

Notice of Meeting and Agenda Leadership Board

Date	Time	Venue
Wednesday, 16 June 2021	13:00	Teams Meeting,

KENNETH GRAHAM
Head of Corporate Governance

Membership

Councillor Jacqueline Cameron: Councillor Eddie Devine: Councillor Andy Doig:
Councillor Neill Graham: Councillor Jim Harte: Councillor Lisa-Marie Hughes:
Councillor Eileen McCartin: Councillor Cathy McEwan: Councillor Marie McGurk:
Councillor John McIntyre: Councillor John McNaughtan: Councillor John Shaw:
Councillor James Sheridan:

Councillor Iain Nicolson (Convener): Councillor Jim Paterson (Depute Convener):

Recording of Meeting

This meeting will be recorded for subsequent broadcast via the Council's internet site. If you have any queries regarding this please contact Committee Services on 07534 058160. To find the recording please follow the link which will be attached to this agenda once the meeting has concluded. Please note that only meetings of the Emergencies Board from 17 April 2020 onward have been recorded for broadcast.

RECORDING OF MEETING

<https://www.youtube.com/watch?v=BQEO-G1CqjE>

Apologies

Apologies from members.

Declarations of Interest

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

Budget Monitoring

- | | | |
|----------|---|---------------|
| 1 | Revenue and Capital Budget Monitoring Report | 5 - 18 |
| | Joint Report by Chief Executive, Director of Finance & Resources and Chief Finance Officer, Renfrewshire Health & Social Care Partnership | |

Climate Change

- | | | |
|----------|--|----------------|
| 2 | Climate Change Sub-committee | 19 - 20 |
| | Minute of Meeting of the Sub-committee held on 2 June 2021 | |
| 3 | Climate Change Update | 21 - 26 |
| | Report by Chief Executive | |

Strategic Leadership and Oversight, Tackling Poverty and Welfare Reform

- | | | |
|----------|--|------------------|
| 4 | Council Plan - Six-month Progress Update | 27 - 92 |
| | Report by Chief Executive | |
| 5 | Social Renewal Plan - Action Plan Update | 93 - 106 |
| | Report by Chief Executive | |
| 6 | Local Child Poverty Action Plan Report 2021 | 107 - 200 |
| | Report by Chief Executive | |
| 7 | Organisational Recovery & Transition and Right for Renfrewshire - Change and Transformation Programme | 201 - 220 |
| | Joint Report by Chief Executive and Director of Finance & Resources | |

Economy, Regeneration, Development and Renewal

8	Economic Recovery Plan 6 Month Update (June 2021)	221 - 238
	Report by Chief Executive	
9(a)	Renfrewshire Levelling up Fund Bid 2021	239 - 246
	Report by Chief Executive	
9(b)	UK Government Community Renewal Fund Application 2021	247 - 258
	Report by Chief Executive	
10	Regeneration Fund Bids Update – Priority Themes	259 - 268
	Report by Chief Executive	
11	Paisley Town Centre Vision Update	269 - 274
	Report by Chief Executive	
12	Freeports/Greenports - Potential Glasgow City Region Bid Update	275 - 278
	Report by Chief Executive	
13	Economic Spotlight report – Johnstone and the Villages	279 - 288
	Report by Chief Executive	

Exempt Item

Exempt documents are no longer available in print format. You will require to log in to the Leadership Board Exempt Items to access documents. Please note that access to exempt documents is now restricted.

EXCLUSION OF PRESS AND PUBLIC

The Board may by resolution exclude the press and public from the meeting during consideration of the following items of business as it is likely, in view of the nature of the business to be transacted, that if members of the press and public are present, there could be disclosure to them of

**exempt information as defined in paragraph 14 of Part I of
Schedule 7A of the Local Government (Scotland) Act, 1973.**

14 Afghan Resettlement and Assistance Programme

Report by Director of Communities and Housing Services



To: Leadership Board

On: 16 June 2021

Report by: Chief Executive, Director of Finance and Resources, and Chief Finance Officer Renfrewshire HSCP

Heading: Revenue and Capital Budget Monitoring as at 6 March 2021

1. Summary of Financial Position

- 1.1. The table below outlines the projected Revenue and Capital outturn position as at 31 March 2021 across all services reported to the Leadership Board. Further analysis on the expected variances for each service is provided in the Appendices to this report.
- 1.2. For the financial year 2020/21, the projected outturn position is split into Core (or business as usual) and COVID-19 related variances to help readers understand the impact of the pandemic on service finances.

Table 1: Revenue						
Division	Revised Annual Budget £000	Projected Outturn Core £000	Projected Outturn COVID-19 £000	Total Projected Outturn £000	Budget Variance £000	Budget Variance %
Adult Services	72,259	70,419	0	70,419	1,840	2.5%
Chief Executives ⁽¹⁾	21,583	22,049	(320)	21,729	(146)	0.7%

(1) Following a service restructure in January 2021 the budget for Paisley Legacy is now within the remit of the Chief Executive having transferred from the Director of Communities & Housing Services and therefore no longer requires to be separately detailed.

Division	Revised Annual Budget £000	Projected Outturn Core £000	Projected Outturn COVID-19 £000	Total Projected Outturn £000	Budget Variance £000	Budget Variance %
Chief Executives	£17,822	£17,822	£0	£17,822	£0	0%
Leisure Services	£475	£475	£0	£475	£0	0%

2. Recommendations

Members are requested to:

- 2.1. Note the projected Revenue outturn position detailed in Table 1 above;
- 2.2. Note the projected Capital outturn position detailed in Table 2 above; and
- 2.3. Note the budget adjustments detailed at sections 4 and 6.

3. Revenue

- 3.1. The Revenue Budget Monitoring report at Appendix 1 identifies a projected annual underspend of £1.694m (1.8% of total budget) for all services reporting to this Policy Board. Detailed division service reports can be found in Appendix 2, along with an explanation of each significant projected variance.
- 3.2. The projected outturn is based on information currently available and assumptions made by service budget holders.
- 3.3. The main reasons for the projected outturn position are indicated in the appendices showing both the subjective analysis (what the budget is spent on) and the objective analysis (which division is spending the budget).
- 3.4. The most significant areas to bring to member's attention relate to the projected impact of the COVID19 on both Renfrewshire Leisure and the HSCP:
 - RL remains impacted by the national and local restrictions implemented by the Scottish Government in response to the COVID crisis and continues to experience operational restrictions with resulting reduced revenue generation. It is forecast that the Council will require to provide RL with up to an additional £0.6m of financial support and this is reflected within the reported figures. This position is improved from that previously reported predominantly due to furlough income received, however RL continues to try and mitigate this position.

- Within adult services managed by Renfrewshire HSCP, the service has been required to take unprecedented measures in response to the coronavirus pandemic, including substantial levels of support to external care providers in order to ensure their ongoing financial sustainability. As at period 12, the service estimates that costs of £8.2m will be incurred specifically in relation to COVID-19 by the end of the financial year, with approximately £5.5m of this cost being related to financial sustainability payments to private adult and elderly care providers. The Scottish Government has provided confirmation that all reasonable additional costs associated specifically with the crisis will be fully funded and funding is flowing to HSCP's on this basis. In this context, additional costs specifically relating to the COVID response are not therefore included within this report with the clear expectation that these costs will be funded directly by the Scottish Government. Outwith COVID19 specific costs, the service is forecasting a £1.84m underspend on core service provision primarily due to vacancies across a range of service areas

4. Revenue Budget Adjustments

Members are requested to note from Appendix 1 that budget adjustments totalling £0.056m have been processed since the last report, which reflect a net transfer to reserves for programmes which span over two financial years.

5. Capital

- 5.1. The Capital Investment Programme 2020/21 to 2024/25 was approved by the Council on 9th March 2020.
- 5.2. The Capital Monitoring report at Appendix 3 indicates movement in the approved capital programme for the Chief Executive's Service for the year of £4.086m which is explained further below.
- 5.3. The Capital Monitoring report at Appendix 3 indicates movement in the approved capital programme for Leisure Services of £0.619m.
- 5.4. Further detail, including reasons for significant variances, can be found at Appendix 3.

6. Capital Budget Adjustments

- 6.1. Since the last report, budget changes in totalling £4.705m have arisen which reflect the following:

Budget brought forward to 2020-21 from 2021-22 (£0.426m)

- **Chief Executives**

- Town Centre Capital Fund (£0.426m) to reflect cash flow timings of grant payments.

Budget carried forward from 2020-21 to 2021-22 (£5.131m)

- **Chief Executives**
 - City Deal Projects (£3.877m) largely to reflect changes in the timing of work in the Glasgow Airport Investment Area project;
 - Paisley Venues and Infrastructure Projects (£0.635m) for timing of work expected to take place at the Learning & Cultural Hub and Paisley Town Hall in early 2021-22.
- **Leisure Services**
 - Leisure Investment & Grass Pitches (£0.540m) in anticipation of expected underspends within the projects;
 - Community Halls Refurbishment (£0.079m) for updated cashflows received for the project.

Implications of this report

1. **Financial** – The projected budget outturn position for Leadership Board Revenue budget is an underspend of £1.694m. Income and expenditure will continue to be monitored closely for the rest of the financial year and, where necessary, steps will be taken to mitigate any overspend.

The projected outturn position for Leadership Board Capital budget is breakeven. The Capital programme will continue to be monitored closely for the rest of the financial year.

Any changes to current projections in either Revenue or Capital budgets will be reported to the board as early as possible, along with an explanation for the movement.

2. **HR and Organisational Development**
None directly arising from this report.
3. **Community/Council Planning**
None directly arising from this report.
4. **Legal**
None directly arising from this report.
5. **Property/Assets**

Capital projects will result in new assets (City Deal) and refurbishment and improvement to Cultural Infrastructure and Public Realm assets.

6. Information Technology

None directly arising from this report.

7. Equality and Human Rights

The recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because for example it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.

8. Health and Safety

None directly arising from this report.

9. Procurement

None directly arising from this report.

10. Risk

The potential risk that the Council will overspend its approved budgets for the year will be managed at a Council-wide level by the Chief Executive and Directors.

11. Privacy Impact

None directly arising from this report.

12. Cosla Policy Position

N/a.

13. Climate Risk

None directly arising from this report.

List of Background Papers

Revenue Budget and Council Tax 2020/21 Council 9th March 2020

Non-housing Capital Investment Programme, Prudential Framework and Treasury Management Strategy, and Capital Strategy 2020/21 to 2022/23
Council, 9th March 2020.

Author: Valerie Howie, Revenue.
 Geoff Borland, Capital

RENFREWSHIRE COUNCIL
REVENUE BUDGET MONITORING STATEMENT 2020/21
1st April to 5th March 2021

POLICY BOARD : LEADERSHIP BOARD

Objective Summary	Revised Annual Budget at Period 10	New Budget Adjustments	Revised Annual Budget	Projected Outturn Core Business	Projected Outturn COVID-19	Total Projected Outturn	Budget Variance (Adverse) or Favourable		Previous Projected Outturn Variance	Movement
	£000	£000	£000	£000	£000	£000	£000	%	£000	£000
Adult Services	72,259	0	72,259	70,419	0	70,419	1,840	2.5%	2,830	(990)
Chief Executive's Service	21,639	(56)	21,583	22,049	(320)	21,729	(146)	(0.7%)	(960)	814
NET EXPENDITURE	93,898	(56)	93,842	92,468	(320)	92,148	1,694	1.8%	1,870	(176)

Subjective Summary	Revised Annual Budget at Period 10	New Budget Adjustments	Revised Annual Budget	Projected Outturn Core Business	Projected Outturn COVID-19	Total Projected Outturn	Budget Variance (Adverse) or Favourable		Previous Projected Outturn Variance	Movement
	£000	£000	£000	£000	£000	£000	£000	%	£000	£000
Employees	41,849	30	41,879	41,093	891	41,984	(105)	(0.3%)	2,060	(2,165)
Premises Related	1,054	134	1,188	969	293	1,262	(74)	(6.2%)	101	(175)
Transport Related	842	0	842	515	0	515	327	38.8%	244	83
Supplies and Services	15,328	84	15,412	14,684	531	15,215	197	1.3%	(38)	235
Third Party Payments	67,723	(49)	67,674	60,422	5,392	65,814	1,860	2.7%	7,148	(5,288)
Transfer Payments	6,757	(166)	6,591	6,852	777	7,629	(1,038)	(15.7%)	59	(1,097)
Support Services	116	0	116	85	0	85	31	26.7%	23	8
Depreciation and Impairment Losses	0	0	0	104	0	104	(104)	0.0%	0	(104)
GROSS EXPENDITURE	133,669	33	133,702	124,724	7,884	132,608	1,094	0.8%	9,597	(8,503)
Income	(39,771)	(89)	(39,860)	(32,256)	(8,204)	(40,460)	600	1.5%	(7,727)	8,327
NET EXPENDITURE	93,898	(56)	93,842	92,468	(320)	92,148	1,694	1.8%	1,870	(176)

RENFREWSHIRE COUNCIL
REVENUE BUDGET MONITORING STATEMENT 2020/21
1st April to 5th March 2021

POLICY BOARD : LEADERSHIP BOARD - ADULT SERVICES

Objective Summary	Revised Annual Budget at Period 10	New Budget Adjustments	Revised Annual Budget	Projected Outturn Core Business	Projected Outturn COVID-19	Total Projected Outturn	Budget Variance (Adverse) or Favourable		Previous Projected Outturn Variance	Movement
	£000	£000	£000	£000	£000	£000	£000	%	£000	£000
Older People	46,111	(34)	46,077	45,428	0	45,428	649	1.4%	1,895	(1,246)
Physical or Sensory Difficulties	6,565	12	6,577	6,501	0	6,501	76	1.2%	(130)	206
Learning Difficulties	16,024	22	16,046	15,497	0	15,497	549	3.4%	454	95
Mental Health Needs	2,879	0	2,879	2,390	0	2,390	489	17.0%	524	(35)
Addiction Services	680	0	680	603	0	603	77	11.3%	87	(10)
NET EXPENDITURE	72,259	0	72,259	70,419	0	70,419	1,840	2.5%	2,830	(990)

Objective Heading	Key Reasons for Projected Variance
Older People	Underspends in employee costs reflecting vacancies due to recruitment issues. Under occupancy in external care homes due to COVID pandemic.
Physical or Sensory Difficulties	Underspends in employee costs reflecting vacancies due to recruitment issues.
Mental Health Needs	Underspends in employee costs reflecting vacancies due to recruitment issues.

RENFREWSHIRE COUNCIL
REVENUE BUDGET MONITORING STATEMENT 2020/21
1st April to 5th March 2021

POLICY BOARD : LEADERSHIP BOARD - ADULT SERVICES

Subjective Summary	Revised Annual Budget at Period 10	New Budget Adjustments	Revised Annual Budget	Projected Outturn Core Business	Projected Outturn COVID-19	Total Projected Outturn	Budget Variance (Adverse) or Favourable		Previous Projected Outturn Variance	Movement
	£000	£000	£000	£000	£000	£000	£000	%	£000	£000
Employees	33,226	24	33,250	32,370	988	33,358	(108)	(0.3%)	1,939	(2,047)
Premises Related	512	134	646	360	293	653	(7)	(1.1%)	156	(163)
Transport Related	840	0	840	515	0	515	325	38.7%	244	81
Supplies and Services	2,608	61	2,669	1,768	827	2,595	74	2.8%	892	(818)
Third Party Payments	67,605	(49)	67,556	60,304	5,392	65,696	1,860	2.8%	7,148	(5,288)
Transfer Payments	3,277	(81)	3,196	2,403	777	3,180	16	0.5%	835	(819)
Support Services	70	0	70	56	0	56	14	20.0%	11	3
Depreciation and Impairment Losses	0	0	0	0	0	0	0	0.0%	0	0
GROSS EXPENDITURE	108,138	89	108,227	97,776	8,277	106,053	2,174	2.0%	11,225	(9,051)
Income	(35,879)	(89)	(35,968)	(27,357)	(8,277)	(35,634)	(334)	(0.9%)	(8,395)	8,061
NET EXPENDITURE	72,259	0	72,259	70,419	0	70,419	1,840	2.5%	2,830	(990)

RENFREWSHIRE COUNCIL
REVENUE BUDGET MONITORING STATEMENT 2020/21
1st April to 5th March 2021

POLICY BOARD : LEADERSHIP BOARD - CHIEF EXECUTIVE'S SERVICE

Objective Summary	Revised Annual Budget at Period 10	New Budget Adjustments	Revised Annual Budget	Projected Outturn Core Business	Projected Outturn COVID-19	Total Projected Outturn	Budget Variance (Adverse) or Favourable		Previous Projected Outturn Variance	Movement
	£000	£000	£000	£000	£000	£000	£000	%	£000	£000
Chief Executive and Management	366	(1)	365	359	2	361	4	1.1%	(9)	13
Policy and Commissioning	4,734	(55)	4,679	4,851	(106)	4,745	(66)	(1.4%)	(126)	60
Marketing and Communications	3,221	0	3,221	3,160	(927)	2,233	988	30.7%	1,076	(88)
City Deal	0	0	0	0	0	0	0	0.0%	0	0
Regeneration and Economic Development	2,278	0	2,278	2,636	110	2,746	(468)	(20.5%)	(400)	(68)
Leisure Services (incl Renfrewshire Leisure)	11,040	0	11,040	11,043	601	11,644	(604)	(5.5%)	(1,501)	897
NET EXPENDITURE	21,639	(56)	21,583	22,049	(320)	21,729	(146)	(0.7%)	(960)	814

Objective Heading	Key Reasons for Projected Variance
Policy and Commissioning	The adverse variance will be funded by a further drawdown from earmarked reserves and set against expenditure on Tackling Poverty and the Community Empowerment Fund.
Marketing and Communications	The favourable variance has arisen mainly as a result of the net reduction in costs from the cancellation of the Renfrewshire Council events programme for 2020.
Regeneration and Economic Development	The majority of the adverse variance represents the team costs of delivering the Council's Cultural Infrastructure strategic investment programme and will be met by a drawdown at the year end. (Note: following a service restructure in future reports these costs will be reported with City Deal.)
Leisure Services (incl Renfrewshire Leisure)	The projected costs of supporting Renfrewshire Leisure with a revised level of requisition as a result of the net impact of income loss and decreased costs incurred as a result of the closure of facilities during the lockdown period; offset by furlough income.

RENFREWSHIRE COUNCIL
REVENUE BUDGET MONITORING STATEMENT 2020/21
1st April to 5th March 2021

POLICY BOARD : LEADERSHIP BOARD - CHIEF EXECUTIVE'S SERVICE

Subjective Summary	Revised Annual Budget at Period 10	New Budget Adjustments	Revised Annual Budget	Projected Outturn Core Business	Projected Outturn COVID-19	Total Projected Outturn	Budget Variance (Adverse) or Favourable		Previous Projected Outturn Variance	Movement
	£000	£000	£000	£000	£000	£000	£000	%	£000	£000
Employees	8,623	6	8,629	8,723	(97)	8,626	3	0.0%	121	(118)
Premises Related	542	0	542	609	0	609	(67)	(12.4%)	(55)	(12)
Transport Related	2	0	2	0	0	0	2	100.0%	0	2
Supplies and Services	12,720	23	12,743	12,916	(296)	12,620	123	1.0%	(930)	1,053
Third Party Payments	118	0	118	118	0	118	0	0.0%	0	0
Transfer Payments	3,480	(85)	3,395	4,449	0	4,449	(1,054)	(31.0%)	(776)	(278)
Support Services	46	0	46	29	0	29	17	37.0%	12	5
Depreciation and Impairment Losses	0	0	0	104	0	104	(104)	0.0%	0	(104)
GROSS EXPENDITURE	25,531	(56)	25,475	26,948	(393)	26,555	(1,080)	(4.2%)	(1,628)	548
Income	(3,892)	0	(3,892)	(4,899)	73	(4,826)	934	24.0%	668	266
NET EXPENDITURE	21,639	(56)	21,583	22,049	(320)	21,729	(146)	(0.7%)	(960)	814

RENFREWSHIRE COUNCIL
CAPITAL INVESTMENT STRATEGY - NON-HOUSING SERVICES
1st April to 5th March 2021
POLICY BOARD: LEADERSHIP

Project Title	Prior Years Expenditure to 31/03/2020* £000	Current Year 2020-21						Full Programme - All years				
		Approved Budget 2020-21 £000	Budget Adjustments in 2020-21 £000	Revised Budget 2020-21 £000	Projected Outturn 2020-21 £000	Budget Variance (Adverse) or Favourable		Total Approved Budget to 31-Mar-25 £000	Projected Outturn to 31-Mar-25 £000	Budget Variance (Adverse) or Favourable		
LEISURE SERVICES												
Leisure Investment Programme	52,266	334	-322	12	12	0	0%	52,600	52,600	0	0%	0%
Grass Pitches & Changing Facilities	3,564	637	-219	418	418	0	0%	4,201	4,201	0	0%	0%
Community Halls Refurbishment	19	124	-79	45	45	0	0%	2,536	2,536	0	0%	0%
Lagoon Internal Play Centre	0	0	0	0	0	0	0%	500	500	0	0%	0%
Total Leisure Services	55,849	1,095	-620	475	475	0	0%	59,837	59,837	0	0%	0%
CHIEF EXECUTIVES												
City Deal Projects												
Glasgow Airport Investment Area	21,931	15,340	-5,035	10,305	10,305	0	0%	42,819	42,819	0	0%	0%
Clyde Waterfront & Renfrew Riverside	15,116	17,921	-17,249	672	672	0	0%	90,680	90,680	0	0%	0%
Airport Access	2,934	1,202	-1,202	0	0	0	0%	98,629	98,629	0	0%	0%
Economic Development												
GAIA Regeneration	0	2,000	109	2,109	2,109	0	0%	5,500	5,500	0	0%	0%
AMIDS: Public Realm Phase 1 Netheron Square	89	2,277	-2,148	129	129	0	0%	2,974	2,974	0	0%	0%
Paisley Venues & Town Centre Infrastructure												
Paisley Art Centre Redevelopment	233	400	-395	5	5	0	0%	2,800	2,800	0	0%	0%
Paisley Town Hall Redevelopment	1,613	3,366	-2,030	1,336	1,336	0	0%	22,650	22,650	0	0%	0%
Flexible Outdoor Facility/Travel & Accessibility Infrast	266	2,519	-2,443	76	76	0	0%	9,700	9,700	0	0%	0%
Playing Fields and Sports Development	392	1,404	-1,391	13	13	0	0%	7,500	7,500	0	0%	0%
Paisley Museum	9,356	5,616	-4,267	1,349	1,349	0	0%	45,876	45,876	0	0%	0%
Town Centre Capital Fund	329	1,333	-387	946	946	0	0%	4,236	4,236	0	0%	0%
Paisley Learning & Cultural Hub	1,593	2,802	-2,685	117	117	0	0%	7,000	7,000	0	0%	0%
Retail Improvement Fund	0	0	0	0	0	0	0%	0	0	0	0%	0%
Townscape Heritage CARS 2	911	2,285	-1,520	765	765	0	0%	4,099	4,099	0	0%	0%
Total Chief Executives	54,763	58,465	(40,643)	17,822	17,822	0	0%	344,463	344,463	0	0%	0%
TOTAL LEADERSHIP BOARD	110,612	59,560	(41,263)	18,297	18,297	0	0%	404,300	404,300	0	0%	0%

*Rolling programmes have a prior year year expenditure of £0 as the expenditure is not directly linked from one year to the next as a singular project.

Objective Heading	Key Reasons for Potential Variance
City Deal Projects/City Deal Related Projects	The programme has been delayed as a result of the Covid-19 pandemic with net projected expenditure of £25.525m slipping into future years to reflect revised timescales.
Paisley Venues & Town Centres Infrastructure	As as result of the Covid-19 pandemic, a total £13.211m of programmed expenditure has been reprofiled into future years to reflect revised timescales.
Town Centre Capital Fund	£2.250m of the additional funding approved by Council on March 9th has been reprofiled into 2020-21 in order to prioritise expenditure for the grant awarded by Scottish Government which requires to be fully committed by 31 March 2021.

Minute of Meeting Climate Change Sub-Committee

Date	Time	Venue
Wednesday, 02 June 2021	10:00	Teams Meeting,

Present: Councillor Neill Graham, Councillor John Hood, Councillor Lisa-Marie Hughes, Councillor Eileen McCartin, Councillor Cathy McEwan, Councillor Marie McGurk, Councillor Iain Nicolson, Councillor John Shaw

Chair

Councillor Iain Nicolson, Convener, presided.

Also In Attendance

L McIntyre, Head of Policy & Commissioning, A Morrison, Head of Economy & Development, P Moss, Strategy, Policy & Insight Manager, D Love, Chief Planning Officer and G Crawford, Senior Communications Officer (all Chief Executive's); K Gray, Streetscene Manager (Environment & Infrastructure) J Lynch, Head of Property Services, G Dickie, Partnering & Commissioning Manager, D Pole, End User Technician, P Shiach, Committee Services Officer and J Barron, Assistant Committee Services Officer (all Finance & Resources).

Recording of Meeting

Prior to the commencement of the meeting the Convener intimated that this meeting of the Climate Change Sub-Committee would be recorded and that the recording would be available to watch on the Council's website.

Declarations of Interest

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

1 **Climate Change Action Fund**

Under reference to item 1 of the Minute of the meeting of this Sub-committee held on 16 February 2021, there was submitted a report by the Chief Executive relative to the £0.698 million funding allocated to support the organisation in progressing its response to the climate emergency through a Climate Change Action Fund.

In February 2021, this Sub-committee considered a number of funding proposals in relation to the allocation of this funding to support the Council's climate emergency response. The funding proposals recommended at that time by the Sub-committee were subsequently agreed at a meeting of the Leadership Board on 24 February 2021.

The report outlined proposals to allow more detailed engagement and discussion on these initiatives. The focus of these proposals was detailed in the report

In addition, the possibility of developing a Community Climate Fund to support engagement and grow local interest and small-scale climate projects was also highlighted for consideration.

It was proposed that planning matters in relation to climate change be included on the agenda for future meetings of the Sub-committee. This was agreed unanimously.

DECIDED:

(a) That the funding proposals detailed at Appendix 1 of the report, with £70,000 to be allocated from the Climate Change Action Fund to progress those initiatives outlined be approved

(b) That it be noted that subject to agreement, these proposals would be submitted to the Leadership Board for approval;

(c) That it be agreed that officers develop proposals for a Community Climate Fund, for further consideration by the Sub-committee; and

(d) That planning matters relative to climate change be included on the agenda for future meetings of the Climate Change Sub-Committee.



To: Leadership Board

On: 16 June 2021

Report by: Chief Executive

Heading: Climate Change Update

1. Summary

- 1.1 In February 2021, the Climate Change sub-committee considered a number of funding proposals which could potentially be supported through the £1m Climate Change Action funding agreed in the Council budget in March 2020. Leadership Board formally approved the allocation of £0.698m of funding to support these proposals on 24 February 2021.
- 1.2 The first tranche of funding allocated through that round had a strong focus on progressing pilot projects and initiatives which would be tests of change within specific services, ensuring the Council is well positioned to maximise external investment to support the implementation of initiatives at scale.
- 1.3 Two further proposals have been developed which were considered and agreed by the Climate Change Sub-committee on 2 June 2021. These proposals have an enabling role and will support the overall progression of the Climate Emergency work programme at pace. The first of these relates to an identified requirement to commission external technical expertise and capacity to support the development of Renfrewshire's adaptation plan. The adaptation plan will set out the key actions that must be taken to achieve a target of net zero carbon emissions in Renfrewshire by 2030, therefore it is essential that these are informed by a strong evidence base.
- 1.4 In addition, it is proposed that funding is also allocated to support the delivery of the extensive consultation and engagement programme that has been agreed by the climate change sub-committee and which will inform the development of Renfrewshire's net zero plan.
- 1.5 Further detail on the funding proposals is included within Appendix 1 of this report, with the total value of funding requested being £70,000. If approved by

the Leadership Board, a balance of £232,000 would remain available for allocation from the Climate Change Action Fund.

2. Recommendations

- 2.1 It is recommended that members of the Leadership Board:
- Agree the funding proposals detailed at Appendix 1 of this report, with £70,000 to be allocated from the Climate Change Action Fund to support those initiatives outlined.

3. Background

- 3.1 In the budget approved by Council on 9 March 2020, £1 million was allocated to establish a Climate Change Action Fund which would support the next steps outlined in the report “Climate Change Emergency” approved by Council on 27 February 2020. The report set out the initial findings and recommendations of the Climate Change Emergency Working Group, which had been convened following the Council’s declaration of a climate emergency in June 2019.
- 3.2 The Climate Change Action Fund is intended to fund innovative projects and initiatives being developed by Council services in response to the climate emergency, provide initial funding to pilot new ideas and approaches, to support engagement and partnership working across Renfrewshire, or to accelerate the pace of change already being delivered through existing initiatives. This process is vital to the Council being able to lever in the external funding that will be required to support climate change initiatives at the scale and pace required.
- 3.3 In February 2021, this Sub-Committee recommended funding a range of proposals in relation to the Council’s climate emergency response and these were subsequently formally approved by Leadership Board on 24 February 2021. Within the first funding round, there was a strong focus on pilot projects which would be tests of change within specific services, ensuring the Council is well positioned to maximise external investment to support the implementation of initiatives at scale.
- 3.4 The total funding approved in February 2021 was £0.698m. Officers have now developed further funding proposals which could be supported within the balance of the funding (£302,000). The total amount of funding outlined in this report is £70,000 and this would leave a balance of £232,000 to support further funding rounds.

4. Funding Proposals

- 4.1 Two funding proposals were considered and agreed by the Climate Change Sub-committee at its meeting on 2 June 2021. An overview of the proposals is provided within Appendix 1 to this report, and can be summarised as follows:

- **Developing a robust carbon evidence base** - analysis and technical support to quantify the impact of the interventions and actions outlined in Renfrewshire's Adaptation Plan and highlight particular areas of opportunity for further development. It is critical that the Plan targets the areas most able to contribute to significant reductions in Renfrewshire's carbon emissions to meet the challenging 2030 target and that activity is accelerated where required. In order to do so effectively and on a sound grounding, technical support to measure the environmental impact of current and proposed future activity is required. In addition to this, in order to ensure Renfrewshire's approach continues to be ambitious and aspirational, this programme of work would also involve the investigation and bringing of exemplar options and ideas for further initiatives for potential application in Renfrewshire, particularly those where additional external funding could be levered in.
- **Business Survey and Community Climate Panel** – two key areas of focus to support the development of Renfrewshire's Adaptation Plan are to engage with the business community and also with Renfrewshire's citizens, to better understand the appetite for change, the opportunities and challenges and the potential gaps in support that the Adaptation Plan could help to address. Following engagement with Renfrewshire Chamber of Commerce, it was requested that a 'business audit survey' be carried out across Renfrewshire businesses, with a range of questions focused on the climate emergency, green recovery, circular economy and opportunities for green investment and new green jobs. This piece of work would both identify the challenges and potentially barriers for local businesses but also highlight the opportunities and areas of best practice to share across the business community. An independent research firm will be commissioned to undertake this business audit survey.

In addition, support is also required to establish the Community Climate Panel previously agreed by the sub-committee. The recruitment of members to the Panel will be supported by an independent company, who will also undertake initial survey work to support the initial phases of the Panel's work programme. The Community Climate Panel forms a fundamental element of our community engagement, as previously endorsed by the Climate Change Sub-Committee, piloting a new approach to carrying out a climate conversation across Renfrewshire.

- 4.2 The sub-committee also agreed that officers should develop proposals for the possible establishment of a Community Climate Fund, which could be used to support small-scale community based projects. Proposals will be brought back to the sub-committee for discussion.

Implications of the Report

1. **Financial** – This paper outlines proposals to allocate £0.07m of the total £1m funding allocated by the Council in March 2020 to support the response to the climate emergency. £0.698m of this funding has been allocated to date.
2. **HR & Organisational Development** – none
3. **Community/Council Planning** – this report highlights proposals to develop citizen and partnership forums to support engagement and collaboration with local businesses, partners and communities on the climate change agenda.
4. **Legal** - none
5. **Property/Assets** - none
6. **Information Technology** - none
7. **Equality and Human Rights** - The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health and Safety** - none
9. **Procurement** – none
10. **Risk** – none
11. **Privacy Impact** – none
12. **COSLA Policy Position** – none
13. **Climate Risk** – this report provides a summary of work being undertaken by the Council to respond to the climate emergency.

List of Background Papers

None

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Chief Executive's Service

Appendix 1 – Climate Change Action Fund - Funding Proposals (second round)

£1 million to establish a Climate Change Fund that will be available to support the next steps outlined in the report “Climate Change Emergency” approved by Council on 27th February 2020.

Name / Description	Funding required	Briefly outline anticipated outcomes (ie how will this allocation of funding used support the organisation in achieving net zero carbon emissions in Renfrewshire) from this funding.
Specialist support to develop ‘carbon budget’ element of adaptation plan and identify key opportunity areas	£50,000	<p>Technical expertise is needed to analyse and accurately measure the impact of interventions outlined in the Adaptation Plan. This will highlight the priority actions where progress should be accelerated to achieve the net zero carbon emission target and the key areas of focus required by Council, partners, the private sector and communities.</p> <p>This will require specific expertise in measuring carbon emissions of existing activities, the reductions potentially achieved through identified activities and mechanisms for measuring this impact – effectively this forms a technical assessment to sit behind the Adaptation Plan.</p> <p>In addition, we would be seeking further expertise to identify potential opportunity areas, where external funding could be leveraged to accelerate our progress to net zero emissions.</p>
Business survey and analysis and Community Climate Panel survey and recruitment	£20,000	<p>Two immediate priorities are to carry out a climate emergency survey of Renfrewshire’s businesses and to survey and then recruit a representative sample of Renfrewshire’s population to participate in the Community Climate Panel.</p> <p>Both activities require to happen at pace in order to influence the content of the Adaptation Plan and it is proposed that using a research partner, similar to the approach used for the Council’s Public Services Panel, will allow the administrative element of this work to be completed in a robust and independent manner.</p>



To: Leadership Board

On: 16 June 2021

Report by: Chief Executive

Heading: Council Plan – six months progress update

1. Summary

- 1.1 In September 2017, the Council approved new Council and Community Plans for Renfrewshire, which outlined an ambitious vision for Renfrewshire. The Council Plan covers the period 2017 to 2022 and sets the direction of the organisation, through five strategic outcomes. Service Plans for each Council service sit under this framework and describe in more detail how these priorities will be achieved, supplemented by a detailed action plan and performance scorecard.
- 1.2 Alongside Service Plan updates to policy boards, progress against the Council Plan objectives is regularly reported to the Leadership Board to enable scrutiny of the Council's performance and priorities - ensuring the plans are agile enough to respond to local and national emerging themes whilst still delivering on the agreed strategic outcomes.
- 1.3 The COVID-19 pandemic and lockdown has meant that the regular reporting on progress towards Council and service level priorities was interrupted during 2020. During the initial phases of the pandemic, planned meetings of full Council and all policy boards were paused, with the Emergencies Board put into place in order to support decision making and cross-party scrutiny during this critical period. Due to the cancellation of many policy boards, service improvement plans for each service were not approved by all policy boards at that time. Regular reporting to policy boards resumed in August 2020.
- 1.4 The impact of the pandemic on Renfrewshire's communities, residents and businesses has been unprecedented and no Council service was untouched by the lockdown and associated restrictions at that time. The Council worked with partners to continue to deliver vital frontline services throughout the period, and significant numbers of employees also continued to deliver services whilst working from home.
- 1.5 During Summer 2020, services worked to restart impacted services in line with Scottish Government guidance. This included a significant programme of work to reopen school and early learning establishments from August 2020 amongst many other aspects. In parallel to this work, the Council also commenced work with partners to develop local recovery plans

for Renfrewshire, which set out the key actions to be progressed to support communities and businesses to recover from the impact of the pandemic going forward.

- 1.6 Despite the challenges that have been faced throughout 2020 and the first half of 2021, with the impact the pandemic has had on delivering services or pausing of activities, strong progress has been made against the five Council Plan priorities. Through: supporting **our economy** by delivering business grants and support to businesses impacted by the pandemic restrictions; the neighbourhood hubs enabling **resilient communities; tackling inequality** with payments for families of more than 6000 children and young people to support food costs; expanding Team Up to Clean Up to **create a sustainable Renfrewshire**; and all Council Services, the HSCP and Renfrewshire Leisure have **worked together** for our PCR testing programme for key workers, asymptomatic test centres and the roll out of the COVID-19 vaccination programme across Renfrewshire.
- 1.7 Due to the unprecedented nature of events in 2020/21, the three-year Service Improvement Plans were replaced by Service Delivery Plans which focus on a single year (2021/22) and outline what each service plans to do to mitigate the effects of the pandemic and associated restrictions, as well as actions to support recovery and renewal. Each Service's Service Delivery Plan was approved by Policy Boards from March 2021.
- 1.8 This report provides a Council wide progress update, in relation to existing Council Plan priorities, and the impact of COVID-19 on these priorities and performance for 2020/21. Appendix 1 provides a detailed summary of progress against key actions and indicators, with a full outturn position provided for 2020/21.

2. Recommendations

- 2.1 It is recommended that members of the Leadership Board:
 - Note progress achieved against the strategic outcomes since the last update to Leadership Board in December 2020, as outlined in appendix 1; and
 - Agree that the next progress report for the Council Plan will be in December 2021.

3. Background

- 3.1 Renfrewshire's Council Plan 2017 – 2022 describes how the organisation will achieve the vision of "working together for a thriving and connected Renfrewshire, creating opportunities for all" through five strategic priority areas:
 - Reshaping our place, our economy and our future
 - Building strong, safe and resilient communities
 - Tackling inequality, ensuring opportunities for all
 - Creating a sustainable Renfrewshire for all to enjoy
 - Working together to improve outcomes
- 3.2 While the COVID-19 pandemic has fundamentally changed how we work, deliver services and engage with communities, the organisation's ambition for Renfrewshire remains and our five strategic priority areas also remain relevant and underpin our approach to recovery.
- 3.3 As agreed by Council, three core recovery plans have been developed that will shape the immediate activity of the Council – the Economic Recovery Plan, Financial Recovery Plan and the Social Renewal Plan. Taken together these describe how Renfrewshire can learn, recover and build from the experiences of the pandemic - they are cross-cutting and will drive the efforts of officers across the Council.

- 3.4 The Council Plan will continue to sit alongside these three new plans and many of the core objectives are complementary. They outline an approach to work together across services and sectors with a focus on the economy, our resilience, supporting our most vulnerable and those most impacted by the pandemic and to deliver a green recovery.
- 3.5 Previous Service Update reports to policy boards have outlined key areas where services have been impacted by the pandemic, described supporting activity towards the recovery efforts and highlighted the immediate priority areas. This ensured that regular reporting to policy boards took place on an interim basis whilst services continued to focus on the COVID-19 response.

4. Progress of the Council Plan during 2020/21

- 4.1 Members will note from appendix 1 that strong progress has been reported across the priority areas with activity on target at the point of the lockdown commencing. As outlined in Section 1, the Council Plan is a five-year programme and whilst inevitably there will be delays across the plan due to the impact of the COVID-19 pandemic, it is anticipated there may be areas where progress has been accelerated, for example in the Council's digital and communities workstreams. The full impact of this will be more accurately assessed as we move into the financial year 2021/22.
- 4.2 Based on the latest available updates, for the 55 actions within the Council Plan, 31 actions have already been completed and the remaining 24 are in progress, reflecting that this is a 5-year plan and some actions relate to long-term programmes.
- 4.3 Areas of progress are highlighted, including areas where planned activities did not proceed or were not undertaken in the same way due to COVID-19, these are grouped under each of the Council Plan strategic outcomes below.

4.4 RESHAPING OUR PLACE, OUR ECONOMY AND OUR FUTURE

- As part of Renfrewshire's City Deal programme, work has been maintained in preparing the readiness of the Advanced Manufacturing Innovation District Scotland (AMIDS) site for the anchor facilities, as well as further developing the AMIDS proposition to attract further investment. Updates on projects include: the Glasgow Airport Investment Area site works being progressed, with completion expected later this year; the design and construction of an innovative District Heating Network solution is expected to commence in quarter 2 of 2021; and approval to award the Clyde Waterfront and Renfrew Riverside design and construction project has been achieved with site start expected in the summer.
- Good progress continues to be made on the development of the Advanced Manufacturing Innovation District Scotland (AMIDS), which will be home to the National Manufacturing Institute Scotland (NMIS) and the UK's Medicines Manufacturing Innovation Centre (MMIC). Planning consent for both NMIS and MMIC has been secured. Construction of MMIC commenced in September 2020, with a planned opening in 2022. In March 2020, it was announced that Boeing will be developing a new facility for aerospace R&D at the AMIDS site, initially in temporary accommodation at Westway before relocating within NMIS, demonstrating that AMIDS is already attracting advanced manufacturing interest. Work continues on the development of a longer-term strategy for the management and development of AMIDS to maximise the benefits for Renfrewshire.
- The Council's Employability Service continues to offer support on jobs and skills development. In October the Council bid to be a Kickstart provider and to be the Gateway organisation for local businesses to get involved. The Kickstart Scheme aims to create 6-

month work placements for those aged 16 to 24 who are in receipt of Universal Credit. The Council has already had four bids for a total of 451 jobs approved and over 100 posts have already started. 120 of the approved posts will be with Renfrewshire Council. The previously successful Invest in Renfrewshire Traineeship and Internship programmes are currently being revamped to cater for the slightly different conditions of funding and will offer unemployed young people opportunities across the Council services.

- The Council also coordinated, administered and delivered business grants and support to business impacted by the pandemic restrictions. This represents a significant ongoing resource pressure for the organisation but a vital activity to support Renfrewshire's businesses, with around £55m funding allocated to over 3,000 businesses over the last year.
- Environmental Health and Trading Standards Officers worked to ensure that business premises had as much help and guidance as possible to support them to comply with legislation and guidance. This has been both proactive (e-mail, phone, and visit) and reactive (phone call or visit). In line with the Council's Integrated Enforcement Policy, businesses have been supported by officers adopting an "engage, explain, encourage and then enforce" model which affords people the best opportunity to comply before any enforcement action is taken.
- In terms of the Council's physical regeneration programmes, the Cultural Infrastructure programme is progressing well. The Museum awarded the main works contract in March 2021, the Town Hall main works contract has been awarded and works have commenced on site, and the Learning and Cultural Hub is preparing to conclude the contract and commence works in August 2021. The Arts Centre design is almost complete, and the Public Realm projects have recommenced, with consultations and briefings underway.
- The Townscape Heritage/ Conservation Area Regeneration Scheme proposals have progressed, albeit delayed in some instances due to the pandemic restrictions and impacts. Multiple small projects are now complete, and the final group of projects are being considered to assign the remaining budget and complete the works within the project timescale. A detailed programme of cultural activities continues to be supported, with further events and training planned.
- To improve infrastructure, a total of £8 million was invested in roads, drainage and footpaths infrastructure during 2020/21 delivering improvements to both strategic and local roads. Work commenced in July following the COVID-19 lockdown. Despite the impact of the pandemic and the loss of the first three and a half months of the 7-month programme - 52 carriageways were resurfaced, 16 carriageways surfaces dressed, 5 carriageways micro-surfaced and pre-patched, surface dressing carried out on 15 carriageways and 23 footways resurfaced. Reduced traffic volumes during lockdown allowed emergency works to be carried out on our network which would have been difficult to complete under normal conditions. Examples of this include new bus bays and repairs to riverside core paths which required to be closed to the public due to instability. The repaired paths provided greater access links for pedestrians.
- The Housing-led Regeneration and Renewal Programme for Renfrewshire was approved in December 2020 with an agreed investment of an additional £100million over the next 10 years, including investment in existing and new build council housing, and which will play a key role in the economic, and social recovery plans for Renfrewshire and a significant opportunity to support the Council's decarbonisation agenda as part of our journey to net zero carbon emissions.
- Tenants have moved into the new build housing at Johnstone Castle. While at Dargavel Village, Bishopton 80 new Council homes across two sites are now complete and tenanted.

Work has commenced at Ferguslie Park where 101 new homes will be built by spring 2023 and South West Johnstone where 39 new homes in Auchengreoch Road are anticipated to be complete by summer 2022.

- Children's Services identified the construction of a new Paisley Grammar Community Campus as its learning estate investment priority in May 2019. During 2020, the Service conducted a formal consultation on the proposal which was supported by Education Scotland and approved by the Education and Children's Services Policy Board in January 2021. Having met all the qualifying criteria identified by ministers, the project has now been included in phase 2 of the Scottish Government's £1 billion Learning Estate Investment Programme.
- As part of Renfrewshire's appeal as an attractive place to live, work and invest, digital connectivity plays a critical role – even more so following the experiences of the lockdown. It was confirmed in September 2020 that City Fibre are investing in a 700km network providing Renfrewshire residents and businesses with access to the fastest, most reliable gigabit speed connectivity. This is linked to the Connectivity as a Service framework that was approved earlier in 2020.
- Renfrewshire's major events programme has been significantly impacted by the pandemic, ongoing restrictions, and ban on mass gatherings in place since March 2020. In response to the cancellation of the programme, a series of digital events were delivered to mark key dates most important to local people and groups, including Sma' Shot Day, Doors Open Days, Remembrance Day, and Renfrewshire Christmas. The events attracted a combined audience of 42.8k with content available on paisley.is and the Council website.

4.5 BUILDING STRONG, SAFE AND RESILIENT COMMUNITIES

- Renfrewshire Health and Social Care Partnership (HSCP) has played a critical role responding to the coronavirus pandemic, protecting and supporting employees and communities, and particularly vulnerable people across the area. Recognising the impact of COVID-19 on local people, the HSCP have also worked in partnership with local hospices and RAMH to develop a new bereavement support service. The service was set up to support people who experienced a loss or who were dealing with grief following the death of someone close to them or even the loss of something important to them as a result of the pandemic.
- The HSCP has also set up a mental health telephone helpline, Hear for You, provided by our third sector partner, RAMH. The helpline has been operating since April 2020 and to date has received 98 referrals from people seeking support. Most referrals were from people seeking advice and information around anxiety, depression and loneliness reflecting the impact of COVID-19. For children and young people's mental health and wellbeing, a new multi-agency, community-based family support service is being developed in partnership with Renfrewshire Health and Social Care Partnership and the third sector and will provide holistic support for a range of different needs. Considerable work was undertaken in 2020/21 to identify gaps in provision and lay the foundations for this new service.
- In terms of community resilience, the Neighbourhood Hub model which was put into place as part of the initial pandemic response continues to develop, with colleagues across the Council and our partners. The hubs operate on a partnership basis with Renfrewshire Leisure, Renfrewshire Health and Social Care Partnership (HSCP), Engage Renfrewshire, local groups and organisations across communities, and are supported by local volunteers. The hub teams have provided support services to over 1,000 households since the start of the lockdown period. Support provided has included signposting to food services, delivering

prescriptions, befriending calls to people who feel isolated or vulnerable, and delivery of books and toys through the Libraries Direct Service.

- Several staff across the Council were redeployed to establish the Local Assistance Team to support shielded and vulnerable residents to access practical support and resources including access to food and medicines. At one stage over 2,600 residents were receiving practical support each week – mainly food provided by Catering staff and Building Services employees from Environment and Infrastructure. The Local Assistance Team conducted all the welfare calls and ensured that vulnerable residents were matched with the services that they needed. Over 6,500 people on the shielded list were contacted – over 99% of those on the list and each received personal advice and support as they required. As the lockdown period began to end each person receiving support had follow up calls and contact to ensure that their ongoing needs were understood and if necessary redirected to provision from mainstream services or the Community Neighbourhood Hubs.
- Along with the Local assistance Team, the Council established the Schools Contact support team. A 'Coping During COVID' helpline was set up for children and families facing wellbeing issues during the lockdown, and this was complemented by targeted support from a range of children's professionals from the public and third sectors. A curriculum programme, "Skills for Recovery" was delivered in response to the pandemic to support the wellbeing of pupils, parents and staff. This offered practical help and also signposted families and staff to additional supports where these were needed.
- Community Protection and Environmental Health and Trading Standards officers have played a key role throughout the pandemic response, including supporting the public health test and protect programme; providing advice, support and guidance to local residents and businesses; interpreting and enforcing significant new Legislative and Statutory Obligations relating to public health; Test and Protect and COVID-19 compliance; and working closely with partners to support the public and businesses when supporting vulnerable residents and undertaking enforcement responsibilities.
- Multi-agency Risk Assessment Conferences (MARAC) continued to be held virtually during lockdown and stay home restrictions which was crucial to allow discussions and to consider how help could be afforded to high risk domestic abuse cases. The Community Safety Hub continued to function and remained fully operational, even during lockdown. The CCTV Operations Room and public space cameras were fully operational, supported by targeted Wardens patrols in mobile CCTV vehicles. The Wardens continued to work through all new restrictions to ensure the safety of residents across Renfrewshire. These patrols continued to be deployed to respond to incidents and hotspots identified through daily tasking and complaints.
- Another round of 'Celebrating Renfrewshire', the youth-led participatory budgeting exercise, was successfully completed in December 2020 in partnership with Youth Services and Renfrewshire Youth Voice. Over 1,700 young people voted on the 80 project ideas which were submitted, and £124,437 was awarded to youth projects across Renfrewshire, with 68 projects receiving funding across the seven Local Partnership areas. Renfrewshire was one of the few local authorities in Scotland to carry out Participatory Budgeting exercises in 2020/21. The Partnerships and Inequalities Team have also been supporting Environment and Infrastructure with the design of the Community Investment Fund, which will be Renfrewshire Council's first step towards mainstream Participatory Budgeting.
- Children & Families Social Work continued to operate throughout lockdown to protect the most vulnerable children, ensure statutory processes can continue, to ensure children who are accommodated are supported to have contact with their families and to ensure young people who are care-experienced feel safe and supported. Regular contact with all children

who have a multi-agency plan has taken place throughout lockdown periods, with workers finding different ways to connect with the children and families they support.

4.6 TACKLING INEQUALITY, ENSURING OPPORTUNITIES FOR ALL

- Throughout the pandemic, the needs of those who were homeless or in housing need have continued to be met. There has been a total of 851 new statutorily homeless households from the initial lockdown to the end of March 2021. Staff from Homeless Services and the Housing Support team have continued to offer a wide range of support services throughout 2020/21 and have helped almost 300 homeless households to move on to settled accommodation, including assistance with Community Care Grant applications, provision of furniture items and assistance with benefit applications.
- Since the onset of COVID-19, the Partnerships and Inequalities team has engaged with community groups to support the humanitarian response effort. This has included leading the community food network to work in partnership with community groups leading local responses, coordinating distribution of FareShare community resources and supporting local organisations to build their capacity to deliver local services. Local community groups and the people using their services have been connected to advice and guidance resources and sources of funding, which has supported individuals and households and also built the resilience of community groups.
- Renfrewshire Council has continued to support the delivery of the Connecting Scotland Programme which was established by Scottish Government and Scottish Council for Voluntary Services to provide digital connectivity to people in priority categories who did not have a device. A total of 1,590 devices were allocated in 2020/21 to organisations across Renfrewshire to support specific target groups including people shielding/at high clinical risk, families and care experienced young people and elderly and disabled people.
- For education, the roll-out of digital learning and teaching was a necessity during lockdown periods and new resources were introduced or developed. This included live and recorded lessons and a wide range of high-quality learning activities that supported all children and young people in their learning. Home learning packs with printed materials were also available in addition to digital resources, and the Family Learning team provided community-based support and practical advice. The service distributed thousands of pieces of ICT equipment and put in place professional development activities for staff and guidance to help children and families to access online learning and to help care experienced young people stay in touch with their support networks.
- Renfrewshire's Local Child Poverty Action Report was published in September 2020, and New Equality Outcomes were also developed and published in early 2021, alongside the Council's mainstreaming report. The Tackling Poverty Programme invests £1m per year (over last 5 years) and continues to have a positive impact on low income families in Renfrewshire, supporting projects such as Healthier Wealthier Children advice, Cost of the School Day, and provision of energy advice specifically to families. The Tackling Poverty Programme has continued to operate throughout the year, adapting where appropriate to deliver vital projects throughout COVID restrictions and by March 2021 approximately £758,675.49 income was maximised in Tackling Poverty projects. The Tackling Poverty Programme investment continues to form a significant part of Renfrewshire's local response to tackling child poverty.
- Over 2,080 children and young people, who were vulnerable or whose parents were key workers, participated in the Childcare Hubs and Street Play Initiative that was delivered by the CLAD team over the summer school holidays. Whilst 800 home learning and activity packs were delivered to targeted young people over the year, who then took part in

campaigns, the Renfrewshire Youth Voice survey on the pandemic, online digital activities and mental health and wellbeing activities. Other activities included: young people and families taking part in STEM outdoor activity; the Youth Voice Programme still running; outreach work in partnership with other youth work agencies resulted in contact with 157 young people to signpost them to support services and to carry out youth consultation; involvement in Art Boss, a partnership project with Renfrewshire Leisure to be arts producers; and vulnerable young people have participated in youth work activities in an outdoor setting.

- The pandemic resulted in the Scottish Government recognising that the August 2020 deadline for increasing all local authority early years provision to 1140 hours was no longer feasible. Renfrewshire Council is on target to deliver this for all eligible children by the new deadline of August 2021, as at 31 March 2021, 91% of children attending nursery were already receiving 1140 hours per year and good progress continues to be made with the new build and refurbishment projects.
- Renfrewshire Leisure adapted the way they delivered services due to changing COVID-19 restrictions in order to meet customer needs, such as developing outdoor fitness classes and developing and improving online services. In November a new micro-site was launched for members to access online fitness classes, run by RL instructors. This was expanded in December to include an on-demand fitness library which members could access at any time and attracted 2315 views and had been accessed by 825 members by the end of the year. The Active Schools team undertook the Sport Scotland challenge of staying active every day in February. All activities were showcased throughout the month via the Sport Services twitter account. A new library service, Libraries Direct, was launched in February, providing free book delivery to existing and new members of Renfrewshire Libraries over the age of 70, people with disabilities and families with children. 368 members of the community signed up to the service with 640 items being delivered by end of March. Renfrewshire Libraries participated in Book Week Scotland in November. A key project was collaborating with author Ross Collins with sixty copies of his new book being distributed to families across Renfrewshire, alongside activity packs and 3 online events. The team also organised a series of 5 online Scottish book-themed quizzes and the Skoobmobile team arranged a series of online craft sessions. During the week 10,013 people were reached via social media with 1,317 engagements.
- As part of the development of the Social Renewal Plan for Renfrewshire, a community impact assessment was carried out to develop a deeper understanding of the impact of COVID-19 on Renfrewshire's people and communities. One element of the community impact assessment was a community voices campaign, in which partners worked to develop a programme of listening events over winter 2020, with the findings being used to inform the overall community impact assessment and resulting Social Renewal Plan.
- Although the work of the Alcohol and Drugs Commission was paused during the early stages of the pandemic, members agreed to refocus and reenergise their collective efforts to conclude the programme of work by the end of 2020. The Commission met to finalise the report in early November with it being presented to the Council in December 2020. An Alcohol and Drugs Programme Board has been established to drive the implementation of the partnership response to the Commission's recommendations, and will ensure that there continues to be meaningful engagement with local people and families with lived experience, as planned projects and initiatives are developed. Officers have worked with key partners to assess the report findings, and have developed an initial high level action plan, the Alcohol and Drugs Change Programme, which sets out the key actions and activities that partners will progress in relation to all 27 recommendations. Council has allocated £2million of

funding to implement the programme, with the aim to introduce a whole system approach to supporting people with their alcohol and drug use.

4.7 CREATING A SUSTAINABLE RENFREWSHIRE FOR ALL TO ENJOY

- Climate change remains a key priority area for the Council and work is currently being progressed to develop a plan for Renfrewshire, which will set out the actions required to achieve the net zero by 2030 target set by Council in 2019. A Climate Change Sub-Committee has now been established within the Council's governance structure to oversee this programme of work and immediate priorities include the establishment of a Community Climate Panel to listen to the voices of citizens across Renfrewshire and further business and stakeholder engagement. In addition, in February 2021, the Climate Change Sub-Committee approved funding for a range of innovative pilot projects, support feasibility studies and tests of change, to allow the Council to lever in external funding opportunities in future.
- Throughout the lockdown, the Council continued to deliver all essential frontline collection services including collections for residual waste, recycling, food and garden waste and commercial collections, supporting the Council's ambitions to increase recycling and reduce waste.
- Team Up to Clean Up continued throughout 2020 and in fact grew with more and more volunteers coming on board. Additional staff have been recruited to support Greenspace, Parks and Play Areas work, however, they are also assisting with Team Up to Clean Up. It should be noted that advice was always given on current COVID-19 restrictions and ensuring compliance with gatherings, safety etc.
- Social landlords are reporting on the first milestone target for Energy Efficiency Standard for Social Housing (ESSH) and the Council has achieved 86.6% compliance and has applied exemptions in line with Scottish Housing Regulator guidance to 6.4% of the stock. This means after applying allowable exemptions, the Council is 93% compliant with the ESSH 2020 target. From next year, social landlords will be measured against the new ESSH 2032 target – our compliance against this measure will be significantly lower, however, an ESSH Strategy is in development to address the requirements of the 2032 standard.
- In terms of active travel, Phase 2 of the £300,000 segregated shared cycle way project from Bishopton to Glasgow Airport was completed in March 2021. This is an important element in the Council's cycling strategy network and will connect to City Deal's proposals for around the airport
- Funding was secured from Transport Scotland for 24 electric vehicles. This mix of cars, light vans and 3.5 tonne vans will replace diesel vehicles. In addition, grant funding for Non-Public Workplace Charging has been secured following a successful application process with the Energy Saving Trust. Two electric minibuses have started road trials and will play an important role in supporting Social Transport services as well as increasing the percentage of the vehicle fleet which uses alternative fuels.

4.8 WORKING TOGETHER TO IMPROVE OUTCOMES

- The Health and Safety team have been an integral part of the Council's emergency management team, providing clear guidance in response to Government, NHS and Health Protection Scotland policies throughout the COVID-19 pandemic. The team has revised and developed new policies as part of the organisational response to suppressing COVID-19 and

to support our workforce to work safely in new ways including homeworking guidance; schools' checklists; and COVID-19-Age risk assessments.

- Protecting mental health and wellbeing of staff is a priority, access to a wide range of mental health and wellbeing support and services has been provided. This has included; development of a wellbeing hub on the Council website for all employees to access; enhancements to the staff counselling service to include specialist Post Traumatic Incident support for employees affected by COVID-19; mental health awareness training for managers and supervisors updated and promoted widely through the wellbeing hub; and a dedicated COVID-19 telephone line to provide quick and effective support for Council employees to discuss health concerns. A new wellbeing campaign, "Our Wellbeing", was launched and most recently, in May 2021, Mental Health Awareness Week (MHAW) was publicised to staff. All colleagues across the Council have been asked to get involved by visiting the staff wellbeing page online, familiarising themselves with the support available and being part of the ongoing conversation about our wellbeing at home and in the workplace.
- Over the last year, the move from physical meetings of the Council and policy boards to online meetings has been successfully implemented and supported. This included the establishment of weekly online meetings of the Emergencies Board; the first ever meeting of the Council held remotely; and holding school placing request appeals, which allowed parents to participate in those hearings. Officers from the service have continued to investigate ways of enabling public attendance at meetings and the potential for streaming each meeting as it happens.
- Communication has focused significantly on supporting the Council's emergency response to the COVID-19 pandemic. Following national lockdown on 23 March 2020, the service entered a period of intensive crisis communications, providing critical public health advice and information on local services to local people. The service supported the process of temporarily withdrawing Council services, with some unable to be delivered in the same way, or at all and directed local people and businesses to crisis support and access to services. The service also enhanced staff engagement, effectively supporting Council staff transition to home working, communicating COVID-safe practice for those in frontline positions and supporting deployment to the emergency response. Updates were provided for elected members and partners on the impact of the pandemic on our communities and services and more broadly the service supported the local cascade of national emergency communications and public health advice.
- People Strategy: 'Our People Our Future 2021-2026', was launched in Spring 2021, the new strategy will integrate the Council's approach to organisational development and workforce planning into one strategy. It will support services and employees during the Council's recovery from COVID-19 and during transformation programmes over the coming years. This new strategy will be driven using a strategic outcomes framework with suggested activity, providing services with the flexibility to decide what is the priority for them and what will have the biggest impact in line with their needs and Council priorities.
- The importance of digital services and connectivity to our resilience as an organisation and as a place, has been emphasised by the experiences of the lockdown and Renfrewshire's new Digital Plan was approved by Leadership Board in September 2020, reflecting this. The strategy outlined an approach to embedding digital across all that the Council does and to ensure that it works collaboratively to maximise the opportunities from emerging digital technologies and new ways of working and doing business. Furthermore, registered MyAccount users increased to 74,223 (as at March 2021), representing more than 4 out of every 5 households in Renfrewshire. This has been delivered primarily by the Digital First

team who created a digital solution and process for all Business grants, free school meal payments, and licencing applications.

- The Right for Renfrewshire transformation programme was paused at the beginning of the pandemic to allow the Council to implement its emergency response. The programme was recommenced in autumn 2020 with the initial focus being on stepping back up the implementation of tranche 1 change projects. A progress report was provided to Leadership Board in December 2020, which provided Elected Members and the public with an update on the progress of the tranche 1 service redesigns.
 - All Council services, Renfrewshire Leisure and HSCP have worked together to support the COVID-19 vaccination programme which is an important part of the country's route out of the pandemic.
-

Implications of the Report

1. **Financial** – none
 2. **HR & Organisational Development** – none
 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 to 2020/21.
 4. **Legal** - none
 5. **Property/Assets** - none
 6. **Information Technology** - none
 7. **Equality and Human Rights** - The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
 8. **Health and Safety** - none
 9. **Procurement** – none
 10. **Risk** – none
 11. **Privacy Impact** – none
 12. **COSLA Policy Position** – none
 13. **Climate Risk** – the Council Plan priorities are underpinned by actions which will directly support the Council's response to the climate emergency.
-

Author: Nicola Irvine-Brown, Service Planning & Policy Development Manager CE & F&R Services

Appendix 1 – Council Plan Action Plan and Performance Indicators



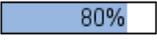
Action Status	
	Cancelled
	Overdue
	Check Progress
	In Progress
	Completed

PI Status	
	Alert
	Warning
	OK
	Unknown
	Data Only

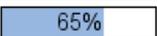
Long & Short-Term Trends	
	Improving
	No Change
	Getting Worse

Local Outcome 01: Reshaping our place, our economy and our future

Code	What we will do	Due Date	Status	% complete	Progress update
CP17. DHS.0 8	Deliver our City Deal Projects – the Glasgow Airport Investment Area, the Airport Access Project, Clyde Waterfront and Renfrew Riverside and City Region wide	31-Mar-2022		<div style="width: 65%;">65%</div>	Good progress continues to be made on the development of the Advanced Manufacturing Innovation District Scotland (AMIDS), which will be home to the National Manufacturing Institute Scotland (NMIS) and the UK’s Medicines Manufacturing Innovation Centre (MMIC). Planning consent for both NMIS and MMIC has been secured. Construction of MMIC commenced in September 2020, with a planned opening in 2022. In March 2020, it was announced that Boeing will be developing a new facility for aerospace R&D at the AMIDS site, initially in temporary accommodation at Westway before relocating within NMIS, demonstrating that AMIDS is already attracting advanced manufacturing interest. Work

Code	What we will do	Due Date	Status	% complete	Progress update
	employment programmes				continues on the development of a longer-term strategy for the management and development of AMIDS to maximise the benefits of AMIDS for Renfrewshire.
CP17. DHS.0 1	Support the Regional Economic Framework and locally driving economic progress through the Renfrewshire Economic Leadership Panel	31-Mar-2022			Renfrewshire Economic Strategy & Action Plan was approved by Leadership Board 18 September 2019. The Economic Leadership Panel was considering the detail of an Action Plan as the COVID-19 pandemic impacted on society and the economy. The Panel is meeting fortnightly to support each other and provide essential feedback to the Council and other economic development agencies about the impacts of lockdown and the effectiveness of the national financial programmes being rolled-out locally.
CP17. CE.01	Progress our digital ambitions, implementing free public wifi across our town centres and working with partners to promote digital skills and development	31-Mar-2022			Following the completion of a Connectivity Strategy (with the help of a third party), a draft strategic outline business case for Connectivity as a Service (CaaS) has been developed and approved by the Director of Finance & Resources. A framework agreement has been put in place with digital connectivity specialists CommsWorld for the provision of digital connectivity to Council sites, meeting the Council's current and potential future connectivity needs.
CP17. RLL.01	Invest in our cultural and economic infrastructures, transforming Paisley Town Hall, Paisley Learning Hub and Paisley Museum	31-Mar-2022			. The Paisley Museum Reimagined (PMR) project will appoint a main works contractor in May 2021, with a site start anticipated in July. The Paisley Town Hall Refurbishment (PTHR) main works contract was awarded in March 2021 and works have commenced on site, with Practical Completion anticipated in November 2022. The Paisley Learning & Cultural Hub (PL&CH) main works contract is in preparation, with an anticipated site start during August 2021 and completion in late 2022. The Paisley Arts Centre refurbishment design process is approaching completion, with an Advance Works contract planned for Autumn 2021, Main Works during 2022 and completion in January 2023. The Public Realm & Junction improvements project has restarted and will be carefully re-programmed to accommodate project updates and dependencies, with a view to completion of consultation and design processes by the end of 2021.

Code	What we will do	Due Date	Status	% complete	Progress update
CP17. DHS.0 2	Deliver on the ambitions of our town centre strategies, and specifically working with partners to transform Paisley Town Centre	31-Mar-2021		<div style="width: 80%;"><div style="background-color: #4f81bd; height: 10px; width: 100%;"></div></div> 80%	<p>The Vision for Paisley Town Centre, developed in association with Scotland's Towns Partnership and supported by Scottish Government, was launched by the Cabinet Secretary for Communities and Local Government in Paisley in January 2020. This ambitious document sets out a 10 year transformation plan for the town centre as a place to live, to socialise and of civic life.</p> <p>Delivery of this strategy and those for Renfrewshire's other centres has been supported by the award of funding from the Scottish Government Town Centre Fund and is the basis of further grant applications being developed during 2021/22.</p>
CP17.E C.01	Continue to invest in infrastructure to support growth – from road and rail links to bridges, cycle and pedestrian routes	31-Mar-2022		<div style="width: 100%;"><div style="background-color: #4f81bd; height: 10px; width: 100%;"></div></div> 100%	<p>Restrictions due to the COVID-19 pandemic have had an impact on the ability to deliver infrastructure improvements this year. However, progress continues to be made on improving accessibility for disabled people at bus stops and providing new bus shelters in Renfrewshire and the strengthening of Crosslee Bridge, over the National Cycle Route N7. The opportunity has also been taken to progress designs for an off-road cycle link to the Hawkhead housing development and a bus turning loop in Erskine.</p> <p>The progress of the refurbishment of the footbridge across the White Cart was also delayed by COVID-19 restrictions and is now planned for reopening to pedestrian and cycle traffic in mid-May 2021.</p>
CP17. CE.02	Implement our destination marketing plans	31-Mar-2022		<div style="width: 100%;"><div style="background-color: #4f81bd; height: 10px; width: 100%;"></div></div> 100%	<p>In 2020 destination marketing quickly pivoted to focus on engaging the local resident population during a year when travel restrictions have significantly impacted ability to visit or spend leisure time out with local authority boundaries. This is in line with Visit Scotland's 2020 destination marketing and supports Scotland Loves Local from Scotland's Towns Partnership. Marketing activity has promoted staycation opportunities to local people; encouraged spending that stays in the local economy; promoted micro-experiences and escapes in the fresh air (parks, open spaces, great outdoors); and examined trends in consumer attitude and demands. Ongoing campaigns include Spend Local, Steal Back Summer, Be a Tourist in Your Own Town and the promotion of online events and trails. A Christmas campaign was delivered to encourage people to celebrate Christmas safely, 'spend local' and enjoy festive trails, competitions and activities in their local town.</p>

Code	What we will do	Due Date	Status	% complete	Progress update
CE.SIP.17.01.01	Deliver a range of diverse and exciting events to increase visitors to our town centre and grow local event attendances	31-Mar-2018			<p>The 2019 annual events programme (15 events) was successfully delivered, including 4 major visitor events – Paisley Food and Drink Festival, British Pipe Bands Championships, The Spree Festival and Paisley Halloween Festival – with the Halloween festival alone drawing an audience of over 40,000 people. The programme delivered 156,024 attendees, £3.4m combined economic impact, supported 108 volunteers and achieved an overall event satisfaction rating of 97%.</p> <p>A new events strategy is being developed to enable the reintroduction of an events programme in 2021 that can accommodate COVID-19 safety measures and restrictions. Work continues at a national level with EventScotland to support the national restart plan</p>
CP17.DHS.03	Work to increase the number of new business and social enterprise start ups in Renfrewshire, using innovative approaches to encourage entrepreneurship and innovation	31-Mar-2022			<p>Start Up Street Paisley was slightly delayed due to COVID-19 and opened October 2020 and is now nearly at full capacity. Plans for Start Up Street 2 in Renfrew and Start Up Street 3 in Johnstone are now being progressed.</p> <p>A new work stream around schools enterprise programmes has also commenced.</p>
CP17.DHS.04	Proactively work with property owners to bring some of the area's most valued assets back into use	30-Mar-2021 (date revised to 2022)			<p>Dialogue with building owners has continued across the difficult 2020/21 time period. During this time, support has been given to develop regeneration projects and get started on-site including the former Mannequins nightclub by PACE Youth Theatre; 2/3 County Place tenement refurbishment; and the former Johnstone Police Station, by Active Communities</p> <p>Furthermore, the Great Place Scheme funded by National Lottery Heritage Fund (NLHF) and the Council, is making good progress with over 70 local heritage organisations engaged to receive support and guidance with the aim of strengthening Renfrewshire's heritage network and the capacity of local organisations to protect, manage and understand their heritage assets. An extension of the project to March 2022 has been agreed by the NLHF, this will be important in supporting the heritage network in its recovery from the COVID-19 pandemic.</p>

Code	What we will do	Due Date	Status	% complete	Progress update
CP17.5	Support growth activity in relation to emerging manufacturing, digital, culture and food industries locally	31-Mar-2022		<div style="width: 60%;"><div style="background-color: #4F81BD; width: 60%;"></div></div> 60%	Good progress continues to be made on the development of the Advanced Manufacturing Innovation District Scotland (AMIDS), which will be home to the National Manufacturing Institute Scotland (NMIS) and the UK's Medicines Manufacturing Innovation Centre (MMIC). Planning consent for both NMIS and MMIC has been secured. Construction of MMIC commenced in September 2020, with a planned opening in in 2022. In March 2020, it was announced that Boeing will be developing a new facility for aerospace R&D at the AMIDS site, initially in temporary accommodation at Westway before relocating within NMIS, demonstrating that AMIDS is already attracting advanced manufacturing interest. Work continues on the development of a longer-term strategy for the management and development of AMIDS to maximise the benefits of AMIDS for Renfrewshire

Local Outcome 01: Performance Indicators

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance	
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target		
CE.CP.EV01 Number of attendees to the events we create				160,873	190,000	156,024	157,000	0	0	0	0	0	0	0	0	0	0	0	Due to COVID-19, the events programme for 2020/21 was cancelled. Indicators relating to events have been revised for the 21/22 Service Delivery Plan.
CE.SIP17.EV02 Local spend at events				£3,197,677.00	£2,250,000.00	£2,433,292.00	£3,125,000.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	Due to COVID-19, the events programme for 2020/21 was cancelled.
CE.SIP17.EV03 Regional economic impact of events				£1,530,783.00	£750,000.00	£980,883.00	£1,705,000.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	Due to COVID-19, the events programme for 2020/21 was cancelled.

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
CE.SIP17.EV04 Number of visits to Renfrewshire (and Paisley) attractions				1,360,370	1,830,000	1,830,000		Not measured for Quarters			N/A	1,990,000			*Data has not been received from the Moffat Centre. Data collection for visitor attractions has been severely impacted by lockdown and travel restrictions with many attractions unable to open.			
CE.SIP17.EV05 Opportunities to see or hear something positive about Paisley and Renfrewshire				314,000	120,000	335,000	120,000	Not measured for Quarters			160,185	120,000	5	0	Visitor and events PR and marketing were significantly restricted during 20/21 due to travel restrictions, closure of the tourism sector and cancellation of events. However, activity to promote Renfrewshire to local people continued where possible and with government guidelines to promote outdoor places, shopping local and encouraging activities that enhance wellbeing.			

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
DHS.CP.RR01				37	42	35	42	32	42	32	42	32	42	30	42	30	42	OTSH for destination brand: 160m, with a PR value of £6.3m, and 3,226 positive media articles about Renfrewshire.
DHS.CP.RR01 Number of properties on Buildings at Risk Register																		The Buildings at Risk Register, prepared and managed by Historic Environment Scotland, includes 30 Renfrewshire properties, a reduction of two since the start of 2020.
DHS.EMP.01				937	1,000	1,143	1,000	90	275	219	275	269	275	346	275	924	1,100	Over the first 4 months all employability services (DWP, SDS, etc) effectively closed and no referrals were made to the INVEST service. The main focus was to support, contact and reassure our existing caseload of 500 participants during quarter 1 with a huge focus on health and wellbeing.
DHS.EMP.01 Number of new unemployed people being supported through Renfrewshire Council Employability Programme (INVEST)																		

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance	
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target		
DHS.EMP.08					296	300	298	300	16	78	39	78	22	77	9	77	86	310	The numbers reflect the full registration and assessment of new clients and don't recognise the overall advice, signposting and support provided over the period to the wider public.
Number of new business start ups in Renfrewshire with Business Gateway support																			Over the last year the Business Development Team have concentrated on supporting existing businesses through the administration of the COVID-19 grants, the service is primarily responding to the most critical needs of business at the moment.
DHS.EMP.09					3,710	N/A	4,015	N/A	7,480	N/A	7,695	N/A	7.04	N/A	7,285	N/A	7,285	N/A	Please note that this figure reflects the 'claimant count' for Renfrewshire at end of March 2021.
Renfrewshire Claimant Count (NOMIS)																			

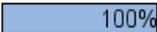
PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
																		<p>Of this figure, claimants aged 18–24 years = 1370 Claimants aged 50+ years = 1875 This data is taken from NOMIS and describes the number of Renfrewshire residents in receipt of the main unemployment benefits. It doesn't include people who are not in employment but on other benefits or not in receipt of benefits so doesn't count all unemployed people in the area</p>
DHS.SLAEDOC9 Town Vacancy Rate				11%	N/A	*	N/A	Not measured for Quarters	*	N/A					<p>*Due to COVID-19 and the lockdown, the annual town centre audit was unable to be undertaken. A number of businesses are currently closed or are operating at reduced hours, so any survey of the town centre would</p>			

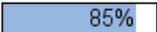
PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
DHS.WORKPOP				64.3%	N/A	64.2%	N/A	Not measured for Quarters	64.2%	N/A			not provide an accurate measure of vacancy rates.		Source: ONS Population estimates			

Local Outcome 02: Building strong, safe and resilient communities

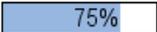
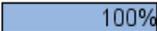
Code	What we will do	Due Date	Status	% complete	Progress update
CP17. DHS.0 9	Deliver the Local Housing Strategy to ensure good quality and affordable housing is available which meets the needs of the local population going forward	31-Mar-2021		 100%	<p>Outcome 1: The supply of homes is increased – The Renfrewshire Proposed Local Development Plan identifies a generous supply of housing sites to meet all tenure need and demand across Renfrewshire for the next 10 years. The Strategic Housing Investment Plan 2021/2022 – 2025/2026 was approved by the Communities, Housing and Planning Policy Board in October 2020. The Plan outlines how investment in affordable housing will be targeted to meet the objectives of the Local Housing Strategy. The Council and Housing Association partners continue to work towards the delivery of new affordable homes. The Coronavirus pandemic has led to delays with these delivery of new homes. However new affordable homes are being delivered across Renfrewshire with developments currently progressing in Paisley, Renfrew, Johnstone, Bishopton and Kilbarchan. The first phase of affordable development at Dargavel Village, Bishopton to build 80 new Council homes for social rent is complete and occupied by new tenants</p> <p>Outcome 2: Through targeted investment and regeneration activity, Renfrewshire has attractive and sustainable neighbourhoods and well-functioning town centres – Housing investment proposals within the Tannahill area of Ferguslie Park are now being implemented with work commencing in spring 2021 on the construction of 101 new Council homes on the site of the former St Fergus Primary School. Proposals have been informed by consultation with the local community to ensure the development is designed to meet the needs of current and future tenants and engagement will continue during the construction process.</p> <p>Outcome 3: People live in high quality, well managed homes– In partnership with housing associations, a good practice design guide is being developed to assist affordable housing developers in the provision of general needs, amenity and wheelchair accessible housing. Paisley Housing Association (PHA) in partnership with the Council continues to progress the Orchard Street Housing Renewal Area which aims to deliver comprehensive improvement of the existing buildings on Orchard Street</p>

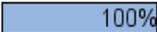
Code	What we will do	Due Date	Status	% complete	Progress update
					<p>Outcome 4: Homes are Energy Efficient and Fuel Poverty is minimised – Renfrewshire Council continue to install photovoltaic panels and mechanical ventilation as standard within new homes developed as part of the Council’s new build programme and full consideration will be given to any new technology developed, for future new build housing. The Council has undertaken a number of pilot projects in recent years, including fabric improvements, renewable energy/technology (such as air and ground source heat pumps), as well as solar photovoltaic, battery storage, heating controls and mechanical ventilation. These projects seek to identify the best use of Council investment within our capital programme in order to meet EESSH 2020 and 2032.</p> <p>Outcome 5: Homelessness is prevented and vulnerable people get the advice and support they need – The 5–year Rapid Rehousing Transition Plan for Renfrewshire continues to be implemented. The Rapid Rehousing Transition Plan details how those who are homeless will be provided with settled accommodation more quickly; spend reduced time in temporary accommodation and have more access to up–scaled support. A Rapid Rehousing Transition Plan Steering Group has been formed, with membership from a range of landlords and support providers. The George Street Service continues to offer a range of advice and support services to young people aged 16 to 25 years who have been homeless or threatened with homelessness including “Homes for Keeps” pre tenancy training to support a young person in maintaining their own home</p> <p>Outcome 6: People are able to live independently for as long as possible in their own home – Renfrewshire Council continues to support the development of amenity standard housing to support people with varying needs throughout Renfrewshire with new amenity standard homes at Dargavel Village, Bishopton (Council). Renfrewshire Council has been working with housing association partners to produce a target for the development of wheelchair accessible homes on sites delivered as part of the Strategic Housing Investment Plan. Discussions are ongoing with a target for wheelchair accessible homes to be included within the next Local Housing Strategy</p> <p>Outcome 7: Affordable housing is accessible to people who need it – The Renfrewshire Common Housing Allocation Policy continues to be implemented by the Council and its local Housing Association partners. The Common Policy was developed with a clear focus on meeting housing</p>

Code	What we will do	Due Date	Status	% complete	Progress update
					needs and introduces a common approach to how we allocate homes that are available to let by these partners in Renfrewshire. The Council continues to participate in the Mortgage to Rent scheme, working with owners in financial difficulties where this is appropriate.
CP17. DHS.0 6	Work to tackle unregistered private landlords to ensure required housing standards are met	31-Mar-2022		 100%	An enhanced enforcement activity programme remains in place for landlords within the private rented sector. Officers continue to work with private landlords to improve the standard of housing across Renfrewshire. To date, 284 unregistered landlords have been identified during the 19/20 financial year. Of these, 212 have applied to be entered onto the Register of Private Landlords and the remaining landlords are at various stages of enforcement action for failing to register. 28 Repairing Standards visits have been undertaken within this timescale to enforce remedial works to address various areas of disrepair within these properties.
CHS.SI P.17.0 6.06	Implement recommendations flowing from the national reviews of child protection and the care system.	31-Mar-2020		 100%	<p>We are continuing to improve culture, ethos and practice by quality assuring our practice against the lessons learned from National and Local Initial Case Reviews (ICRs) and Significant Case Reviews (SCRs), identifying existing good practice and highlighting areas for development.</p> <p>In addition, Renfrewshire is part of the North Strathclyde Region which 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.</p>
CHS.SI P.17.0 6.03	Continue to develop residential provision in childcare.	30-Nov-2018		 100%	Our newest Children's house in Linwood was completed at the end of January 2019 and became operational in February 2019.

Code	What we will do	Due Date	Status	% complete	Progress update
CP17. EC.02	Develop and deliver strategies for how the Council will respond locally to the risks posed by serious organised crime and terrorism	31-Mar-2022		 100%	<p>The multi-agency Community Protection (Prevent) Steering Group has been established with key partners across Renfrewshire and Inverclyde. Partners include:</p> <ul style="list-style-type: none"> • Renfrewshire Council • Police Scotland • Scottish Fire and Rescue Service • Scottish Ambulance Service • Scottish Prison Service • West College Scotland • University of the West of Scotland • Good Shepherd • Kibble • Spark of Genius <p>The Operational Working Group has also been established in Renfrewshire to lead on the agenda and feed into the wider multi-agency divisional meeting. The Group will look at both Counter Terrorism and Serious and Organised Crime. An action plan has been developed to allow partnership working and a sub group is being established to look at disrupting and deterring serious and organised crime.</p>
CP17. HSCP. 01	Design a new way of working with key partners to improve outcomes for the most vulnerable adults in our area, ensuring they get the right support at the right time	31-Mar-2022		 85%	<p>The IJB's Strategic Planning Group, consisting of members from the HSCP, Third Sector, partners in the NHS, Renfrewshire Council and wider representatives of carers and service users, has worked collaboratively to improve local relationships and has launched an HSCP-supported funding programme to support the development of new projects which improve health and wellbeing and address inequalities in Renfrewshire. A range of collaborative and partnership-based projects will be in place by early 2021 to address agreed priorities covering (i) loneliness and social isolation; (ii) lower-level mental health and wellbeing; (iii) housing as a health issue; (iv) inequalities; (v) early years and vulnerable families and (vi) healthy and active living.</p> <p>In support of this, the HSCP has also implemented cross-sectoral working through the Voluntary Sector Group, which has the objective of improving working between organisations in the third sector and the HSCP. This enables broader discussions on current and future approaches to service delivery.</p> <p>The sub-groups and subsequent funding have provided (and will provide) a unique opportunity for both collaborative cross-sector working and innovative design and development of community-based health initiatives. An independent evaluation panel was established to ensure a fair process of</p>

Code	What we will do	Due Date	Status	% complete	Progress update
					<p>assessment of each bid, and decisions were made at the end of 2020 on which projects would be funded and taken forward.</p> <p>The 10 funded projects involve around 14 local organisations, including the HSCP, and aim to support families with young children; people with mental health issues; people from BAME communities; and people with disabilities; as well as the general population. Some focus particularly on helping people adversely impacted by the COVID-19 pandemic, and all were assessed positively on their ability to be scaled up and sustained if successful.</p>
CP17. DHS.0 7	Along with our key partners we will monitor and review the impact of the range of services we provide to homeless people and those threatened with homelessness	31-Mar-2022			<p>A Rapid Rehousing Transition Plan (RRTP) for Renfrewshire was approved by the Policy Board in August 2019. The RRTP, which had been agreed with partners, details how we would improve the outcomes for homeless applicants between 2019 and 2024, and £183k was awarded from the Scottish Government to support its implementation in 2019/20. This funding has been used to deploy Temporary Resettlement Officers, upscale our use of the Housing First approach to 30 service users, and launch a Shared Living Initiative in partnership with Simon Community Scotland to support homeless people who were interested in sharing a tenancy. A Steering Group with membership from a range of partners was established to track the implementation of the RRTP, chaired by Head of Housing Services. The Renfrewshire Homelessness Partnership continues to meet regularly to monitor and review all the measures in place to support those who are homeless.</p> <p>During the pandemic, operational letting activity has continued to focus on the provision of temporary and settled accommodation for homeless people and other people with the highest levels of housing need, in keeping with the needs based framework set out in the housing allocation policy. This sustained focus on homelessness was necessary, in order to enable people to move on from temporary accommodation to settled housing, create greater capacity within the system and return to a situation where it would not be necessary to use B&B accommodation.</p>

Code	What we will do	Due Date	Status	% complete	Progress update
CRSIP1 7.01.0 3.07	Develop and deliver phase 2 of the Renfrewshire Community Safety Partnership hub.	31-Mar-2018		 100%	Phase 2 of the Renfrewshire Community Safety Hub has been completed with the Renfrewshire Wardens fully integrated into the Hub. The proposal is to move onto Phase 3 to continue to expand the hub. This will include reviewing and implementing outcomes from the Collaborative Leadership Programme led by Police Scotland and Scottish Fire and Rescue Service. Phase 3 will also include the Community Safety Hub assisting regeneration projects by expanding the public space CCTV network to include Paisley Town Hall, Paisley Museum (whilst under refurbishment) and Robertson Park. To assist the Joint Agency Command Centre (JACC), a direct link between CCTV and the Conference Room will be integrated to allow real time images to be displayed to partners.
CP17. CS.01	Continue to modernise our school estate, maximising opportunities for communities to benefit from new facilities	31-Mar-2022		 75%	<p>Formal consultation on a proposal to relocate Paisley Grammar School to a new build community campus closed on 20 October 2020 and a report on the findings of the consultation was submitted to the Education and Children's Services Policy Board. The school and wider community, and Education Scotland, were supportive of the proposal and the recommendation to progress with a new build community campus was approved on 21 January 2021.</p> <p>In January 2021 the Scottish Government confirmed that the project would be supported through phase 2 of the learning estate investment programme and the Council's "status evaluation" return for the project was submitted to Scottish Futures Trust (SFT) in February 2021.</p> <p>By March 2021 governance arrangements to take forward the project were established and planning for the programme of works has commenced.</p>
CE.SIP. 18.02. 01	Work with key partners in local areas to empower people to develop and deliver services, assets and	31-Mar-2021		 100%	<p>Along with investment such as the Community Empowerment Fund, work continues with key community organisations to develop partnerships and their ideas for local communities and assets.</p> <p>The Community Empowerment fund awarded a total of £167,225 between 1st April 2020 & 31st March 2021 to 8 community groups/organisations.</p>

Code	What we will do	Due Date	Status	% complete	Progress update
	facilities in their local communities				
CE.SIP. 18.02.02	Implement a new approach for Local Area Committees	31-Mar-2019		 100%	<p>Local Partnerships are now fully operational. All Local Partnerships have agreed membership and a set of local priorities. These local priorities are informing the award of local grants and other development work. Meetings to decide 2020/21 grant allocations were postponed in March 2020 due to COVID-19 but took place in September 2020.</p> <p>A very successful Participatory Budgeting pilot took place, with young people aged 12-25 having a direct say on the allocation of £150,000 of grant funding. Young people have designed and delivered the process, including identifying priorities, agreeing criteria for the fund, supporting applicants and delivering an announcement event.</p> <p>A framework is being developed to ensure Council achieves target of 1% of revenue budget allocated through participatory budgeting</p>
CE.SIP. 18.02.03	Work with communities to develop local action plans to tackle the issues people care about most	31-Mar-2021		 100%	<p>Each of the seven Local Partnerships has agreed a set of local priorities that they want to take action on. Award of funding to community groups through the Local Partnership is guided by the local priorities, with community groups asked to demonstrate how their project will contribute to delivery of local priorities.</p> <p>Another round of 'Celebrating Renfrewshire', the youth-led participatory budgeting exercise, was successfully completed in December 2020 in partnership with Youth Services and Renfrewshire Youth Voice. Over 1,700 young people voted on the 80 project ideas which were submitted, and £124,437 was awarded to youth projects across Renfrewshire, with 68 projects receiving funding across the seven Local Partnership areas. Renfrewshire was one of the few local authorities in Scotland to carry out Participatory Budgeting exercises in 2020/21. The Partnerships and Inequalities Team have also been supporting Environment and Infrastructure with the design of the Community Investment Fund, which will be Renfrewshire Council's first step towards mainstream Participatory Budgeting.</p>

Code	What we will do	Due Date	Status	% complete	Progress update
CE.SIP. 18.02.04	Make Renfrewshire a leader in supporting volunteering within communities	31-Mar-2021		 100%	<p>During the pandemic, a national campaign called Scotland Cares was launched to encourage people to volunteer to support the pandemic response. Over 50,000 people signed up to volunteer in Scotland, with over 1,100 registered in Renfrewshire. At a local level officers worked closely with Engage Renfrewshire to develop our local volunteering response through the Renfrewshire Volunteer Reserve Bank, to which 248 people signed up. Local volunteers are at the heart of the neighbourhood hub model being developed in partnership with communities.</p> <p>The Neighbourhood Hub model which was put into place as part of the initial pandemic response, continues to develop with colleagues across the Council and our partners. Seven hub areas have been established, supported through three physical locations in Renfrew, Paisley and Linwood. The hubs operate on a partnership basis with Renfrewshire Leisure, Renfrewshire Health and Social Care Partnership, Engage Renfrewshire, local groups and organisations across communities, and are supported by local volunteers. The hub teams have provided support services to over 300 households since the start of the lockdown period. Support provided has included befriending calls to people who feel isolated or vulnerable, signposting to food services and delivery of books and toys through the Libraries Direct Service. Hubs have also taken responsibility for the prescription delivery service operation. In addition, there is a new focus from October 2020 on those required to self-isolate due to the Test and Protect programme.</p>

Local Outcome 02: Performance Indicators

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
CHP/CF/DD/01 Number of acute bed days lost to delayed discharges (inc AWI)				4,203	N/A	6,714	N/A	1,187	N/A	1,881	N/A	1,841	N/A	1,341	N/A	6,250	N/A	There has been a reduction in number of bed days lost to delayed discharges between 2019/20 and 2020/21.
CHS/CJ/CPO/02 % of NEW unpaid work orders/requirement complete by the required date				76%	72%	74%	72%	50%	72%	83%	72%	97%	72%	100%	72%	91%	72%	Performance has exceeded the target throughout the year, despite the additional challenges arising from lockdown restrictions. Due to these restrictions, many service users were given an additional 12 months to complete their unpaid work. Justice Social Work has continued to support service users to undertake work and complete their orders. The figure of 91% for

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
																		2020/21 equates to 102 orders completed within the target time from a total of 112 which ended during this year.
CHS/LGBF/01 Percentage of Looked After Children cared for in the community				92.3%		95.2%	89.9%	95%	89.9%	94.4%	89.9%	94%	89.9%	93%	89.9%	93%	89.9%	Performance remains stable with almost all looked after children being cared for in a community setting. Residential settings are more suitable for a small number of children and young people based on their particular needs but the service will always seek to place a child in a family setting where appropriate.
CR.PP.06c Number of recorded attendances at Street Stuff activities				27,767	25,000	17,161	25,000	1,526	6,250	1,627	6,250	967	6,250	1,296	6,250	5,146	25,000	Street Stuff adapted quickly to lockdown, maximising online training opportunities as well as the delivery of activities. Based on past and present training they

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
CR.PP.07 Number of incidents of anti-social behaviour reported to Renfrewshire Council Community Safety Service				1,711	1,800	1,667	1,800	315	420	454	420	550	420	343	420	1,662	1,800	<p>delivered online workshops to young people including gaming, No Knives Better Lives, Lockdown Safety and Online Safety. Staff also kept themselves upskilled with online courses, including COVID officer learning modules, various Youth Link Scotland and Scottish FA courses.</p> <p>Yet as a result of the increased lockdown restrictions in Q4, Street Stuff had to move to online activities</p> <p>The downward trend in reported incidents of ASB since 2012/13 continues. Whilst the 2020/21 total of 1662 represents only a very slight reduction in comparison to the preceding Financial Year total, notable reductions</p>

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
																		<p>were identified within incidents of youths gathering and causing disorder, as well as reported incidents of fire raising. These were, however, off-set by notable increases in reported incidents of parking disputes and abandoned vehicle complaints, both of which are likely to have been influenced by the greater prevalence of home-working due to COVID-19 restrictions during the past year. With these restrictions due to ease in line with the ongoing national vaccination programme, and with the warmer summer months approaching, it is very likely that there will be a significant spike or</p>

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
CR.PP.32 Number of complaints regarding youth disorder				284	740	499	650	32	150	99	150	75	150	101	150	307	650	<p>increase in overall levels of reported ASB during the forthcoming two quarterly reporting periods.</p> <p>The total number of complaints of youth disorder has been significantly impacted by the COVID-19 lockdown restrictions and as Youth Team staff have been re-deployed to assist with the response and recovery for Renfrewshire's communities. Where there is youth disorder noted, partnership work is undertaken by the Youth Team, Wardens and Community Police. Recent complaints included those direct from Community Police,</p>

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
Schools and Residents (following a leaflet drop).																		
HPCHARTER08 Percentage of council dwellings that are energy efficient				99.8%	100%	98.4%	100%	Not measured for Quarters		-	100%	Data for this indicator is no longer collected.						
HPCMT05 Average time from household presenting themselves as homeless to completion of duty (number of weeks)				23.97	23	23.27	24	23.5	23	22.42	23	24	23	30	23	25	24	Despite the challenges of providing accommodation during COVID-19 restrictions, this indicator only saw a marginal increase, and it is anticipated that performance will have continued to be better than the national average. It is likely that 2021/22 will present further challenges in meeting the needs of those who are homeless during the COVID-19 recovery, and the target is being reviewed.

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
HPSIP01 Affordable housing completions				127	127	195	413	Not measured for Quarters		N/A	300	As we have not been able to go out on site to do any audits we do not currently have the 2020/21 updates on housing land, vacant and derelict land business and industrial land or commercial uptake.						
HSCP/AS/HC/02 Percentage of long term care clients receiving intensive home care (National Target – 30%)				28%	30%	27%	30%	27%	30%	28%	30%	29%	30%	29%	30%	29%	30%	There has been a slight increase in the number of individuals in long term residential care during Q4 2020/21 and an increase in the number of individuals receiving intensive home care (more than 10 hours per week) and as such there has been no change in the figure for Q4 when compared to Q3. The service continues to actively review the needs of service users to ensure that the Partnership meets their care

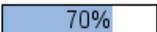
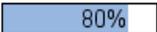
PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
HSCP/CI/HCES/02				N/A	67%	N/A		Not measured for Quarters	N/A	N/A					requirements appropriately. This may result in changes to the level and nature of services that individuals receive.			
Percentage of adults supported at home who agree that they are supported to live as independently as possible																		The Health and Care Experience Survey is carried out on a bi-annual basis. The 2019/20 results for Renfrewshire which is based on completed surveys form 431 people show a decline in positive responses since the previous survey was undertaken during 2017/18 from 79% to 67% a decrease of 12 percentage points. Renfrewshire's satisfaction rate of 67% is close to the national figure of 70% for 2019/20. Renfrewshire Health and Social Care

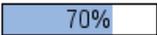
PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
																		Partnership continues to work towards providing services that support individuals within the community to have positive experiences and outcomes.
SOA08.09o Percentage of adults who agree that Renfrewshire is a safe place to live.				85%		85%		Not measured for Quarters	75%	85%		This indicator comes from the Council's Public Services Panel survey. A survey was carried out with the new Panel in winter 2020.						
SOA09.1218a % of adults who agree with the statement "I am satisfied with my neighbourhood as a place to live".				88%		88%		Not measured for Quarters	82%	88%		This indicator comes from the Council's Public Services Panel survey. A survey was carried out with the new Panel in winter 2020.						
SOA10.10a Private housing completions				783	500	612	500	Not measured for Quarters	N/A	500		Due to COVID-19 restrictions, the 2020/21 audits on housing land, vacant and derelict land, business and industrial land and commercial						

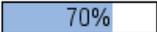
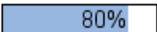
PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance	
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target		
																			uptake were unable to take place.

Local Outcome 03: Tackling inequality, ensuring opportunities for all

Code	What we will do	Due Date	Status	% complete	Progress update
CP17. CS.02	Take forward a "Celebrating Youth" programme, offering young people in Renfrewshire the chance to get involved and to participate in a range of social, cultural, digital and sport activities.	31-Mar-2022		<div style="border: 1px solid black; background-color: #4F81BD; color: white; padding: 2px;">100%</div>	<p>Youth Services and Renfrewshire Youth Voice planned the "Celebrating Youth" programme during the Youth Voice Residential which focused on the 2019 theme of "Participation", this included:</p> <ul style="list-style-type: none"> • Support for young people to attend youth voice groups and events through the Scottish Attainment Challenge and Young Scot partnership project; including smart travel and rewards and discounts. • Youth Voice Residential involving young people from youth voice groups, young carers, volunteers to plan year programme and events. • Participation Roadshow running over the summer school holidays to community venues across Renfrewshire: Youth-led "Escape Rooms" events focussing on problem-solving and team working, Young Scot information, Youth Voice and Participation workshop, promotion of the Celebrating Youth Participatory Budgeting programme. • Planning and organising an issue-based Climate Change event for encouraging youth action on environmental issues. • Outdoor Learning Programmes during holidays for young people to get outdoors; identifying focus of future community based environmental projects and after school clubs. • Youth Events Panel continue beyond Year of Young People, to work with RC Events Team to engage young people in cultural events; the Spree, Youth Arts Festival, Halloween Festival, etc. • Community youth clubs participating in workshops with artists to participate in the Halloween parade and aerial displays.

Code	What we will do	Due Date	Status	% complete	Progress update
					<ul style="list-style-type: none"> Planning for Positive About Youth Awards, 9th year celebration of youth achievement; nominations open with venue, media company and event management progressing. <p>Digital Academy to involve young people in creating content for Young Scot portal/Council website</p>
CP17. CS.03	Ensure Renfrewshire is a "Child Friendly" place where children are nurtured and thrive.	31-Mar-2022			<p>A broad range of evidence-based support, resources and guidance has been established in order to nurture wellbeing and ensure all our children and young people thrive. Both during the periods of lockdown and when schools and centres have been open, significant progress has continued to be made to expand and embed the implementation of our nurturing relationships approach. A qualitative evaluation of the programme has been published as part of PhD research by education psychologists demonstrating highly effective practice across schools. During lockdown an anxiety helpline was established to provide support for children and families.</p> <p>On return to school, a trauma-informed skills for recovery programme has been a highly effective tool used by schools to support children and young people. Further work is ongoing with the establishment of a mental health and wellbeing strategy group to build capacity and ensure services and partners are working closely together.</p>
CHS.SI P.17.0 2.04	Further develop our early years curriculum to support new legislation and in particular the additional hours being allocated for early learning and childcare.	31-Aug-2021			<p>The pandemic resulted in the Scottish Government recognising that the August 2020 deadline for increasing all local authority early years provision to 1140 hours was no longer feasible. Renfrewshire Council is on target to deliver this for all eligible children by the new deadline of August 2021, as delays were due only to the pandemic and its impact on construction. As at 31 March 2021, 91% of children attending nursery were already receiving 1140 hours per year and good progress continues to be made with the new build and refurbishment projects.</p>
CP17. CS.04	Provide high quality education and support	31-Mar-2022			<p>Additional funding via the Attainment Scotland Fund was used effectively to close the poverty related attainment gap in Renfrewshire. This was achieved via five main workstreams including Learning and Teaching, Families and Communities, Leadership, Care Experienced Children and Young People and Data Analysis. As a result of COVID-19, the Deputy First Minister announced that</p>

Code	What we will do	Due Date	Status	% complete	Progress update
	to narrow the poverty related attainment gap				funding could be used flexibly in response to the pandemic. As such, our programme was reviewed to ensure that approaches and interventions could continue to be delivered and that support was responsive to need. We continue to make excellent progress in achieving our programme outcomes and this has been demonstrated in the ASF end of year report as well as in the Education Scotland SAC 5 Year Impact Report which captures impact at all levels
CP17. CE.07	Working with local equalities led community groups and employees to implement specific and meaningful equalities outcomes	31-Mar-2022			Continue to support the Diversity and Equality Alliance in Renfrewshire group, which brings together equalities-led third sector organisations in Renfrewshire. In addition, a new Equality Impact Assessment process and guidance has been developed to incorporate the Fairer Scotland duty.
CP17. HSCP. 02	Develop innovative approaches for tackling social isolation across all groups in society	31-Mar-2022			<p>The HSCP is one of the lead organisations who support residents who are experiencing social isolation. Its strategic partnerships and operational interfaces with Housing and third sector organisations for example enable it to identify and support Adults who may have little contact with other people. The work of the HSCP very much compliments the activity led by the Council to ensure Renfrewshire is a safe, thriving and inclusive community and help people to overcome the impacts of poverty and poor health.</p> <p>The Health and Social Care Partnership (HSCP) supports numerous services including the Community Connectors Programme, Reaching Older Adults Renfrewshire and the Carers Centre which help people sustain and renew connections with others. Well in Renfrewshire (WiRE) provides access to over 600 community-based resources that will help to improve health and wellbeing. In the context of self-directed support, WiRE provides greater choice for adults and carers, enabling them to access information about resources in their communities, to support them to achieve their identified outcomes. Many people use self-directed support budgets to access services which allow them opportunities to interact with others and take part in purposeful activity.</p>

Code	What we will do	Due Date	Status	% complete	Progress update
					<p>The Community Connectors programme continues to provide vital support to people in local communities to address social issues via Community Link workers, local health champions and a specialist housing advice worker. The partnership approach of this programme has been recognised as having benefits in supporting local people as well as reducing unnecessary appointments with GPs.</p> <p>In response to the COVID-19 pandemic, HSCP Active Communities has been providing a befriending service during the pandemic which has been utilised by workers in the Neighbourhood Hubs, enabling them to refer people feeling isolated or lonely as a result of COVID-19. 14 Community Health Champion Buddies have made 284 phone calls as well as sending text messages, e-mails and wellbeing packs at Christmas.</p>
CP17.03	Take forward targeted action to address the number of drug related deaths in Renfrewshire	31-Mar-2022			<p>The establishment of an Alcohol and Drugs Commission for Renfrewshire focused on supporting local people and communities and improving life outcomes. The Commission is the first of its kind in Scotland and has been considering the real impact of alcohol and drugs in Renfrewshire. Due to the impact of the COVID-19 pandemic and subsequent lockdown, the publication of the Commission's report was delayed until December 2020. The Commission made 27 recommendations in its report and Renfrewshire Community Planning Partnership will drive forward these recommendations.</p>
CP17.RLL.02	Maximise use of leisure assets in Renfrewshire, promoting positive health and mental wellbeing	31-Mar-2022			<p>In addition to the main cultural, sport and leisure activities available in our cultural and leisure facilities, Renfrewshire Leisure runs a range of classes, activities and projects in our libraries, leisure centres, museum and town halls which advise on, promote, support and encourage positive health and mental well-being.</p> <p>Renfrewshire Leisure adapted the way they delivered services due to changing COVID-19 restrictions in order to meet customer needs such as developing outdoor fitness classes and developing and improving online services. In November a new micro-site was launched for members to access online fitness classes, run by RL instructors. This was expanded in December to include an on-</p>

Code	What we will do	Due Date	Status	% complete	Progress update
					<p>demand fitness library which members could access at any time and attracted 2315 views and been accessed by 825 members by the end of the year.</p> <p>The Active Schools team undertook the Sport Scotland challenge of staying active every day in February. All activities were showcased throughout the month via the Sport Services twitter account.</p> <p>A new library service, Libraries Direct, was launched in February, providing free book delivery to existing and new members of Renfrewshire Libraries who are over the age of 70, people with disabilities and families with children. 368 members of the community signed up to the service with 640 items being delivered by end of March. Renfrewshire Libraries participated in Book Week Scotland 2021 in November.</p> <p>A key project was collaborating with author Ross Collins with sixty copies of his new book being distributed to families across Renfrewshire, alongside activity packs and 3 online events. The team also organised a series of 5 online Scottish book-themed quizzes and the Skoobmobile team arranged a series of online craft sessions. During the week 10,013 people were reached via social media with 1,317 engagements.</p>
CP17. CS.05	Review support for young carers, identifying opportunities to improve life chances	31-Mar-2022		 80%	The needs of children and young people with caring responsibilities is being considered as a part of our service re-design. Work is ongoing to embed young carers' support within our wider GIRFEC approach, rather than as a stand-alone service. The development of 'The Bridge', our new, multi-agency community-based family support service, will co-ordinate the identification and provision of holistic supports to young carers.
CE.SIP. 18.03. 02	Deliver approaches to help mitigate the impacts on low income households of the next	31-Dec-2018		 100%	A programme of work was completed with the rollout of Universal Credit in September 2018. Well-developed management arrangements were put in place to monitor Universal Credit rollout and the change in Housing Benefit and Council Tax Reduction caseloads, as well as monitor rent and council

Code	What we will do	Due Date	Status	% complete	Progress update
	phase of Welfare Reforms				tax income and arrears levels. This supported effective workforce planning and revenue collection activities.
CE.SIP. 18.03.03	Deliver a range of interventions to support financial inclusion across Renfrewshire	31-Mar-2019		 100%	<p>The Tackling Poverty Programme continues to deliver a range of projects to support families living in poverty. In this period, targeted income maximisation support has put £1.7million in the pockets of low-income families, as well as continuing to provide services such as holiday provision with a healthy meal, breakfast clubs and services which support the mental health and wellbeing of young people.</p> <p>The Local Child Poverty Action Plan, developed in partnership with the HSCP and NHS GGC, was published in June 2019, the learning from which will influence the direction of the Tackling Poverty year 3 programme. The second annual report was published in September 2020.</p> <p>Working in partnership with Renfrewshire Leisure, free sanitary products are now available in town halls, community centres and libraries. This was launched as part of a wider 'Period Poverty' campaign during Challenge Poverty Week in October 2019.</p>
CHS.SI P.18.03.07	Introduce a youth and equalities forum as a key element of local engagement.	31-Mar-2022		 100%	<p>Youth Services continue to support the development of Youth Voice initiatives – Renfrewshire Youth Voice (RYV), including the Youth Events Panel, Youth Commission on Mental Health, newly elected Members of Scottish Youth Parliament, and senior members from Community Youth Clubs. Youth Services and RYV have jointly run a Youth Leadership training course in 2019, which included roadshows and youth participation events across the authority.</p> <p>Partnership working with Children's Services has seen RYV involved in the forthcoming PSHE review in schools, youth perspective on developing Council Values, links to Local Partnership Forums, and the Participatory Budgeting process for the Youth Challenge Fund.</p>

Local Outcome 03: Performance Indicators

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
CHS/ATT/04 No. of opportunities for young people to achieve through accredited awards				899	1,130		1,130	-	-	-	-	-	-	-	-	-	-	Due to school closures as a result of the COVID-19 pandemic, figures for 2020/21 are not available.
CHS/ATT/10 Average complementary tariff score of pupils living in SIMD 30% most deprived areas				509	N/A	527	N/A	Not measured for Quarters	N/A highlights steady improvement for school leavers living in the most deprived areas within each leavers cohort. Please note - as SQA exams were cancelled as a result of COVID-19, 2019/20 data should be treated with									

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
																		caution as it is not a direct comparator with previous years.
CHS/ATT/11 Average complementary tariff score of all school leavers in Renfrewshire				678	N/A	720	N/A	Not measured for Quarters		N/A	N/A	The average complementary tariff score increased considerably in 2019/20, representing an increasing 5 year trend in the attainment of school leavers. Please note – as SQA exams were cancelled as a result of COVID-19, 2019/20 data should be treated with caution as it is not a direct comparator with previous years.						
CHS/EY/02 % of entitled 2 year olds accessing 600 hours of early learning and childcare				62%		59%	60%	0%	60%	45%	60%	98%	60%	99%	60%	99%	60%	Entitled 2 year olds are accessing 600 hours of early learning and childcare. This indicator will be superseded by a new indicator measuring entitlement to 1140 hours.
CHS/YC/01 Number of young				103	N/A	135	N/A	123	N/A	N/A		N/A		46	N/A	46	N/A	The number of young carers engaged with services has dropped; this

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
carers engaged with services																		is mainly due to a number of our young carers reaching the age of 18 and moving on to services for adults, or cases closing because a young person is no longer a carer. All young carers the service becomes aware of are offered the opportunity to complete a Young Carers Statement and access support from Children's Services and/or the third sector.
CP.RLL.PL.01 Number of attendances at pools				477,558	N/A	482,039	N/A	0	N/A	6,812	N/A	23,285	N/A	0	N/A	30,097	N/A	Attendance at swimming pools were affected by COVID-19 restrictions which closed pools completely during Quarters 1 and 4, with limited numbers able to attend during Quarters 2 and 3.
CP.RLL.PL.01 Number of				1,682,040	N/A	716,123	N/A	0	N/A	6,101	N/A	31,014	N/A	0	N/A	37,115	N/A	Attendance at indoor sports and leisure facilities were affected by COVID-

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
attendances at pools																		19 restrictions which closed them completely during Quarters 1 and 4, with limited numbers able to attend during Quarters 2 and 3.
HSCP/CI/HCES/08 Percentage of carers who feel supported to continue in their caring role.				N/A	33%	N/A		Not measured for Quarters	N/A	N/A					The figure, taken from the Health and Care Experience Survey carried out in GP surgeries, has declined in line with national figures. However, a large proportion of respondents gave a neutral response to this question (45% in Renfrewshire and 42% in Scotland), with 22% responding negatively in Renfrewshire (23% in Scotland), which is a 1% decrease on the 2017/18 survey. It should also be noted that 67% of Renfrewshire respondents stated that 'I have a good balance between caring			

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
																		<p>and other things in my life' compared to 64% in Scotland.</p> <p>Local feedback from carers who are supported by the Carers Centre indicates they are happy with the support they receive, and we will continue to try to reach more carers so they are aware of and access support.</p> <p>The HSCP has worked with the Carers Centre to develop support during the COVID-19 pandemic, including:</p> <ul style="list-style-type: none"> • Developing a triage system for carers who are providing personal care to access PPE. • Completing Adult Carer Support Plans remotely • Regular check-in calls to find out if support needs have changed

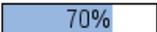
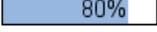
PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
HSCP/HI/ADS/06								Not measured for Quarters					Not available		<p>This indicator is produced as part of an ongoing 3-year study and no date for the next update has yet been published. The current value from 2015/16 is 2.36%.</p> <p>In order to tackle the issue of drug use in Renfrewshire, a number of initiatives have been put in</p>			

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	

place including: the Renfrewshire Alcohol and Drugs Commission that will look to improve the life chances of all residents; the Rights, Respect and Recovery: Alcohol and Drugs Treatment Strategy; the establishment of a Recovery Hub being a key development in reducing the prevalence of drug use.

Local Outcome 04: Creating a sustainable Renfrewshire for all to enjoy

Code	What we will do	Due Date	Status	% complete	Progress update
CRSIP1 7.01.0 4.17	Finalise the delivery of the project to replace all street lighting in Renfrewshire with LEDs.	30-Sep-2017		<div style="width: 100%;"><div style="width: 100%; background-color: #4f81bd; color: white; text-align: center;">100%</div></div>	Renfrewshire's Street Lighting Investment Strategy has now been completed, with 30,756 street lights being converted to LED Lanterns at the end of 2018/19.

Code	What we will do	Due Date	Status	% complete	Progress update
ECSIP1 8.04.0 4	Work to meet the challenging targets set out in our carbon management plan – through our council fleet, street lighting, public realm and floodlight strategy	31-Mar-2021			The serviced secured funding from Transport Scotland for 24 electric vehicles. This mix of cars, light vans and 3.5 tonne vans which will replace diesel fleet vehicles based at Underwood Road Depot. In addition, grant funding has been secured following a successful application process with Energy Savings Trust and Office for Zero Emission Vehicles On-Street residential charging point scheme to increase the number of EV charging points across Renfrewshire
ECSIP1 8.04.0 5	Ensure a residual waste treatment and disposal facility is fully operational by end of 2019 as part of the Clyde Valley Waste Management solution	31-Dec-2019			The Council, in collaboration with four other councils, has invested in the Clyde Valley Waste project, an energy from waste plant at Dunbar at a cost of £177 million with a total contract value of £700m over the 25-year period. This will enable the Council to meet its landfill diversion targets. The contract commenced in January 2020 and the project is now being delivered.
ECSIP1 8.04.0 6	Deliver the requirements of the Scottish Household recycling charter and related service changes	31-Mar-2021			Development of the Housing Charter, Circular Economy and Deposit Return Scheme (DRS) and Extended Producer Responsibility (EPRS) schemes are currently on hold awaiting a Scottish Government reviewing of the impact of DRS and EPRS and the COVID-19 pandemic.
ECSIP1 8.04.0 7	Review and update Renfrewshire's Sustainable Food Strategy and achieve	31-Mar-2021			Restrictions due to the COVID-19 pandemic have had an impact on the ability to achieve Sustainable Food City Status. However, this is still a priority for the service and progress hopes to be achieved in 2021/22.

Code	What we will do	Due Date	Status	% complete	Progress update
	Sustainable Food City Status				
ECSIP1 8.04.0 8	Deliver the Team Up, To Clean Up campaign throughout Renfrewshire, involving local communities	31-Mar-2021		 100%	<p>During 2020/21 the service targeted fly-tipping and addressed a number of areas where extensive flytipping over the years had blighted the community. Work was also undertaken to secure other open spaces where fly-tipping is prevalent.</p> <p>The COVID-19 pandemic acted as a catalyst for Team Up to Clean Up litter picking activity. Volunteers, many furloughed or with less hours needed on site for work, ventured out alone, or with their families, to clean up their neighbourhoods. This resulted in almost 700 litter picking kits being handed out to volunteers across Renfrewshire in 2020/21. An unprecedented volume of community activity has taken place over the last 12 months; 2,958 volunteers have gone out litterpicking on 1,842 occasions, removing 8,781 bags of litter from Renfrewshire streets and green spaces. StreetScene Services supported the Campaign by promptly uplifting bags and disposing of flytipping. The group's Facebook community group has grown from 750 members in 2019, to 2.4k group members.</p>
ECSIP1 8.04.0 9	Ensure that the Council's integrated enforcement policy is adhered to, ensuring businesses and communities are treated fairly and consistently	31-Mar-2021		 100%	<p>Enforcement staff across the Council continue to work with businesses to ensure they can flourish and grow without an overpowering burden of enforcement.</p> <p>During the pandemic, Environmental Health and Trading Standards Officers worked to ensure that business premises have as much help and guidance as possible to support them to comply with legislation and guidance. This has been both proactive (e-mail, phone, and visit) and reactive (phone call or visit). In line with the Council's Integrated Enforcement Policy, businesses have been supported by officers adopting an "engage, explain, encourage and then enforce" model which affords people the best opportunity to comply before any enforcement action is taken.</p>

Code	What we will do	Due Date	Status	% complete	Progress update
ECPIP1 8.04.1 0	Deliver a refreshed Air Quality Action Plan to improve air quality for Renfrewshire	30-Sep-2018		<div style="width: 100%;"><div style="width: 100%; background-color: #4f81bd; color: white; text-align: center;">100%</div></div>	The draft Renfrewshire Air Quality Action Plan has been completed for the 3 Air Quality Management Areas in Paisley, Johnstone and Renfrew. This has been passed to the Scottish Government and SEPA for review as per requirements under legislation and once returned with comments, will go out to wider consultation in due course. The Action Plan details actions to reduce air pollutants within these areas.

Local Outcome 04: Performance Indicators

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target			
CR.PP.01 Air Quality – Annual average PM10 value across all continuous monitoring sites				13.75	18	14.3	18	Not measured for Quarters	N/A	18	Paisley Air Quality Management Area (AQMA) has had no exceedances for 5 years therefore Communities and Housing Services will review the data in 2021 with a view to possibly revoking or amending the AQMA following the new Annual Progress Report (APR). Data is calculated annually and not							

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance		
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target			
CR.PP.01b Air quality – average nitrogen dioxide value of monitoring sites, within AQMA(s) exceeding limits				40.8	43	41.1	42	Not measured for Quarters		N/A	41	available until the middle of the following year. Data is calculated annually and not available until the middle of the following year following validation by the Scottish Government.								
CR.SSL.01a Street Cleanliness Score – % of areas assessed as clean				91.9%	90%	94.5%	90%	Data still being verified												Three audits were carried out as normal and the final confirmation and verification is being done by Keep Scotland Beautiful (as the auditing body for this indicator).
SOA13CR.08 % of the vehicle fleet which uses alternative fuels, such as electricity				9.8%	9%	18.2%	21%	18.2%	23%	21%	23%	21%	23%	23.7%	23%	23.7%	23%		Renfrewshire Council have purchased 14 Electric Vehicles to add to our zero emissions fleet of cars, light vans, minibuses and large goods vehicles resulting in almost a quarter of the	

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
																		fleet now using alternative fuel sources.
SOA13CR.09 Amount of CO ² emitted by the public vehicle fleet				3,836	2,840	3,427	2,730	Not measured for Quarters		2,992	3,250	The amount of CO ₂ emitted by the public vehicle fleet has reduced from 3,427 in 2019/20 to 2,992 in 2020/21 below the target of 3,250.						
SOA13CR.12 Reduce the amount of CO ² emitted from public space lighting.				1,679	3,000	1,493	1,750	Not measured for Quarters		1,368	1,700	There has been a slight reduction in CO ₂ emissions from public space lighting due to a small number of the remaining 'conventional' lanterns transferring to LED. This figure shows an improvement in 2020/21 compared to the previous year. There was a 9% reduction in CO ₂ between 2019/20 and 2020/21. Any future improvements will level out as the LED						

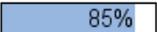
PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target			
																		programme is substantially complete.

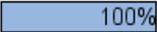
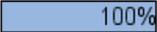
Local Outcome 04: Calendar Year Performance Indicator

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018		2019		2020		Explanation of Performance
				Value	Target	Value	Target	Value	Target	
CR.W.06a % of Household Waste Recycled (Calendar year data)				49.2%	50%	53%	54%	48.9%	54%	Recycling levels are likely to have been impacted by COVID-19. There have been greater yields in some waste streams and the overall rate will also be affected by the temporary closure of the HWRCs.

Local Outcome 05: Working together to improve outcomes

Code	What we will do	Due Date	Status	% complete	Progress update
CP17.F R.01	Continue to manage the Council's resources, ensuring financial sustainability of the organisation	31-Mar-2022		<div style="border: 1px solid black; width: 60px; height: 15px; background-color: #4f81bd; color: white; display: flex; align-items: center; justify-content: center;">70%</div>	<p>In December, a treasury management mid-year review and a general fund financial update was provided to Council,</p> <p>We have continued to work with COSLA and SOLACE on the impact of COVID-19 on local authorities. As such, a significant amount of work has been progressed to further update the assessment of the Council's financial outlook moving into 2021/22 and thereafter into 2022/23.</p> <p>The financial sustainability of the Council will continue to be reviewed as part of our financial management arrangements and reporting to Council and Policy Board.</p>
CP17.F R.02	Take forward opportunities for transformation, innovation and efficiency through our Better Council Change Programme	31-Mar-2022		<div style="border: 1px solid black; width: 60px; height: 15px; background-color: #4f81bd; color: white; display: flex; align-items: center; justify-content: center;">70%</div>	<p>The latest phase of the Council transformation plan, 'Right for Renfrewshire', will adopt a new approach to identifying, developing and designing new change and transformation opportunities.</p> <p>Due to the COVID-19 pandemic, the Right for Renfrewshire programme was paused to allow the Council to concentrate on the emergency response.</p> <p>Right for Renfrewshire is a key mechanism to support delivery of savings supporting the Council's financial strategy and a progress report was provided to Leadership Board in December 2020. The report provided Elected Members and the public with an update on the progress of the tranche 1 service redesigns.</p>
CP17. CE.08	Review existing strategic partnership agreements and work with community planning partners to identify opportunities to share and connect resources	31-Mar-2022		<div style="border: 1px solid black; width: 60px; height: 15px; background-color: #4f81bd; color: white; display: flex; align-items: center; justify-content: center;">70%</div>	<p>A single point of contact function for community groups and organisations, working with other Council services to streamline processes has been developed. Partnership Agreements were concluded with Active Communities and Paisley Community Trust.</p>
CP17. CE.09	Develop our data and analytics function,	31-Mar-2022		<div style="border: 1px solid black; width: 60px; height: 15px; background-color: #4f81bd; color: white; display: flex; align-items: center; justify-content: center;">100%</div>	<p>The Data Analytics & Research Team has worked with a number of services using geographic information, population projections and economic data to improve the efficiency and accessibility of</p>

Code	What we will do	Due Date	Status	% complete	Progress update
	working with partners to build a better picture of how to improve outcomes for local people, businesses and communities using an early intervention approach				services. User workshops and resources were made available expanding capacity in Excel, data visualisation and survey design and use. Dashboards were developed to expand the use of Business Intelligence at an operational level.
CP17.F R.03	Continue to modernise our services, taking advantage of new technologies to deliver better, more accessible and more efficient services that meet customer needs – such as My Account	31-Mar-2022		 85%	Design principles and activities are being deployed in all Digital First work to ensure that user needs are understood, and that services and processes are designed with these needs at the core. Use of the MyAccount customer portal is just short of 52,000 users across Renfrewshire. Automation of routine processes is being deployed in CBS, with a clear pipeline of opportunities for automation being identified, evaluated and deployed where appropriate. Customer Transactions service design, which will bring Customer and Business services functions around mediated access to services and transactional (repeatable) universal business service. Subject to COVID-19 impacts, the service design is expected to be completed by the early part of 2022. A new digital strategy was approved by the Leadership Board in September 2020.
CP17.CS.06	Engage with proposed changes to education governance and local democracy, maximising opportunities for the organisation and communities	31-Mar-2022		 100%	Children's Services have been involved in local, collaborative and national discussions throughout the session ensuring we are contributing fully to the national agenda. We are working collaboratively with the West Partnership to support continuous improvement in educational outcomes for all children and young people. Renfrewshire is leading on aspects of the West Partnership plan and has representatives across all other areas.
CP17.CE.10	Implement an action plan for the organisation, addressing any recommendations	31-Dec-2018		 100%	The Improvement Plan is reported to the Leadership Board annually. In the recently published Annual Audit Report, Audit Scotland confirmed that the Council continues to make good progress in terms of implementing the recommendations made through the Best Value Assurance Report.

Code	What we will do	Due Date	Status	% complete	Progress update
	from the recent Best Value Audit				
CP17.F R.04	Roll-out the Performance Development and Review programme across the Council	31-Mar-2018		 100%	Since the People, Performance and Talent (PPT) programme was approved by Members, HR&OD have been working with services to roll out the policy, designing bespoke training and supporting materials, ensuring managers have the right skills to carry out PPT effectively. Implementation of the policy is taking into consideration other on-going Council priorities and configuration of appropriate systems to record and report output data.
CP17.F R.05	Implement new leadership and management development programmes	31-Mar-2022		 100%	<p>Over 600 managers and leaders throughout the Council participated across the 'Leaders of the Future' and 'ASPIRE' programmes.</p> <p>These leadership programmes are now being replaced with our new Lead to Succeed programme, which offers 3 different options linked to Chartered Management Institute (CMI) accredited qualifications at Levels 2, 3 and 5. These programmes will support leaders of all levels across the Council by combining a range of leadership topics recommended by CMI with additional content that centres around supporting the Council's recovery to COVID-19 and ongoing transformational change. These programmes will be delivered in a blended format to offer maximum flexibility and, while all participants will complete the same learning experience, those who choose to go a step further and complete the related CMI assessments will be fully supported to achieve the accredited leadership qualification.</p>
CP17.CE.11	Fully embed our staff "intrapreneurship" programme and recognising staff for success	31-Mar-2020		 100%	Phase 1 and 2 of the programme have been fully implemented.
CP17.F R.06	Implement our workforce plan for Renfrewshire Council	31-Mar-2022		 100%	<p>The current Council Workforce Plan (2017-2020) is complete and will be replaced by a new People Strategy in 2021.</p> <p>Significant progress has been made to deliver the Workforce Plans across the Council, with positive activity around communication and engagement, supporting career pathways including professional traineeships and qualifications, mentoring and coaching in support of succession planning and</p>

Code	What we will do	Due Date	Status	% complete	Progress update
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health and wellbeing initiatives aligned to national campaigns delivered in partnership with Occupational Health, Employee Assistance providers and third sector partners.

Local Outcome 05: Performance Indicators

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
CMTABS01d Councilwide – Average number of work days lost through sickness absence per employee				11.58	8.96	12.63	9.9	2.52	2.4	2.31	2.1	3.25	2.8	2.62	2.6	10.7	9.9	For 2020/21, the Council has recorded an overall absence rate of 10.7 days lost per FTE employees, which is 0.8 days above the target figure of 9.9 days. The illness categories with the highest levels of absence are Psychological (non-work related) and Musculoskeletal and Joint Disorders. HR continue to work with Service Absence Champions to ensure support strategies are implemented.
CW.SP50.02d Number of complaints closed at Frontline				90%	95%	87.8%	95%	92.1%	85%	86.3%	85%	76.4%	85%	85%	85%	84.9%	85%	For Q4 2,419 complaints, comments and compliments were received. Of this 2,165

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
Resolution as a percentage of all complaints																		were complaints and 85% were frontline response complaints.
CWFOI01 % Of FOI requests completed within timescale				93.1%	90%	94.5%	90%	90.6%	90%	92.4%	90%	95%	90%	95%	90%	95%	90%	A total of 297 FOIs were received in quarter 4, with 95% responded to within timescales.
FCSCSU03 % of calls answered by the Customer Service Unit within target (40 seconds)				61%	70%	64%	70%	82%	70%	64%	70%	68%	70%	55%	70%	67%	70%	The call centre continues to respond well during the pandemic with service level only slightly below the target of 70%
FCSKPI001 Percentage of Council Tax due in the year, collected by the end of the year (cumulative position to date)				96.0%	96%	96%	96%	31%	32%	58%	60%	86%	87.0%	95.0%	96%	95.0%	96%	Due to the impact of COVID-19 Council Tax collection for 2020/21 was down by 0.99% on the equivalent position for 2019/20. Aligned with other local authorities, recovery action had been suspended during the earlier part of the financial year leading to reduced/delayed income. The Council also offered customers the option to extend their payment period for 2020/21 until May 21.

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
HPCHARTER13 % of reactive repairs carried out in the last year completed right first time				88.1%	93.0%	82.6%	93.0%	Not measured for Quarters		85.1%	93.0%	From the total number of reactive repairs completed (14150) a total of 12,037 repairs were completed right first time during the reporting year.						
HPCHARTER31 Gross rent arrears (all tenants) as at 31 March each year as a percentage of rent due for the reporting year.				5.76%	5.70%	5.70%	5.70%	6.02%	8.00%	6.75%	8.00%	6.94%	8.00%	6.86%	8.00%	6.42%	5.70%	Although rent arrears have increased over the course of the current pandemic. The increases have been marginal. A revised target of 8% (current Scottish Average) has been set for the duration of the current pandemic to take account of effective arrears management during the pandemic.
PT.DS.PPF.CMT.06 Application Approval Rate				97.7%	N/A	97.3%	N/A	97.7%	N/A	98.2%	N/A	Data being verified						This indicator is verified by the Scottish Government bi-annually. Quarter 3 and Quarter 4 figures (and hence year end figures) have not been verified and are not yet available.
PT.DS.PPF.CMT01 Average Time for processing Planning				6.9	8	6.1	8	6	8	6.9	8	Data being verified						This indicator is verified by the Scottish Government bi-annually. Quarter 3 and Quarter 4 figures (and hence year

PI Code & Short Name	Current Status	Short Term Trend Arrow	Long Term Trend Arrow	2018/19		2019/20		Q1 2020/21		Q2 2020/21		Q3 2020/21		Q4 2020/21		2020/21		Explanation of Performance
				Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	
Applications (Householder)																		end figures) have not been verified and are not yet available.



To: Leadership Board

On: 16 June 2021

Report by: Chief Executive

Heading: Social Renewal Plan – Action Plan Update

1. Summary

- 1.1 In March 2021, Council considered the initial findings from a community impact assessment that had been undertaken across Renfrewshire, in order to develop a deeper understanding of the impact of COVID-19 on local people and communities. This provided strong evidence that the pandemic has impacted some people and communities more profoundly than others.
- 1.2 The starting point of local people in terms of the inequalities or challenges that they faced before the pandemic has been important, with issues such as low income, insecure employment, caring responsibilities and disabilities all being exacerbated by the pandemic and its associated restrictions. The community impact assessment process also identified a requirement to continue to listen and learn to the experiences of local people, recognising that the impacts of the pandemic may emerge over time.
- 1.3 In the report in March 2021, an initial Social Renewal Plan was approved by Council. The plan set out the high-level actions that the Council and partners will take as we move forward from the pandemic with a clear focus on **tackling inequality and improving wellbeing.**
- 1.4 Partners are not starting from scratch:

- A range of existing programmes of work are already under way which will support social renewal and are key to delivering on local priorities;
 - Partners have worked together and with local communities to respond to the immediate impacts arising from the pandemic, and there is learning and innovation that can be embedded in a more sustainable way to support local people and communities; and
 - The community impact assessment has provided a solid evidence base upon which partners and communities can work together to tackle the challenges and opportunities identified and make sure that we are ready to support this next phase of the pandemic.
- 1.5 Officers have worked to bring all of these strands of activity together, and following an initial assessment have identified a number of actions which should be progressed by partners as a priority during 2021. These specifically relate to:
- **Income, poverty and financial security**
 - **Community resilience and capacity**
 - **Digital exclusion**
- 1.6 Members will recognise that there was a significant amount of activity around these 3 themes prior to the emergence of the pandemic, and over the past 12-15 months there has been a strong focus from partners on responding to the immediate needs of local people who were experiencing issues in relation to poverty and inequality, including struggling to pay for food and fuel or unable to access digital technology when they needed this.
- 1.7 Community and third sector organisations played a vital role in working with the Council and partners to respond to the impact of the pandemic, and there is a need now to look to address these needs in a more sustainable way, as well as ensuring that all local partners are ready to support local people as these needs change over time. The next 6 months will see the end of furlough and restrictions relating to evictions for example, and there is a need to plan ahead to ensure local partners are ready to respond. This work will include the development of the next phase of the Tackling Poverty Programme.
- 1.8 Section 4 of this paper provides further detail on a range of specific proposals which are presented for approval by elected members. In total it is recommended that £0.665m is allocated to support activities in relation to these three key themes, the funding from which will be drawn from the £2.706m funding set aside in the Council budget in March 2021 to support the delivery of the Social Renewal Plan. Elected members will recall that this

funding was committed to support the organisation in being able to respond flexibly to the emerging impacts of the pandemic.

1.9 In taking forward the Social Renewal Plan, officers will also be continuing to work with partners to consider the impact of the pandemic in terms of particular communities of interest or specific issues including:

- local people impacted by disruption to health treatment or issues accessing this
- social isolation and mental health
- unpaid carers
- children and young people and their families
- people from equality groups such as black and minority ethnic people, disabled people etc.

1.10 A further update on this programme of work will be provided in late 2021 to the Leadership Board.

2. Recommendations

2.1 It is recommended that members:

- Note the work that has been undertaken to progress the Social Renewal Plan in Renfrewshire; and
- Agree the proposals detailed in full within section 4 to allocate £0.665m of funding to progress a number of immediate priorities identified through the Social Renewal Plan, with the breakdown of funding provided in section 4.24.

3. Background

3.1 In September 2020, Council agreed that a community impact assessment should be undertaken in Renfrewshire, in order to develop a much deeper understanding of the impact that COVID-19 has had on local people and communities.

3.2 It was recognised that the issues being experienced were likely to emerge over an extended period of time, and that partners would need to work together to continually assess and respond to challenges as these emerged over time.

3.3 Between September 2020 and March 2021, officers worked to undertake and complete the first phase of the community impact assessment through a range of listening events, surveys, research and analysis of local and national data with findings indicating:

- Local people had felt the impact of COVID-19 directly with high numbers of infections and deaths, comparatively to other areas

- Some particular groups across Renfrewshire have been more disproportionately impacted than others, with evidence that the starting point of an individual prior to the pandemic was important to being able to manage the impact.
- An increasing number of low-income households are struggling to manage financially and need support with food and fuel costs.
- Local people are self-reporting high levels of mental health and wellbeing concerns.
- There was evidence that local people had not been able to access existing or new medical treatment and support for conditions or illnesses.
- Children, young people and families had been significantly impacted, and there was concern about the longer-term consequences to life outcomes
- Digital technology had supported many people during the pandemic, however specific groups of people felt they were being left behind.

3.4 The findings from the community impact assessment were used to inform the development of an initial Social Renewal Plan for Renfrewshire, which was approved by Council on 4 March 2021.

3.5 The Social Renewal Plan sets out the high-level actions that will need to be taken forward by all partners as we move forward from the pandemic and support recovery across Renfrewshire’s communities, with a **joint partnership focus on tackling inequality and improving wellbeing**. These actions have been endorsed by the Renfrewshire Community Planning Partnership and are grouped across a number of key themes:

Income poverty and financial security	Building community resilience and capacity
Ensuring economic recovery for all	Health and wellbeing
Digital exclusion	Green issues / Climate Change
Housing	Children and Young People
Culture and creativity	Barriers to accessing information and support

3.6 It is important to note that the Social Renewal Plan is closely aligned with Renfrewshire’s Economic Recovery Plan – local actions to promote employability, fair work and economic growth are vital levers which will support work to tackle inequality and improve wellbeing.

Resources

3.7 To support delivery of the Social Renewal Plan, Council allocated £2.706m funding in the budget set on 4 March 2021. The funding builds on the significant resources currently being deployed through the Tackling Poverty and Alcohol and Drugs Programmes which play an important role in terms of delivering on the key priorities within the Social Renewal Plan. The funding allocated in March 2021 specifically recognises the ongoing need for the organisation to be able to respond flexibly to the needs of local people and

communities as these emerge over time due to the pandemic. The funding approved in March 2021 also included a number of specific commitments which are currently being progressed by services:

- The allocation of £0.18m of grant funding over a three year period to support the existing Who Cares Communities that Care Project for a further three years.
- £0.250 million will be invested in children's services to enhance current funding available to support the mental health and wellbeing of children and young people, with a specific focus on developing a trauma aware and responsive approach to supporting children, young people and their families.
- £0.200 million to provide direct support, advocacy and representation for private tenants and private landlord enforcement activities, recognising the very challenging time that will be experienced as temporary legal protections for tenants that have operated during COVID-19 transition away.
- £0.200 million to support the roll out of the Imagination Library Project with all of Renfrewshire's children becoming eligible on their 2nd birthday, recognising the highly valuable impact the pilot project has had with looked after children.
- Providing £0.100 million of funding for Renfrewshire Citizens Advice Bureau to provide independent welfare, employment and redundancy rights advice and advocacy, recognising the significant challenges that are likely to emerge for individuals as the furlough scheme begins to come to an end.
- £0.100 million to provide an uplift for the Discretionary Housing Payment fund recognising the likely increased number of individuals requiring support with their housing costs.
- £0.030 million to allow Children's Services to provide additional support for young carers including respite during the COVID period.

3.8 As agreed by Council, the balance of the funding (£1.646m) will be used to support the wider delivery of the Social Renewal Plan and the priorities agreed by the organisation and its wider partners.

4. Delivering on the Social Renewal Plan

4.1 Further to the approval of the initial Social Renewal Plan, officers have been working with partners to map out the work that is already going on across Renfrewshire to deliver on the priorities agreed by Council. Some of these programmes of work are highlighted in the diagram below, with a real opportunity to maximise the potential benefits and outcomes that can be achieved from these as we move forward from the pandemic.

Economic Recovery Plan	Employability and Support Programmes	£100m Housing led Regeneration and Renewal programme	Tackling Poverty Programme
Developing Communities programme: - advice services, locality working, CLAD role etc	Social isolation (Strategic Planning Group as lead)	Alcohol and Drugs Change Programme	Climate Change Programme
Future Paisley	Mental Health e.g anxiety, trauma, bereavement	Digital Strategy	Community Wealth building

4.2 In considering what actions the Council and its partners need to take next, it is important to note:

- There are many initiatives and supports which were put into place as an immediate response to impacts of the pandemic. There is now a requirement to move specific initiatives on to a more sustainable footing, whereby the way in which things happen or work becomes part of the day to day business of the Council and its partners;
- There is momentum and learning that partners need to capture and build on before it is lost;
- Initial information from the community impact assessment has highlighted fundamental shifts in the needs of local people and communities, that we need to understand further;
- There is a need to act now to prepare for potential increased requirements for support as the furlough scheme comes to an end with the anticipated impact on employment and income, or as the presumption against household evictions is lifted and action by landlords to recover rent debt puts additional pressure on private tenants;
- The funding committed by Council in March 2021, will allow the organisation to adapt and respond to changes in needs as these emerge over time, and provide the capacity to develop services and supports into the next phase of the pandemic; and
- It is now 10 years on since the publication of the Christie report, and the actions being progressed within the Social Renewal Plan evidence a focus on joined up service delivery and early intervention and prevention, in line with the 4 pillars outlined by Christie.

4.3 A number of gaps have been identified through the initial assessment process, which are now being recommended for targeted action by partners. Funding of £0.665m is being sought to deliver on these actions, which are focused across three themes:

- Income, Poverty and Financial security
- Building resilience and community capacity and
- Digital exclusion

Income, Poverty and Financial Insecurity

- 4.4 The findings of the community impact assessment illustrated the stark impact that pandemic has had on local people, particularly in relation to the income of individuals and families. There is robust evidence that increasing numbers of low-income households are struggling to manage financially and need support with housing, food and fuel costs. Research has shown that more than half of adults in families from the lowest income quintile have borrowed more to cover everyday costs since the pandemic began, while those that entered the crisis with low savings have been the most likely to have run those down during 2020.

What are we doing?

- 4.5 Local organisations have provided vital food and fuel support, often on an emergency basis, and partners have continued to adapt and develop new approaches to meet the needs of local people. In addition to some of the pandemic payments the Council has made on behalf of the Scottish Government in relation to school meals provision or low income, our local Tackling Poverty Programme generated almost £800,000 of additional income for households in 2020/21, with over £10m additional income generated over this period overall by the Council's Advice Works service. The Tackling Poverty programme also continues to fund targeted family support and advice services, as well as breakfast clubs, school day costs and activities for young people through for example the Street Stuff programme.

What needs to happen next?

- 4.6 There are a range of more recent developments which will support local people impacted by low income. Through the Developing Communities workstream within the Council's Right for Renfrewshire transformation programme, work is currently underway to improve the accessibility of advice and support services provided by the Council, linked to a new localities approach.
- 4.7 As set out in section 3, funding was also allocated in the Council's budget in March 2021 to deliver additional support and advocacy for private tenants and in relation to employment advice. These are important issues for the Council and its partners to focus on over the course of the next 6 months in particular.
- 4.8 A number of additional actions have now been identified by partners as a priority to address income, poverty and financial security:
- Whilst recognising that the primary focus of local work with partners must be on increasing income and reducing household costs, the requirement for the provision of emergency food and support with fuel costs will need to continue to be prioritised due to the ongoing impact of the pandemic on low income households. It is now important to work with community groups and organisations to develop models of community food provision which promote dignity and resilience such as

the establishment of food pantries. In addition, there needs to be mechanisms to support community food provision which is highly responsive and localised.

- Further work needs to be undertaken to explore options for the provision of fuel cost support. A pilot will be developed to work with low income households struggling to meet immediate fuel costs, linked to the provision of energy advice.
- Partners will need to refocus efforts to help people access benefits and other sources of income that they are entitled to, through targeted benefit take-up campaigns. This is particularly important given the changing circumstances many people have experienced in terms of factors such as employment and health.
- As household budgets tighten, more people have and will continue to turn to high cost forms of credit, and may be more vulnerable to illegal forms of money-lending. Affordable credit options will need to be developed, expedited and actively promoted by local partners. Credit unions play a vital role in the provision of affordable credit and officers will continue to work with local credit unions and partners on this issue.
- Work will be undertaken to monitor the work being undertaken in other areas of Scotland around Community Access to Cash Pilots, to find solutions to the ongoing impact of closures of local banks and post offices on our high streets and village communities.

4.9 One of the most vital pieces of work which will be undertaken will be to put into place mechanisms by which to engage with low income individuals and families across Renfrewshire. As highlighted above, there is a significant amount of partnership working and services which are already available to support people on low incomes. However concerningly, child poverty rates increased by 1% in Renfrewshire prior to the pandemic, with figures indicating that 18% of children in Renfrewshire are living in poverty (19/20 data).

4.10 This increase coupled with the significant increase in unemployment and people accessing universal credit during 2020 due to the pandemic, there is a real need for partners to develop a much deeper understanding of the issues facing low income households and families. It is important that this engagement is meaningful, and that this is used to shape the next phase of the local Tackling Poverty programme.

4.11 It is recommended that resources are allocated from the Social Renewal funding to:

- Support the establishment of an additional two community pantries in Renfrewshire, including one in Paisley town centre, hosted by RAMH at the Restore superstore on Causeyside Street as well as one in Johnstone town centre, hosted by Active Communities as part of the development of the former Johnstone Police Station into a community health and wellbeing hub. It is recommended that £25,000 of funding is awarded to each organisation to support initial establishment and development costs. In addition, it is proposed that £25,000 is awarded

to develop the existing community pantry in place at Star Project in Shortroods into its next phase.

- Establish a Renfrewshire 'Community Food Fund' which will provide small awards to organisations to develop community food offerings which move from emergency response to promote dignified access to food and community resilience, to be in place ahead of Winter 2021. Funding criteria will be developed for further consideration and approval by elected members.
- Maximise income for low income households through an extensive benefit take-up campaign supported by local advice partners
- Deliver affordable credit options across Renfrewshire which provide alternatives to high cost or illegal credit options.
- Establish longer-term participative approaches for engaging with people on low-incomes to inform Council policy decisions - there are a number of options being explored as part of 'Get Heard' work with Poverty Alliance including online forums and a citizen 'panel'.

Building community resilience and capacity

- 4.12 The community impact assessment highlighted the strength of the community response to the pandemic. Local groups and organisations rallied to meet the needs of local people, identifying new and innovative approaches, and establishing volunteer networks and opportunities. There is an opportunity for the Council to build on the partnerships that have been formed or strengthened during the pandemic, and to embed some of the practices which have been developed into more sustainable arrangements.

What are we doing?

- 4.13 In terms of community resilience, the Neighbourhood Hub model which was put into place as part of the initial pandemic response continues to develop with colleagues across the Council and our partners. The hubs operate on a partnership basis with Renfrewshire Leisure, Renfrewshire Health and Social Care Partnership (HSCP), Engage Renfrewshire, local groups and organisations across communities, and are supported by local volunteers. The hub teams have provided support services to over 1,000 households since the start of the lockdown period. Support provided has included signposting to food services, delivering prescriptions, befriending calls to people who feel isolated or vulnerable, and delivery of books and toys through the Libraries Direct Service. The Hubs have supported people through mental health crisis, to access adult social care, the provision of housing and income advice, and have worked largely with people who are not engaged in services and have no support network

What needs to happen next?

- 4.14 The neighbourhood hub model, although established to support the COVID-19 response, has demonstrated real outcomes for local people and communities which should now become formally part of the way in which partners work together across Renfrewshire. The hub model supports early intervention and

prevention, and works on the basis that all partners across all sectors can bring skills, expertise and resources to link people to opportunities and options for support within their community. This is the cornerstone of the Developing Communities workstream within the council's Right for Renfrewshire programme, and opportunities have been identified to develop the hub model to align with local partnerships structures and to support work to progress local actions and priorities.

- 4.15 As outlined above, community groups have and will continue to have a significant role in supporting local people through the impacts of the pandemic and will have a critical role in the neighbourhood hub model. As the local partnership approach evolves further, there will be a requirement to consider how best the Council can support both the ongoing development and future sustainability of local community organisations. Work will be undertaken to review existing funding mechanisms and to explore options that may be available at a local and national level to support greater resilience.
- 4.16 The COVID-19 pandemic has demonstrated the devastating impact of isolating people from personal connections and community supports, as well as limiting opportunities for many people to meaningfully participate in their communities and neighbourhoods. This has further strengthened the case for work to support participatory approaches in communities.
- 4.17 Prior to the COVID-19 pandemic, work was being undertaken to explore a feasibility study into a 'Participatory Scotland' model being developed by Corra Foundation and Participatory City. This model focusses on setting up and enabling opportunities for local people to imagine, develop and test ideas for their local community. These range from community kitchens, gardening in stalled spaces, community bee-keeping and shared child-care, to informal tea and toast drop-in mornings for social interaction. Officers will now develop this model with partners, in order to continue to identify options to support social isolation and loneliness and to encourage connection and participation as restrictions ease.

Recommendations:

- Further to the success of the Neighbourhood Hub model during COVID-19 response, fully embed and develop this model in Renfrewshire.
- Undertake a feasibility study into the Participatory Scotland model in Renfrewshire, alongside Corra Foundation and the Participatory City Foundation.

Digital Exclusion

- 4.18 Within the Community Impact Assessment, the positive benefits that digital access has brought to many households across Renfrewshire were recognised strongly, however for specific groups of people there remain real barriers to access. Digital exclusion can broadly be considered in relation to three main aspects:
- Connectivity

- Access to a device
- Skills and knowledge (including considerations of safety and wellbeing)

What is happening?

- 4.19 Renfrewshire is making significant strides in terms of connectivity. City Fibre are investing in a 700km network providing Renfrewshire residents and businesses with access to the fastest, most reliable gigabit speed connectivity.
- 4.20 In terms of device access, Renfrewshire Council has continued to support the delivery of the Connecting Scotland Programme which was established by Scottish Government and Scottish Council for Voluntary Services (SCVO) to provide digital connectivity to people in priority categories who did not have a device. A total of 1,590 devices were allocated in 2020/21 to organisations across Renfrewshire to support specific target groups including people shielding/at high clinical risk, families and care experienced young people and elderly and disabled people.
- 4.21 Elected members will recall that the Council's Digital Strategy was approved in 2020, and includes the key Digital Citizen workstream. A key focus of this programme of work is to ensure that partners work together to tackle digital exclusion. In recognition of the local commitment and partnership working, SCVO have selected Renfrewshire as one of 3 or 4 pilot 'places' to begin to understand how place-based solutions to digital inclusion could work. SCVO will provide support to help facilitate these conversations and solutions, drawing on their own expertise and networks, then produce a report that draws out key learning and recommendations that can be used as a template for other areas to adopt a similar approach.

What needs to happen?

- 4.22 In response to some of the key findings within the Community Impact Assessment several priority actions have been identified:
- Work with partners at a local and national level to identify and secure opportunities for additional digital devices to be available locally to support those most excluded;
 - Develop a volunteering network to ensure people that are most excluded are able to use these devices safely and confidently.
 - Engage further with those groups that have identified as being most excluded and develop new approaches at a local level to support participation.

Delivery support

- 4.23 As set out in section 4.10 above, there is also a requirement to use the work being undertaken to identify potential options for the next phase of the

Tackling Poverty Programme in Renfrewshire. The existing Tackling Poverty Programme is now in a longer-term delivery phase, and following the completion of certain initiatives and the end of allocated funding, existing posts to support the co-ordination and development of the programme are no longer in place. The proposals within this report form a significant programme of work, which will require additional capacity within the organisation to co-ordinate and deliver this programme within the timescales required. Funding of £90,000 is recommended to resource the delivery and co-ordination of the Social Renewal Programme and related poverty initiatives over the next 18 months.

- 4.24 In order to deliver the priority actions that have been identified across these themes, it is recommended that £0.665m is allocated from the Social Renewal funding allocated by Council in March 2021. The breakdown of this funding is as follows:

	Funding required (£)
Income, Poverty and Financial Security	
Community Food provision comprised of:	100,000
<i>a) Award to STAR project - £25,000</i>	
<i>b) Award to Active Communities - £25,000</i>	
<i>c) Award to RAMH - £25,000</i>	
<i>d) Establishment of Community Food fund - £25,000</i>	
Emergency fuel costs and advice	50,000
Affordable credit project and benefit take up campaign	50,000
Engagement with low income groups	75,000
Community resilience and capacity	
Development of neighbourhood hub model	200,000
Digital Exclusion	
Delivery of Digital Citizen Programme	100,000
Programme Co-ordination and support – Tackling Poverty and Social Renewal Programme	90,000
TOTAL	665,000

5. Next steps

- 5.1 Elected members are also asked to note that partners have also agreed to continue to work together to listen, engage and respond to the needs of local people and communities, as these emerge in the months ahead. Specific work will be required to explore impacts on particular communities of interest or on particular groups, where these are as of yet not fully clear. Further analysis will continue to be progressed with partners in relation to:

- The impact of disruption to health treatments
- Social isolation and mental health

- Impact on unpaid carers
- Life outcomes for children and young people
- Equalities issues
- Private tenant advice/support

5.2 It is anticipated that a further update for members will be provided on these issues later this year and which may seek additional drawdown of COVID-19 recovery resources to support Renfrewshire's communities.

Implications of the Report

1. **Financial** – the pandemic has had and will continue to have a significant impact on the resources available to the Council. Given the anticipated longer term financial challenges facing the Council, the requirement for targeting of resources in priority areas will be essential. The paper recommends that funding of £0.665m is allocated to support a number of initiatives outlined in Section 4 of this report, which will be drawn from funding set aside in the Council's budget in March 2021.
2. **HR & Organisational Development** - the commitment of the Council's workforce since the pandemic emerged has been fundamental to the ability of services to continue to support local people, businesses and communities. A significant proportion of the Council's workforce live locally in Renfrewshire, and many of the social impacts outlined in the report are also being experienced by our employees. Targeted support is being offered to employees in order to address issues such as financial insecurity and mental health and wellbeing.
3. **Community/Council Planning** – There has been a strong partnership response to the COVID-19 pandemic in Renfrewshire with community and third sector organisations working closely together to maximise the resources available at a local level to meet the needs of local people and communities. This will be a critical focus going forward as partners work collectively to mitigate the impact on those most negatively impacted in our communities.
4. **Legal** - New legislative requirements have been put into place by the Scottish Government to support the country's response to COVID-19. There may be further changes to these requirements or further legislation as the lockdown measures ease, which the Council will require to respond to.
5. **Property/Assets** - none
6. **Information Technology** – none

7. **Equality and Human Rights** - The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health and Safety** – none
9. **Procurement** – none
10. **Risk** – none
11. **Privacy Impact** – none
12. **COSLA Policy Position** – none
13. **Climate Risk** – there are climate emergency actions in the attached action plan, aligning this Social Renewal Plan to the Council's commitment to tackling the climate emergency through a green recovery from COVID-19

List of Background Papers

Author: *Laura McIntyre, Head of Policy and Commissioning*



To: Leadership Board

On: 16 June 2021

Report by: Chief Executive

Heading: Local Child Poverty Action Report 2021

1 Summary

- 1.1 The Child Poverty (Scotland) Act 2017 requires that each Local Authority and each relevant Health Board must jointly prepare and publish a Local Child Poverty Action Report annually. This report must describe measures taken during the reporting year within the local authority area that reduce child poverty or improve outcomes for children living in poverty. It must also describe planned and proposed future actions.
- 1.2 This report sets out activities undertaken in Renfrewshire to reduce child poverty between April 2020 and March 2021, as well as planned and proposed actions for the future.
- 1.3 With a focus on recovery and renewal, the Report has a greater emphasis on the next 12 months and on longer term work being undertaken to respond and recover from the impacts of the pandemic and to support those disproportionately impacted with issues such as low income, insecure employment, caring responsibilities and disabilities.
- 1.4 The Covid-19 pandemic has had a huge impact on our communities, causing a massive shift in our services, and although much of that impact is still coming to light, many effects will be longer term, and we have developed a term Social Renewal Plan in response which, along with our Economic Recovery Plan and refreshed Service Delivery plans, will complement the clear strategic direction set out by our

Council Plan and Community Plan in these unprecedented and rapidly changing times.

1.5 Due to the COVID-19 pandemic, last year's report was approved by Leadership Board in September 2020, which was as soon as practicable but delayed from the usual reporting cycle. This year's Local Child Poverty Action Report is being submitted within the regular reporting schedule outlined within the child poverty legislation.

1.6 The report has been jointly developed by Renfrewshire Council, NHS Greater Glasgow and Clyde (NHSGGC), and Renfrewshire Health and Social Care Partnership (HSCP). It also includes information about partnership work to tackle child poverty across Renfrewshire's Community Planning Partnership.

2 Recommendations

2.1 It is recommended that the Board:

- Note the content of the draft Child Poverty Local Action Report 2020/21.
- Approves the Local Child Poverty Action Report for publication.

3 Background

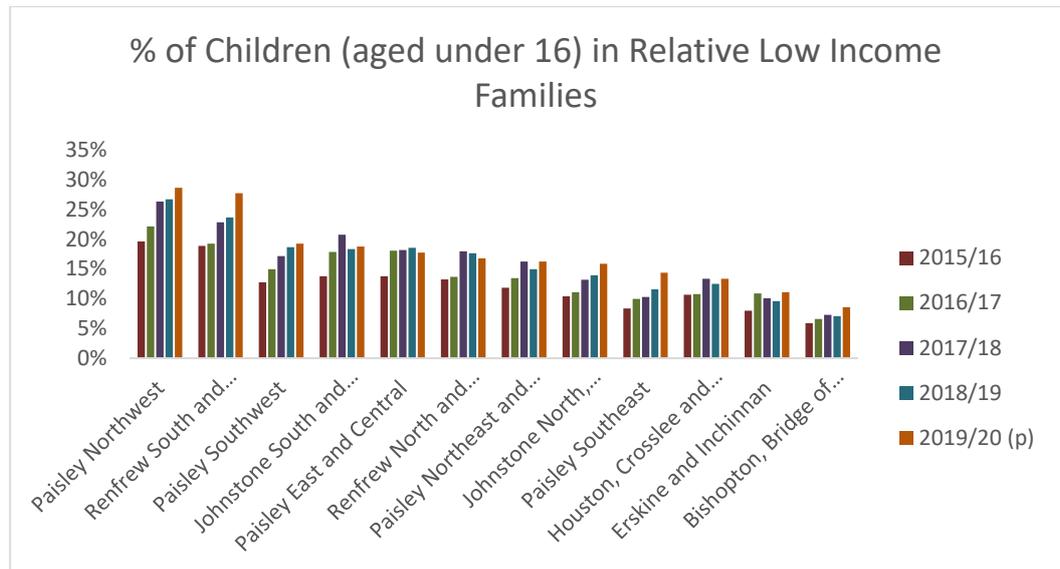
3.1 The Child Poverty (Scotland) Act 2017 sets out ambitious targets for the Scottish Government to significantly reduce child poverty in Scotland by 2030. The Act requires that local authorities publish a Local Child Poverty Action Report within three months of the end of each financial year.

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

3.3 The most recently published DWP figures on child poverty show that in Renfrewshire the percentage of children living in relative low income families is 18% before housing costs, equivalent to 5,299 children. This figure is an increase of 1.1% on last year's reported figure and is less than the Scottish average of 21%.

3.4 The ward with the highest percentage of children living in both relative and absolute low income families has historically been Paisley Northwest, and this has been consistent throughout this whole reporting period. However, in Renfrew South and Gallowhill which consistently showed the second highest rates, rates have increased for

relative poverty by 4% and absolute by 5%, in both cases coming to almost equal Paisley Northwest.



- 3.5 An estimate of child poverty after housing costs from the End Child Poverty coalition shows a rate of 23.1% for Renfrewshire against the Scottish rate of 24%, a rise of 3.8% since 2014/15. This builds on the DWP and HMRC dataset reported above to estimate the numbers of children living in relative poverty after housing costs, by Scottish local authority.
- 3.6 Whether before or after housing costs, these figures can only provide poverty levels and do not provide more detailed information about family circumstances. While the poverty risk is much lower for children in working households compared to those in non-working households, not all work pays enough to lift the household above the poverty threshold. It is estimated that in Scotland in 2017-20, 68% of children in relative poverty after housing costs were living in working households (160,000 children each year).
- 3.7 **These figures are to March 2020, so do not take account of any of the impacts of the pandemic.**
- 3.8 In September 2020, Council agreed that a community impact assessment should be undertaken to develop a deeper understanding of the impact of the pandemic on local people, and that this would inform the development of a Social Renewal Plan for Renfrewshire setting out how the Council will work with partners to tackle both the impact of COVID-19 and existing inequalities across Renfrewshire’s communities.
- 3.9 This Plan was published in March 2021, and in conjunction with the existing Tackling Poverty Programme and Economic Recovery Plan for

Renfrewshire, will form the basis of our recovery work. These plans have wide-ranging priorities including targeted actions to support those disproportionately impacted by the pandemic with issues such as low income, insecure employment, caring responsibilities and disabilities, especially families with children.

- 3.10 With £1m per year invested in our tackling Poverty Programme over 5 years, this continues to have a positive impact on low income families in Renfrewshire, supporting projects such as Healthier Wealthier Children advice, Cost of the School Day, and provision of energy advice specifically to families.
- 3.11 In recognition of the rate of child poverty and the negative effect it has on Renfrewshire's citizens, in 2014 a Tackling Poverty Commission was set up, and considerable subsequent investment made in activities to reduce child poverty through Renfrewshire's Tackling Poverty programme.
- 3.12 Renfrewshire's Child Poverty Action Report recognises that a significant amount of work has been and is being done which is intended to reduce child poverty. The Report highlights the many activities carried out by Renfrewshire Council, Renfrewshire Health and Social Care Partnership and wider partners which are intended to tackle child poverty across Renfrewshire.

4 Overview of Local Child Poverty Action Report

- 4.1 The Scottish Government has identified the three key drivers of child poverty as:
- income from employment;
 - costs of living; and
 - income from Social Security and benefits in kind.
- 4.2 This report focusses on our longer term response to the pandemic, but also highlights actions and achievements throughout 2020/21. These include:
- 4.3 **Income from employment**
- Approval of our Economic Recovery Plan 2020-22 which focuses on job retention and creation, employability, supporting upskilling and innovation, tackling inequalities and delivering a 'green' recovery.
 - Invest in Renfrewshire, continues to provide person-centred support to help parents who can face additional barriers to finding work. The team also support those in employment to increase their wages through training and learning skills. This supports families to raise their income and helps to tackle in-work poverty. Amongst the many clients they have supported this year were 78 clients who are part of

a household with dependent children with 56 of these lone parent households. Invest continues to use Parental Employability Support Funding to target and support the priority groups identified in the 'Every Child Every Chance' report.

- In October 2020 the Council bid to be a Kickstart provider and to be the Gateway organisation for local businesses to get involved. The Kickstart Scheme aims to create 6- month work placements for those aged 16 to 24 who are in receipt of Universal Credit. The aim is for 700 places to be created across Renfrewshire and already 200 employers have signed up to create at least one Kickstart Job Placement with 455 job placements approved so far.
- Even in the challenging circumstances brought about by the pandemic, the number of accredited living wage employers in Renfrewshire have increased by 9 this year to 80, and work continues to increase this number. In addition NHSGGC became an accredited Living Wage employer in November 2020, positioning them as the largest NHS Board in Scotland to have done so.

4.4

Costs of living

- Energy Advocates have worked with 1049 clients this year to reduce bills and energy debt saving them almost £315,000 including ongoing savings, write offs and Warm Home Discounts. This includes 343 families with young children who saved £112,881.
- Cost of the School Day funding is flexible and has been used to support new and diverse needs during the pandemic. Food vouchers, energy top-ups, toiletries and warm clothing have been supplied this year as well as more usual items such as stationery and school uniforms. For the year 2020/21, £123,000 was allocated to the fund, of which £75,000 was from the Tackling Poverty Programme and £48,000 was from Attainment Challenge.
- Sanitary product provision has diversified this year with many venues and community settings where products had previously been available closed. The social enterprise, Hey Girls were contracted to provide an online ordering and home delivery service, with a supplementary telephone ordering services run by the Neighbourhood Hubs.

4.5

Income from social security and benefits in kind

- Advice is a vitally important part of the effort to tackle child poverty. Advice Works have put more than £10million into the pockets of Renfrewshire people through income maximisation over the last year. This includes support for expectant parents and families with children aged up to eight-years-old as well as targeted energy advice for families.
- The Council also provides funding to Renfrewshire Citizens Advice Bureau to provide both a general advice service and a community

legal advice service. This service has put another £2million into the pockets of Renfrewshire people over the last year.

- An additional Welfare Rights service has been funded this year, and RCAB have been awarded a further £100,000 in the 2021/22 budget for an Employment Advice service. The Council also supports the Healthier Wealthier Children and Families First Projects, providing dedicated advice services to families with children. Advice has continued to be provided throughout the pandemic and Council funded services have put millions of pounds into our families pockets.
- The Council has continued to work with Social Security Scotland across a number of services, including schools and nurseries, to ensure our citizens know about, and are claiming the benefits they are entitled to. As a valued member of our Advice Partnership and Our Children network, Social Security Scotland also engage with a wide variety of partners throughout Renfrewshire to increase uptake of Scottish benefits, especially those for families with low incomes.
- A new process was introduced to capture as many possible council tax reduction applications during telephone applications in cases when the customer had mentioned they had a decrease to their income. This led to an additional 91 council tax reduction claims. We also proactively contacted all those notifying a death, all shielding and all who had paid council tax last year but not this year to establish whether any support was needed. This led to a variety of actions to write off debts, set up payment plans and award new discounts and further council tax reductions, in many cases for families with children.

Implications of the Report

1. **Financial** – No implications
2. **HR & Organisational Development** – No implications.
3. **Community/Council Planning** – The Report highlights the continued activities which support the key priorities set out in the Council and Community Plans to tackle inequality and widen opportunity.
4. **Legal** – No implications
5. **Property/Assets** – No implications.
6. **Information Technology** – No implications.
7. **Equality & Human Rights** - It is anticipated that activities within the Report will have a positive impact on Equality and Human Rights

considering the overrepresentation on equality groups within low-income households.

8. **Health & Safety** – No implications
9. **Procurement** – No implications
10. **Risk** – No implications
11. **Privacy Impact** – No implications.

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Local Child Poverty Action Report

Renfrewshire

2020/2021

Foreword

The Covid-19 pandemic has had a huge impact in 2020/21 and the consequences to our families in Renfrewshire cannot be overstated. This full year has been dominated by our response to the pandemic, with our priority during this time safeguarding our citizens, ensuring their basic needs were met and those families that found themselves in difficult circumstances were supported.

This, our third Local Child Poverty Action Report sets out activities undertaken in Renfrewshire to reduce child poverty between April 2020 and March 2021, which not only continued, but were intensified during this unprecedented year. More importantly, it sets out our plans for the future as we concentrate on recovery and renewal, with our most affected families and children at its core

The Report has been jointly developed by Renfrewshire Council, NHS Greater Glasgow and Clyde (NHSGGC), and Renfrewshire Health and Social Care Partnership (HSCP). It also includes information about the wealth of partnership work which has taken place to tackle child poverty across Renfrewshire's Community Planning Partnership and beyond.

As the year has gone on, we've examined the impact on our communities and families in a variety of ways to ensure our communities are at the heart of the recovery. This has allowed us to make a plan for social renewal in Renfrewshire for next year and beyond, focus on our families who are living in poverty and deflect, where we can, the full impact of the pandemic. Funding will be targeted over the coming months, supporting our action plan developed collaboratively with our communities on what matters most to them, providing financial support and advice, access to digital services, physical and mental wellbeing and helping children, young people and families.

Our focus, whether through our Economic Recovery Plan, our existing Tackling Poverty Programme, or our Social Renewal Plan will be improving wellbeing and tackling the inequalities that exist across Renfrewshire's communities.

We fully recognise the amount of work we will have to do to in the coming years to get over the effects of the pandemic in all areas of life, but the Council, NHS, Partners and community groups all over Renfrewshire will continue to prioritise our children and work as hard as we can to reduce child poverty.

Sandra Black

Chief Executive, Renfrewshire Council

Executive Summary

This is the third Local Child Poverty Action Report produced by Renfrewshire Council. The report captures the range of activity that has taken place in Renfrewshire to reduce child poverty in 2020/21 and looks forward to the actions planned for 21/22 and beyond. With a focus on recovery and renewal, the Report has a greater emphasis on the next 12 months and on longer term work being undertaken to respond and recover from the impacts of the pandemic and to support those disproportionately impacted with issues such as low income, insecure employment, caring responsibilities and disabilities.

The Covid-19 pandemic has had a huge impact on our communities, causing a massive shift in our services, and although much of that impact is still coming to light we also know many effects will be longer term, and we have developed a term Social Renewal Plan in response which, along with our Economic Recovery Plan and refreshed Service Delivery plans, will complement the clear strategic direction set out by our Council Plan and Community Plan in these unprecedented and rapidly changing times.

Our investment in our Tackling Poverty programme continues to mitigate the effects of child poverty specifically. In 2021/22 this will be bolstered by £1.4million to deliver our Social Renewal Action Plan, which puts listening to communities and address inequalities at its core. Our work with Poverty Alliance this year to better capture the voices of people with lived experience of poverty is central to this work moving forward.

In addition we will continue to work with NHSGGC, our Health and Social Care Partnership and many other external and third sector organisations to support children and families in Renfrewshire.

This report focusses on our longer term response to the pandemic, but also highlights our actions and achievements throughout 2020/21. These include:

- **Approval of our Economic Recovery Plan 2020-22** which focuses on job retention and creation, employability, supporting upskilling and innovation, tackling inequalities and delivering a 'green' recovery.
- With £1m per year invested in our **Tackling Poverty Programme** over 5 years, this continues to have a positive impact on low income families in Renfrewshire, supporting projects such as Healthier Wealthier Children advice, Cost of the School Day, and provision of energy advice specifically to families.
- Our work on **Community Food** has supported a wide range of Place Based Responses to food insecurity and issues of food access. This has allowed thousands of families throughout Renfrewshire to access food in a dignified way.
- Renfrewshire was one of the few local authorities in Scotland to carry out **Participatory Budgeting** exercises in 2020/21. Youth Services, the Chief Executive Service and Renfrewshire Youth Voice supported another round of 'Celebrating Renfrewshire', the youth-led participatory budgeting exercise. Over 1,700 young people voted on the 80 project ideas which were submitted, and £124,437 was awarded to youth projects across Renfrewshire.

- Our **employability service, Invest in Renfrewshire**, offers a wide range of tailored supports to help residents on the journey towards and into employment. Amongst the many clients they have supported this year were 78 clients who are part of a household with dependent children with 56 of these lone parent households. Invest continues to use Parental Employability Support Funding to target and support the priority groups identified in the 'Every Child Every Chance' report.
- In October 2020 the Council bid to be a **Kickstart** provider and to be the Gateway organisation for local businesses to get involved. The Kickstart Scheme aims to create 6-month work placements for those aged 16 to 24 who are in receipt of Universal Credit. The aim is for 700 places to be created across Renfrewshire and already 200 employers have signed up to create at least one Kickstart Job Placement with 455 job placements approved so far.
- Even in the challenging circumstances brought about by the pandemic, the number of accredited **living wage** employers in Renfrewshire have increased by 9 this year to 80, and we continue our work to increase this number. In addition NHSGGC became an accredited Living Wage employer in November 2020, positioning them as the largest NHS Board in Scotland to have done so.
- Our **Energy Advocates** have worked with 1049 clients this year to reduce bills and energy debt saving them almost £315,000 including ongoing savings, write offs and Warm Home Discounts. This includes 343 families with young children who saved £112,881.
- Our **Cost of the School Day** funding is flexible and has been used to support new and diverse needs during the pandemic. Food vouchers, energy top-ups, toiletries and warm clothing have been supplied this year as well as more usual items such as stationery and school uniforms. For the year 2020/21, £123,000 was allocated to the fund, of which £75,000 was from the Tackling Poverty Programme and £48,000 was from Attainment Challenge.
- **Sanitary product provision** has diversified this year with many venues and community settings where products had previously been available closed. The social enterprise, Hey Girls were contracted to provide an online ordering and home delivery service, with a supplementary telephone ordering services run by our own Neighbourhood Hubs.
- **Advice** is a vitally important part of our efforts to tackle child poverty, and apart from our own Advice Works service, the Council also provides funding to Renfrewshire Citizens Advice Bureau to provide both a general advice service and a community legal advice service. An additional Welfare Rights service has been funded this year, and RCAB have been awarded a further £100,000 in the 2021/22 budget for an Employment Advice service. The Council also supports the Healthier Wealthier Children and Families First Projects, providing dedicated advice services to families with children. Advice has continued to be provided throughout the pandemic and Council funded services have put millions of pounds into our families pockets.
- The Council has continued to **work with Social Security Scotland** across a number of services, including schools and nurseries, to ensure our citizens know about, and are

claiming the benefits they are entitled to. As a valued member of our Advice Partnership and Our Children network, Social Security Scotland also engage with a wide variety of partners throughout Renfrewshire to increase uptake of Scottish benefits, especially those for families with low incomes.

- There is still a clear commitment and expectation within Renfrewshire to raise **attainment** for all whilst closing the poverty-related attainment gap and plans were revised to ensure responsiveness during the pandemic. We also continue to focus relentlessly on improving the mental and emotional wellbeing of children, young people and families. The mental health challenges experienced by some individuals and families have been a major finding of our Community Impact Assessment into how our communities have been affected by the pandemic.
- In response to the pandemic Renfrewshire Council worked with partners to support **digital participation** and 1590 devices awarded to a wide range of Renfrewshire public sector and community based organisations through the Connecting Scotland programme.
- A new process was introduced to capture as many possible **council tax reduction** applications during telephone applications in cases when the customer had mentioned they had a decrease to their income. This led to an additional 91 council tax reduction claims. We also proactively contacted all those notifying a death, all shielding and all who had paid council tax last year but not this year to establish whether any support was needed. This led to a variety of actions to write off debts, set up payment plans and award new discounts and further council tax reductions, in many cases for families with children.
- Our **partners** also carry out a significant amount of work in Renfrewshire to reduce child poverty, and organisations throughout Renfrewshire have adapted their services to work with families online and provide a different kind of service to meet emerging demand such as dropping off food and activity packs.

While we recognise that much has been achieved this year, we will continue to work with partners, in communities and across all services to ensure our low-income families are supported and child poverty is reduced. We will also work to meet the changing needs of those living in Renfrewshire as we move to recovery.

Introduction

In Renfrewshire we are committed to addressing Child Poverty, and this, our third report details the work which has been ongoing in 2020/21 and looks forward to our future plans. This year has been like no other, and we have had to work nimbly and respond quickly to the needs of our families.

As the year wore on, we realised that both the pandemic and the impact of Covid on our families and communities would be longer lasting and deeper than originally envisaged. In response we have developed a Social Renewal Plan which, aligned with our Economic Recovery Plan 20-22 and Tackling Poverty programme, will form the basis of our recovery work. To inform the Social Renewal plan a community impact assessment was undertaken to develop a deeper understanding of the pandemic on local people and communities and we have engaged with a range of families, including those with lived experience of poverty. The Plan will have wide-ranging priorities including targeted actions to support those disproportionately impacted with issues such as low income, insecure employment, caring responsibilities and disabilities.

Our Digital Strategy has also been refreshed, and a new Digital Strategy was agreed in September 2020 laying out the Council's digital vision to ensure digital benefits are shared equally across all people, groups and geographies in Renfrewshire.

In addition to these plans which are expected to produce longer term solutions to some of the issues our citizens are facing, other actions we have taken have been smaller scale, and of immediate assistance to families in need, like Cost of the School Day funding being used for food vouchers and energy top-ups for families identified by schools as struggling.

Our 21/22 budget also has a focus on reducing poverty and responding to need, including that exacerbated by the pandemic. As part of this, we are investing £2.7million of combined Council and Scottish Government funding to tackle inequalities and support people in our communities most affected by the pandemic. This funding will be targeted over the coming months, supporting our action plan developed collaboratively with our communities on what matters most to them, providing financial support and advice, access to digital services, physical and mental wellbeing and helping children, young people and families.

Throughout the pandemic, much of the Council 'business as usual' has continued, combined with the work targeted to help low income families. Our advice teams quickly moved channels to telephone and online, our free school meals payments were paid directly into bank accounts and our Stakeholder Liaison Team proactively contacted those who were identified as potentially requiring support to pay their Council Tax.

Over the last year, we were pleased to be working with the Poverty Alliance as part of their 'Get Heard' programme, and will continue to work with them to ensure local people have a mechanism by which they can continue to feed their ideas and opinions into the Council in a systematic way.

We will continue to work with NHSGGC as a member of the NHSGGC's child poverty leads network, and other partners to consider how to get the best outcomes for Renfrewshire families.

Tackling poverty, with a focus on child poverty, is a priority across all services within Renfrewshire Council and our partners such as NHSGGC our Health and Social Care Partnership and many other third sector and statutory organisations. The landscape remains challenging, however, together we are committed to giving children the best start in life.

This report describes the work that has taken place in the year 20/21 to reduce child poverty, as well as our high level plans for future work. The report focusses on actions intended to impact positively the three driver areas as well as describing those intended to prevent today's young people from becoming future parents in poverty. Where appropriate it also provides an update to last year's work, with the appendices capturing all of the many activities carried out by the Council, the Health Board and Health and Social Care Partnership and our partners to reduce child poverty.

The impact of the pandemic on Renfrewshire's communities, residents and businesses has been unprecedented. Our initial response was reported in the last LCPAR: providing payments to families in place of free school meals; relaxing Scottish Welfare Fund rules and quickly ensuring a supply of essential food and other items was in place for our most vulnerable families. This was supplemented by the forming of a Local Assistance Team, Neighbourhood Hubs and a Community Food group to help facilitate a Renfrewshire wide community response to Covid-19 issues.

The pandemic has also had a significant impact on the operation of the Council and on how services are delivered. Whilst there have been periods where national policy required some services to be paused, most Council services have continued throughout the year and have had to adapt to new ways of working. At the same time, the Council has taken on additional tasks directly related to supporting residents through the pandemic, whether as a single agency, or more often as a key partner with other public and third sector organisations.

We are ambitious for our young people and will work across Renfrewshire to negate the effects of the pandemic on them and help them to take a full part in society. Our focus now is on recovery and renewal with a key focus on addressing some of the significant inequalities that have existed historically across Renfrewshire's communities.

What is a Local Child Poverty Action Report?

The Child Poverty (Scotland) Act 2017 requires that each local authority and each relevant Health Board must jointly prepare and publish a local child poverty action report after the end of each reporting year. The local child poverty action report must describe measures taken during the reporting year within the local authority area that reduce child poverty or improve outcomes for children living in poverty. It must also describe planned and proposed future actions.

Contents

Scottish Government Targets	Page 1
Drivers of Poverty	Page 2
Context	Page 2
Impact of Poverty on Children’s Health	Page 8
Tackling Poverty Programme	Page 9
Listening to those with lived experience of poverty – Get Heard	Page 10
Social Renewal Plan	Page 11
Renfrewshire Council’s Budget	Page 11
Economic Recovery Plan	Page 12
Digital Strategy	Page 13
Relevant Council and NHS Plans	Page 14
Partnerships and Communities	Page 17
Key Work of Renfrewshire HSCP Health Improvement Team	Page 20
Driver – Income from Employment	Page 21
Driver – Cost of Living	Page 33
Driver – Income from Social Security and Benefits in Kind	Page 39
Work which will help prevent children becoming Parents in Poverty by 2030	Page 45
Work carried out predominantly by partners	Page 48
Tackling Child Poverty – Activities	Page 50
Appendices	
Appendix A – Income from Employment Table	Page 51
Appendix B – Cost of Living Table	Page 58
Appendix C – Income from Social Security and Benefits in Kind Table	Page 66
Appendix D – Enablers to Reduce Poverty by 2030	Page 72
Appendix E – Long-term objectives for NHSGGC Child Poverty Leads Group	Page 77

1. Scottish Government Targets

1.1 The Scottish Government believes that poverty is not inevitable and seeks to significantly reduce child poverty. It has promised children a better start in life and more opportunities as they grow up; has offered parents more and better-paid jobs and greater security in which to bring up their families; and has committed to tackling deep-seated inequalities.

1.2 The Child Poverty (Scotland) Act 2017, is key to the ambition to eradicate child poverty.

The Act:

- Sets out four statutory income targets for 2030;
- Places a duty on Scottish Ministers to publish child poverty delivery plans in 2018, 2022, and 2026, and to report on those plans annually.
- Places a duty on local authorities and health boards to report annually on activity they are taking, and will take, to reduce child poverty.
- Sets out that a statutory Poverty and Inequality Commission will be established from 1 July 2019, with functions related to the child poverty reduction targets.

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

Relative poverty: a child is in relative poverty if they live in a household where equivalised income for the financial year in question is less than 60 per cent of the median equivalised net income for that financial year.

Absolute poverty: a child is in absolute poverty if they live in a household with an income below 60 per cent of the median equivalised net income in 2010–11.

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

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

The key targets for the Scottish Government by 2030 after housing costs are as follows:

Less than 10% of children live in households that are in **relative poverty** (2017/18 **24%**)

Less than 5% of children live in households that are in **absolute poverty** (2017/18 **22%**)

Less than 5% of children live in households that are in **combined low income and material deprivation** (2017/18 **14%**)

Less Than 5% of children live in households that are in **persistent poverty** (2017/18 **17%**)

(Source for 2017/18 figures: Family Resources Survey, Understanding Society)

1.4 The Child Poverty (Scotland) Act 2017 requires that the Local Child Poverty Action Report must set out any measures taken in the previous reporting year by the local authority and each relevant Health Board which make progress now on contributing to the meeting of these child poverty targets. This is done by linking the action to one of the direct drivers of poverty below.

The Act also requires that local authorities and Health Boards report on preventative actions which will help children and young people avoid becoming parents in poverty by 2030.

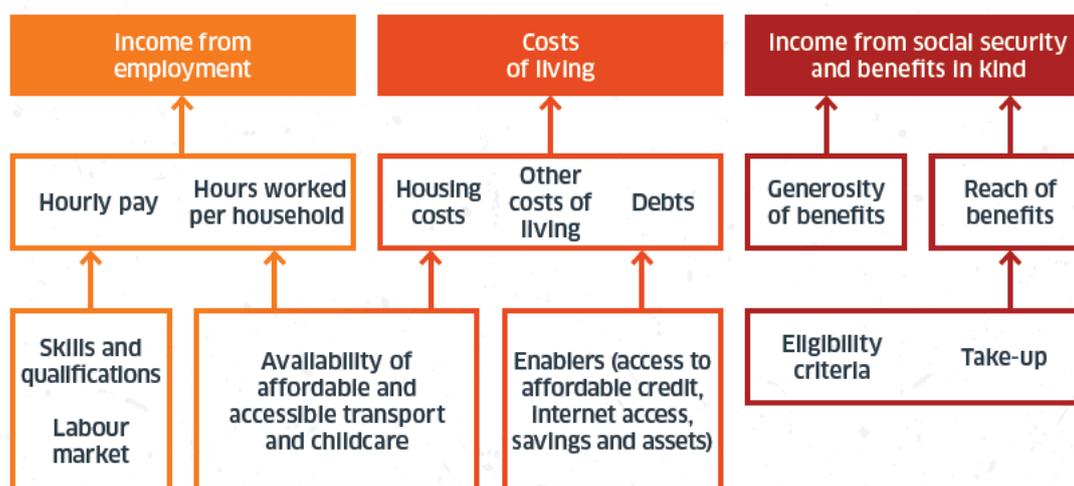
2. Drivers of Poverty

2.1 The three key drivers of child poverty are identified by the Scottish Government as:

- Income from employment
- Costs of living
- Income from Social Security and benefits in kind

2.2 For children under 12, direct action will not impact on targets unless it maximises parental income, thus most of the actions reported are around maximising income and reducing outgoings for the parents/family and are not specifically related to children.

The table below shows the drivers and what can affect them.



2.3 In Renfrewshire much work has been done which over time will mitigate the consequences of poverty. For example, our work to close the attainment gap between children from low income families and their better off peers and our employability work such as Youth Guarantee and Kickstart.

3. Context

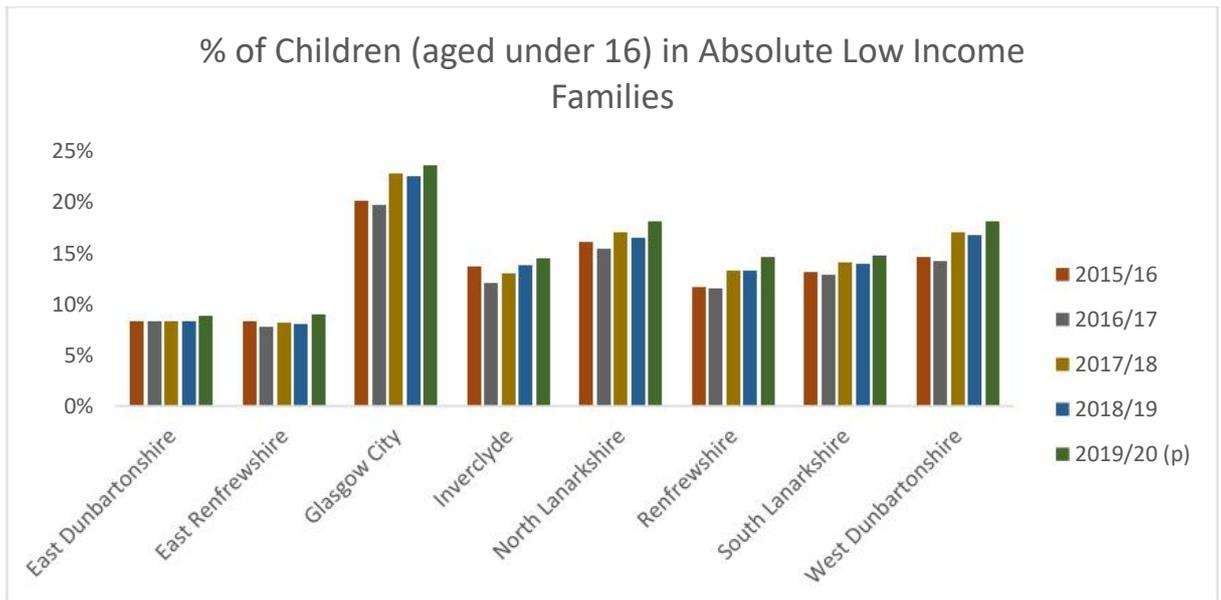
Child Poverty rates in Renfrewshire

- 3.1 In March 2021, the DWP released a set of local indicators of child poverty which show statistics for children aged under 16 in low income families. These are an update to those which were first published in March 2020 and show child poverty rates at March 2020. While these statistics do not reflect any changes brought about by the pandemic, they are the most recent available.
- 3.2 Last year's figures show that in 2019, in Renfrewshire the percentage of children living in absolute low income families was 13.5% and in relative low income families was 16.9%. In

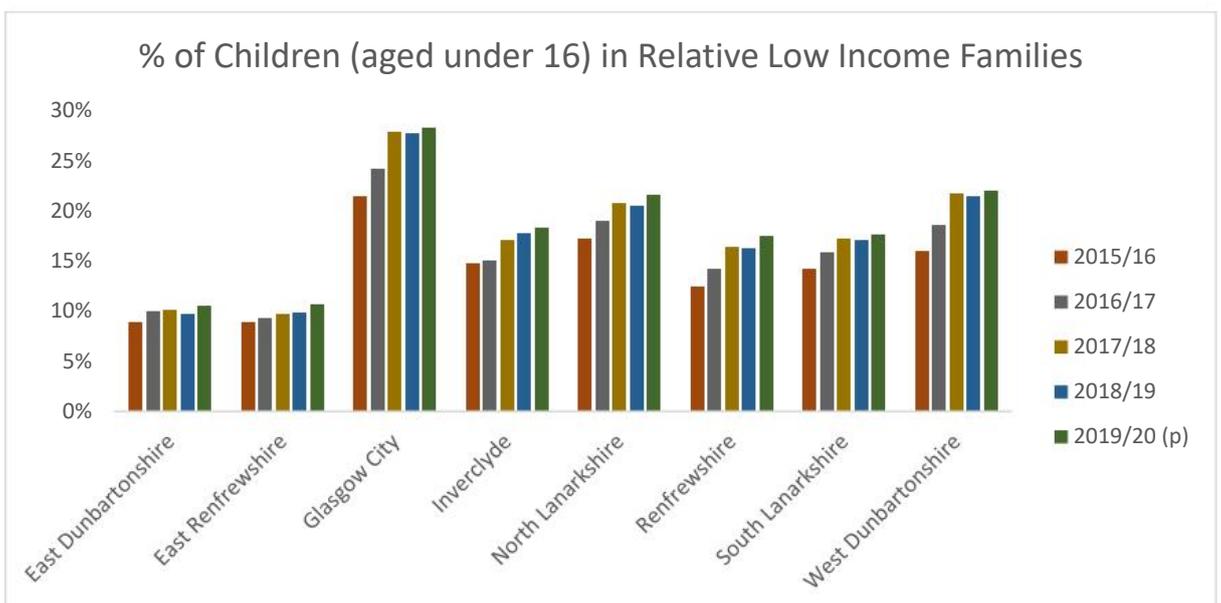
2020 those figures had increased to **15%** in absolute low income families, the equivalent of **4430** children and **18%** of children living in relative low income families, the equivalent of **5299** children. This was compared to a percentage figure of children living in relative low income families for Scotland of **21%** the equivalent of **210,000** children.

Local Authority Comparison

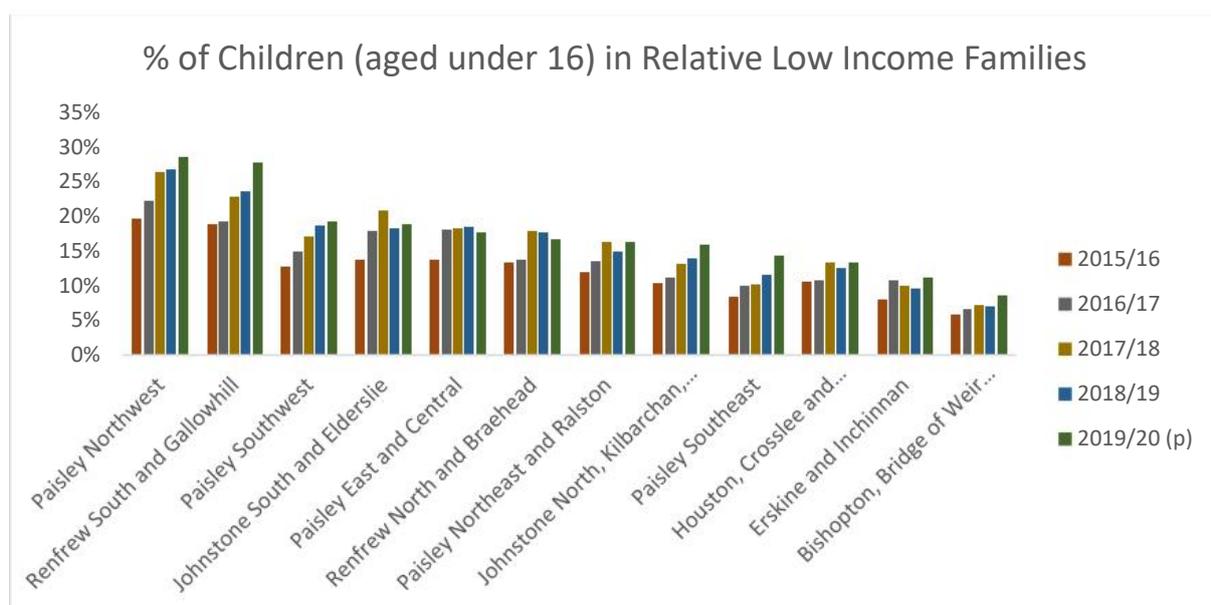
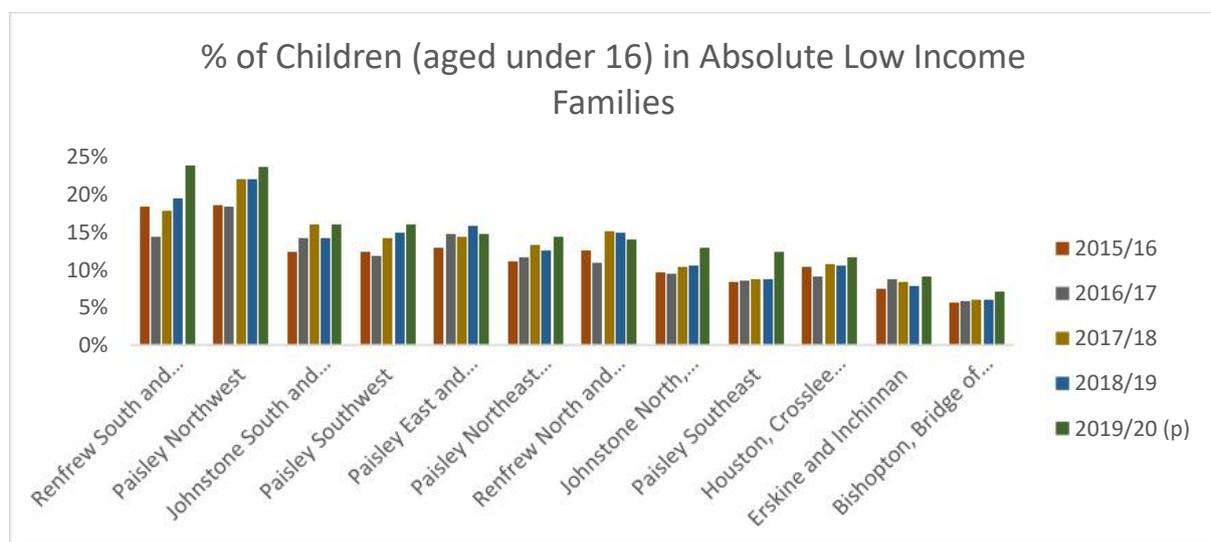
3.3 Below is the comparison with other local authorities. In all cases the percentage of children in Absolute Low Income Families has risen and Renfrewshire’s rates remain below Glasgow, North Lanarkshire and West Dunbartonshire. These most recent figures shown that our rate is equal to South Lanarkshire, where last year it was very slightly less. All local authorities show a similar rise of no more than two percent.



3.4 Again there has been some movement with the percentages of children in Relative Low Income Families. In comparison local authorities, no authority has shown a decrease, and rates have remained the same or increased by a maximum of two percent.

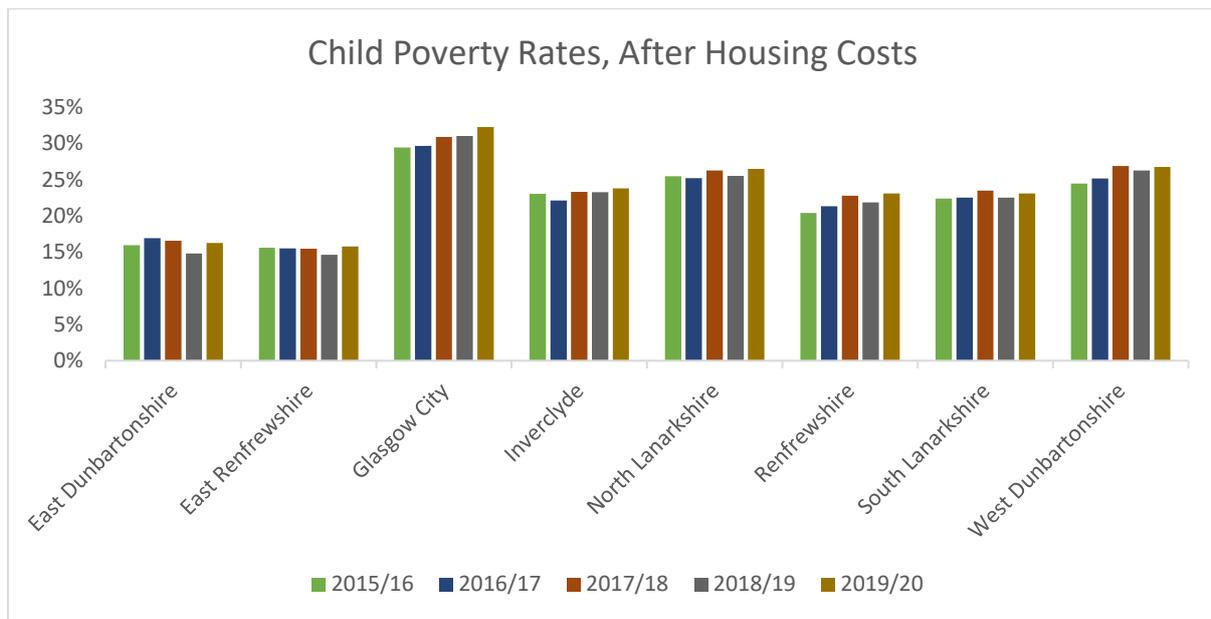


- 3.5 This dataset is based on a **'before housing cost'** estimate of relative poverty. This measure takes no account of the effect on disposable income of some households having to pay a lot more in rent or mortgage payments than others.
- 3.6 The tables below show poverty levels across Renfrewshire wards, and changes since 2015/2016. These indicate that the ward with the highest percentage of children living in both relative and absolute low income families has historically been Paisley Northwest, and this has been consistent throughout this whole reporting period. However, in Renfrew South and Gallowhill which consistently showed the second highest rates, rates have increased for relative poverty by 4% and absolute by 5%, in both cases coming to almost equal Paisley Northwest.
- 3.7 Although figures have increased this year, the Bishopton, Bridge of Weir and Langbank ward has consistently had the lowest levels of child poverty in Renfrewshire and this remains true for the 2019/20 figures.



End Child Poverty statistics

- 3.8 On 19 May 2021, the End Child Poverty coalition published child poverty estimates for children living in poverty for each year between 2014/15 and 2019/20. These build on the DWP and HMRC dataset reported in 3.1 – 3.7 to estimate the numbers of children living in relative poverty **after housing costs**, by Scottish local authority. Scotland has lower levels of child poverty (24%) than England (30%) or Wales (31%) but the figures show that child poverty has risen in every Scottish local authority over the period reported.
- 3.9 In Renfrewshire, the most recent figure is 23.1%, a rise of 3.8% since 2014/15. Again, these figures do not take into account any of the impact of the Covid-19 pandemic.



- 3.10 Whether before or after housing costs, these figures can only provide poverty levels and do not provide more detailed information about family circumstances. While the poverty risk is much lower for children in working households compared to those in non-working households, not all work pays enough to lift the household above the poverty threshold. It is estimated that in Scotland in 2017-20, **68%** of children in relative poverty after housing costs were living in working households (160,000 children each year).

Scottish Index of Multiple Deprivation (SIMD)

- 3.11 The most recent Scottish Index of Multiple Deprivation was published on 29 January 2020 and included in last year's LCPAR. SIMD is the official tool for finding the most deprived areas in Scotland. It identifies small concentrations of multiple deprivation across all of Scotland in a consistent way, rating almost 7000 data zones in Scotland. Renfrewshire has 225 data zones.
- 3.12 SIMD data is not published each year, but gives an indication of where Renfrewshire levels of deprivation sit within Scotland. The ten most deprived data zones in Renfrewshire and where they rank against the rest of Scotland are shown along with previous information.

2019/2020		2018/2019	
Data Zone Name	Rank	Data Zone Name	Rank
Paisley Ferguslie - 06	4	Paisley Ferguslie - 06	1
Paisley Ferguslie - 05	9	Paisley Ferguslie - 05	11
Paisley Ferguslie - 03	86	Paisley Ferguslie - 03	22
Paisley Ferguslie – 07	89	Paisley North West - 01	124
Paisley Ferguslie - 02	124	Johnstone South West - 02	139
Johnstone South West - 02	193	Paisley Ferguslie - 07	151
Paisley North East - 02	203	Paisley North East - 02	152
Paisley Foxbar - 01	252	Paisley Ferguslie – 02	181
Paisley Foxbar - 03	264	Paisley Foxbar - 01	250
Paisley North West - 03	271	Paisley East - 06	281

- 3.13 The total number of datazones in Scotland and Renfrewshire are detailed in the table below along with totals in the most deprived 5%, 10% and 20% in both 2020 and 2016. Within Renfrewshire’s population of 176,830, this corresponds to 9,505 people in the most deprived 5% overall, 23,828 in the most deprived 10% overall and 42,856 in the most deprived 20% overall.

	Total Datazones	20% Most Deprived	10% Most Deprived	5% Most Deprived
Scotland	6976	1395	698	349
Renfrewshire 2020	225 (3.2%)	56 (4.0%)	33 (4.7%)	13 (3.7%)
Renfrewshire 2016	225 (3.2%)	61 (4.3%)	36 (5.1%)	13 (3.7%)

- 3.14 The SIMD is one of a wide range of tools that the Council uses to help plan activities, programmes of work and effective partnership working and engagement.

Claimant Count

- 3.15 Renfrewshire’s Claimant Count in March 2021 was **7,285** representing an **81.4%** increase since March 2020 and accounts for 6.3% of the working age population. This rate is higher than the Scottish average of 6.1%.
- 3.16 Renfrewshire’s claimant count rose sharply in the months of April and May 2020 when the first lockdown began. However, since then it has remained fairly level and it will be hoped that once nonessential shops open up again at the end of April 2021, then this may lead to more jobs becoming available to the local workforce.
- 3.17 Conversely, some businesses may not be able to retain staff once support from the Government begins to scale back the furlough scheme later in the year. There have already been several high-profile job losses announced in Renfrewshire including the loss of 700 jobs at Rolls Royce in Inchinnan. Therefore, it may be sometime before the claimant count returns to pre-pandemic levels.
- 3.18 As of February 2021, 12,500 Renfrewshire residents were on furlough, a 5% reduction from the previous month’s figures. With the economy beginning to re-open at the end of April 21, it will be expected that furlough number will continue to reduce. Cumulatively, 32,800 Renfrewshire resident employments have been furloughed since the scheme’s inception.

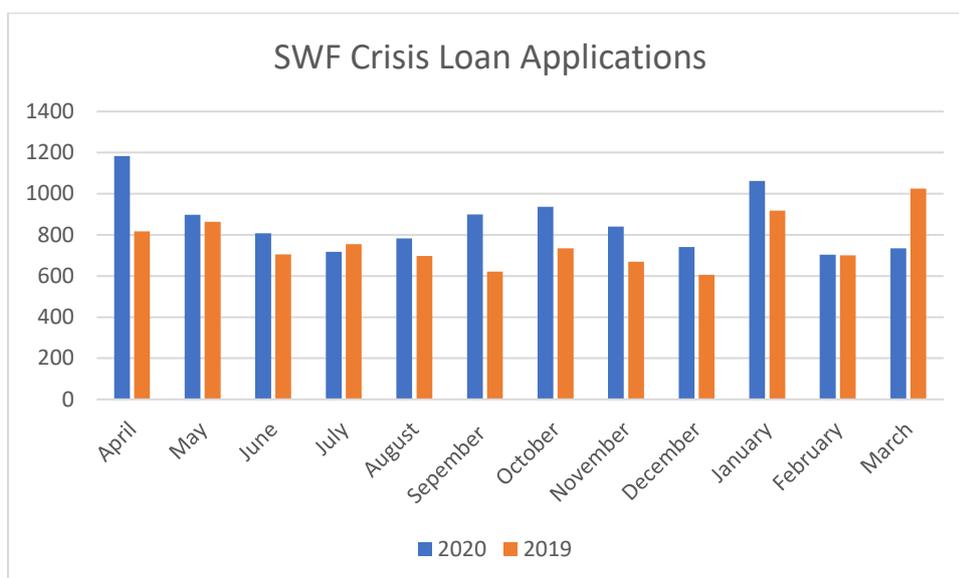
- 3.19 In regard to the Self Employment Income Support Scheme (SEISS), the take-up rate for Renfrewshire has been higher than the Scottish and UK rates for each of the grants (1,2 and 3). Latest figures show as of January 2021, total number of claims made for SEISS 3 in Renfrewshire was 3,800 for a value of £10.5m. In total £32.5m has been claimed by Renfrewshire self-employed residents.
- 3.20 The full impact of the pandemic on the Renfrewshire economy is yet to be determined. Government support schemes such as the Coronavirus Job Retention Scheme (“furlough” scheme) have enabled businesses to remain solvent and retain jobs, thus temporarily mitigating potential impacts. However, it is likely that once this support tapers off, more business closures and redundancies will follow.

Household Costs

- 3.21 Based on participatory research and online surveys Resolution Foundation research shows that for low income families with 2 children, household costs have risen over the past year due to: having children at home requiring more spend on food, energy and entertainment; the costs of home schooling; the increased costs of food, as cheaper items are harder to access and promotions have been curtailed; vital family and community support is curtailed and essential services unavailable at times, e.g. libraries. Over a third of low income families in this study increased their spending during 2020. By contrast, among high-income families without children, only 13% had increased their spending.
- 3.22 Home Energy Scotland have estimated the impact of Covid-19 as an increase of 37% on fuel bills as people stay at home. This translates to an extra £32.31 per month on fuel bills - £387 over the year. For those paying their bills by direct debit, increases may come as a huge shock. No specific national provision has been made for clients paying bills rather than prepaying and support for fuel vouchers is limited and patchy, with organisations having to claim grants to provide these where available and schemes such as More Electricity and Gas Assistance (MEGA) opening and closing at short notice.

Scottish Welfare Fund

- 3.23 Scottish Welfare Fund data shows there has been a 13% increase in the number of applicants, and a 28% increase in the average loan amount for **SWF Crisis Grants** in 20/21 compared to last year. In Renfrewshire, **10305** Crisis Grant applications have been made this year, an increase of **1191** on last year. Grants, on average, were **£22** more each than the previous year.
- 3.24 The chart below shows the numbers of **Crisis Grants applications** received from April 2020, compared to the numbers for the equivalent period in 2019. Numbers of applications have increased every month between February 2019 and 2020, apart from July, with April and September showing the biggest rises. It may be that the numbers were less in July, as this was the first time payments for Free School Meals were provided during the summer period to all those eligible for Clothing Grants. From February 21, there has been a slow down in applications, with only 2 more applications received this February than last and March 2021 numbers lower than those in March 2020, which was the start of the pandemic.
- 3.25 The amount per award has remained higher each month when compared to last year. The changes are, in part due to a relaxing of rules on SWF because of need during the pandemic.



4. Impact of poverty on children's health

- 4.1 Evidence suggests that children born into or living in poverty experience many disadvantages which can have negative health and social consequences throughout their life. This can lead to children who experience poverty having poorer health, developmental and educational outcomes than their more affluent peers, creating inequalities.
- 4.2 According to NHS Scotland:
- The negative impacts of poverty on children start before birth and accumulate across the life course.
 - Poverty has negative impacts on children's health, social, emotional and cognitive development, behaviour and educational outcomes.
 - Poverty puts an additional strain on families, which can lead to parental mental health and relationship problems, financial problems and substance misuse. This can have a negative impact on parenting behaviours, which in turn impact on children's outcomes.
 - Disadvantaged adults may have an increased risk of their own children experiencing poverty.
- 4.3 The pandemic and associated unemployment and lower incomes has been one of the biggest health challenges faced by the country and both the virus itself and the control measures implemented to reduce the spread have impacted on health and wellbeing of young people. The Chief Medical Officer's report, Recover, Restore, Renew recognises the damaging impacts on our way of life and wellbeing, and states, *'There has been significant disruption to the delivery of education and to the social lives of our children and young people. Intensive efforts will continue to be required to mitigate against longer-run negative impacts for children and young people, whilst keeping the spread of the COVID-19 virus to a minimum.'*
- 4.4 Public Health Scotland is Scotland's lead national agency for improving and protecting the health and wellbeing of all of Scotland's people. Established by the Scottish Government and the Convention of Scottish Local Authorities (COSLA), this new national public health body, was launched on 1 April 2020. Work on tackling child poverty continues to be a key theme

for Public Health Scotland and activity will continue across each local authority, Health Board and HSCP.

5. Tackling Poverty Programme

- 5.1 In Renfrewshire, we recognise that although poverty is, first and foremost, about household income, the experience of poverty is often much wider and more complex than just having a low income, with some people experiencing a range of disadvantages that extend beyond just not having enough money.
- 5.2 Renfrewshire has had a Tackling Poverty Programme since 2015 which was informed by the findings of Renfrewshire's Tackling Poverty Commission.
- 5.3 On completion of the original Programme, in March 2018, Council agreed funding of £5 million over five years to deliver a tackling poverty programme based on the learning and evaluation of the projects carried out to date and building on the initiatives that have made the most difference to people's lives. At this time a further programme of activity was developed which sustained key projects, supporting people on low incomes, with a focus on low-income families with children.
- 5.4 The Tackling Poverty Programme investment continues to form a significant part of Renfrewshire's local response to tackling child poverty. Work is currently underway to develop the Social Renewal Action Plan for Renfrewshire, and this and the work of the Tackling Poverty Programme are aligned and complementary to the Local Child Poverty Action Report.
- 5.5 During 2021/22, the Tackling Poverty Programme will continue to provide investment to specific initiatives that support the Council's aspiration to tackle poverty. The initiatives support two key priorities:

- Targeting support to families to that need it most (**£0.7 million allocated**); and
- Removing barriers to participation for children and young people (**£0.4 million allocated**).

Targeting support to families that need it most initiatives are:

- **Families First** which will continue to offer early years and family support services, including targeted financial advice and parenting support.
- The **Healthier, Wealthier Children** service will continue to provide targeted advice and support to new and expectant parents on managing changes to finances and supporting them to claim benefits they are entitled to.
- **Energy Advice** will also continue to be offered to families who need support to reduce their energy bills, manage fuel debt and improve the energy efficiency in their homes.

Removing barriers to participation for children and young people initiatives are:

- **Breakfast clubs** will continue, providing a healthy breakfast to all pupils universally. This project relieves financial pressure on low income families, but most importantly, makes sure that children start the school day ready to learn.

- The **Cost of the School Day** fund will continue to operate across all primary and secondary schools in Renfrewshire, directly supporting families in a variety of ways including uniforms, food, transport, extra-curricular activities and curricular expenses.
- The programme will continue to provide **Street Stuff** activities during the holidays and at weekends, along with the provision of free healthy meals.
- The **Peer Health project** will continue in partnership with Active Communities, working with young people in secondary schools across Renfrewshire to identify key health priorities in their school and developing young people to lead their own activities to improve health and wellbeing, with a focus on mental health.
- **Skoobmobile** will continue to provide a mobile public library service directly to children and families in communities.

6. Listening to those with lived experience of poverty – Get Heard

- 6.1 Local people have been at the heart of our tackling poverty work and have a central role in defining the success of this. Our aim is to create an ongoing conversation with citizens, rather than traditional consultations with a start and end date.
- 6.2 In February 2020 Renfrewshire Council agreed to work with the Poverty Alliance on their **Get Heard Scotland** (GHS) programme in 2020/21 and this work has carried on throughout the year.
- 6.3 GHS is a programme coordinated by the Poverty Alliance and funded by the Scottish Government as part of Every Child Every Chance, the Scottish Government’s Tackling Child Poverty Delivery Plan. GHS is designed to help people on low incomes get their voices heard on the policies and decisions that most impact their lives and their communities. Through discussions with people affected by poverty across Scotland and with the organisations that support them, it aims to find out what is working in their community, what is not working, and what needs to change to better support people living on low incomes and loosen the grip of poverty on their lives.
- 6.4 Between August and October 2020, the Poverty Alliance carried out interviews with 11 organisations that work with people living on low incomes in Renfrewshire including Kairos Women’s Group, Pachedu and STAR Project. This was followed by individual interviews with 39 people with lived experiences of poverty to understand what works, what does not work, and what should be changed in relation to a number of broad themes including mental health, employment and Social Security.
- 6.5 The Get Heard report is being finalised for publication in early summer, however Poverty Alliance have identified key areas and priorities for future work, and the finalised report recommendations will feed into the Council’s Social Renewal Plan and tackling poverty work.
- 6.6 Renfrewshire Council is aware that understanding the lived experience of those in poverty is crucially important, both in terms of giving a voice to marginalised and ‘unheard’ populations, and also identifying the types of interventions, provisions and services that have worked and where we could do more to work more effectively. To that aim we will continue to work with Poverty Alliance throughout 2021/22 to introduce a new, more systematic way of gathering input from those with lived experience of poverty. We will make sure that the stories and voices of people living in poverty remain at the centre of our decision-making.

7. Social Renewal Plan

- 7.1 In September 2020, Council agreed that a community impact assessment should be undertaken to develop a deeper understanding of the impact of the pandemic on local people, and that this would inform the development of a Social Renewal Plan for Renfrewshire setting out how the Council will work with partners to tackle both the impact of COVID-19 and existing inequalities across Renfrewshire's communities.
- 7.2 Although it was recognised that the impact on communities would have to be assessed over an extended period of time of at least one year, as changes to, for example, employment, income, relationships and mental health and wellbeing may develop over time, the initial findings from the [community impact assessment](#) were reported to Council in December 2020. Further engagement took place over the winter period to conclude the initial phase of the community impact assessment, including targeted engagement with groups that may have been more disproportionately impacted by the pandemic.
- 7.3 The extensive work that has taken place to complete this first phase of the community impact assessment, included a COVID-19 impact survey issued to 1500 local people, engagement with the Local Partnerships and targeted engagement with a range of different equality groups. The initial findings from Poverty Alliance's Get Heard project also informed the community impact assessment.
- 7.4 All of the information gathered was analysed and key findings identified. It is clear from these findings, that local residents have been, and continue to be, significantly impacted by the pandemic. A number of key areas of concern have been highlighted including those related to inequality and poverty, including child poverty such as an increasing number of low-income households that are struggling to manage financially and need support with food and fuel costs and barriers to digital access.
- 7.5 There is strong evidence that the pandemic has impacted some people and communities more profoundly than others and targeted work needs to continue to identify people that need help, and to break down barriers to allow them to access this support in the most appropriate way.
- 7.6 The role that community groups and organisations have played locally in terms of responding to the pandemic has been fundamental, and the close partnership working that has developed with the Council is widely recognised as a key strength.
- 7.7 The research findings have been used to develop an initial Social Renewal Plan which sets out a range of priority actions which the Council and partners should take forward. At the heart of this plan, there is a focus on improving wellbeing and tackling the inequalities that exist across Renfrewshire's communities. This is the first step in the process of social renewal, with more detailed work to commence during 2021. Further to this, approximately **£1.4million** of funding was allocated by Council to support the delivery of the Social Renewal Plan.

8. Renfrewshire Council's Budget

- 8.1 Our Budget for 2021/22 provides for work associated with the Social Renewal Plan, tackling inequalities and helping people most affected by the pandemic

- 8.2 Adding to targeted investment tackling poverty and changing the lives of people impacted by alcohol and drugs, we are investing **£2.7million** of combined Council and Scottish Government funding to tackle inequalities and support people in our communities most affected by the pandemic.
- 8.3 This funding will be targeted over the coming months, supporting our Social Renewal plan developed collaboratively with our communities on what matters most to them, providing financial support and advice, access to digital services, physical and mental wellbeing and helping children, young people and families.
- 8.4 Initial priorities include:
- **£250,000** additional funding for children and young people's mental health, with a focus on addressing trauma
 - **£200,000** to extend the hugely successful Imagination Library book gifting pilot to all 2 to 5-year-old children in Renfrewshire
 - **£180,000** for Who Cares? Scotland to support care experienced young people over the next three years
 - **£200,000** in a specialist team to support and advocate for vulnerable private sector tenants, as temporary legal protections from eviction end
 - **£100,000** to Renfrewshire Citizens Advice Bureau to provide independent employment and redundancy rights advice when the furlough scheme closes
 - **£100,000** further funding for the Discretionary Housing Payment fund to help people with housing costs
 - **£30,000** to provide additional support to young carers, including respite care during the Covid-19 pandemic.

9. Economic Recovery Plan

- 9.1 The Covid-19 pandemic has had a significant impact on the UK, Scottish and Renfrewshire economies. This has affected most economic sectors and has placed a large proportion of Renfrewshire residents and businesses in a more precarious economic position than the one they faced in 2019.
- 9.2 The Fraser of Allander Institute's bespoke analysis of the Renfrewshire economy (Aug 2020) predicted that the Renfrewshire economy will not return to pre-Covid levels of activity until November 2024.
- 9.3 Between March 2020 and March 2021 the number of universal credit claimants looking for work in Renfrewshire increased by 81.4% to 7285. This accounts for 6.3% of the working age population.
- 9.4 As of February 2021, 12,500 Renfrewshire residents were on the Job Retention Scheme (furlough) and grant support for businesses affected by the Covid-19 restrictions since March 2020 has resulted in approximately £28.5m being paid out to individual business with premises in Renfrewshire. The various schemes have benefited more than 2,500 business premises.
- 9.5 The Self Employed Income Support Scheme (SEISS) take-up rate for Renfrewshire has been higher than the Scottish and UK rates for each of the grants and latest figures show that in total £32.5m has been claimed by Renfrewshire self-employed residents.

- 9.6 It is against this background that the Economic Recovery Plan 2020-2022 sets out the priority actions for the Renfrewshire economy over the next 2 years. These include a refreshed employability programme for Renfrewshire; promoting enterprise and entrepreneurship in all Renfrewshire High Schools through curriculum development; supporting and growing supply chain management and knowledge exchange among manufacturing; developing a programme to support work-place wellbeing; raising awareness of contract opportunities from the public sector; targeting interventions for recruitment, upskilling and re-skilling across Renfrewshire's key sectors; large scale investment in refurbishment and regeneration of Council housing stock; and promoting a Renfrewshire Apprentice Framework.
- 9.7 All the content of the Economic Recovery Plan will require a partnership approach between two or more of Renfrewshire's key economic stakeholders. These include Department for Work and Pensions (DWP); Developing the Young Workforce (DYW); Renfrewshire HSCP; Skills Development Scotland (SDS) as well as further and higher education providers. Through a combination of budgets and joint initiatives with partner agencies, collectively we can achieve more for the people and businesses in Renfrewshire. The private sector also has a key role.
- 9.8 We estimate the economic impact from the Recovery Plan (2020- 2022) could include:
- 700+ young people finding work;
 - 400+ businesses benefiting from additional resources;
 - 1,500 additional opportunities of employment, education or training to young people;
 - 150 new apprenticeships being created;
 - Level of economic investment in Renfrewshire (circa £500m)

10. Digital Strategy

- 10.1 Digital can be both a tool and a barrier to reducing poverty and inequality and we recognise that despite all the new opportunities digital offers, it can also be a source of worry or even exclusion for some of our citizens.
- 10.2 A new Digital Strategy was agreed in September 2020 outlining our approach to embedding digital across all that we do in a way that closely aligns with our ambitions for Renfrewshire and ensures that we work collaboratively to maximise the opportunities from emerging digital technologies and new ways of working and doing business. The Strategy also reflects the learning and experience of the COVID-19 pandemic, showing the increasing importance of digital in how we work, provide services, engage with our communities and educate our children.
- 10.3 Renfrewshire's Digital Strategy will be delivered through 8 themes. Most pertinent to our work to reduce child poverty is the **Digital Citizen Workstream**, through which we intend to tackle digital inequality, empower our citizens and increase digital skills, confidence and participation.
- 10.4 Officers within the Council have worked collectively with wider community planning partners to develop a nationally recognised approach to digital participation. A partnership network called DigiRen is the key driver of this programme of work, with many examples of

activities being undertaken including coding classes, Digiteers in libraries, digital participation in housing and specialist projects in services such as the Disability Resource Centre

- 10.5 Our first stage for the Digital Citizen Workstream is to build and improve on existing information to better understand levels of Digital Exclusion in Renfrewshire and the particular areas and demographics to target with support. The experiences of local people as collected in our community impact assessment, through DigiRen partners and through Poverty Alliance's Get Heard Programme will feed into this baselining exercise.

11. Relevant Council and NHS Plans

- 11.1 Throughout the Council, tackling poverty and inequality and improving life chances are high on the agenda. The Council Plan 'Thriving People, Connected Communities', clearly articulates this, asserting one of our five strategic outcomes as 'Tackling inequality, ensuring opportunities for all'. Furthermore, our Community Plan, which acts as Renfrewshire's Local Outcome Improvement Plan, focuses on four priorities which were agreed following a wide consultation and discussion. These include:

- Our Renfrewshire is thriving: maximising economic growth that is inclusive and sustainable, and
- Our Renfrewshire is fair: addressing the inequalities that limit life chances.

These closely aligned plans set out an ambitious programme of work to make life better and fairer for our citizens.

- 11.2 In addition Renfrewshire HSCP's Strategic Plan 2019 – 2022 highlights Poverty as priority over the next 3 years and details actions we report against quarterly and then annually in relation to child poverty.
- 11.3 Although COVID-19 response and recovery will be the major focus over the next twelve months, the Council still has huge ambition for Renfrewshire, and many activities to support our high-level priority areas will continue to be channelled through our recovery approach.
- 11.4 Council services have produced Service Delivery Plans for 2021/22 which outline the actions they will take to assist in recovery over the next 12 months and report key activities and achievements. These Service Delivery Plans sits beneath the Council Plan, Community Plan, and alongside relevant strategies for the services to form a suite of documents which provide the strategic direction for the service.
- 11.5 Communities and Housing Services aim to create, develop, support, protect and empower Renfrewshire' communities. Including Adult and Community Learning and Development as well as managing and investing in our housing stock of approximately 12,200 properties and providing services to our council tenants, and housing advice and support, we ensure people have safe and healthy places to live. During 2021 some of the actions taken to support vulnerable families are as follows:
- Proactively contacting tenants where there has been missed rent payments or changes to rent payment patterns to offer advice on accessing benefits and other support services as appropriate. Our approach continues to be one of offering support, assistance and prevention measures to tenants with escalation to legal action the last resort.

- Delivery of the EESSH improvement programme will help remove poor energy efficiency as a driver for fuel poverty and contribute to achieving the Scottish Government’s ambitious climate change emissions reductions targets. In addition a Fuel Poverty Strategy is in development.
- Adult and family learning programmes continue using a variety of different methods without meeting face to face. This includes Pizza Family Learning; Literacies; ESOL; PSD and support to work club learners through online platforms phonecalls and deliveries of learning materials.
- The Youth Services team have been delivering activity packs to young people across Renfrewshire. Youth Services Staff also set up online chat rooms, quiz nights, movie nights and a range of other activities to ensure that young people did not feel isolated during this challenging time. Staff also worked with Renfrewshire Youth Voice to set up the ‘Unheard Voices Campaign’ – to find out how lockdown and the COVID-19 virus has affected young people and those who support young people.
- Youth Services, the Chief Executive Service and Renfrewshire Youth Voice supported another round of ‘Celebrating Renfrewshire’, the youth-led participatory budgeting exercise, which was successfully completed in December 2020.
- A joint project was launched in partnership with SAY Women which includes a focus on providing time limited tenancy sustainment advice and assistance for young women aged 16-25 years who are identified as survivors of child sexual abuse and/or survivors of other forms of sexual violence.

11.6 **Children’s Services** has an approach which is strongly focused on prevention, early intervention and providing additional support for the most vulnerable. Whilst children’s health services sit within the Health and Social Care Partnership (HSCP), a key priority of both organisations is the continuation of effective integrated working.

11.7 During 2020/21 some of the actions they have taken to support vulnerable families is as follows:

- A ‘Coping During Covid’ helpline was set up for children and families facing wellbeing issues during the lockdown, and this was complemented by targeted support from a range of children’s professionals from the public and third sectors.
- Renfrewshire Council is on target to deliver 1140 hours of early years provision for all eligible children by the new Scottish Government deadline of August 2021. As at 31 December 2020, 86% of children attending nursery were already receiving 1140 hours per year and good progress continues to be made.
- The roll-out of digital learning and teaching was a necessity during lockdown periods. 1,800 Chromebooks were distributed to pupils who needed them and new resources were introduced or developed. Home learning packs with printed materials were also available in addition to digital resources, and the Family Learning team provided community-based support and practical advice.
- Our schools have a strong focus on employability skills and supporting young people into positive destinations post-school. Vocational courses delivered by college staff are already offered in some schools and the newly-launched Career Ready programme being piloted in two schools will provide some S5 and S6 pupil with a workplace mentor, networking opportunities and a paid, 4 week internship.

- The My Future Pathways programmes in construction and hospitality also continue to provide routes into employment. Engagement with the Community Benefits Forum and other groups ensures continued good links with local employers.
- Children’s Services will work closely with the HSCP regarding the mental health and wellbeing of young people, tackling drug and alcohol use, promoting physical activity, supporting women and children impacted by gender-based violence and improving the transition between children’s and adult services.

NHSGGC

- 11.8 The NHSGGC Public Health Strategy ‘Turning the Tide through Prevention’ aims to tackle the fundamental causes of poor health and of health inequalities and mitigate their effects. The strategy sets the direction for public health in Greater Glasgow and Clyde, and sets out how the Health Board will work with partners, communities and individuals to improve the health and wellbeing of the population. The overarching aim is that by 2028, NHSGGC healthy life expectancy should be equal to the rest of Scotland with a narrowing of the inequality in Life Expectancy within the NHSGGC area.
- 11.9 The programme includes actions to tackling child and family poverty through working in partnership with others to mitigate and prevent health inequalities which have been caused by poverty. It also includes actions to provide advocacy, health intelligence and facilitation to Social Security Scotland to maximise people’s access to benefits and ensure recurring funding for proven successful co-location models such as in Royal Hospital for Children support service, Special Needs in Pregnancy Service and Healthier Wealthier Children.
- 11.10 The strategy was developed before the pandemic and actions have been used to develop planned activities to ensure NHSGGC can deliver on the expectations of the Public Health Scotland to tackle child poverty, poverty and health inequalities. More recently, the Chief Medical Officer’s report, ‘Recover, Restore, Renew’ recognises that the restrictions needed to contain Covid-19 have resulted in unprecedented levels of financial distress and hardship particularly for those experiencing socio-economic disadvantage and that the rise in unemployment is likely to have a negative impact on our population’s health in the long term.
- 11.11 NHSGGC’s Pandemic Remobilisation plan, ‘Remobilise, Recover, Redesign’ covers action to reduce and mitigate increased inequalities, poverty, child poverty, stress, social isolation and digital exclusion. There is alignment between NHSGGC Remobilisation plan, the Local Child Poverty Report and Social Renewal planning in Renfrewshire as well as the implementation of UNCRC. The impending review of the Public Sector Equality Duty in Scotland will also inform synergy between NHSGGC child poverty action and wider equalities and human rights action.
- 11.12 ‘Remobilise, Recover, Redesign’ also sets out local responsibilities including food and fuel support and Renfrewshire HSCP will support and promote service delivery in relation to food and fuel provision. As part of this plan there will be a review of child poverty work during 2021/22.

- 11.13 In response to a review of year one and two child poverty action reports by the national Poverty and Inequality Commission, enhanced partnership working has been put in place between NHSGGC and Local Authorities. Renfrewshire Council officers are part of the NHSGGC Child Poverty Network which meets regularly and shares good practice and innovation and provides a means to engage with service providers and other such as Scottish Government joined-up way. Renfrewshire Council officers also meet with NHSGGC on a regular basis to discuss local issues, and approaches around reducing child poverty.
- 11.14 The NHSGGC strategic financial inclusion group review quarterly child poverty and Healthier Wealthier Children progress reports. In addition, from 21/22, onwards the NHSGGC Community Obstetric Group and NHSGGC Health Visitors Group will refresh child poverty workplans and monitor these on a quarterly basis, reporting to NHSGGC Acute Health Inequalities Group and NHSGGC Children’s Care Governance Group (and NHSGGC Heads of Children’s Services Group) respectively, then to NHSGGC Child and Maternal Health Strategy Group and NHSGGC Corporate Management Team.

12. Partnership and Communities

- 12.1 During the pandemic, partnership work has been vital to ensure our families received the support they needed. What we achieve as a Council could not be done without partnership working, both through formal structures such as the Community Planning Partnership, with community bodies and more informally. “Our Renfrewshire” – Renfrewshire’s Community Plan for 2017-2027 sets out a vision for Renfrewshire of “working together to make Renfrewshire a fairer, more inclusive place where all our people, communities and businesses thrive”. Partnership working is key to the delivery of the community plan, and to achieving the outcomes which all partners have agreed to target in Renfrewshire.
- 12.2 This section of the report gives examples of partnership work under statutory duties, but also that which is based on Council and community priorities and has been introduced either with Council support, or the Council plays a part.

Community Empowerment

- 12.3 The Community Empowerment (Scotland) Act 2015 aims to empower community bodies through the ownership or control of land and buildings, and by strengthening their voices in decisions about public services. Renfrewshire Council continues to support communities in Renfrewshire through the Community Empowerment Fund, Green Spaces Fund and Villages Investment Fund and awards have continued from the fund during the pandemic.
- 12.4 The key objectives of the Community Empowerment Fund are to support and develop community organisations with a specific focus on assisting those organisations that wish to acquire and develop community assets. Projects funded must demonstrate positive impact for local communities and involve the communities in the design and delivery of the project.
- 12.5 During this year £1,141,019 has been approved from the Green Spaces Fund and Villages Investment Fund to improve parks and play equipment for communities.

Local Partnerships

- 12.6 Our Local Partnerships provide the community with the opportunity to have their say on local issues and these have continued during lockdown, although there has been a

disruption to the schedule due to changing priorities and meetings have been online. The Partnerships aim to:

- Make connections and networks between community groups and the wider community
- Identify, set and share local community priorities
- Listen to, consult and representing local communities
- Distribute grants to support local priorities

12.7 The funding and support the Council offers is designed to help communities, putting the people who know them best at the centre of projects that will make a difference.

Participatory Budgeting

12.8 The Scottish Government is supportive of Participatory Budgeting (PB) as a tool for community engagement that fits with the objectives of the Community Empowerment (Scotland) Act 2015 and considers it an important resource to build on the wider development of participatory democracy in Scotland.

12.9 Renfrewshire was one of the few local authorities in Scotland to carry out Participatory Budgeting exercises in 2020/21. Building on the success of the 2019/20 youth specific PB programme, Youth Services, the Chief Executive Service and Renfrewshire Youth Voice supported another round of 'Celebrating Renfrewshire', the youth-led participatory budgeting exercise.

12.10 Renfrewshire's was a Grant Making PB, that is the distribution of small grants to community and voluntary organisations via community voting events. Over 1,700 young people voted on the 80 project ideas which were submitted, and £124,437 was awarded to youth projects across Renfrewshire.

12.11 Voting took place over part of October and November 2020. This was during the global COVID-19 pandemic, which meant that all promotion of the vote was online rather than face to face and awards made included for the following projects.

- **Pachedu** to instil a sense of identity, pride and self esteem in young people of African origin residing in Renfrewshire by giving them an opportunity to showcase their culture and build confidence, communication and social skills during this lockdown period. The funding was to provide instruments and tutorial costs.
- **Renfrewshire Carer's Centre** to provide a "boys group" to male and non binary Young Carers between 8-18 years in Renfrewshire. This group will offer a safe and nurturing place where only male young carers can get a break from caring, be a child first, reduce isolation, reduce the stigma of caring & recognise particular needs of male carers through fun, engaging group activities.
- **YMCA** To train young people in Renfrew to become mental health ambassadors to reduce the stigma and discrimination associated with mental health.
- **Renfrewshire Youth Voice Relief Fund** to help young people who due to COVID 19 are experiencing negative changes in their personal circumstances such as an impact on household income and work with pastoral teachers to identify young people who could benefit from a £50 voucher for food or clothing. Those identified, who remain anonymous,

can select which vouchers they would benefit from receiving using a referral process designed by members of Renfrewshire Youth Voice.

Alcohol and Drugs Commission

- 12.12 In late 2018, Renfrewshire Community Planning Partnership Executive Group agreed to establish an independent Commission to consider the true impact of alcohol and drug use across Renfrewshire's communities.
- 12.13 The Commission was supported by officers within Renfrewshire Council, who worked to establish the Commission and to recruit a number of local and national experts and professionals. The Commission was chaired by Councillor Jacqueline Cameron and comprised key figures from across health and social care, housing, justice, third sector and higher education.
- 12.14 After delays due to Covid, in December 2020, the Renfrewshire Alcohol and Drugs Commission published its final report. The report sets out the Commission's main findings and provides 27 recommendations and a collective response by Council, Renfrewshire Integration Joint Board and Renfrewshire Community Planning Partnership Executive Group has been agreed.
- 12.15 The findings outlined within the report are hard hitting, with significant issues identified in terms of high levels of harm being experienced by local people and families at a local level, and with gaps in the support that is available to support adults and young people who are struggling to manage both their alcohol and drug use, and impact of trauma and mental health issues in their lives.
- 12.16 Opportunities were identified to support and strengthen the role of voluntary and community sector groups in supporting individuals and families with alcohol and drug use and mental health issues, and to develop and embed peer support models within local service provision.
- 12.17 Key recommendations in relation to children, young people and families include:
- Review local level data on, and approaches to, addressing Foetal Alcohol Spectrum Disorder (FASD) in Renfrewshire to consider how best to reduce the number of children impacted by alcohol prior to birth. The work that young people in Renfrewshire are leading to improve Personal and Social education in schools on issues such as drugs and alcohol and mental health, needs to be implemented as a priority by Renfrewshire Council.
 - Young people should not be anxious about transferring from their existing service into an adult focused alcohol and drug service. Targeted consultation should be undertaken on this issue and should focus on the beneficial relationships that young people need to address their needs, rather than what age they are.
 - Recognising the at times distressing evidence that the Commission heard on the impact of alcohol and drug use for families, partners should undertake a review of existing family support provision. Particular focus must be on the support that is available to children and young people who are impacted by parental drug or alcohol use. In addition, as Renfrewshire considers its response to the Independent Care Review it should explore how the family support model developed reflects fully the principles of **The Promise**.
 - Children and young people need to be able to access the right type of support for any mental health issues including lower levels anxiety and stress. Partners should review current mental health provision for young people and ensure that this meets all levels of need.

- 12.18 An Alcohol and Drugs Programme Board has been established to drive the implementation of the partnership response to the Commission's recommendations and all actions and activities identified against the Commission's recommendations have been drawn together to form an Alcohol and Drugs Change Programme.
- 12.19 A key priority within the Alcohol and Drugs Change Programme, will be to ensure that there is meaningful engagement with local service users, families and front-line staff around any proposed service developments.

The 'Our Children' network

- 12.20 Renfrewshire has a Voluntary Sector Forum (Children & Young People) called 'Our Children'. The network comprises of local and national charities, plus statutory services and is chaired by Kibble's senior manager. The organisations involved work collaboratively for the benefit of Renfrewshire's young people, sharing best practice, ideas and experience.
- 12.21 During the pandemic the network, which comprises over 30 organisations such as Who Cares Scotland, Children 1st, Barnardo's and Woman's Aid along with Council Children's Services, has continued to meet regularly online. This has allowed members not only to share information, for example about training opportunities but also for organisations such as Social Security Scotland to provide information about current and upcoming benefits which families may be entitled to. This has allowed us to have a real push on Best Start Grant and Scottish Child Payment applications which will make a real difference to low income families.
- 12.22 The Poverty Alliance also used and reported back to Our Children for the 'Get Heard' project and the expanded free sanitary product provision was also promoted at the network.

13. Key Work of Renfrewshire HSCP Health Improvement Team

- 13.1 During the year, Renfrewshire HSCP Health Improvement Team have also undertaken key pieces of work designed to tackle child poverty and promote healthier families:
- Support the Poverty Alliance in generating awareness and interest in their Renfrewshire Get Heard work, and contributing and using the results to shape future work
 - Support Engage Renfrewshire in the development of language interpreter volunteer to assist with information provision
 - Work in partnership with education colleagues to write a Mental Health in Schools/Nurseries policy and support the implementation of the policy
 - Support Children and Young People accessing positive education destinations
 - Promotion of Cost of the School Day and Free School Meals
 - Deliver Healthy Minds sessions to raise awareness of key mental health messages
 - Conduct children and young people scoping exercise to identify existing provision and opportunities for development
 - Identify funding for Togetherall as online mental health support in Renfrewshire,

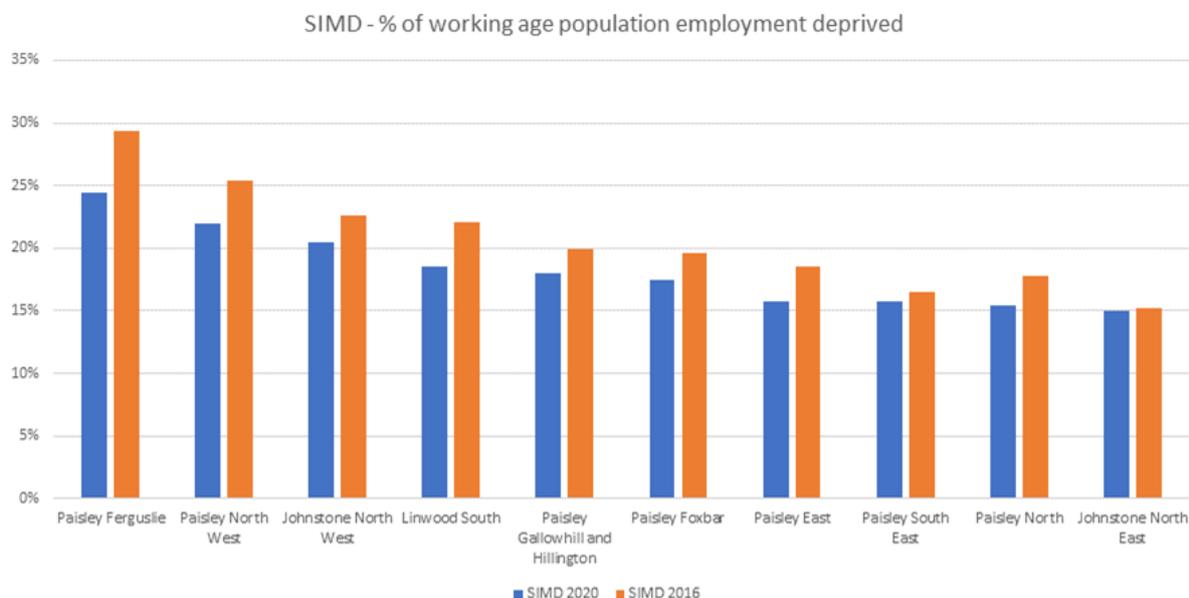
- Participate in the Greater Glasgow and Clyde Youth & Young Adult Suicide Prevention Subgroup Promote and encourage SAMH Training for all Renfrewshire staff
- Ensure Renfrewshire families receive care in line with UNICEF Baby Friendly Standards. Promote, encourage and support healthy family relationships through feeding practices and the Perinatal Mental Health work
- Work with Drug, Alcohol and Tobacco services and support the Alcohol and Drug Partnership to provide comprehensive services to those families in need creating a recovery culture and promoting healthier families
- Identify where intervention is most needed to positively affect those who may experience Child Poverty, for example through dental health programme (Childsmile).

Drivers of Poverty

14. Driver - Income from Employment

- 14.1 The Covid-19 pandemic has had a significant impact on the UK, Scottish and Renfrewshire economies. This has affected most economic sectors and has placed a large proportion of Renfrewshire residents and businesses in a more precarious economic position than the one they faced in 2019.
- 14.2 The overall employment rate in Renfrewshire was 76% in March 2020, compared to just 74.5% in Scotland. However, Renfrewshire has a slightly lower share of employment in high-skilled and high paid professional occupations relative to the Scottish average. Between March 2020 and October 2020 the number of universal credit claimants looking for work in Renfrewshire increased by 80%. This has affected all ages, except for 16-17 year olds. There has been a lower rise in male claimant than females and this may be due to their employment in some of the most affected business sectors.
- 14.3 Many businesses which have been forced to temporarily close during the lockdown or have seen a fall in revenue have placed workers on furlough. These jobs are at risk in the future once the furlough scheme starts to phase out.
- 14.4 In addition some large employers in Renfrewshire have announced job cuts. Rolls-Royce is a large employer in Renfrewshire and is dependent on the civil aviation industry. In June 2020 it has announced that it will cut around 700 jobs at its Inchinnan factory. The knock-on effect of Coronavirus on tourism-facing sectors threatens jobs like these.
- 14.5 It is against this background that Renfrewshire Council is working to maximise the number of jobs that can be created or retained locally as well as upskilling of the existing workforce, and Improving the employability of those currently unemployed, especially those in the priority groups identified by 'Every Child Every Chance', the Scottish Government delivery plan on Tackling Child Poverty.
- 14.6 In Renfrewshire we have a family approach to employment, to help lift the whole family out of poverty. We recognise that tackling child poverty about more than getting an individual work.
- 14.7 The table below shows the ten most employment deprived intermediate zones for those of working age in Renfrewshire as identified by last year's Scottish Index of Multiple

Deprivation. The areas which are most employment deprived are reported as Paisley Ferguslie, Paisley North West, Johnstone North West, Linwood South, Paisley Gallowhill and Hillington and Paisley Foxbar, however all the areas within the table exceed the Scottish average.



14.8 Our employability service continues to work across all of Renfrewshire and has continued over the period of the pandemic, with a number of strands to target specific priority groups.

Invest in Renfrewshire

14.9 Invest in Renfrewshire is Renfrewshire Council’s Employability service which aims to:

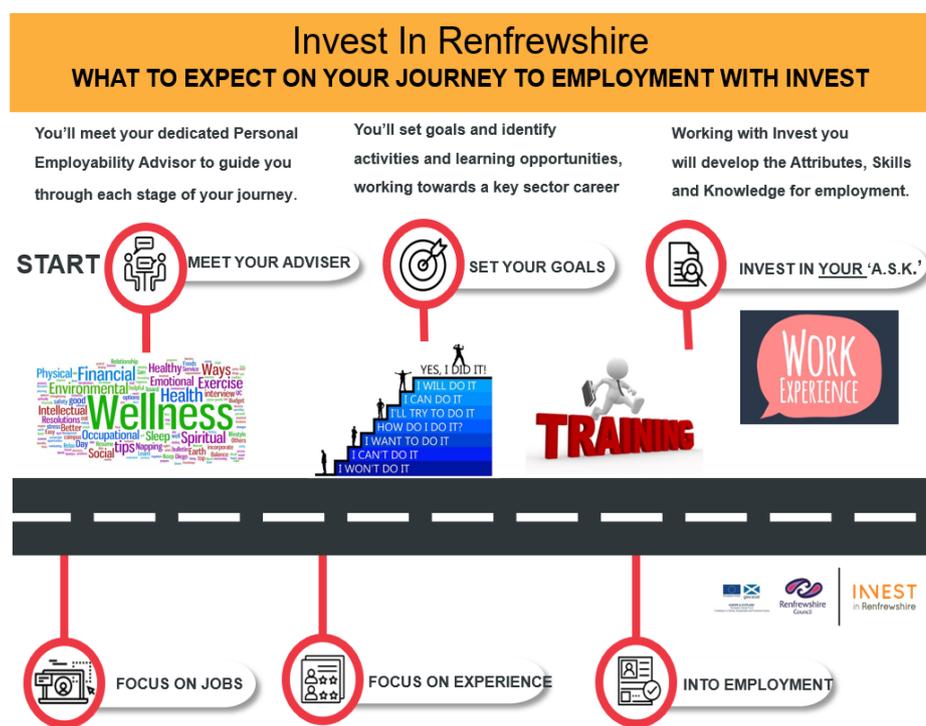
- support local unemployed and inactive residents to progress to sustainable employment
- support business within Renfrewshire to grow.

14.10 Invest in Renfrewshire’s Employability Service is co-located with Skills Development Scotland with whom the service works in partnership to deliver services across Renfrewshire. The Employability Service also have a presence in the local jobcentres across Renfrewshire; Paisley, Johnstone and Renfrew and deliver outreach within communities within 0-5% SIMD areas.

14.11 Invest in Renfrewshire deliver a holistic service across an Employability Pipeline framework to address barriers, build resilience and support individuals to progress to a sustained positive destination, with a wide range of interventions, at each stage of the pipeline:



- 14.12 Participants are supported to develop their attributes, skills, and knowledge as part of their customer journey:

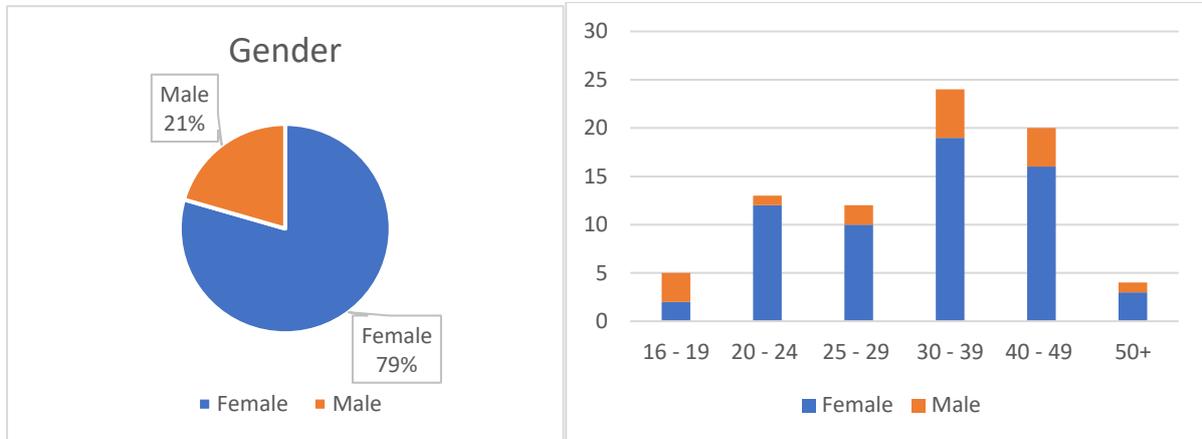


- 14.13 During the period 1st April 2020 and 26th March 2021, Invest registered **78** clients who are part of a household with dependent children with **56** of these being lone parent households. Clients are referred from a number of different sources, however Covid-19 has had a significant effect on Invest's usual recruitment activities such as Job Fairs and Community events, as well as advertising on social media. Referrals this year are shown below.

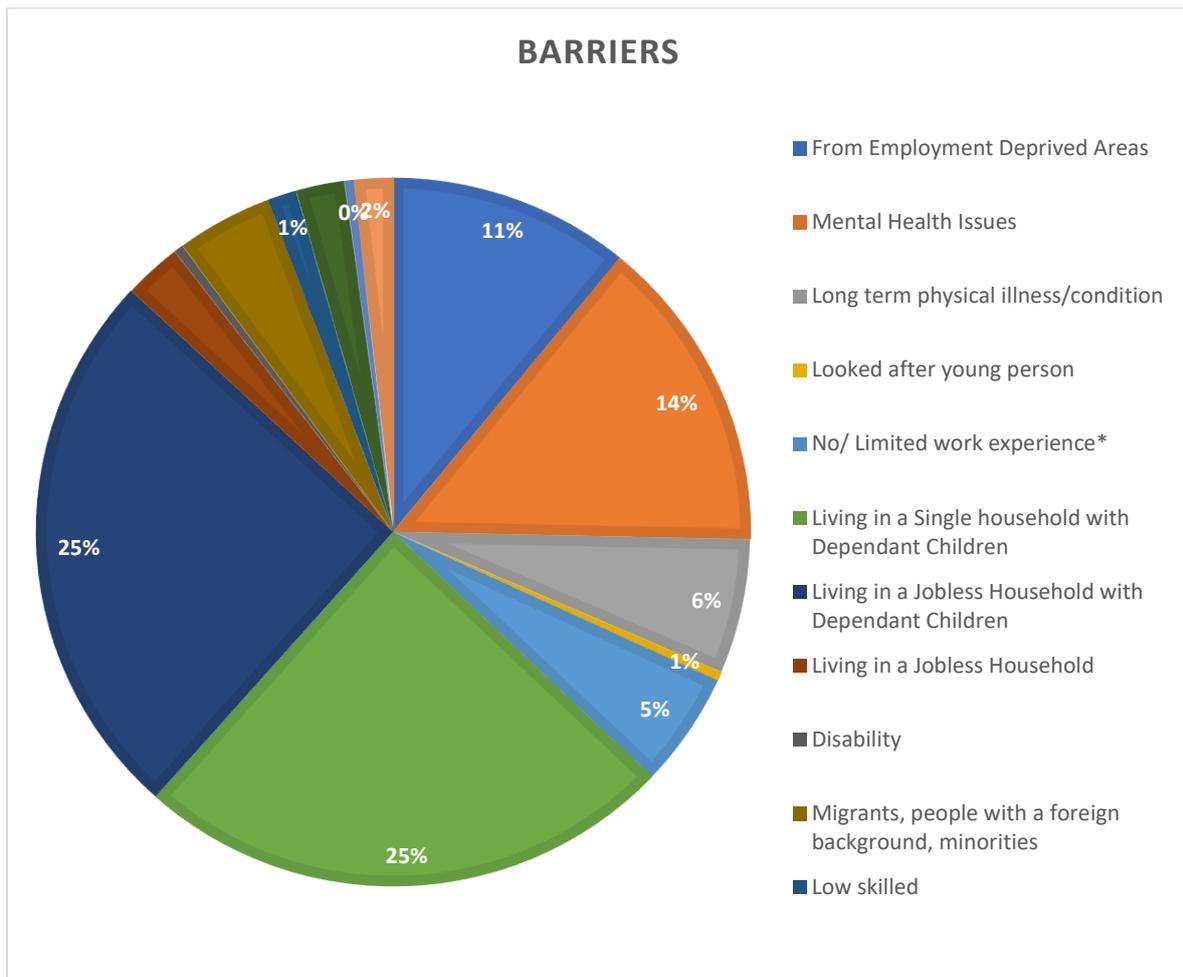
DWP – Jobcentres	Total: 44	56%
Johnstone	13	
Paisley	19	
Renfrew	12	
Local Authority - Internal	Total: 4	5%
Families First	2	
Social Work	2	
Health Partnership – MSK Project	1	1%
SDS	1	1%
Self-Referrals	29	27%
Other	1	
Leaflet	1	
Word of mouth	2	
Current previous participant	1	
Website/Social Media	23	

Client Profile

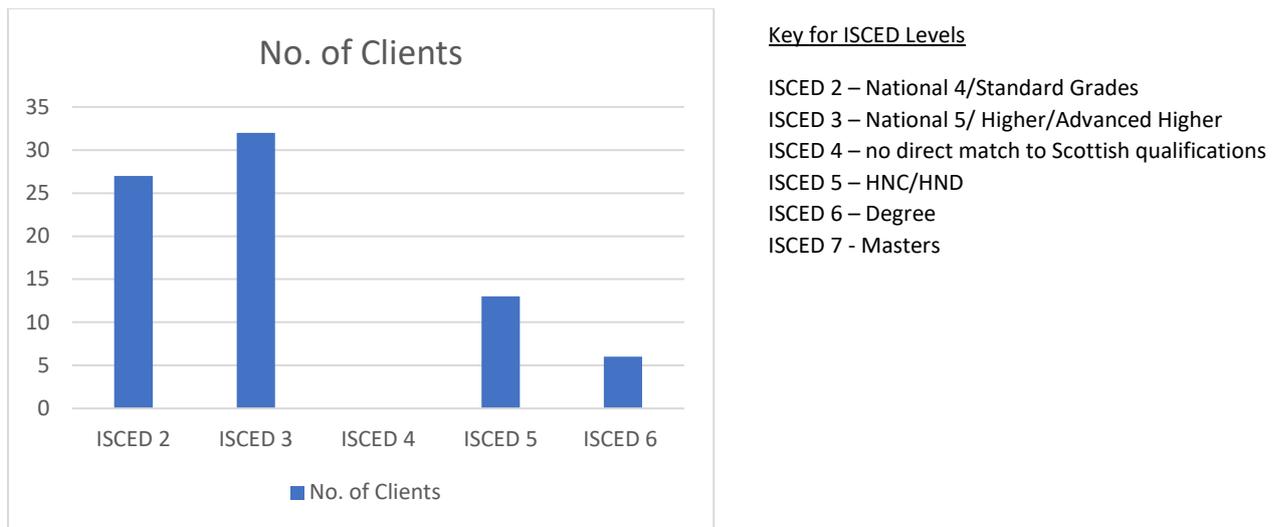
14.13 The majority of clients, with families, are predominantly female and within the 30 – 39 age bracket.



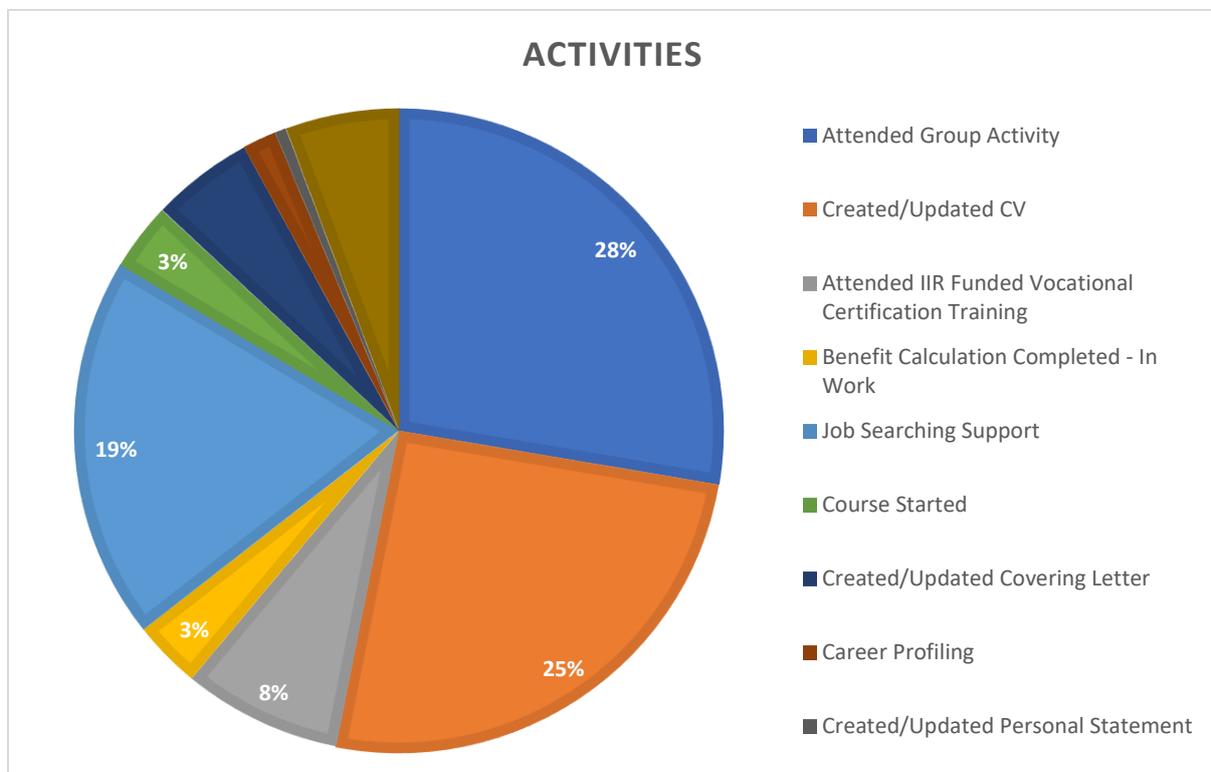
14.14 When registering with the service clients identify with several different barriers that they feel hold them back when trying to enter employment.



14.15 As can be seen from the graph below over half of the clients registered with the service also identify as having no advanced qualifications.

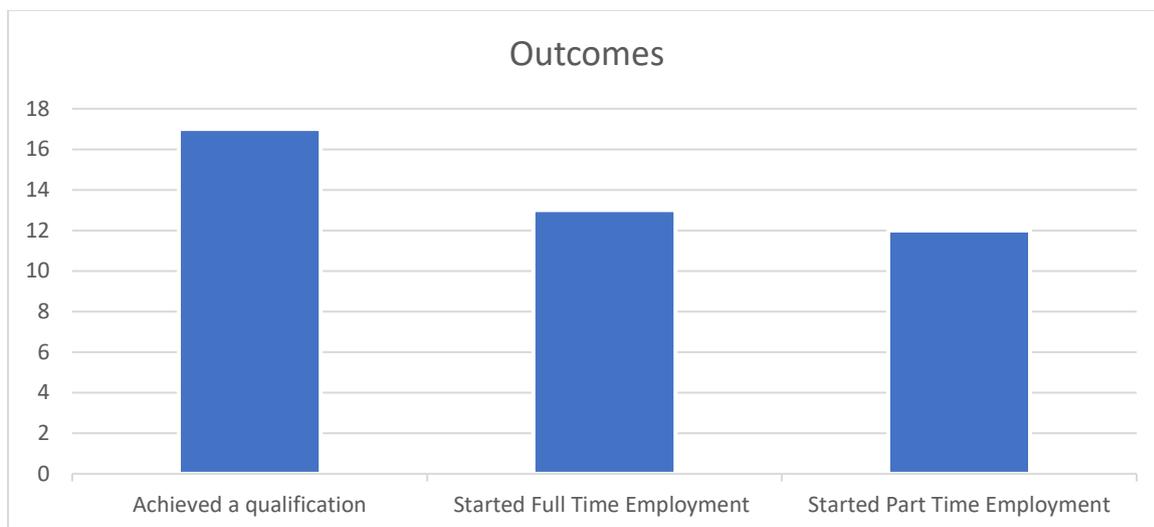


14.16 Invest in Renfrewshire offer a range of barrier removal, prevocational and vocational training opportunities and participants take part in a range of activities. Group activities cover a wide range of topics including interview skills, team working etc. as well as formal accredited training which enhance and develop the attributes, skill and knowledge required to support progression into sustainable employment:



14.17 Outcomes are not always achieved within a year - it depends on when the client registered if their outcome would be captured within the same year and for some the journey is longer

than 1 year. However, within this period 16% of new participants progressed into full-time employment, 15% into part-time employment with a further 52% still actively working with the service.



Parental Employment Support Fund

14.18 In November 2019, the Scottish Government launched a Parental Employment Support Fund (PESF) to target employed and unemployed families to secure employment and improve their annual income. PESF provides person-centred help for parents to address their barriers to work, which might include a lack of skills or work experience, health support, money advice, or motivational support.

14.19 PESF targets the key family groupings identified in 'Every Child, Every Chance'.



14.20 PESF is offered by Invest in Renfrewshire. It provides the flexible and user-based model of delivery that supports parents into work as well as helping those already in work to increase their household income.

14.21 The programme provides:

- Person-centred help for parents to address their barriers to work, which might include a lack of skills or work experience, health support, money advice, confidence building or motivational support.
- Targeted support to tackle the increased challenge of in-work poverty by helping parents already in work through the provision of training and employability support to remain active in the workplace and gain progression through a rewarding career.

- Confidential income and money advice which includes:
 - Benefit checks and help with any claim processes
 - Better off in work calculations
 - Help with debts as these can be a barrier to work
 - Creation of a bespoke budget for the family
 - Budgeting skills support to ensure long lasting effect
- 14.22 Invest in Renfrewshire can support parents gain new skills, qualifications and assist with job applications and compiling a CV and frequency of support is based on individual need. Due to Covid-19, contact is currently carried out remotely by telephone and on-line.
- 14.23 Invest engage regularly with staff from DWP to remind of the eligibility criteria for PESF. Recently the referral form was updated to ensure that PESF eligible clients would be identified at the very early stages. This has led to an increase in the number of suitable participants being referred.
- 14.24 To help raise awareness, Invest in Renfrewshire staff share PES information on local Facebook pages, and have also sent out PESF leaflets with all 80,000 Council Tax bills this year.
- 14.25 Invest also attract eligible parents through campaigns on their website and social media platforms. This has included a campaign to target parents, who meet the criteria, and are currently on furlough to offer an early intervention opportunity and utilise their free time now to develop skills, gain qualifications which will enable them to improve their future employment prospects.
- 14.26 The two Keyworkers split their time between unemployed and employed participants dependent on need. Keyworkers create bespoke action plans for each participant providing coaching/guidance and support over the duration of their time on PESF.
- 14.27 The participants are be able to access any services available as part of the employability pipeline and younger clients (24 and under), can also access our Kickstart and Young Person's Guarantee.
- 14.28 Part of the support offered is **Traineeships and Paid Work Experience Offers, which** are part-time opportunities paid at the living wage rate offering between 6 and 26 hrs per week for a period up to 6 months to give participants additional work hours (if employed) and the chance to build their knowledge, experience and skills needed to improve future employment. A Traineeship Co-ordinator employed by the local authority creates these paid opportunities and provide ongoing support to participants.
- 14.29 **There have been challenges for PESF this year as** Covid-19 and further lockdown measures have had an impact on the delivery and volumes accessing supporting. Home schooling has had a significant impact on parents and the target groups for PESF are amongst the hardest hit i.e. lone parents and parents with 3+ children where home schooling has in many cases ruled our development opportunities for parents. Going forward, however, due to the partnerships and continued communication between the co-ordinator, business/organisation and the participants that have been developed, it is anticipated that once the work from home restrictions are lifted numbers supported will rise and there are 3 traineeships placements ready to start.

Youth Initiatives

14.30 The youth unemployment rate in March 2020 in Renfrewshire was 5.2% (745 individuals) and this has soared to 9.5% (1340 individuals) in March 2021. There are several initiatives to deliver opportunities for young people in Renfrewshire.

YP Guarantee

- 14.31 Young Persons Guarantee (YPG) is a new initiative from Scottish Government and offers a guarantee, for all young people aged 16 – 24 years old, to receive an offer of employment, training, education, or volunteering. In Renfrewshire we have created a dedicated, partnership website which collates all of the information from all key deliver partners and stakeholders.
- 14.32 The funding to deliver the YPG will support a range of staff posts, contracted provision and a YPG Employer Recruitment Incentive. Staff will target young people furthest from the labour market and will include the following priority groups: 0-5% SIMD residents, care experienced clients, ex-offenders, those from BAME communities, 16-19 year olds with no qualifications and young people with disabilities or health conditions. This will also deliver an enhanced volunteering programme in partnership with Engage Renfrewshire. The contracted provision will provide specialist support from a range of Third Sector organisation with a concentration on personal and social development, mental health, and health.

Young Person's Guarantee

- Offer:
 - Employment
 - Education
 - Training
 - Volunteer
- For EVERY young person 16-24 in Renfrewshire
- Partnership

#YPGuarantee
#Renfrewshire

The Open University provides high quality university education to all!
#YPGuarantee
#RenfrewshireEducation
@OpenUniversity
ypguaranteerenfrewshire.com

Renfrewshire Council aims to create 700 Kickstart jobs for eligible young people all starting during 2021!
#YPGuarantee
#RenfrewshireJobs
#kickstart @JCPinWestScot
ypguaranteerenfrewshire.com

University of the West of Scotland offers lots of opportunities, check them out!
#YPGuarantee
#RenfrewshireEducation
@UniWestScotland
ypguaranteerenfrewshire.com

Aged 16-24 and living in Renfrewshire? There are LOTS of training opportunities for a range of providers check out the website!
#YPGuarantee
#RenfrewshireTraining
ypguaranteerenfrewshire.com

Volunteering reduces isolation, develops skills and will increase your employment prospects find out more about volunteering
#YPGuarantee
#RenfrewshireVolunteering
@engageNews1
ypguaranteerenfrewshire.com

Kickstart

14.33 Kickstart is a UK government scheme managed by DWP. Renfrewshire Council is an approved Gateway Organisation and in partnership with Engage Renfrewshire and Renfrewshire Chamber of Commerce has secured 455 approved job placements from a target of 700 to create new and additional jobs for young people, aged 16-24 years old and

in receipt of Universal Credit. Over 200 employers have signed up to create a Kickstart Job placement and Renfrewshire Council will be host to 120 job placements with the remainder hosted by external employers.

- 14.34 Kickstart funds job placements for 25 hours per week paid at the National Minimum Wage rate for 26 weeks as well as a recruitment/training grant of £1500.
- 14.35 Some employers have already agreed to extend employment beyond the initial 26 weeks, and we have also agreed 40 extensions for 6 months, supported by YPG, for young people already started on the Kickstart Scheme. This significant investment, when 700 jobs are secured, will bring an additional £4.9m to the Renfrewshire economy, crucial to accelerate economic recovery.

No One Left Behind Initiatives

- 14.36 No one left behind (NOLB) provides funding to Renfrewshire Council to deliver support to key priority groups, identified by the Local Employability Partnership (LEP). NOLB is more than just a funding model, it is a vision for long-term culture change – moving away from pockets of discreet funding for national initiatives towards a local service model which delivers integration and alignment of services. NOLB supports people further away from the labour market, creates advantage for those who are disadvantaged and delivers inclusive growth. The key target groups for Renfrewshire are 16-24-year olds, care experienced, 0-5% SIMD, ex-offenders, disabilities, BAME communities.
- 14.37 Those NOLB advisors who are part of the **youth team** are dedicated to supporting young people, those who are care experienced and those living in 0-5% SIMD areas, offering a youth hub and a vast range of employability interventions to support progression.
- 14.38 **The Just Learning: Skills for Employment** initiative supports participants of any age who have a criminal conviction. Referrals come from a variety of sources including social work, community pay back, Scottish Prison Service and DWP. In most cases, in addition to a conviction, there are a range of additional barriers including housing issues, substance abuse and literacy. We work with individuals to address barrier, prepare, and progress to employment. This successfully engages individuals in positive and meaningful activities, contributes to reducing community payback hours and reducing re-offending in Renfrewshire.

PACE

- 14.39 Partnership Action for Continuing Employment (PACE), set up by the Scottish Government, is our national strategic partnership framework for responding to redundancy situations. It ensures that local public sector agencies respond to potential and proposed redundancies as quickly and effectively as possible. PACE is led by Skills Development Scotland and includes Renfrewshire Council, DWP, Citizens Advice, colleges and training providers.
- 14.40 For employers PACE offers support for businesses of any size, no matter how many employees are involved. It's free and helps take away some of the strain of dealing with redundancy. For employees it means free, impartial advice on dealing with the practical and emotional sides of redundancy.
- 14.41 As furlough ends, we anticipate up to 25% of the current 12,400 Renfrewshire residents will face redundancy. As a key partner in the PACE Partnership, Renfrewshire Council, will play a

key role in delivery employability support to assist redundant workers to progress, as quickly as possible, to re-enter the labour market. We have appointed a dedicated PACE Advisor to deliver this support as part of the Invest in Renfrewshire team.

14.42 Individuals are supported through a variety of employability services, including practical support to apply for jobs, CV creation and interview preparation as well as job matching. In addition PACE offer a joined up service, signposting to the following council services:

- Adult Learning & Literacy Services - delivering learning opportunities to families and adults aged 16 years and over throughout Renfrewshire.
- Enterprise and Business Start Up - Business Gateway Renfrewshire works with individuals and businesses across Renfrewshire to support them to achieve their ambitions and goals.
- Advice Works - offering a free and confidential service where trained advisers provide money and debt advice as well as advice on claiming all benefits due, including Council Tax Reduction and Housing Benefit
- Housing Options to access advice and guidance on all aspects of Council housing

Community Benefits

14.43 To maximise the opportunities created through the current investment programmes the Employability Team work closely with our Procurement Team to ensure contractors deliver their community benefit obligations. Renfrewshire Council recognises that the public sector spends a significant amount of money each year and understandably, there is growing expectation that this expenditure can be used to deliver wider social and economic benefits.

14.44 Renfrewshire Council's employability service Invest in Renfrewshire support local contractors to deliver their community benefits by:

- Providing an unemployed person, a work experience placement
- Providing job opportunities (New and additional)
- Providing Vacancy Management
- Inviting and coordinate employer talks, for example Industry Awareness
- Organising Recruitment Events
- Upskilling – Provide funding towards eligible candidates industry related certification such as CSCS and Reach Forklift,
- Organising volunteering - using staff's expertise to input to local programmes
- Facilitating opportunities for staff to input to employability programmes, for example delivery of mock interviews

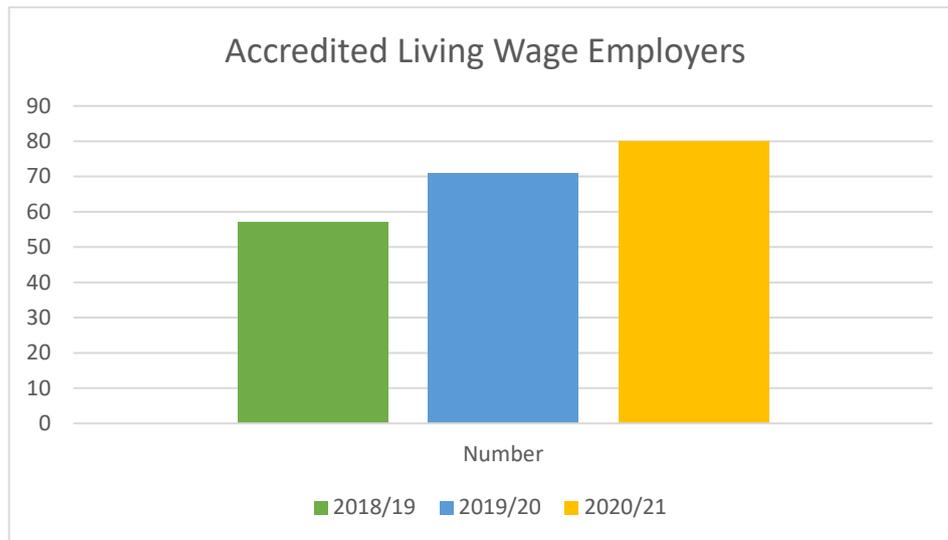
Living Wage

14.45 The number of Accredited Living Wage Employers in Renfrewshire has continued to rise, even during the pandemic, although the pace has slowed. The number now stands at **80**, which is a rise of **23** over the last two years.

14.46 Renfrewshire Council remains committed to the Living Wage and recognises the difference payment of the Living Wage can make to the lives of those receiving it. Renfrewshire's Living Wage Accreditation Action Plan contains a number of different actions which promote the payment of the living wage in Renfrewshire, particularly across the Council's supply base. The action plan is monitored and reported on by the Living Wage Working Group which

makes sure the Council takes part in regular reviews with the Scottish Living Wage Foundation.

- 14.47 Within the Council's Procurement process, Living Wage is considered to be a key indicator of fair practice. Contractors which supply employees must pay them the Living Wage. Following negotiation, all of our contracted Care at Home providers and Supported Living providers have confirmed that care staff are paid the Living Wage, including Out of Area providers.
- 14.48 Businesses which are signing up to Invest in Renfrewshire are given advice regarding the accreditation process and we continue to work with local businesses, the Living Wage Foundation and Community Planning Partners to increase the number.



- 14.49 In addition, NHSGGC has become an accredited Living Wage employer in November 2020, the largest NHS Board in Scotland to have done so. NHSGGC's Living Wage commitment will see everyone working for the Health Board receive the minimum hourly wage, which will rise each year to match future rates.
- 14.50 Currently, most but not all contracted staff receive living wage and clear timescales have been created for the rest to enable this increase for all contracted staff. This will make a clear difference for NHSGGC staff living and working in Renfrewshire.

Start-Up Street

- 14.51 The Start-Up Street proposal was developed to support the local need for low cost business space and to encourage greater levels of business creation, especially amongst young people.
- 14.52 The plan was to develop a subsidised managed workspace of small bespoke units which would be offered for a maximum of 2 years to new or early stage businesses, with a planned move to alternative commercial space in the Renfrewshire area at the end of this period.
- 14.53 Suitable Council premises for Start-Up Street were identified in George St in Paisley, part of which had been vacant for over 5 years and a formal partnership agreement was developed and signed with Launch-It. Launch-It and Renfrewshire Council promote the facility and

support the businesses within. Launch-It have a focus on young people and are delivering enterprise programmes and support to stimulate more young people setting up in business.

- 14.54 Start-Up Street (Paisley) opened for business on 2nd November 2020. Despite the difficult conditions due to COVID, seven new diverse businesses have already leased space with a number of others interested. More than 50% of the floorspace has already been taken.
- 14.55 In addition to the current tenants another 20 young people are currently working with Launch-It on business plans and proposals and an additional 30 have expressed an interest in the initiative.
- 14.56 Due to the success of the initiative in Paisley, the Economic Development Team have identified suitable premises for these developments within Renfrew and Johnstone. Work is ongoing at present to look at a particular focus for each proposal. Start-Up St Paisley has a focus on young people, others for consideration include Women into Business, Social Enterprise Development and Health and Wellbeing business creation. The plan is to create a network of innovative and supportive start-up spaces and services that add value, benefit, and offer sustainability to new and early stage businesses. It is aimed that both new Start-Up Street facilities will be up and running by the end of 2021

Employability Driver - Future plans

- 14.57 Our schools have a strong focus on employability skills and supporting young people into positive destinations post-school. Vocational courses delivered by college staff are already offered in some schools and the newly-launched Career Ready programme being piloted in two schools will provide some S5 and S6 pupil with a workplace mentor, networking opportunities and a paid, 4 week internship. The My Future Pathways programmes in construction and hospitality also provide routes into employment.
- 14.58 Engagement with the Community Benefits Forum and other groups ensures continued good links with local employers. However, there is always scope for more collaborative working and the service has identified this as a priority not just for recovery but for the future wellbeing and success of our young people and our communities.

15. Driver - Cost of Living

- 15.1 In Renfrewshire, we support families to make the most of their money. Poverty is not just about how much money is coming into a household, it's about how much is going out. We know vulnerable families face a poverty premium for goods and services, and are less likely to be active consumers, shopping around for the best deals. We also recognise that high levels of debt can lead to families having less in their pockets. Activities for young people, even through schools, can be expensive and heating homes and paying for utilities can burden less well-off families.
- 15.2 Our ongoing commitment to advice provision and promoting affordable credit and our initiatives, such as our 'cost of the school day' fund and 'Street Stuff' project can help families reduce their cost of living. Through our Housing Strategy, we intend that our own housing stock will become more energy efficient, as so bills will reduce. We want to make families' money go further and help them avoid financial crises through preventative actions which really make a difference to their pockets. Throughout Renfrewshire, across Council services, and with a variety of partners, our actions help families reduce their cost of living.

Housing

- 15.3 Our current Local Housing Strategy runs from 2016 – 2021. While aiming to deliver seven strategic outcomes, the three most relevant to helping families in poverty are:
- homes are energy efficient and fuel poverty is minimised,
 - homelessness is prevented and vulnerable people get the advice and support they need, and,
 - affordable housing is accessible to those who need it.
- 15.4 Renfrewshire’s Housing Capital Investment Plan 2021/22 to 2023/24 will focus on new-build housing, regeneration and renewal, and maintenance of existing council homes. The multi-million pound plan will invest £20.40million in 2021/22, £42.83million in 2022/23 and £49.75million in 2023/24 in a range of programmes which will improve Council housing, create new-build developments, and ensure all Council homes in Renfrewshire meet both the Scottish Housing Quality Standard and the Energy Efficiency Standard for Social Housing (ESSH).
- 15.5 Delivery of the ESSH improvement programme will help remove poor energy efficiency as a driver for fuel poverty and contribute to achieving the Scottish Government’s ambitious climate change emissions reductions targets. It will support the Energy Efficient Scotland vision for homes and buildings that are warmer, greener and more efficient. 78% of our housing stock currently meet the first milestone target for ESSH.
- 15.6 During the pandemic and in the post COVID-19 recovery, we will continue to ensure tenants have access to all financial and other support available through a range of council services and partner organisations across Renfrewshire.
- 15.7 With regard to advice and support, before a tenancy is offered income, expenditure and benefit entitlement are assessed. The most appropriate, affordable housing can then be offered, and Discretionary Housing Payments (DHPs) put in place where appropriate. Throughout a tenancy our housing services team, including Tenancy Sustainment officers identify potentially vulnerable and at-risk tenants. They then work very closely with partners across the Council and beyond, signposting these tenants to teams to assist with income maximisation through employability services financial advice and fuel poverty advice, including DHP claims.
- 15.8 Amongst Council tenants the number of Universal Credit claimants has risen from **2769** in May 2020 to **3290** in March 2021. Following lockdown the usual rent arrears escalation process was ceased with housing officers adopting proactive wellbeing calls where tenants have missed rent payments. Although the Scottish Government announced a ban on enforcement of evictions from rented properties until 31 March 2021 in areas subject to level 3 and 4 restrictions (with exceptions) this has had little impact on our management of rent arrears. Our approach continue to be one of offering support, assistance and prevention measures to tenants with escalation to legal action the last resort.

Free School Meals

- 15.9 With school closures, instead of free school meals, Renfrewshire Council opted to make a cash payment per child per week of £11.25, and these payments continued throughout the summer. These payments were based on family entitlement to a clothing grant rather than just free school meals as a way of reaching a larger number of children in need. Payments

were also provided to eligible families with children of nursery age. More than 6,700 children were supported in this way from 23 March 2020.

Affordable Credit

- 15.10 As reported last year, Renfrewshire Council has come together with our TSI, Engage Renfrewshire, and a variety of other groups and organisations to establish the Renfrewshire Affordable Credit Alliance (RACA). RACA works collectively to support the financial well-being of Renfrewshire's people by improving and promoting affordable credit provision. In practice this is about maximising affordable credit provision in Renfrewshire, improving public awareness of the benefits of accessing affordable credit and raising credit scores through promotion, awareness and effective partnership working.
- 15.11 In order to help with the promotion of RACA's work and increase public awareness, a social media volunteer was recruited to ensure regular and consistent messaging around affordable credit. The volunteer has also taken part in other promotional activities and assisted in organising events. This has led to greater engagement from the public.
- 15.12 RACA has also worked with Trading Standards Scotland to focus on discouraging use of illegal lending and 'loan sharks' in Renfrewshire. A number of animations have been produced to inform the public, and these have been shared with and promoted by partners such as Renfrewshire HSCP Health Improvement Team.
- 15.13 The Council has also invested in Credit Unions over the last few years, working with them to aid their development and sustainability. Credit Unions have been promoted as an alternative to high cost lenders and the Council, although no longer providing funding, still meets regularly with the local Credit Unions to offer support. In addition, one of the key pieces of work being planned by NHSGGC Financial Inclusion and Renfrewshire HSCP Health Improvement Team for 2021/22 is to encourage all staff to use a credit union.

Energy

- 15.14 Fuel poverty impacts on the lives of some of the most disadvantaged children and young people. The impacts are varied and can mean parents cut back on essentials to keep their homes warm, and force families and young people into debt when they cannot afford to pay their energy bills. For a child, living in fuel poverty can mean growing up in a home that is cold and damp; this will have a long lasting effect on their physical and mental health, learning and enjoyment of life.
- 15.15 This year, the pandemic has exacerbated fuel poverty, with increased fuel costs for many families due to their staying at home. At the same time, income has fallen for many families due to unemployment and furlough. In recognition of the problem, many organisations have become involved in providing fuel vouchers for those in need of top-ups for their pre-payment meters.
- 15.16 STAR Project, Linstone Housing Association, Renfrewshire Foodbank and others have been providing vouchers, and organisations have been able at certain points in the year to register with Home Energy Scotland to provide this service. Schools have also played their part, with some using Cost of the School day funding to pay for top ups for families in need who have children at the school.

- 15.17 Renfrewshire Council has an **Energy Advocacy** service which receives funding from our Tackling Poverty Programme. One of the three advocates works exclusively with families with children and pregnant women. The main source of referral is through our Families First teams. However, the Advocate also receives referrals from Health Visitors, Social Workers and Housing officers as well as from Macmillan Cancer Support, other health charities and self-referrals. The Advocates service provides energy advice and obtains grants and Warm Home Discounts for those who are eligible. They can also advocate with landlords for installation of cheaper, more efficient energy systems.
- 15.18 This year, Our Energy Advocates have worked with 1049 clients to reduce bills and energy debt saving them almost £315,000 including ongoing savings, write offs and Warm Home Discounts. This includes 343 families with young children who saved £112,881.
- 15.19 During 20/21 Renfrewshire HSCP Planning and Public Health team co-ordinated with NHSGGC and Home Energy Scotland to deliver 4 sessions online which aimed to inform staff about available financial supports for energy use, and to increase knowledge on energy saving methods they could adopt in their own homes. In 2021/22 they intend to create an energy advocate post for their clients.
- 15.20 As part of a partnership with Renfrewshire Foodbank, RCAB offered advice to those who approached the Foodbank for a fuel voucher and also referred suitable clients to the Foodbank for fuel vouchers

Community Food

- 15.21 A Community Food Network has been in place in Renfrewshire since April 2020, at first distributing food funded by the Scottish Government, and since the end of September, food funded by the Council via the charity FareShare. Apart from providing the funding the network is supported by Council Officials who have organised the distribution and coordinated volunteers and the transportation of the food by Kibble and RAMH. In December a handover of the coordination to the organisations receiving food was completed, with the Tannahill centre receiving funding for a Community Development post to take the bulk of this on, however Council Officials continue to offer support as necessary.
- 15.22 The Fareshare food is supplemented locally through links made with food providers, for example in Lochwinnoch the local Community Garden provides fresh fruit and vegetables and in Ferguslie a link has been made with Greggs. The organisations involved in distributing the food have been:
- STAR Project (current)
 - Darkwood Crew/Tannahill (current)
 - EBI Unites (Erskine, Bishopton and Inchinnan (current)
 - Kairos (current)
 - Lochwinnoch Community Food Group (current)
 - Home-Start Renfrewshire (ceased end of summer)
 - Stronger Communities Glenburn (ceased end of summer)
- 15.23 The organisations provide food in different ways to meet the needs of their own community in a dignified way in line with local need and preference. This had ranged from delivery services, shopping services, free community markets, food parcels and pre-cooked meals

being provided. One particular project based in Erskine, EBI Unites, has developed Zero Heroes, with a simple pick up table in their hall encouraging zero food waste.

- 15.24 The organisations have been linked to the advice network and Council Officials are also working to link community food organisations to other support, such as affordable credit providers, energy advice and mental health support as well as free sanitary product provision.
- 15.25 Organisations providing food are also able to provide the Council with intelligence on the reasons for clients seeking food along with demographic information and are able to identify prevalent issues in communities, such as chronic low incomes, those on furlough who are missing part of their wage and those newly unemployed waiting for benefit decisions.

Average numbers of Food parcels/families provided for

- 15.26 Although the organisations involved in food provision provide food in different ways and count the food provided in different ways. We are aware that in many case food goes to families. Although numbers fluctuate as individual need changes, we know that EBI for example over one 8 week period supported **347** households with **113** children. **Kairos** supported on average **40 households**, with **104 individuals**. **30** of those are **children under 11**. **STAR Project in the first nine months of the year** supported **8206** adults and children with food. STAR have a strict procedure in place for our referrals to lessen dependency and have identified an issue where repeat users of community food may be developing a learned helplessness towards food insecurity. It is hoped (as noted above) to engage more community food users with advice and other support to tackle this.
- 15.27 STAR Project has also been working with NHSGGC at local hospital the Royal Alexandra, to ensure anyone leaving hospital in need of a food parcel has one, thus helping the discharge process. One Occupational Therapist at RAH said, *'We frequently call STAR Project if one of our patients is being discharged and don't have shopping in. They are very quick to deal with any referrals we make and it's good to know the service is there. We have been hesitant to discharge patients if we cannot include food provision within their package of care.'*
- 15.28 Renfrewshire Council has also continued to support Renfrewshire Foodbank by providing grant funding of £10,000 in 20/21. The main reason Foodbank attendee require food has changed from changes or delays to their benefits and is now low income. Renfrewshire Foodbank fulfilled 5253 vouchers this year, feeding 6697 adults and 2590 children.
- 15.29 This number shows a decrease from last year, where 2975 children were fed, however there is more free food provision in communities this year and we assume that this is because of the prevalence of other sources of community food as well as other initiatives such as payments made in place of school meals over the holidays.
- 15.30 Going forward, dignity in food provision will be a priority, and the Council's Social Renewal Plan makes provision for funding pantries as a focus.

Cost of the School Day

- 15.31 The Cost of the School Day fund continues to help families by giving schools a budget to support costs for pupils from low income households and relieve financial pressure on those families. The Cost of the School Day involves children, parents, and school staff in identifying cost barriers and in taking action to remove them, helping to create

environments where every child can access school activities and participate fully in school. Some examples of how our Renfrewshire schools are use Cost of the School Day funding to support our families are through supplying uniform, clothing, including warm winter clothing, and removing dinner debt.

- 15.32 Spend has also been adapted because of COVID 19 for example, one school purchased and filled a pencil case for every pupil to avoid children sharing. This approach creates a sense of equity as everyone has the same and 400 pupils benefitted. In other schools, breakfasts have been provided and support give to families to access financial entitlements such as electricity top-ups.
- 15.33 One High School provided shopping vouchers for families. £1200 worth of vouchers went to the Home Link worker to administer (in consultation with PT pastoral, DHT pupil support and the head teacher). This was because of the extreme need identified amongst many of the school's families during the pandemic.
- 15.34 This particular school also used the COSD fund to stocks a toiletry cupboard and also have full stationary packs and a tie ready for all of the new S1 (current p7) including a scientific calculator, so this is a cost parents don't have to worry about over the summer.
- 15.35 The head teacher notes, *'Maintaining dignity and personal agency is very important to us. That's why we prefer handing a family in need a voucher rather than a food parcel. Similarly, the toiletry cupboard which is freely available to those who need it, they access it privately and fill up a wee drawstring bag with all the items they need. No-one checks what they take.'*
- 15.36 The funding has meant the pressure has been taken off families in a discreet and sensitive way. For the year 2020/21, £123,000 was allocated to the fund, of which £75,000 was from the Tackling Poverty Programme and £48,000 was from Attainment Challenge.

Digital

- 15.37 Work around digital exclusion has continued in 2020/21, albeit this has changed due to the challenges of the pandemic. Our free wifi provision in town centres and all Renfrewshire's libraries, community centres, leisure facilities and residential homes have free internet access, although access to this has been curtailed during much of the year.
- 15.38 The Council, with the support of a wider network of local organisations, has participated in the national Connecting Scotland programme. To date, there have been three application phases of this programme which delivers Wi-Fi enabled devices and Mi-Fi's providing internet connectivity to end users who are digitally excluded. Renfrewshire Council successfully applied to all three phases and in total, have received and distributed 756 devices.
- 15.39 Successful applications were submitted by Renfrewshire Council Children's Services, Communities and Housing Services and on behalf of the COVID-19 Neighbourhood Hubs. A further 834 devices were awarded to a wide range of Renfrewshire public sector and community based organisation across the three phases giving a total of 1590 for the Renfrewshire area.
- 15.40 Phase 2 in particular was aimed at families and young care leavers, with 1134 devices awarded during this phase. This included to organisations working with ethnic minority

families, such as Pachedu and School of African Culture as well as the Carers Centre for young carers and Who Cares Scotland for care experienced young people and care leavers.

- 15.41 In addition to being allocated a device and, where needed, internet connectivity, end users are also provided with telephone support to help them set up and use the device. Support is provided by the applicant organisation's staff with online Digital Training made available to them by SCVO. Renfrewshire Leisure library staff and Community learning and Development staff were amongst those who undertook Digital Champion training so they could provide support.

Sanitary Products

- 15.42 Due to the pandemic, the free community sanitary provision in Renfrewshire had to adapt. Previously free sanitary products were available in all Renfrewshire libraries, Town Halls and sports facilities, however for large parts of the year these venues were closed and another way of providing free sanitary products was necessary.
- 15.43 To ensure the widest availability of products, the Council has contracted social enterprise Hey Girls to provide an online ordering service where products are delivered directly to the homes of those ordering. This has been supplemented, again when venues are open, by a supply being freely available within community organisations, such as RAMH Restore and Remode in the centre of Paisley, the YMCA in Paisley and Renfrew, STAR Project and many others.
- 15.44 These organisations can order in bulk from Hey Girls and all products are environmentally friendly, and in many cases, reusables. Those who need products and many not have digital access can also telephone our Assistance Line and our Neighbourhood Hubs can deliver the products ordered. Finally, our Renfrewshire Leisure premises are still supplied with free products, making our provision available in 4 different ways and in a variety of community venues across Renfrewshire.
- 15.45 Next year we intend to increase the number of venues and groups we supply, and, for example, have approached Women's Aid to ensure they have a supply for service users.
- 15.46 Marketing has been developed to promote the free products and this has been shared with community organisations. Renfrewshire HSCP Health Improvement Team has also supported free sanitary provision through promotion of the service both through HSCP staff channels and HSCP Social Media as well as within HSCP networks including those relevant to education, mental health supports and BAME communities.

Cost of Living Driver – Future Plans

- 15.47 Renfrewshire's Social Recovery Plan includes high level intentions around reducing costs of living, with dignified food provision and fuel costs included as well as supports for financial inclusion, income maximisation and affordable credit. Details of actions to support these plans will be developed early in 21/22.
- 15.48 Central to these will be developing participatory approaches for people with lived experience of poverty.

NHSGGC

- 15.49 NHSGGC participated in national research on the cost of the pregnancy pathway. Affordable childcare, costs of attending services and costs of items for a new baby were significant issues which are being explored with all Local Authority partners over the next year.
- 15.50 As part of the NHSGGC Financial Inclusion and Renfrewshire HSCP Health Improvement Team future plans, travel and transport costs in particular will be examined in the coming year, including those around travel to antenatal care and access to emergency supports, especially to those from rural areas.

16. Driver - Income from Social Security and Benefits in Kind

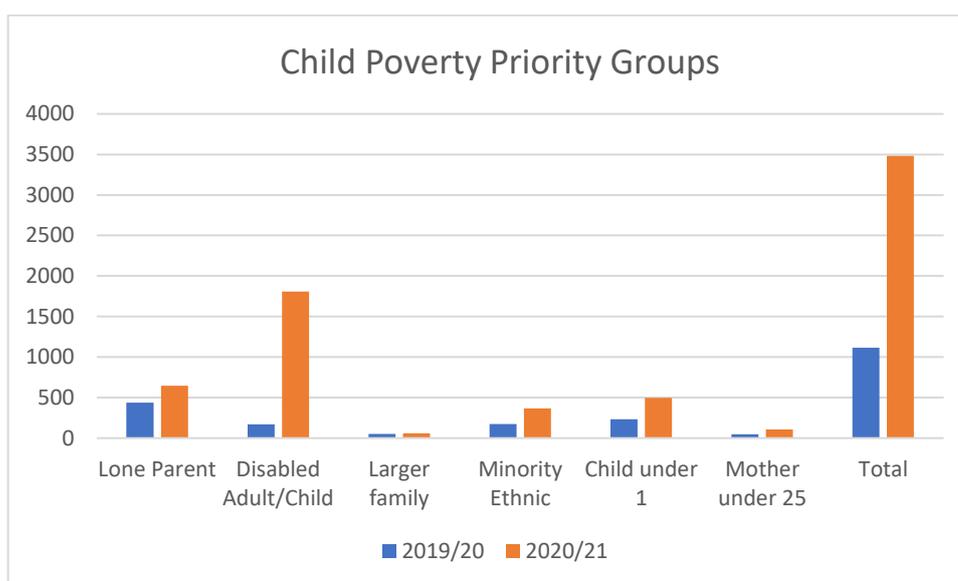
- 16.1 Maximising income from benefits is vital in helping families. Ensuring people know what they can claim and how to go about it is an area of continued investment for the Council and its partners. In Renfrewshire we have carried out sustained and innovative work to ensure those relying on social security and other benefits get all they are entitled to. Through a wide variety of partnership work, outreach work and automation of processes we provide direct, practical support to families.
- 16.2 This year, especially, with the increased numbers claiming Universal Credit due to the pandemic, many for the first time, and introduction of Scottish Child Payment which is vital to lift families out of poverty, organisations are working together to ensure clients get all the benefits they are entitled to.
- 16.3 NHS colleagues have continued partnership working both with DWP and Social Security Scotland. NHSGGC is piloting with the DWP at Queen Elizabeth University Hospital, which will, when safe to do so, be co-located in the Support and Information Services and with patients directly. This will initially support benefit issues, for example access to Universal Credit accounts while in hospital.

Advice

- 16.4 Advice provision in Renfrewshire contributes to all drivers of child poverty. Renfrewshire Council has its own Advice Works service, providing better off calculations, welfare benefits and money advice. The Council also provides funding to Renfrewshire Citizens Advice Bureau (RCAB) for both a general advice service and a free legal advice service. Through provision of good quality advice our services help our families to reduce their costs of living, increase their income and through appropriate legal advice help those in work, keep it. It can help with costs of living, reducing bills and managing debt repayments and it can increase income from benefits by ensuring clients are getting what they are entitled to.
- 16.5 During the pandemic the advice services have continued to operate, mainly by telephone, but also for some limited face to face contact as allowed as well as by email and online. Services adapted quickly to ensure clients could access services, but also to provide the advice that clients were seeking, such as that concerning furlough, employment and in many cases jobseekers allowance.
- 16.6 The services also quickly adapted to work with partners to ensure Renfrewshire citizens got all the assistance available. Examples of this are Advice Works working with British Red Cross Hardship fund to make referrals for those in need, including those with no recourse to public funds and RCAB working with Renfrewshire Foodbank to provide energy advice and fuel vouchers.

Advice Works

- 16.7 The Council's Advice Works provides a free welfare rights and money advice service throughout Renfrewshire. The team supports a variety of services, including Healthier, Wealthier Children and Families First which have a family focus and target priority groups as well as our employability service, Invest in Renfrewshire, and Improving the Cancer Journey.
- 16.8 Advice Works has been able to provide statistics on the number of clients who fit into the Child Poverty groups for the last two years. Nearly 3,500 such clients received advice this year, and increase of over 2,000.



- 16.9 In 2020/21 this service helped **1,242** people claim benefits to which they were entitled, and the gain from welfare benefit claims for those clients was **£9,333,347.84**. Debt was managed for **258** clients through money advice amounted to a further **£1,655,126.35**. These figures are down on last year. Due to Covid, the Department for Work and Pensions continued clients DLA and PIP awards for a year, and those clients are only being reviewed now. This will mean an expected increase in 2021/22. In many cases creditors also ceased pursuing those who owed them for debts, instead payment holidays were given automatically and action to pursue outstanding amounts ceased.

Renfrewshire CAB

- 16.10 Renfrewshire Council also funds Renfrewshire Citizens Advice Bureau (RCAB) to provide a wide variety of advice. The bureau received £242,000 last year to provide a general advice service on issues including money, benefits, debt, housing and employment and a further £95,000 to provide free legal advice. In addition, funding has also been awarded to RCAB to assist with the expected rise in demand for advice, with £84,000 over two years awarded for RCAB to provide a welfare rights service due to commence in May 2021 and a further £100,000 agreed to fund employment advice. This project is expected to start during this financial year.
- 16.11 The number of clients RCAB has supported this year has increased, with many more clients looking for advice around employment and furlough. The numbers of those requiring assistance with Universal Credit has also gone up, and closure of libraries and other sources of free ICT help has exacerbated problems with claiming this online benefit. RCAB receive funding from the Scottish Government to provide the Help to Claim service and as a provider of consumer and other advice have also dealt with an increase in issues regarding, for

example, holiday flights and scams.

- 16.12 RCAB does not collect information on Priority Groups as their case management system does not allow this, however in 20/21 This year 813 clients with children have received advice from RCAB. This includes 382 single parents. £1,264,386 has been gained for clients in respect of welfare benefits and £725,300 in respect of money advice.
- 16.13 As the year went on, and services became less reactive to the pandemic, more organised and more focussed on recovery, RCAB has engaged with services such as the local hospital (Royal Alexandra Hospital) to speak to patients and their families about support that may be open to them upon leaving hospital. This is organised for patients with long term health conditions and physical disabilities as well as those leaving intensive care. They have also delivered two half day training sessions to Kairos Women's Space aimed at building a better understanding of the benefits issues faced by low income and disability affected households.
- 16.14 These, our main Council advice providers, have joined with other advice providers, such as Social Security Scotland and University of the West of Scotland Student Services in an Advice Partnership as described in last year's report.

Families First

- 16.15 The Families First service continues in Renfrewshire. This free service, which was described in last year's report supports families with children aged 0-8 years old. It provides help, support and advice in a family focussed way using a 'walking together with families' approach, covering everything from promoting wellbeing and positive relationships, through to energy and employment advice and establishing good family routines. This year the service had to adapt to online working. Closed schools also had an affect on the service which has been based in within primary schools.
- 16.16 The service supports families to maximise their income and manage their debts through embedded income advisers. As mentioned at earlier Families First has a dedicated Energy Advocate and a designated Employability Officer who helps with all aspects of employability including CVs, job searches and preparation for interviews.
- 16.17 Families First takes a holistic approach to supporting families by providing a single point of contact for parents, grandparents and carers. The service generated £285,006 over the year, dealing with 333 cases and assisting with issues, such as Best Start Grant claims and benefit checks. This service will be expanded to work across all Renfrewshire schools and with families with children of all ages.

Healthier Wealthier Children

- 16.18 It is recognised that pregnancy and the birth of a child can cause increased costs and reduced income due to changed working patterns. The Healthier Wealthier Children (HWC) project was established within Renfrewshire in November 2010 to develop new approaches to providing money and welfare advice to pregnant women and families at risk of, or experiencing, child poverty.
- 16.19 The project, which is funded through the Tackling Poverty Programme, contributes to reducing child poverty by helping families with money worries. Midwives and other antenatal service staff, health visitors, oral health and breastfeeding advisers, parenting support workers, and early education staff refer pregnant women and families with infants who need extra support around money to an advice worker based in the Council's Advice Works service. By working with families and pregnant women, the advice worker can maximise income for the family.

16.20 Renfrewshire HSCP Health Improvement team continues to ensure maximum reach for HWC by analysing referral data and working in collaboration with HSCP Children's Services to increase the referrals into HWC. This year, however, changing services due to Covid caused a reduction in numbers. From 1st April 2020 – 31st March 2021 HWC received 249 referrals and generated additional income of £299,195 for families across Renfrewshire. As services reopen, a renewed focus on referrals will be encouraged by the HSCP Health Improvement Team.

NHSGGC

16.21 NHSGGC advice services operate across the whole Health Board area, not just in Renfrewshire. This year it is estimated that **19,300** NHSGGC patients were referred to various money advice services across NHSGGC with a financial gain of **£56million**. Of these 62% were parents, 38% from BAME communities and 62% with a disability. Figures include:

- Around £6.4 million was gained for clients in community NHS children and families services (3,954 referrals)
- £1.6 million was gained for children's hospital clients (329 referrals)
- £3.6 million was gained for those with long term conditions, a large proportion of whom are parents
- £2.3 million from the primary care embedded money advice service (496 referrals 25% parents with 12% being lone parents).
- 76 referrals were made into the Special Needs In Pregnancy Service, with £275,968 gain
- 535 applications were made for the neonatal support fund (£294485) gain
- 305 emergency food packages were given out on discharge from hospital

Improving the Cancer Journey

16.22 The Macmillan Improving the Cancer Journey (MICJ) has continued throughout the year, and although the service, which is usually carried out face to face, has had to be altered due to Covid – 19, it continues to run ensuring everyone diagnosed with cancer in Renfrewshire can easily access all the support they need from diagnosis, as soon as they need it, to enable them to live as well and as independently as possible.

16.23 The initiative, which is funded and supported by Macmillan Cancer Support (Scotland) for a minimum of three years sets out to:

- Invite all with a cancer diagnosis in Renfrewshire to complete a Holistic Needs Assessment (HNA) and develop an individual care plan that includes carers and family members;
- Provide the dedicated support of a named 'link Worker' to everyone in Renfrewshire with a cancer diagnosis, and to his or her carer or family; and
- Facilitate the delivery of effective Health and Social Care support solutions, based on their needs.

16.24 The service helped 388 people in the period to March 2021 with a variety of services and financial gains, such as benefit claims and Macmillan grants and generating £354,697 in benefits for these Renfrewshire residents affected by cancer. This works out at approximately £2,000 per ICJ service user who received benefits advice. Further support such as energy advice was also provided to families to lower the cost of living.

Council Tax Reduction

- 16.25 After a decrease in Council Tax Reduction (CTR) claims over the last two years, caseloads significantly increased during 2020/21. An increase in Universal Credit applications as a result of Covid-19 resulted in more people applying for CTR and we also highlighted this benefit through leaflets enclosed in Council Tax Bills as well as other proactive actions. There was a 5% increase in CTR caseload between April 2020 and April 2021.
- 16.26 It was agreed at the beginning of the pandemic no recovery notices would be issued for Council Tax, however a decision was taken towards the end of August we would look to switch on the recovery again. Before we started to issue recovery notices, which would include reminder notices if there had been failure to pay, we wanted to ensure those most affected by the pandemic were contacted so we could discuss their accounts to provide as much support as possible to those most in need and ensure their accounts were correct before further notices were sent
- 16.27 The three main areas we focused on were accounts where there had been a death in the household, customers who were shielding and accounts that had been able to pay last year but not the current year. We would also take Council Tax Reduction application from those who had advised they had reduced income as a result of the pandemic.
- 16.28 With regard to cases where a death had been reported, **48** customers were contacted. **26** of these cases had balances written off. Apart from assisting families financially, this ensured no further recovery notices were issued to the families as they coped with bereavement, when likely balances would be written off eventually.
- 16.29 In Shielding cases, 165 customers were contacted. **47** payment plans were set up to prevent recovery notices being issues. This includes **18** new direct debits being set up. As a result of these calls we were also able to award **2** single persons discount and **5** Council Tax reduction claims that may have been missed had we not made contact.
- 16.30 We also contacted 584 customers who had paid last year but not this year. A further **93** payment plans were created as a result of the contact. **2** single persons discounts and **1** Council Tax Reduction claim was also grant off the back off the phone calls.
- 16.31 We had also carried out earlier campaign earlier in the year to capture as many possible council tax reduction applications during phone calls to the council tax team when the customer had mentioned they had a decrease to their income. We set up a process where we would call the customer back to take the application over the phone and then process the claim and confirm the outcome.
- 16.32 From this short campaign, we took an additional 91 council tax reduction claims and we were able to make an award in 64 cases (70%). This again ensured we were capturing the information when contact was being made and making awards where possible to reduce the amount of council tax due to be paid.
- 16.33 Telephone CTR applications commenced in April 2020 as a direct reaction to Covid-19 and face-to-face engagement being curtailed.

Income from Social Security and benefits in Kind - Future Plans

- 16.34 Knowledge of benefits is an area highlighted by 'Get Heard' with one participant stating, '*I think there needs to be some way that everybody is able to know what's available... really*

there needs to—I don't know what format this would take but there needs to be some way that everybody can immediately know what's available and what criteria you need to apply for it'

- 16.35 Increased awareness and advice are key to ensure everybody knows what benefits they are entitled to and encouraged to claim these. We recognise that not everyone will come forward to advice agencies, but that we need to engage people who may benefit from the service where they already go in ways they already use.

Advice in GP surgeries

- 16.36 Prior to the pandemic **Renfrewshire HSCP** and **Advice Works** worked together to deliver a pilot embedding advice in two GP's surgeries. The pilot started in November 2019, and ran until the Covid-19 outbreak stopped external agencies from visiting surgeries. In the roughly three months of the pilot almost £23,000 was gained for clients and feedback was positive. The main referrals were for benefit checks for clients and completion of PIP and ESA forms.
- 16.37 In the coming year, this advice provision will be extended to 4 more GP surgeries in Renfrewshire, with staff from the surgeries able to refer patients directly to Advice Works. It is expected that this service, with referral from a trusted source, will reach those who have never previously sought advice and it hoped to include all surgeries in future.

Work with Social Security Scotland

- 16.38 We have worked closely with Social Security Scotland throughout 2020/21. They are already part of our Advice Partnership, and we have been working to consolidate the links already made and work in collaboration with advice agencies across Renfrewshire to get the new Social Security benefits to as many of those that are entitled to them as possible.
- 16.39 From the published statistics to 31 March we know that 3460 applications have been made for Scottish Child Payment with a 92% success rate, which is comparable to the rest of Scotland. Using various existing data sets, we have calculated that there are approximately 10,798 children in Renfrewshire under 6 and therefore potentially 6,587 children could be entitled to Scottish Child Payment, living in 5,489 households. This calculation gives us an approximate number of applications that we should be striving for.
- 16.40 Over the coming year, we will working with the agency to increase applications for Scottish Child Payment and for Best Start Grant across schools and nurseries by using text and other messaging direct from educational establishments.
- 16.41 We also intent to make claiming the benefits you are entitled to the focus of our usual 'Talk Money Week' campaign in November and link with partners so a Renfrewshire wide message goes out.

NHSGGC Financial Inclusion and Renfrewshire HSCP Health Improvement Team

- 16.42 One of the key pieces of work which will be taken forward by NHSGGC Financial Inclusion and Renfrewshire HSCP Health Improvement Team next year will be a focus on increasing the uptake of all benefits, grants, means of monies and other entitlements along with promotion of free school meals, school clothing grant and Education Maintenance Allowance to families. This will include income maximisation available to all frontline staff.

- 16.43 NHSGGC will build on their success this year with an estimated 70% uptake of Scottish Child payment and further partnership working with Social Security Scotland in maternity services to support Best Start Foods and Best Start Grant access initially, then to support child DLA as it moves from DWP to Social Security Scotland.

17. Work which will help prevent children becoming Parents in Poverty by 2030

- 17.1 There is much ongoing work in Renfrewshire as well as new initiatives identified this year, which, although not directly linked to the three identified drivers of poverty, is intended to help prevent children from becoming parents in poverty themselves. Some of these, including our work on attainment was included in last year's report, however, remain such a vital part of this work that an update has been provided. Others are new areas of work such as Community Wealth Building.

Attainment

- 17.2 Although not immediately linked to the drivers of poverty, work to close the poverty-related attainment gap between those living in Scotland's least and most deprived areas is vital to children and young peoples' ongoing wellbeing and ability to reach their full potential.
- 17.3 This session has undoubtedly been one of the most challenging ever experienced. The impact of the Coronavirus pandemic has been profound and presented unparalleled challenges. The school and early learning and childcare closures in March resulted in significant changes in working practices and routines.
- 17.4 In response to the pandemic and as part of our local recovery planning, the governance board reviewed the Scottish Attainment Challenge plan to assess the feasibility of all projects. While some priorities shifted as a result of Covid-19, there is still a clear commitment and expectation within Renfrewshire to raise attainment for all whilst closing the poverty-related attainment gap.
- 17.5 As a result, project leads reviewed their own plans and explored different ways in which projects could still be delivered and adapted to respond to the pandemic. Many of our projects have successfully adapted and have continued to provide critical support. However, other projects, mainly face-to-face professional learning, were postponed or cancelled due to other pressing priorities and planning.
- 17.6 As described in the year one report, Renfrewshire Council has a very successful evidence-based, universal approach to improving outcomes for pupils which works across all 62 primary, secondary and Additional Support Needs schools in Renfrewshire. The authority was the first to be recognised by Education Scotland in making "excellent progress" in relation to closing the poverty-related attainment gap.
- 17.7 The five Attainment Challenge Workstreams (Learning and Teaching, Families and Communities, Leadership, Data Analysis and Care Experienced Children and Young People) deliver a range of high quality evidence based approaches in order to improve learning and teaching, health and wellbeing and to raise attainment for all while closing the poverty related attainment gap. A summary of highlights from 2020-21 are detailed below.
- Well-structured programme management ensuring clearly defined approaches.
 - Partnership working to enhance impact including co-ordinated approaches in the sharing of data.
 - A sector leading approach to professional learning including a highly effective leadership programme and a programme for classroom assistants.

- Evidence-based approaches to the teaching of literacy and numeracy have led to delivery of a high-quality literacy curriculum.
- Very good moderation activities provided across the authority.
- Staff are skilled at recognising and addressing the impact of poverty on families.
- Attainment in literacy and numeracy in the broad general education has improved over time and the authority continues to perform above national averages with decreasing poverty-related attainment gaps across stages.
- Schools have been supported to deliver a Senior Phase which ensures appropriate pathways for young people and provides them with the opportunity to achieve a range of qualifications.
- There has been an increase in positive destinations for leavers from areas of highest deprivation.
- The views and voices of children and young people are shaping improvements across the authority.
- The roles of inclusion support assistants and transition teachers have supported improved attendance, reduction in exclusions and transitions among targeted groups.
- Almost all establishments in all sectors are fully engaged in Renfrewshire's Nurturing Relationships Approach and there is a wide range of high-quality services and resources available to support the health and wellbeing of all children, young people and families.
- The work of the Support to Promote Attendance/Attainment for the Care Experienced (SPACE) team is effectively improving attendance and health and wellbeing for care experienced children and young people.
- The development of a parental engagement strategy has been a key focus to support establishments with their planning around parental engagement.
- The authority's approach to the use of data to inform all aspects of its work has led to the development of a positive data culture.
- Increased opportunities to work in partnership within, across and outwith the workstreams including with a range of academic partners have been impactful.
- A local equity audit was conducted to understand the poverty-related attainment gap and health and wellbeing needs of children and young people as a result of the pandemic.

- 17.8 The pandemic has led to a shift, not a cessation in support. Some examples of this are described below.
- 17.9 The logistical problems of hosting supported study sessions in school have led to these being offered online and response has been positive. Literacy and numeracy approaches continue to be embedded to improve learner outcomes. Covid restrictions on the Language Bank necessitated a shift from face to face interpreting support to telephone translation. Interpreters continued to provide vital welfare check in telephone calls to families and feedback support needs to the relevant agencies including Home-link and schools. Our successful Pizza Learning programme used to increase the capacity of parents to support their child's learning at home and gives confidence to parents to engage with schools has been re-designed to move online using devices and dongles secured from Connecting Scotland Digital Inclusion Initiative.
- 17.10 Health and wellbeing continues to be a priority. Effective collaboration between the HWB Development Officer, Attainment Advisor and Renfrewshire Youth Voice, led to an extensive consultation exercise being carried out with over 350 children and young people across primary and secondary schools in relation to Personal and Social Education (PSE). Findings have been collated and are being used to inform the development of a 'Framework for Personal and Social Education in Renfrewshire' in collaboration with other local authorities

across the West Partnership. Renfrewshire Nurturing Relationships Approach (RNRA) was adapted to support children and young people throughout the pandemic.

- 17.11 Place2Be continue to provide school-based counselling service, providing drop-in sessions and intensive counselling for pupils along with support sessions for parents and consultation sessions for staff.
“Talking to Place2Be during lockdown helped me feel less worried and more calm.” (Primary Pupil)
- 17.12 Our highly effective leadership programme for staff continues to build resilience and supports succession planning and formal evaluation of all leadership activity will take place from March 2021.
- 17.13 Our projects for The Care Experienced Children and Young People have continued during the current pandemic This includes our work with Aberlour, where the Aberlour Mentoring Services continues to support young people.
- 17.14 The Dolly Parton Imagination Library has grown significantly with 255 children currently benefitting. After the success of the pilot, £200,000 has been allocated in the Council Budget to extend the project to all 2 to 5-year-old children in Renfrewshire.
- 17.15 Despite the challenges with ongoing restrictions, we continue to be focused and committed to closing the poverty related attainment gap while raising attainment for all. The programme has successfully adapted to ensure the needs of all learners, practitioners, families and communities are supported.

Community Wealth Building

- 17.16 Community Wealth Building is a new people-centred approach to local economic development, which redirects wealth back into the local economy, and places control and benefits into the hands of local people.
- 17.17 There are five core principles to Community Wealth Building:
- progressive procurement – developing local supply chains of businesses likely to support local employment and keep wealth within communities
 - fair employment and just labour markets – Using anchor institutions to improve prospects of local people
 - shared ownership of the local economy – supporting and growing business models that are more financially generative for the local economy
 - socially just use of land and property – developing the function and ownership of local assets held by anchor organisations, so local communities benefit from financial and social gain
 - making financial power work for local places – increase flows of investment within local economies by harnessing and recirculating the wealth that exists
- 17.18 Renfrewshire Council is one of the 4 Community Wealth Building Projects that Scotland Excel, funded by Scottish Government, will be working with on their Community Wealth Building Project. The programme is designed to launch or reinvigorate elements of the Scottish Model of Procurement and will include a number of specific tasks that support greater community wealth building within the council.

- 17.19 Throughout the programme Scotland Excel will work closely with procurement and economic development colleagues to promote and support the existing good work and practices to both internal and external stakeholders. Ideally the organisation will allocate suitable individuals to “champion” the initiatives after the programme is complete.
- 17.20 Through the Community Wealth Building project it is hoped to support local jobs and better outcomes for Renfrewshire families.

Family Firm

- 17.21 Family Firm has continued to work with Social Work and Education staff and partners including Invest and Skills Development Scotland to try to ensure Care Experienced young people are receiving appropriate opportunities and support with employability/training and/or Further/Higher Education.
- 17.22 We have offered a variety of additional supports including a Sports Programme for a group of young people at risk of not achieving a positive destination. 10 young people were identified to attend the programme while still at school as an addition to their timetable – all were Care Experienced or considered vulnerable by their school or were struggling to attend mainstream school. 8 of the original group completed the course and most decided to remain at school instead of leaving in December.
- 17.23 We have also linked closely with colleagues from Invest and Skills Development Scotland, Through Care and Social Work to track Care Experienced young people aged 16 -19 who are not known to be in a positive destination and to make contact with them. This enabled us to link the young person into available support with job or college applications and interviews. One young person has been supported to attend a specialist virtual work experience paid placement which has provided the experience required for her chosen career in graphic design.
- 17.24 We have also linked with partners SDS, West College, Invest, Social Work, Who Cares Scotland to introduce a course provided by West College for Care Experienced young people who are not confident or ready for college but would like to attend. We supported young people to apply for this course and to attend the sessions. 8 young people attended this course – and the 5 who completed found it worthwhile and moved into a positive destination.

18. Work carried out predominantly by partners

- 18.1 Across Renfrewshire we recognise and value the work being carried out by partners to tackle child poverty. This report gives us a chance to reflect the work, in some but not all cases supported by the Council, that our partners undertake.

Engage Renfrewshire – New Buddies Officer

- 18.2 Engage Renfrewshire is Renfrewshire’s Third Sector Interface. Funded by Renfrewshire Council, Engage Renfrewshire is involved reducing child poverty in a number of ways, including chairing the Renfrewshire Affordable Credit Alliance and being part of many initiatives, such as the Community Benefits Forum and Our Children as well as facilitating a wide variety of anti-poverty work.

- 18.3 This year, the New Buddies Network Officer based at Engage Renfrewshire started a series of ‘Engage in Conversation’ Events for the BAME community. The format of the events was a conversation about the participants’ experiences, particularly during the Covid pandemic based around specific questions. To date the topics covered have been **Health** and **Employment**, with further sessions planned.
- 18.4 These sessions have fed into the Council’s Community Impact Assessment, with suggestions being made as to how the Council and NHSGGC/HSCP can better serve the needs of different black and minority ethnic communities.
- 18.5 In general, it was felt that the Council and statutory partners could do more to recognise the unique challenges of BAME communities when planning is carried out and policies are being made. It was considered that consultation should involve BAME communities and BAME voices should be heard, whether individuals or through ambassadors. It was suggested that Renfrewshire Council publications should have better representation of minority ethnic residents and literature should better reflect the diversity within the community.

Tannahill Centre and Community Transport

- 18.6 The New Tannahill Centre is situated in the heart of Ferguslie Park, and is a valuable community asset. The Tannahill Centre hosts a community café and leases commercial premises within the building for various purposes, including: a doctors surgery, housing association offices, the local library, an NHS clinic, nursery, pharmacy and post office.
- 18.7 In addition to this they run a number of Community Development programmes aimed at supporting local people design, develop and deliver solutions to the inequality and discrimination they face and others may face within their community. This includes:
- Supporting people establish Self Reliant Groups to address gaps in business and commercial provision within the community.
 - Funding local people’s good ideas for their community through Participatory Budgeting – where local people vote on the projects they want funded in their community.
 - Providing paid training opportunities via their community café to local young people who face additional barriers to employment
 - Involving young people in the design and delivery of services they access, such as youth clubs and youth-focused events.
- 18.8 The team at the Centre were aware that the need for community transport in Ferguslie Park, Linwood and the surrounding areas was acute. Ferguslie Park is well known for its high levels of poverty and deprivation, and as a result a higher proportion of people in Ferguslie Park use the bus, minicab or coach (14.91%), walk to work (11.46%) or be a passenger in a car or van (7.31%) compared to Renfrewshire and Scotland as a whole.
- 18.9 Despite this there is only one bus route that services a small section of Ferguslie Park and ends in the early evening. This limited service doesn’t enable people from Ferguslie to travel within and around the housing scheme, an issue that impacts older people and people with a disability. Anecdotally – the lack of affordable transport around Ferguslie Park also prevents older people and people with a disability accessing services that would support their health and wellbeing.

- 18.10 The Tannahill Centre has been working in partnership with a number of third sector organisations from and around the Ferguslie Park area, including Linstone Housing Association, KLAS Childcare, Paisley Housing Association, Darkwood Crew and Fordbank Scouts to explore the development of a Community Transport Project.
- 18.11 Following discussions with these and other local community organisations it was agreed that there was a requirement to develop community transport in the area. Initially this would support the voluntary and community groups to transport their members to events and activities, then expand to provide other transport solutions such as enabling the older population and those with mobility issues to access healthcare services. This led to the formation of a working group to develop the processes and procedures with support from Community Transport Glasgow (CTG) to commence a Community Transport pilot service, with the initial focus on group transport.
- 18.12 However, in the early stages of scoping out the pilot COVID19 hit. There was an immediate requirement for transport to assist with providing food delivery support to the local residents of Ferguslie Park. CTG provided the Tannahill Centre with access to a minibus, free of charge due to the emergency situation.
- 18.13 The minibus has remained in Ferguslie and, despite COVID19, there are already 2 organisations who have become members of the CT scheme, with one of the members using the minibus regularly for their childcare activities. Another 6 community organisations have indicated their interest in membership and making use of the transport post COVID.
- 18.14 The Community Transport Initiative has recently received funding of £15,000 and intends to grow the scheme this year to at least 10 community and voluntary organisations using the vehicle.

19. Tackling Child Poverty – Activities

- 19.1 This year the activities associated with the drivers of child poverty have necessarily altered. For example job fairs have no longer taken place, and with working from home becoming the norm in many cases and hospitality businesses either shutting or significantly changing their services many training opportunities have ceased to exist.
- 19.2 Many services have altered the way they work, and in some cases there has been a sharp increase in activity, such as community food provision. As Covid-19 reduces and the country heads back to normal, the full impact of the pandemic will become known and activities will return and refresh as we move towards recovery.
- 19.3 We will continue work with our communities to find out their changing needs and work with partners, in communities and across all services to ensure our future activities to reduce child poverty meet those needs.

Appendix A

Driver – Income from Employment

Description of Activity	Who is involved	Assessment	Groups the action is intended to reduce poverty amongst
Invest in Renfrewshire uses PESF funding to support the priority groups identified in 'Every Child Every Chance' by providing person-centred help for parents to address their barriers to work, and to gain better skills leading to better, higher paid employment.	RC Invest in Renfrewshire/SG	Numbers/Demographic	6 priority groups identified in 'Every Child, Every Chance'.
An advice worker is based within the Invest in Renfrewshire's employability team to assist people with financial advice including better off in work calculations and ensures income maximisation on a household basis when participants progress to employment.	RC Invest in Renfrewshire/Advice Works	Numbers/Demographics/Client Financial Gain/Debt managed	All unemployed, but especially PESF clients and families to give best advice to improve household income.
A Client Support Fund is available as a practical intervention to remove a barrier to an individual moving into work. Interview Clothes, travel cost for the first month of employment, birth certificate costs are all examples of what has been covered. This fund can also support accredited training required to secure employment including Health & Safety CSCS along with childcare costs, interpretation services and other support measures to ensure clients can access and participate in the range of employability interventions offered.	RC Invest in Renfrewshire	Numbers/Demographic	All
Invest source work placements, work tasters, vacancies and volunteer opportunities. Some of these are sourced through Council Procurement Community Benefits.	RC Invest in Renfrewshire/RC Procurement	Numbers sourced/Numbers attending/demographic/ numbers of job vacancies/number vacancies filled	All

Job Clubs are available regularly to help individuals look for work. Self-employment is also an option for some individuals and support is available for this.	RC Invest in Renfrewshire	Numbers sourced/numbers attending/demographic/ /number vacancies filled	All
Individual accredited training is sourced to assist clients move into work quicker. This can include CSCS, Food Hygiene and Manual Handling and many more vocational courses. Additionally, there are also a limited number of Traineeships (paid work placements), and Graduate Internships available to individuals to help improve individual's chances of moving into sustainable employment.	RC Invest in Renfrewshire	Numbers sourced/numbers attending/demographic/ /number vacancies filled	All
In work support is provided to clients who have found work through Invest. These individuals are tracked at weeks 1, 13 and 26 to help them sustain work. They can be offered support at this stage to help improve their chances of progression in the workplace.	RC Invest in Renfrewshire	Numbers accessing support	All
Renfrewshire Council is both a Kickstart provider and the Gateway Organisation for the Kickstarter scheme in Renfrewshire.	RC/Invest in Renfrewshire	Target of 700 job placements over Renfrewshire (455 approved so far)	16 – 24 year olds IRO Universal Credit.
Family Firm has continued to work with Social Work staff and Education staff and partners including Invest and Skills Development Scotland to support Care Experienced young people to positive destinations.	RC/Invest/SDS/West College Scotland	Numbers in positive destinations post school.	Care experienced young people at school and up to age 19.
Access to IT for job searches/CVs etc in all 12 Renfrewshire Libraries and other Council locations including the Home Exchange Shop. (when allowed by Covid)	RC Customer and Business Services/ Housing and Renfrewshire Libraries (Renfrewshire Leisure) (RL)	User numbers	All
'Digi-teers' provide free coaching sessions on a one-to-one basis as well as for groups for those who need help with basic IT skills. This includes helping access benefit systems and online group sessions around CVs and jobsearches.	RL Renfrewshire Libraries who have recruited volunteers to provide this service/RC.	Number of learners, hours of learning, user satisfaction, case studies.	All those requiring support with digital skills

The Living Wage Action plan continues. Increase of 9 accredited living wage employers this year.	RC/Poverty Alliance/Contractors/Invest in Renfrewshire	Numbers of Living Wage accredited employers.	All employees
NHSGGC has become a Living Wage Employer and have a work plan to move towards all those employed by contractors but working for NHSGGC onto Living Wage.	NHSGGC	Contractors paying Living Wage	All employees/contracted employees
Renfrewshire Council is committed to maximising Community Benefits through its procurement activities by including specific Community Benefit Clauses and targets within procurement contracts. These cover payment of the Living Wage as well as targeted employment and training opportunities. Fair work practices in areas such as zero hour contracts and worker representation are also scored.	RC Procurement	Community Benefits are evaluated as part of the tendering process and monitored on a quarterly basis.	Targeted to priority groups
Employment is explored as a route by Housing/Tenancy sustainment officers when Council tenants are in difficulty with arrears.	RC Housing	Numbers/outcomes	All tenants having difficulty with rent arrears
Public Wifi is available all day, every day in Renfrewshire town centres and Council and Renfrewshire Leisure premise, allowing individuals to carry out job searches/submit CVs etc.	RC	Annual Billing Information	All
Council funded Legal Service at Renfrewshire Citizens Advice Bureau (RCAB). This service represents clients at employment tribunals and assists with other employment related legal matters. (3 year contract to Sep 2021)	RC/RCAB	Numbers attending service/demographics and Client Financial Gain	Available to all Renfrewshire residents, however particularly targeted at clients with multiple issues and the following priority groups; Low Income Households, Households affected by Welfare Reform, Parents of children in poverty, People who are currently unemployed, Individuals living

			with long term health conditions, People experiencing poor mental health, People living with a physical disability, Care Experienced
Council funded advice service at Renfrewshire Citizens Advice Bureau provides employment related advice. (3 year contract to Sep 2021)	RC/RCAB	Numbers attending service/demographics and Client Financial Gain	Available to all Renfrewshire residents, however particularly targeted at clients with multiple issues and the following priority groups; Low Income Households, Households affected by Welfare Reform, Parents of children in poverty, People who are currently unemployed, Individuals living with long term health conditions, People experiencing poor mental health, People living with a physical disability, Care Experienced
Increasing employability through volunteering, including promoting Volunteer Friendly and Saltire Awards	Engage Renfrewshire (3 rd Sector Interface)	Numbers of volunteers/outcomes	All
Linstone Housing offer a Car Club with vehicles to hire in Linwood and Johnstone in 3 locations. The club costs £5 to join	Linstone Housing Association-additional car funded by	Numbers of members/usage	All

and £3 per hour, and can be used to get to interviews. (Cheaper for Linstone Tenants)	Transport Scotland <i>'Plugged-In Households Grant Fund'</i>		
West College Scotland offer free employment related courses for those on benefit, eg. Health and Social Care, IT Admin Skills, and Childcare. Their Ferguslie Campus has a focus on assisting residents to gain skills, qualifications and experience so that they can move into work.	West College Scotland	Numbers attending/completing courses	All
YMCA iEnterprise supports young people to set up businesses through/connected to digital. This includes sourcing available funding.	RC/Paisley YMCA	Numbers of businesses, numbers receiving funding case studies.	Young people to age 26
YMCA run coding clubs online to support young people in developing digital skills which can increase their chances of finding skilled, better paid employment. Provides experience for volunteers running the clubs to enhance their job prospects. STEM for girls also takes place.	Paisley YMCA/RL	Numbers attending	Young people aged 8-17
RC Youth Services works with young people, particularly those in secondary school with a priority to work with those with additional support needs and/or at risk of a negative destination to improve outcomes, including employment outcomes through programmes such as Duke of Edinburgh and Saltire Awards.	RC Youth Services/ NHSGGC/ Clyde Muirshiel Regional park.	Numbers and results/outcomes	Young people with social, emotional and behavioural needs, looked after and accommodated young people, young people with additional support needs, young people at risk of negative destination and young people disadvantaged by poverty.
Renfrewshire HSCP developed an employability resource to support professionals across Renfrewshire to raise the issue of employability with participants. The resource is broken down to cover all stages of the Employability pipeline. The resource details services in Renfrewshire which are available to support participants at each stage of the Employability Pipeline.	Renfrewshire HSCP Planning and Public Health Team. Renfrewshire HSCP Community Mental Health Team. Renfrewshire Drug Service. Integrated Alcohol Service.	Training interventions delivered to increase skills and knowledge of the resource with HSCP service staff including Mental Health, Addictions, Allied Health Professionals, Family Nurse	Participants / Patients who are in services such as Mental Health and Addictions Services, those being supported by Family Nurse Partnership and those patients being support by

<p>This resource is being updated in 2021.</p>	<p>Invest in Renfrewshire. DWP.</p>	<p>Partnership and Community Connectors staff. The resource was also distributed with employability specialist's partners including Invest in Renfrewshire practitioners, DWP staff and Third sector partners Recovery Across Mental Health.</p>	<p>Community Connectors as part of Renfrewshire HSCP Social Prescribing project.</p>
<p>Renfrewshire HSCP recognised the importance of employability and the impact it can have on those with mental health and addictions issues. As a result the HSCP worked in partnership with Invest in Renfrewshire to set up a single point of contact for all referrals from HSCP mental health and addictions services into Invest in Renfrewshire's employment support services.</p>	<p>Renfrewshire HSCP Planning and Public Health Team. Renfrewshire HSCP Community Mental Health Team. Renfrewshire Drug Service. Integrated Alcohol Service. Invest in Renfrewshire.</p>	<p>Ongoing sessions to promote the single point of contact where delivered and Employability resources distributed among the teams.</p>	<p>Participants / Patients who are accessing Mental Health and Addictions Services.</p>
<p>HSCP Chairs the Renfrewshire Local Employability Partnership (RLEP) health subgroup, led by the HSCP Planning and Health Improvement Team collaborated to identify the barriers to work and services required to improve employment outcomes for those in recovery or experiencing mental health issues.</p>	<p>Renfrewshire HSCP Health Improvement Team Invest in Renfrewshire. DWP Recovery Across Mental Health. RLEP Health Sub group.</p>	<p>RLEP mapping report was developed and discussed at RLEP meeting.</p>	<p>Priority groups include individuals in recovery or experiencing Mental Health issues, those with Addiction issues and in Recovery from Addiction and those with MSK issues.</p>
<p>Renfrewshire HSCP supported the development of the Recovery Task Force and the Recovery Hub in Renfrewshire for those in addiction and/or mental health recovery</p>	<p>Renfrewshire HSCP Health Improvement Team Invest in Renfrewshire.</p>	<p>Health Improvement, RAMH & DWP are partners in the recovery task force group working on Renfrewshire Recovery Hub which is on schedule to open in 2021. Currently exploring options for</p>	<p>LEP partners to explore opportunities to deliver employability interventions to those in both Addictions and Mental Health recovery.</p>

		support to be run from within building	
NHSGGC is now Living Wage Accredited and a Living Wage Employer ensuring all staff receive a fair wage which is independent of and more in line with expected living costs than other wage levels, it is based on a “basket of goods includes housing, childcare, transport and heating costs” for all working people.	NHSGGC	Numbers of staff receiving living wage instead of minimum wage.	All low income NHSGGC staff and their families either working in Renfrewshire or outwith but live in the area.
Renfrewshire HSCP support local members of the community to access volunteering opportunities within NHS settings and this has been especially prevalent during the Covid-19 Pandemic when NHSGGC included the Scotland Cares scheme to assist with Drop and Go at hospitals, befriending and all other volunteering opportunities.	Renfrewshire HSCP Health Improvement Team NHSGGC.	Local people from Renfrewshire are part of core volunteering team within NHS GGC increasing their confidence and skills and supporting them along the employability pipeline.	Individuals in Renfrewshire furthest from the labour market who often have one or more significant barrier to employment.

Appendix B

Driver – Cost of Living

Description of Activity	Who is involved	Assessment	Groups the action is intended to reduce poverty amongst
Renfrewshire Council is on target to deliver 1140 hours of Early Learning and Child Care for all eligible children by the deadline of August 2021. As at 31 December 2020, 86% of children attending nursery were already receiving 1140 hours per year	RC	Numbers accessing service	All families with eligible children
Advice Works and Renfrewshire Citizens Advice Bureau are trusted partners referring clients in need to Renfrewshire Foodbank for fuel vouchers.	RC Advice Works/RCAB/Renfrewshire Foodbank	Numbers accessing/demographic	All in need of fuel support
Support with childcare options given to those seeking to access employment.	RC Advice Works/DWP	Numbers of clients	All families with children
The Advice Works service provides budgeting support and money advice to the citizens of Renfrewshire.	RC Advice Works and partners	Numbers/Demographics/Client Financial Gain/Debt Managed	All
Renfrewshire Citizens Advice Bureau is funded by Renfrewshire Council to provide budgeting support and money advice to the citizens of Renfrewshire.	RC/RCAB	Numbers/Demographics/Client Financial Gain/Debt Managed	All with focus on priority groups
Renfrewshire Council provides advice in the Renfrewshire Foodbank to help clients maximise income/deal with problems.	Renfrewshire Foodbank/RC Advice Works	Client Financial Gain (demographics collected)	All
Renfrewshire HSCP and Advice Works worked together to deliver a pilot embedding advice in two GP's surgeries. This will be expanded to 4 more GP surgeries in 21/22	RC Advice Works/HSCP/NHSGGC GP Practices	Numbers accessing service/ Client Financial Gain (demographics collected)/Whether 1 st time accessing advice.	All in need, but particularly those with ill-health.
Renfrewshire Council provided funding of £10,000 to Renfrewshire Foodbank.	RC/Renfrewshire Foodbank	Numbers fed/reasons/Ward/ Demographics	All. This year, the Foodbank has provided food to 725

			single parents and 538 families with 2590 children fed.
Renfrewshire has an Energy Advocacy Service which offers support to families to reduce energy bills, manage debt and obtain any assistance to which they are entitled, including Warm Home Discounts. One adviser works specifically with our Families First service.	RC Energy	Numbers/ongoing and one-off CFGs	In 20/21 Energy Advocates have worked with 1049 clients to reduce bills and energy debt saving them almost £315,000 including ongoing savings, write offs and Warm Home Discounts. This includes 343 families with young children who saved £112,881 .
By working closely with tenants, Housing Officers establish where clients may be eligible for charity grants and help with applications.	RC Housing	Actions recorded	Tenants in need of support due to difficult circumstances.
Local Authority 'super membership' purchased by Renfrewshire Council from FareShare to provide food for community groups for Place Based responses to food insecurity. Collection and distribution network formed and supported by Council.	RC/FareShare/Kibble/RAMH/STAR Project/Tannahill Centre/Kairos/EBI Unites/Lochwinnoch Food Group/St Conval's	Numbers of organisations accessing FareShare/numbers of families accessing	All suffering food insecurity.
Renfrewshire Council facilitated Community Food meetings with interested parties to coordinate and improve community food response in Renfrewshire.	RC/SG/FareShare/ Kibble/RAMH/STAR Project/Tannahill Centre/Kairos/EBI Unites/Lochwinnoch Food Group/St Conval's/Food Train/ROAR		All suffering food insecurity.
Home Energy Scotland Workshops held for practitioners to encourage partnership work in Renfrewshire to tackle fuel poverty and access fuel vouchers.	Engage Renfrewshire/Home Energy Scotland	Numbers attending with increased awareness	All with fuel poverty

Families First (as described in narrative) is a free service which supports families with children aged 0-8 years old to help them maximise their income and manage their debt. An Energy Adviser works specifically with this service.	RC	Numbers accessing services/Client Financial Gain	All families with children aged 0 – 8.
Street Stuff Clubs provide free activities for children in the evenings, during the holidays and at weekends. A free healthy meal is provided and the Street Stuff buses also have free wifi to ensure young people aren't digitally excluded. During Lockdown Street Stuff supported young people in Childcare Hubs.	RC/Street Stuff/ Police Scotland, Scottish Fire & Rescue, Engage Renfrewshire and St Mirren FC.	Numbers attending/Community safety stats showing reduction in vandalism and youth disorder.	All young people aged 10-18
Breakfast clubs continue providing a healthy breakfast to all pupils universally, relieving financial pressure on low income families, but most importantly, making sure that children start the school day ready to learn.	RC	Numbers of breakfasts/anecdotal evidence from teachers re. impact.	Universal, but schools involved are in areas identified as having high levels of deprivation.
The Cost of the School Day fund, bolstered by £75,000 funding from the Tackling Poverty programme, continues to operate across all primary and secondary schools in Renfrewshire, directly supporting families in a variety of ways. As per the narrative, flexibility has allowed families facing difficult circumstances to be supported with food and fuel vouchers.	RC	Numbers using/what costs supported	Families identified as in need of support
NHSGGC has seen a major increase in staff using their fuel poverty and staff money worries programme.	NHSGGC	320% increase on last year. 1060 staff using service.	NHSGGC staff
Free sanitary products funded by Scottish Government have been distributed via home delivery. As they reopen supplies will also be available throughout community venues in Renfrewshire, including all libraries/town hall/leisure centres and Council HQ public area as well as third sector organisations.	RC/RL/SG/Remode/RAMH/STAR Project/EBI Unites/RCAB	Budget spend	Families in need
Paisley YMCA provided a 'Laptop Loans' service loaning digital equipment to young people and providing laptops and other equipment, for example Raspbery Pis as well as	Paisley YMCA	Numbers loaned/numbers engaging	Young people in need of digital equipment and 8 - 17.

sharing digital expertise. These were delivered to young people during lockdown.			
Budgeting Workshops online to help service users maximise income and minimise outgoings.	STAR Project/ RCAB	Individual organisations count engagement within their own stats	STAR Project service users
Ongoing delivery of the Energy Efficiency Standard for Social Housing (EESH) means warmer houses and cheaper fuel bills.	RC Housing	78% of housing stock currently meets standard	All council tenants.
Renfrewshire's Housing Options approach includes a Common Allocation Policy developed with RSLs to assist customers obtain a suitable property. The Options service also includes advice, for example, employability advice for those who would benefit as part of the assessment process.	RC Housing/Bridgewater, Linstone, Paisley and Williamsburgh HAs	Number of properties allocated	All in need of affordable homes prioritised as to agreed policy. The new common policy enables multiple needs to be taken into consideration when assessing an application.
An additional £84,000 has been awarded to Renfrewshire Citizens Advice Bureau for a two year Welfare Rights project.	RC/RCAB	Numbers/client demographics/client financial gain	All, but contract specifies priority groups for advice in line with child poverty priority groups.
The Advice Partnership works together to develop and promote a collective vision for advice in the area and ensure advice services are proactive, accessible and customer focussed, and so meet client need. This includes provision of income maximisation and budgeting advice.	RC/RCAB/RAMH/ Foodbank/UWS/HSCP/ RACA/Linstone HA/ Engage Renfrewshire/ICJ/ Social Security Scotland/You First Advocacy	Partnership has led to improved relationships between advice providers and increased understanding and awareness of each other's work reducing gaps and duplication in service.	All
Automated process for Young Scot cards in Renfrewshire to promote maximum take up. All P7 pupils have their photo taken and application made. They can then access discounts and rewards.	RC Youth Services/RC Schools	Numbers	All school pupils once reaching P7

STAR Project/Social Work and others identify families in poverty and work with Renfrewshire Toy Bank to provide gifts at Christmas.	STAR Project/SWD/Renfrewshire Toy Bank	Numbers accessing	Families in need
The Housing Team work with existing tenants to maximise their income and reduce outgoings, eg. referral to advice works and energy advisers. They establish where rent can be waived and contact rent collection services on clients' behalf to arrange this.	RC Housing	Outcomes recorded	All tenants
Renfrewshire Council's partnership with Experian through the Rental Exchange project allows tenants to build their credit scores through their rent payments, as happens through mortgage payments for those who own their property. This increases access to Affordable Credit.	RC Housing/Experian	Numbers accessing service	All tenants
Before a tenancy is offered income, expenditure and benefit entitlement are assessed. The most appropriate, affordable housing can then be offered, and DHPs put in place where appropriate.	RC Housing	Numbers accessing service	Prospective tenants
The Family Nurse Partnership offers intensive support to mums aged 19 or under. This year due to Covid, this involves engaging with the young mums during pregnancy through initial home visits and thereafter by telephone or other media. Developing a therapeutic relationship and using this to create a secure base and as a vehicle for positive behaviour change. FNP nurses support the young mums with a variety of issues, such as claiming benefits, housing options, budgeting, training and employability support. The role of the Family Nurse is to support the young mum with these aspects but with a continuous encouragement towards self-efficacy.	HSCP/DWP/SDS/Barnardos Threads/Invest/Homestart/Shelter/SWD	Benefits claimed, employment destinations, and education destinations at 6 monthly intervals from pregnancy until 2 years of age.	Pregnant women, young mums under 25, parents with children under 1.
Free wifi is available in the outdoor town centres in Renfrewshire. It is also available in all public libraries, sheltered housing complexes, town halls, sports centres,	RC/RL	Annual billing information	All

community centres and childrens' homes, as well as other leisure venues and on the Street Stuff buses that provide activities for young people.			
Children's Services distributed 1,800 Chromebooks to young people who needed them to complete their school work.	RC/SG Digital Inclusion	Numbers distributed to families in need	Families with children.
1590 Wi-Fi enabled devices distributed and Mi-Fis as part of the Connecting Scotland Programme. Support to set up and use devices also provided through RC Youth Services/Digiteers and orgs involved.	RC/SCVO/SG/Engage/Community Partners	Numbers distributed in each phase	1134 devices issued to families and young care leavers in Phase 2.
Klas Care offers families bespoke childcare contracts to help counter in-work poverty and free food to families in need.	Klas Care	Numbers accessing service	Families with nursery/primary aged children.
Renfrewshire Affordable Credit Alliance (RACA) works together to increase and promote forms of affordable credit in Renfrewshire, as per narrative. Events are run twice a year to inform practitioners and animations produced. Emphasis this year has been on stopping loan sharks, offering alternative low cost credit and scams and online loans.	RC/Engage Renfrewshire/UWS/STAR Project/RCAB/RWCU/Gleniffer CU/Scotcash/Fair for You/TSS	Increased CU membership/Increased use of fair credit uptake in Renfrewshire	All
Credit Unions have been supported by the Council through the MyCreditUnionRenfrewshire website and social media. Credit Union payroll savings and deductions are also promoted with RC staff. This has continued in online sessions. Credit unions promoted and linked with organisations working with those in need of affordable credit options.	RC/RWCU/Johnstone CU/White Cart CU/Gleniffer CU	Membership figures/Interest saved from instant loans/loan numbers	All
Renfrewshire HSCP Health Improvement Team co-ordinated with NHSGGC and Home Energy Scotland to deliver 4 online sessions to inform staff about available financial supports for energy use and minimise their costs of energy in their homes.	Home Energy Scotland.NHSGGC Renfrewshire HSCP Health Improvement Team	Numbers of and attendees at online sessions	Staff and families of staff who work in Renfrewshire HSCP and NHSGGC.

Information provided to Renfrewshire HSCP Staff in relation to gaining help and support with financial issues, both existing and developing.	Renfrewshire HSCP Health Improvement Team/Advice Works/RCAB/The Wise Group/Home Energy Scotland.	Information provided in staff bulletins, Chief Officer Brief, social media channels and in community network meetings of where assistance could be gained and what type of assistance was offered (rent support, living costs, debt support and income maximisation availability).	Staff and families of staff who work in Renfrewshire HSCP and NHSGGC.
Renfrewshire HSCP created and distributed a local resource also to staff working within the partnership detailing food and fuel provision during the pandemic. This showed alternative methods of food provision in the forms of “grow your own” schemes and reduced cost purchasing options.	Renfrewshire HSCP	Numbers receiving resource	NHSGGC/HSCP staff
Renfrewshire HSCP distribute foodbank voucher to patients within services who require these, this is monitored by the Renfrewshire HSCP Planning and Health Improvement team.	Renfrewshire Foodbank/Renfrewshire HSCP children’s services, Renfrewshire HSCP Community Mental Health team, Renfrewshire Addictions Service NHS GGC Midwives and Health Visiting Teams.	Renfrewshire HSCP services distributed over 332 foodbank vouchers, and the numbers fed included 66 children.	Families who receive services from Renfrewshire HSCP Children’s Services, Renfrewshire HSCP Community Mental Health team, Renfrewshire Drug Service NHSGGC Midwives and Health Visiting Teams.
HSCP ensured wide coverage on social media and through networks on the provision of help lines and supports open during holiday periods such as the Festive Period Housing Associations opening times and helplines, National helplines, local opening times for supports and local 24 hour helplines.	Renfrewshire HSCP Health Improvement Team.	Reach of social media campaign Numbers of partners sharing	Families who may have faced financial, food or fuel crisis when traditional services are not available.

Renfrewshire Libraries have been running a home delivery service for all families with pre-school, primary and secondary children throughout the pandemic.	RL	Numbers accessing service	Families with children of all ages, including young and school age.
Support of Free Sanitary Products scheme through promotion of service available to residents on a low income or reduced income within the Renfrewshire area – both through HSCP staff channels and HSCP Social Media	Renfrewshire HSCP Health Improvement Team/RC	Social media and network reach (including education, mental health supports, BAME Groups)	Families and young people who are on a low income or are facing a financial crisis
Renfrewshire Council and Engage Renfrewshire support Talk Money Week each year through a RACA event, promoting advice and affordable credit options. This year HMRC - Help To Save scheme, Right Way Credit Union and University of the West of Scotland presented and there was a launch of new RACA video resources; loan sharks and affordable credit.	RC/Engage/RACA	Number of attendees	Low income families
Home-Start offers volunteer led parent-to-parent support, working alongside families to help them improve their lives for the better and help the children achieve their potential. They also provide practical help, such as food, essential supplies, Christmas presents, buggies etc	Home Start	Numbers of types of assistance	Families with at least one child 5 or under, all priority groups.
Renfrewshire Foodbank provides fuel vouchers on referral from RCAB/Advice Works who provide advice to the client on energy and income maximisation.	Foodbank/RCAB/RC	Numbers of fuel vouchers issued	All in need
Fuel vouchers issued throughout pandemic from a variety of sources.	RC schools/Foodbank/STAR Project/Linstone HA	Numbers of fuel vouchers issued	Families/All

Appendix C

Driver – Income from Social Security and Benefits in Kind

Description of Activity	Who is involved	Assessment	Groups the action is intended to reduce poverty amongst
Council funded advice service at Renfrewshire Citizens Advice Bureau provides benefit advice and completes Financial Health Checks (FHCs) to ensure benefits are maximised. (3 year contract)	RC/RCAB (SG funding for FHCs since Jan 19)	Numbers attending/Client Financial Gain/Demographics	Available to all Renfrewshire residents, however particularly targeted at clients with multiple issues and the following priority groups; Low Income Households, Households affected by Welfare Reform, Parents of children in poverty, People who are currently unemployed, Individuals living with long term health conditions, People experiencing poor mental health, People living with a physical disability, Care Experienced. (SG funding targets families and older people)
£84,000 over two years has been awarded to RCAB for a Welfare Rights service which will begin in May 2021.	RC/RCAB	Numbers/Demographics/Client Financial Gain	All, but Child Poverty Priority groups are specified in contract.
The Council Advice Works service provides benefit advice to the citizens of Renfrewshire. The service	RC	Numbers/Demographics/Client Financial Gain	All/families in priority groups

has continued during the pandemic by telephone and online. Advice Works continues to provide the advice for the Healthier Wealthier Children (HWC) service described in the narrative.			
An additional £100,000 was allocated in the Council budget to support Discretionary Housing Payments.	RC	Numbers accessing DHPs	All entitled to DHPs
The Scottish Welfare Fund has increased flexibility and met increased workload demands on the service and the overall level of spending to meet the increased number of applications due to the pandemic.	RC	10305 Crisis Grant applications this year, an increase of 1191 on last year. Average grant has increased by approx. £22 this year.	All in need of financial support
Schools/Nurseries and Social Security Scotland worked together to promote Best Start Grant.	RC/SSS	Numbers claiming in area	Low income families
Automation of school clothing grant to those who receive free school meals. Payments made direct to bank accounts.	RC	Numbers receiving school clothing grant	Families receiving relevant benefits
£11.25 per week allowance for Free School Meals paid directly to the bank accounts of eligible families during lockdown.	RC/SG	Numbers receiving FSMs	Families receiving relevant benefits
Housing teams provide ongoing advice to vulnerable tenants, for example ensuring rent increase information provided to DWP.	RC Housing Assistants, Housing Officers and Tenancy Management Officers	Numbers accessing service, referral rates, DHP rates, rent arrears managed.	Tenants receiving social security benefits.
The Housing Services Team identifies tenants who may need support to pay their rent or with low income. They then work very closely with partners across the Council and beyond, signposting these tenants to teams to assist with income maximisation through employability services financial advice and fuel poverty advice, including DHP claims.	RC Housing Assistants, Housing Officers and Tenancy Management Officers/ Advice Works, Invest in Renfrewshire/ Energy Advocates.	Numbers accessing service/rent arrears managed/client financial gain	Tenants in need of support
A new process has been developed to capture Council Tax Reductions by telephone as well as	RC Stakeholder Teams	Numbers claiming CTR	All clients in need

proactively contact citizens who may need this support.			
Advice Partnership Renfrewshire is a partnership between a variety of advice providers in Renfrewshire, working together to ensure appropriate advice is available and easy to find. Working in partnership, advice agencies signpost and refer to each other to ensure clients maximise benefit income.	RC/RCAB/RAMH/ Foodbank/UWS/HSCP/RACA/Linstone HA/Engage Renfrewshire/ Social Security Scotland/ICJ	Partnership has led to improved relationships between advice providers and increased understanding and awareness of each other's work. Also improved communication, eg. around Scottish Social Security benefits.	All
Families First (as described in narrative) is a free service which supports families with children aged 0-8 years old to help them maximise their income and manage their debt. This includes benefit advice.	RC	Numbers accessing services/Client Financial Gain	All families with children aged 0 – 8.
Both Advice Works team and Renfrewshire Citizens Advice provide regular online outreach to clients to ensure accessibility of advice in local areas. They meet regularly to ensure they are not duplicating services.	RC Advice Works/RCAB	Numbers attending/Client Financial Gain and debt managed.	All, however some specific outreaches are targeted through location, eg. Disability Resource Centre
Renfrewshire Council provides advice in the Renfrewshire Foodbank to help clients maximise benefit income/deal with benefit problems.	RC Advice Works/Foodbank	Numbers using service/Client Financial Gain	All who attend foodbank
Digiteers – Free coaching sessions on a one-to-one basis for those who need help with basic IT skills available at all 12 Renfrewshire Libraries when open. This allows clients to claim benefits and maintain their claims. Online/telephone support given at other times and Digiteers acted as Digital Champions for Connecting Scotland Devices.	RL Libraries (who have recruited volunteers to provide this service/RC.	Numbers of learners/number of hours coaching provided/user satisfaction/case studies	All digitally excluded
Tenancy Sustainment Officers work with tenants to establish where rent arrears can be written off, and advocate on their behalf with collection teams.	RC Housing	Numbers seen/arrears written off managed	Tenants in rent arrears

The Refugee Resettlement Team, including their Welfare Rights Officer work with Syrian Refugee families to ensure all relevant benefits are claimed.	RC/RRT	All families supported	Minority ethnic families, Families where the youngest child is under 1, Mothers aged under 25
Public Wifi is available all day, every day in Renfrewshire town centres and Council and Renfrewshire Leisure premises. This allows users to maintain their benefit claims.	RC	Annual Billing information.	All
Community Connectors social prescribing service in each GP's surgery in Renfrewshire which can help with benefit and housing issues as well as health, referring on for complex cases.	HSCP/Linstone HA/ RAMH	Numbers of clients/reason presenting/referrals/ number of GPs visits/demographics	All
Welfare Rights service offered by Linstone HA to all Linwood residents	Linstone HA	Numbers/Client Financial Gain	All in geographical area
NHSGGC and Renfrewshire HSCP supported the planning of a new Support and Information Service within the Royal Alexandra Hospital which includes benefits advice. Due to Covid restrictions on external visitors this is staffed by NHSGGC 4 days per week, but organisations such as Advice Works, Social Security Scotland and ICJ will be there, as well emergency energy provision from Home Energy Scotland.	Renfrewshire HSCP/ NHSGGC/SSS/ICJ Advice Works. Home Energy Scotland.	Numbers supported	Patients and their families.
Improving the Cancer Journey provides advice and assistance to those with a cancer diagnosis in Renfrewshire. Part of this is ensuring all relevant benefits are claimed.	RC/Macmillan	Numbers/demographic/CFG	All those with a cancer diagnosis.
Renfrewshire Council works closely with Social Security Scotland (SSS) Local Delivery to maximise uptake of benefits. The Local Delivery Lead for Renfrewshire represents SSS on our Advice	RC/SSS	SG statistics on benefit take-up rates in Renfrewshire	All who may be entitled to SSS benefits

Partnership to help ensure maximum benefit take-up.			
Renfrewshire HSCP and Advice Works worked together to deliver a pilot embedding advice in two GP's surgeries. This will be introduced to 4 more GP practices in 21/22.	RC Advice Works/ HSCP/NHSGGC GP Practices/	Client numbers/demographics/client financial gain	All patients of GP practices in Renfrewshire.
Renfrewshire HSCP Health Improvement Team promoted Social Security Scotland's benefits such as Best Start Grant and Scottish Child Payment across staff using a whole team approach as well as to the public via social media channels. This covers all SSS benefits and will continue as new benefits are rolled out.	Renfrewshire HSCP Social Security Scotland.	Numbers claiming benefits	Families with young children.
Social Security Scotland have a monthly section in education newsletter to all staff to promote their benefits.	RC/HSCP/SSS	Numbers claiming benefits	Families with young children
Renfrewshire HSCP Health Improvement Team supports campaigns and activities linked to child poverty such as Poverty Alliance Get Heard, Engage Renfrewshire's New Buddies Officer sessions for BAME communities and national campaigns such as Challenge Poverty and Talk Money weeks.	Renfrewshire HSCP Health Improvement Team	Numbers reached through networks, newsletters and social media	All low income families
Renfrewshire HSCP Health Improvement Team provided support to Renfrewshire Children's Services to increase awareness of and increase referrals into HWC by: <ul style="list-style-type: none"> • Scottish Social Security benefits and HWC inputs to Health Visiting teams • Identifying Poverty Champions within Health Visiting teams 	Renfrewshire HSCP Health Improvement Team Children's Services staff. Healthier Wealthier Children Advisor Advice Works.	328 referrals in 2020/21 £988,374 generated in Client Financial gain.	Pregnant women and families with infants

<ul style="list-style-type: none"> • Renfrewshire specific Income Maximisation referral information included within Health Visitors Universal Pathway Resource. • Developing referral resource for pandemic specific and emergency supports • Linking Health Visiting Staff to services in specific emergency cases. 			
The HWC Returns data was reviewed and brought in line with National Data Reporting and current availability of benefits/financial supports in order to provide up to date and relevant information and to create better analysis and comparison with other HWC services.	Renfrewshire HSCP Health Improvement Team Healthier Wealthier Children Advisor - Advice Works.	Improved recording and responsiveness to trends in referral and uptake of HWC services.	Increase targeted promotion and awareness of service among families and those who are affected by poverty.
Updated resources on HWC distributed to the NHSGGC Midwife Team for onward cascade to new and expectant parents.	Renfrewshire HSCP Health Improvement Team/RC/ NHSGGC Midwife Team/ NHSGGC Poverty Leads/ NHSGGC Financial Inclusion Group.	Referral numbers	Pregnant women with low income.
Digital awareness sessions by the Health Improvement Team and HWC worker to provide Information on available resources and the referral pathway which is supported through NHSGGC as well as the shift in the way financial issues are asked about during pregnancy and after birth to gain better results.	Renfrewshire HSCP Health Improvement Team/RC/ NHSGGC Midwife Team/ NHSGGC Poverty Leads/ NHSGGC Financial Inclusion Group.	Referral numbers	Pregnant women with low income.

Appendix D – Enablers to Reduce Poverty by 2030

Description of Activity	Who is involved	Assessment	Groups the action is intended to reduce poverty amongst
Renfrewshire Council has worked with Poverty Alliance on 'Get Heard Scotland' as per narrative. This is designed to help people on low incomes get their voices heard on the policies and decisions that most impact their lives and their communities	RC/Poverty Alliance/ community groups	Numbers engaging/policy input.	All, with a focus on child poverty priority groups
Renfrewshire's attainment work, as described in the narrative, is ongoing.	RC	Measures of attainment gap	All
Credit Unions continue to be promoted in Renfrewshire through the 'mycreditunionrenfrewshire' website and social media. RWCU has developed a specific Child Benefit Loan products for parents.	RC/RWCU/Scotwest/White Cart CU/Johnstone CU/ Gleniffer CU	Membership numbers	All/Parents
Active Communities support a peer health project, working with young people in secondary schools across Renfrewshire to identify key health priorities in their school and developing young people to lead their own activities to improve health and wellbeing. Funded by the Tackling Poverty Programme, the service has continued through the pandemic using digital means and providing wellbeing boxes and other resources.	RC/Active Communities	Numbers trained/Numbers engaged/case studies	Secondary school pupils
The Skoobmobile, funded by the Tackling Poverty programme, provides a mobile public library service directly to children and families in communities. This service aims to help improve children's life chances by encouraging a lasting interest in reading, literacy, physical activity and learning. Due to pandemic, packs have been provided from bus.	RL	Numbers using service	Families

£200,000 has been allocated in the Council Budget to extend the hugely successful Imagination Library book gifting pilot to all 2 to 5-year-old children in Renfrewshire.	RC/Dolly Parton's Imagination library	Numbers using service	Families with young children
Renfrewshire's 'Family Firm' approach across a partnership of corporate parents provides a suite of interventions to support and enable care experienced young people to develop employability skills and reach positive destinations post school.	RC	Numbers of young people gaining positive destinations	Care experienced school leavers
Renfrewshire Affordable Credit Alliance (RACA) attended online Money Week event at UWS.	RACA/UWS	Numbers engaging	Students
Renfrewshire Council's Youth Services aim to improve outcomes for young people in Renfrewshire through youth work, information, empowerment activities and outdoor learning. They: promote wider achievement through accredited and non-accredited awards; empower young people to have a voice, take part in decision making and making a positive contribution to the community; help young people develop skills for learning, life and work and enter employment, training and or further or higher education after school; promote health and wellbeing among young people and ensure young people benefit from good quality youth information, that helps them participate in opportunities and make informed choices.	RC	Numbers/Outcomes	Young people
Community Learning and Development (ALLS and Youth Services) continued to support children, families and young people during the lockdown with services such as delivery of activity packs that focussed on mental health and wellbeing and learning activities around keeping safe. They continued contact via	RC/RC CLD	Numbers supported	Families with children/young people

<p>telephone/doorstep contact/outdoor activities and re-assuring.</p> <p>Youth Services have had on-line engagement that was able to deliver to targeted groups and developed outdoor activities for when lockdown lifted.</p> <p>Community Learning and Development also delivered Childcare Hubs to 2000 young people (essential key worker's children and vulnerable young people) and supported the Neighbourhood Hubs in the relief and support to families.</p>			
<p>Digi Ren partnership aims to reduce the gaps in cost for services by ensuring more people are digitally able. They work together to enhance digital capability and access in Renfrewshire. Digi Ren also works to ensure accessibility.</p>	<p>A wide variety of organisations including RC/Engage Renfrewshire/ Paisley YMCA/UWS/ Libraries/Paisley HA</p>	<p>Numbers attending meetings/ feeding into conversations/ digital improvements in services</p>	<p>All digitally excluded</p>
<p>Through a variety of intervention types including mediation the Youth Officer with the Homeless Prevention team helps young people aged 16 - 24 sustain tenancies. This includes:</p> <ul style="list-style-type: none"> • Helping homeless young people set up and sustain tenancy for crucial first 8 weeks of tenancy, monitor property for a year with intervention as required. • Managing the transition to a tenancy from the family home so social network support is ever present with young persons' journey into housing (avoiding homelessness and temp accommodation) 	<p>RC Housing</p>	<p>Percentage still in their tenancy a year after date of entry</p>	<p>Young people with housing issues.</p>

<ul style="list-style-type: none"> If referred by housing providers, Social Work etc, help young people resolve issues in order to stop eviction or better sustain tenancy. 			
<p>The Home and Belonging Project aims to provide person centred support for young people with experience of care to turn houses into homes by working with them to develop or strengthen the skills they need to stay, cope and flourish in their own homes.</p> <p>Young people are given opportunities to take ownership of the environments they live in through activities such as upcycling, volunteering and engaging in mental health support, as well as support to develop practical skills such as DIY or cooking on a budget. There is also a Belonging Allowance of around £2000, which gives young people the power to take control of their lives and make their own choices.</p>	Quarriers/Engage/RC/Impact Arts/RAMH	25 young people per year to take part in the project, which offers person centred support.	Care experienced young people aged 16-25
<p>The My Future Pathways Programme has been designed for young people to take part in a number of work-based learning opportunities which aim to support them in their route into employment.</p>	RC Children's Services/Invest/construction companies CCG, Engie & Dalton Demolitions	Number taking part, number gaining employment, demographics	School leavers unable to access suitable college courses
<p>Renfrewshire Council are working in partnership with Barnardo's Scotland to improve the mental health and wellbeing of young people in Renfrewshire, in their 'Mental Health and Wellbeing Strategic Partnership' which was launched in October 2019.</p>	Barnardo's/RC	Numbers taking part in consultation workshops and focus interviews.	Children and Young people
<p>The NHS Credit Union offers affordable credit to staff and their families</p>	NHS Credit Union	Membership numbers, savings and loans	All NHS Staff
<p>NHSGGC briefings and marketing materials are regularly provided to early years staff and staff with money worries to alert them to referral pathways and social security benefit changes that may affect them</p>	Corporate Equality Team	Numbers of briefings, campaigns	Increased awareness of staff on responsibilities, and sources of income for patients and themselves.

Home-Start offers volunteer led parent-to-parent support, working alongside families to help them improve their lives for the better and help the children achieve their potential.	Home-Start/RC/Klas Care	Numbers of families/number of volunteers/type of help provided	Families with young children/fathers of young children. Work with all priority groups.
Renfrewshire's Participatory Budgeting event, 'Celebrating Renfrewshire – by young people, for young people', provided funding for a range of projects designed by, or for, young people aged 12-25 which would improve their lives.	RC/Young Scot	Numbers taking part, evaluation of process, evaluation of projects funded.	Young people aged 12-25
A joint project was launched in partnership with SAY Women which includes a focus on providing time limited tenancy sustainment advice and assistance for young women aged 16-25 years who are identified as survivors of child sexual abuse and/or survivors of other forms of sexual violence.	RC/SAY Women	Numbers supported/assisted	Young women aged 16-2
Career Ready programme being piloted in two schools will provide some S5 and S6 pupil with a workplace mentor, networking opportunities and a paid, 4 week internship. https://careerready.org.uk/scotland/	RC/Career Ready/Employers	Impact measured using a set of outcomes designed in partnership with employers and educators.	Young people who need most support to overcome barriers
Young Persons Guarantee (YPG) is a new initiative and offers a guarantee, for all young people aged 16 – 24 years old, to receive an offer of employment, training, education, or volunteering.	RC/SG/Engage Renfrewshire	Numbers in scheme/demographics/employment gained	0-5% SIMD residents, care experienced clients, ex-offenders, those from BAME communities, 16-19 year olds with no qualifications and young people with disabilities or health conditions.
RC is a gateway organisation for Kickstart, a scheme to create new and additional jobs for young people, aged 16-24 years old and in receipt of Universal Credit.	RC/DWP/Employers	Target of 700 jobs	Young unemployed people 16-24

Appendix E - Joint long-term objectives for NHSGGC Child Poverty Leads Group

There are 6 Local Authorities within the NHS Greater Glasgow and Clyde area. In response to the 2019 Poverty and Inequality Commission review of year one local child poverty action reports, an increased focus on partnership working, long term objective setting and outcome measures has been agreed between child poverty leads across NHSGGC.

The following joint long-term objectives will be reviewed by partners on an annual basis:

Role as an employer
<ul style="list-style-type: none"> • Increase family friendly working approaches • Attaining and maintaining Living Wage Employer Accreditation • Parents as a priority group for interventions with staff who have money and debt worries • Parents as a priority group in our Employment and Health approach • Parents as a priority group for recruitment initiatives • Child poverty a feature, as appropriate of Learning and Education programmes • Child poverty outcomes in community benefit clauses
Role as a service provider (Children and Families Settings)
<ul style="list-style-type: none"> • Ensure every opportunity is used to maximise income and reduce outgoings • Develop innovative co-location models (e.g. with Social Security Services Scotland, Department of Work and Pensions) • Ensure engagement with people with lived experience of child poverty to inform planning and review • Analysis, where possible, of reach of interventions by Child Poverty Act priority groups (i.e. children of lone and/or young parents, children with disabilities and/or children of parents with a disability and black and minority ethnic children and also kinship carers)
Role as a partner
<ul style="list-style-type: none"> • Leadership on child poverty at Community Planning Partnership Boards • Influencing, from local and regional perspectives, key national partners (e.g. SSS, DWP, Health Scotland)

- Influencing, from a child poverty perspective, housing policy
- Influencing, from a child poverty perspective, transport policy

In addition, NHSGGC will -

- Ensure child poverty is comprehensively addressed in the Children and Families Universal Pathway
- Develop child poverty, as appropriate, as a 'golden thread' in Acute health improvement programmes
- Providing public health data for use in Acute and CPP areas **and**
- All LCPARs in the NHSGGC area aim to optimise flexible childcare approaches



To: Leadership Board

On: 16th June 2021

Report by: The Chief Executive and Director of Finance & Resources

**Heading: Organisational Recovery & Transition and Right for Renfrewshire
– Change & Transformation Programme**

1. Background

1.1 In December 2020 an update report was brought to the Board on the Council's Right for Renfrewshire (R4R) programme. That report provided predominantly an update on the revised implementation arrangements for the tranche 1 service redesigns, which the Corporate Management Team had been focused on remobilising over the final quarter of 2020. At that stage it was anticipated that COVID19 would continue to significantly impact corporate capacity and this was expected to continue well into 2021, consequently pushing back work to establish plans for further tranches of change and transformation projects well into 2021.

1.2 The ongoing impact of COVID19 has continued as was anticipated in the closing months of 2020, and indeed has continued to extend for longer in terms of the demands being placed on the organisation. Consequently in setting the Council's budget for 2021/22, a prudent assumption was made not to financially plan on any further savings emerging from R4R over the course of this financial year, over and above those already planning to be delivered from the tranche 1 service redesigns. Notwithstanding, it was still anticipated that over the medium term the Council would still be required to progress the objective to secure significant recurring savings from the R4R programme, albeit it was recognised the likely timing of this would extend out from the original three year planning horizon to a four to five year programme. As outlined in the report to the Council budget meeting, resources and financial flexibilities provided by the Scottish Government are expected to be utilised to support the Council's financial strategy over the medium term and mitigate the impact of the anticipated extension to the R4R timeline.

- 1.3 This report provides members with a further update on the tranche 1 service redesigns, as well as outlining areas that will now be commenced as part of a tranche 2. It is recognised that tranche 2, is relatively small scale and is focused on those areas of Council service which are not expected at this stage to be as significantly impacted by the transition of the COVID19 demands from dealing with the immediate virus containment and subsequent vaccination programme, to the recovery phase which will be wide ranging covering economic, education and community & social recovery as well as the recovery of the organisation as there is a transition back towards a phased return to offices.
- 1.4 In this context, the report also outlines for the Board the work that is being and will continue to be progressed over the course of the summer period, specifically in response to the anticipation of the ongoing relaxation of restrictions that will facilitate a phased and gradual re-opening of office accommodation. Consequently the Council will be required to plan for a prioritisation of access in order to ensure the maximum benefit is secured both from the perspective of the workforce, and also in terms of the delivery of services to the public and business across Renfrewshire. In addition, it is recognised that as organisations including the Council return to office accommodation, that the ways of working across the world have changed permanently. There is a need to take this into account as Council offices are partly re-occupied and the organisation learns from the COVID19 remote working experience and is able to transition to what is now commonly referred to as a 'hybrid' working environment where workforces are likely to be partly office based and partly remote or home working. This will bring very specific challenges and the Council requires to plan for the immediate period of transition where restriction will continue, albeit relaxed as the country moves through the Scottish Government's Strategic Framework levels, as well as planning carefully for how the Council will operate more permanently moving forward once restrictions are fully removed. What is certain, is that the Council's model of working prior to COVID19 will remain in the past and the opportunities now presented to design and develop a new way of working in the future should be maximised to ensure the Council is best placed to support communities and businesses through the recovery process as we ultimately move into a post pandemic period.

2. Recommendations

- 2.1 It is recommended that the Board:
- i. Note the update provided in section 3 in relation to the planning work being progressed to manage the commencement of the organisational recovery and transition from the existing remote working model operating across many aspects of services since the beginning of the COVID19 pandemic to the beginning of a hybrid working environment as office restrictions are expected to ease over coming weeks and months.
 - ii. Note the latest update on the Right for Renfrewshire Programme and the progress achieved in relation to the tranche 1 service redesigns as outlined in section 4.
 - iii. Approve the changes to the Finance & Resources service structure outlined in section 5 of the report and note that detailed transition planning to support this restructuring and associated detailed service redesign work will be progressed over the second half of 2021 as part of the Right for Renfrewshire programme.

- iv. Note that further reports will be brought to future cycles of the board to provide updates on the progress achieved in relation to programme and in time the identification of those service areas that will be proposed to constitute tranche 3 of the programme once the demands of the COVID19 recovery programme is better understood.

3. Organisational Recovery and Transition Planning

- 3.1 It is recognised that with the onset of the COVID19 pandemic, the Council underwent the most rapid and significant change to its operational arrangements that has ever been experienced. This involved around one third of the Council's workforce moving to remote working overnight as well as significant changes to a wide range of front line service provision to ensure COVID safe arrangements were in place and maintained in line with changing guidance and requirements for both the Council's workforce, our young people within educational establishments and our service users.
- 3.2 Throughout this period of unprecedented challenge the Council has demonstrated substantial capacity to deliver rapid, dynamic and flexible adaptation of services both pro-actively and in response to a fast and ever changing operating environment as the pandemic unfolded, government guidance and restrictions changed on a regular basis and as new needs and demands from communities and businesses quickly emerged. The resilience of the organisation has been tested at a scale and in manner never before experienced and the Council has undoubtedly played a very significant and leading role in supporting the communities and businesses across Renfrewshire through this long and challenging period of the pandemic since March 2020.
- 3.3 As members will be aware through separate reporting arrangements, the public health management of the pandemic is transitioning to a new phase. The vaccination programme roll-out, which has been long viewed as the sustainable route out of the pandemic, is successfully progressing at both a Scottish and UK level. Consequently, the national governments across the UK are gradually easing the scale of restrictions operating across the country.
- 3.4 The Renfrewshire area currently remains within Level 2 of the Scottish Government Strategic Framework Protection Levels and although there is as present no fixed timeline there is the potential that, subject to improvement in key data measures used by the Scottish Government in the management of the public health response, there will in time be progress in the gradual easing of restrictions towards Level 0.
- 3.5 It should however be noted that current Scottish Government indicates that that for the time being working from home remains the default position where possible, and that this should continue even at level 0. Based on information from the Scottish Government, there is a possibility for a limited return to office buildings emerging at some point during the summer period. In addition, what is also not clear at this stage is the degree to which social distancing requirements within office environments will remain in place, a key consideration in respect to the scale and nature of re-occupation of office buildings that may be possible. By way of illustration, should 2 metre social distancing be a requirement for the re-occupation of office buildings, Renfrewshire House will be restricted to a maximum operational capacity of around 20%.
- 3.6 Despite this ongoing uncertainty, it is important that the Council begins to plan for an expectation of gradual easing of restrictions in respect to use of office accommodation and in such a context how it is planned to transition the organisation from the current operational arrangements of home or remote working being the default (where this is possible) to one where partial re-occupation of office buildings can be re-introduced over the short term.

- 3.7 It is important to recognise that this initial planning will not be the Council's permanent working arrangement but rather represent a step forward towards a future point where restrictions will be fully removed. This initial process will therefore be focused on planning for how the Council will transition to operating under a new set of more relaxed but nevertheless ongoing restrictions where home or remote working will not be required to be applied as the default arrangement in all cases and greater flexibility will be available in how the Council works and how some services are delivered to the public.
- 3.8 To support this first phase of transition planning, the Corporate Management Team have commenced a programme of work across all services areas to complete an in-depth assessment on a team, job role, job activity and individual basis to establish how best to align staff work to the right work setting(s) during a period of ongoing restriction. This assessment process will primarily focus on staff who have been working at home since March 2020 to establish priorities for limited access to a council offices after the summer to undertake job roles and activity that can be better achieved in an office location. In addition, consideration will be required in respect to how office accommodation will need to be physically set up as well as operational protocols to comply with health and safety requirements. Further consideration will be given to the technology requirements that will support what would be the commencement of a hybrid working environment where the workforce would be spread between both remote and office based working. This presents some additional technical challenges over and above the predominantly remote or home working model that has been successfully in place since March 2020. Given there is a general expectation that degrees of hybrid working models are likely to become the future norm beginning to explore, consider and resolve these technical challenges early is a pre-requisite if the Council is to effectively and successfully manage this new period of transition.
- 3.9 This phased planning approach reflects an expectation that available office accommodation capacity may remain necessarily limited for some time under Scottish Government Guidance and therefore careful prioritisation will be required in terms of which services, job roles, activities and in some case individuals would benefit most from accessing limited office space. Ultimately the objective will be to ensure that over the short term, potentially covering the next 6 - 12 months, the Council is as well placed as possible to deliver critical services to communities and businesses as we move into the recovery focused phase of this pandemic. This planning work will include engagement with political groups and elected members in respect to both future arrangements for the utilisation of the existing elected members office suite, and as covered in the Governance Report elsewhere on this Board agenda, transitioning towards the delivery of hybrid meeting capability to facilitate the opportunity for elected members to participate in Council and Board meetings either remotely or through attendance at the Council Chamber.
- 3.10 It will be important that this planning process is underpinned by experience and learning from the period of enforced remote working along with strong engagement with the Council's workforce, not just to inform this initial transition phase, but also to assist the development and planning for future transitions as the Council moves closer towards what will ultimately become a new sustainable way of working as an organisation. The Council workforce has responded with remarkable dedication over the past 14 months and together with elected members, partners, trade unions and volunteers have helped to deliver public service at its very best despite unprecedented challenge and unavoidable requirements to change rapidly and often. Very substantial levels of adaptability have been demonstrated across all services in terms of how the Council has operated and how services have been delivered.

During this period, innovation and transformation has been accelerated and delivered at greater pace, greater reach, and greater scale that pre-pandemic would not have been thought possible and the Council's values have never been more evidently demonstrated by the workforce.

- 3.11 It is recognised there has been a substantial amount of invaluable learning and understanding that has been developed in terms of how the Council has and can work, how the Council can deliver services differently as well as engage, communicate and transact with service users, the public and business in ways not previously thought possible. It is imperative that the Council captures, understands and learns from this experience and importantly the key factors that have allowed this to happen at the pace and scale that emerged. This learning will inform how the organisation continues to move forward and transitions more fully to what will become the new business as usual for the Council. Building and consolidating on this learning and what areas of positive change and development to take forward into the recovery and renewal planning is of critical importance. The pandemic has been a major disruptor to how the Council works and it will be important that the positive gains that have been achieved during this period of adversity, for example the acceleration in digital transformation and how communities worked alongside the Council to support the most vulnerable, are capitalised upon and that the Council is careful to avoid the risk of reverting to 'previous business as usual approaches', especially in areas where new ways of working are having positive outcomes.
- 3.12 In progressing this planning work, engagement with the workforce is critical. Understanding the challenges faced by the workforce during the pandemic is a prerequisite to inform how the organisation best moves forward and a continued focus on the health and well-being of the workforce remains a key priority. To inform the planning process and help better understand the impact of the past 14 months as well as their aspirations for future ways of working, an all-staff survey has been launched at the start of June. This will build on the results of the Home Working survey in September last year and the feedback from staff about new ways of working during our Values engagement. Additionally, active, and positive engagement has continued with Trade Union colleagues whose positive partnership approach has been critical to support the Council and the workforce during this period. This ongoing positive engagement will remain a key element of this transition planning process.
- 3.13 Regular updates in respect to the progress achieved as part of the Organisational Recovery and Transition work will be provided to the Board as appropriate over the coming months. In addition, in relation to the shorter-term work being progressed over the summer period, regular communication releases will be provided to all elected members to ensure they remain informed as plans are progressed over this period.

4. Right for Renfrewshire

- 4.1 "Right for Renfrewshire" (R4R) represents the fourth phase of what has become a long term strategic programme, with major change and transformation being consolidated as a permanent and recurring feature of the Council's strategic agenda.
- 4.2 As outlined to members previously, in approaching this challenge several existing attributes will increasingly characterise and define the Council's future operating state over the medium term.
- The Council will be leaner and more efficient, a digitally leading public sector body, doing the right things well, responsive to citizens changing needs and expectations and which prioritises more limited resources to where it can make the biggest positive impact on peoples' lives across Renfrewshire.

- The Council has a much clearer focus on its core purpose and what it is best placed to deliver, facilitate and enable on behalf of communities, partners, staff and businesses.
- The Council has a much more structured approach to designing services, where there is a clearer basis which underpins the service scope, standards, quality and cost of services that exist.
- The Council is better organised to have more adaptable structures where roles, teams and functions are designed to deliver excellent universal services for all communities whilst focusing our specialist resource on more complex customer needs.
- The Council works better with communities and recognises that the Council's role will be as much about building capacity to allow communities to play a bigger direct part in tackling the issues that affect them the most and where the Council enables communities to reach their potential and understand their needs.
- The Council will develop improved collaborative practice with partners to better achieve common goals for Renfrewshire and collectively invest our energy and resources where they make the most impact
- The Council has a workforce focused on where they will make the biggest impact, where all have opportunities to develop careers along clear pathways and feel motivated and positive about being part of the Council. The Council will be a leader in attracting and retaining talent and staff will be better supported to do their jobs and will be more empowered to innovate and find solutions.

Strengthening these areas is a key focus that underpins the RforR programme ensuring they become significantly stronger features of the Council as it moves forward and transforms.

- 4.3 Indeed many of these existing attributes have been proven over the course of the pandemic to be significant strengths of the organisation and in many instances have been enhanced throughout this challenging period. As referred to above, the acceleration of progress in many of these areas can only increase the confidence that further improvement, transformation and delivery of long term better outcomes remains an ambitious and achievable aspiration for the Council.
- 4.4 In line with progress outlined in previous reports to the Board, members will be aware, that at the onset of the coronavirus pandemic, a decision was taken to formally pause the R4R programme, recognising the capacity of the Council was required to be fully diverted to support the immediate emergency response.
- 4.5 In the final quarter of 2020, the corporate management team sought to remobilise the R4R programme with the initial focus on stepping back up implementation of the tranche 1 service designs that were paused earlier in 2020. Since that time, the demands of COVID19 remained significant following the winter wave of the virus and the focus of the R4R programme has been restricted to delivery of the existing tranche 1 service designs. It is recognised that the full implementation of each of the tranche 1 service designs have been disrupted to varying extents because of COVID19. The financial impact of this delayed implementation timeline has already been reflected in the Council's financial planning arrangements.

Indeed, no further savings beyond those already planned from the tranche 1 service designs have been assumed in the 2021/22 budget in recognition of the uncertainty over when the R4R programme will be capable of being fully remobilised.

4.6 The tranche 1 service redesign exercises were framed around functional service groupings cutting across existing service structures and deployed a standardised approach and methodology, creating consistency in both approach and deliverable outputs from reach exercise. The following short updates are provided for members reference in relation to each redesign exercises.

4.7 Customer Transactions

4.7.1 As previously outlined for elected members, the Customer Transactions service design is associated with service areas that sit predominantly within the existing Customer and Business services. The service areas within scope already have a long-established track record of delivering change, transformation and modernisation. This has supported the service over the long term to:

- deliver on a sustainable basis more consistent and reliable services with, in many instances increased access and choice,
- improve performance and deliver services that are more responsive to both internal and external customer needs,
- support the release of sustainable cost efficiencies over a long-term period, and
- support the delivery of income growth and improved income collection performance.

4.7.2 In this context, the Customer Transactions service design has been focused primarily on the delivery of existing transformation and modernisation projects, that seek to accelerate the deployment of new digital capabilities and adoption of underlying service re-design principles.

4.7.3 The planned programme of implementation work has suffered an inevitable degree of disruption as a result of COVID19. The most obvious impact has been the need to continue to progress this transformational programme remotely, with all associated staff operating from home since late March 2020. Despite the additional challenges such working constraints bring to progressing the critical collaborative work that underpins this work programme, the service has continued to make significant progress. Although there has been inevitable slippage in some areas of planned work, in some instances there has been a very significant acceleration of planned transformational changes in direct COVID19 restrictions has placed very particular demands on the wider public to interact and engage with the Council through digital means as a direct consequence of lockdown restrictions and the closure of face to face contact services. Consequently, there continues to be a marked increase in the shift to digital engagement with well over 4 out of every 5 household in Renfrewshire now signed up to MyAccount and now transacting digitally with the Council.

4.7.4 Overall, the extended period of the pandemic has continued to impact on the capacity of the service to progress the transformation at the desired pace. Despite this good progress continues to be made with around 90% of the £2.1 million of planned savings currently delivered. It is anticipated that that the full delivery of the associated changes will now extend to the end of this financial year.

This will inevitably delay the release of the final balance of the associated savings and this impact has been reflected in the budget set for 2021/22.

4.8 Placeshaping

4.8.1 Service redesign of the Council's strategic functions which are focused on the development of Renfrewshire as a place was agreed as part of Tranche 1 of Right for Renfrewshire. As previous reports have outlined, 'placeshaping' involves using our resources and influence to lead, support and promote the wellbeing of our communities and citizens. The Council has a strategic role in setting the vision for Renfrewshire as a place, providing political and economic leadership that can bring together the wider public sector, knowledge institutions and our business, voluntary and community organisations to help secure the future wellbeing of Renfrewshire and the people who live here.

4.8.2 Developing a new approach to placeshaping remains a significant opportunity to work better with partners and ensure everyone benefits from economic growth in Renfrewshire, and now, within the context of the covid-19 pandemic, to lead our economic and social recovery and also align to the national recovery.

4.8.3 To better support greater integration of specialist functions, sharing of knowledge, skills transfer and ultimately maximise the impact of all these services, key changes to the management arrangements have been progressed including:

- the management of the work of the City Deal team and the cultural infrastructure team has been brought together to ensure we maximise the skills and resources available to deliver these strategically important programmes.
- a reorganisation and integration of the existing regeneration, economic development, planning, placemaking and estates teams is nearing completion, with senior officers recruited and teams currently being aligned to ensure a fresh focus on regeneration, developing our place, economic recovery and our approach to inclusive growth.
- the Council's place planning services were all brought together within the Chief Executive's service under the Head of Economy and Development, from January 2021.

4.8.4 In terms of the VR/VER programme, as previously reported to members, a number of those who had planned to leave the Council agreed, at the Council's request, to remain in service until March 2021 as a direct result of the pandemic. These individuals have now left the organisation as planned.

4.8.5 Finally, the migration from Acolaid to Uniform was successfully completed, with the Uniform system going live on 12 April 2021. As well as providing our Development Management and Building Standards teams with a much-improved ICT system, it also gives the organisation the capability to use this system to increase the efficiency of our current business processes and modernise ways of working. The migration was a significant undertaking, with colleagues across the Council working closely together to deliver this complex project. Achieving this milestone also reflects the robust assurance and planning work undertaken to ensure minimal disruption to the customer and minimise risk to the organisation.

4.9 Community Development

4.9.1 The service design is on track to deliver against target of £0.522 million. £0.254m has been delivered in 20/21 and the balance will be delivered in 2021/22. The savings will be achieved by a planned and managed reduction in staffing utilising the Council's voluntary severance arrangements as outlined for the Board in February 2020.

4.9.2 *Develop the structure and resources required to support the continuing development of the neighbourhood hubs.*

Work is now progressing to establish the arrangements required to shift the focus of the hubs from providing urgent practical support to individuals that was needed as part of the crisis response, to a future state which will build on the success of the hubs as a connection point to communities, and will include providing proactive support to individuals, groups and organisations, and building relationships with communities and supporting the council's social renewal plan. The demand for crisis led support is now minimal and staff who were seconded into hub coordination roles have mostly returned to substantive roles. The priority for the next phase is to develop the staffing model required to support the future development of the hubs as a core part of the locality model.

4.9.3 *Progress the development of the integrated advice services model.*

Work is progressing to virtually align the teams to localities where appropriate, and to establish closer linkages with show and tell sessions between the teams as a first step, improving knowledge about the services provided and establishing opportunities for collaboration and closer working. The potential of technology solutions to enable more collaborative working is also being explored. The advice model will be a core element of the locality system as it evolves, with advice workers identifying needs and issues at point of contact, and signposting to neighbourhood hubs or services as appropriate. Opportunities for possible integration of the teams will be explored as a future phase of the workstream.

4.9.4 *Progress the development of the generic community development model.*

An interim structure for the CLAD team has been implemented and aligned to the neighbourhood hubs to enable capacity for support the future development of the hubs.

Streamline the approach to grant fund management, including a grants management system, and streamline the advice and support arrangements for community asset transfer. Initial work has been undertaken to map the allocation of existing grants across the Council. Further work will be undertaken to review existing grant management arrangements and to consider opportunities to streamline existing processes.

A review of the community asset transfer process also commenced in April 2021, with a key focus on reviewing and enhancing existing processes and to achieve improved outcomes and support for community organisations.

4.10 Community Protection

4.10.1 The Community Protection redesign brings together regulatory and enforcement functions with community safety and public protection services. The Community Protection service redesign builds on the approach developed in Community Safety as part of the previous Better Council programme.

The progress achieved on the service redesign as part of the R4R programme has delivered the initial targeted savings in line with the planned programme through the voluntary severance programme and was on track to deliver subsequent savings and changes prior to pause of programme.

4.10.2 Since March 2020, the first tranche of staff reductions was released in line with plans through voluntary severance supporting the delivery of £0.164 million of recurring savings during 2020/21. Now that the review process has recommenced the wider redesign of the service is being progressed and the core agreement on changes to Community Safety Partnership services has been agreed in principle with Trade Unions, allowing direct discussions with individual employees to be taken forward as the next stage in service redesign. Work is also being progressed to review income and charging opportunities and to begin to integrate licensing support functions with trading standards support functions in line with the approach identified in the agreed service redesign. The integration of parking enforcement and support activities is currently paused while a wider review of overall parking strategy and support is undertaken.

4.11 Facilities Management

4.11.1 Catering Service

The catering service redesign continues to progress with the new primary school service implemented to support the new food and drink regulations introduced for school meals from April 2021. The service has over the 2021 academic year altered the school meal model to support COVID19 safe measures in schools with the service planning to restart the school meal service in from August 2021. Plans are also being developed to support the roll out of free school meals to all children in primary 4 from August 2021 and primary 5 pupils from January 2022. All the catering services across the Council and the HSCP are now fully integrated with a detailed review of the community meals service nearing completion. The review has identified that majority of customers use the service for short periods of time, rather than a long-term meal service model used by residents and their families. Work is ongoing with HSCP to understand the customer base to inform future service requirements.

4.11.2 Community Facilities – Booking and Access

Due to the pandemic, indoor lets in schools and community centres have been suspended during the 2020-2021 academic school year. The review of let arrangements has shown that in the evening there are a number of community lets located in primary schools next to local secondary schools and these lets could be accommodated within the local secondary schools which are always opened until 10pm in the evening. Organisations with serial lets will, over the coming weeks, be invited to apply to restart from August 2021 with discussions ongoing with a minority of lets around relocating to secondary schools with suitable activity space and storage arrangements.

A contract has been awarded to install digital lock systems in all schools and community facilities, this will allow community halls to progress self-access and egress for community groups building on the model introduced over the last 12 months of the pandemic.

4.11.3 Integrated Hard FM

The review of integrated hard facilities management services was suspended due to the pandemic but has now restarted with the scope of this review being widened to look at all aspects of property management across the Council and the supporting financial models and ICT infrastructure with this work continuing over the next 6 months.

4.12 Prevention and Early Intervention

4.12.1 Children and justice social work has continued to focus on the delivery of core services during the pandemic. Whilst there have been some challenges in creating capacity in the service to work on the R4R plans work has progressed in some key areas. Design work on workforce modelling to ensure the safe and nurturing regime for the 4 children's houses (Arkleston, Beech, Barochan and Brediland) has concluded. The design will ensure a consistent shift pattern is implemented across each of the 4 houses. The design work has identified the number of staff required to ensure the right level of cover for each shift. The new model of staff deployment includes the creation of a peripatetic staff group which will be used to address planned leave and maternity cover thus reducing the current demand for overtime.

4.12.2 Children's services has also progressed work on modelling the cost of care to enhance financial planning in the long term management and modelling of changes in children placed in foster care and residential care over the next five years. The model includes factoring in continuing care costs to support decisions around level of costs and potential impact of continuing care in future years based on placements. It is noted that the Scottish Government has indicated it is again looking at a national rate for continuing care. In addition, Scotland Excel has invited external providers to provide costs for continuing care placements. Early indications are that the costs being advised by external providers are higher than those we presently pay. This represents a potential risk area to future cost pressures emerging for the Council and this will be separately monitored as part of the Council's financial planning arrangements.

4.12.3 The current focus of work by Children's Service under R4R is on demand and capacity modelling across children's social work teams to ensure the right resource with the right skills is in place to meet future demand on the service. This includes modelling new approaches, such as Family Group Decision Making, and the impact this will have on the current workforce model will commence. Progressing the design of an Early Help model and the impact of this on Children's Social Work, including links to current services, such as Education and its alignment to other service design exercises, such as Developing Communities will be a focus over the next three months.

5. Right for Renfrewshire – Tranche 2

5.1 As reported as part of previous updates to the Board and as part of the budget report presented to Council, the commencement of future tranches of R4R were not expected to emerge whilst the council remained focused on managing the COVID19 response. This disruption has undoubtedly lasted longer than anticipated and consequently as outlined in the budget report, the Council's budget and financial planning arrangement have prudently assumed that no further savings will emerge from the R4R programme over the course of this financial year beyond those associated with the tranche 1 reviews that continue to be implemented.

- 5.2 As referred to earlier, the Council remains focused on managing the impact and demands that have and will continue to emerge from COVID19, albeit the pandemic is moving into a new phase where the attention will begin turning more significantly to the recovery programme rather than managing the containment of the virus. The recovery process will be significant, far reaching in its own right and will place heavy demands on the Council across the social & community, economic, educational as well as organisational recovery processes. It is therefore acknowledged that the capacity of the organisation will continue to be prioritised towards COVID19 and necessarily constrained, limiting the likely level of focus that can be directed towards the fully remobilising the R4R programme.
- 5.3 Notwithstanding it is recognised the level of demand that will emerge from the recovery process is likely to vary across the organisation. In this context it is proposed that a second, albeit smaller scale, tranche of service redesigns can commence over the second half of 2021. As outlined in the following sections of the report, the areas that will be progressed are those where it is anticipated to be potentially less direct impact from the recovery process and where the greatest opportunity exists for appropriate management and service capacity to be directed towards the R4R agenda.

5.4 Finance & Resources Service (FARS) Structure

- 5.4.1 The existing FARS service structure and configuration has been in place for around six years. The existing arrangements have served the Council well and has contributed significantly to the success of the Council over this period, underpinning the stability of the organisation and supporting the Council to deliver on its wider outward facing strategic objectives. Key strengths are recognised to be around:
- Ensuring the Council has maintained strong and stable financial management and deployed a successful and sustainable financial strategy through the most challenging of times and successfully providing a full suite of professional support arrangements to the successful delivery of a major strategic programmes and projects for the Council
 - Supporting strong governance, risk management and maintaining pace with significant changes in the contemporary environment around risk, governance of information & data, cyber risk and security etc.
 - Delivery of a major service redesign and commissioning programme in relation to the strategic approach to the Council's ICT provision. Transforming the service and moving from a predominantly traditional in-house based ICT model heavily reliant on Council capital investment in infrastructure to a leaner and modern customer focused ICT service, underpinned by right-sourcing principles which has significantly increased the flexibility of the Council's ICT provision. The flexibility and responsiveness of this revised model was critical in allowing the Council to respond immediately to the increased technology demands that emerged from the COVID19 lockdown.
 - Fully delivering on the long term benefits originally envisaged when the Corporate Business Support functions was brought together in the early part of the last decade coupled with a major stepped change in the modernisation in this major service area through the successful deployment at scale of digital first and advanced automation technology .

5.4.2 In the context of progress that has been achieved by the service over this period, now is an appropriate juncture to review and reposition aspects of the existing service arrangements to ensure the service remains best placed to support the Council's needs and requirements moving forward. Specifically, the review changes outlined in sections 5.4.3 - 5.4.8 will: -

- Better position the service to meet the needs of the organisational wide transformation with a greater focus on the support and development of the Council's people and organisational development agenda.
- Better position the service to support the Council respond to wider strategic influences, challenges and opportunities, specifically in relation to the growing and maturing significance and importance of the digital agenda.
- In line with the wider R4R cost saving objective, reduce the overall cost of the Chief Officer structure within FARS and securing approximately a revenue saving of £0.110 million per annum.

5.4.3 *Customer and Business Services (CBS) Division* – the current CBS division has been a major part of the Council's transformation journey since 2011. Over a decade long period of transformation and reform, the service has managed the process of bringing together a wide range of functions and activities previously distributed throughout the Council service structures, transitioning to a significant corporately managed division of service, fully focused on meeting the needs of both internal client services as well as delivering high quality front line services to the public. Throughout the first half of this decade long journey, the service was focused on delivering significant business efficiencies, improved service levels and performance through the deployment of 'one best way' principles across all key business transactions to create a high degree of standardisation and improvement in processes and processing capacity. At the same time remodelling of the workforce was progressed over a number of years through creating greater standardisation and multi-skilling of job roles which supported significantly greater flexibility in the use of staff resources, the removal of overlaps and duplication of effort. Over the second half of the decade of transformation, to continue the journey of improvement the focus switched to technology led transformation with significant progress achieved in the development, deployment and benefit realisation that has been secured from a wide range of both established and emerging digital technology platforms. This process of digital enablement that has been progressed over the past 5 years will be significantly complete over the course of this financial year, bringing to a substantial and natural conclusion this long period of managed strategic transformation. In this context and in line with new emerging opportunities outlined below, it is proposed to delete the Head of Customer & Business Services post and transfer existing responsibilities to the newly created divisions of service covering Digital, Customer & Transformation and Finance & Business Services as outlined below.

5.4.4 *Digital, Customer & Transformation Division* – as outlined above the Council's ICT function has progressed over the past number of years through a major programme of change, transitioning increasingly to a model where internally provisioned service has been reduced and refocused on supporting the Council's business ICT needs whilst addressing the Council's infrastructure and software requirements through the external market, recognising maintaining such specialist skills and access to the latest technology through an in house model was neither sustainable nor desirable given the pace at which the sector now develops.

- 5.4.5 Whilst this process of transition is continuing for the ICT Service the Council has moved to position where Digital is increasingly recognised as a key and strategic driver for the Council's future development. This extends beyond the influence of digital technology on how the Councils operates internally, engages and transacts with customers, but extends to include how digital technology and infrastructure will play a major part of future economic and social development across Renfrewshire and for example how digital will play an increasing role in the education of our young people. In recognition of this significantly increased influence that digital will play in the Council's future strategic transformation agenda and natural synergies that are now developing across specific functions, it is proposed to bring ICT services, strategic digital development, transformation and customer services functions under the management and leadership of a single division of service. It is therefore proposed that the existing Head of ICT will transition to a newly created post of Head of Digital, Transformation and Customer Services. This change will be planned for delivery over the second half of this calendar year under R4R and the process of transition and consolidation will be progressed with further service specific redesign being undertaken.
- 5.4.6 *Head of Finance & Business Services* – the existing Head of Finance role was introduced as part of the previous Corporate Support Model changes approximately 6 years ago. This dedicated finance role provided professional leadership to the consolidation of all the finance functions that previously operated under a hybrid corporate and distributed finance structure across the Council. This change facilitated the deletion of previous Heads of Resources roles that operated across major areas service. This major process of change has led to significant consolidation and re-organisation of the financial support arrangements across the Council. Subject to some further service specific redesign that will be progressed under R4R, this will complete this medium term process of consolidation. In this context, it is proposed to consolidate the Business Services aspects of the existing CBS with the Finance function under a new Finance & Business Services division. This service arrangement is a common approach adopted across many councils in Scotland and will provide the opportunity for further integration where appropriate between professional and operational finance functions that exist within the existing respective service areas. Again, this change will be planned for delivery over the second half of this calendar year under R4R and the process of transition and consolidation will be progressed with further service specific redesign being undertaken.
- 5.4.7 *People and Organisation Development* – recognising that the Council's strength as an organisation lies most significantly in its people, the role of Head of People and Organisational Development will provide dedicated senior leadership and strategic oversight of the ongoing investment in the Council's workforce. Supporting the workforce through the post COVID19 recovery process will be a major priority for the Council as will be seeking to capitalise on the new levels of workforce flexibility experienced throughout the pandemic and unprecedented levels of engagement, innovation and demonstration of living the Council's values by the workforce. This dedicated role will help ensure the Council maintains strong foundations to support in work career progression and skills development across the council, but also strong links with the transformational and strategic change agenda that will be progressed in the coming years recognising the pivotal role the workforce will play. A continual focus on workforce support and development, with strong leadership, clarity, and understanding of all interconnected corporate activities, the workforce will be supported to feel empowered to contribute positively to the change agenda and help shape the shared ambition and future of the Council. Following the departure of the existing Head of Transformation and Organisational Development, recruitment for this new post is planned to be progressed after the summer holiday period.

5.4.8 At present there are no plans to make any further adjustments to the Head of Corporate Governance of Chief Auditor roles and remits. In relation to Property Services, as noted above at 4.11.3, it is proposed that this will be encapsulated into an extended Facilities Management review that will consider all service areas which have a role within property investment and maintenance, recognising that at present these are distributed across several service structures.

5.4.9 Finally, and in addition to the service redesign work outlined above, it is planned to undertake to a formal review of the Council's terms and conditions over the summer period. Following the successful introduction of the revised pay and grading model in April of this year after productive and collaborative working with Trade Union colleagues, it is intended to review the existing Terms and Conditions for the non-teaching workforce, which have been in place unchanged for over 12 years, with the intention of identifying areas where it would be appropriate and sensible to modernise particularly in the light of the COVID19 experience and the flexibility that is expected to emerge in terms of how the Council will work in the future. This work will be progressed in collaboration with the Trade Unions over the coming months with the intention of bringing forward agreed proposals at a later date for members consideration.

5.5 Operations and Infrastructure

5.5.1 Operations and Infrastructure Services plan to review and redesign services under tranche 2 of the Right for Renfrewshire programme. The commencement of the programme was suspended due to the pandemic with only the review and redesign of grass cutting services being undertaken, which was implemented in April 2021, as set out in Infrastructure, Land and Environment Policy Board of March 2021. This model being a significant service redesign and during this first year will be evaluated as a test of change between March and September 2021. Over the next 2 years, Operation and Infrastructure services will look to review and redesign:

- Fleet Management and maintenance services to reflect the investment that's been undertaken in equipment and machinery within the Council's workshop facilities to enable the service to modernise its service delivery.
- Roads and Transportation Services to remove the current client and contractor arrangements
- Recycling Services to support increases in reuse and recycling. This redesign is linked to funding submissions and associated proposals sought from the Scottish governments recycling improvement fund as set out in Infrastructure, Land and Environment Policy Board of May 2021, and upcoming national changes such as introduction of a deposit return scheme.

Operations and Infrastructure Services will also look to undertake a review of all management and supervisory arrangements across the services and a review of non-operational services to align and integrate with corporate support delivery models

6. Our Values – Communication and Engagement

6.1 In March 2021 a 'Living Our Values' Thank You Film was launched for all staff. This was a personal thank you film for all staff from the Chief Executive, Directors and Provost showcasing the breadth and depth of service delivery and response to Covid-19 which reflected and reinforced Our Values.

The film replaced our annual Staff Recognition Awards which were unable to take place due to Covid-19. Chief Executive Sandra Black also wrote to every employee thanking everyone for their hard work.

- 6.2 The timeline for embedding Our Values programme into our day-to-day decisions and interactions has been impacted by the ongoing response to COVID-19. Leadership training 'Leading Our Values' originally set to begin in November 2020 was postponed and therefore tested in February 2021 and then fully launched over 6 weeks from March – April 2021 supported by an internal communications campaign and endorsement by the Chief Executive.
- 6.3 The training raises management awareness in:
- Understanding what is expected of a leader.
 - Recognising the impact their leadership has on others.
 - Planning how they will 'role model' our values through their own behaviours and being prepared to give and receive constructive feedback.
 - Communicating with confidence on how our values link to their team's work and purpose.
 - Creating an action plan to support in leading our values.
- 6.4 Training for all staff called '*Living Our Values*' will be launched in summer 2021 after the testing phase has been completed. This training raises staff awareness in:
- Understanding what is expected of all staff, including managers.
 - Experiencing and discussing what our values mean to them and in relation to their service area.
 - Recognising the impact their behaviours have on others.
 - Completing a personal/team action plan on how they can live the values.
- 6.5 Both manager and staff training include a suite of accessible options, so managers and staff experience the same message on our journey and expectations. The suite of options includes online modules, videos, virtual workshops and printable guidance and templates.
- 6.6 In May 2021, we also launched our RenTalks – Learning for Life series, which is a series of virtual learning sessions, bringing key insights from different people across the council and our partners. Delivered via the Microsoft Teams platform, the 40min sessions feature interactive presentations including topics around our organisational priorities, wellbeing, vision and values and the future of our digital experience.
- 6.7 A key part of embedding our values will be to ensure these are experienced by staff in every part of the employment lifecycle. We have started to embed our values in our Recruitment, Induction and People, Performance and Talent policies, with others being prioritised later in 2021 as part of our policy review programme.

- 6.8 The council's new people strategy '[Our People Our Future 2021-2026](#)', was approved by the Finance, Resources and Customers Services Policy Board on 31 March 2021. It is a 5-year framework, which integrates the council's approach to organisational development and workforce planning and supports the council's immediate challenges and longer-term transformational change programmes, including "Right for Renfrewshire" (R4R).
- 6.9 The strategy's immediate focus in the first 1-2 years will be in supporting the workforce 'here and now' in response to and recovery from COVID-19, providing accessible supportive resources, services and training for all staff. There are 3 priority areas:
- **Health & wellbeing:** staff wellbeing will remain the number one priority, with a continued focus on improved activities to support the physical and mental health of our workforce.
 - **New ways of working – post pandemic:** will consider learnings from our experiences of working under COVID19 restrictions to identify any opportunities for how we work in future.
 - **Staff communication and engagement:** will build on successful staff communication and engagement methods and embed our values in our decisions and interactions day-to-day, creating a positive and healthy workplace culture.
- 6.10 Throughout 2021, HR & OD will support services to develop and implement local bespoke action plans on council and service priorities to drive the success of the people strategy.

Implications of this Report

Financial – the report references the updated financial outlook for the Council as presented to the March 2021 Budget Meeting and outlines in detail the role the R4R programme is still expected to play in addressing the challenge of securing financial sustainability over the medium term.

HR & Organisational Development - as outlined in the report the implementation of service redesigns will support the Council to reduce the size and change the composition of the Council's workforce over the course of the medium term future as well as the significant focus that will be on supporting the health and well-being of workforce as part of the wider COVID19 recovery process.

Community/Council Planning – as outlined in the report a number of the service re-design proposals seek to improve the ability of the Council to engage with and bring services closer to communities, as well as improving partnership working with key partners. Members should however keep in mind that over the medium term the Council is anticipated to have less resources in both cash and real terms and as such there will be a requirement to increasingly make key choices to direct reducing resources to support the delivery of those outcomes of greatest priority as defined in the Council Plan. Notwithstanding, the response of communities throughout the pandemic to support the most vulnerable and provide wider support and engagement across communities is recognised as being a critical success factor in how well the impact of the pandemic has been managed. Capitalising on this positive response will remain a key focus of the Council moving forward.

Legal – n/a at this stage but will be fully considered as specific aspects of the programme are progressed through implementation.

Property/Assets – n/a at this stage but will be fully considered as specific aspects of the programme are progressed through implementation.

Information Technology – a number of aspects of service re-design proposals will take advantage of a range of digital and IT related capability.

Equality & Human Rights – n/a at this stage but will be fully considered as specific aspects of the programme are progressed through implementation.

Health & Safety - n/a at this stage but will be fully considered as specific aspects of the programme are progressed through implementation.

Procurement – any implications will emerge as specific aspects of the programme are progressed through implementation.

Risk – as has been outlined to members previously, addressing the medium term financial challenge represents a key corporate risk for the Council and progressing reform, transformation and modernisation of Council services will remain a key part of mitigating this risk and ensuring the Council and its services remain modern and sustainable moving into the future and critically support the delivery of those outcomes agreed as being of greatest priority to the Council and its partners.

Privacy Impact - n/a at this stage but will be fully considered as specific aspects of the programme are progressed through implementation.

Cosla Policy Position – n/a

Climate Risk – None

List of Background Papers

- (a) Background Papers - Financial Outlook 2021-2023 – full Council 24th September 2020
 - (b) Revenue Budget and Council Tax 2021/22 – full Council 4th March 2021
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Author – Alan Russell, Director of Finance & Resources



To: Leadership Board

On: 16 June 2021

Report by: Chief Executive

Heading: Economic Recovery Plan 6 Month Update (June 2021)

1. Summary

- 1.1 This report updates on the Renfrewshire Economic Recovery Plan, approved by Renfrewshire's Economic Leadership Panel and subsequently by Renfrewshire Council in December 2020.
 - 1.2 The plan is dependent on the continued support and contributions of a range of local partners, many of whom lead on specific elements of delivery. An update on the Recovery Plan is attached at Appendix 1 for review and noting. The Plan takes its lead from the Scottish Government's approach to economic recovery but focuses on the actions that will make the biggest difference in the local context. It builds on, rather than replaces, the existing Renfrewshire Economic Strategy and progress will continue to be reviewed on a 6- monthly basis.
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2. Recommendations

- 2.1 Board members are asked to note:
 - (i) the Renfrewshire Economic Recovery Plan June 2021 Update attached at Appendix 2 to this report.
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3. Background

- 3.1 A report providing an update on Renfrewshire's economic position during the Covid-19 pandemic was considered by Council at its September 2020 meeting. The Council then instructed officers to prepare an Economic Recovery Plan in conjunction with the established private sector-led Renfrewshire Economic Panel. This was subsequently approved in December 2020.
- 3.2 Renfrewshire Council and its key partners are continuing to monitor the impact of Covid on the local economy and work towards economic recovery. The Renfrewshire Economic Recovery Plan is a key part of this work.
- 3.3 Approved by Renfrewshire Council in December 2020, the Economic Recovery Plan recognises the significant impact that the Covid 19 pandemic has had on the UK, Scottish and Renfrewshire economies. The Plan itself identified 14 key areas for priority action (see table below) and work has been progressing on each of these as outlined in detail in Appendix 2.

Priority
Priority 1: Develop a refreshed employability programme for Renfrewshire (utilising Youth Guarantee and Kickstart funding) to reduce unemployment among young people (18-24 yrs.) and to support local businesses
Priority 2: Promote enterprise and entrepreneurship in all Renfrewshire High Schools through curriculum development that encourages linkage with existing business mentors and aligns to STEM activity plans
Priority 3: Support and grow supply chain management and knowledge exchange among manufacturing SMEs to supply Scottish / UK businesses and global supply chain.
Priority 4: Develop a programme to support work-place wellbeing across Renfrewshire companies.
Priority 5: Work with NMIS (Skills Academy) to develop a productivity and innovation programme for Renfrewshire manufacturing companies (aligned to the existing Critical Engineer programme).
Priority 6: We will ensure that we raise awareness among locally based companies of our proposed procurement across Renfrewshire capital projects and purchase of supplies and services to enhance opportunities for successful bids; and build in a requirement for commitment to the Youth Guarantee in such contracts.
Priority 7: Extend the participation of Renfrewshire schools in the Future Paisley creative learning programme.
Priority 8: Bringing forward actions to reduce health inequalities, improving economic participation, more secure earnings and greater earning power.

Priority
Priority 9: Targeted interventions for recruitment, upskilling and re-skilling across Renfrewshire's key sectors.
Priority 10: Make it easier for young people to understand their learning and career choices at the earliest stage and align this to Economic Strategy and known workforce demand and provide long-term person-centred support for the young people who need this most.
Priority 11: Promote a Renfrewshire Apprentice Framework that can be rolled out across local businesses wishing to participate
Priority 12: Large scale refurbishment programme for Council housing stock to meet climate change objectives, encourage neighbourhood regeneration and promote wider investment
Priority 13: Create a clearly defined and publicised investment proposition to attract more investment and talent to the area that will see Renfrewshire secure its position as the primary location for manufacturing (R&D) investment in Scotland
Priority 14: Pilot and test the creation of active travel routes between neighbourhoods, town centres and business locations using these to test SMART travel solutions and evaluate benefits to biodiversity, air quality and access.

- 3.4 As covid restrictions start to ease across Scotland, Renfrewshire's Claimant Count in April 2021 was 7,080 representing a 76.3% increase since March 2020 and accounts for 6.2% of the working age population. This rate is higher than the Scottish average (6.0%) and is the fifth highest in the City Region, with Glasgow City having the highest at 8.1%.
- 3.5 The table in Appendix 1 shows that in April 2021, the number of claimants has started to decrease. It is hoped that this will continue into the summer months with further industries beginning to trade again such as cinemas and the arts.
- 3.6 Recently published figures also show that as of March 2021, 11,400 Renfrewshire residents were on furlough, a 9.5% reduction from the previous month's figures. This trend is replicated across the City Region and Scotland as a whole, who have all registered a drop in furlough numbers. Over 40% of residents on furlough in Renfrewshire are employed in either the accommodation and food services sector or the retail sector.
- 3.7 In regard to the SEISS scheme, the take-up rate for Renfrewshire has been higher than the Scottish and UK rates for each of the grants (1,2 and 3). Latest figures show as of January 2021, total number of claims made for SEISS 3 in Renfrewshire was 3,800 for a value of £10.5m. In total £32.5m has been claimed by Renfrewshire self-employed residents.

4. Renfrewshire Looking Forward

- 4.1 The Renfrewshire Economic Recovery Plan (2020 -2022) sets out 14 Priority Action Areas. These address short, medium and long term priorities collectively aimed at ‘building back better’ and strengthening our ability to deliver the Council Plan focussed on inclusive growth, place shaping, tackling inequality and more sustainable and resilient communities. Of the 14 priorities; 12 are on track with 2 delayed or are at too early to demonstrate effective initiation and outcomes.
- 4.2 The national Covid Recovery Programme and timescales suggests a staggered approach to the re-opening of the economy and for this to be kept under review. Key sectors for the Renfrewshire economy such as accommodation / food services, aviation, leisure and retail sector will be affected by any subsequent restrictions. It is important that our employment base and businesses can successfully re-start, re-appoint furloughed staff and recruit and thrive in what will be a period of transition and challenge. We will seek to minimise impacts and take all measures possible to support and grow the local economy.
- 4.3 The Economic Recovery Plan provides 14 priorities. Short term priorities for Renfrewshire over the next 4-6 months should include ensuring a clear focus on the following immediate ‘re-start priorities’ and ensure Renfrewshire does not lose out to pressures across the region impacting on employment / recruitment / young people and business viability. Indicative short term priorities are identified as:
- Employability
 - Business Engagement / Supply Chain
 - Inequality
 - Skills & Recruitment
 - Young People

5. Key Updates

Youth Employment

- 5.1 Youth employment is a key priority within the Economic Recovery Plan and considerable progress has been made in terms of the action to reduce youth unemployment. The Council and its partners set out ambitious targets to create 700 new and additional jobs for unemployed young people in Renfrewshire by end December 2021 through the resources provided by the UK Government Kickstart Scheme and Scottish Government Young Persons Guarantee.
- 5.2 At the time of writing 451 Kickstart places had been approved by the DWP for the Renfrewshire Council bid with 120 young people already started in post, and no longer claiming benefits, and 110 currently in the process of being recruited for.

- 5.3 The latest Claimant figures are attached as Appendix 1 and show the youth figures now being impacted by the range of new opportunities in the area. A further fall is anticipated in the May 2021 figures when these are published.
- 5.4 In addition to the new jobs being created the Young Persons Guarantee was launched in April 2021 and Renfrewshire was amongst the first to offer a new partnership website (ypguaranteerenfrewshire.com) with an opportunities portal aimed at all young people in Renfrewshire, joining up the local offer from all partner organisations.

Supporting Business (Manufacturing Sector)

- 5.5 Manufacturing is one of Renfrewshire's largest and most productive sectors, providing over 8,000 jobs, which equates to around 10% of total jobs in the area. This proportion is the highest in the Glasgow City Region, highlighting its importance to the local economy. Supporting this sector further was identified as a key catalyst in driving Renfrewshire's economic recovery, as it is a high growth sector which creates high-value jobs and generates significant amounts of GVA to the local economy. Moreover, with the opening of NMIS and MMIC in early 2022 at AMIDS, there is a desire to capitalise on this opportunity in order to aid Renfrewshire's economic recovery.
- 5.6 A meeting was held in March with key relevant partners, including NMIS, West College Scotland, Scottish Enterprise and the Renfrewshire Chamber of Commerce. A key theme arising at the meeting was the need to make local manufacturing businesses aware of the extensive support available to them in the area. It was therefore agreed that a survey of Renfrewshire based manufacturing companies should be conducted (collaboratively with the key partners). The purpose of which will be to better understand the challenges existing manufacturing businesses in Renfrewshire are facing and to raise awareness of the support and opportunities available to them. This includes gauging interest in establishing an informal manufacturing business network in Renfrewshire, to utilise the opportunities offered at AMIDS including the NMIS Skills Academy and the AMIDS supply chain. It will also promote local educational and training opportunities, including programmes offered by West College Scotland. The survey is currently under preparation with partners.

Promoting work-place well-being

- 5.7 The Economic Recovery Plan also recognises that beyond the direct impacts of the pandemic on people's health and the broader and potentially longer term impacts caused by the months of restrictions required to manage the spread of the virus. Increasing awareness of mental health conditions with resultant effects on work performance could restrict the ability of local businesses to recover quickly and in a sustained manner.

- 5.8 The Council has been working with the Renfrewshire Health and Social Care Partnership to develop a response to this anticipated issue that can be accessed by employers and employees, particularly of SMEs, and the self-employed. In the autumn a campaign will launch that will focus on the supports that can be accessed and why it's important to seek help.

At the same time a bespoke training package will be delivered to employers by SAMH aimed at supporting and guiding business owners and managers in their own efforts to help employees who may be struggling.

- 5.9 The Renfrewshire Economic Leadership Panel have supported this initiative and the Renfrewshire Chamber of Commerce, the Federation of Small Business, Hillington Park and Braehead have offered to be channels and supporters for the campaign.

Green Recovery

- 5.10 The need to create better active travel routes across Renfrewshire was also identified as a key component of the Recovery Plan. Progress is being made in delivering the new Renfrew-Paisley active travel route with planning permission now secured and land transactions progressing prior to the construction contract commencing.
- 5.11 Work has also started on determining gaps in active travel links to key employment locations across Renfrewshire and to develop plans for an enhanced active travel network accessing those locations. This will include surveys with key employers in major employment areas.
- 5.12 Consultation has also been completed by the Council's City Deal team in regard to a proposal for an active travel link between Inchinnan and Renfrew.

Implications of the Report

1. **Financial** – None.
2. **HR & Organisational Development** – None.
3. **Community/Council Planning** –
 - **Empowering our Communities** – the economic recovery plan supports our communities during the Covid pandemic.
 - **Jobs and the Economy** – the economic recovery plan supports employment and the economy.
4. **Legal** – None.

5. **Property/Assets** – None.
 6. **Information Technology** – None.
 7. **Equality & Human Rights**
 - (a) The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report.
 8. **Health & Safety** – None.
 9. **Procurement** – None.
 10. **Risk** – None.
 11. **Privacy Impact** - None.
 12. **COSLA Policy Position** – Not Applicable.
 13. **Climate Risk** – Not Applicable.
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List of Background Papers

Renfrewshire Economic Recovery Plan; Council; 17 December 2020

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Appendix 1

Universal Credit Claimant Statistics March 2020 – April 2021

	Claimant numbers	Of which male	Of which female	Aged 16-17	Aged 18-24	Aged 25-49	Aged 50+
Mar-20	4,015	2,655	1,360	20	745	2,250	1,000
Apr-20	6,685	4,395	2,290	25	1,140	3,855	1,665
May-20	7,530	4,910	2,620	35	1,360	4,270	1,860
Jun-20	7,480	4,825	2,655	30	1,475	4,155	1,815
Jul-20	7,765	4,965	2,800	30	1,550	4,280	1,905
Aug-20	7,780	4,975	2,805	25	1,565	4,250	1,935
Sep-20	7,535	4,825	2,710	25	1,505	4,120	1,885
Oct-20	7,045	4,510	2,535	25	1,370	3,830	1,825
Nov-20	7,150	4,580	2,570	25	1,330	3,900	1,895
Dec-20	7,045	4,505	2,540	25	1,305	3,810	1,900
Jan-21	6,960	4,470	2,490	25	1,290	3,755	1,860
Feb-21	7,190	4,630	2,560	25	1,325	3,930	1,910
Mar-21	7,240	4,650	2,590	20	1,360	3,995	1,860
Apr-21	7,080	4,530	2,550	20	1,325	3,900	1,835
change Mar 2021 - Apr 2021	-2.2%	-2.6%	-1.5%	0.0%	-2.6%	-2.4%	-1.3%
change Mar 2020 - Apr 2021	76%	71%	88%	0%	78%	73%	84%

Appendix 2 - Renfrewshire Economic Recovery Plan May 2021 Update

Priority	Proposed Outcomes/Outputs & Progress Update	Immediate Actions	12-month Milestones	Status
<p>Priority 1: Develop a refreshed employability programme for Renfrewshire (utilising Youth Guarantee and Kickstart funding) to reduce unemployment among young people (18-24 yrs.) and to support local businesses</p>	<p>Outcomes/Outputs:</p> <ul style="list-style-type: none"> - 700 new and additional jobs created for unemployed young people by end December 2021. - Creation of new Young Persons Guarantee website and jobs portal. <p>Progress Update:</p> <ul style="list-style-type: none"> • First Kickstart and YP Guarantee posts commenced. • 90 Kickstart Vacancies now live with a bank of over 200 posts ready to be recruited. • Bid for 78 additional placed with DWP. • Young Persons Guarantee Website + portal launched 8th March. • Youth Guarantee Co-ordinator Post: Interviews conducted in March. • Promotion of programmes to Council dept underway, 94 new positions identified (of 120 commitment). • Discussions with GGCHB on 100 posts as part of Renfrewshire application. 	<p>Kickstart:</p> <ul style="list-style-type: none"> ○ Promotion of Kickstart scheme to local employers ○ Secure employer sign ups and compilation of vacancy templates ○ Applications to DWP for Renfrewshire places ○ Advertise and recruit vacancies ○ Ongoing support and payments to employer and young person <p>YP Guarantee:</p> <ul style="list-style-type: none"> ○ New youth staff posts recruited ○ New youth contracts procured ○ New Employer Recruitment Incentives developed, promoted, and benefiting local unemployed young people ○ New YP Guarantee website created and used by all partners 	<ul style="list-style-type: none"> ○ New and additional staff and services secured / developed to support young people preparing for employment ○ 700 new and additional jobs created for unemployed young people including 120 at Renfrewshire Council ○ Young Persons Guarantee Website + portal established for Renfrewshire ○ New Employer Recruitment incentives developed and supporting a minimum of 100 posts for young people 	<p>On Track</p>

Priority	Proposed Outcomes/Outputs & Progress Update	Immediate Actions	12-month Milestones	Status
<p>Priority 2: Promote enterprise and entrepreneurship in all Renfrewshire High Schools through curriculum development that encourages linkage with existing business mentors and aligns to STEM activity plans</p>	<p>Outcomes/Outputs: Establish a wider programme of entrepreneurship into the 2021/22 school curriculum programme.</p> <p>Progress Update:</p> <ul style="list-style-type: none"> • First Group Meeting 10th Feb. • Action plan to be developed, recognition that schools are significantly disrupted at present so plan around next academic year more realistic. • Start Up Street (with focus on youth enterprise) to be promoted to schools. 	<ul style="list-style-type: none"> ○ Workstream linked to Priority 10. ○ Action group formed. ○ Additional resources for schools being applied for through CRF funding to augment support and pilot new ideas. ○ Most work will take place in new school term August 2021. 	TBC	Work has commenced.
<p>Priority 7: Extend the participation of Renfrewshire schools in the Future Paisley creative learning programme</p>	<p>Outcomes/Outputs: Establish the programme as part of the 2021/22 school curriculum programme</p> <p>Progress Update: Due to disruption in schools this priority will be pushed back for now.</p>	<ul style="list-style-type: none"> ○ On hold until the new academic year 		Delayed at present
<p>Priority 3: Support and grow supply chain management and knowledge exchange among manufacturing SMEs to supply Scottish / UK businesses and global supply chain.</p>	<p>Outcomes/Outputs: Creation of a supply chain management programme for manufacturing SMEs.</p> <p>Progress Update:</p> <ul style="list-style-type: none"> ○ Meeting held on 3rd of March with relevant partners (SE, Chamber, NMIS group, and WCS) to discuss the next stages in the process. ○ Agreed to look into creating a new manufacturing network/forum in Renfrewshire. 		<ul style="list-style-type: none"> ○ Renfrewshire Manufacturing Business Forum established 	On Track

Priority	Proposed Outcomes/Outputs & Progress Update	Immediate Actions	12-month Milestones	Status
<p>Priority 5: Work with NMIS (Skills Academy) to develop a productivity and innovation programme for Renfrewshire manufacturing companies (aligned to the existing Critical Engineer programme).</p>	<p>Outcomes/Outputs: Establish and agree delivery mechanism for productivity and innovation programme.</p> <p>Progress Update:</p> <ul style="list-style-type: none"> • Meeting held on 3rd of March with relevant partners (SE, Chamber, NMIS group, and WCS) to discuss the next stages in the process. • Agreed that a business survey of local manufacturing companies will be conducted to raise awareness of NMIS and Critical Engineer programme. 	<ul style="list-style-type: none"> ○ Collate list of Renfrewshire Manufacturing companies. ○ Produce business survey questionnaire 	<ul style="list-style-type: none"> ○ Business survey of manufacturing companies completed 	<p>On Track</p>
<p>Priority 4: Develop a programme to support work-place wellbeing across Renfrewshire companies.</p>	<p>Outcomes/Outputs: Agree programme content and roll-out timescales by May</p> <p>Progress Update:</p> <ul style="list-style-type: none"> ○ Steering Group formed in February – Council/HSCP/GGCNHS. Scoping of potential programme along with steps for engagement and publicity completed. ○ Early indications include a partnership/arrangement with SAMH to deliver business owner/manager training for delivering ‘mentally well’ workplaces. Backed by local links to established and expanded local support offers via RAMH etc. ○ RCoC and FSB have agreed to support as it aligns with aspects of their work that they have been seeking to deliver. ○ Approach approved by Economic Leadership Panel on 25 May 2021 	<ul style="list-style-type: none"> ○ Commence development on ‘campaign’ using media channels to target employers/employees particularly in SME’s and the self-employed. ○ Finalise the tailoring of SAMH training package and reserve dates for sessions across the autumn/winter – link to the campaign push. 	<ul style="list-style-type: none"> ○ Campaign launch in September/October 2021 ○ Roll-out and initial evaluation of SAMH training – target of 15 SMEs in first tranche. 	<p>On Track</p>

Priority	Proposed Outcomes/Outputs & Progress Update	Immediate Actions	12-month Milestones	Status
<p>Priority 8: Bringing forward actions to reduce health inequalities, improving economic participation, more secure earnings and greater earning power</p>	<p>Outcomes/Outputs: Existing Group was formed over a year ago as this is a key element of No-One Left Behind (a sub-group of the LEP) and a number of actions are already underway.</p> <p>Revised action plan to be developed by end August 2021.</p> <p>Progress Update:</p> <ul style="list-style-type: none"> ○ Existing Group was formed over a year ago as this is a key element of No-One Left Behind (a sub-group of the LEP) and a number of actions are already underway. ○ Local Employability Partnership Health and Employability group to lead on this. ○ Actions will also include disability as a form of health inequality. 	<ul style="list-style-type: none"> ○ Group established and planning for additional services and approaches. ○ Proposals for new Employer Recruitment Incentives being developed to support those most in need. ○ A new Supported Employment Initiative for people with a disability (and other health conditions) being developed. 	<ul style="list-style-type: none"> ○ Develop and pilot a new supported employment programme for people with disabilities and health conditions to get 15 people into employment. ○ Develop and implement a new Employer Recruitment Incentive for the NOLB target group to ensure those with the most barriers have the opportunity to be supported into work. Target: 80 places ○ Work with SG on new long term adult unemployed initiative to get 60 adults with additional barriers into employment in Renfrewshire. 	<p>On Track</p>

Priority	Proposed Outcomes/Outputs & Progress Update	Immediate Actions	12-month Milestones	Status
<p>Priority 6: We will ensure that we raise awareness among locally based companies of our proposed procurement across Renfrewshire capital projects and purchase of supplies and services to enhance opportunities for successful bids; and build in a requirement for commitment to the Youth Guarantee in such contracts.</p>	<p>Outcomes/Outputs: Joint action plan (Econ Dev and Procurement) to be agreed on how to enhance procurement awareness amongst locally based companies.</p> <p>Adopt a Community Wealth Building approach to progressive procurement:</p> <ul style="list-style-type: none"> • developing local supply chains of businesses likely to support local employment and keep wealth within communities. This will be achieved by the Procurement and Economic Development teams working closely together to develop an action plan to engage and support local suppliers to increase the local supply chain. • Promote opportunities for youth employment through community benefits, supplier development programme and supplier guidance. This will aim to support the Youth Guarantee and priority 6 of the recovery plan. • Improve the delivery of community benefits to maximise opportunities for youth guarantee, supplier development and value added to the local community from council contracts. <p>Progress Update:</p> <ul style="list-style-type: none"> ○ Steering group met in Feb (Procurement and Econ Dev) and meeting regularly ○ Key actions already identified, potential resourcing issues to consider. ○ Potential role for Scotland Excel or CLES. 	<ul style="list-style-type: none"> ○ Core steering group established and meeting on a monthly basis. ○ Joint Action Plan developed and operational between Economic Development and Procurement. ○ Discussions with Scotland Excel to be part of a pilot initiative to enhance procurement outcomes. ○ Pilot commencing June 2021. ○ Examining new systems and resources to better track community benefits with aim of purchasing improved system. 	<ul style="list-style-type: none"> ○ Steering Group established and meeting regularly. ○ Action Plan developed and being implemented. ○ Pilot work with Scotland Excel completed and with recommendations for further actions to strengthen procurement outcomes. ○ Improve Internal and external partner engagement to increase awareness of the local supply chain and opportunities to bid for council contracts. ○ Identify areas where local spend could be increased, with a focus on growth sectors within Renfrewshire. 	<p>On Track</p>

Priority	Proposed Outcomes/Outputs & Progress Update	Immediate Actions	12-month Milestones	Status
<p>Priority 9: Targeted interventions for recruitment, upskilling and re-skilling across Renfrewshire's key sectors</p>	<p>Outcomes/Outputs: Introduction of a new Social Care Graduate Apprenticeship programme at UWS.</p> <p>Enhancement of redundancy services via PACE.</p> <p>Progress Update:</p> <ul style="list-style-type: none"> ○ Priority Report produced for Leadership Board in April. 	<ul style="list-style-type: none"> ○ Development and Introduction of new Social Care Graduate Apprenticeship programme at UWS ○ Development and introduction of new PACE redundancy services at Renfrewshire Council Employability Services 	<ul style="list-style-type: none"> ○ Single point of contact for PACE Services in Renfrewshire to be appointed and supporting people made redundant from June 2021. 	<p>On Track</p>
<p>Priority 10: Make it easier for young people to understand their learning and career choices at the earliest stage and align this to Economic Strategy and known workforce demand and provide long-term person-centred support for the young people who need this most</p>	<p>Outcomes/Outputs: Develop an action plan by end June 2021.</p> <p>Progress Update:</p> <ul style="list-style-type: none"> ○ First group meeting held 10th Feb. ○ 10Sub groups formed to take forward specific actions. ○ Action plan to be developed. ○ New DYW school co-ordinator posts to be established in every school by end June 2021 ○ New discussions on work experience programme in schools 	<ul style="list-style-type: none"> ○ Establish Steering group to take forward school careers / employability agenda. ○ Identify action plan and sub groups to take forward key themes. ○ Economic Development Secondment to Education to support / progress agenda. ○ New summer leaver support being developed 	<ul style="list-style-type: none"> ○ Creation of a new partnership steering group to take forward actions. ○ Develop and implement action plan for positive change and addressing challenges relating to school / employability progression and career development. ○ New DYW school co-ordinators to be based in all secondary schools. 	<p>On Track</p>

Priority	Proposed Outcomes/Outputs & Progress Update	Immediate Actions	12-month Milestones	Status
		<ul style="list-style-type: none"> ○ Expansion of successful WCS Steps to Work programme for schools 	<ul style="list-style-type: none"> ○ New procedures and support for work experience in schools for all young people. 	
<p>Priority 11: Promote a Renfrewshire Apprentice Framework that can be rolled out across local businesses wishing to participate</p>	<p>Outcomes/Outputs: Establish and agree action plan and delivery mechanism for Framework by end June 2021.</p> <p>New supports for Apprenticeships anticipated in new financial year.</p> <p>Progress Update:</p> <ul style="list-style-type: none"> ○ Council in discussions with WCS and SDS re focus for the work. ○ Steering group to be set up to take forward 	<ul style="list-style-type: none"> ○ Awaiting funding allocations to be confirmed to establish any subsidy support available. Expected June 2021. 		<p>Work has commenced</p>
<p>Priority 12: Large scale refurbishment programme for Council housing stock to meet climate change objectives, encourage neighbourhood regeneration and promote wider investment</p>	<p>Outcomes/Outputs: Agree action plan for housing refurbishment.</p> <p>Progress Update:</p> <ul style="list-style-type: none"> ○ Going forward aim to link refurbishment to other actions in the recovery plan. 			<p>On Track</p>
<p>Priority 13: Create a clearly defined and publicised investment proposition to attract more investment and talent to the area that will see Renfrewshire secure its</p>	<p>Outcomes/Outputs: Develop and launch Investment Prospectus</p> <p>Progress Update:</p> <ul style="list-style-type: none"> ○ Council's Marketing Team has started gathering information for the prospectus. 			<p>On Track</p>

Priority	Proposed Outcomes/Outputs & Progress Update	Immediate Actions	12-month Milestones	Status
<p>position as the primary location for manufacturing (R&D) investment in Scotland</p>	<ul style="list-style-type: none"> ○ The prospectus publication will need to await particular factors being resolved, including a JV partner appointment (under consideration), issues with the specific parcels of land available for different end users and also the offer / terms of engagement for occupiers which are still to be concluded. 			
<p>Priority 14: Pilot and test the creation of active travel routes between neighbourhoods, town centres and business locations using these to test SMART travel solutions and evaluate benefits to biodiversity, air quality and access.</p>	<p>Outcomes/Outputs: Delivery of the Renfrew - Paisley Cycleway in 2021.</p> <p>Improve active travel links to key employment locations to/from NCR and other strategic networks.</p> <p>Progress Update:</p> <ul style="list-style-type: none"> ○ Planning application for Renfrew - Paisley Cycleway has been granted. ○ Consultation underway by City Deal team on proposed Inchinnan to Renfrew active travel link. ○ Work commenced on determining gaps in active travel links to employment locations. An ITT is being prepared to conclude assessment and analysis of required gaps, including survey/interview work with the employers and in major employment areas. Feasibility resource for this work has been secured from the Council's Climate Change Fund. 	<ul style="list-style-type: none"> ○ Conclude land transactions and award contract for Renfrew – Paisley cycle route. ○ Tender for consultancy support to develop plans for an enhanced active travel network accessing employment locations. 	<ul style="list-style-type: none"> ○ Contract award for Renfrew – Paisley cycle route. ○ Feasibility report on active travel routes concluded. 	<p>On Track</p>



To: Leadership Board

On: 16 June 2021

Report by: Chief Executive and Director of Finance and Resources

Heading: Levelling Up Fund Bid 2021

1. Summary

- 1.1 The report seeks approval from the Board to authorise the Chief Executive to submit an application on behalf of the Council to the UK Governments Levelling Up Fund to support the delivery of the AMIDS South project as set out in the details of this report.
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2. Recommendations

2.1 The Leadership Board is asked to:

- (i) Authorise the Chief Executive to submit a bid to the UK Government's Levelling Up Fund under the Transport theme, as outlined in this report, for £38.73 million of funding and to note and agree the requirement in doing so for the Council to commit to the provision of a local authority contribution as detailed in para 3.23.
- (ii) To note that the draft final bid application and outline business case are available to elected members for their review in advance of the Board meeting as required, and in recognition of the tight timescales for their development, to authorise the Chief Executive, in consultation with the Leader of the Council, to make any minor changes that may be necessary prior to submission to the UK Government on 18 June 2021.
- (iii) To note the written support of Gavin Newlands MP, the Constituency MP for the area covered by the bid, in line with the bidding guidance; and also the written support of a wide range of partners across Renfrewshire in support of the Council's proposed application as detailed in paragraphs 3.20 and 3.21

- (iv) To note that a presentation on the scope of the bid proposals will be provided at the Board meeting on 16 June.
 - (v) To note that even if this bid should be successful, that the Council is still eligible to make two further bids in future years of the Levelling Up Fund, and that officers will continue work to develop options for consideration by elected members in due course
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3. AMIDS South Project

- 3.1 Renfrewshire Council and its partners are delivering an ambitious regeneration agenda, focused on creating the infrastructure and business environment that will generate economic growth, jobs and ensure that the area is a fairer, more inclusive place where all our people, communities and businesses thrive.
- 3.2 In early 2019 the City Deal project team developed a strategic business case to complement the Glasgow Airport Investment Area City Deal project now most commonly referred to as the AMIDS site (Advanced Manufacturing Innovation District Scotland). This was approved at Leadership Board in May 2019 along with approval to progress development of an Outline Business Case (OBC).
- 3.3 The OBC for AMIDS South was developed and then paused in April 2020, to consider the immediate impacts of the global COVID pandemic. In the interim work continued on the delivery of the AMIDS site and is now nearing completion. Whilst the development of AMIDS has been possible as a consequence of the enabling infrastructure provided by the City Deal investment no one could have predicted the scale of the global economic shock we would experience from the pandemic and how central this has become to the recovery of the Renfrewshire economy. The Renfrewshire economy needs investment at the scale provided by AMIDS, bringing with it the generation of jobs in the short to medium term and so maximising the opportunity is paramount. Success at AMIDS is a key component in the Renfrewshire Economic Strategy 2020-2030 and in the Glasgow City Region economic strategy.
- 3.4 The delivery of AMIDS includes transport infrastructure for that locality. However, this infrastructure does not extend to all nearby settlements where ideally the AMIDS workforce will be accommodated or whose residents might expect to benefit most from the economic and employment opportunities being created. In particular, whilst Clyde Waterfront provides links to Renfrew and funds have been identified to provide a new active travel route between Paisley and Renfrew that will join with this, the links to AMIDS from Paisley and Inchinnan (as well as Erskine and Bishopston beyond this) are poor.

- 3.5 AMIDS South will put these connections in place such that, together with the infrastructure provided at AMIDS and the Paisley to Renfrew Active Travel Route, an improved transport network is established for the south of AMIDS/the north of Paisley that can facilitate access throughout the area for residents, businesses, students and visitors. Good progress is being made with developments at AMIDS, Clyde Waterfront and Glasgow Airport with businesses taking up occupancy and jobs beginning to emerge. It is now critical to establish the local transport connections if the opportunities for the local area and residents are to be realised. Having the transport infrastructure available will both enable this progress to continue and ensure the sustainable transport options it offers can be taken up from the outset, rather than having to encourage modal shift at a later time.
- 3.6 Significant work has been undertaken to realise this ambition. This has involved working closely with, local and national stakeholders and partners. The AMIDS South scheme will provide this new strategic link from Paisley town centre, and its transport hubs (Paisley Gilmour Street Train Station and bus interchange) north towards Glasgow Airport and linking with the main AMIDS site. To the north of AMIDS, a new Active Travel route further connecting AMIDS and Inchinnan will be provided, linking with a newly installed pedestrian and cycle bridge across the Black Cart Water.
- 3.7 Within this Corridor lies the campus of one of Scotland's largest FE colleges (West College Scotland). Relatively isolated from the Town Centre there exists the potential to make the College campus a more integral part of both the historic centre but also to benefit from the proximity of the Skills Academy at NMIS for both apprentices and also to forge new partnerships with local businesses in terms of training and upskilling opportunities. The site of the new Paisley Grammar school will also benefit from the linkages this scheme will offer, providing safe active travel routes promoting healthy lifestyle options.
- 3.8 The main components comprise a new south to north link Gateway route incorporating a new bridge crossing over the White Cart Water at Paisley Harbour with pedestrian, cycling and road infrastructure, providing increased connectivity for active and vehicular traffic between Paisley Town Centre, Glasgow Airport, AMIDS and on to Inchinnan. The route is approximately 1.7kms in length with 1.1 kms upgrade to existing infrastructure on Abercorn Street, Harbour Road and Inchinnan Road for new pedestrian and cycle provision and 600 metres of new infrastructure.
- 3.9 A new east to west link route from Renfrew Road connecting to the Gateway route in the Harbour Road area providing increased connectivity from Renfrew Road to AMIDS, improved accessibility for the planned new Paisley Grammar school being delivered on the former Chivas site, West College Scotland and the Gallowhill area. This route is approximately 500 metres in length starting from a new signalised junction on Renfrew Road incorporating full pedestrian and cyclist provision and crosses through unused industrial land before connecting to the Gateway route, immediately prior to the new White Cart River bridge.

- 3.10 Additional road improvements along Abercorn Street, from Old Sneddon Street to Harbour Road, including addition of cycle routes and landscaping; and Streetscape and traffic calming works on Love Street, to improve the environment for local residents and pedestrians, facilitated by the reduction in traffic flows along Love Street through the provision of the new “Gateway Route”.
- 3.11 The OBC sets out the justification for investment in the AMIDS South Project to form the Gateway linking AMIDS, Glasgow Airport, Renfrew Road, Paisley Town Centre and surrounding communities through active travel, vehicular, public realm and green / blue ecosystem services along Abercorn Street, Harbour Road, Inchinnan Road, and across the wider White Cart Corridor.

Levelling Up Fund

- 3.12 The Levelling Up Fund is a competitive fund established by the UK Government, with funding distributed to places across the UK on the basis of successful project selection. The Fund has set aside at least £800 million across Scotland, Wales and Northern Ireland over four years from 2021-2022 to 2024-2025.
- 3.13 The Levelling Up Fund (LuF) aims to invest in local infrastructure that has a visible impact on people and their communities. The Fund is jointly managed by HM Treasury (HMT), the Ministry of Housing, Communities and Local Government (MHCLG) and the Department for Transport (DfT).
- 3.14 The LuF prospectus sets out the approach for this first round of the Fund, which will prioritise bids that can demonstrate investment or begin delivery on the ground in the coming financial year. In considering potential projects for the fund, Council officers identified this project as being capable of commencing delivery within the tight timescales required.
- 3.15 A local authority can bid under one of three themes; up to £20m per each MP constituency within the area plus one transport bid which may be up to £50m. Renfrewshire Council can therefore make three separate bids to the fund over the life of the fund.
- 3.16 The three themes included in round one are
- Transport investments which can include (but not limited to) public transport, active travel, bridge repairs, bus priority lanes, local road improvements and major structural maintenance, and accessibility improvements. Proposals are sought for high-impact small, medium and by exception larger local transport schemes to reduce carbon emissions, improve air quality, cut congestion, support economic growth and improve the experience of transport users.
 - Regeneration and town centre investment, to upgrade eyesore buildings and dated infrastructure, acquire and regenerate brownfield sites, invest in secure community infrastructure and crime reduction, and bring public services and safe community spaces into town and city centres.

- Cultural investment maintaining, regenerating, or creatively repurposing museums, galleries, visitor attractions (and associated green spaces) and heritage assets as well as creating new community-owned spaces to support the arts and serve as cultural spaces
- 3.17 The AMIDS South proposal is a bid under the Transport theme. We believe AMIDS South demonstrates the funding requirement to evidence high-impact local transport schemes to reduce carbon emissions, improve air quality, cut congestion, support economic growth and improve the experience of transport users. A further two bids therefore can also be submitted in future years of the fund and will consider which options might best fit the fund criteria for development in the coming months.
- 3.18 Within the funding competition, funding will be targeted towards places the most significant need, with category 1 representing places with the highest levels of identified need. These bandings will form part of our criteria for assessing bids. While preference will be given to bids from higher priority areas, the bandings do not represent eligibility criteria, nor the amount or number of bids a place can submit. Renfrewshire, however, is a Priority One area.
- 3.19 Members of Parliament, as democratically-elected representatives of the area, may choose, if they wish to, to back one bid that they see as a priority. . Mr Gavin Newlands, MP has discussed this project with us and has provided his priority written support to the AMIDS South bid, which falls within his constituency boundary.
- 3.20 In addition, we have received letters of support from a number of other sources including local businesses, Scottish Enterprise, West College Scotland and Strathclyde University, National Manufacturing Institute Scotland and Medicines Manufacturing Innovation Centre UK and transport bodies including SPT and Glasgow Airport demonstrating the positive local response and enthusiasm for the Council's proposal.
- 3.21 All bids require have the approval of the relevant authority responsible for delivering them and so this approval is being sought from the Leadership Board.
- 3.22 Bids to the Levelling Up Fund are required to be submitted by noon on 18 June.
- 3.23 A successful application to the Levelling Up fund bid will provide £38.73M funding for this project, representing 90% of the total estimated project costs. There is a requirement for the Council as part of the bid to provide an explicit commitment to provide the remaining 10% funding. If the bid is successful, it would be proposed that the Council would meet this £4.3 million funding contribution via prudential borrowing. Owing to the very long-life infrastructure assets being delivered, this would result in an annual revenue budget commitment of approximately £0.125 million, rep[resenting a relatively minor annual revenue commitment when set against the overall level of potential investment. There would be a requirement for this annual revenue commitment to be appropriately planned for and accommodated within the Council's future financial planning and budget arrangements.

- 3.24 Notwithstanding the requirement for the Council to make this up-front commitment to support the project bid, Council officers are actively progressing in parallel other potential additional avenues of funding that may be secured to assist in the project delivery, specifically relating to Sustrans funding that may be aligned to the Inchinnan cycle path. Should further sources of funding be successfully secured, these would be aligned against the 10%/£4.3 million contribution from non UK Government sources and would reduce the prudential borrowing requirement for the Council.
- 3.25 In addition, other projects for submission in future years of the Fund will be developed in the months ahead, including a potential bid which would support the aims and objectives of the Paisley Community Trust in the delivery of their project in Paisley Town Centre.
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Implications of the Report

1. **Financial** – The financial implications arising from a successful bid are set out in para 3.23.
2. **HR & Organisational Development** – None.
3. **Community/Council Planning** –
 - *Our Renfrewshire is thriving* – The AMIDS South project will link our communities. The projects align with and aid the outcomes of the Renfrewshire Economic Strategy 2020 -2030 and the Renfrewshire Economic Recovery Plan
 - *Our Renfrewshire is well* - The new safer walking and cycling infrastructure will help encourage active travel by children and young people, as well as adults.
 - *Reshaping our place, our economy and our future* – AMIDS South will link to AMIDS and other investment in cycling infrastructure and education and will provide connectivity and access to new and existing jobs for people in our communities. During the project construction period new jobs will be created.
 - *Tackling inequality, ensuring opportunities for all* – the AMIDS South project links our less advantaged communities with education and job opportunities and provides healthy transport options.
 - *Creating a sustainable Renfrewshire for all to enjoy* - The completed infrastructure will include segregated provision for walking and cycling, it will also enable improved public transport links. AMIDS incorporates an overarching sustainable transport plan which through the LDP will be managed as sustainable linked communities.
 - *Working together to improve outcomes* - Officers are working closely with local communities, neighbouring councils, private sector organisations, Scottish Government, Scottish Enterprise and other partners to ensure

the maximisation of positive outcomes from the programme of projects noted within this report.

4. **Legal** – None.
5. **Property/Assets** – some land acquisition will be required to deliver aspects of the AMIDS South project although much is already owned by Renfrewshire Council or in the current public roads network.
6. **Information Technology** – None.
7. **Equality & Human Rights** -
 - (a) The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health & Safety** – None.
9. **Procurement** – all contract requirements will be procured in accordance with legal and governance requirements.
10. **Risk** – Project specific and Programme level risk registers will be kept under regular review and reported to the Council's internal City Deal and Infrastructure Programme Board.
11. **Privacy Impact** – None.
12. **COSLA Policy Position** – Not applicable.
13. **Climate Risk** - The project is being designed to reduce carbon usage by providing active travel infrastructure and other environmental enhancements.

List of Background Papers

Executive Summary – OBC available on request

BW
June 2021

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To: Leadership Board

On: 18th June 2021

Report by: Chief Executive

Heading: UK Government Community Renewal Fund Application

1. Summary

- 1.1. In March 2021 the UK Government announced a Community Renewal Fund of £220M to pilot local area approaches during 2021-22 to help stimulate local economic recovery across the UK.
 - 1.2. The Fund aims to act as a pilot programme to allow local areas to prepare for and take full advantage of the UK Shared Prosperity Fund which will replace current EU Funding Programmes when it launches in 2022.
 - 1.3. One hundred priority areas were identified across the UK based largely on employment/ unemployment/ poverty factors and with the aim of levelling up these areas to average UK levels. Renfrewshire was not identified as one of the priority areas.
 - 1.4. This report outlines the funding opportunity and the bid for the Renfrewshire Council area.
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2 Recommendations

- 2.1 It is recommended that the Board:
 - i. Notes the opportunity presented through the Community Renewal Fund and the open and transparent approach taken in Renfrewshire;
 - ii. Supports the submission of the Renfrewshire bid to the UK Government consisting of 3 individual proposals relating to the themes of investing in skills, local business and communities / place.
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3 Background

- 3.1 The UK Community Renewal Fund (CRF) was launched in March 2021 and provides an additional £220 million of investment across the UK during 2020/21. This Fund will ‘...help support local areas to pilot imaginative new approaches and programmes that unleash their potential, instil pride, and prepare them to take full advantage of the UK Shared Prosperity Fund (SPF) when it launches in 2022.’
- 3.2 The new UK Shared Prosperity Fund is projected on average to be worth around £1.5 billion a year and replaces previous EU funded programmes. This will be launched later in 2021 with applications commencing around April 2022. The CRF will help inform the design of the UK Shared Prosperity through funding of one-year pilots.
- 3.3 The UK Community Renewal Fund is a competitive process with no pre-set eligibility. The focus of the fund is to “level up” and create opportunity across the UK for people and places; 100 priority places have been identified based on an index of economic resilience. These 100 areas will be prioritised for funding and will receive capacity funding to support the development of a local bid.
- 3.4 The Renfrewshire area was not identified as a priority area due to the higher than average levels of employment, lower levels of economic inactivity and other socio-economic factors. Priority areas in Scotland are:
- Argyll and Bute
 - Dumfries and Galloway
 - East Ayrshire
 - Falkirk
 - Glasgow City
 - Inverclyde
 - Na h-Eileanan Siar
 - North Ayrshire
 - North Lanarkshire
 - Scottish Borders
 - South Ayrshire
 - South Lanarkshire
 - West Dunbartonshire
- 3.5 Local Authorities in Scotland are expected to act as the Lead Authority for the local bid. Across Great Britain, prospective applicants should contact their lead authority to submit bids. The UK government will not accept bids directly – they must be submitted by lead authorities following a local appraisal process.
- 3.6 Lead Authorities should produce a shortlist of projects up to a maximum of £3 million per place for submission to the programme. 90% of funding available is to support revenue costs and projects will be selected in line with the selection criteria. The lead authority should submit their project shortlist to the Ministry of Housing, Communities and Local Government by noon on Friday 18 June

2021 and all activity should be delivered /all expenditure incurred by 31 March 2022.

3.7 The Investment Priorities for bids are primarily the previous ESF / ERDF and LEADER programme priorities:

- Investment in skills
- Investment for local business
- Investment in communities and place
- Supporting people into employment

There will be no ringfences applied across these themes.

3.8 Further information regarding the Investment Priorities is attached as Appendix 1.

4. Bidding and Assessment Process in Renfrewshire

4.1 The CRF demands clarity on respective roles of key individuals/agencies to ensure that the processes of assessing and allocating local bids and future fund allocations are transparent, and that potential conflicts of interest are handled in an appropriate way.

4.2 The programme guidance requires each lead authority to identify the role of Senior Responsible Officer for each bidding organisation. The Senior Responsible Officer for the CRF for Renfrewshire is the Economic Development Manager, Renfrewshire Council. The Senior Responsible Officer has overall responsibility for bid submission and ensuring necessary local approvals.

4.3 As a potential applicant for CRF funding the Council developed additional levels of scrutiny and transparency in terms of the bidding and assessment process. A panel of CPP partners was established to undertake the appraisal and assessment process with representatives from West College Scotland, University of the West of Scotland, Engage Renfrewshire, Skills Development Scotland and Renfrewshire Chamber of Commerce meeting to discuss and appraise applications. Additionally, an Independent Advisor from Smart Consultancy Scotland Ltd was appointed to provide advice and information to bidders through the initial phases of preparing applications and to independently chair and provide secretariat support to the bid assessment process.

4.4 The opportunity to bid for the Community Renewal Fund was advertised on the Council Website and a number of meetings were held with interested parties.

4.5 The Assessment Panel met on Monday 24th May to discuss the outline bids and to hear more from the applicants. Bids valued at around £1.58M were discussed, with all but 1 bid being progressed to a full application, At the meeting there was consideration of how bids may be integrated and fine-tuned to maximise impact.

- 4.6 The bid not progressing to a full application related to Paisley Museum. While the project itself was a good fit to the fund it could not be linked to any of the other projects and applications have to reach an a grant request of several hundred thousand pounds to be considered. The Renfrewshire Leisure and Economic Development Staff are now working together to realise the project through other resources and are confident of being able to deliver the project (without the restriction of having to conclude by end March 2022).

Outline Application bids submitted for assessment:

Lead applicant(s)	Project name	CRF funding request
West College Scotland	Your Next Big Idea!	£95,218
West College Scotland	Critical Engineer	£75,900
University of the West of Scotland/Renfrewshire Chamber of Commerce	Net Zero Business initiative	£700,000
Renfrewshire Leisure	Paisley Museum Re-imagined project	£39,984
Renfrewshire Council – Economic Development service	Start Up Support	£173,00
Renfrewshire Council – Communities	Green Spaces, Play Parks and Villages Investment Fund	£500,000
		£1,584,102

5. Renfrewshire Final Bids to UK Community Renewal Fund

- 5.1 The full Renfrewshire application will be submitted on 18th June 2021 following the necessary approvals at the Council Leadership Board on 17th June. Three proposals will be submitted for Renfrewshire and each of the three applications will stand alone for assessment, these are as follows:

APPLICATION 1:

Investment in Skills and Local Business		
A joint bid by Renfrewshire Council (Economic Development) and West College Scotland		
Project 1:	Critical Engineer	
Applicant:	West College Scotland	
Description:	The project will build upon existing strategic partnerships between NMIS, Renfrewshire Council and West College Scotland to deliver an integrated package of Manufacturing 4.0 and meta skills delivery for Advanced and Digital Manufacturing companies.	
Outcomes:	Outcome Indicator	Number
	People gaining a qualification following support	24
	People into employment as a result of support	6

	Businesses introducing new products to the firm as a result of support	8														
	Organisations engaged in knowledge transfer activity following support	8														
	Innovation plans developed as a result of support	8														
Cost:	£75,900 (at time of writing, this may change slightly in the final version)															
Project 2: Your Next Big Idea!																
Applicant: West College Scotland																
Description:	<p>The project is a new approach to developing and cultivating entrepreneurship between local people with a great idea, small local businesses and students at West College Scotland.</p> <p>The project builds upon existing partnerships between West College Scotland and the local community, Creative Scotland and local employers, including those in the creative and cultural industries. The ambition is to develop and deliver a wholly integrated creative ecosystem, which provides for local people with ambition to set up their or develop their own micro business, opportunities for micro businesses to utilise creative services to grow, and experience for our student to hone their skills in a live environment.</p>															
Outcomes:	<table border="1"> <thead> <tr> <th>Outcome Indicator</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>Number of new businesses created as a result of support</td> <td>10</td> </tr> <tr> <td>Employment increase in supported businesses as a result of support</td> <td>5</td> </tr> <tr> <td>People into employment, including self-employment, as a result of support</td> <td>5</td> </tr> <tr> <td>Organisations engaged in knowledge transfer activity following support</td> <td>30</td> </tr> <tr> <td>Innovation plans developed as a result of support</td> <td>15</td> </tr> <tr> <td>Investment attracted as a result of support</td> <td>£10,000</td> </tr> </tbody> </table>		Outcome Indicator	Number	Number of new businesses created as a result of support	10	Employment increase in supported businesses as a result of support	5	People into employment, including self-employment, as a result of support	5	Organisations engaged in knowledge transfer activity following support	30	Innovation plans developed as a result of support	15	Investment attracted as a result of support	£10,000
Outcome Indicator	Number															
Number of new businesses created as a result of support	10															
Employment increase in supported businesses as a result of support	5															
People into employment, including self-employment, as a result of support	5															
Organisations engaged in knowledge transfer activity following support	30															
Innovation plans developed as a result of support	15															
Investment attracted as a result of support	£10,000															
Cost:	£95,129 (at time of writing, this may change slightly in the final version)															
Project 3: Increasing Enterprise and Start-Up across Renfrewshire																
Applicant: Renfrewshire Council, Economic Development																
Description:	<p>This application aims to support the UK Govt Levelling Up agenda by stimulating more interest in enterprise, self-employment and start-up within the area to increase the business birth rates and improve self-employment across Renfrewshire. The bid adds value to the existing supports on offer across Renfrewshire and aims to:</p> <ul style="list-style-type: none"> •Engage with and support over 100 new potential entrepreneurs with business ideas and create 42 new and additional businesses (Oct 21 - Mar 22) 															

	<ul style="list-style-type: none"> •Provide start-up support in terms of grants and access to premises for new businesses •Create networks of like-minded businesses to support each other and work together on new products and services •Promote Enterprise activities and opportunities at Renfrewshire’s secondary schools to support the entrepreneurs of the future (100 young people). 												
Outcomes:	<table border="1"> <thead> <tr> <th>Outcome Indicator</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>Number of new businesses created as a result of support.</td> <td>42</td> </tr> <tr> <td>Businesses introducing new products to the firm as a result of support.</td> <td>20</td> </tr> <tr> <td>Organisations engaged in knowledge transfer activity following support</td> <td>80</td> </tr> <tr> <td>People into employment, including self-employment, as a result of support</td> <td>20</td> </tr> <tr> <td>Employment increase in supported businesses as a result of support</td> <td>10</td> </tr> </tbody> </table>	Outcome Indicator	Number	Number of new businesses created as a result of support.	42	Businesses introducing new products to the firm as a result of support.	20	Organisations engaged in knowledge transfer activity following support	80	People into employment, including self-employment, as a result of support	20	Employment increase in supported businesses as a result of support	10
	Outcome Indicator	Number											
	Number of new businesses created as a result of support.	42											
	Businesses introducing new products to the firm as a result of support.	20											
	Organisations engaged in knowledge transfer activity following support	80											
	People into employment, including self-employment, as a result of support	20											
Employment increase in supported businesses as a result of support	10												
Cost:	£260,000 (at time of writing, this may change slightly in the final version)												
TOTAL APPLICATION	£431,029 (at time of writing)												

APPLICATION 2:

Investment in Skills and Local Business: Achieving Net Zero													
Joint Bid by University of the West of Scotland and Renfrewshire Chamber of Commerce													
Description:	This partnership application proposes to deliver a comprehensive framework mechanism against which any organisation in Renfrewshire can assess their capabilities in reaching the national ambitions in net-zero goals; and their progress in achieving these aims and identifying practical solutions, through a fair and unbiased transition.												
Outcomes:	<table border="1"> <thead> <tr> <th>Outcome Indicator</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>Estimated Carbon dioxide equivalent reductions as a result of support</td> <td>280 TONNES</td> </tr> <tr> <td>Decarbonation Plans developed as a result of support</td> <td>28 Plans</td> </tr> <tr> <td>Organisations engaged in knowledge transfer activity following support</td> <td>25</td> </tr> <tr> <td>People in education / training following support</td> <td>56-60 employees</td> </tr> <tr> <td>People gaining a qualification following support</td> <td>56 - 60 employees</td> </tr> </tbody> </table>	Outcome Indicator	Number	Estimated Carbon dioxide equivalent reductions as a result of support	280 TONNES	Decarbonation Plans developed as a result of support	28 Plans	Organisations engaged in knowledge transfer activity following support	25	People in education / training following support	56-60 employees	People gaining a qualification following support	56 - 60 employees
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	Estimated Carbon dioxide equivalent reductions as a result of support	280 TONNES											
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	Organisations engaged in knowledge transfer activity following support	25											
	People in education / training following support	56-60 employees											
People gaining a qualification following support	56 - 60 employees												
Cost:	£700,000 (at time of writing, this may change slightly in the final version)												

APPLICATION 3:

Title: Investment in Communities and Place											
Applicant: Renfrewshire Council, Communities											
Description:	<p>The Green Spaces, Play Parks and Villages Investment Fund is already well established with Renfrewshire community groups. The appetite from community groups to deliver change and improvements within their neighbourhoods, for the benefit of local residents, has been overwhelming.</p> <p>This application is for further grant funding to enable communities to deliver the following projects:</p> <ul style="list-style-type: none"> - Upgrading Jenny's Well Nature Reserve; - Reinstating the bandstand within Paisley's oldest Park (Fountain Gardens - grow wildflower verges across the authority via the Team Up to Clean Up Team - interactive play park equipment and inter-generational equipment in local parks; - A community garden in the heart of Foxbar. 										
Outcomes:	<table border="1"> <thead> <tr> <th>Outcome Indicator</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>The total surface area of green/blue infrastructure added or improved as a result of support</td> <td>300,000m2</td> </tr> <tr> <td>Increase in footfall as a result of support</td> <td>+40%</td> </tr> <tr> <td>Increase in visitor numbers as a result of support</td> <td>+25%</td> </tr> <tr> <td>Buildings built or renovated as a result of support</td> <td>2</td> </tr> </tbody> </table>	Outcome Indicator	Number	The total surface area of green/blue infrastructure added or improved as a result of support	300,000m2	Increase in footfall as a result of support	+40%	Increase in visitor numbers as a result of support	+25%	Buildings built or renovated as a result of support	2
	Outcome Indicator	Number									
	The total surface area of green/blue infrastructure added or improved as a result of support	300,000m2									
	Increase in footfall as a result of support	+40%									
	Increase in visitor numbers as a result of support	+25%									
Buildings built or renovated as a result of support	2										
Cost:	<p>£500,000</p> <p>(at time of writing, this may change slightly in the final version)</p>										

5.2 Bids to the (approx.) value of £1.631M will be submitted to the UK Govt on 18th June.

5.3 The UK Government are due to announce successful projects for the UK Community Renewal Fund at the end of July and a further update to Board will be brought after that time.

Implications of the Report

1. Financial

No additional finance is sought for this proposal. Resources are sought from the CRF to support new initiatives in Renfrewshire.

2. **HR and Organisational Development** – no immediate implications although options for additional staff to provide new services is currently being discussed should the applications be successful.
3. **Community Planning**
 - Our Renfrewshire is thriving – The proposal would support additional business start-up growth and sustainment in Renfrewshire and would be an additional local service.
 - Our Renfrewshire is well - The delivery of new opportunities have the potential to positively impact on physical, emotional and mental health and wellbeing.
 - Reshaping our place, our economy and our future - The approaches outlined in the report will contribute to supporting growth, the development of skills and experiences and sustainable jobs while improving the physical infrastructure of vacant and derelict buildings.
4. **Legal** - Any formal partnership with successful applicants or other parties would be subject to legal documentation.
5. **Property/Assets** - none
6. **Information Technology** - Support from IT would be required to ensure that adequate resources and networking were available to support successful bids.
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 for example it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health & Safety** - None
9. **Procurement** - none
10. **Risk**

The projects actively monitor key risks and issues associated with delivery in accordance with the Council's Project Management Framework. Risks are identified and mitigating actions and allowances have been made and will be continually monitored.
11. **Privacy Impact** - None

12. **COSLA Policy Position** - None

13. **Climate Risk** – None..

List of Background Papers

None

Author: Ruth Cooper, Economic Development Manager (Tel: 07921001724)

Appendix 1 Renfrewshire Council UK Community Renewal Fund – summary of Investment Priorities

Guidance and investment priorities

Projects may align with one, or deliver across several, of the following investment priorities.

1. Investment in skills

The CRF will help to equip people with the skills they need to seize new opportunities and ensure their local communities are prosperous and productive. This includes equipping people with the skills they need to capitalise on the opportunities and needs of their local area, and meet the needs of an increasingly green and digital economy.

This could include interventions that address:

- Work-based training;
- Retraining, upskilling or reskilling members of the workforce;
- Promoting the advancement of digital skills and inclusion.

Proposals should demonstrate their strategic fit and link to local skills and labour market need.

2. Investment for local business

Targeted support for local business can help local residents through increased employment, better training and in-work opportunities, and in creating new entrepreneurial ventures. Particular interest is in projects: that target support for under-represented groups; community-level interventions that can increase opportunity for all; create an innovation culture; projects that find new ways to promote green and tech adoption; or help create a pathway for upskilling local businesses through collaborations with higher education.

This could include interventions that address:

- Supporting entrepreneurs and helping businesses with potential to create more job opportunities for current employees or take on new employees;
- Encouraging businesses to develop their innovation potential;
- Supporting de-carbonisation measures.

Proposals should demonstrate evidence of their strategic fit and link to local economic and business need. Loan or equity investments are not in scope of this funding.

3. Investment in communities and place

There is a need to invest further to maximise opportunities to bring people together, build the social fabric, and boost recovery and resilience. Investing in improving, protecting and creating community and natural assets can boost pride and wellbeing, drive productivity, attract and retain talent, and nurture a unique sense of place.

This could include interventions that address:

- Feasibility studies for delivering net-zero and local energy projects;
- Exploring opportunity for promoting culture-led regeneration and community development;
- Improving green spaces and preserving important local assets;
- Promoting rural connectivity.

4. Supporting people into employment

There is a need to act to reduce the additional barriers some people face to employment in order to enable them to take advantage of the economic opportunities as the UK moves forward.

Investment here will help places provide local, tailored, wrap-around support to those furthest from the labour market – focusing on individuals who find it difficult to engage with mainstream provision or for whom mainstream provision is not an option.

Bids should also demonstrate how their proposal will complement mainstream activity, highlighting what wrap-around support is being proposed, and how the target audience will be identified and engaged.

Pilots should draw upon and enhance multi-agency delivery teams, including the community and voluntary sector along with public provision. They should bring together a range of service providers to embed and provide a coordinated service to support individuals along the journey to employment.

The CRF is interested in proposals for innovative pilots and projects that focus on delivering bespoke programmes - utilising a needs-based approach to support individuals to overcome their multiple or complex barriers which inhibit their ability to gain employment. These pilots should support those most disengaged from the labour market.

This could include interventions that address:

- Supporting people to engage with local services which support them on their journey towards employment;
- Identifying and addressing any potential barriers these individuals may face in gaining employment or moving closer to the labour market;
- Raising aspirations, supporting individuals to access Plan for Jobs employment support, jobs and find sustainable employment;
- Supporting people to gain the basic skills they need to develop their potential for sustainable work;
- Testing what works in helping people move towards work.

Pilot projects should enable the testing of various interventions with a view to providing an evidence base to understand what really works in supporting people into employment. They should test ways of working collaboratively at a local level, taking a multi-agency approach, working with Jobcentre Plus and including the community and voluntary sector to provide the complete suite of support that those with additional or complex barriers might face.

Guiding principles

Prospective applicants across the UK should also take account of the following guiding principles:

Bids are invited that:

- Build on local insight and knowledge;
- Align with long-term strategic plans for local growth;
- Target people most in need;
- Support community renewal;
- Complement other national and local provision;
- Demonstrate innovation and new ideas;
- Demonstrate the extent of their contribution to net zero objectives and wider environmental considerations.

Assessment criteria

Strategic fit considerations

All proposed projects will be assessed against the following strategic fit considerations:

- Level of contribution to local needs;
- Level of contribution to an articulated investment priority;
- The extent of contribution to net zero objectives or wider environmental considerations (not applicable to employment support interventions);
- The extent to which the project can inform UK Shared Prosperity Fund;
- The extent to which the project demonstrates innovation in service delivery.

Deliverability, effectiveness, and efficiency considerations

- All deliverability as proposed by March 2022, with realistic milestones identified
- Appropriate risk management and mitigation plans;
- An efficient mode of delivery, including an assessment of value for money;
- Evidence the project would not proceed at the scale suggested without CRF funding;
- An effective monitoring and evaluation strategy has been identified for the project.

Leveraging other funds

Leverage of other funding may be important in improving value for money, but is not a requirement for project proposals.

Scale of funding

There is no minimum or maximum limits on project scale, but the UK Government has indicated a preference for larger projects (500k plus) to maximise impact. This significantly restricts the number of projects Renfrewshire can apply for; but some scope may be available to imaginatively 'package' a series of activities.



To: Leadership Board

On: 16 June 2021

Report by: Chief Executive

Heading: Regeneration Funding Bids Update – Priority Themes

1. Summary

- 1.1 The funding of regeneration projects and programmes has for several years been reliant on national government grant funding, which has often been determined through competitive annual bidding processes. The Regeneration Capital Grant Fund have been the mainstay of this method of distributing funds around the country. The Scottish Government remains committed to this fund but has in the last two years made more direct funding awards to all local authorities to invest in town centre projects.
- 1.2 This year both the Scottish and UK Governments have announced new funding programmes, the Levelling-Up Fund, Vacant and Derelict Land Investment Programme and the Place Based Investment Programme. Through these funds the Governments are channelling capital investment into local economies and places to deliver economic growth, better places and make progress towards zero carbon targets. The Place Based Investment Programme replaces the fund that targeted town centres and is a direct grant to the Council that has been accepted by the Director of Finance and Resources with that decision being presented for the homologation by the Board in the recommendations.
- 1.3 This report sets out the purposes behind the available funds and presents a set of priorities that officers will pursue the delivery of through applications to appropriate funding programmes and by utilising capital budget available from the March 2020 Council budget.
-

2. Recommendations

2.1 It is recommended that Board:

- (i) Homologates the decision of the Director of Finance and Resources to accept the grant offer from the Scottish Government Place Based Investment Programme of £1.195 million for 2021/22.
 - (ii) Agrees to the set of priority themes set out in Section 5 (Figure 1) to be pursued through available funding programmes.
 - (iii) Notes the submission of five projects to this year's round of applications for the Scottish Government's Regeneration Capital Grant Fund as set out in Section 6, with any that are invited on to the shortlist being reported back to Board for formal approval of their continuation in the process or acceptance of grant funding;
-

3. Background

- 3.1 For several years the funding of regeneration projects and programmes has been reliant on support from national government, often with 'match-funding' coming from the Council. The main and longest running fund is the Regeneration Capital Grant Fund (RCGF) through which the Council has secured support for the Russell Institute, Paisley Learning and Cultural Hub and for Paisley Museum. The RCGF also supports projects run by other organisations (with the grant being passed to the Council to manage), with the projects promoted by Linwood Community Development Trust and Active Communities, Johnstone being supported very recently.
- 3.2 The RCGF is an annual competitive fund with applications coming from all 32 Scottish local authorities plus the Clyde Gateway Urban Regeneration Company. The fund is always substantially over subscribed, meaning that many projects that are put forward are not funded.
- 3.3 As a reaction to this the Scottish Government in 2019 launched the Town Centre Fund – a new £50 million capital programme that allocated funds direct to local authorities (see Leadership Board paper of 19th June 2019) with Renfrewshire receiving £1,459,000. This fund was extended in 2020 by a further £18 million nationally, with Renfrewshire receiving an additional £527,000 (see Leadership Board paper of 2nd December 2020). A list of all the projects supported through this funding and progress to date is set out in Appendix 1.
- 3.4 This additional funding was part of a package of measures designed to support local economies during and from the impacts of the measures put in place to protect the population from the COVID-19 coronavirus.

The recovery from the pandemic is at the forefront of many new Scottish and UK Government regeneration funding initiatives that have been launched in 2021 including the Levelling-Up Fund, Vacant and Derelict Land Investment Programme and the Place Based Investment Programme. These are mechanisms by which Government is channelling capital investment into local economies and places to deliver economic growth, better places and make progress towards zero carbon targets.

4. Capital funding for regeneration projects

4.1 In 2021 significant capital resources are being made available by national governments as follows.

Table 1: Government funding for regeneration capital spend, June 2021.

Fund	UK/Scot Govt	Period	Purpose	£ available	Competitive /direct award
Levelling-up Fund	UK Govt	2021/22 – 2024/25	Transport Regeneration and town centres Cultural and visitor investment	Bids up to £20m (1 per MP + 1 additional transport project)	Competitive
Regeneration Capital Grant Fund (RCGF)	Scot Govt	Annual – no end date	Place based Tackle inequalities and inclusive growth Community regeneration	c. £25 million annually No max. bid but awards >£2 million are very rare	Competitive
Vacant and Derelict Land Investment Programme (VDLIP)	Scot Govt	2021/22 to 2025/26 Annual application rounds	Long-term vacant/derelict land Place based Urban green spaces Community regeneration Low carbon development and renewables	£50 million total No guidance on max. bid.	Competitive
Place Based Investment Programme (PBIP)	Scot Govt	2021/22 to 2025/26	Place based Town centres	£38 million total £1.195 million for	Direct award

Fund	UK/Scot Govt	Period	Purpose	£ available	Competitive /direct award
Replaces the Town Centre Fund			20-minute neighbourhoods Contribution to net zero Community regeneration	RC in 2021/22. Est. £4.4m total for RC over 5 years.	

4.2 Other funding streams are available. Historic Environment Scotland continue to run Historic Environment (building) Repair Grants and Conservation Area Regeneration Schemes. The National Lottery remains a significant funder of capital and revenue programmes in the heritage and community sector. These funds have always been very competitive and had been diminishing in size prior to 2020. They were substantially repurposed during the COVID-19 pandemic to support organisations and locations but have now resumed. Nature Scot is bringing forward significant funding for the management of land to contribute toward climate adaptation, particular funding and expertise can be accessed for peatland restoration. Active travel is supported by Sustrans and grants for electric vehicle charging infrastructure are available through the UK Government, Transport Scotland and the Energy Savings Trust.

4.3 In March 2020 the Council in its budget allocated a further £2.250 million of capital to build upon the investment supported through the Scottish Government's Town Centre Fund and to further invest in town centres across Renfrewshire. In addition the Council has approved actions through its Economic Recovery Plan and Climate Change Action Plan that are providing for the development of new regeneration approaches and feasibility of propositions around active travel and town centre climate adaptation. This availability of Council capital will be important in securing funds where a contribution is required from the Council by the funder.

5 Emerging regeneration priorities

5.1 The recent launches of regeneration funding streams set out above have shown that being in a strong position to react to opportunities as they arise will give the Council and other Renfrewshire organisations a much greater chance of securing funds, mobilising and delivering projects efficiently and effectively.

5.2 The launch of the Paisley Town Centre Vision to 2030 gives us a framework for Paisley but also sets, as it was intended to do, a framework for actions and future centre strategies across all town centres in Renfrewshire. Committed projects at the museum, town hall, learning and cultural hub and arts centre continue as do large scale investments at AMIDS and on the former Chivas site on Renfrew Road.

5.3 New agendas for the post-COVID period are crucial to recognise and understand. The importance of resilient and good quality local places has grown over 2020.

Future thinking must tackle quality of place, neighbourhoods, new purposes for town centres, climate change adaptation, zero carbon infrastructure and the reprovisioning of property and space at a large scale.

- 5.4 The following priority areas, set out in Figure 1, have been developed to focus on what 'shovel-ready' projects we should develop and support grant applications for.
- 5.5 It is notable that within all of the funding programmes launched that the climate/zero carbon agenda runs through them all as does the involvement and influence of communities in project development. These are explicit in the VDLIP in particular. These will be cross-cutting themes across all projects and we will work with communities of interest in developing a priority list for VDLIP sites in local communities for a bid in 2022.

Figure 1 Priority regeneration themes at June 2021

Theme: Town Centres

The list of potential projects in town centres could be almost infinite and appear in other themes below. There are buildings and sites around Renfrewshire, often vacant, sometimes underused, for which new solutions are required. These form a set of priorities for active consideration of redevelopment requiring feasibility and option appraisals and design prior to funding submissions. Projects will focus on repurposing and redeveloping vacant town centre property and unlocking potentials for independent retail, hospitality, cultural and residential development

Theme: Zero carbon infrastructure

To support Renfrewshire's transition to a net zero carbon place and economy. From a regeneration and place perspective the focus required is on the infrastructure to enable a step change in active travel particularly to and from work and places of education. In addition the roll-out of electric vehicle infrastructure including the facilities required for electric taxis.

Theme: Improving the urban fabric

The continuation of support for the built environment of Renfrewshire places is an important foundation of place building. The fabric of buildings, streets and spaces face new pressures to adapt to changes in climate and often to seek new purposes as consumer trends and community needs shift. Building owners need supported to understand and care for the fabric of their buildings. Spaces in centres and in neighbourhoods can be the focus for projects to support climate resilience projects.

Theme: Visitor destination

The drive to develop Renfrewshire's places as attractive destinations for visitors remains high on the agendas to support local places and businesses that would benefit from the spend. Projects will focus on the quality of the visitor experience and broadening the visitor offer, particularly associated with the conclusions of the cultural infrastructure projects in Paisley and the outdoor offer around Lochwinnoch.

6. Immediate actions

- 6.1 The Scottish Government has written to all local authorities launching the Place Based Investment Programme, referred to above. The Director of Finance and Resources has accepted the offer of £1.195 million for financial year 2021/22, the deadline for which was set at 21 May 2021, and the Board is asked to homologate the Director's action to accept the grant offer.
- 6.2 The deadline for Stage 1 submissions for the RCGF programme is imminent (17th June 2021). Submissions have been developed for the following projects.
- Paisley Community Trust – PXLS community cinema and digital hub
 - PACE 'Exchange' Theatre – support for final phase of project
 - Active travel link to Gallowhill from Renfrew to Paisley active travel route
 - Development of land at Kirkpatrick Drive, Erskine for business units
 - Extension and redevelopment of visitor and activity facilities at Castle Semple, Lochwinnoch
- 6.2 The Board asked to note the submission of these projects to the RCGF fund with the understanding that any that are invited on to the Stage 2 shortlist being reported back to Board for formal approval of their continuation in the process.
- 6.2 The deadline for the Levelling-Up Fund is also imminent with submissions to that fund being the subject of a separate report to this Board.

APPENDIX 1 Town Centre Fund projects 2019 and 2020 awards, summary update at June 2021

Project summary	Design	Tender	On-site	Complete
1. Third party led – repurposing vacant town centre property.				
i. Former Police Station, Johnstone – funding contribution for Active Communities. ⁽²⁰¹⁹⁾	✓	✓	March 2021	September 2021
ii. Former toilet block Robertson Park, Renfrew – conversion to a cycle hub by Kustom Kruisers. ⁽²⁰¹⁹⁾	✓	✓	✓	May 2021
iii. Former Mannequin’s night club, Paisley – funding for PACE Youth Theatre to deliver a new performance and rehearsal base. ^(2019 and 2020)	✓	✓	✓	September 2021
iv. Erskine Community Sports Centre – refurbishment of vacant space for occupation by Erskine Arts. ⁽²⁰²⁰⁾	✓	August 2021	September 2021	March 2022
v. 3 County Square, Paisley tenement refurbishment – enabling works prior to heritage restoration works. ⁽²⁰²⁰⁾	✓	✓	✓	September 2021
2. Town centre presentation				
i. Lighting enhancements to Houston Square, Johnstone including bandstand and war memorial. ⁽²⁰¹⁹⁾	✓	✓	✓	✓
ii. Johnstone festive lighting enhancements ⁽²⁰²⁰⁾	✓	✓	✓	✓
iii. Gap site interventions in Johnstone –				
a. High St./MacDowall St. ⁽²⁰¹⁹⁾	✓	✓	✓	✓
b. George St./High St. corner ⁽²⁰²⁰⁾	✓	✓	June 2021	July 2021
iv. Lighting enhancements to Renfrew Town Hall and Cenotaph and gateway lighting project at Bascule Bridge. ⁽²⁰¹⁹⁾	✓	✓	✓	✓
v. Vacant shop units in 1 – 17 Dunlop Cr., Renfrew –				
a. Shop front renewal works. ⁽²⁰¹⁹⁾	✓	✓	✓	✓
b. Internal fit-out of units 13 – 17 (Start-Up Street project). ⁽²⁰²⁰⁾	✓	June 2021	August 2021	December 2021
vi. Shuttle Street, Paisley – lighting canopy and commercial waste storage enhancements. ⁽²⁰²⁰⁾	✓	✓	✓	June 2021

Implications of the Report

1. Financial –

Government grants awarded to the Council are monitored in accordance with the terms and conditions of grant. The Council will liaise with the Scottish Government to comply with drawdown and financial reporting requirements.

2. HR & Organisational Development – None.

3. Community Planning –

- **Reshaping our place, our economy and our future:** Renfrewshire Council is working with stakeholders to maximise the opportunities for regeneration and economic recovery/growth.
- **Building strong, safe and resilient communities:** working in partnership with local groups and organisations to achieve positive outcomes.

4. Legal – None.

5. Property/Assets

Any acquisitions, leases or licenses required to enable project delivery using any funding awarded will progress through the recognised Council processes and with relevant Board approvals.

6. Information Technology – None.

7. Equality and Human Rights

- (a) The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website. An Equality Impact Assessment is being prepared as part of the project requirements.

8. Health and Safety – None.

9. Procurement – A programme of contract processes will be developed with the advice of the Council's Procurement team to secure effective and best value project delivery.

10. Risks - None.

11. Privacy Impact – None.

12. Cosla Policy Position - Not applicable.

13. Climate Risk - No identified impacts at present.

List of Background Papers

1. Report to Leadership Board, 2nd December 2020 - Extension to the Scottish Government Town Centre Fund 2020 – 2021.
 2. Report to Leadership Board, 19th June 2019 – Town Centre Capital Fund.
-

Author: Stuart McMillan, Regeneration Manager



To: Leadership Board

On: 16 June 2021

Report by: Chief Executive

Heading: Paisley Town Centre Vision Update

1. Summary

- 1.1 In January 2020 the Cabinet Secretary for Communities and Local Government launched the 'Vision for Paisley Town Centre' as an exemplar for traditional town centres across Scotland demonstrating the sort of change required to retain and develop vibrant centres at the heart of our towns. In the past year there has been a significant change of ownership in property in the heart of Paisley town centre and the advancement of proposals, using the guidance of the Vision, to redevelop the Paisley Centre. This report seeks to inform the Leadership Board of progress to date.
-

2. Recommendations

- 2.1 It is recommended that Board:
- (i) Notes that, following the launch of the Vision for Paisley Town Centre in 2020, proposals for the repurposing and partial redevelopment of the Paisley Centre are being discussed with the Council.
-

3. Background

- 3.1 In September 2019 the Leadership Board received a progress update on the delivery of the Paisley Town Centre Action Plan 2016-2026 and on the development of the 'Vision for Paisley Town Centre' (the Vision) the project supported by the Scottish Government and Scotland's Towns Partnership. The subsequent launch and publication of this report in January 2020 has galvanised significant interest in the potential for renewal and evolution of the town centre.

- 3.2 The aims of the project, to explore the diversification of the town centre and how it may need to physically adapt and change, have become all the more pertinent due to the impacts of the coronavirus pandemic on the retail sector and on High Streets across the country.
- 3.3 A significant part of the Vision was the consideration of how large floorspace property, like shopping centres, might have to change as demand for retail space, particularly from multi-national retail companies, continues to decline. One of the case studies for the Vision was the Paisley Centre that occupies a significant part of the urban block between the High Street, Causeyside Street and New Street (see attached plan).

4. The Paisley Centre

- 4.1 In November 2020, in an off-market transaction, Beyond Retail Property Fund purchased the Centre from its American based owners. Beyond Retail are a UK based property company that specialise in the redevelopment of town centre property. Beyond Retail have Paisley links and a track record in repurposing and redeveloping High Street retail property.
- 4.2 Over the last 6 months Beyond Retail have been developing mixed use redevelopment proposals for the Paisley Centre. They have used the ideas developed in the Vision as their guide to what might be achieved and also as an indication that the Council is encouraging of transformative change in the Centre as a driver of new functionality, diversity and vitality into the town centre.
- 4.3 During 2020 Marks and Spenser's (M&S) announced the closure of their Paisley High Street store which will bring to an end more than 75 years of association between that retailer and the High Street. An agreement has been reached that Beyond Retail will acquire this unit and incorporate it within their plans for the Centre. It is understood that ownership will not formally transfer until later in 2021 due to some internal works being carried out to the building by M&S prior to its sale. These works will take several months across the summer and autumn of this year.
- 4.4 In addition to the Council, Beyond Retail have also engaged with the University of the West of Scotland and with Greater Glasgow and Clyde NHS Trust to explore potentials and options for the use of space within the redeveloped Centre. They have also discussed options with Paisley First and Paisley Community Trust.
- 4.5 What is emerging is an exciting and deliverable masterplan for a radical reconfiguration of the Centre. One that retains much of its very considerable concrete structure and the best of its street frontages but explores the potential to introduce new uses such as a health centre, residential, food and beverage and a hotel alongside retained retail and commercial uses encouraging increased footfall.

5. Next steps

- 5.1 A masterplan will be launched soon and following further appraisals to confirm the inclusion or otherwise of different options the owner intends to commence the planning application process before the end of 2021. Any such planning applications for large scale change will be the subject of pre-application consultation with stakeholders and the general public before being formally submitted to the Council for a decision.
- 5.2 It is important to note that as these plans are prepared and confirmed, Beyond Retail will continue to operate the Paisley Centre as a going concern. They are in close contact with all of their tenant businesses currently operating from the premises and their needs going forward. They will continue to engage with the Council on the proposals and also on how any displacements of businesses currently in the Centre might be accommodated elsewhere in the vicinity of the High Street.

Implications of the Report

1. **Financial** – None.
2. **HR & Organisational Development** – None.
3. **Community Planning** –
 - **Reshaping our place, our economy and our future:** Renfrewshire Council is working with stakeholders to maximise the opportunities for culturally-led regeneration, providing support to make best use of heritage assets.
 - **Building strong, safe and resilient communities:** working in partnership with local groups and organisations to achieve positive outcomes.
4. **Legal** – None.
5. **Property/Assets** – None.
6. **Information Technology** – None.
7. **Equality and Human Rights**

(a) The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.

An Equality Impact Assessment is being prepared as part of the project requirements.

8. **Health and Safety** – None.
 9. **Procurement** – None.
 10. **Risks** - None.
 11. **Privacy Impact** – None.
 12. **Cosla Policy Position** - Not applicable.
 13. **Climate Risk** - No identified impacts at present.
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List of Background Papers

1. Report to Leadership Board, 18th September 2019 – A Vision for Paisley Town Centre
-

Author: Stuart McMillan, Regeneration Manager





To: Leadership Board

On: 16 June 2021

Report by: Chief Executive

Heading: Freeports/Greenports – Potential Glasgow City Region Bid Update

1. Summary

- 1.1 This report aims to make members aware of a potential bid by Glasgow City Region (GCR) member authorities in partnership with the private sector in GCR for a Freeport (Greenport) designation.
 - 1.2 The bid would only be submitted following publication of, and in response to, a prospectus seeking such bids by Scottish Government. This is expected to be published in summer 2021.
-

2 Recommendations

- 2.1 It is recommended that the Board:
 - i. note the potential for a combined bid by GCR local authorities for a Freeport / Greenport designation during 2021; and
 - ii. agrees to Renfrewshire Council participating in the preparation and submission of such a bid to Scottish Government; and
 - iii. (if required due to timing of a bid submission) agree to delegate authority to the Chief Executive, in consultation with the Leader of the Council, to confirm the content of such a bid and designation as it affects Renfrewshire.
-

3 Background

- 3.1 The freeport concept has been in existence for some time around the world. There are an estimated 3,000 such designations worldwide.

They tend to be located primarily at sea ports and operate as secure custom zones where, although inside the country's border, are subject to bespoke custom and tax arrangements aimed at bringing benefits to the competitiveness of the companies located there who import, manufacture, process and export goods.

- 3.2 Goods that move into and out of a country are normally subject to tariffs (duty) payable to that country. Goods that arrive into designated freeports are normally exempt from such tariffs. Although these locations often offer reductions in regulatory and administration burdens for businesses, they are designed to incentivise private investment in the locality and create jobs and other economic benefits for the adjacent local economies. If the goods are then moved elsewhere in the UK, they would be subject to the normal tariffs and therefore any such designation in Scotland needs to be specifically defined.
- 3.3 Scotland had an established freeport at Prestwick Airport for many years, although this designation ceased in 2012 when legislation was not renewed by the UK Government.
- 3.4 The UK Government consulted on the principle of establishing 10 new freeports across the UK in February 2020. At the launch the UK Government set out a desire to have at least one freeport in Scotland.
- 3.4 At the March 2021 UK Budget the Government announced 8 locations for new freeports in England. The designation of such zones is a devolved matter. The English locations selected from a total of 18 bids were:
 - East Midlands Airport
 - Felixstowe and Harwich
 - Humber region
 - Liverpool City Region
 - Plymouth
 - Solent
 - Thames
 - Teesside
- 3.5 In January 2021 the Scottish Government confirmed that it was preparing to launch a prospectus for Scottish local authorities (and other interested parties) to bid for a "greenport" (freeport) designation in Scotland. The Scottish Government have placed an emphasis on the decarbonisation of the economy (hence the change of title from freeport to greenport) and want to support a green recovery from the pandemic through this initiative. They have also placed an emphasis on supporting business innovation and high quality employment opportunities at any Scottish greenport. The Scottish Government also insist that any business benefiting from greenport incentives will be expected to pay their employees the real living wage as a minimum.
- 3.6 The publication of the Scottish prospectus was delayed due to the Scottish elections in May 2021, as well as awaiting sign-off on elements from UK Government, but is likely to be released to bidders by the summer. There is no indication as yet of timescales / deadlines for bids.

4. Glasgow City Region's Greenport Bid

- 4.1 Over recent months several the GCR local authorities – Glasgow, North Lanarkshire, Inverclyde, West Dunbartonshire and Renfrewshire have held officer level discussions on the potential for a GCR greenport bid. These discussions have involved the private sector associated with some of the principal infrastructure facilities in GCR. We know from analysis of the successful English bids how important the infrastructure components are to any submission to government.
- 4.2 The GCR Chief Executive's Group agreed in principle to the preparation of a bid by the 8 member authorities in April 2021.
- 4.3 Recognising that the GCR will require consultancy support to prepare a greenport bid (in what could be a relatively short deadline) the consortium have sought expressions of interest from suitable qualified consultants. The estimated costs of this support will be paid for by equal contributions from each of the private sector partners and the remainder being met from funding secured from GCR budgets. There are no additional budget requirements for the submission of a bid for Renfrewshire Council, beyond existing officer time resource.

5. Next Steps

- 5.1 Following the expected publication of a prospectus for a Scottish greenport, the GCR consortium will commence work on a submission to Scottish Government.
- 5.2 Officers are conscious we will not be able to determine the timing of this and it may not necessarily coincide with Council Board dates to allow the presentation of a draft bid to elected members for their approval. If such circumstances arise this report is seeking the delegation of authority to the Chief Executive, in consultation with the Leader of the Council, to agree to the content of the greenport bid as it affects the Renfrewshire area.

Implications of the Report

1. **Financial**
No financial implications from the bidding process other than officer time, which will be drawn from existing resources in the Economy & Development Team, and other departments as required.
2. **HR and Organisational Development** –None.
3. **Community Planning**
 - Our Renfrewshire is thriving – The greenport concept offers an opportunity for increased economic activity and job creation in Renfrewshire.
 - Reshaping our place, our economy, and our future – Renfrewshire already has a significant cluster of manufacturing companies and the greenport concept offers the potential to attract additional manufacturers and their supply chain to the area;
4. **Legal** – None.

5. **Property/Assets** - none that we are aware of to date but any implications for AMIDS and other Council owned sites will be closely monitored.
6. **Information Technology** - None.
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 for example it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health & Safety** – None.
9. **Procurement** – None.
10. **Risk** – None.
11. **Privacy Impact** – None.
12. **COSLA Policy Position** – None.
13. **Climate Risk** – None.

List of Background Papers

- (a) None.
-

Author: Alasdair Morrison, Head of Economy and Development
(Tel: 0141 618 4664)



To: Leadership Board

On: 16 June 2021

Report by: Chief Executive

Heading: Economic Spotlight report – Johnstone and the Villages

1. Summary

1.1 This report introduces the second in a series of “Spotlight” reports on Renfrewshire’s economy and key locations. For June 2021 the focus is Johnstone and the West Villages, with the full report being attached to this paper. Further updates will focus on other important employment locations such as Inchinnan Business Park, Glasgow Airport and Braehead.

2. Recommendations

2.1 Board members are asked:

- i. To note the content of the Johnstone and West Villages spotlight report attached as Appendix 1 to this report.

3. Spotlight on...Johnstone and the West Villages

3.1 Following on from the spotlight report on Hillington in December 2019, this report continues the series with a look at Johnstone and the West Villages (the detailed report is attached at Appendix 1). Some of the key issues highlighted are, that:

- The area is home to quarter of Renfrewshire’s residents
- It has over 1,300 businesses, the majority of which are micro and SME’s, employing around 8,000 people
- Retail, manufacturing, transport and storage, health, education and tourism are key employment sectors and
- The pandemic has led to an increase in the number of Universal Credit claimants across the area and at a higher rate than the Council average.

- 3.2 The report also highlights key investments which have place in the area along with case studies of some of the area's key employers including Scottish Leather Group.
 - 3.3 Future spotlight reports will focus on, amongst others, Glasgow Airport, Inchinnan Business Park and Braehead. All of these specific locations contribute thousands of job opportunities for the local workforce and play a significant role in the Renfrewshire economy. These future reports will aim to investigate the specific impacts the pandemic has had on these locations.
-

Implications of the Report

1. **Financial** – None.
2. **HR & Organisational Development** – None.
3. **Community/Council Planning** –
 - **Empowering our Communities** – The Spotlight reports will enable communities to have a better understanding of the economic performance of key areas within Renfrewshire.
 - **Jobs and the Economy** - The Spotlight reports on particular employment locations will allow members, the public and Renfrewshire stakeholders to better understand the scale and variety of employment opportunities and business activity that takes places currently across the area.
4. **Legal** – None.
5. **Property/Assets** – None.
6. **Information Technology** – None.
7. **Equality & Human Rights**
 - (a) The recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report.
8. **Health & Safety** – None.
9. **Procurement** – None.
10. **Risk** – None.
11. **Privacy Impact** - None.
12. **COSLA Policy Position** – Not Applicable.
13. **Climate Risk** – Not Applicable.

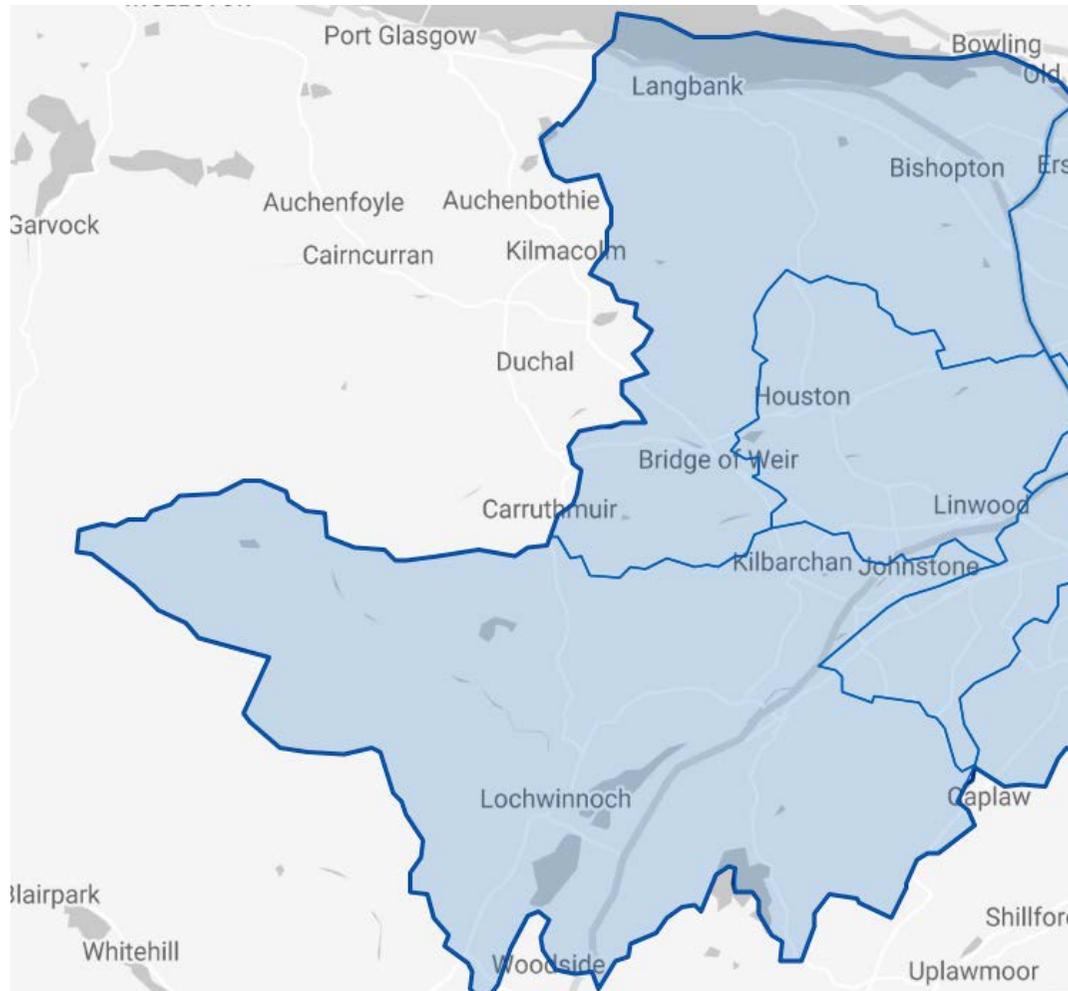
List of Background Papers

1. Report to Leadership Board, 4th December 2019 – Renfrewshire Economic Profile (December 2019) and Economic Development Update
-

Author: Euan Shearer, Economic Regeneration Officer

Contact number: 07483 136235

Spotlight on...Johnstone and the West Villages



Overview

Johnstone and the West Villages (hereby referred to as the Spotlight Area) encompasses a large area that includes the towns and villages of Johnstone, Lochwinnoch, Bridge of Weir, Kilbarchan, Howood, Houston and Bishopton. The purpose of this paper is to provide an economic context of the Spotlight Area, detail key developments taking place and to highlight some of its key employers.

Key Statistics

Population

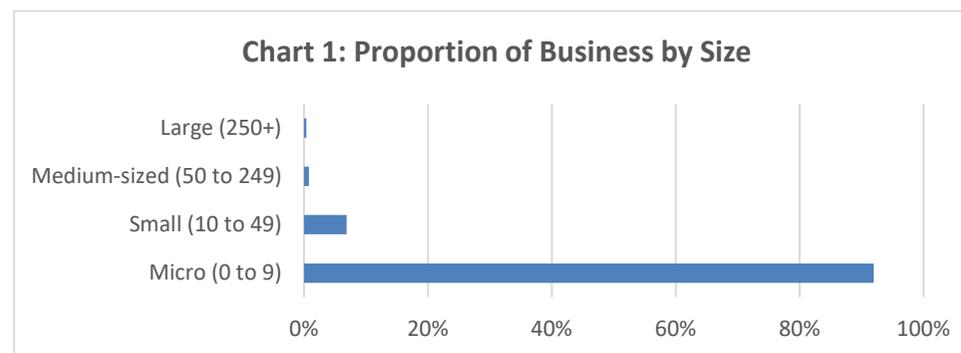
The Study Area has a population of 48,826 over a quarter of Renfrewshire's total population. Broken down by age bracket, the proportion of residents who are of working age (63%) is comparable to wider Renfrewshire figure (64%).

Between 2014-2019 the area's population grew by 5%, higher than the rest of Renfrewshire which grew by 4%. This is due to the significant increase in Bishopton's population because of the Dargavel Village development, which has gone from 5,000 to over 6,000 presently. In total close to 4,000 new homes will be built at the development by a range of different housebuilders including Cala, Stewart Milne, and Persimmon. The development has been supported with new infrastructure, including new link roads, a commercial centre, series of blue and green networks and a junction onto the M8 motorway. Future plans include the construction of new education facilities, a health centre and an extensive greenspace network including a woodland park. It is predicted that Bishopton's population could be close to 12,000 once Dargavel has been fully built out.



Businesses

The Spotlight Area has approx. 1,360 business located in it. The vast majority of which are classed as micro businesses as stated in Chart 1. It has only 25 businesses which employ over 50 people, which highlights the rural, non-commercial status of the area at present. The area's largest employer is Scottish Leather Group (SLG) at Bridge of Weir.



Employment

There are 7,985 jobs within the Spotlight Area, approximately 9% of Renfrewshire's total jobs. Chart 2 highlights the key employment sectors within the area.

Collectively, the retail & wholesale sector are the biggest employer, totalling over 900 jobs, generating over £28m in GVA per annum. The new retail development at Paton's Mill in Johnstone, highlights that this sector continues to receive significant investment in the Spotlight Area.

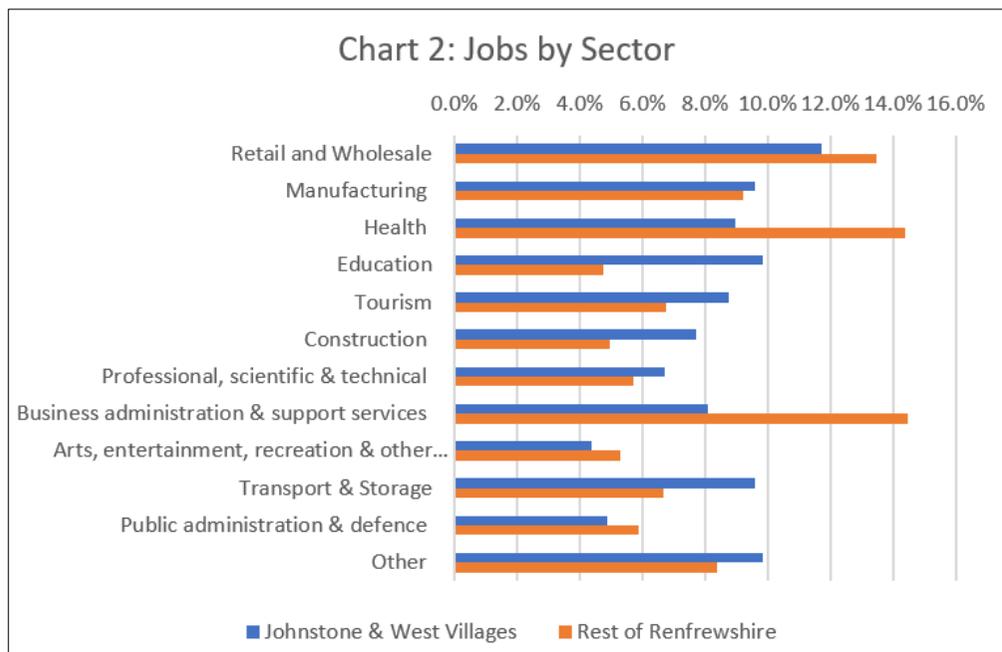
Transport & storage is another important sector, employing over 750 people, generating over £60m in GVA. A key employer is the Malcolm Group which has a main base of its operations located at Burnbrae near Linwood.

Employing over 750 people, manufacturing is another key sector generating over £65m in GVA per annum, 9% of Renfrewshire's total manufacturing GVA. Most of these jobs are with SLG in Bridge of Weir and Smith & McLaurin in

Kilbarchan/Johnstone, highlighting their importance to the Spotlight Area (more information on these businesses can be found in the Case Study Section of this report).

The public sector is also an important employer, with over 1,500 jobs in health and education. The proportion of jobs in education is almost double the rest of Renfrewshire average.

The importance of tourism in the area, with high-end accommodation providers such as Marr Hall, the Gleddoch Hotel and Spa, Ingliston Country Club & Hotel and the Lynnhurst Hotel, is highlighted by the fact that the proportion of jobs in tourism is higher than the rest of Renfrewshire average.



Impacts of the Pandemic

As with all parts of Renfrewshire, the pandemic has impacted the Spotlight Area significantly. Several shops within its towns and villages have had to close (some permanently). Sectors which are important to the area such as tourism and hospitality have been particularly affected. It will be sometime before the full effects of the pandemic are fully understood.

Some economic indicators are already showing the negative impacts the pandemic is having. The Spotlight Area’s Claimant Count (which measures the number of people claiming unemployment related benefits) has increased dramatically since early last year. The latest claimant count is 1,480, 107% more than the March 2020 figure of 715. This is a greater increase than that experienced across Renfrewshire as a whole (76%). The Spotlight Area now accounts for around a fifth of all Renfrewshire’s claimants. All the major towns and villages in the area have been affected, with large increases noted in Houston, Bridge of Weir and Kilbarchan.

According to the latest 2020 Scottish Index of Multiple Deprivation (SIMD) figures there were over 2,000 people in the Spotlight Area defined as being employment deprived, with pockets of deprivation in parts of Johnstone. This data was calculated prior to the pandemic and will very likely increase, with more redundancies/business closures and less jobs being available. It is imperative therefore, that the goals of the Council’s Economic Strategy and Recovery Plan are realised to mitigate these impacts.

Connectivity

The Spotlight Area has good transport links, due to it being within proximity to Glasgow International Airport and the M8 motorway, which provide connections to Glasgow City Region and beyond.

Investment in Johnstone

Johnstone has benefited from significant investment recently, including the £3m redevelopment of the former Paton's Mill. Phase 1 of the project's masterplan was completed in 2019, which includes a Starbucks drive-thru restaurant (2,300 sq. ft), and two new retail units occupied by Aldi (17,000 sq. ft) and Home Bargains (15,000 sq. ft) respectively. There is potential for further commercial and housing development at the site.

The Council have spent close to three quarter of million pounds in respect of monies received from the Scottish Government Town Centre Regeneration Fund. Projects supported include:

- Active Communities' repurposing of the former Johnstone police station as a new community health and wellbeing hub;
- The refit of four currently vacant retail units on MacDowall Street and High Street; and
- Public realm improvements including lighting enhancements at Houston Square, refurbished benches, and new hoardings for prominent gap sites at the corner of McDowall Street and George Street

Several properties over the last couple of years have benefitted from the Council's Retail Improvement Scheme. In total over £31,000 has been paid to commercial premises such as Colliers Bar, Oh So Beautiful and Subway to enhance their shopfronts.

Summary

In conclusion the Spotlight Area is typified by:

- An area which is predominately rural in nature, accounting for over quarter of Renfrewshire's total population.
- A high proportion of small scale businesses.
- Retail, manufacturing, transport and storage, health, education, and tourism are key employment sectors.



- Pandemic has led to an increase in the number of claimants across the Spotlight Area, at a higher rate than the Council average. Likely that key sectors such as retail and tourism could be significantly affected with potential jobs losses soon.
- Johnstone having benefitted from significant investment recently.
- The settlement of Bishopton is experiencing a large increase in population as part of a managed expansion.



Case Study – Scottish Leather Group (SLG)

One of Renfrewshire's key success stories, SLG is the largest manufacturer of leather in the UK. The company's history dates to 1758 when the original tannery started production. It has since grown to comprise of four leather manufacturing subsidiaries and a technology company, with its headquarters located in Bridge of Weir. Employing over 650 people, it is one of the major employers in Renfrewshire. In 2003, it adopted a 'zero waste policy' and this goal of being a highly sustainable business has remained since. It has the lowest carbon footprint of any leather maker in the world and is the only one to carry the Low Carbon Leather logo. The company has won multiple awards including Most Outstanding Business, Scottish and Large Exporter of the Year and a RoSPA Gold Award for its health and safety management systems. The company recently announced that it will be expanding its Renfrewshire operation creating a further 100 new jobs at a site in Paisley (on the former Chivas site) which will provide high-end car seat upholstery.



Case Study – Smith & McLaurin

Established in 1849, Smith & McLaurin is a well-known in the labels, tickets, and tags industry, with a reputation for service, trust and innovation. The Kilbarchan based company has approximately 90 employees, making it an important employer in the Renfrewshire West Villages area. The company pride itself on delivering flexible and managed supply solutions for its customers.

Ingliston Country Club & Hotel

Established in 2007, the 90 acre Ingliston estate is an award-winning equestrian, hotel, and conference & wedding venue. Employing over 100 people, it most well-known for its Equestrian Centre and is a three time winner of the British Show jumping Best Equestrian Facility award. Facilities include indoor and outdoor arenas, 24 hour security, all year turn out, solarium, horse walker and a lunge pen. Activities include pony clubs and parties, rides and walkarounds. Alpaca visits are available at certain events and time of the year.

The resort also comprises of a 30-bedroom boutique hotel, 13 Alpine lodges, some with hot tubs and saunas, restaurant and 3 wedding suites including a 500 + person capacity indoor marquee.

Taking advantage of its proximity to Glasgow Airport, it also provides conference facilities meetings, events, award ceremonies along with team building days.

It has also become involved in the filming circuit, hosting the cast and crew of Outlaw King and being on the TV show '4 in a bed'.

The resort has a strong focus on sustainability, including the largest single footprint of solar panels in Scotland, generating 70% of their daily electrical energy. They also have three polytunnels growing flowers and plants and are about to install Vehicle Electrical Charging points throughout our estate which will be free to use.



Mar Hall Golf Resort and Spa

Formerly known as Erskine House, construction of the present baronial mansion, built in a gothic architectural style, was completed in 1845. It was previously used as a hospital until it underwent a £15m renovation in 2004 to turn it into a hotel.

Set in a 240 acre woodland estate, this 5 star resort has a wide range of amenities:

- It provides 53 rooms with a range of accommodation options, including deluxe bedrooms, suites, and lodges with outdoor hot tubs.
- Leisure facilities include the multi-award winning Decleor spa which has relaxation rooms, a full thermal suite, and a 25 metre swimming pool. On site is an 18 hole championship golf course located on the south bank of the River Clyde.
- Wide range of food and drink options including a fine dining restaurant, an Italian eatery, afternoon tea service and a lounge bar.
- A choice of four different wedding venues to cater for a variety of needs.
- Events and meeting space, with options for corporate days out, conferences, functions, and banquets.