



To: Leadership Board

On: 4 December 2024

Report by: Chief Executive

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

1. Summary

- 1.1 In September 2022, the Council approved a new Council Plan for Renfrewshire, which set the strategic direction and vision for Renfrewshire, covering the period 2022 to 2027. The Plan replaced the previous Council Plan for 2017 to 2022. In order to best reflect the current context, a refreshed plan was approved by Leadership Board in June 2024, with an updated performance framework.
- 1.2 The Council Plan sits alongside a refreshed Community Plan. This covers the longer period of 2017 to 2027, but was revised in 2022 to consider how to respond to and recover from the unique challenges over the last few years. The Community and Council Plans work in harmony, aligning the framework for improving community outcomes with the priorities for the Council.
- 1.3 The Council Plan sets out five strategic outcomes which the Council will work towards, grouped as Place, Economy, Fair, Green, and Living Our Values. Additionally, the Plan outlines a cross-cutting theme of improving outcomes for children and families, which underpins the delivery of the five strategic outcomes.
- 1.4 Alongside this, each Council service prepares a Service Improvement Plan, themed around the Council Plan's strategic outcomes, demonstrating how the services will contribute to the delivery of the Council Plan. Progress is regularly scrutinised by the relevant Policy Boards.

- 1.5 The reporting framework for the Council Plan includes an action plan and performance scorecard, and is reported to Leadership Board biannually, which ensures actions are adaptable to any emerging national or local changes in circumstance while delivering agreed outcomes. This update report covers the 37 high level actions and 35 performance and data indicators in the Council Plan.
- 1.6 This report provides an update on progress made in the six months since the refreshed Council Plan was approved in June 2024. Council services have made good progress delivering the five strategic outcomes and cross-cutting theme, as outlined in section 4 of this report. A detailed summary of progress against the action plan and key performance indicators is provided in Appendix 1.

2. Recommendations

- 2.1 It is recommended that members of the Leadership Board:
- note the progress achieved since June 2024; and
 - note that progress reports will continue to be presented to the Leadership Board every 6 months.

3. Background

- 3.1 Our Council Plan 2022-2027 was refreshed in mid 2024, reflecting that priorities may have changed since the original draft which still reflected the immediate recovery from the pandemic. Much of the context – financial challenges for the public sector, the cost of living crisis – remains the same and we have streamlined our priorities to reflect a closer focus on particular areas.
- 3.2 The Council's vision to 2027, as described in the Council Plan is '*Creating a fairer Renfrewshire built on innovation, wellbeing, and opportunity*'. The five strategic outcomes which the council is working with partners, communities, and businesses to deliver are:
- Place: working together to enhance wellbeing across communities;
 - Economy: building an inclusive, green, and resilient economy;
 - Fair: nurturing bright, happy, and healthy futures for all;
 - Green: leading Renfrewshire to Net Zero; and
 - Living Our Values: making a difference together.
- 3.3 Each of these outcomes is being delivered in a way that directly contribute to the cross-cutting theme Improving outcomes for children and families. Within

the appendix, actions which significantly contribute to this cross-cutting theme are highlighted with a 'CF' and there is a section in the performance scorecard with indicators relating to this theme.

- 3.4 Council Plan activity also sits alongside the Council's arrangements in relation to progressing and achieving Best Value. Updates on our Best Value arrangements are regularly reported to Board and there is also a dedicated page on the Council's website with copies of relevant reports, such as the annual thematic audits of Leadership in 2022/23 and Workforce Innovation in 2023/24. The Council will also undergo a Best Value Audit in early 2025.

4. Progress of delivery of the Council Plan during 2024

- 4.1 As outlined in Section 1, our Council Plan was refreshed in June 2024 and this is the first update on progress on the streamlined plan. It provides an overview of recent achievements, progress with actions, and gives information on any areas of action where progress has been delayed.

Strategic Outcome 1: Place

- 4.2 The Council continues to deliver major infrastructure projects across the area, significantly investing in local communities. For example, the Council is currently in Year 3 of our 10-year, £100m housing regeneration and renewal programme. Various phases of demolition are being progressed following the purchase of non-council owned properties in particular blocks, which are now vacant.
- 4.3 Work also continues on Renfrewshire's learning estate - a comprehensive and refreshed approach to strategically planning for the learning estate as a whole was approved by the Education and Children's Services Policy Board in August 2024. In terms of current projects, the new Paisley Grammar School Community Campus remains on track to be completed by summer 2026, and design work on Thorn Primary is at an early stage and consultation is scheduled to take place with the school community.
- 4.4 The Regeneration team continue to support work on our town centres. Erskine town centre's strategy is currently being reviewed and work is underway to develop proposals for its public spaces and greenspaces. Further feasibility work will be commissioned for Johnstone, Linwood and Renfrew. New initiatives such as the Historic Buildings in Villages grant scheme have proven popular and it was over-subscribed in its first year. A new round of the Retail Improvement Scheme is underway, a grant scheme to support repairs, improvements, upgrading, or restoration to the front of shops, businesses, or commercial premises in Renfrewshire.

- 4.5 The Council is currently developing Travel Renfrewshire 2035, our new Transport Strategy for the area, aligned to the regional and national programmes, and has appointed a technical consultant to support this work. There is a programme of stakeholder engagement to inform the strategy development and this was launched in May 2024. A draft strategy will be available in 2025. This strategy also aligns closely with our Plan for Net Zero, which has a specific sustainable transport theme.
- 4.6 Membership of our Local Partnerships has been refreshed and inductions have taken place for community representatives. During the summer, Local Partnerships held workshops to update their local priorities and these will now inform the work of the Local Partnerships moving forward. A new Local Partnerships Development Officer has been appointed and will have a key role in supporting the development of partnerships going forward.
- 4.7 Work has been progressed to develop a new Connected Communities function within the Chief Executive's Service, transforming how we support, collaborate and engage with our communities. The first phase of this, which will bring together staff from the existing Community Learning and Development and Partnership and Inequalities teams, is well underway after a programme of engagement and consultation over the summer months.

Strategic Outcome 2: Economy

- 4.8 Community Wealth Building is a key strand of our work to support local economic growth and in June the Council held Renfrewshire's Economy Conference. It drew attendees from across the public, private and third sectors. Following this, the Anchor Supply Chain event in October 2024 was the latest in a series of events targeting local businesses and offering support and guidance on tendering for public contracts. The event was supported by key partners – the NHS, University of the West of Scotland and Scotland Excel.
- 4.9 Employability services are supporting hundreds of Renfrewshire residents to gain skills and qualifications and move into employment. This year we have already welcomed over 300 new service users and continue to support 400 who joined us in 2023/24. There is good progression through the service into sustained paid employment. The Council also creates apprenticeships and traineeships and has taken on 27 new trainees so far this year.
- 4.10 In relation to the Advanced Manufacturing Innovation District Scotland, known as AMIDS, the joint venture continues to work well, and work on the Tech Terrace development is progressing, with the first occupier expected by early 2026. The innovative fifth generation district heating system in AMIDS was

recently recognised at the COSLA Awards, winning the Scottish Government's Delivering Excellence Award.

- 4.11 City Region funding has invested in improved connectivity between AMIDS and the wider region, including the new Renfrew Bridge. In the summer the first test of the bridge was completed. Further testing is underway ahead of its opening later this year. The bridge connects the communities of Renfrew and Yoker and is the first opening and closing road bridge across the river Clyde.

Strategic Outcome 3: Fair

- 4.12 The Fairer Renfrewshire programme continues to deliver a range of supports and interventions aimed at tackling poverty and inequality. The School Support service is in place in all of our secondary schools, and the Family Support service can provide advice and support to families with younger children. Our Winter Connections programme is now in its third year, providing opportunities for communities to come together and enjoy a variety of activities with some food and drink. Our Summer of Fun programme also had another successful year and the insight of our Lived Experience Panel helped shape our plans.
- 4.13 Work continues on a place-based approach to tackling child poverty and the current focus area is Gallowhill. A community needs assessment is being carried out and a range of public and third sector agencies are committed to partnership working to tackle the issue.
- 4.14 A recent focus of Trauma Informed and Responsive Renfrewshire programme has been on the development of a Level 1 online training resource, and on refreshing the membership of the steering group. In order to build a wider network of staff able to deliver training, colleagues are being supported to apply for national 'train the trainer' events. In Housing, almost 100 staff have completed trauma training in 2024 and are embedding it in practice.
- 4.15 The recent census releases have provided a significantly updated picture of Renfrewshire's communities – work is well underway to analyse this data, with a detailed presentation shared with the full Chief Officers Team in September. Other bespoke presentations have been shared on request and following the final census release on health and wellbeing in October, a full pack of data, by electoral ward will be produced.

Strategic Outcome 4: Green

- 4.16 The Council is working with our partners in Glasgow City Region to develop a strategy and investment model for future electric vehicle (EV) charging provision. A procurement process is underway with the contract expected to be awarded by the end of the year.
- 4.17 Our Plan for Net Zero is being progressed. Climate considerations are already built into our procurement processes and the current area of focus is on 'heat and fleet'. The Council has developed an initial carbon budget, with interim organisational targets to 2030-31. Identifying emissions by service area will be key in improving our understanding of how our emissions relate to the services we provide and the reductions we need to aim for in order to adapt to delivering the same high quality local services in a way that is fit for a resilient, net zero future.

Strategic Outcome 5: Living Our Values

- 4.18 The Council is committed to developing a new Engagement Policy to support authentic and consistent approaches to engaging with our residents and providing opportunities for them to contribute to decision-making. Documentation, including a toolkit and checklist, are being developed to support best practice in relation to external consultation and engagement.
- 4.19 Supporting the wellbeing of employees is an ongoing area of focus. Our RenTalk series for staff has recently featured a session on menopause and one on men's health issues. Additional training for our mental health first aiders is planned for the end of the year and will focus on specific mental health conditions. Good progress is being made in the implementation of the new Equality, Diversity and Inclusion Plan, and an updated report was presented to the Finance, Resources and Customer Services Policy Board in November 2024.
- 4.20 In terms of our ongoing commitment to continuous improvement and delivering Best Value, a corporate improvement plan has been developed by the Corporate Management Team following a programme of corporate self-assessment activity. The next phase of self-assessment is being developed and will reflect work recently undertaken, such as the development of staff forums and the staff survey.
- 4.21 Linked to this, throughout 2023/24 all local authorities were subject to an external audit on workforce planning and innovation as part of the national Best Value thematic programme. Auditors were positive about the work being undertaken by Renfrewshire Council in this regard, and workforce planning

activity will continue to be monitored and reported through our service improvement planning processes.

Cross-cutting theme: Improving outcomes for children and families

- 4.22 As described in the Council Plan, every strategic outcome contributes to improving the lives of Renfrewshire's children and their families as this lies at the heart of our vision for Renfrewshire and underpins the Council Plan strategic direction. In the appended action plan, actions which directly support this are noted with '(CF)'. Within the append performance scorecard, indicators which directly link to this cross-cutting theme are also grouped together. All Service Improvement Plans also have this focus to enable progress to support this cross-cutting theme to be closely monitored.
- 4.23 As part of an ongoing national programme of inspections, the Care Commission notified Renfrewshire Council earlier this year that a joint inspection on services provided by the Renfrewshire Children's Services Partnership to children and young people at risk of harm. Renfrewshire's Inspection report was published on the Care Inspectorate website on 22 October. The report is extremely positive and the grade of 'Very Good' has been awarded. An evaluation of Very Good applies to performance that demonstrates major strengths in supporting positive outcomes for people. There are very few areas for improvement and those that do exist will have minimal adverse impact on people's experiences and outcomes.
- 4.24 Renfrewshire's Promise Keeper Network continues to grow and there has been a strong communication plan to promote the network across Renfrewshire Children's Services Partnership and Community Planning Partners and there has been publicity and marketing produced promoting the Promise Keeper Network, the Promise i-learn module and The Promise itself. This work has been very well received with positive engagement feedback. There is strong linkage and alignment with the work on The Promise and the Whole Family Wellbeing programmes.

5. Performance Indicators

- 5.1 The Council Plan performance framework has 34 indicators, of which 20 have targets; the remainder provide contextual information. Of the twenty indicators with targets, 9 are meeting or exceeding the target, 5 are narrowly missing the target, and 7 are behind target.

5.2 Areas of strong performance include:

- Supporting people dealing with homelessness, with our targets continuing to be exceeded for work in this area despite growing demands locally. The growing demand reflects the national picture with growing pressure on housing and homelessness service across Scotland;
- Our employability services continue to perform well, with 268 people sustained in paid employment for at least six months after accessing support;
- Our focus on keeping looked after children in community, rather than residential, settings. The most up to date figures at a national level show Renfrewshire performing above the national average in this regard;
- Our communications and marketing performance information shows a strong reach on positive stories about Renfrewshire;
- Affordable housing completions within Renfrewshire highlights 196 more units were completed in 2023/24;
- Previously an area where we were missing the target, we have had a focus on increasing the uptake of free school meals. Performance has improved following enhanced activity in the schools, specifically targeting primary 5, where we have previously seen a low uptake. Menus are being changed regularly in line with survey feedback from teacher, parents, children and catering staff and taster sessions are also run in schools with particularly low uptake;
- Our complaints handling, where we continue to resolve issues for customer at the frontline wherever possible.

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

- Overall attainment for school leavers – attainment continues to be a core focus for the Council with work undertaken to analyze attainment data. Targeted support is in place in our learning establishments to improve outcomes for all children and young people;
- The number of new business start-ups being supported narrowly missed target last year but saw a but a significant increase from the year before;
- CO2 emissions from the public vehicle fleet again slightly missed target - 'heat and fleet' are key areas of focus for the delivery of the Council's Plan for Net Zero;
- The number of potholes repaired within the target timescale.

5.4 Areas for further improvement and development in the remainder of 2024/25 are:

- Continuing to focus on the poverty-related attainment gap, as noted above, targeted support is in place across learning establishments to improve outcomes for all children and young people;

- Progressing work to ensure all Council housing stock complies with the Scottish Housing Quality Standards – this indicator is impacted by requirements on smoke detectors and fire alarms and delays to planned works following the pandemic;
- Managing staff absence levels, which remain high, through our improved processes and increased support for staff;
- Increasing our procurement spend with local suppliers, whilst recognizing the challenges of how this measure is calculated, and our duty to comply with procurement rules. Further analysis on this indicator has shown that while local suppliers accounted for 19.3% of the Council's total spend, a further 46% of our spend was with businesses located in bordering local authorities, therefore 64% of the council's total spend of approx. £252.3m is spent within Renfrewshire and our neighbouring council areas.

6. Focus for the next 6 months

6.1 As noted above, the Council Plan was refreshed in summer 2024 in order to hone our priorities further— recognising the challenges that our communities continue to face and identifying the areas where we as a Council can help to make the biggest difference.

6.2 Our areas of specific focus for the next 6 months include:

- Building on the significant savings already achieved, continue to develop options and deliver savings to support the Council's ongoing financial sustainability;
- Linked to this, further develop the Council's transformation portfolio, ensuring appropriate resources are in place to support the key priority projects which will support the delivery of the Council Plan;
- Deliver Fairer Renfrewshire priorities, including work on child Poverty, the place-based project in Gallowhil and our Winter Connections programme;
- Further develop our Connected Communities approach, establishing new and innovative ways to work with our communities, with a focus on completing phase 1 to roll out a new structure as the enabling work to this wider transformational project;
- Continue to deliver our £100m housing-led regeneration programme as this moves towards the middle phases of the programme, with a focus on rehousing and on the purchase of private homes, alongside ongoing engagement with communities;
- Continue to progress our City Deal projects including maximizing the opportunities within AMIDS, and Renfrewshire's connectivity with the new Renfrew Bridge opening later this year;

- Finalise works on the new, transformed and world-class Paisley Museum, ready for reopening in 2025;
- Progress our strategic learning estate planning following the approval of our new approach earlier this year;
- Implement the next phase of actions needed to continue to target Net Zero by 2030;
- Develop and implement a new Engagement Policy to support council services deliver a consistent, authentic approach to engagement and consultation and to encourage residents to shape decision making;
- Further develop our workforce planning and innovation, following our positive thematic audit, ensuring monitoring and reporting is well embedded in service planning processes across all services; and
- Continue to roll out self-assessment and continuous improvement activity, linked to our ongoing external scrutiny regime, including our Best Value Audit in 2025.

6.3 In addition to the above priority areas, on 18 November 2024, the Care Inspectorate, His Majesty's Inspectorate of Constabulary in Scotland and Healthcare Improvement Scotland wrote to Renfrewshire Council and Renfrewshire HSCP to inform that under section 115 of part 8 of the Public Services Reform (Scotland) Act 2010, that they will undertake a joint adult support and protection inspection in the Renfrewshire partnership area. This is a follow-up of the inspection that was interrupted by the COVID-19 pandemic and will therefore be proportionate and will take place over three phases. This will be a core focus of activity for the Council and HSCP over the following timescales. Phase 1, which will take place during December 2024 will include professional discussion, staff survey and pre-inspection case file return. Phase 2, which will take place during January 2025 will include uploading evidence, position statement and case files which will be followed by on-site activity including focus groups and file reading. Phase 3 will take place during February and March 2025 and will include feedback from inspectors, factual accuracy check and final publication of the report. Thereafter, a further update will be provided to Leadership Board.

Implications of the Report

1. **Financial** – updates in the appended report relate to areas that fall under the remit of Finance, particularly relating to supporting the Council's financial sustainability workstreams
2. **HR & Organisational Development** – updates in the appended report relate to areas that fall under the remit of HR and Organisational Development, particularly under strategic outcome 5, Living our Values

3. **Community/Council Planning** – the content of the report relates specifically to the delivery of the Council Plan and the appendix shows the associated progress for the latter half of 2024/25.
 4. **Legal** - none
 5. **Property/Assets** – the report provides an update on actions relating to property owned by the Council.
 6. **Information Technology** – the report provides update on actions relating to IT provision.
 7. **Equality and Human Rights** - The Recommendations contained within this report have not been assessed in relation to their impact on equalities and human rights because the report provides an update on progress with current actions and is for noting only. Impact assessments will be carried out by relevant services in relation to actions which require them.
 8. **Health and Safety** - none
 9. **Procurement** – updates in the appended report relate to areas that fall under the remit of the procurement team, under both the strategic outcomes relating to ‘economy’ and ‘green’.
 10. **Risk** – none
 11. **Privacy Impact** – none
 12. **Climate Risk** – the Council Plan priorities are underpinned by actions which will directly support the Council’s response to the climate emergency – ‘green’ has a particular focus on activities supporting this priority area.
 13. **Children’s Rights** – the Council Plan includes a number of actions targeted at improving outcomes for children and young people. The Council is committed to complying with UNCRC and this will be reflected in our activity.
 14. **COSLA Policy Position** – none
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Appendices: Six-month update report December 2024

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Council Plan

Six monthly progress update
December 2024

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



Renfrewshire
Council

Welcome to the six month update on our Council Plan

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

Our 2022-2027 Council Plan set out our priorities for Renfrewshire Council - areas our customers, citizens, communities and partners told us mattered to them, and where our data and research showed a need for the services and projects we are well placed to deliver. We grouped these into 5 main strategic outcomes of place, economy, fair, green and living our values. Underpinning our priorities is a cross-cutting strategic outcome to improve the lives of Renfrewshire's children and their families - this drives all that we do. As part of our commitment to continuous improvement, we refreshed the plan in June 2024 to reflect current priorities.

In this latest update, there are spotlights on our Housing Regeneration and Renewal work, our Economy Conference and the ongoing success of our partnership approach to digital inclusion. We celebrate another successful Summer of Fun programme and the launch of Winter Connections, our award-winning District Heating Network and the strength of our communities who continue to support Team Up to Clean Up. We also reflect on our commitment to staff wellbeing.

Detailed updates on all of our activity in delivering the Council Plan can be found later in this update, along with information on how we are performing against key indicators.

Local government continues to face real financial challenges, and I am proud of what we continue to achieve together even in difficult times.



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

How we report progress

- This update reflects on the past six months of delivering our Council Plan, highlighting areas where we're already making progress and some areas we'd like to focus on more, perhaps because performance isn't moving in the direction we anticipated or because of other pressures or factors that makes this even more of a priority for us. We previously reported on our progress in June 2024, and you can read that [here](#).
- The following pages shine a spotlight on some great projects or practice but for balance also highlight those areas where we'd like to improve or develop further. Towards the end of this document, you'll find a full update against all the actions and performance indicators we use to measure progress.
- Many of our performance indicators are high-level, annual indicators – our Council Plan spans a 5-year time period so it might take some time to show some trends and patterns, but to reassure you, the Council reports a wide range of performance indicators to our Council Boards through our Service Improvement Plans and also through regular operational performance updates – you can access these reports [here](#).

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Place: Working together to enhance wellbeing across communities

Spotlight: Housing Regeneration and Renewal

Positive progress is being made across all areas of Renfrewshire's £100m Housing Regeneration and Renewal Programme. This involves rehousing people and also purchasing privately owned homes to allow the regeneration to progress. Phases of demolition are also being taken forward as blocks become fully owned by the Council and vacant. This extensive programme sits alongside the Council's ongoing investment in Council homes, with £41m allocated over this year for improvements such as new kitchens and bathrooms and energy efficient heating systems.



Homelessness

Housing continues to be a focus at a national and a local level, and we have reduced the use of B&Bs as temporary accommodation to support people who have found themselves homeless. The average length of time it takes the Council to complete our homeless duty has not risen despite the increase in homeless applications. We have also invested in wraparound support initiatives such as My Life Ahead, which supports people who use alcohol or drugs to sustain settled housing.

Renfrew Bridge

In the summer the first test of the Renfrew Bridge was completed. Further testing is to be completed ahead of its opening. The bridge connects the communities of Renfrew and Yoker and is the first opening and closing road bridge across the river Clyde. It is part of the Council's City Region projects.



Economy: building an inclusive, green and resilient economy

Spotlight: Local economy events

A series of cross-sector events have been held over the past six months including the Renfrewshire Economy Conference in June. This event brought together key stakeholders from across the public, private and third sectors and had a focus on Community Wealth Building. Community Wealth Building is where organisations, such as the Council, can maximise the opportunities to benefit our local communities through the products and services we buy. The discussions from the conference will help us to strengthen our work with partners to deliver this.

An Anchor Supply Chain event was held in October, alongside our partners from NHS Greater Glasgow and Clyde, The University of the West of Scotland and Scotland Excel. The event aimed to encourage Renfrewshire's local market to tender for public contracts. This helps to support the local economy and feeds into our Community Wealth Building vision.



Employment opportunities for young people

We have a focus on supporting our young people with their next steps into employment and deliver work placement programmes in schools. 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 pupils. A Principal Teacher 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.

Fair: nurturing bright, happy and healthy futures for all

Spotlight: Digital inclusion

Renfrewshire Council's work on digital inclusion is sector-leading. As part of the DigiRen network, we have created Digizones where people can access devices, connectivity and skills training. This helps to ensure everyone can access the opportunities available online regardless of their circumstances or experience with using digital. We have rolled out full fibre broadband which now covers almost all of Renfrewshire. Our RenSafe Online programme works with local public and third sector organisations to promote online safety.

A national audit report by Audit Scotland on Tackling Digital Exclusion recently highlighted Renfrewshire's approach as best practice. A case study highlighted the £40m private investment secured to deliver the full fibre coverage, the innovative and inclusive work of the DigiRen network, and the Citizen Voice forum which supports the co-design of digital inclusion solutions.



Winter Connections programme

www.renfrewshire.gov.uk

Winter Connections

Our Winter Connections programme is about to enter its third year. The 2023/24 programme distributed £85,000 in small grants (up to £2000) to local organisations to support them to provide activities in warm and welcoming spaces across Renfrewshire. The programme helps people feel less isolated, learn new skills, take part in creative activities and have fun. It also helps tackle food poverty in a dignified way. The 2024/25 programme launched in November and activities will continue through to March 2025.

For more information, please visit our [Winter Connections](#) site

Green: leading Renfrewshire to Net Zero



Spotlight: Renfrewshire's District Heating Network

Renfrewshire is home to the Advanced Manufacturing Innovation District Scotland, known as AMIDS. As part of this development a fifth-generation renewable energy network has been built. This network converts treated water into low temperature heat, which is boosted with low carbon technology to provide heating and hot water to the District. This is the first of its kind in Scotland and the first in the UK supplying a mixed-used development. It is also the first low temperature loop in the UK connecting to a wastewater treatment works – a sustainable system which really supports the circular economy, turning waste into heat. This innovative project was recently recognised at the COSLA Awards winning the Scottish Government's Delivering Excellence Award.

Team Up to Clean Up

Litter is recognised by the World Wildlife Federation (WWF) as having a negative impact on climate change due to marine plastic pollution greenhouse gas emissions created through the breakdown of litter and litter choking out plant life. Team Up To Clean Up continues to generate significant community contributions, with 6400 members on the Facebook page.



Living our Values: making a difference together

Spotlight: Workforce Wellbeing

We have a strong focus on supporting employee wellbeing, with a suite of updated policies and supports in place to help our employees to balance work and life and know where to get help when they need it.

Recently, we have offered RenTalk sessions on men's health and wellbeing and on menopause support.

We have a range of colleagues across services who are Mental Health First Aiders, trained to support their colleagues who may be struggling and need someone to listen with care and in confidence.

Ongoing training is provided to our Mental Health First Aiders, including on specific conditions before the end of the year.

Officers are also working with the RCA Trust to provide specialist training and support on gambling addiction. The Council's recent Best Value thematic focus on workforce innovation highlighted a number of areas of good practice, including our approach to supporting health and wellbeing.

Our wellbeing

Taking care of our physical
and mental health



Trauma Informed and Responsive Renfrewshire – Housing Services Training

Teams from Housing Services have completed Level 1 (Trauma informed) and Level 2 (Trauma Skilled) Training with almost 100 staff participating in 2024 so far.

Trauma informed approaches already aligned closely with the ethos and values of the teams, but the additional training has highlighted opportunities to build on existing good practice, not only in terms of working with service users but also in supporting colleagues.

Improving Outcomes for Children and Families

Spotlight on: Inspection into the services provided to children and young people at risk of harm and their families

In October, the Care Inspectorate gave a Very Good grade in its joint inspection on services provided by the Renfrewshire Children's Services Partnership, made up of Renfrewshire Council's Children's Services, Renfrewshire Health and Social Care Partnership, Police Scotland, Scottish Children's Reporter Association, Children's Hearing System, and third sector organisations. A group of young people were involved in the inspection, helping to assess Renfrewshire's services and the support they provide children, young people and families.

Among many other strengths, the inspection report highlighted how services listened to children, young people and families, ensuring their voices were heard at every stage and making them feel confident their views mattered.

The close working relationships between organisations, the strength of leadership, and the multi-agency approach taken were stated to have resulted in early intervention for children, young people and families.

The positive and nurturing relationships staff have with families was confirmed as a key strength, as well as the collaborative culture between staff, managers and leaders.

Keeping The Promise

The Annual Promise Keeper Conference takes place on 5 December, which will bring together our network of Promise Keepers, to hear about ongoing work and share best practice.

The annual Christmas Present Drive has also recently launched, supported by Youth Services. This aims to help make the festive holidays a little bit less daunting and more uplifting for care experienced young people living in Renfrewshire





Actions and indicators

Full list




December 2024

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




Renfrewshire
Council




Place

What we will do	Due Date	Status	Progress update
Progress Renfrewshire's Housing-led Regeneration and Renewal programme	31 Mar 2027		Positive progress is being made across all areas where the agreed timeline shows works scheduled in year 3 of this 10-year programme. As reported to the Communities and Housing Board in August 2024, the acquisition and rehousing strategy is performing as planned and various phases of demolition are being taken forward as blocks become fully council owned and vacant. We have reduced the use of B&B and ensured the average length of time to complete duty has not risen despite the increase in homeless applications (in line with national trends.) Wraparound support initiatives continue to be provided, including MyLA (MyLife Ahead) which supports those with alcohol/drug issues to sustain settled housing.
Support our citizens to access affordable cross-tenure homes that are digitally enabled and meet community needs	31 Mar 2025		As part of our Local Housing Strategy, Renfrewshire's local housing need and demand assessment has been completed and identifies the 5-year affordable housing estimates for each area in Renfrewshire, offering a profile of the property types and sizes that would be most effective in meeting housing need. Linked to this, the Renfrewshire Strategic Housing Investment Plan 2024-2029 has been the subject of consultation and engagement following discussions with the Scottish Government and Registered Social Landlords operating in Renfrewshire. The Strategic Housing Investment Plan (SHIP) is updated annually to take account of progress and completions in relation to delivering the affordable housing programme in Renfrewshire. Work is progressing to prepare the SHIP for 2025/2030, and this draft was approved by the Communities and Housing Policy Board in August 2024. Work continues on the development of a Business Case for Smart Social Assets across Renfrewshire. Due diligence is being undertaken to verify assumptions around recurring costs and potential savings. The Council is also investigating potential funding opportunities to support any one-off investment costs.
Design a new Connected Communities service model for the Council, transforming how we support, collaborate and engage with our communities	31 Dec 2025		Work has been progressed to develop a new Connected Communities function within the Chief Executive's Service which will bring together staff from the existing Community Learning and Development and Partnership and Inequalities teams. Phase one of this work which focuses on the enabling internal restructure is progressing well and a more detailed update on the new structure will be provided by the end of the calendar year.










Place

What we will do	Due Date	Status	Progress update
Deliver the ambitions in our long-term place visions for our key settlements and town centres	31 Mar 2026		<p>The Regeneration Team will be looking to refresh our town centre strategies to reflect changes that have taken place in a post pandemic environment. These strategies will align with the guidance and principles outlined in NPF4. The team has been outlining potential regeneration priorities and projects, including developing a new Vision for Johnstone which looks to improve the town centre, enhance public spaces, and support local businesses to create a more vibrant and sustainable community.</p> <p>Another commission for Erskine is currently in progress to develop proposals to make public spaces and greenspaces more appealing as part of a review of the Centre Strategy for Erskine and short, medium and long-term actions have been identified. Going forward the team will look commission further feasibility work in Johnstone, focussed specifically on the two civic squares, re-imagining of the town hall and the development of a heritage trail. Feasibility studies to develop proposals in Renfrew and Linwood will also be commissioned. Finally, a wayfinding strategy for Paisley will also be developed.</p> <p>The transformation of Paisley following delivery of the Action Plan is advancing at pace, with achievements such as creating an international culture and heritage destination and acting as a stimulus for property investment, development and re-use. Completed regeneration projects include the refurbishment of the Town Hall and Arts Centre and the creation of a new Culture and Learning Hub on the High Street. The other major project is the restoration of the Paisley Museum which is due to be completed next year. The publication of the Paisley Vision document acts as a further catalyst to inspire future development in and around the town centre. The Liberal Club, which was identified as a key building in the Vision, has recently been renovated, securing its long-term status.</p> <p>Overall, the team will continue to bring forward regeneration proposals across our town centres.</p>







Place

What we will do	Due Date	Status	Progress update
Deliver Renfrewshire's strategic capital investment programmes, including cultural, infrastructure, housing and school estate, and maximise the long-term benefits for our communities	31 Mar 2025		<p>The General Services capital budget was approved on 29th February 2024, including £147.8m for delivery in 2024/25. Since then, projects have been reprofiled to other financial years and the revised budget is currently £107.2m (Period 6). To date, £30.2m has been spent, representing 28% of the revised budget.</p> <p>Paisley Grammar School Community Campus construction is on track to be completed by summer 2026. Thorn Primary School is at the early stages of design, with consultation set to take place with the school community.</p>
Develop Travel Renfrewshire 2035, our Transport Strategy, supported by revised Active Travel and Public Transport Strategies and aligned to the regional and national travel strategies	31 Mar 2027		<p>A draft strategy is being produced, informed by a far-reaching data gathering engagement exercise. This included online surveys, stakeholder workshops and pop-up engagement sessions at supermarkets and direct in person workshops with community organisations. We specifically engaged with group representing people with disabilities and those who are particularly affected by the cost of living crisis. The draft strategy will be issued for further consultation.</p>
Deliver the next phase of Local Partnerships development, through our new Local Plans, Local Priorities and Local Voices programme	31 Mar 2025		<p>A membership refresh has been carried out across all Local Partnerships, with a number of new Community Representatives appointed. An induction was carried out for new and existing community representatives, which is being developed into an information pack for all Local Partnership members. In June, Local Partnerships held their special meetings to agree funding applications following the approval of updated guidance. Over the summer, Local Partnerships held workshop sessions to refresh their Local Priorities. The Local Partnership Development Officer started in post in October 2024 and will play a key role in delivering the development programme moving forward.</p>



Place

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25 Q1		2024/25 Q2		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Opportunities to see or hear something positive about Paisley and Renfrewshire				204,638,668	240,000,000	268,082,849	240,000,000	62,965,340	37,500,000	101,030,408	37,500,000	Q2 marketing activity focused on promoting summer events in addition to content on cultural venues and wider and things to do in Renfrewshire. Media highlights include Sma' Shot Day, Anya Gallaccio exhibition, Opening of Paisley Arts Centre, Paisley Central Library shortlisted for awards, Doors Open Day and Paisley Halloween Festival Launch.
Amount of vacant and derelict land (hectares)				248	Data only	*	Data only	Not measured for quarters				<p>The vacant and derelict land survey is undertaken each year and reflects the position at a point in time. The total amount of vacant and derelict land continues to reduce across Renfrewshire with a 6 hectare reduction since last year.</p> <p>*The latest audit is ongoing and data is not yet available.</p>
Percentage of Council housing stock which meets the Scottish Housing Quality Standard				68.31%	100%	68.55%	100%	Not measured for quarters				The Annual figure is the final figure to be returned to the Scottish Housing regulator as part of our ARC return. Our pass rate is still materially affected by EICR & Smoke Detector fails and by EESSH fails. A contract has recently started to enforce EICRS/Smoke detector installs and we expect the position to improve as a result, for next year's compliance rate.




Place

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25 Q1		2024/25 Q2		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Affordable housing completions				369	200	196	159	Not measured for quarters				The affordable housing completion figure is based on SHIP completions rather than housing land audit completions, and has therefore been updated to 196 rather than the previously recorded 158.
Percentage pothole repairs completed within timescales				95%	80%	94%	95%	Not measured for quarters				The 2023/24 % of potholes repaired was 94% falling just short of the 95% target. The service recently changed the Roads Inspector model, moving away from having carriageway inspectors, footway inspectors, statutory inspectors and capital inspectors. We now have a bank of inspectors that cover all disciplines within their set area. It has taken time to get everyone trained up, and for a while, some of the inspectors that hadn't covered carriageways before, were raising emergency lines for potholes that weren't an emergency.


Economy

What we will do	Due Date	Status	Progress update
Develop an Investment Proposition for Renfrewshire that is clear on our economic ambitions for our place	31 Mar 2025		<p>Two reports have been commissioned to analyse Renfrewshire's Growth Sectors. The first highlighted that there are several opportunities which Renfrewshire needs to capitalise on to support the growth of its economy further. The second report aims to reconcile existing priorities, team capacity and skills engaged in the economic development and regeneration functions of the Chief Executive's Department, with the future opportunities and challenges outlined in the first report and the Council's Economic Strategy. This report highlights that there is a requirement to grow and increase visibility of Renfrewshire's inward investment proposition to drive future economic growth and development. A new web page has been created which signposts the area's main investment locations. (https://www.renfrewshire.gov.uk/article/13818/Renfrewshire-investment-prospectus) Future works includes looking at developing a dedicated investment page on the Invest Renfrewshire webpage. Moreover, a dedicated website to drive investment at AMIDS has been launched.</p>
Monitor the benefits of City Deal Projects, including Glasgow Airport Investment Area, Clyde Waterfront and Renfrew Riverside and City Region wide employment programmes	31 Mar 2025		<p>Monitoring of benefits reported through the City Region Programme Management Office is ongoing.</p>




Economy

What we will do	Due Date	Status	Progress update
Fully participate in the AMIDS joint venture	31 Jul 2024		AMIDS joint venture fully established and operational, Council is fully participating. This action is now noted as complete.
Complete the Tech Terrace development and attract the first large occupier	31 Mar 2026		This is an AMIDS joint venture obligation and the Council is fully participating to support this.
Develop a Community Wealth Building Plan for Renfrewshire	31 Mar 2025		<p>The Renfrewshire Economy Conference was held in June 2024 with attendance from key stakeholders across Renfrewshire's public, private and third sectors. Community Wealth Building featured as part of the key economic themes and agendas with a keynote presentations on CWB and the Wellbeing Economy by the Council's Economic Development Manager and a CWB stakeholder engagement workshop delivered by the Council's CWB Coordinator. Feedback from the workshop will be used to inform next steps in progressing the CWB agenda across Renfrewshire through building a partnership approach.</p> <p>Renfrewshire's Anchor Supply Chain event delivered by Renfrewshire Council's economic development department in partnership with the council's procurement team alongside anchor procurement partners from NHS Greater Glasgow and Clyde, University of the West of Scotland and Scotland Excel was held in October 2024. The aim of the event was to develop the local supply chain in Renfrewshire to respond to procurement opportunities available in the public sector. The event highlighted public sector opportunities suitable for local SME's and focused on how local SME's can develop their procurement capability as a supplier. Businesses were encouraged to register on PCS and to develop their understanding of public procurement and the opportunities that bidding for public sector contracts can unlock. Procurement leads alongside business support organisations provided information and guidance on requirements for bidding and support available for local businesses.</p>










Economy

What we will do	Due Date	Status	Progress update
Continue to support local employment through the delivery of targeted support through the Council's employability programme	31 Mar 2027		Our employability programmes support hundreds of people each year to access skills development and progress towards qualifications and/or employment. Our service has welcomed 347 new clients in the second quarter of 2024/25 on top of 400 people who started accessing support during 2023/24. Almost 300 people have been supported to gain qualifications this year so far, and more than 250 have been supported into paid employment.
Continue to progress core actions to support local and regional economic growth.	31 Mar 2027		A range of actions undertaken by the Council are supporting economic growth. The AMIDS development is expanding with the addition of Tech Terrace likely to be completed by 2026. Procurement and Economic Development work closely on community wealth building and on supporting local businesses to become suppliers to the public sector. Our employability work helps hundreds of people each year with skills development that supports them into work. As a Council, we are also committed to this and set ourselves a target in relation to traineeships.










Economy


Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Percentage of council procurement spend spent on local enterprises				18.87%	23%	19.3%	23%	*	23%	<p>In the period 2022-2023 Renfrewshire Council recorded direct spend of £45,925,656.61 with businesses based locally. This accounted for 19.3% of the Council's total spend. A further 46% of our spend was with businesses located in bordering local authorities (Glasgow, Inverclyde, North Ayrshire, East Renfrewshire and West Dunbartonshire), therefore 64% of the council's total spend of approx. £252.3m is spent within Renfrewshire and our neighbouring council areas.</p> <p>Increasing direct spend with local businesses is a key element of Community Wealth Building and we are working to identify ways in which we can support local businesses with tendering for council contracts. The update to our Standing Orders Relating to Contracts in June 2023 included increasing the threshold for the use of Quick Quote for Works contracts up to £500k with a requirement that where possible, a minimum of 75% local businesses should be invited to quote. We have held a number of events for local suppliers to provide advice and support on tendering for public contracts. The most recent event was engagement with local sub-contractors in relation to the Paisley Grammar Community Campus and Bishopton Dargavel Satellite Facility.</p> <p>*The figure for 2023/24 is expected to be published before the end of the year. This is an annual indicator.</p>



Economy

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25 Q1		2024/25 Q2		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Gross Value Added (GVA) per capita				£23,757.92	Data only	*	Data only	Not measured for quarters				In terms of performance, this has increased year on year. It is hoped that this trend will continue as new developments, such as AMIDS, further drive economic growth in key sectors. *Data for 2023/24 will be available in early 2025.
Number of people supported, sustained in work at 6 Months through Renfrewshire Council Employability Programme (INVEST)				340	180	268	180	Not measured for quarters				Of those moving into work 268 have responded to say they are still in employment. The actual number may be higher than this, not all people respond / are in contact.
Number of new business start-ups in Renfrewshire with Business Gateway support				206	320	305	320	81	80	68	80	During 23/24, 305 new businesses have started trading with the support of Business Gateway. This is slightly below the target set but a significant increase from the year before. The team work with and support considerably more businesses over the year but don't have control over when they start to trade.



Economy

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25 Q1		2024/25 Q2		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Renfrewshire Claimant Count				3,755	Data only	3,590	Data only	3670	Data only	3670	Data only	This measure is a snapshot and as of September 2024 there were 3670 people in Renfrewshire claiming unemployment-related benefits. The number had been reducing but has recently increased.
Percentage of Renfrewshire population working age (16-64)				64.3%	Data only	63.9%	Data only	Not measured for quarters				This figure has remained relatively stable but is beginning to decline, in line with national trends and an ageing population.
Percentage of Renfrewshire population working age (16–64) who are economically inactive				25.9%	Data only	22.4%	Data only	24.6%	Data only	*	Data only	This figure is measured for calendar years, and in June 2024, 24.6% of the Renfrewshire working age population was economically inactive. This is above the national average of 22.7% *Q2 data has not yet been published




What we will do	Due Date	Status	Progress update
Deliver the Fairer Renfrewshire programme, working with partners to support Renfrewshire residents through the cost-of-living crisis	31 Mar 2027		<p>The Fairer Renfrewshire Sub-Committee has been meeting since August 2022 and a Fairer Renfrewshire Officers Group from across services is meeting monthly. In March 2023 existing funds were brought together into a single resource for Fairer Renfrewshire at around £5million, and partners are working together to further develop the programme.</p> <p>There are four key emerging themes which are shared across all elements of the programme, under which key projects are being funded:</p> <ul style="list-style-type: none"> · Improving financial security · Advancing equality of opportunity · Building community capacity and resilience · Listening to lived experience <p>The new School Support service is now in place across all Renfrewshire secondary schools. This service, provided by Renfrewshire Citizens Advice Bureau (RCAB), embeds advice workers in schools, and referrals can be received by pupils over 16, parents/carers, and school staff.</p> <p>Advice Works is providing a Family Support service to families with younger children, which can be accessed by telephone or online.</p> <p>Both services provide support to maximise family income and both also receive referrals under the new school meal debt processes, which prioritises supporting families.</p> <p>Winter Connections ran for a 2nd year in Winter 23/24, providing opportunities for communities to come together and take part in free activities and including food. This has contributed to wellbeing over the winter.</p> <p>The Fairer Renfrewshire Panel has provided insight in a number of areas including holiday provision in Renfrewshire, with the Panel contributing to the plans for our 'Summer of Fun', both for summer 23 and 24, the Council's new School Meal Debt processes, digital exclusion employability, especially parental employability.</p>

What we will do	Due Date	Status	Progress update
Develop mechanisms for supporting individuals with lived experience of poverty to influence policy in this area	31 Mar 2024		<p>The Fairer Renfrewshire panel, facilitated by STAR Project, continues to meet with officers across Council services to ensure the voice of those with lived experience of poverty informs Council's policy and practice.</p> <p>The Panel has provided insight in a number of areas. The initial discussion was around holiday provision in Renfrewshire, with the Panel contributing to the plans for our 'Summer of Fun', providing feedback on what is useful for low-income families, eg, provision of food in all settings, provision for siblings, local provision so there are no transport costs and provision for older teenagers.</p> <p>The Panel has also fed into the Council's new School Meal Debt processes, which now include earlier referral to available supports. They have met the Digital Strategy Delivery Manager to discuss digital exclusion and have provided feedback and ideas to our Climate Emergency Lead Officer around Renfrewshire's Net Zero Delivery Plan.</p> <p>Discussions with the panel around employability, especially parental employability have been used to inform events, and target work.</p> <p>As part of the Council Tax Debt Pilot, the panel were consulted with, to help those engaged in the Pilot to understand barriers to accessing support, such as advice, and to review correspondence associated with collection of Council Tax as well as potential for enhancing collection processes in general.</p> <p>The Panel has met with the Convenor and Depute of the Fairer Renfrewshire Sub-Committee and we also intend to bring the Panel together with the full Sub-Committee and Fairer Renfrewshire Officers Group to discuss Panel priorities and their future plans.</p>
Developing new and radical approaches to tackling child poverty in Renfrewshire (CF)	31 Mar 2025		Work continues to develop place-based models to tackle child poverty. A Community Needs Assessment is currently being carried out and will inform the next phase.


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 (CF)	31 Mar 2025		<p>Renfrewshire's Childrens Services response to the implementation of The Promise continues to progress against several priority areas identified in the Promise Plan 21-24. This activity is being closely monitored via the Renfrewshire Promise Mapping Tool. Considerable effort has been made to support Promise Scotland's work around Plan 24-30 and the implications for Renfrewshire's Promise Plans and direction as we move forward. Closer working relations have been forged with Promise Scotland Representatives around all aspect of The Promise in particular around supporting greater understanding and awareness of Promise Plan 24-30 and around the role the wider corporate parents to Keep The Promise. We will continue to feedback to Promise Scotland on the 24-30 Plan.</p> <p>There are a couple of high profile Keep The Promise Fund Projects entering their second year and both, in Education, are on track and are progressing well. Early Planning and consideration has begun around any potential future funding for Promise related projects and where the focus/priorities should be. Renfrewshire's Promise Keeper Network continues to grow and there has been a strong communications plan to promote the network across the RCSP and Community Planning Partners and there has been publicity and marketing produced promoting the Promise Keeper Network, the Promise i-learn module and The Promise itself. This work has been very well received with positive engagement feedback.</p> <p>There is strong linkage and alignment with the work on The Promise and the Whole Family Wellbeing programmes with senior officers involved in both oversight/steering groups ensuring the appropriate cross working.</p>
Build local capacity for transformational whole systems change and to scale up and drive the delivery of holistic whole family support services (CF)	31 Mar 2025		<p>The Whole Family Wellbeing Service continues to make significant progress, the restructure of the service is now complete with positive evaluations from key stakeholders. The FORT referral system is now live. The family launch took place in November 2024.</p>










Fair

What we will do	Due Date	Status	Progress update
Develop the Trauma Informed and Responsive Renfrewshire Programme	31 Mar 2025		Recent focus has been on the development of a Level 1 Trauma Informed resource for iLearn. This is nearing completion and will be launched before the end of the year. The course is designed to be suitable for all staff. The steering group membership is being refreshed to ensure appropriate representation from across services. Colleagues are being signposted to training opportunities.
Progress the design and delivery of the Curriculum, Learning, Teaching and Assessment; the Families and Communities; and the Inclusion Portfolios within Children's Services (CF)	31 Mar 2025		Portfolio plans are in place for this session and have been developed through robust self-evaluation and engagement with key stakeholders. Plans are reflective of service priorities and include our work to support schools in closing the poverty related attainment gap and raising attainment for all, inclusion and supporting whole family wellbeing. Impact will be reported throughout the session.
Deliver mental health and wellbeing support, including Ren10 mental health and wellbeing network to support children, young people and their families (CF)	31 Mar 2025		Work is ongoing to merge Ren10 platforms with the FORT system so there is one request for assistance. This work will be prioritised as FORT becomes live. In terms of impact, Ren10 approaches and interventions are supporting children and young people's mental health and wellbeing. We are seeing improvements in health and wellbeing measures following the Health & Wellbeing Census and this is due to the range of support available through Ren10.







Fair

What we will do	Due Date	Status	Progress update
Deliver strategic and operational responses to migration and asylum, supporting individuals and families into settled accommodation (CF)	31 Mar 2026		<p>The recent census releases have provided a significantly updated picture of Renfrewshire's communities – work is well underway to analyse this data, with a detailed presentation shared with the full Chief Officers Team at the away day in September.</p> <p>Other bespoke presentations have been shared on request and following the final census release on health and wellbeing in October, a full pack of data by electoral ward will be produced.</p>

Fair

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25 Q1		2024/25 Q2		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Percentage of children living in poverty (after housing costs)				24%	Data only	*	Data only	Not measured for quarters				The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN24 '% of children living in poverty (after housing costs)'. The percentage in Renfrewshire in 2022/23 was 24%, compared to 23.3% in 2021/22. Renfrewshire had the second-lowest rate amongst its family group for this indicator, while the Scottish average was 21.8%. *2023/24 data has not yet been published
Proportion of people earning less than the real living wage				12.5%	Data only	*	Data only	Not measured for quarters				This is a considerable improvement on previous years; the figure for 2021/22 was 19.8%. *2023/24 data has not yet been published
Percentage uptake of free school meals in primary schools				53.4%	52%	52.5%	60%	53.4%	60%	61.0%	60%	Menus are being changed regularly in line with survey feedback from teacher, parents, children and catering staff, with a new menu in June 2024. Taster sessions being run in schools with particularly low uptake. Also working with Head Teachers looking at ways to improving the dining experience, staggered lunches being considered, this will allow longer for children to eat. In Q3 of 23/24 3 kitchens changed from import to cooking kitchens, so that increased the uptake too.



Fair

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25 Q1		2024/25 Q2		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Number of children in receipt of school clothing grants				6104	Data only	5860	Data only	Not measured for quarters				<p>The number of FSM/CG applications in 2023/24 fell by approximately 12% compared to 2022/23, with the number of children being awarded a Clothing Grant in 2023/24 falling by 4% compared to 2022/23.</p> <p>Whilst it cannot be definitively determined why there has been a reduction in the number of children being awarded a Clothing Grant, it appears that the primary reason is due to parental income exceeding the Clothing Grant eligibility thresholds for earned income within tax credits or Universal Credit.</p> <p>We would suggest that this could be a combination of three reasons: natural and managed migration from tax credits/legacy benefits to Universal Credit where earned income thresholds are less generous, higher pay settlements as a consequence of inflationary rate pressures increasing wages, and/or parents taking on additional working hours to help alleviate cost of living pressures.</p>
Average time from household presenting themselves as homeless to completion of duty (number of weeks)				21.74	24	21.23	26	23.09	26	*	26	<p>Given the record high number of homeless applications during 2023/24 and the number of homeless applicants still staying in temporary accommodation ('live' cases), it is anticipated that this figure is likely to increase in the long run. A strong focus will continue to be required on social housing lets to those who are homeless.</p> <p>*Q2 data is not yet available</p>













Green

What we will do	Due Date	Status	Progress update
Develop costed, targeted interventions and actions to support our net zero journey within the Council and working in partnership with key stakeholders (CF)	31 Mar 2026		Priority projects have been identified to support our net zero journey within the Council and working in partnership with key stakeholders , with a focus on reducing emissions from “heat and fleet”. These projects will form part of our costed delivery plans.
Development of Low Emissions / Electrification Strategy	31 Mar 2026		To support the delivery of a regional approach to Public Electric Vehicle Charging, a regional procurement exercise has been undertaken with the contract likely to be awarded to a commercial partner in December 2024.
Develop a Strategic Property Review of Council operational, non-operational and surplus assets	31 Mar 2026		Work continues to review and understand all buildings across the Renfrewshire Council property portfolio. A matrix has been used to identify which buildings remain as core, which are surplus, and which properties should be reviewed further. Renfrewshire Council need to reduce the number of buildings within the portfolio. An update report will be taken to the Infrastructure, Land and Environment Policy Board at the first opportunity.
Develop a funding strategy to support the resourcing of actions to deliver net zero	31 Mar 2026		Priority projects have been identified to support our net zero journey within the Council and working in partnership with key stakeholders , with a focus on reducing emissions from “heat and fleet”. These projects will form part of our costed delivery plans.




Green

What we will do	Due Date	Status	Progress update
Establish a carbon budget for Renfrewshire Council	31 Dec 2025		The Council has developed an initial carbon budget, with interim organisational targets to 2030-31. Identifying emissions by service area will be key in improving our understanding of how our emissions relate to the services we provide and the reductions we need to aim for in order to adapt to delivering the same high quality local services in a way that is fit for a resilient, net zero future.
Review opportunities within the Council's infrastructure pipeline projects to align with the skills transition and green skills development for local people	31 Dec 2025		<p>This action was new in 23-24 and will be developed following phase 2 of the Plan for Net Zero which sets out the phased road map and costed, area-based delivery plans. Phase 2 is currently underway and the infrastructure pipeline of projects and the identification of skills gaps will follow on once the outcomes and the phasing are known. As this work is ongoing, the due date has been extended by one year, to 31 December 2025.</p> <p>West College Scotland was recently awarded up to £100k from the Business Challenge Fund to allow local businesses to train staff in net zero / sustainability for free to contribute to this agenda. The programme will run financial year 24-25</p>





Delivering the Council Plan – Green

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25 Q1		2024/25 Q2		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
CO2 Emissions area wide per capita				4.4	Data only	*	Data only	Not measured for quarters				This indicator is part of the Local Government Benchmarking Framework and there is a considerable lag in data being provided. * Data for 2023/24 is not yet available but more recent data relating to the Council's emissions can be found in our annual Public Bodies Climate Change Duties Reporting – here .
CO2 Emissions area wide: emissions within scope of LA per capita				3.8	Data only	*	Data only	Not measured for quarters				This indicator is part of the Local Government Benchmarking Framework and there is a considerable lag in data being provided. * Data for 2023/24 is not yet available but more recent data relating to the Council's emissions can be found in our annual Public Bodies Climate Change Duties Reporting – here .
Amount of CO2 emitted by the public vehicle fleet				3267	3000	3118	3000	792.35	750	900.07	750	The total for the first 6 months of the year is 1,692.42 tonnes of CO2e. If this trend continues, whilst comparatively small, the emissions would be slightly over target of 3,000 tonnes of CO2e.
Amount of CO2 emitted from public space lighting				1138	1500	1,216	1,100	Not measured for quarters				Emissions levels are anticipated to level out year on year as the LED programme is substantially complete



Delivering the Council Plan – Green

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25 Q1		2024/25 Q2		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Amount of CO2 emitted from Council buildings	NEW INDICATOR										This is a new indicator introduced in 2024 - baseline data is being collected and this will be reported from 2025/26.	
Percentage of household waste Recycled (Calendar year data)				53.7%	50%	*	50%	*	50%	*	50%	*This data has not yet been made available and we are awaiting feedback from SEPA. This has been an area of strong performance in recent years.



Living our Values

What we will do	Due Date	Status	Progress update
Implement the next phase of transformation through the actions arising from the Council's financial sustainability and improvement workstreams	31 Mar 2027		The aim of this action is that the Council is able to maintain a balanced budget by 31 March 2027 within the context of a challenging financial environment. This has so far been achieved for the first of the three financial years in scope. Of the savings targets set in 24/25, including residual balances from 23/24, 85% has been achieved so far.
Deliver self-assessment activity across the organisation in line with revised best value audit methodology	31 Mar 2026		Following the successful delivery of the Corporate Self-Assessment programme, a corporate improvement plan has been developed by CMT to support the Council's approach to best value and continuous improvement. The next phase of self-assessment is currently being developed - this will align closely with reflective work already undertaken, such as through the staff survey and the development of the new staff forums
Continue to develop our approaches and activities in relation to Equality, Diversity and Inclusion, responding to the needs and views of our workforce	31 Mar 2027		Good progress continues to be made with implementing year 1 priorities of the new Equality, Diversity and Inclusion Plan. A full and positive update on progress was presented to the Finance, Resources and Customer Services Policy Board 21 November 2024 as part of the Council's People Strategy Progress update.
Develop new approaches to consultation and engagement with our communities, underpinned by our values.	31 Mar 2025		The Council is committed to developing a new Engagement Policy to support authentic and consistent approaches to engaging with our residents and providing opportunities for them to contribute to decision-making. Documentation, including a toolkit and checklist, are being developed to support best practice in relation to external consultation and engagement.




Living our Values

What we will do	Due Date	Status	Progress update
Lead implementation of the council brand, ensuring council communications are responsive, informed, inclusive and accessible (CF)	31 Mar 2025		<p>The aim of the council brand is to continually reinforce the council's values, explain who we are and what we do, and help people to recognise (and access) the services that are provided by the council. The following has been completed in Q3:</p> <p>Progress on the creative development of the visual identity, including colour palette, typography, layout and mark. The new brand will be more accessible, sustainable and economical.</p> <p>An audit of the 'as is' visual identity and peer comparison have been completed. An application, function and service audit are in progress.</p> <p>Future focus will include work being undertaken on graphic devices, icons, motion, film, photography and social media.</p> <p>Qualitative audience research has been completed with residents, businesses and tenants to help understand perceptions of the council and how we can improve communication and engagement. Further work will be completed in Q4 to develop an audience segmentation model which will inform the new council marketing and communications strategy.</p>
Deliver a refreshed approach to workforce planning and workforce innovation, with a focus on recruitment and retention; learning and development; and career pathways.	31 Mar 2027		<p>Over the summer of 2024, the Accounts Commission, as part of its best value work, appointed an external auditor to assess how the Council was responding to workforce planning challenges, in particular around workforce innovation. The report produced by the auditors was very positive and was presented to the Council's Audit, Risk & Security Board in September 2024. Actions to continuously improve in this area are taken forward by the Council's Workforce Planning Group and will continue to be reported through Service Improvement Plans across all Council services.</p>




Delivering the Council Plan – Living our Values

What we will do	Due Date	Status	Progress update
Embed our Wellbeing Strategy, meeting the current and future needs of our workforce	31 Mar 2025		<p>Training for colleagues who are already mental health first aiders on how to support colleagues with specific types of mental health conditions has been developed and is scheduled to be rolled out before December 2024.</p> <p>To support World Menopause Day and Menopause Awareness month (October 2024), information and training was provided to managers and colleagues strengthening the support provisions already available across the Council. Additionally, a RenTalk training session for all colleagues took place on 22 October 2024 to continue raising awareness of menopause. Council officers are currently working in collaboration with RCA Trust to provide colleagues with specialist support, training and advice on gambling addiction. On 4 September 2024, a RenTalk interactive session was delivered providing a holistic approach to men's general health and wellbeing. Areas discussed included sleep and stress management, the importance of attending medical screenings, key flag symptoms of serious conditions to look out for and basic information relating to Cognitive Behavioural Therapy (CBT).</p>
Drive improved attendance and reduced absence across the organisation	31 Mar 2025		<p>The Council's new managing absence policy was launched earlier this year with digital training provided to managers on the key changes of the policy, along with training on how to record absences in the Council's ERP Business World system. Additional guidance and a new training programme for all colleagues is anticipated to be launched before the end of the year.</p>




Living Our Values

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25 Q1		2024/25 Q2		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Average number of work days lost through sickness absence per employee				13.57	9.9	13.01	9.9	3.27	2.1	2.81	2.1	<p>The continued strategic and operational drive within the Council, focussing on short- and long-term absence interventions, has led to a decrease in sickness absence overall. The new Managing Absence policy places a focus on early intervention and regular communication and includes enhanced support provisions for employees to enable them to remain at work or support them to return to work, all supported by the Council's fair, inclusive and consistent processes. The New Health, Safety and Wellbeing Plan was approved by elected members in February 2024. This Plan identifies two particular themes – physical and mental – which continue to impact significantly on sickness absence levels. Informed by our absence data, we have increased interventions, providing psychological and musculo-skeletal support by targeting known hotspot areas within services and have provided more bespoke support such as: increasing the number of trained Mental Health first aiders to 91; enhanced Occupational Health supports such as physiotherapy and CBT, Advice Works and Employee Benefits/Savings, with greater focus on frontline colleagues. Council data suggests that sickness absences continue to be impacted due to lengthier NHS treatment waiting times. Working in collaboration with service representatives, People & OD will, as part of a planned review, evaluate and realign the Council and service sickness absence targets during 2024/25.</p>




Living Our Values

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Percentage of posts of the highest 5% of earners among employees (excl. Teachers) who are women				58.15%	Data only	56.84%	Data only	57.59%	Data only	<p>Total number of employees = 6,406 Total number of employees in top 5% = 323 (per guidance value 320 has been increased to 323 due to numbers on the salary point) Total number of women in top 5% = 186 (57.59%)</p> <p>This indicator is helping to measure and monitor the percentage of women in senior posts in the Council. The increase in this indicator from 56.84% in 2022/23 to 57.59% in 2023/24 has arisen due to turnover activity within the Council.</p> <p>We will continue to monitor this indicator as part of our equality monitoring processes to ensure that our recruitment, training, development, and retention processes treat everyone in an equal and consistent basis. We also now provide senior officers with frequent statistics inclusive of attrition & retention to help create awareness of where potential challenges may exist whilst offering a range of interventions.</p> <p>Due to a number of external factors out with the council's control it is difficult to predict future impact, however, based on the council's trends and interventions over recent years it is anticipated that we will continue to make improvements via recruitment and retention training and provision of statistical information.</p> <p>This is an annual indicator.</p>







Living Our Values

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Percentage gender pay gap between average hourly rate of pay for male and female employees				2.29	Data only	0.48	Data only	0.44	Data only	<p>The pay gaps were calculated using the difference between male and female's average hourly rate which excludes overtime. Average hourly rate of pay (Male) = £20.33 Average hourly rate of pay (Female) = £20.24 Gender Pay Gap % = 0.44%</p> <p>The Council's pay gap of 0.44% was calculated as at 31st March 2024 and highlights the pay gaps between male and female employees. The pay gaps were calculated using the difference between male and female's average hourly rate which excludes overtime.</p> <p>Whilst recruitment and turnover will have a continuous impact on the gender pay gap due to external factors out with the council's control, the revised pay & grading model and service reviews together have reduced the gap.</p> <p>As with the previous indicator, due to a number of external factors out with the council's control it is difficult to predict future impact, however, based on the council's trends and interventions over recent years it is anticipated that we will continue to make improvements.</p> <p>This is an annual indicator.</p>







Living Our Values

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25 Q1		2024/25 Q2		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Complaints closed at Frontline Resolution as a percentage of all complaints				89.2%	85%	82.8%	85%	95.4%	85%	95%	85%	In Q2, 2928 complaints were received and 2781 were dealt with at the frontline. This is an increase on previous years. Complex complaints will continue to be dealt with as investigations to allow sufficient time to consider all factors.







Living Our Values

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25 Q1		2024/25 Q2		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Percentage of FOI requests completed within timescale				93.6%	90%	89.9%	90%	92%	90%	91%	90%	91% FOI requests due in Q2 were completed on time. 407 requests were received with 369 completed within timescale.
Percentage of LGBF indicators performing in the top 2 quartiles				56%	Previously data only	*	56%	Not measured for quarters				<p>The Council produces an annual report, presented to the Audit, Risk and Scrutiny Board, which details performance relative to other Councils. LGBF data is also scrutinised by the Corporate Management Team who identify areas for further consideration and monitoring. As data is released and updated throughout the year, percentages reflect the position at the point of reporting to elected members.</p> <p>*A figure for 2023/24 will be available in early 2025 in line with the release of this information from the Improvement Service. This has previously been a 'data only' indicator but targets have been introduced for 2023/24 onward.</p>




Improving Outcomes for Children and Families

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Literacy between pupils living in 30% Most Deprived areas and those living in 70% Least Deprived Areas (SIMD)				15.4	7	16	10	*	10	<p>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.</p> <p>*Data for the 2023/24 school term will be available in December 2024.</p>
Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Numeracy between pupils living in 30% Most Deprived areas and those living in 70% Least Deprived Areas (SIMD)				13.4	6	11	9	*	9	<p>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.</p> <p>*Data for the 2023/24 school term will be available in December 2024.</p>

Improving Outcomes for Children and Families

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Average total tariff score of leavers living in SIMD 30% most deprived areas				745	770	681	700	*	700	It is not possible to make a like for like comparison to previous years within this measure due to the cancellation of exam diets in 2020 and 2021. Renfrewshire's data follows national trends with an increase during this period which is now returning to post-pandemic levels. Renfrewshire is consistently ahead of the national figure in this measure but remains marginally below the virtual comparator. The latest data is marginally below 2018/19 leavers cohort, which was 674. Targets for this measure were set before the pandemic. *Data for the 2023/24 leavers cohort will be available in Spring 2025.
Average total tariff score of all school leavers in Renfrewshire				984	959	933	960	*	965	It is not possible to make a like for like comparison to previous years within this measure due to the cancellation of exam diets in 2020 and 2021. Renfrewshire's data follows national trends with an increase during this period which is now returning to post-pandemic levels. Renfrewshire is consistently ahead of the national figure in this measure but remains marginally below the virtual comparator. The latest data is marginally ahead of 2018/19 leavers cohort, which was 923. Targets for this measure were set before the pandemic. *Data for the 2023/24 leavers cohort will be available in Spring 2025.

Improving Outcomes for Children and Families

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25 Q1		2024/25 Q2		Explanation of performance
				Value	Target	Value	Target	Value	Target	Value	Target	
Proportion of children being looked after in the community				91.7%	89.9%	90.9%	89.9%	90.2%	89.9%	90.8%	89.9%	<p>The percentage of children looked after in the community has increased by 0.4pp compared with Q3 of 2023/24, and has remained between 90% and 91% throughout the past 12 months. The majority of children looked after in Renfrewshire continue to live in a community setting either with their own family or with an alternative family. A residential house or school can be more suitable for a small number of children and young people based on their particular needs, but the service will always seek to have a child live in a family setting where appropriate.</p> <p>Please note, this indicator is also reported annually and the figure is derived from the Local Government Benchmarking Framework indicator CHN9 'Proportion of children being looked after in the community'. The last data published for this indicator is for 2021/22; the percentage children looked after in Renfrewshire living with families in the community was 91.4%, above the Scotland average of 89.8%.</p>



Council Plan

Six monthly progress update
December 2024

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