienced significant inflationary pressures and additional project costs due to unprecedented economic conditions, most notably exposure to commodity price fluctuations. Council has previously approved the additional member authority contributions to the project which have been facilitated within the existing financial planning provisions. The total additional Council member authority contribution totals £27M. The approval of the additional grant resource together with secured Transport Scotland Active Travel grant of £1.7M will reduce the additional contribution to £16.8M.

This report seeks the approval of the Leadership Board to engage in the revised FBC process with the GCR PMO to obtain the required GCR Cabinet approval.

6 Naming of the Renfrew Bridge

It is proposed the name of the new opening bridge across the River Clyde that is being delivered as part of the CWRR project is named the Renfrew Bridge in reflection of its location and following the standard approach of naming a bridge after its geographical setting.

In line with the council's current street naming and numbering guidance approved in 2012, local ward members were consulted on the proposed name and there were no indications made against the proposal.

Once approved, the agreed name was communicated to the Glasgow City Region to inform its members, as well as the Scottish and UK Governments.

Implications of the Report

1. **Financial** – The financial implications arising from the Council's participation in City Deal are set out in detail in item 3 Financial Sustainability and General Fund Financial Outlook section 7.7 and 7.8 of the report approved by Council on 30th June 2022.

The approval of additional GCR City Deal grant will reduce the previously approved Council contribution and resulting ongoing financing costs. The GCR Regional project would be 100% grant funded if successful in bid process.

2. **HR & Organisational Development** – None.

3. **Community/Council Planning –**

- *Our Renfrewshire is thriving* – These projects will link our communities and facilitate new development opportunities and business growth with both projects improving skills development, educational and health opportunities for people within the local communities as well as aiding employees to access these major existing and new employment centres. The projects align with and aid the outcomes of the Renfrewshire Economic Strategy 2020 -2030 and the Renfrewshire Economic Recovery Plan
- *Our Renfrewshire is well* - The new safer walking and cycling infrastructure incorporated within these projects, will help encourage active travel by children and young people, as well as adults.
- *Reshaping our place, our economy and our future* – These infrastructure projects provide connectivity and access to new and existing jobs for people in our communities. During the project construction period hundreds of new jobs have been created and as a result of new business creation it is estimated that thousands of additional new permanent jobs will be created. NMIS and MMIC are already up and running as a direct consequence of this enabling infrastructure. The combined projects investment in linking active travel infrastructure and education and will provide connectivity and access to new and existing jobs for people in our communities.
- *Tackling inequality, ensuring opportunities for all* – CWRR provides access to development opportunities along Meadowside Street, increases the potential to reinvigorate Blythwood Retail Park and improves access for the communities on both sides of the River Clyde to facilities and employers on the other side such as the Queen Elizabeth University Hospital; NHS Golden Jubilee; West College Scotland's Clydebank campus and Yoker train station. The project also increases the employee catchment area for businesses planning to locate at AMIDS, while improving links to suppliers and customers.
- *Creating a sustainable Renfrewshire for all to enjoy* - The completed infrastructure includes segregated provision for walking and cycling and will also enable improved public transport links CWRR opens up development opportunities, which through the LDP will be managed as sustainable linked communities.
- *Working together to improve outcomes* - Officers are working closely with local communities, neighbouring councils, private sector organisations, Scottish Government, Scottish Enterprise, and other partners to ensure the maximisation of positive outcomes from the projects noted within this report.

4. **Legal – None.**

5. **Property/Assets** – Completed assets will require to be maintained and operated by the Council.

6. **Information Technology** – None.
7. **Equality & Human Rights** -
 - (a) The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health & Safety** – None.
9. **Procurement** – all contracts are tendered in accordance with Council procurement procedures and where relevant taken to FRCS Board for approval.
10. **Risk** – Project specific and Programme level risk registers have been established for all projects. These are kept under regular review and reported to the Council's internal City Deal and Infrastructure Programme Board. Should the Regional project funding bid be successful the project will be further scoped through the Glasgow City Region Business Case development process.
11. **Privacy Impact** – None.
12. **COSLA Policy Position** – Not applicable.
13. **Climate Risk** – the project will provide sustainable active travel routes and encourage sustainable neighbourhoods and transport links including provision of blue green infrastructure.

List of Background Papers

None.

BW

June 2024

Author: Barbara Walker, City Deal and Infrastructure Programme Director; Email Barbara.walkers@renfrewshire.gov.uk



To: Leadership Board

On: 19 June 2024

Report by: Chief Executive

Heading: External Sports - Suspension of services

1. Summary

- 1.1 In accordance with the terms of the service agreement between the Council and OneRen, OneRen require the Council's consent to suspend provision of the services at the running track and the hockey pitch at ON-X Linwood, and St James Playing Fields, Paisley.
- 1.2 This report is to seek authority from the Leadership Board to consent to the suspension of the provision of services currently provided from the running track and the hockey pitch at Linwood On-X sport centre and St James Playing Fields by OneRen.

2. Recommendations

- 2.1 It is recommended that the Leadership Board:
- i) consent to relevant requests from OneRen in terms of the Services Agreement to temporarily suspend provision of services from the running track and the hockey pitch at O-X Linwood and St James Playing Field for the duration as noted in the table at item 3.4 of this Report.

3. Background

- 3.1 As part of the Council's cultural infrastructure programme, the Council is committed to investing in external sport facilities across Renfrewshire including the replacement of the running track and the hockey pitch at On-X Linwood, and construction of modular buildings at St James Playing Fields, Paisley.
- 3.2 The works involved in replacing the existing facilities at both locations are due to commence on site in Summer 2024 which will require the temporary closure of the running track and hockey pitch as well as extension to current closure of the pitches at St James Playing Fields.

- 3.3 In accordance with the terms of the Services Agreement entered into between the Council and OneRen dated 2 July 2015, OneRen requires the consent of the Council to suspend services.
- 3.4 OneRen are seeking approval from the Council to suspend the services at each facility for the duration of the works. The anticipated duration of each closure is as follows:

Facility	Anticipated closure date	Anticipated re-opening date
On-X Linwood - Running Track	17 June 2024	Services will recommence on completion of the relevant works.
On-X Linwood - Hockey Pitch	15 July 2024	
St James Playing Fields	15 August 2024	

Implications of the Report

1. Financial

The financial implications arising from the suspension of OneRen's services at ON-X Linwood and St James Playing Field will be reflected in future budget reports.

2. HR & Organisational Development

None arising directly from this report.

3. Community/Council Planning –

Place:

- Working together to ensure our neighbourhoods are safe, vibrant, and attractive places to live.
- Developing our relationships with and working alongside communities on decisions that affect them.
- Delivering strong universal services for everyone.

Economy:

- Linking opportunities to enhance economic benefits for Renfrewshire.
- Ensuring that all people can benefit from the inclusive growth in Renfrewshire.
- Equipping all children and young people to achieve success in life.

Fair:

- Reducing inequalities.
- Supporting improved health and wellbeing for our citizens.
- Creating inclusive and supportive learning environments for children and young people.

Living our Values:

- Ensuring our organisation is financially sustainable.

4. **Legal**

The recommendation in the report will ensure the Council complies with the Services Agreement between the Council and OneRen.

5. **Property/Assets**

The closures will facilitate the replacement of the Hockey Pitch at the ON-X, Linwood that will ensure the Council's assets are upgraded and maintained to a proper standard.

As the Council lease the use of the hockey pitch and running track at On-X Linwood and the pitches/ pavilions at St James Playing Fields to OneRen a Licence for Works for each facility requires to be agreed between the Council and OneRen prior to the construction works commencing.

6. **Information Technology**

None arising directly from this report.

7. **Equality & Human Rights -**

- (a) The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.

8. **Health & Safety**

None arising directly from this report.

9. **Procurement**

The procurement procedures used for the works outlined within this report ensure that the Council its statutory requirements in respect of procurement procedures, efficiency, and modern Government.

10. **Risk**

Project specific and Programme level risk registers have been established for all projects. These are kept under regular review and reported to the Council's internal City Deal and Infrastructure Programme Board.

11. **Privacy Impact**

None arising directly from this report.

12. **COSLA Policy Position**

None arising directly from this report.

13. **Climate Risk**

None arising directly from this report.

List of Background Papers

None.

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