

To: Education and Children Policy Board

On: 3 November 2016

Report by: Director of Children's Services

Heading: Children's Services Service Improvement Plan 2016/17: Mid-Year Monitoring Report

1. Summary

1.1 The Children's Services Service Improvement Plan 2016-17 was approved by the Education and Children Policy Board in March 2016. The plan sets out the priorities for the development of the service over a three year period and details the actions which will contribute to the implementation of the Council Plan and Community Plan. It also sets out the actions which will ensure continuous improvement across the service and the performance indicators which ensure the impact can be measured.

1.2 This report contains details of Children's Services performance over the period 1 April 2016 to 30 September 2016. The main purpose of the report is to provide:

- Details of the key achievements of the service over the period
- A progress update on implementing the action plan linked to the 2016-17 Service Improvement Plan
- An assessment of performance in relation to the service scorecard of core performance indicators
- An overview of priorities for the service over the next six months

1.3 Over the past six months, the key achievements for the service have included:

- Implementing the Up2U intervention in Criminal Justice services to help address issues around gender-based violence
- Expanding Families First into another three areas
- Improving the teaching of reading as part of the Tackling Poverty Programme in partnership with the University of Strathclyde.

- Being chosen as a Scottish Attainment Challenge authority, a long term programme to address the links between deprivation and attainment
- Delivering anti-bullying training in partnership with RespectMe, Scotland's anti-bullying service
- Extending the Leadership Development Programme for teachers
- Winning a UK-wide award for the innovative and highly successful Functional Family Therapy service run in partnership with Action for Children

1.4 Over the next six months, the key actions to be delivered are:

- Implementing the first phase of the Scottish Attainment Challenge action plan
- Progressing the development of a close support unit for vulnerable young people
- Delivering the second Renfrewshire-wide epidemiology study of children and young people
- Continuing to expand provision of the PATHS programme in schools

2. Recommendations

2.1. The Education and Children Policy Board is asked to

- Note the progress that has been made on service performance
- Note the progress made on actions and performance in the action plan
- Note that an out-turn report will be provided to this Board in Spring 2017

3. Background

3.1 The Service Improvement Plan is a comprehensive statement of the outcomes the service aims to achieve, and the actions it will take to achieve these. It fits within the wider planning framework of the Council by taking account of Community Planning themes and Council priorities. It enables elected members to have oversight of developments within the service and to consider and develop policy options which reflect customer need and resource availability.

3.2 The Service Improvement Plan also provides a mechanism by which elected members can evaluate the performance of the service. The appendices to the plan contain an action plan and performance indicators against which progress can be measured. This mid-year monitoring report provides an update on progress against the 2016-17 Plan.

3.3 Section 4 of this report provides details of the service's achievements, aligned to Council Plan priorities, over the period April to October 2016. It highlights areas of significant progress and details of action to be taken to address any areas where performance is below target. Further detailed is provided in the Action Plan which forms Appendix 1 and the Performance Scorecard which forms Appendix 2.

3.4 An outturn report will be brought before Board in Spring 2017.

4. Service Update

4.1 Children's Services within Renfrewshire provides education services, social work services for children and families, and criminal justice social work services. Much of what the service does is statutory, that is, there is a legal requirement for the Council to provide that service. Some of these services, such as education for everyone up to the age of 16, are universally provided whilst others, such as acting as the corporate parent for looked after children, are provided on the basis of need.

4.2 Elected members will be aware from previous reports that the service is actively working to address a range of demand pressures and financial pressures. For children's services, these include high numbers of children requiring care and protection due to the significant issue of parental alcohol or substance misuse and increasing school rolls in some catchment areas. In addition, the service is preparing for the expansion of the free early years entitlement from 600 hours to 1140 hours by 2021.

4.3 Detailed below are some of the service's achievements over the last six months, aligned to council priorities. Full detail on the service's progress in terms of implementing the tasks outlined in the current Service Improvement Plan over this period is included as Appendix 1 to this report.

4.3.1 Council Plan Priority 3: Protecting the Public

- Implemented the Penal Policy Improvement Project focused on preventing remand for female offenders. The service is already contributing to a reduction in the female remand population.
- Established Initial Referral Discussion procedures in child protection and delivered training to key staff.
- Trained key Criminal Justice Social Work staff in the Up2U intervention on gender-based violence. All court assessments now include screening to identify service users for whom this intervention would be appropriate, and work with service users is underway.

4.3.2 Council Plan Priority 5: Reducing the Level and Impact of Poverty

- Expanded Families First into Gallowhill, Foxbar and Johnstone, building on the strong positive impact the service has already had in other communities.
- Delivered a range of interventions under the umbrella of the Tackling Poverty Strategy, including Year 2 of the Literacy Development Programme, the Cost of the School Day Fund and initial analysis of standardised assessment data in relation to deprivation in order to build on the service's understanding of needs and the impact of poverty.

4.3.3 Council Plan Priority 6: Raising Attainment and Closing the Attainment Gap

- Been chosen as one of Scotland's Attainment Challenge authorities. This programme has a particular focus on children in Scotland's 20% most deprived communities. A plan detailing the local approach has been submitted to the Scottish Government and is the subject of a separate paper to this Board. The Attainment Challenge programme will attract additional funding from the Scottish Government.
- Implemented standardised assessments in numeracy and literacy at P4 and P7. This was the first year in which the assessments have been undertaken and in addition to analysis of the results, council officers are evaluating the testing process and this will inform future testing.
- Completed the review of learning for pupils with social, emotional and behavioural needs in secondary schools. Flexible learning is now offered in 3 locations with outreach support being delivered in Renfrew pending the addition of an additional Flexible Learning Base.

4.3.4 Council Plan Priority 7: Supporting and Sustaining People into Employment

- Offered a range of employability training and opportunities at all stages of secondary school. The impact of this is evident from figures on positive destinations for school leavers, which has improved in Renfrewshire over recent years. Some of these opportunities are targeted at those with particular needs, including looked after children and care leavers.
- Continued to deliver adult learning opportunities in the community, with a current focus on family learning and on support for refugees and new Scots.

4.3.5 Council Plan Priority 8: Improving Care, Health and Wellbeing

- Linked with Respect Me, Scotland's national anti-bullying service, to offer anti-bullying training for parents and staff. The first events took place in October 2016 and further training days are planned
- Implemented the relevant elements of the Children and Young People (Scotland) Act 2014. Plans in relation to information sharing elements are on hold pending further guidance from the Scottish Government following the Supreme Court's decision in relation to Named Persons and information sharing.

4.3.6 Council Plan Priority 9: Supporting our Employees

- Extended the Leadership Development Programme to aspiring Principal Teachers and Depute Head Teachers in both primary and secondary schools.
- Delivered multi-agency training to support implementation of the Children and Young People (Scotland) Act 2014.

4.3.7 Council Plan Priority 10: Continuing to be a Well Run Council

- Begun planning for a new School Estates Management Plan which will take account of the condition of the current estate, the expansion of early learning provision and the projected increase in pupil numbers in the coming years.

- Established a working group to take forward a second study of children in Renfrewshire (building on the first study which produced findings in 2010) in order to measure the impact of services and supports from community planning partners on the outcomes for children and young people in Renfrewshire.

5 Areas where actions have been reviewed or delayed

- 5.1 Delays in relation to the completion of Riverbrae School have been documented in other Council reports.
- 5.2 The anti-bullying policy has been implemented but the service is awaiting updated national guidance which will indicate whether revisions are required. Training on this policy is being delivered in the meantime and any adjustments will be made as necessary.

6 The impact of Children's Services

- 6.1 Children's Services has a strong focus on early intervention and prevention and on delivering the best possible outcome for children and families in Renfrewshire. Examples of the positive impact that Children's Services has include:
- Improvements in positive destinations for school leavers, such that more young people are entering employment, taking up training opportunities or continuing their education.
 - Ongoing improvements in permanency planning for looked after children, resulting in long-term stable placements and better outcomes for children and young people.
 - Support for young people to achieve beyond academic subjects through involvement in awards schemes such as the Duke of Edinburgh's Award and the Saltire Award.

7 Progress against service scorecard

- 7.1 The Children's Services performance framework is aligned with the priorities set out in the Council Plan. Performance is reported quarterly to the Extended Senior Leadership Team and service areas within Children's Services each have their own arrangements for scrutinising management information.
- 7.2 The performance scorecard contains 35 indicators, of which 10 are for information only and have no target. Of those indicators with targets, 12 are performing strongly, 5 are slightly short of target and need monitoring and 6 are behind target. There is no data available for five remaining annual indicators, which are based on academic years (ending July) rather than financial years (ending March).
- 7.3 The performance scorecard is included as Appendix 2 to this report. Areas of strong performance include:
- The number of secondary school days lost due to exclusion – 11.8 days per 1000 pupils against a target of 22 days per 1000 pupils

- The number of new Community Payback Order clients seen by a supervising officer within 1 week of the order being made
 - The number of school leavers who have attained at least SCQF Level 4 in literacy and numeracy, which is currently at 95.9%. The SQA appeals process is still ongoing so this figure may improve further.
- 7.4 There are several areas of performance which are behind target and in some of these cases, targets need to be reviewed for appropriateness. Areas for improvement or review include:
- Targets in relation to unpaid work services. The targets no longer reflect the scale of the service and will be revised.
 - Targets in relation to the number of in-house foster placements. Almost all new foster placements are made with in-house carers and performance reflects current demand for placements. Children and young people in long-term fostering arrangements with external foster carers will remain in these placements for as long as required, as stability and security in placements is more important than a switch in the balance of service provision.
 - The number of care leavers in sustainable accommodation for a minimum of six months is behind target. Although the number of young people is small and the percentages can therefore be misleading, the service is nonetheless undergoing a redesign and recruiting additional staff to strengthen the support with accommodation and economic activity.

8. Priorities over the next six months

- 8.1 Raising attainment and closing the attainment gap are key priorities for Renfrewshire Council, and implementation of the first phase of the Scottish Attainment Challenge action plan will begin during the next six months.
- 8.2 New community justice arrangements based on a community planning framework will come into force on 1 April 2017 and Children's Services will work with partners to ensure the transition plan is fully implemented by that date.
- 8.3 The second epidemiology study of children in Renfrewshire will take place during the second half of 2016/17 and will inform future service developments. The results of this survey will be reflected in the new Integrated Children's Services Plan and future Service Improvement Plans.

Implications of the Report

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

4. **Legal** - none
5. **Property/Assets** – none
6. **Information Technology** – Service developments relating to mobile/remote working and information technology are key enablers of service improvement and modernisation and support service-level and corporate objectives
7. **Equality & Human Rights** - The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report 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** – the report details the activities being undertaken to promote more efficient and effective commissioning and procurement
10. **Risk** – Risks related to the delivery and management of Social Work services are regularly monitored by the service and included in the Children's Services Risk Register.
11. **Privacy Impact** – none

List of Background Papers: None

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Children's Services Service Improvement Plan Action Plan 2016-19

Action Status	
	Cancelled
	Overdue
	Unassigned; Check Progress
	In Progress
	Completed

Status	Action Code	Action Title	Due Date	Progress Bar	Progress on actions	Assigned To
	CHSSIP1617.03a	Ensure all relevant employees have the training, awareness and skills to keep those people at risk of harm as safe as possible.	31-Mar-2017	60%	A range of training modules are available in a number of different formats, and the Council also offers training on adult and child protection to partners free of charge. The child protection training programme has been updated to include internet safety and child sexual exploitation. Preparation for the implementation of the Children and Young People (Scotland) Act 2014 has also been a focus for training. This work is ongoing throughout the year and progress reflects this.	Director of Children's Services
	CHSSIP1617.03b	Develop structures and approaches to support the transition of community justice services to a Community Planning Partnership model.	31-Mar-2017	40%	The Lead Officer Community Justice is now in post and work to prepare a strategic plan for community justice in Renfrewshire is underway. The Community Justice Steering Group reports on progress regularly to the Safer and Stronger Thematic Board. The draft national strategy and performance framework have recently been published and these will	Criminal Justice Service Manager

Status	Action Code	Action Title	Due Date	Progress Bar	Progress on actions	Assigned To
					inform local planning and priority setting.	
	CHSSIP1617.03c	Implement the Penal Policy Improvement Project in Renfrewshire.	31-Mar-2017	75%	The project is underway. Renfrewshire's focus is prevention of remand for female offenders, through the introduction of a bail supervision service. This service was implemented on 30 March 2016 and is reducing the female remand population.	Criminal Justice Service Manager
	CHSSIP1617.03d	Implement, with partners, the improvement plan arising from the multi-agency inspection of integrated children's services in Renfrewshire.	31-Mar-2017	75%	IRD arrangements have been established. Interagency leadership event held addressing key funding. Training plans developed and being delivered to staff.	Heads of Service
	CHSSIP1617.03e	Implement the Up2U intervention on gender-based violence with criminal justice service users in Renfrewshire.	31-Mar-2017	100%	All appropriate criminal justice staff completed training in April 2016. All court assessments are screened for suitability and work is underway with service users assessed as appropriate. We are also exploring our role in the wider evaluation of the programme.	Criminal Justice Service Manager
	CHSSIP1617.05a	Expand the Families First approach to Gallowhill, Foxbar and Johnstone to ensure children have the best start in life.	30-Jun-2016	100%	Staff teams have been recruited and the service has now commenced. The first two projects, in Ferguslie and Linwood, have already been evaluated and has been shown to have a positive impact on families.	
	CHSSIP1617.05b	Implement the Children's Services actions from the Tackling Poverty Strategy.	31-Mar-2017	65%	Very good progress is being made across each of the tackling poverty work streams. Additional social work staff are in place to allow more targeted family support and the literacy development programme is having a positive impact on the teaching of reading. The cost of the school day fund has supported children to ensure they are included in all aspects of school life. The use of standardised assessment is providing important data in order to ensure improvement. The joint employability project is improving sustained destinations.	Heads of Service
	CHSSIP1617.05c	Extend provision of the Promoting Positive Thinking Strategies (PATHS) programme to a further 10 schools. (next 18 months).	31-Mar-2017	40%	An additional 3 schools have commenced training and delivery of PATHS. A negotiated contract with the provider is being pursued to extend the number of schools able to participate. A further group of 3 schools have been	Head of Early Years and Inclusion

Status	Action Code	Action Title	Due Date	Progress Bar	Progress on actions	Assigned To
					identified to commence training in the programme in January 2017. The remaining 4 schools will commence training in March 2017.	
	CHSSIP1617.06a	Close the educational attainment gap between children from low-income families and their better-off peers.	31-Mar-2017	50%	Renfrewshire has been chosen as one of Scotland's Attainment Challenge authorities and will attract significant additional funding from the Scottish Government to support this. A plan for how the work will be progressed has been submitted to the Scottish Government. Partnership work with the University of Strathclyde on literacy is ongoing. The first standardised assessments of numeracy and literacy at P4 and P7 have taken place and work is ongoing to evaluate the testing process and consider the results within that context.	Head of Schools
	CHSSIP1617.06b	Implement the use of standardised assessments at key stages to support teacher professional judgement and establish a baseline in the attainment of literacy and numeracy.	30-Jun-2016	100%	All primary schools undertook standardised assessments in literacy and numeracy at P4 and P7 in May 2016. The results of these are being considered alongside the Teacher Judgement Survey recently undertaken for P1, P4, P7 and S3. Work is also ongoing with schools to evaluate the testing process. This information will provide the service with a baseline position from which to measure future progress in relation to the attainment gap.	Education Manager (Planning & Performance)
	CHSSIP1617.06c	Review allocation of ASN support to schools through a staged intervention process.	31-Mar-2017	65%	Work is underway to ensure that processes for ASN support are in line with GIRFEC developments. Self evaluation questionnaires will be distributed to schools in October and follow up focus groups are planned to review and analyse the data.	Education Manager (GIRFEC)
	CHSSIP1617.06d	Review our social, emotional behavioural needs (SEBN) provision for secondary sector learners to reflect current curriculum structure including access to senior phase provision up to S6.	31-Mar-2017	100%	The review is complete and our plans for Flexible Learning in 3 locations are in operation. The implementation of the third Flexible learning base in Renfrew High school has been delayed due to procurement process and young people are being supported on an outreach basis.	Education Manager (GIRFEC)

Status	Action Code	Action Title	Due Date	Progress Bar	Progress on actions	Assigned To
	CHSSIP1617.06e	Implement the National Improvement Framework in our schools.	31-Aug-2016	50%	All establishments have produced a standards and quality report and establishment improvement plan in line with the requirements of the National Improvement Framework. The first year of the teacher judgement survey has now been collected by the Scottish Government with the expectation that results will be published in December 2016. Many of the planning requirements for schools and Councils will not take effect until the beginning of the school session 2017. We continue to monitor developments to legislation in the meantime.	Education Manager (Planning & Performance)
	CHSSIP1617.06f	Make better use of the data we hold to support the learning and teaching of young people.	31-Mar-2017	60%	All secondary schools use 'Insight' to benchmark their attainment data and support school improvement. Progress is measured in literacy and numeracy, improving attainment for all, leavers destinations and closing the attainment gap. In 2015 and 2016, we provided secondary schools with more detailed data on attainment. Work is ongoing to improve the quality of benchmarking data to primary schools. The Scottish Government has implemented a Teacher Judgement Survey for all pupils in P1, P4, P7 and S3 and high-level data will be published in 2017. Work is underway locally to analyse the information from the survey and from the standardised assessments undertaken towards the end of 2015/16 session. Detailed analysis of attainment information is a key strand of the Council's proposed Scottish Attainment Challenge action plan. Preparation is ongoing for the delivery of a second large scale survey of children and young people in Renfrewshire (following on from the 2011 survey) and this will inform the future development of a range of services for children and young people.	Education Manager (Planning & Performance)

Status	Action Code	Action Title	Due Date	Progress Bar	Progress on actions	Assigned To
	CHSSIP1617.06g	Improve the sharing of information on children's progress through increased parental engagement	31-Mar-2017	70%	Guidance on reporting has been shared with schools. Schools have been involved in the pilot. Final guidance will be issued Jan/Feb 2017	Education Manager (Curriculum & Early Years)
	CHSSIP1617.06h	Improve outcomes for young people in Renfrewshire through youth work, youth information, empowerment activities and outdoor learning.	31-Mar-2017	50%	The team continues to target youth work activities to young people in schools and communities and offers a comprehensive youth work programme in support of the action.	Education Manager (Policy & Strategy)
	CHSSIP1617.07a	Increase the focus on employability support at school to improve the number of young people going onto positive destinations.	31-Mar-2017	60%	The Joint Employability Project has 14 strands and offers a range of opportunities for S1 to S6, some universal and some targeted to address the key needs of our most vulnerable young people. Youth Services deliver a range of programmes targeted at school leavers, which help young people develop employability skills. Figures on positive destinations indicate that Renfrewshire is in line with national average. This work is ongoing throughout the year and progress reflects this.	Education Manager (Policy & Strategy)
	CHSSIP1617.07b	Work with partners to provide employment and training opportunities for looked after children and care leavers.	31-Mar-2017	50%	Discussions are ongoing with Invest in Renfrewshire and partner agencies to explore the possibilities of work placements for looked after children and care leavers.	Head of Early Years and Inclusion
	CHSSIP1617.07c	Improve outcomes for families through community based adult learning opportunities focused on literacies, ESOL and Work.	31-Mar-2017	75%	The team continues to support families and adult learners and has a particular focus on family learning initiatives centred on literacy, numeracy and support for refugees or new Scots.	Education Manager (Policy & Strategy)
	CHSSIP1617.08a	Roll out new approaches to permanency planning for looked after children to ensure children have the opportunity to reach their full potential from a safe and secure base.	31-Mar-2017	60%	Children's Services has been working with the Centre for Excellence for Looked after Children in Scotland (CELCIS) on tests of change in relation to long-term planning for looked after children. The focus on finding long-term stable placements has been very successful. Our emphasis is, and will continue to be, on ensuring that placements are sustainable, whether this is a permanent return home, a permanent arrangement to remain with kinship carers or foster carers, or in some cases, adoption. Changes within the service have reduced the time taken to put permanent	Children's Services Manager

Status	Action Code	Action Title	Due Date	Progress Bar	Progress on actions	Assigned To
					arrangements in place for children, and this has made a significant contribution to the reduction in the number of Looked After and Accommodated Children. However, all placement decisions will always prioritise the safety and needs of the individual child. This work is ongoing throughout the year and progress reflects this.	
	CHSSIP1617.08b	Contribute to the development of a new Carers Strategy for Renfrewshire.	31-Mar-2017	45%	The new strategy is in development. Engagement meetings with young carers and with services are planned.	Senior Officer (GIRFEC)
	CHSSIP1617.08c	Ensure compliance with the provisions of the Children & Young People (Scotland) Act 2014, in particular Named Person, Child's Plan and Information Sharing.	31-Mar-2017	100%	Arrangements were in place to ensure that Renfrewshire Council was ready to implement the provisions of the Act for the expected commencement date of August 2016. Following a decision of the Supreme Court the implementation of the Named Person scheme has been delayed. Renfrewshire will contribute to the Scottish Government consultation on addressing the concerns of the Supreme Court.	Director of Children's Services
	CHSSIP1617.08d	Develop a 'Nurturing Relationships' strategy for establishments across all sectors in line with the 'Nurturing Relationships Development Plan' in order promote attainment, wellbeing and resilience.	31-Mar-2017	80%	The Nurturing Relationships strategy is underway being led by psychological services. 4 primary and two secondary schools are working as nurture pathfinder schools. By the October INSET day, these schools will have had whole staff training on attachment theory and nurturing approaches. The primary schools will also have received additional whole school training. Nearly 200 staff will have been trained and the evaluations have been very positive.	Education Manager (GIRFEC)
	CHSSIP1617.08e	Develop and implement a 'Community that Cares' approach based on the Good Care Concept for looked after children and young people in Renfrewshire.	31-Mar-2017	35%	Who Cares Scotland have recruited additional staff and awareness raising regarding project has taken place across Children's Service. Engagement with Looked After Children and other Stakeholders has begun	Children's Services Manager
	CHSSIP1617.08f	Implement the revised anti-bullying policy in our schools.	31-Mar-2017	60%	The revised anti-bullying policy has been approved by the Education and Children Policy Board. Further guidance is expected from the Scottish Government and the policy will be revised following publication of guidance should that be necessary. The first training	Education Manager (Planning & Performance)

Status	Action Code	Action Title	Due Date	Progress Bar	Progress on actions	Assigned To
					sessions, delivered by Respect Me, took place in October and more are planned. These are for both parents and teachers.	
	CHSSIP1617.08g	Prepare, with partners, a new Integrated Children's Services Plan for Renfrewshire.	31-Mar-2017	40%	Work has commenced on the programme of work to deliver the next Integrated Children's Services Plan. The broad approach to developing the plan has been agreed. Work will progress over the next three months on developing the draft plan for consultation during March 2017.	Head of Early Years and Inclusion
	CHSSIP1617.09a	Deliver the Literacy Development Programme in partnership with University of Strathclyde to provide high quality professional learning opportunities for teachers.	31-Mar-2017	60%	Literacy Development is a key focus of the Council's Tackling Poverty work and the service is targeting children in the 20% most deprived areas of Renfrewshire. Training for head teachers and class teachers has been developed in partnership with the University of Strathclyde to support this. The work is ongoing throughout the year and progress reflects this.	Education Manager (Curriculum & Early Years)
	CHSSIP1617.09b	Continue to develop the Leadership Strategy as part of the implementation of Teaching Scotland's Future.	31-Mar-2017	95%	Leadership Development Programme has been extended to aspiring PTs and DHTs in primary and secondary schools. A programme has been developed and delivered with early years heads and deputies.	Education Manager (Curriculum & Early Years)
	CHSSIP1617.09c	Implement and embed a new design and approach for children's social work services.	31-Mar-2017	65%	New teams have been established, recruitment has been completed and transfer of casework is near conclusion.	Children's Services Manager
	CHSSIP1617.09d	Develop and deliver multi-agency training in relation to the implementation of the Children & Young People Act.	31-Mar-2017	60%	A training strategy has been produced and approved. A range of training and learning events have taken place. More significant learning / training programmes are now under development and the next phase of delivery will begin in October 17.	Training & Development Manager
	CHSSIP1617.10a	Continue to develop and improve the school estate.	31-Mar-2019	66%	Work is ongoing to ensure completion of the project by the revised due date of Summer 2017. The programme for Bargarran/St John Bosco now includes an element of redesign but the project remains on time and the additional spend can be accommodated within the school	Education Manager (Resources)

Status	Action Code	Action Title	Due Date	Progress Bar	Progress on actions	Assigned To
					estate funding package. Work at St Fergus and at St Paul's/Foxlea remains on time and on budget. Delivery of Phases 1 and 2 of the Mossvale/St James campus has been delayed due to unforeseen additional works having to be carried out. Consultation is underway to determine the scope of refurbishment and extension works at St Anthony's/Spateston.	
	CHSSIP1617.10b	Deliver and report on the second epidemiology study of children in Renfrewshire.	30-Sep-2017	30%	Preparatory work has commenced on this including the development of the questionnaire and the preparation of data which Renfrewshire will pre-populate to allow effective analysis of the outcomes. Children and young people will be supported to complete the questionnaire in school from mid-November 2017. The analysis of data and future planning of services will commence in January 2017 and be used to inform the development of the next Integrated Children's Services Plan. New target date for completion March 2017.	Head of Early Years and Inclusion

SIP Scorecard 2016-19

Generated on: 29 September 2016

PI Status	
	Alert
	Warning
	OK
	Unknown
	Data Only

PI code & name	Current Value	Current Target	Latest Note	Status
CHS/SCH/02 Number of days lost per 1,000 Primary School pupils through exclusion	8.2	32	Performance continues to be strong in relation to exclusions. The latest figure reflected a sustained and continuing downward trend.	
CHS/SCH/03 Number of days lost per 1,000 Secondary School pupils through exclusion	75.6	88	Performance continues to be strong in relation to exclusions. The latest figure reflected a sustained and continuing downward trend.	
CHS/LAC/CL/01 Percentage of care leavers under 19 participating in employment, training or education	21%	45%	The 2015/16 year end position in relation to the indicator for care leavers under 19 participating in employment, training or education has decreased from 46% at the end of 2014/15 to 21% at the end of 2015/16 and is below the target of 45%. The numbers of young people who are care leavers is small as such there can be significant variances in performance. It is the experience of the Throughcare team that due to young people's support requirements they are often unable to engage with employability services until they are in their early 20's. The Throughcare service is currently undergoing a service redesign with additional staff being employed which will increase the capacity to support young people in education, employment and training. Whilst recognising the challenge the reported information is a snap shot on a particular date (31 July) and doesn't take account of young people who have successfully completed a training programme and are due to start another or commence an education placement in August.	

PI code & name	Current Value	Current Target	Latest Note	Status
CHS/EBP/01 Number of children engaged in evidence based programmes	1,200	Not applicable	There are currently 1200 children throughout Renfrewshire participating in either Promoting Alternative Thinking Strategy (PATHS) or Functional Family Therapy programmes.	
CHS/EBP/02 Number of parents engaged in evidence based programmes	300	Not applicable	There are currently 300 families throughout Renfrewshire participating in either Triple P, Incredible Years or Functional Family Therapy programmes.	
CHS/CJ/CPO/02ARC Percentage of unpaid work orders/requirement completed by required date	42%	72%	Performance remains behind the target set. Whilst all clients may not meet the 3 or 6 month timescale due to issues/readiness, staff will request court extensions to ensure that timescales are agreed by the courts and all efforts are made to ensure that clients complete as required. There was significant supervisor absence during this period which impacted upon the availability of work, also workloads continue to increase substantially, with an increase in orders of 13% and hours imposed by 19% over the last year. All attempts have been made to increase sessional staffing during this period within recruitment timescales and within available budget.	
CHS/CJ/REP/01 Percentage of Criminal Justice Social Work Reports submitted by due date	100%	98%	Performance continues to exceed the target set, and this reflects the priority staff assign to meet this important deadline.	
CHS/CPR/01 Percentage of children registered in this period who have previously been on the Child Protection Register	17%	Not applicable	The percentage of children registered this quarter who have been previously placed on the child protection register has decreased from 38% in Q4 of 15/16 to 17% in Q1 of 2016/17. Of 23 new registrations in Q1, 4 were children previously registered. Three of the children had previously been registered more than three years previously.	
CHS/LAC/01 The percentage of children made subject to a supervision order that were seen by a supervising officer within 15 days	83%	100%	There were 23 new supervision requirements in Q1 2016/17 and the first visit was carried out within 15 days for 19 of these cases. The remainder were carried out in the week following.	
CHS/LAC/02 Percentage of accommodated Looked After Children placed with families	82%	83%	The percentage of children looked after and accommodated with families has decreased from 83% in Q4 of 2015/16 to 82% in Q1 of 2016/17 and is slightly below the target of 83%. We will always aim to place children within families where it is safe and appropriate to do so.	
CHS/LAC/03 Number of in-house foster placements over period, as a percentage of total fostering placements	70%	Not applicable	This indicator refers to new foster care placements in the period and the percentage is reflective of the low number of new placements. In Q1, 7 of the 10 new foster placements were with in-house providers. Whenever possible we will place children with in-house foster carers and work is ongoing with the Scottish Government to ensure that young children are placed with permanent carers and do not remain in temporary care.	
CHS/LAC/04 Percentage of Looked After Children at home rather than away from home	59%	65%	The percentage of children looked after at home has increased from 58% in Q4 of 2015/16 to 59% in Q1 of 2016/17. This is below the target of 65%, however we will continue to place children in settings most appropriate to their safety and ongoing needs.	

PI code & name	Current Value	Current Target	Latest Note	Status
CHS/LAC/05 The number of in house foster placements for Looked After Children (Children placed)	143	150	The number of children placed with in-house foster carers as at 31 March 2016 was 143 and remains below the annual target of 150. However, this reflects demand and most new placements are with local authority carers. It is good practice for children and young people in long established placements with external carers to remain in a stable and settled placement. The use of external placements is expected to decrease over time as children reach adulthood. The fostering team continue to recruit, train and support foster carers within a competitive market. Future targets will be revised.	
CHS/LAC/CL/02 Percentage of care leavers living in sustainable accommodation who have been in sustainable accommodation for 6 months or longer	53%	65%	The 2015/16 year end position is below the target of 65%, although it should be noted that some of the young people who have not yet been in their current accommodation for six months may still be in sustainable accommodation. The Throughcare service is currently undergoing a service redesign with additional staff being employed which will help improve accommodation stability.	
CHS/LGBF/01 Percentage of Looked After Children cared for in the community	Not available	Not applicable	Local Government Benchmarking Framework figures are dependent on Local Government Finance Returns and will be available at the end of 2016.	
CHS/LGBF/02 Gross cost of "Children Looked After" in residential based services per child per week	Not available	Not applicable	Local Government Benchmarking Framework figures are dependent on Local Government Finance Returns and will be available at the end of 2016.	
CHS/LGBF/03 Gross cost of "Children Looked After" in community placements per child per week	Not available	Not applicable	Local Government Benchmarking Framework figures are dependent on Local Government Finance Returns and will be available at the end of 2016.	
CHS/ATT/01 % of Leavers attaining literacy and numeracy SCQF Level 4	95.9%	87%	The % achieving SCQF Level 4 in literacy and numeracy by the end of S6 is 95.90% This is a very slight improvement on the previous year. It should be noted that this data is pre-appeal and may be subject to change once all appeals have been processed.	
CHS/ATT/02 Attainment of Children at Higher Grade Level by all Children, by the end of S6	30.3%	26%	This indicator has exceeded the target range. Future year targets will be reviewed.	
CHS/ATT/03 The average tariff score of the lowest 20% of attainers in SIMD datazones 1,2 & 3	360	Not applicable	Performance is slightly behind the national average in relation to the lowest attainment levels for the most deprived 30% of the population. The average tariff score of 360 for this group compares with 382 nationally and an average tariff score of 443 for the lowest 20% of performers in Renfrewshire as a whole. Closing the attainment gap and raising attainment overall are key priorities for Renfrewshire Council. This work will be delivered through the Scottish Attainment Challenge.	
CHS/ATT/04 No. of	1,100	1,400	Performance indicator falls short of the target. Data includes accredited awards delivered by youth	

PI code & name	Current Value	Current Target	Latest Note	Status
opportunities for young people to achieve through accredited awards			services. Awards include the Duke of Edinburgh's Award, John Muir Award, Dynamic Youth Award, Youth Achievement Award, Heart Start, Saltire Award Bikeability, Go Mountain Bike and Sailability. Data does not include awards delivered by sport services which now reports through Renfrewshire leisure. Future year targets to be revised.	
CHS/CJ/CPO/01 The percentage of NEW clients subject to supervision seen by a supervising officer within 1 week	96%	92%	Performance has exceeded the target set. A new process has been established where initial interview dates are scheduled in advance for all service users made subject to CPO supervision orders. Unless the individual is in custody, or has a good reason for being unable to attend e.g. out of the country then this target should be met.	
CHS/CJ/CPO/03 Percentage of NEW unpaid work clients scheduled to be seen within 1 day of the order	85%	92%	Performance is behind the target set. All clients subject to court reports are scheduled to be seen where possible, directed to attend the court social work unit and then to the community service office that day or within 24 hours when appearing in courts outwith Renfrewshire. Even when scheduled given the short timescales it is dependent upon client compliance.	
CHS/CJ/CPO/04 Percentage of NEW unpaid work clients seen within 1 working day of the order	83%	65%	Performance continues to exceed the target set. All clients subject to court reports are scheduled to be seen, directed to attend the court social work unit and then to the community service office that day, or within 24 hours when appearing at courts outwith Renfrewshire. Even when scheduled given the short timescale it is then dependent upon client compliance.	
CHS/CJ/CPO/05 Percentage of NEW unpaid work clients receiving an induction within 5 working days of the order	67%	70%	Performance continues to be behind target, delays relate to significant workload increases and legislative change which means that social work are not aware of all potential orders as reports are not required. Where clients are not seen by court social work, or where there is a delay in providing orders by external courts, the capacity to meet timescales is limited. Where social work are undertaking reports appointments are scheduled for within 5 days, usually the day of the court, it is then dependent upon client compliance. Clients also have more than one order and thus a further induction is not required and is thus not recorded, the statistics are therefore undergoing review.	
CHS/CJ/CPO/06 Percentage of NEW unpaid work clients beginning work placement within 7 working days of the order	26%	50%	Practice remains below target. This reflects changes and increasing demands on the service since 2010/11 when CPOs were introduced. Unpaid work can be imposed without a court report, thus services can be unaware of clients where orders have been imposed until the service receives the order which are often delayed from external courts. Workloads have increased dramatically, with orders increasing by 120% since 2010/11 and hours imposed by 93% since 2010/11. Since 2014/15, increases have been 13% and 19% respectively. This impacts upon availability of work within required time periods. Clients also regularly also have more than one order and practice is to complete one prior to commencing the new order which affects the time periods recorded. Clients also fail to attend, are in custody, are breached or submit medical certificates which prevent them commencing. There has also been staff sickness over this period which has significantly reduced capacity. Overtime continues to be used where necessary, and new supervisory staff, including sessional staff, have been employed within available resources and recruitment timescales. Work is also continuing to maximise the use of other activity.	
CHS/CLD/01 Number of adults participating in literacy and numeracy classes	454	315	The continued growth in the number of adults participating in literacy and numeracy classes reflects the high level of demand for such services.	

PI code & name	Current Value	Current Target	Latest Note	Status
CHS/CLD/02 Percentage of adult education learners satisfied	Not available	100%	This figure is not yet available.	
CHS/LGBF/04 Cost per pupil for primary schools	Not available	Not applicable	This data is published by the Improvement Service on an annual basis as part of the LGBF Framework and is extracted from the LFR information from the Scottish Government website. The 2015/16 data is due to be published late in 2016.	
CHS/LGBF/05 Cost per pupil for secondary schools	Not available	Not applicable	This data is published by the Improvement Service on an annual basis as part of the LGBF Framework and is extracted from the LFR information from the Scottish Government website. The 2015/16 data is due to be published late in 2016.	
CHS/PD/01 % of School leavers in a positive destination	92%	92%	Our most recent leavers destinations data has shown that we have increased the percentage of school leavers who have gone on to a positive destination. Although we are marginally below our comparators, we are in line with the national average.	
CHS/SCH/01 Number of bullying incidents in our establishments	Not available	20	Bullying figures are currently being collated from schools and are still in draft form.	
CHS/SCH/04 Percentage of parents satisfied with establishments Education Scotland Survey	Not available	100%	This figure is not yet available.	
CHS/SCH/05 Percentage of pupils satisfied with establishments Education Scotland Survey	Not available	100%	This figure is not yet available.	
CHS/SCH/06 Percentage of adults satisfied with local schools	Not available	100%	This figure is not yet available.	
CHS/YOU/01 Numbers of pupils engaged through the music service	1,546	1,150	Demand for the music service continues to be high and the uptake reflects this.	
CHS/YOU/02 Number of young people taking part in school based projects and programmes run by Youth Services	742	700	Performance continues to exceed the target set. A wide range of provision is offered and includes work on life skills and health and wellbeing.	
CHS/YOU/03 Number of young people taking part in youth voice projects and programmes run by Youth Services	162	160	Performance has exceeded the target set.	