
To: Education and Children's Services Policy Board

On: 23 May 2024

Report by: Director of Children's Services

Heading: Children's Services Service Improvement Plan 2023/24 Outturn Report

1. Summary

- 1.1. The purpose of this report is to provide an update on performance of Children's Services for the twelve-month period covering 1 April 2023 to 31 March 2024 in relation to the Service Improvement Plan approved by this Board in May 2023.
 - 1.2. The plan aligns with the Council Plan and Community Plan, and provides the strategic direction for the service. The service is an active partner in developing and delivering the outcomes contained within both the Renfrewshire Children's Services Partnership Plan and the Renfrewshire Community Justice Outcomes Improvement Plan.
 - 1.3. Children's Services has delivered on its priorities over the last twelve months and service updates and key achievements are highlighted in Section 4 of this report.
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2. Recommendations

- 2.1. It is recommended that the Education and Children's Services Policy Board note:
 - a) the contents of this report; and
 - b) the achievements of Children's Services during 2023/24.
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3. Background

- 3.1. Children's Services is responsible for the delivery of social work services to children and families, justice social work services, and early years, primary and secondary education. Much of what the service does is statutory; that is, there is a legal requirement for the Council to deliver. Service delivery is a mix of universal provision (such as education), targeted provision (such as children's houses for accommodated children and young people) and specialist support (for example, justice social work court services).
 - 3.2. Our approach is strongly focused on prevention, early intervention and providing additional support for the most vulnerable. Whilst children's health services sit within Renfrewshire's Health and Social Care Partnership (HSCP), a key priority of both organisations is the continuation of effective integrated working to improve outcomes for children and young people.
 - 3.3. The Service Improvement Plan is a comprehensive statement of the outcomes the service aims to achieve, and the actions it will take to achieve these. It fits within the wider planning framework of the Council by taking account of Community Planning themes and Council priorities. It enables elected members to have oversight of developments within the service and to consider and develop policy options which reflect customer need and resource availability.
 - 3.4. Appendix I details the service's achievements in the past 12 months as we continue to support the Council's priorities and help deliver improved outcomes for Renfrewshire children, young people, and families.
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4. Service Update and Key Achievements

- 4.1. The re-design of social work services has accelerated during 2023/24, with an aim to improve the capability and capacity within the service to drive change forward. This will be supported by reducing reactive 'firefighting' and increase the resilience in the management structure. The service is determined to provide the right support at the right time and minimise the demand on the most expensive types of care placements.
- 4.2. The re-design, which has incorporated Families First, Home Link and Care Experienced Home Link into the Renfrewshire Family Wellbeing Service, has streamlined the way that family support is accessed and provided to ensure consistency and equity across localities. Progress continues to be made to develop Renfrewshire's approach to early and effective whole family support measures. The aim of the Family Wellbeing approach is to provide appropriate family supports focussing on early intervention, and providing opportunities for children, young people, parents, and carers to shape the services that impact

them. Local insight has presented a strong case that children and young people's needs are best understood and met within the context of their families.

- 4.3. Through the Scottish Government's Whole Family Wellbeing Fund, Children's Services is engaging with partners to develop collaborative proposals to address the needs of Renfrewshire's families in a way that is non-stigmatising, community-based, and underpinned by children's rights. There is recognition of the benefit to have services linked and access to support being in one place. Positive learning from the successful implementation of the REN10 mental health and wellbeing family support service is also being applied to the whole family wellbeing approach.
- 4.4. Family support continues to be readily available to families that need it. We want to make sure that families are able to access the help they need, where and when they need it. Holistic support should address the needs of children and adults in a family at the time of need rather than at crisis point. The service has established links with the neighbourhood locality model, and assists families who require support with parenting and behaviour.
- 4.5. Opportunities to incorporate The Promise in service planning and delivery is being facilitated through the active and growing Promise Keeper network. There are currently 266 Promise Keepers in place across the local authority – both staff and elected members – the HSCP, and partner agencies. This network ensures recognition is given to the needs and voices of individuals with care experience. A High-Level Summary of Renfrewshire's Progress Report to Keep The Promise (#KeepThePromise) has been produced outlining activity across Children's Services, the Council, HSCP and the wider partnership. This report was shared with the Promise Oversight Group, Chief Executive, Community Planning Partnership Executive Group, Promise Scotland and COSLA. This report described Promise related activity in Renfrewshire, across a number of areas, including Education, Social Work, Whole Family Wellbeing, Employability, Mental Health, Youth Justice, Family Support, Workforce, Children's Hearings, GIRFEC, UNCRC, Brothers & Sisters, Police, Fire & Rescue Service and Health. The Promise and its activity is aligned with significant policy areas across the work of Children's Services and the Council.
- 4.6. In collaboration with Health partners, the West Partnership, and the voluntary sector, we continue to develop consistent, effective and preventative approaches to support recovery, and improve the mental, social, and emotional wellbeing of children and young people. A comprehensive programme for professional learning is in place, covering a wide range of health and wellbeing topics delivered at local authority level and across the West Partnership.

- 4.7. Work continues in partnership with Skills Development Scotland, West College Scotland, Invest in Renfrewshire, and Developing the Young Workforce West to ensure that planned, robust approaches are in place to support the most vulnerable learners into positive destinations. Employers are continuing to provide excellent opportunities for our young people, such as site visits, training, and long-term work placements for young people in the senior phase.
 - 4.8. During 2023/24 to date, our inspected schools and early learning centres have all received positive reports from Education Scotland. The learning establishments with inspection reports published in this academic year were St Mary's Primary School, Bishopton Primary School, St Margaret's Primary School and ELC, and Brediland Primary School. Children's Services both celebrate the key strengths identified at inspection, and recognise the areas for further improvement, providing support to the schools in their improvement journey.
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5. Progress against Performance Measures

- 5.1. Children's Service's performance indicators which fall under the remit of this policy board are detailed in Appendix I of this report. Of these, 14 are collected quarterly over a fiscal year (1 April to 31 March) and 19 are annual indicators measured over an academic year (1 August to 31 July).
- 5.2. Renfrewshire continues to perform well against its comparators across the majority of attainment measures. While we have not seen significant improvement from the previous leavers cohort this is replicated in national trends suggesting this is in part due to challenges comparing different assessment models undertaken during the Covid-19 pandemic. However, we recognise the scope for further improvement, particularly in relation to reducing the poverty related attainment gap. We will continue to make this a priority as we strive for even further improvement.
- 5.3. The number of young people entering a positive destination after leaving school has maintained strong performance with approximately 96% of the 2023 leavers cohort entering a positive destination, exceeding the target of 95%. The percentage of school leavers attaining literacy and numeracy at SCQF Level 4 has remained at 96% and 93% respectively. In comparison, there has been a drop of 2 percentage-points in the proportion of school leavers achieving literacy and numeracy at SCQF Level 5.
- 5.4. The service has continued to exceed its target for ensuring that children looked after by the Council are cared for in a community setting, with 91% of children cared for in this way at the end of the reporting period. On occasion,

the needs of children and young people might require them to be placed in other settings better aligned to their current needs.

- 5.5. The percentage of Stage 1 complaints responded to within timescales agreed with customers has exceeded the target of 95%, with all complaints during the reporting period met within the agreed timescale with customers in Q4 of 2023/24. This is in comparison to 75% of Stage 1 complaints responded to within agreed timescales in Q4 of 2021/22 and 97% in Q4 of 2022/23. This highlights the efforts of the service to improve performance in this area.
- 5.6. The percentage of Stage 2 complaints responded to within timescales agreed with customers has shown considerable improvement compared to Q4 of 2022/23 where only 67% of complaints were responded to within timescale. The Q4 2023/24 figure shows 91% of complaints were responded to within timescale; while this remains below the target of 95%, the service will continue efforts to improve on this area of performance.
- 5.7. In all cases, the service will always focus on responding to complaints comprehensively. On occasion this may require staff to liaise closely with the complainant to fully understand the scope of the issue and thereafter identify all pertinent information. Complainants are always kept fully informed of timescales and anything that might impact them, for example managing responses that will be impacted by school holidays.

6. Areas requiring improvement and/or review

- 6.1. Justice social work case management transitioned to ECLIPSE in August 2023. As such, we have been unable to report on justice-related indicators since the first quarter of the reporting year. At this time, a number of justice-related indicators were reported as below target. This was due in part to the ongoing changes in court activity which had disrupted justice service processes, resulting in challenging tight timescales for initial activity on orders. Justice activity also continued to be negatively impacted by accommodation issues. Work is ongoing to develop reporting functionality.
- 6.2. The attainment gap between pupils living in the 30% most deprived against those living in the 70% least deprived, in terms of the proportion of pupils achieving the expected levels in literacy for their school stage, increased between 2021/22 and 2022/23. There has also been an increase in the literacy and numeracy attainment gap when comparing pupils entitled to free school meals. However, due to the expansion of universal entitlement to latter primary stages these figures are not directly comparable to previous years.
- 6.3. During 2022/23, 14 young people from Renfrewshire schools began Foundation Apprenticeships, compared to 55 in 2021/22. More frameworks had been established in the area, but had to be cancelled due to no uptake.

This year, the curriculum has been enhanced to include a wider range of new courses, and creates additional opportunities for young people. Children's Services will continue to work with West College Scotland to provide attractive options for young people and intend to grow this number year after year as part of the wider goal of positive post-school destinations for all young people.

- 6.4. The proportion of young people choosing to stay on to S5 and S6, based on S4 roll figures, has decreased for a second consecutive year. The percentage of the S5 roll from the 2023/24 census is 87.8% of the previous year's S4 roll, against a target of 92%. Education for the senior phase has a strong focus on personal development and employability skills as well as on academic attainment, and support is offered to ensure positive post-school positive destinations for all.
- 6.5. The percentage of care leavers that have had a period of homelessness in the six months prior to 31 March 2024 was 6%, representing 7 individuals. We measure performance against an ambitious target that no care leaver experiences a period of homelessness, and this continues to be an area requiring improvement to meet that target.

7. Monitoring progress

- 7.1 We will apply our robust approach to quality improvement across our portfolios to ensure our practice and provision is driven by the experience of our service users. Established processes are in place to ensure our service priorities are underpinned by appropriate and accessible policy guidance, practice standards and training/development opportunities. Data and insight aligned to our outcomes will undergo thorough analysis and evaluation, with outputs shaping how we adapt, respond and best effect improvement over time.
- 7.2 Progress on the implementation of the Service Improvement Plan is monitored by the Extended Senior Leadership Team every quarter and will be reported to the Education and Children's Services Policy Board on a six-monthly basis.

Implications of the Report

- 1. **Financial** – The Service Improvement Plan highlights resourcing pressures arising from increasing demand for services and the current financial environment.
- 2. **HR & Organisational Development** – None.
- 3. **Community/Council Planning** – The report details a range of activities which reflect local council and community planning themes.

4. **Legal** – None.
5. **Property/Assets** – None.
6. **Information Technology** – Service developments relating to information technology are key enablers of service improvement and modernisation and support service-level and corporate objectives.
7. **Equality & Human Rights** – The recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified, arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health & Safety** – None.
9. **Procurement** – None.
10. **Risk** – Risks related to the delivery and management of services are regularly monitored and included in Renfrewshire Council's Corporate and Strategic Risk Registers.
11. **Privacy Impact** – None.
12. **COSLA Policy Position** – None.
13. **Climate change** – Actions and performance indicators aligned to Strategic Priority 4: Green, of Renfrewshire's Council Plan, highlights activities across the Council to tackle climate change.

List of Background Papers: (a) Service Improvement Plan 2023 - 2026

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Appendix I: Children's Services Service Improvement Plan 2023/24 Outturn Report



Children's Services

Service Improvement Plan 2023 – 26
2023/24 Outturn Report

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



Renfrewshire
Council

Welcome to our end of year report

- This update reflects the performance of Children's Services across the 2023/24 period, highlighting areas where we have made progress and some areas we want to focus on more in future, perhaps because performance isn't moving in the direction we anticipated or because of other pressures or factors that makes this even more of a priority for us.
- The following pages shine a spotlight on some great projects or practice and highlight areas where we want to improve or develop further. At a service level, there is a stronger focus on the Strategic Outcomes of the Council Plan that are closely aligned with Children's Services. Towards the end of this document, you will find a full update against all the actions and performance indicators we use to measure progress.
- Through our Service Improvement Plan, we report on 33 performance indicators, 19 which are reported annually and 14 reported quarterly. Some annual indicators are based on data that is one-year behind, owing to having no more recent comparable information. This will be updated as comprehensive data becomes available through subsequent data collections.

Delivering the Council Plan

Place: As part of the corporate roll-out of Wi-Fi, installation across the learning estate is complete in Secondary schools, and it is expected that work will conclude in Primary schools and Early Learning establishments by June 2024.



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

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



Fair: Nurturing bright, happy and healthy futures for all

Achievements

- Early years establishments and primary schools have been supported to deliver effective emotional literacy through coaching from Barnardo's. For secondary schools, HeadStrong designed a bespoke emotional literacy package.
- Our online, interactive, Alcohol and Substance Education Awareness programme is being implemented across our learning establishments. This resource received national recognition, winning a COSLA Excellence Award in the Tackling Inequalities and Improving Health and Wellbeing category, in September 2023.
- The Mentors in Violence Prevention (MVP) programme is providing young people across most Renfrewshire secondary schools with the skills to challenge attitudes to gender-based violence (GBV).
- We have successfully rolled out the Safe and Together model across Children's Services Social Work. The principles of Safe and Together have been embedded in practice and has been supported by multiagency training.



96% of our school leavers are in positive destinations



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



91% of children looked after by the Council are cared for in the community



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

Areas for improvement and development

- The percentage point gap between the attainment in literacy of pupils living in the most and least deprived areas has increased.
- School attendance and senior phase stay-on rates have fallen behind targets.

Improving Outcomes for Children and Families

Across all our work and through our best efforts, we hope for loving and happy lives for Renfrewshire's children – working together to get it right for children, families and communities – protecting, learning, achieving and nurturing.

Every priority of our Council Plan contributes to improving the lives of Renfrewshire's children and their families.

Achievements

- As part of our commitment to keeping The Promise in Renfrewshire, we have recruited 266 Promise Keepers who act as local champions, helping to educate and improve services for care experienced children and young people.
- Our service redesign has resulted in initiatives such as Families First, Home Link and Care Experienced Home Link being incorporated into the Renfrewshire Family Wellbeing Service. This has streamlined the way that family support is accessed and provided to ensure consistency and equity across localities.
- Work is ongoing to ensure that UNCRC is embedded in all future policy and planning decisions.



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

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



Areas for improvement and development

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







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











Actions and Performance Indicators




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

Performance Key


ACTION STATUS	
	OVERDUE
	CHECK PROGRESS
	IN PROGRESS
	COMPLETED

PERFORMANCE INDICATOR STATUS	
	BELOW TARGET
	WARNING (within 10% of Target)
	ON TARGET
	NOT COMPARABLE
	DATA ONLY
	PERFORMANCE IMPROVING
	PERFORMANCE IN RANGE
	PERFORMANCE GETTING WORSE


Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
Progress development work in relation to the priority schools identified in the School Estate Management Plan - Paisley Grammar School Community Campus (PGSCC)	31-Aug-2026		The project is progressing through and coming to the end of RIBA stage 4. Pupil, staff and parent council stakeholder engagement sessions have taken place. Enabling works on site have now commenced and will continue through to mid-June 2024, where formal construction will begin
Progress development work in relation to the priority schools identified in the School Estate Management Plan - Thorn Primary School	31-Mar-2026		Options for Thorn Primary School are being considered and will be shared at appropriate boards. Initial agreement is to develop the new build on the grounds of the current school, and plans will be progressed on this basis. Project is at the early requirements gathering stage. No agreement has been made yet at policy board or public level for when the school build will be finished. This will be confirmed in the coming months and reported as appropriate.
Progress plans for the roll out of full Wi-Fi across the school estate, understanding the benefits that can be baselined and measured	31-Dec-2023		The roll out for secondary schools was completed in November 2023. Work has commenced in Primary and Early Learning and Childcare (ELC) centres, and all establishments will have Wi-Fi by June 2024.


Delivering the Council Plan – Economy

What we will do	Due Date	Status	Progress update
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.	31-Mar-2025		<p>The School Transitions 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. A supportive roadmap has been developed to support strategic planning within and across school teams.</p> <p>The work placement programme continues to provide opportunities for our young people. Employers continue to offer a range of opportunities such as site visits, training and long-term work placements for young people in the senior phase. 'My Futures Pathways' provision now includes an additional class group supporting Flexible Learning Resource (FLR) pupils. A Principal Teacher for College Pathways has been appointed to support partnership working with West College Scotland and to enhance future pathways provision with a particular focus on our care experienced young people. Gateway are relaunching the WorkIT datahub – Renfrewshire staff training taking place from April 2024.</p>




Delivering the Council Plan – Fair

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




Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
Further embed the recommendations of The Promise in service delivery.	31-Mar-2025		<p>A High-Level Summary of Renfrewshire’s Progress Report to Keep The Promise (#KeepThePromise) has been produced outlining activity across Childrens Services, the council, Renfrewshire HSCP and the wider partnership. This report was shared with the Promise Oversight Group, Chief Executive, Community Planning Partnership Executive Group, Promise Scotland and COSLA. This report described Promise related activity in Renfrewshire including Education, Social Work, Whole Family Wellbeing, Employability, Mental Health, Youth Justice, Family Support, Workforce, Children’s Hearings, GIRFEC, UNCRC, Brothers & Sisters, Police, Fire & Rescue Service and Health. Renfrewshire’s Promise Keepers Network continues to grow with 266 Promise Keepers and there are ongoing plans to grow this network across the council, Renfrewshire HSCP and the wider partners. The Promise and its activity is clearly aligning with significant other policy areas across the work of Childrens Services and the council.</p> <p>The work and activity around The Promise is at a key stage in the 10-year programme. The publication of the Scottish Government’s Promise Implementation Plan is due in Spring 2024 and The Promise Plan 24-30 is due to be published in Summer 2024. Upon publication of both these plans there will be initial mapping and planning around the implementation of both plans and what it means for Childrens Services and wider services in relation to our planning, priorities and governance arrangements. A review of governance arrangements will take place to ensure the structures are fit for purpose. There are concrete plans in place to engage with partners and engage parents, carers, children and young people about what the Scottish Government’s Promise Implementation Plan/ Promise Plan 24-30 will means for them and the local authority moving forward.</p>





Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
Development and implementation of the Learning, Teaching and Assessment Strategy that clearly articulates the vision for planning and delivering high quality learning, teaching and assessment.	30-June-2024		Work is ongoing to develop the Learning, Teaching and Assessment strategy. This will be informed by quality improvement visits, attainment data and learning from bespoke support to schools.
Building on the Ren10 interface, create a request for assistance referral system which ensures timely support across a variety of services for children, young people, parents and carers and staff.	30-June-2023		Requirements and options have been compiled to explore the most appropriate interface for the request for assistance process. Some services are piloting a new request for assistance process, and this is in early stages. This action will be merged with whole family wellbeing planning going forward.
Finalise Parenting Strategy, launch and deliver on key actions through portfolio.	31-Mar-2025		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.




Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
Where it is safe and appropriate to do so, families in need of support will be diverted away from social work and offered assessment and time-limited intervention from Barnardo's.	31-Jan-2024		The Barnardo's Early Help Services continues to provide an alternative to social work intervention for families who are experiencing difficulties which without support, might escalate to require statutory involvement. The service is now embedded in Paisley and Johnstone. As part of the service redesign, work is ongoing to shape the future provision, including how this will fit with the Front Door service and align with the Whole Family Wellbeing Service to ensure the right support to the right families at the right time. Given the service redesign work, the due date of this action is to be extended to 31st December 2024.
Develop, design and implement an Early Interventions service within justice social work.	31-Mar-2024		The Early Intervention Service is now operational. All staff have been recruited within the fieldwork service, the women's justice service and Whole Systems. Bail Supervision commenced in February 2024 and voluntary supervision transferred from the court team to this service on the same date. Thus, staff are now undertaking the full range of services including extended diversions and Structured Deferred Sentences.
To update and refresh the staged intervention framework through a shared vision & improved integrated working across all services including education, health, social work, voluntary sector & employment, and training.	31-Mar-2024		The updated Staged Intervention Framework and associated processes, and protocols has been rolled out across all establishments in the Local Authority. Training for all Senior Leaders and Pupil Support Coordinators has been planned throughout the year to ensure successful implementation continues with a focus on quality assessment, planning and review at single agency level. Multi-agency training is also in place throughout the year to ensure all services are aware of and are using updated processes and procedures in line with the updated GIRFEC policy. A quality assurance framework has been established which will support the successful implementation of the Staged Intervention Framework which will include sampling of plans at various stages of intervention.







Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
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.	31-Mar-2025		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.
Build local capacity for transformational whole systems change and to scale up and drive the delivery of holistic whole family support services.	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.
Progress the design and delivery of the Curriculum, Learning, Teaching and Assessment; the Families and Communities; and the Inclusion Portfolios within Children's Services	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.
Deliver mental health and wellbeing support, including Ren10 mental health and wellbeing network to support children, young people and	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-Violence Resistance (NVR) 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	Q1 2023/24		Q2 2023/24		Q3 2023/24		Q4 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Percentage of Looked After Children cared for in the community				90.4%	89.9%	90.8%	89.9%	90.5%	89.9%	90.9%	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. Most 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 individual 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 of children looked after in Renfrewshire living with families in the community was 91.4%, above the Scotland average of 89.8%.







Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	Q1 2023/24		Q2 2023/24		Q3 2023/24		Q4 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
The percentage of NEW clients subject to a new supervision order seen by a supervising officer within 1 week				64%	85%	Data Not Available Due to Transition to a New Case Management System						Where the justice social worker recommends the court imposes a supervision order the criminal justice social work report details the first contact. Achieving this target is therefore dependent on the compliance of the person made the subject of the order attending as directed. Where the court defers sentence further before imposing the supervision order has a negative impact on performance. The justice team reviews performance regularly to identify issues.
% of NEW unpaid work orders/requirement complete by the required date				96%	75%	Data Not Available Due to Transition to a New Case Management System						Target continues to be exceeded. Court services recovering and the number of new orders imposed has continued to increase over recent months. The service continues to prioritise workloads and deliver unpaid work activity in accordance with safe working guidelines.







Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	Q1 2023/24		Q2 2023/24		Q3 2023/24		Q4 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Percentage of NEW unpaid work clients seen within 1 working day of the order				53%	70%	Data Not Available Due to Transition to a New Case Management System						<p>Despite significant recovery being achieved recently, performance in this area had declined compared to Q4 of 2022/23.</p> <p>Those made the subject of unpaid work orders should be seen at court on the day of sentence and directed to an appointment with unpaid work staff to allow this target to be achieved.</p> <p>At present there are vacancies within the court social work team which are compounded by operational issues within the Courts which are having a negative impact on performance.</p> <p>Orders imposed by courts outwith Renfrewshire also impact as there are delays in information sharing with Renfrewshire and a lack of contact details which then require postal contact, thus causing further delays.</p>




Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	Q1 2023/24		Q2 2023/24		Q3 2023/24		Q4 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Percentage of NEW unpaid work clients receiving an induction within 5 working days of the order				62%	75%	Data Not Available Due to Transition to a New Case Management System						Performance in Q1 of 2023/24 has significantly declined compared with Q4 of 2022/23. This is despite general improvements over the course of the previous year. These improvements reflected focussed efforts to prioritise health and safety inductions to ensure that service users are ready for available work placements. The impact on first appointments, then impacts on all later timescales.
Percentage of NEW unpaid work clients beginning work placement within 7 working days of the order				58%	65%	Data Not Available Due to Transition to a New Case Management System						Performance has missed the target in Q1, having exceeded it in the previous two quarters. The demand for weekend work placements remains high, and the service continues to adapt in response to this shift. Staff sickness and vacancies continue to impact workforce capacity and the impact on first appointments, then impacts on all later timescales.







Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	Q1 2023/24		Q2 2023/24		Q3 2023/24		Q4 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Percentage of accommodated Looked After Children placed with families				88.1%	83%	89.3%	83%	89.7%	83%	90.3%	83%	The majority of accommodated children live in a family setting and this will continue to be the preferred option. There are times when it is more appropriate to support a looked after and accommodated child in a residential house or school, or times when a children's hearing considers this necessary.
Percentage of care leavers participating in employment, training or education				41%	55%	54%	55%	54%	55%	56%	55%	The proportion of care leavers with open throughcare involvement and in employment, education or training has increased by 2 percentage-points since Q3. The figure of 56% reflects that 68 of 122 care leavers with throughcare involvement were in employment, education or training at the quarter end date. This represents a similar rate in employment, education or training in comparison to the same period of time in the previous reporting year.







Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	Q1 2023/24		Q2 2023/24		Q3 2023/24		Q4 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Percentage of care leavers who have had a period of homelessness in the last 6 months				3%	0%	5%	0%	2%	0%	6%	0%	The number and percentage of care leavers with a period of homelessness in the past six months has increased since Q3. The figure of 6% equates to 7 young people, of the 124 care leavers with an open throughcare involvement, representing a lower proportion with a period of homelessness compared to the same period in the previous year. All individuals were either living with family members/friends or provided with temporary homeless accommodation either in Renfrewshire or in other local authority areas. Throughcare and Housing continue to work together to prevent homelessness and to support young people in sustaining tenancies.







Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2019/20		2020/21		2021/22		2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
% of Leavers attaining literacy SCQF Level 4				97%	98%	97%	98%	96%	98%	96%	98%	The percentage of leavers in Renfrewshire achieving literacy at SCQF level 4 or above has remained relatively constant over the past 5 years. Renfrewshire remains ahead of the national figures and in line with the virtual comparator in this measure. In the 2022/23 leavers cohort 96% of Renfrewshire pupils achieved this literacy at SCQF level 4, compared with 94% nationally and 95% for the virtual comparator.
% of Leavers attaining numeracy SCQF Level 4				95%	93%	94%	94%	93%	94%	93%	94%	Patterns of attainment in numeracy are similar to literacy, although literacy attainment is higher across both levels. At SCQF level 4, numeracy attainment is broadly consistent over 5 years. Renfrewshire is consistently ahead of national figures over 5 years and remains in line with the virtual comparator. In the 2022/23 leavers cohort 93% of Renfrewshire pupils achieved SCQF level 4 numeracy, compared with 91% nationally and 92% for the virtual comparator.







Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2019/20		2020/21		2021/22		2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
% of Leavers attaining literacy SCQF Level 5				88%	86%	90%	86%	87%	88%	85%	88%	Attainment in literacy at SCQF level 5 or above is slightly lower than previous years however this is consistent with both the virtual and national comparator figures. Renfrewshire remains in line with the virtual comparator and ahead of national figures in this measure. In the 2022/23 leavers cohort 85% of Renfrewshire pupils achieved this measure, compared with 81% nationally and 85% for the virtual comparator.
% of Leavers attaining numeracy SCQF Level 5				78%	75%	80%	75%	77%	77%	75%	77%	The percentage of Renfrewshire school leavers achieving SCQF Level 5 or above in numeracy has decreased slightly on previous years, however, remains broadly in line with pre-pandemic levels. Renfrewshire remains ahead of the virtual comparator and national figures in this measure. In the 2022/23 leavers cohort 75% of Renfrewshire pupils achieved this measure, compared with 74% nationally and 71% for the virtual comparator.







Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2019/20		2020/21		2021/22		2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Average Total Tariff Score of Looked After Children (school leavers)				218	310	471	320	328	330	320	330	The average total tariff of Renfrewshire's care-experienced school leavers fell from 328 to 320. Due to the small number of looked after pupils in each leavers cohort there is considerable variation in the average tariff from year to year. However, this remains higher than the average score recorded pre-pandemic.
Gap between the Average Total Tariff Score of Looked After Children (school leavers) and that of the total Renfrewshire leavers cohort				78%	65%	58%	64%	67%	63%	66%	63%	The percentage gap between the average total tariff score of care experienced school leavers and the general leavers cohort has reduced by 1 percentage-point. The number of looked after pupils in each leaver's cohort is small therefore a high degree of variation is expected in these figures year on year.







Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2019/20		2020/21		2021/22		2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Average Complementary Tariff (S4)				318	313	320	316	311	320	300	320	The average complementary tariff score of S4 pupils in Renfrewshire has decreased over the previous 2 years. The 2022/23 figure of 300 is down on the 2020/21 figure of 320, and last year's average of 311. Renfrewshire's score remains greater than that of the national average and its virtual comparator.
Average Complementary Tariff (S5)				588	560	628	565	604	570	587	570	The average complementary tariff score of S5 pupils in Renfrewshire has decreased to pre-pandemic levels. The 2022/23 figure of 587 is down on the 2020/21 figure of 628, and last year's average of 604, illustrating a decline. Renfrewshire's score remains greater than that of the national average and its virtual comparator.




Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2019/20		2020/21		2021/22		2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Literacy between pupils living in 30% Most Deprived areas and those living in 70% Least Deprived Areas (SIMD)				12	9	12	8	15	7	16	10	The percentage point gap between the attainment in literacy of pupils living in the most and least deprived areas has increased to 16 percentage points, in comparison to 15.4 percentage points in 2021/22.
Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Numeracy between pupils living in 30% Most Deprived areas and those living in 70% Least Deprived Areas (SIMD)				10	8	10	7	13	6	11	9	The percentage point gap between the attainment in numeracy of pupils living in the most and least deprived areas has decreased to 11 percentage points, after a slight increase between 2021 and 2022.




Delivering the Council Plan – Fair

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




Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2019/20		2020/21		2021/22		2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
% of School leavers in a positive destination				94.0%	95%	96.5%	95%	96.6%	95%	96.4%	98%	The percentage of leavers entering a positive destination is in line with the previous year at 96.4%. This is an increase over 5 years and Renfrewshire remains in line with the virtual comparator and marginally ahead of the national figure. In the 2022/23 leavers cohort, 41.6% of Renfrewshire’s leavers entered higher education, 24.9% went into further education and 26.1% were employed. Compared with national figures, Renfrewshire has a higher proportion of pupils entering higher education and employment. The proportion of Renfrewshire leavers entering higher education is behind the virtual comparator however Renfrewshire is above the virtual figure in employment and in line within further education.







Delivering the Council Plan – Fair

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







Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2020/21		2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Percentage of pupils satisfied with establishments Education Scotland Survey				n/a	100%	n/a	100%	77%	100%	82.7%	100%	Figures for this indicator are taken from pupil responses to surveys sent out by inspectors; in this case, it is the proportion responding positively to the statement “I enjoy learning at my school”. As such, they relate to a proportion of pupils in a small number of schools. Schools included in 2023/24 to date are St Mary's, Bishopton, and Brediland Primary Schools, and St Margaret's Primary School and ELC. This measure does not take into account other statements which cover the broader aspects of school life, such as pastoral care, extracurricular activities, and the relationships between pupils and staff.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2019/20		2020/21		2021/22		2022/23		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
% of children attending school (Primary)				94.1%	95.5%	94.6%	95.5%	92.6%	95.5%	92.8%	95.5%	Renfrewshire primary schools have worked hard to maintain a strong level of attendance, with a slight increase from 2021/22. By comparison, the rate of children attending primary school across Scotland has fallen for the fourth collection in a row. Attendance in Renfrewshire is above the national rate by 0.6 percentage points.
% of children attending school (Secondary)				89.4%	91%	87.9%	91%	87.1%	91%	86.9%	91%	Renfrewshire secondary schools have worked hard to maintain attendance. However, challenges for some families has resulted in pockets of attendance falling. This is a picture which is being replicated across the country. The National comparator data for attendance shows that Renfrewshire is below the national rate by 0.8 percentage points.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	2020/21		2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
% of young people choosing to stay onto S5 (as % of S4 roll at September previous year)				93.3%	92%	94.5%	92%	92.9%	92%	87.8%	92%	The percentage of pupils staying on to S5 year has fallen in comparison to 2022/23. This year's figure represents a fall to below 90% for the first time since the collection began in 2017/18. There is no national comparator data for this specific measure at present.
% of young people choosing to stay onto S6 (as % of S4 roll at September two years before)				69.0%	69%	72.4%	70%	71.4%	71%	63.2%	71%	Stay on rates for young people choosing to stay on to S6 have fallen below target, having been above 70% in the previous two years. Education for the senior phase has a strong focus on personal development and employability skills as well as on academic attainment, and support is offered to ensure positive post-school positive destinations for all.







Delivering the Council Plan – Green

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




Delivering the Council Plan – Living our Values

What we will do	Due Date	Status	Progress update
Staff will be supported to collaboratively learn and develop across Children's Services	31-Mar-2024		The Social Work Professional Training Section continues to deliver a comprehensive training programme for all staff. The refresh of the Getting It Right For Every Child (GIRFEC) approach has been delivered with high numbers of staff participating in training and briefings.
Engage and participate in trauma informed and responsive Renfrewshire programme	31-Mar-2026		Children's Services continues to promote trauma informed and responsive practice with children, young people and their families. The multi-agency and single training programme has been revised to ensure that trauma informed, and responsive practice underpins the delivery and participation. Work is ongoing to update all policies and procedures to ensure they are trauma informed and responsive.

Delivering the Council Plan – Living our Values

Indicator	Current Status	Short term trend	Long term trend	Q1 2023/24		Q2 2023/24		Q3 2023/24		Q4 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
% of Stage 1 complaints responded to within timescales agreed with customers				97%	95%	100%	95%	92%	95%	100%	95%	Children's Services received 8 Front Line (Stage 1) complaints; all 8 were Education complaints and all were completed within target. This is an increase compared to the previous quarter, and also Q4 of 21/22 and 22/23.
% of Stage 2 complaints responded to within timescales agreed with customers				88%	95%	80%	95%	84%	95%	91%	95%	Children's Services received 22 Investigation (Stage 2) complaints; 17 Education and 5 Social Work. 20 were completed within target; 16 Education and 4 Social Work, and 2 completed outwith target; 1 Education and 1 Social Work. This is an increase compared to the previous quarter, however is less than the percentage completed within timescales in Q4 of 22/23.

Delivering the Council Plan – Living our Values

Indicator	Current Status	Short term trend	Long term trend	Q1 2023/24		Q2 2023/24		Q3 2023/24		Q4 2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
% of FOI requests completed within timescale by Children's Services				85%	100%	88%	100%	83%	100%	85%	100%	<p>Children's Services has seen an improvement in performance; 85% of FOIs were completed within timescales for Q4 of 23/24, an increase of 2 percentage-points from the previous quarter. Although performance is slightly below that reported in the first 6 months of last year, it is worth noting that there has been an increase in the volume of FOIs received when comparing the first 6 months of this reporting year to the last 6 months this reporting year; 113 FOIs were received in Q1 and Q2 compared to 117 in Q3 and Q4.</p> <p>For Q4, Children's Services had 60 FOI responses due; 42 Education and 18 Social Work. 50 were completed within the required timescale; 32 Education and 18 Social Work with 9 ED FOIs were completed outwith timescales. Throughout 2023/24, Children's Services had 230 FOIs due; 179 of these were for Education with 51 allocated to Social Work. 197 were completed within timescale, 146 Education and 51 Social Work, with 33 Education completed outwith the timescale.</p>

Management Information

Indicator	Q1 2023/24	Q2 2023/24	Q3 2023/24	Q4 2023/24	Explanation of performance
	Value	Value	Value	Value	
Percentage of children registered in this period who have previously been on the Child Protection Register	3.4%	2.3%	13.6%	11.1%	There were 27 new CP registrations between January and March 2024. 3 children had previously been registered within the last 2 years. Re-registrations are monitored as part of the Renfrewshire Child Protection Committee’s performance management to ensure that there have been no inappropriate de-registrations.
Number of children on the Child Protection Register at quarter end date	73	91	68	61	<p>There were 61 children on the Child Protection Register (CPR) as at the reporting period end date in Q4, compared to 68 as at the reporting period end date in Q3 of 2023/24. During Q4, there were 27 children newly registered and 33 children de-registered.</p> <p>Throughout 2023/24, 120 children were newly registered on the CPR while 141 children de-registered. Trends in child protection activity are monitored by the Renfrewshire Child Protection Committee which receives a report on a range of performance measures.</p>

Please note that there are no targets for these indicators



Children's Services

Service Improvement Plan 2023 – 26
2023/24 Outturn Report

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



Renfrewshire
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