![Renfrewshire Council logo]

To: Communities, Housing and Planning Policy Board

On: 27 October 2020

Report by: Director of Children's Services

Heading: Service Update

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1. Summary

1.1 In August 2020, service updates were presented to policy boards and outlined the work undertaken during the lockdown period and the plans for recovery. These service updates were done by council service and the update which covers Criminal Justice Social Work was presented to the Education and Children's Services Board on 20 August 2020, as that board is responsible for the majority of services delivered by Children's Services.

1.2 This report provides an update to the Communities, Housing and Planning Policy Board on criminal justice social work. It also outlines the priorities through to Spring 2021, highlighting key areas of focus and plans for next steps to support the Council's recovery plans. Whilst developing these plans, the local and national position remains fluid and services will remain flexible and able to respond quickly in relation to changes in restrictions and local outbreaks.

1.3 Appended to this report is a performance update to 31 March 2020. Due to the coronavirus pandemic and the pausing of Policy Boards, the annual Service Improvement Plan 'outturn' reports were not presented to board. This appendix covers all performance indicators and actions as outlined in the Service Improvement Plan for 2019/20 and will also be reported to the Education and Children's Services Board as it includes areas within that Board's remit.

1.4 Service Improvement Plans for 2020/21 were developed for all Council services and the Children's Services Service Improvement Plan was approved by this Board prior to the lockdown/but was not approved by this Board due to the outbreak of the coronavirus pandemic and the cancellation of that meeting.

The majority of the actions and activities did not proceed or were not undertaken in the same way due to Covid-19 and, as outlined below, new Service Improvement Plans are being drafted to be in place for the start of the new financial year.

1.5 Work is underway to develop Service Improvement Plans for 2021/22 - these will have a strong focus on recovery and renewal rather than solely improvement. These will also fully reflect the social, economic and financial recovery plans being progressed.

2. Recommendations

2.1 It is recommended that members of the Communities, Housing and Planning Policy Board:

- note the content of this report; and
- note the performance information for 2019/20 as appended to this report.

3. Background

3.1 In the previous Service Update reported to the Education and Children's Services Board on 20 August 2020, the Council's response to the coronavirus from March 2020 to September 2020 was outlined - our partnership approach, our move to protect and support our employees and communities, particularly vulnerable people across the area.

3.2 Employees across the Council continue to show great commitment and resilience during this time delivering essential services, volunteering to support frontline services and helping others to remain safe at home.

3.3 The service remains acutely aware of the impact on Renfrewshire's communities of the pandemic - of those who have sadly been bereaved, who feel isolated, have concerns about their income, have had their health impacted, have supported their children and young people with home learning or have contended with other challenges made more difficult by the pandemic and consequent restrictions. Across services, and with our partners, the Council continues to support our communities and develop our operational and policy response both now and as we continue to move through the recovery route map.

3.4 Recent weeks have shown the local and national position continues to change rapidly - restrictions have been both relaxed and tightened since the previous report to Board. The situation across Scotland, the UK and globally has shown areas of progress and areas for concern and national policy has flexed to respond to this. While working towards a recovery position and hopeful of the resumption of more services to our communities, the service and the Council remain ready to respond to rapid changes in our local approach.

3.5   Alongside this, new opportunities are emerging, potential funding streams, information and learning is being shared across local government and the service will also continue to respond to this.

3.6   This report gives a broad overview of the key areas which continue to be impacted by the Covid-19 crisis, further areas the service has paused and restarted, the particular areas of focus now and in the near future, and any specific risks and priorities of relevance to this Policy Board.

4.   Updates for Communities, Housing and Planning Policy Board

4.1   Criminal Justice Social Work services, although part of Children's Services, are covered by the remit of the Communities, Housing and Planning Policy Board. Many of the key public protection duties undertake by the CJSW service continued throughout the spring and summer, with priority given to supporting those service users with the highest levels of vulnerability and those who presented the highest risk to the public. Much of the work of the Unpaid Work team had to be halted due to the restrictions imposed by the pandemic although some service users were able to continue the unpaid work element through activities they could undertake from home.

4.2   The pausing of court services has caused a backlog which will take time to work through. The Scottish Government has already agreed an extension to Community Payback Orders with unpaid work attached; in ordinary circumstances, service users have a limited time to complete the unpaid work element and this has been relaxed for now in recognition of the challenges in delivering that type of service at present. Court business is now increasing which adds to the expectations on community services in relation to progress with existing and new community orders.

5.   Key priorities until next Board cycle

5.1   The service priorities remain the maintenance of business as usual as far as possible within whichever restrictions are in place, and the restarting of additional services where restrictions allow. The current level of restriction makes it very difficult to deliver an unpaid work service or groupwork services but it is hoped that some element can be restarted in the coming weeks.

5.2   The Criminal Justice Social Work service is also in the preparatory stages of implementing a new case management IT system. It is expected that this will go live towards the middle of 2021.

5.3   Criminal Justice Social Work and the wider Children's Services team will continue to work in partnership with other council services, and with others in the public and third sectors to ensure vital services can continue. The service will also support the council in its wider recovery and renewal activities.

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Implications of the Report

1.   **Financial** – None.

2.   **HR & Organisational Development** – None.

3.   **Community/Council Planning –** Covid-19 will impact on the operations of Council partners and on services to the community. This paper highlights the work being undertaken to mitigate this impact as far as possible and maintain essential services for the safety and wellbeing of the community.

4.   **Legal –** None.

5.   **Property/Assets**- Adjustments have made to physical spaces wherever required to comply with the current relevant guidance. This applies to both indoor and outdoor spaces.

6.   **Information Technology**- Staff have the capability to work from home wherever possible to reduce social contact in line with government and health guidance. Digital learning remains a contingency in the event of restrictions being re-imposed.

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 because it is for noting only. However, the service notes the scientific advice in relation to risks to particular groups and communities from Covid-19 and is undertaking individualised risk assessments wherever appropriate.

8.   **Health & Safety –** Advice and guidance is being given to protect the health and safety of employees and service users when carrying out priority services for the Council in line with government and health guidance. Risk assessments are in place throughout the service and are regularly reviewed.

9.   **Procurement –** The ongoing pandemic has and will continue to have a significant impact on existing contractual obligations and on the procurement of future goods and services required by the Council.

10.   **Risk –** The Corporate Risk Management Group are currently reviewing the Council's risk profile in light of the coronavirus pandemic and will report to board in November.

11.   **Privacy Impact** – None.

12.   **CoSLA Policy Position** – None.

13.   **Climate Risk –** None.

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List of Background Papers –Service Update, Paper to Education and Children's Services Policy Board, August 2020

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CS 2019-2022 Academic Scorecard

PI Status		Long Term Trends		Short Term Trends	
🔴	Alert	⬆️	Improving	⬆️	Improving
⚠️	Warning	➖	No Change	➖	No Change
✅	OK	⬇️	Getting Worse	⬇️	Getting Worse
❓	Unknown				
📊	Data Only				

Priority Strategic Priority 1: Reshaping our place, our economy and our future

Code	Short Name	Status	Short Term Trend	Long Term Trend	Q1 2018/19 Value	Q2 2018/19 Value	Q3 2018/19 Value	Q4 2018/19 Value	2018/19 Value	2019/20 Value	Current Value	Current Target	Latest Note
CHS/ATT/01a	% of Leavers attaining literacy SCQF Level 4	✅	⬆️	⬆️	Not measured for Quarters				96%	n/a	96%	96%	The percentage of leavers in Renfrewshire achieving literacy and SCQF level 4 or above has remained relatively constant over the past 5 years at 96%. The 2018/19 figure is in line with the virtual comparator, at 95%, and the national figure of 94%
CHS/ATT/01b	% of Leavers attaining numeracy SCQF Level 4	✅	⬆️	⬆️	Not measured for Quarters				94%	n/a	94%	92.5%	The performance of Renfrewshire school leavers in numeracy at SCQF level 4 or above has increased to 94% since the previous year. This is in line with both virtual comparator and national figures. Since 2015, the percentage achieving SCQF level 4 numeracy or above has increased by 5.5 percentage points.
CHS/ATT/01c	% of Leavers attaining literacy SCQF Level 5	✅	⬆️	⬆️	Not measured for Quarters				87%	n/a	87%	82.5%	Attainment of school leavers in literacy at SCQF level 5 or above has marginally decreased since 2017/18. However, Renfrewshire remains

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Code	Short Name	Status	Short Term Trend	Long Term Trend	Q1 2018/19 Value	Q2 2018/19 Value	Q3 2018/19 Value	Q4 2018/19 Value	2018/19 Value	2019/20 Value	Current Value	Current Target	Latest Note
													in line with the virtual comparator and national figures. Over 5 years, Renfrewshire has increased the percentage of leavers achieving literacy at SCQF Level 5 by 9 percentage points.
CHS/ATT/01d	% of Leavers attaining numeracy SCQF Level 5	✅	▬	⬆	Not measured for Quarters				76%	n/a	76%	71.5%	The percentage of school leavers achieving SCQF level 5 or above in numeracy remains in line with previous years in 76%. Renfrewshire remains above the virtual comparator, which in 2018/19 was 73%. Over 5 years, the percentage achieving level 5 numeracy or above has increased by 10 percentage points.
CHS/ATT/12	Average Complementary Tariff (S4)	⚠	▬	⬆	Not measured for Quarters				311	n/a	311	317	The average complementary tariff score amongst S4 pupils in Renfrewshire increased from the previous year, equalling the score from 2016/17. In comparison, Renfrewshire's score was greater than that of the national average (291) and its virtual comparator (296), for the third year in a row.
CHS/ATT/13	Average Complementary Tariff (S5)	📈	n/a	n/a	Not measured for Quarters				546	n/a	546	n/a	The average complementary tariff score amongst S5 pupils in Renfrewshire marginally decreased since 2017/18. However, Renfrewshire's score was greater than that of the national average (521) and its virtual comparator (529), for the third year in succession. Targets were not set for the first two years of this indicator so that an appropriate baseline could be determined. Targets are in place for 2019/20 onward.

Priority Strategic Priority 3: Tackling inequality, ensuring opportunities for all

Code	Short Name	Status	Short Term Trend	Long Term Trend	Q1 2018/19 Value	Q2 2018/19 Value	Q3 2018/19 Value	Q4 2018/19 Value	2018/19 Value	2019/20 Value	Current Value	Current Target	Latest Note
CHS/ATT/07	Percentage gap in average total tariff score of school leavers resident in SIMD 30%	⚠	⬆	⬆	Not measured for Quarters				37%	n/a	37%	34%	The size of the gap between pupils living in most and least deprived areas has improved since 2017/18 but remains in line with previous years. The size of the gap in Renfrewshire is

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Code	Short Name	Status	Short Term Trend	Long Term Trend	Q1 2018/19 Value	Q2 2018/19 Value	Q3 2018/19 Value	Q4 2018/19 Value	2018/19 Value	2019/20 Value	Current Value	Current Target	Latest Note
	most deprived and those from the 70% least SIMD deprived Renfrewshire areas.												consistent with national figures.
CHS/ATT/08	Average Total Tariff Score of Looked After Children (school leavers)	🔼	⬆	⬆	Not measured for Quarters				280	n/a	280	249	The average total tariff of school leavers that are looked after increased in 2018/19 to 280. 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.
CHS/ATT/09	Gap between the Average Total Tariff Score of Looked After Children (school leavers) and that of the total Renfrewshire leavers cohort	🛑	⬆	⬆	Not measured for Quarters				70%	n/a	70%	67.2%	The percentage gap between the average total tariff between looked after school leavers and the general cohort fell in 2018/19 to 70%. This was due to a rise in the average total tariff of looked after pupils. 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.
CHS/ATT/14	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)	🛑	⬇	▬	Not measured for Quarters				12%	n/a	12	10	The percentage point gap between the attainment in literacy of pupils living in the most and least deprived areas remains in line with previous years. The size of the gap has reduced since 2015/16 however has remained around 12 percentage points over the last 3 years.
CHS/ATT/15	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)	🛑	▬	⬆	Not measured for Quarters				10%	n/a	10	9	The percentage point gap between the attainment in numeracy of pupils living in the most and least deprived areas is unchanged since 2017/18 and decreased over 4 years. While the overall gap has remained at 10%, both the level of attainment of pupils living in SIMD deciles 1 to 3 and pupils living in SIMD deciles 4 to 10 has risen in the past year.
CHS/ATT/16	Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Literacy between pupils entitled to Free School Meals and pupils not entitled	🛑	⬇	⬆	Not measured for Quarters				18%	n/a	18	16	The percentage point gap between the attainment in literacy of pupils entitled to free meals and those not entitled has marginally increased since 2017/18 but remains smaller than previous years.

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Code	Short Name	Status	Short Term Trend	Long Term Trend	Q1 2018/19 Value	Q2 2018/19 Value	Q3 2018/19 Value	Q4 2018/19 Value	2018/19 Value	2019/20 Value	Current Value	Current Target	Latest Note
CHS/ATT/17	Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Numeracy between pupils entitled to Free School Meals and pupils not entitled	✅	⬆	⬆		Not measured for Quarters			14%	n/a	14	15	The percentage point gap between the attainment in numeracy of pupils entitled to free meals and those not entitled has continued to decrease. The reduction in the gap has occurred due to attainment of pupils entitled to free meals increasing at a higher rate than pupils that are not entitled. As such it represents a genuine decrease in the size of the attainment gap.
CHS/SCH/07	% of children attending school (Primary)	✅	⬆	⬆		Not measured for Quarters			95%	95%	95%	95.5%	The average attendance rate in Renfrewshire primary schools remains in line with previous years at 95% This figure is in line with national attendance rates, which in 2018/19 were 94.5%
CHS/SCH/08	% of children attending school (Secondary)	✅	⬆	⬆		Not measured for Quarters			90%	90.4%	90.4%	90.3%	The average attendance rate in Renfrewshire secondary schools remains in line with the previous year at 90%. Renfrewshire remains in line with the national attendance rate which in 2018/19 was 90.7%
CHS/SCH/09	% of young people choosing to stay onto S5 after January (as % of S4 roll at September previous year)	✅	⬆	⬆		Not measured for Quarters			93%	94%	94%	92%	The percentage of pupils staying on to 5th year has continued to increase. This year's figure represents a continued positive trend over 3 years. There is no national comparator data for this specific measure, however data from Skills Development Scotland's participation measure indicates that Renfrewshire has considerably more pupils remaining in school to the end of the senior phase than the national average.
CHS/SCH/10	% of young people choosing to stay onto S6 (as % of S4 roll at September two years before)	✅	⬆	⬆		Not measured for Quarters			69%	74%	74%	67%	The percentage of pupils staying on to 6th year has continued to increase. This year's figure represents a continued positive trend over 3 years. There is no national comparator data for this specific measure, however data from Skills Development Scotland's participation measure indicates that Renfrewshire has considerably more pupils remaining in school to the end of the senior phase than the national average.

CS 2019-2022 Financial Year Scorecard

PI Status		Long Term Trends		Short Term Trends	
🔴	Alert	⬆	Improving	⬆	Improving
⚠	Warning	➖	No Change	➖	No Change
✅	OK	⬇	Getting Worse	⬇	Getting Worse
❓	Unknown				
📈	Data Only				

Priority Strategic Priority 1: Reshaping our place, our economy and our future

Code	Short Name	Status	Short Term Trend	Long Term Trend	2018 /19 Value	Q1 2019 /20 Value	Q2 2019 /20 Value	Q3 2019 /20 Value	Q4 2019 /20 Value	2019 /20 Value	Current Value	Current Target	Latest Note
CHS/PD/ 01	% of School leavers in a positive destination	✅	⬆	⬆	95%	Not measured for Quarters					95%	95%	This represents a further improvement in performance and Renfrewshire has performed above the national average of 92.9%. Data for 2019/20 will not be available until 2021.

Priority Strategic Priority 2: Building strong, safe and resilient communities

Code	Short Name	Status	Short Term Trend	Long Term Trend	2018 /19 Value	Q1 2019 /20 Value	Q2 2019 /20 Value	Q3 2019 /20 Value	Q4 2019 /20 Value	2019 /20 Value	Current Value	Current Target	Latest Note

Code	Short Name	Status	Short Term Trend	Long Term Trend	2018 /19 Value	Q1 2019 /20 Value	Q2 2019 /20 Value	Q3 2019 /20 Value	Q4 2019 /20 Value	2019 /20 Value	Current Value	Current Target	Latest Note
CHS/CJ/ CPO/02	% of NEW unpaid work orders/requirement complete by the required date	✅	⬇	⬇	76%	63%	70%	77%	72%	74%	72%	72%	Performance remained consistent and on or above target throughout 2019/20. Performance against this indicator will be adversely affected during 2020/21 by the service changes necessitated by the Covid-19 pandemic. All target end dates for orders were extended by 12 months to reflect the fact that unpaid work paused during lockdown. This will impact on the capacity of the Unpaid Work Service as they 'catch up' on work placements which didn't take place as well as manage new orders. National estimates suggest that services will operate at 30% capacity in the first stages of recovery so that physical distancing rules can be complied with; however re- establishing and providing this service, given its nature, and within current staffing levels will be challenging.
CHS/CJ/ CPO/01	The percentage of NEW clients subject to a new supervision order seen by a supervising officer within 1 week	🛑	⬇	⬇	78%	54%	43%	n/a	n/a	n/a	n/a	85%	Figures for Q3, Q4 and year end are subject to data quality work and not yet available.
CHS/CJ/ CPO/04	Percentage of NEW unpaid work clients seen within 1 working day of the order	🛑	⬇	⬇	72%	71%	79%	70%	60%	52%	59%	70%	This target remains challenging due to the number of Unpaid Work Level 1 orders (which can be handed down without the need for a social work report) and the number of service users given orders by external courts (which teams are not aware of before sentencing). In both circumstances, the teams are not aware of the new order being made on the day, and are therefore unable to provide appointments there and then. Targets need to be reconsidered in light of this growing trend.
CHS/CJ/ CPO/05	Percentage of NEW unpaid work clients receiving an induction within 5 working days of the order	🛑	⬆	⬇	73%	73%	62%	66%	67%	67%	67%	75%	Service users will always be given an appointment within the required timescale as soon as the service is aware of the new order being made (as previously stated, this is impacted by cases in external courts or those where no social work report is required). Thereafter, performance is dependent on service user compliance.
CHS/CJ/ CPO/06	Percentage of NEW unpaid work clients beginning work placement within 7 working days of the order	🔺	⬇	⬇	70%	69%	68%	62%	60%	63%	63%	65%	Service users will always be given an appointment within the required timescale as soon as the service is aware of the new order being made (as previously stated, this is impacted by cases in external courts or those where no social work report is required). Thereafter, performance is dependent on service user compliance.

Code	Short Name	Status	Short Term Trend	Long Term Trend	2018 /19	Q1 2019 /20	Q2 2019 /20	Q3 2019 /20	Q4 2019 /20	2019 /20	Current Value	Current Target	Latest Note
					Value	Value	Value	Value	Value	Value			
CHS/CPR/01	Percentage of children registered in this period who have previously been on the Child Protection Register		n/a	n/a	23%	34%	28%	11%	7%	19%	19%	n/a	The percentage of children added to the CPR who have previously been registered is subject to considerable fluctuation as numbers can often be low. The 7% rate in Q4 relates to two children. All re-registrations are reviewed by the Child Protection Adviser to ensure that children are not being deregistered inappropriately and this additional level of scrutiny has not identified any concerns.

Priority Strategic Priority 3: Tackling inequality, ensuring opportunities for all

Code	Short Name	Status	Short Term Trend	Long Term Trend	2018 /19	Q1 2019 /20	Q2 2019 /20	Q3 2019 /20	Q4 2019 /20	2019 /20	Current Value	Current Target	Latest Note
					Value	Value	Value	Value	Value	Value			
CHS/ATT/04	No. of opportunities for young people to achieve through accredited awards	✅	⬆	⬆	899	433	296	n/a	n/a	n/a	296	282	The opportunities for recognising achievement through accredited and nonaccredited awards come through Youth Services offer, Community based Clubs, Holiday programmes, Youth Voice programme, Young Scot groups and oneoff events and trips and visits. Young people are offered the opportunity to work towards awards including Saltire, Hi5, Youth Achievement Awards, Dynamic Youth Awards, Certificate in Participative Democracy, DofE Awards, and the Community Achievement Awards. Due to school closures as a result of lockdown, figures for the second half of 2019/20 were not collated.
CHS/EY/02	% of entitled 2 year olds accessing 600 hours of early learning and childcare	✅	⬆	➖	62%	70%	46%	59%	n/a	n/a	59%	60%	Uptake can increase throughout academic year as people become aware their children are eligible. These figures are a snapshot taken on the last day of each quarter. Due to the closure of all schools and nurseries in March 2020, there were no figures to report at year end.
CHS/LGBF/01	Percentage of Looked After Children cared for in	✅	⬆	⬆	92%	92%	92%	93%	95.2%	95.2%	95.2%	89.9%	The service will always aim to use community based placements where it is appropriate to do so. The service has been reducing the

Code	Short Name	Status	Short Term Trend	Long Term Trend	2018/19 Value	Q1 2019/20 Value	Q2 2019/20 Value	Q3 2019/20 Value	Q4 2019/20 Value	2019/20 Value	Current Value	Current Target	Latest Note
	the community												use of residential placements over the long-term but will continue to use them where it is the best option for a child.
CHS/EY/01	% of 3 and 4 year olds accessing 600 hours of early learning and childcare	✅	⬆	⬆	93%	94%	83%	91%	101%	101%	101%	96.4%	Figures are now exceeding target. The percentage uptake is based on the latest available population estimate (which is a year old) which is why it is possible for the current figure to be over 100%.
CHS/LAC/01	The percentage of children made subject to a supervision order that were seen by a supervising officer within 15 days	🛑	⬆	⬇	87%	86%	62%	78%	85%	85%	85%	100%	Performance is behind target and can be impacted by families not complying with statutory visits or by unexpected staff absence. The target remains for all visits to be undertaken within 15 days.
CHS/LAC/02	Percentage of accommodated Looked After Children placed with families	✅	⬆	⬆	81%	81%	81%	81%	86%	86%	86%	83%	The service will always aim to use community based placements where it is appropriate to do so.
CHS/LAC/CL/01	Percentage of care leavers participating in employment, training or education	🛑	⬇	⬇	51%	51%	42%	n/a	n/a	n/a	42%	51%	This figure is compiled from a manual data exercise and was not produced for Q3 and Q4. The implementation of a new case management system for social work in August 2020 means that future figures can be generated directly from the system.
CHS/LAC/CL/02	Percentage of care leavers who have had a period of homelessness in the last 6 months	🛑	⬇	⬇	1%	3%	4%	n/a	n/a	n/a	4%	0%	This figure is compiled from a manual data exercise and was not produced for Q3 and Q4. The implementation of a new case management system for social work in August 2020 means that future figures can be generated directly from the system.
RCPC/01	Number of children on the Child Protection Register at quarter end date	📈	n/a	n/a	91	77	70	80	82	82	82	n/a	This figure is always subject to fluctuation as it is driven by needs. A suite of indicators relating to child protection are reported to Renfrewshire Child Protection Committee every quarter.

Priority Strategic Priority 5: Working together to improve outcomes

Code	Short Name	Status	Short Term Trend	Long Term Trend	2018/19	Q1 2019/20	Q2 2019/20	Q3 2019/20	Q4 2019/20	2019/20	Current Value	Current Target	Latest Note

					Value	Value	Value	Value	Value	Value			
CHS/CORP/01	% of complaints responded to within timescales agreed with customers	🔺	⬆	⬆	96%	96%	97%	97%	n/a	n/a	97%	100%	Frontline complaints to schools make up the bulk of Children's Services complaints and are compiled from school-held data a few weeks after the end of each quarter. Due to lockdown, data for Q4 2019/20 was not collated. Due to other priorities in schools, they have not been asked to provide this at the current time.
CHS/CORP/03	% of FOI requests completed within timescale by Children's Services	✅	⬇	⬇	96%	88%	99%	93%	95%	94%	94%	100%	Performance of 94% represents 14 late responses out of 228 requests during the year. The service always strives to deliver all FOI requests within the required timescale.
CHS/SCH/04	Percentage of parents satisfied with establishments Education Scotland Survey	🛑	⬆	⬆	85%	Not measured for Quarters					91%	91%	100%	Figures for this indicator are taken from parental responses to surveys sent out by inspectors. As such, they relate to a proportion of parents in a small number of schools. Schools included in 2019/20 are St John Bosco Primary, Riverbrae, East Fulton Primary, Langbank Primary ,Heriot Primary Our Lady of Peace Primary and the Mary Russell School, . During 2019/20, 10 parents responding from these 7 schools indicated that they were not satisfied.
CHS/SCH/05	Percentage of pupils satisfied with establishments Education Scotland Survey	🛑	⬆	⬆	82.4%	Not measured for Quarters					89%	89%	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 parents in a small number of schools. Schools included in 2019/20 are St John Bosco Primary, Riverbrae, East Fulton Primary, Langbank Primary ,Heriot Primary Our Lady of Peace Primary and the Mary Russell School, 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.

Children's Services SIP 2019-2022 Actions

Priority Strategic Priority 1: Reshaping our place, our economy and our future

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
✅	CS.SIP.19.01a	Develop high quality learning and teaching that leads to improved levels of attainment and achievement in all of our establishments.	Staff are skilled and knowledgeable and able to effectively support children and young people in their learning and development.	31-Mar-2021	100%	We continue to deliver very high quality professional learning in partnership with Strathclyde University and Winning Scotland which supports practitioners at all levels.	Head of Curriculum and Quality
✅	CS.SIP.19.01b	Improve employability skills and support all of our young people to enter positive destinations and sustained post-school destinations.	Equipping children and young people with the skills needed in the workplace improves opportunities and life chances for all.	30-Jun-2020	100%	Following a review of processes in place across secondary schools, a number of actions were progressed to ensure all young people are supported into positive and sustained destinations. Expectations have been agreed with all schools and partnership working is having a positive impact.	Head of Curriculum and Quality; Head of Schools; Education Manager (Senior Phase)
✅	CS.SIP.19.01c	Increase the role of arts and creativity in the school curriculum from early years through to the senior phase.	Children and young people benefit from increased participation in cultural activity.	31-Mar-2020	100%	Although the live events programme had to be suspended towards the end of 2019/20, online activities have been put in place. Preparatory work is underway to establish a Creative Learning partnership between council offices, schools and RLL to embed a creative approach to learning and teaching across the curriculum.	Education Manager (Curriculum)

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
✅	CS.SIP.19.01d	Continue to develop partnership links and collaborative arrangements with the Further Education sector, employers and commerce in line with the Commission for Developing Scotland's Young Workforce Report.	A range of programmes delivered through these partnerships enable school leavers to secure a positive post-school destination.	31-Mar-2020	100%	During 2019/20, a range of vocational programmes offered by West College Scotland provided additional opportunities for skills development and joint delivery of some programmes proved successful. There was also a successful pilot of SQA training in early learning and childcare. There was an increase in the number of young people applying for Foundation Apprenticeships. Representation from Children's Services on the Renfrewshire Community Benefits Forum increased awareness of the opportunities available to young people in terms of work experience, mentoring and potential employment post school. Bespoke progression pathways were put in place for identified young people in manufacturing, construction and early learning and childcare, with positive results.	Education Manager (Senior Phase)

Priority Strategic Priority 2: Building strong, safe and resilient communities

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
✅	CS.SIP.19.02a	Embed a consistent approach to supporting children and families affected by domestic violence informed by a strength-based model of intervention.	Children experiencing domestic violence are supported to be safe.	31-Mar-2020	100%	The gender based violence strategy group continues to support staff on the front line to identify children affected by domestic violence and offering supports such as the CEDAR approach. All staff in children's social work are using a common language based on a strengths based approach to ensure that children are safe and supported.	Head of Child Care and Criminal Justice

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
✅	CS.SIP.19.02b	Implement recommendations flowing from the national reviews of child protection and the care system.	Child protection practice is further enhanced and strengthened in line with recommendations.	31-Mar-2020	100%	We are still working to our previous agenda. In addition Renfrewshire is part of the the North Strathclyde Region who has been successful in becoming one of the first areas nationally to pilot and implement the learning from the new Joint Investigative Interview course. Our successful application, 'A Holistic Trauma Approach to Joint Investigative Interview (JII), brings together the North Strathclyde Partnership (East Renfrewshire, Renfrewshire, East Dunbartonshire, Inverclyde, "K" Division and "G" division) and 3rd sector partners, Children 1st in a development based on the European Promise quality standards. We will work to implement any updated policy and guidance emerging from these reviews as it becomes available.	Child Protection Adviser
✅	CS.SIP.19.02c	Use the Early Action System Change funding to co-design and develop new approaches in 2 areas – the mental health of children and young people, and coercive control in adolescent relationships.	Children and young people benefit from positive support at an early stage, and from clear messages about safe, healthy relationships.	31-Mar-2022	100%	The National Lottery Community Fund are currently reviewing the next stage of the project due to uncertainty around the impact of Right for Renfrewshire on our commitment to shift resources towards early intervention and prevention activities as described in project agreement. Implementation of Phase 2 was delayed by lockdown but progress throughout 2019/20 was as planned.	Quality Assurance and Practice Development Manager
✅	CS.SIP.19.02d	Extend the whole-school Nurturing Relationships Strategy (RNRA) in schools across Renfrewshire.	All staff in participating schools have an understanding of attachment theory and nurturing practices to help children develop socially and emotionally.	31-Mar-2020	100%	An accreditation scheme was launched in February 2020. RNRA is now embedded in REPS practice.	Principal Educational Psychologist
✅	CS.SIP.19.02e	Undertake evaluation of family support provision within social work services, and consider	Early intervention supports families to make positive changes which improve	31-Mar-2020	100%	Options were being considered as part of the service redesign work being	Quality Assurance and Practice Development Manager

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
		options for the provision of Family Group Decision Making.	relationships and may prevent compulsory measures.			undertaken as part of Right for Renfrewshire. The work was progressing well but was paused once Covid-19 restrictions were implemented and activities had to be re-prioritised.	
✅	CS.SIP.19.02f	We will respond to the planned presumption against short sentences.	Extend the opportunities for people with convictions to engage with community-based services to address their offending behaviour.	31-Mar-2020	100%	The Presumption Against short sentences of 12 months came into force on the 4 July 2019. Supervision and appropriate interventions will be provided to all individuals made subject to community sentences in place of a custodial sentence, within available resource.	Criminal Justice Social Work Service Manager

Priority Strategic Priority 3: Tackling inequality, ensuring opportunities for all

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
✅	CS.SIP.19.03a	Expand the provision of early learning and childcare to 1140 hours.	Children are given the best start and are supported to reach their full potential.	31-Mar-2021	100%	During school session 2018/19 around 600 children accessed 1140 hours of high quality early learning and childcare. Approximately 1,500 1140 places have been approved for this current school session. This is being provided across 31 LA and 31 Provider establishments. The commitment to deliver 1140 by the deadline of August 2020 was on target at the point lockdown measures were introduced. The Scottish Government has extended the deadline to reflect the delays in construction and other necessary work but has not given a specific target date. This action has been marked as complete for 2019/20 due to the strong progress made in that year.	Head of Curriculum and Quality
✅	CS.SIP.19.03b	Ensure Renfrewshire is a 'Child	All children in Renfrewshire have	31-Mar-	100%	Work is ongoing in the Renfrewshire	Head of Child Care and

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
		Friendly' place where children are nurtured and thrive.	the best possible start in life.	2022		Children's Services Partnership to build a common approach based on trauma responsive and trauma reducing behaviours to support children and families. This approach builds on the work being carried out in schools to support children's emotional development and create a nurturing Renfrewshire.	Criminal Justice
✅	CS.SIP.19.03c	Deliver on the Attainment Challenge workstreams.	All children in Renfrewshire have the best possible start in life.	31-Mar-2020	100%	In May 2019, the Deputy First Minister, visited the authority to recognise the progress made in relation to closing the poverty-related attainment gap. This led to a number of authorities (Perth and Kinross, Scottish Borders and Cumbria) visiting the authority to share learning and practice during this period. As part of the numeracy work, a group of 19 Head Teachers, Class Teachers and Central Team staff participated in the professional learning visits to Stanford University in California. Following this, 172 children participated in an immersive experience of creative and flexible mathematics camps which was hosted over two weeks.	Director of Children's Services
✅	CS.SIP.19.03d	Review support for young carers, identifying opportunities to improve life chances.	Young carers have time away from their responsibilities and are supported to make time for themselves.	31-Mar-2022	100%	A review of service provision highlights areas for improvement. A development plan is in place with Carers' Centre and work is ongoing to improve provision. Improvements are supported by colleagues in the contract monitoring team. Consideration of new approaches to meet needs of young carers is included in the Right for Renfrewshire programme.	Quality Assurance and Practice Development Manager

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
✅	CS.SIP.19.03e	Reduce inequalities and deliver improved health and wellbeing outcomes for children and young people	Children and young people have increased resilience and are supported in social and emotional development.	31-Mar-2021	100%	A Renfrewshire model for promoting positive mental health in establishments is in development. This includes the NHSGGC Healthy Minds framework for early intervention and aligns with the recommendations from the Mental Health Strategy 2017-27. Actions taken include: • The provision of resources and a mental health toolkit in all establishments; • The delivery of courses on preventing self-harm and suicide; • Awareness raising and training on supporting LGBT young people and tackling related bullying • Formal social and emotional literacy programmes being delivered in almost all primary schools; • A pilot of a Cognitive Behavioural Therapy based programme in 7 schools; • The maintaining of counselling services in all secondary schools; • A large scale consultation (in collaboration with Youth Services) with young people to develop a 'Framework for Personal and Social Education in Renfrewshire'.	Education Manager (Health and Wellbeing)
✅	CS.SIP.19.03f	Develop processes to support service users affected by the EU Settlement Scheme once the UK withdraws from the European Union.	Vulnerable service users who are EU nationals are supported to retain their right to live, work and access public services in the UK and are not disproportionately affected by the UK's withdrawal from the EU.	31-Mar-2020	100%	Process in place and shared with staff on supporting children affected by the EU Settlement Scheme. EU nationals have been identified and information is being shared with the children and their families by the allocated social worker.	Head of Child Care and Criminal Justice
✅	CS.SIP.19.03g	Implement a refreshed Parental Engagement Strategy.	Stronger relationships will exist between the school and the home, leading to more	31-Mar-2020	100%	A new Parental Engagement Strategy has been produced and was formally launched in October 2019. It was	

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
			successful learning partnerships.			developed by a working group which included parent representatives. The strategy will be implemented in all Renfrewshire schools. Schools will make more use of digital technologies to engage with parents while Covid restrictions are in place.	
▶	CS.SIP.19.03h	Support inclusion of vulnerable pupils including those with additional support needs.	Attainment and achievement are increased through access to relevant opportunities and enhanced pathways to success.	31-Mar-2021	75%	Good progress was made with the ASN review throughout 2019/20 and extensive consultation with stakeholders was carried out between January and June 2019.

As a consequence of the current crisis, the ASN review was paused. This work has now recommenced and revised timelines for completion are currently being developed and agreed. Communication has been shared with all stakeholders providing an update on the progress being made and how the revised support for children and young people will be implemented over the coming months. In spite of the delay, Renfrewshire schools continue to be inclusive in their work with almost all included in mainstream learning. | Head of Curriculum and Quality; Head of Schools |
| ✅ | CS.SIP.19.03i | Refine processes to support further improvement in performance in relation to home supervision visits. | Opportunities to engage with families at an early stage are maximised. | 31-Mar-2020 | 100% | This indicator is closely monitored by senior managers. Any vacant critical front line posts are fast-tracked through the initial recruitment stages to minimise delays. Performance against this measure can be impacted by a lack of family engagement but processes are in place to ensure that all children are seen. | Children's Services (Social Work) Manager |

Priority Strategic Priority 5: Working together to improve outcomes

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
✅	CS.SIP.19.04a	Support and strengthen the professional capacity of staff through leadership and professional development.	Staff at all levels recognise their individual responsibility to facilitate improved outcomes for children and young people.	31-Mar-2020	100%	All Depute Head Teachers (DHTs) and early years deputes have now been afforded the opportunity to participate in the Drummond International 'Step Back' Workshops allowing them time and space to reflect on their leadership approaches, develop skills in the co-coaching approach and strengthen relationships with colleagues from across sectors and the authority. One DHT recently completed the PgCert 'Into Headship' at Strathclyde University and six staff will undertake the qualification in the 2019/20 session. The Aspiring Principal Teacher (PT) programme, delivered by promoted staff from across Renfrewshire, has completed for both primary and secondary sectors. Primary evaluations indicated that 93% of participants feel more prepared to take on the role of PT and 100% feel more knowledgeable about effective leadership and what the role involves. Secondary evaluations indicated that 100% of those who responded feel more confident in their knowledge of effective leadership and what the role involves. 86% feel more likely to apply for future PT posts as a result of the training. 9 fully funded West Partnership applications for Post Graduate Certificates at Glasgow University have been approved for teachers across both primary, secondary and ASN sectors. Studies commenced in September 2019.	Head of Curriculum and Quality; Head of Schools

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
✅	CS.SIP.19.04b	Implement the service's workforce plan.	Staff at all levels recognise their individual responsibility to facilitate improved outcomes for children and young people.	31-Mar-2020	100%	Very good progress is being made to address the actions identified in the services workforce plan. A particular focus on leadership development and improving skills of managers ensures individuals recognise their own responsibilities.	Head of Curriculum and Quality; Head of Schools
✅	CS.SIP.19.04c	Through Community Justice Renfrewshire take forward national and local priorities, including housing for prison leavers, improved mental health and employability for persons with convictions.	By addressing some of the factors which lead to offending behaviour, the rate of re-offending can be reduced. People with convictions can be supported to make positive changes.	31-Mar-2021	100%	All are being progressed as local community justice priorities. Just Learning is continuing to ensure that individuals with conviction have access to employment services that take account of the specific barriers that they face due to convictions; the housing New Start officer attends HMP Low Moss weekly, to ensure that individuals have access to housing post release, and a CORRA funded Addictions Development Worker has been recruited to further develop pathways into addiction for those in the justice service.	Criminal Justice Social Work Service Manager
✅	CS.SIP.19.04d	Produce a refreshed school estate management plan.	Schools are modern environments with facilities that allow more opportunity for activities and innovative learning and support a more positive experience of learning.	31-Aug-2019	100%	The Education and Children's Services Policy Board approved a proposal to review catchment areas affecting Inchinnan Primary School and Rashielea Primary School in August 2019. The consultation commenced 2 September 2019 and will close 4 November 2019. The conclusion of this review will be presented to the Education and Children's Services Policy Board in March 2020.	Education Manager (Resources)
✅	CS.SIP.19.04e	Progress opportunities for greater integration and joint working within Children's Services	Outcomes for children and young people are improved by child-centred, joined-up working.	31-Mar-2020	100%	Health and wellbeing has been an area of focus for greater integration across Children's Services in 2019/20. Education and social work colleagues have been involved in a range of projects focused on the mental and emotional wellbeing of our children and young people, and the service has	Director of Children's Services

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						now embarked on a major strategic partnership with Barnardos to further develop this. Work undertaken to support our most vulnerable families, particularly in the early stages of the pandemic and lockdown, demonstrated the value of joint working and ensured that support was provided by the most appropriate staff.	
✅	CS.SIP.19.04f	Managing the use of Attainment Challenge, Pupil Equity Fund, and Care-Experienced Fund to maximise the benefits from additional funding.	Additional funding is deployed effectively to support Children's Services in delivering the priorities of the Council.	31-Mar-2021	100%	All workstreams associated with the Attainment Challenge fund are making 'excellent progress' in relation to closing the poverty-related attainment gap. The additional funding and activity related to the Attainment Challenge continues to be proportionately managed across our families of schools. During this period, plans have been further implemented in relation to the care experienced children and young people fund including the establishment of an intensive family support service to support vulnerable children and families. A mentoring support service is now operational with 23 children and young people being referred into the service. Head Teachers continue to monitor implementation of Pupil Equity Fund (PEF) plans as part of ongoing self-evaluation. Education Managers provide external scrutiny as part of our quality improvement framework.	Head of Curriculum and Quality; Head of Schools
✅	CS.SIP.19.04g	Support and challenge staff in more effective use of data to understand children's needs and drive further improvements.	Staff are comfortable using data to support their understanding of local needs and use this to inform service delivery and support improvement.	31-Mar-2021	100%	There continues to be a high level of engagement with the data analysis workstream across all establishments. Support in this quarter has been focused on secondary staff in PT Data	Director of Children's Services

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						Literacy role. This support has allowed these staff to develop robust evaluations of their work and develop next steps. All schools continue to be supported and challenged through quality improvement visits where data trends are discussed, and next steps identified.	