

Notice of Meeting and Agenda

Leadership Board

Date	Time	Venue
Wednesday, 16 September 2020	13:00	Teams Meeting,

KENNETH GRAHAM
Head of Corporate Governance

Membership

Councillor Jacqueline Cameron: Councillor Eddie Devine: Councillor Andy Doig: Councillor Jim Harte: Councillor Lisa-Marie Hughes: Councillor James MacLaren: 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 Leadership Board - 16 September 2020

<https://www.youtube.com/watch?v=2Gb9NBUsSLA&feature=youtu.be>

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

- | | | |
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| 1 | Revenue and Capital Budget Monitoring Report | 3 - 16 |
| | Report by Chief Executive, Director of Finance and Resources and Chief Finance Officer, Renfrewshire Health and Social Care Partnership | |

Tackling Poverty

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| 2 | Local Child Poverty Action Plan | 17 - 112 |
| | Report by Chief Executive | |

Climate Change

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| 3 | Climate Emergency – Arrangements for Establishment of Climate Change Sub-committee | 113 - 118 |
| | Report by Chief Executive | |

Digital Inclusion

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| 4 | Digital Strategy | 119 - 138 |
| | Report by Director of Finance & Resources | |

Economy, Regeneration, Development and Renewal

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| 5 | Car Parking in Paisley Town Centre | 139 - 142 |
| | Report by Director of Environment and Infrastructure | |

Adult Social Care and Integration

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| 6 | Adult Social Work Service Update | 143 - 154 |
| | Report by Chief Officer, Renfrewshire Health and Social Care Partnership | |

Leisure and Culture

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| 7 | Renfrewshire Leisure Update | 155 - 164 |
| | Report by Chief Executive | |
| 8 | Renfrewshire's Cultural Recovery and Renewal Funds (New Culture Events and Heritage Fund) | 165 - 168 |
| | Report by Director of Communities, Housing & Planning Services | |



To: Leadership Board

On: 16 September 2020

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

Heading: Revenue and Capital Budget Monitoring as at 26 June 2020

1. Summary of Financial Position

- 1.1. The table below outlines the projected Revenue and Capital outturn positions 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	70,670	0	70,760	1,589	2.2%
Chief Executives	20,606	21,063	3,600	24,663	(4,057)	(19.7%)
Communities, Housing & Planning Services (Paisley Legacy)	415	415	0	415	0	0.0%

Table 2: Capital						
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	£31,981	£31,981	£0	£31,981	£0	0%
Leisure Services	£1,095	£1,095	£0	£1,095	£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 overspend of (£2.468m) (2.6% 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. Any changes to these projections will be detailed in future reports to this Board.
- 3.3. The main reasons for the projected outturn position are indicated below the tables 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.
 - At present RL remain heavily impacted by the lockdown response to the COVID crisis with facilities only recently approved for re-opening under the Scottish Government's phase three arrangements and as a consequence have experienced a significant loss of income. It is anticipated that over the course of the remainder of 2020/21 RL will experience only a partial financial recovery due to the ongoing operational restrictions impacting on the revenue recovery as well as additional operational costs. It is forecast that over the course of 2020/21 the Council will be required to provide RL with an additional £4.5m of financial support and this is reflected within the reported figures.

- 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 3, the service estimates that costs incurred specifically in relation to COVID-19 may reach £20m by the end of the financial year. The Scottish Government has provided in principle confirmation that all reasonable additional costs associated with the crisis will be fully funded. The IJB has recently sought more specific formal follow up confirmation from the Scottish Government on this funding commitment. On this basis, at present additional cost relating to the COVID response is not therefore included within this report on the expectation of these costs being funded directly by the Scottish Government.

4. Revenue Budget Adjustments

- 4.1. Members are requested to note from Appendix 1 that budget adjustments totalling £0.034m have been processed since the last report. These related mainly to:
- £0.244m budget decrease in Adult Services due to a budget transfer to ICT for Care at Home Scheduling and Monitoring System.
 - £0.047m increase in budget to fund a dedicated resource within Corporate Communications
 - £0.013m transfer of budget to Finance & Resources to reflect a centralisation of ICT resource
 - £0.437m transfer of funding from corporate resources for the continued delivery of Future Paisley
 - £0.260m decrease in budget to reflect the reduction in staff numbers as a result of officers leaving under the VR/VER scheme approved as part of the Right for Renfrewshire programme prior to suspension.

5. Capital

- 5.1. The Capital Investment Programme 2020/21 to 2024/25 was approved by the Council on 9th March 2020. For the Chief Executive's Service the approved capital spend for 2020/21 is £58.465m.
- 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 £26.484m. This arises across the programme in both the City Deal and Paisley Venues & Town Centre Infrastructure areas, owing to delays in progressing individual project milestones at varying stages due to the COVID-19 pandemic.

- 5.3. For Leisure Services the approved capital spend for 2020/21 is £1.095m.
- 5.4. The Capital Monitoring report at Appendix 3 indicates no change in the approved capital programme for Leisure Services, with the programme expected to continue in line with projected timescales at this stage.
- 5.5. 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 £26.484m have arisen which reflect the following:

Budget increases in 2020-21 (£2.350m):

- Paisley Venues & Town Centre Infrastructure - Town Centre Capital Fund (£2.250m) approved by Council to provide further investment in town centres across Renfrewshire, building on the investment support through the Scottish Government's Town Centre Fund grant in 2019/20;
- Paisley Venues & Town Centre Infrastructure - Retail Improvement Scheme (£0.100m) approved by Council to augment the existing Retail Improvement Fund directed to support local businesses improve shop fronts.

Budget Transfers in 2020-21 (£0.445m):

- Leisure Services - Lagoon Internal Play Centre (£0.445m) from the Strategic Asset Management Fund.

Budget Carried Forward from 2019-20 into 2020-21 (£0.048m):

- Paisley Venues & Town Centre Infrastructure - Townscape Heritage CARS 2 (£0.048m).

Budget Brought Forward to 2019-20 from 2020-21 due to accelerated expenditure (£0.837m):

- Paisley Venues & Town Centre Infrastructure (£0.837m) mainly in respect of professional fees to meet project milestones across the programme for design and planning stages.

Budget Brought Forward to 2020-21 from 2021-22 (£0.646m) due to minor amendments to programme timescales:

- City Deal Projects - Glasgow Airport Investment Area (£0.563m);
- Paisley Venues & Town Centre Infrastructure - Paisley Learning & Culture Hub (£0.083m).

Budget Carried Forward to 2021-22 from 2020-21 (£29.136m) due to amendments to programme timescales arising as a result of the Covid-19 pandemic:

- City Deal – Clyde Waterfront & Renfrew Riverside and Airport Access (£17.405m);
 - City Deal Related Projects – AMIDS: Public Realm Phase 1 (£1.560m)
 - Paisley Venues & Town Centre Infrastructure (£9.726m);
 - Leisure Services – Lagoon Internal Play Centre (£0.445m).
-

Implications of this report

1. **Financial** – The projected budget outturn position for Leadership Board Revenue budget is an overspend of (£2.468m). 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 2020 to 26th June 2020

POLICY BOARD : LEADERSHIP BOARD

Objective Summary	Approved Annual Budget	Budget Adjustments	Revised Annual Budget	Projected Outturn Core Business	Projected Outturn COVID-19	Total Projected Outturn	Budget Variance (Adverse) or Favourable	
	£000	£000	£000	£000	£000	£000	£000	%
Adult Services	72,504	(245)	72,259	70,670	0	70,670	1,589	2.2%
Chief Executive's Service	20,610	(4)	20,606	21,063	3,600	24,663	(4,057)	(19.7%)
Communities, Housing & Planning Services (Paisley Legacy)	200	215	415	415	0	415	0	0.0%
NET EXPENDITURE	93,314	(34)	93,280	92,148	3,600	95,748	(2,468)	(2.6%)

Subjective Summary	Approved Annual Budget	Budget Adjustments	Revised Annual Budget	Projected Outturn Core Business	Projected Outturn COVID-19	Total Projected Outturn	Budget Variance (Adverse) or Favourable	
	£000	£000	£000	£000	£000	£000	£000	%
Employees	38,403	1,425	39,828	38,608	(60)	38,548	1,280	3.2%
Premises Related	821	0	821	930	0	930	(109)	(13.3%)
Transport Related	802	0	802	738	0	738	64	8.0%
Supplies and Services	14,316	0	14,316	14,764	3,620	18,384	(4,068)	(28.4%)
Third Party Payments	57,181	1,171	58,352	57,787	0	57,787	565	1.0%
Transfer Payments	8,288	(143)	8,145	8,496	0	8,496	(351)	(4.3%)
Support Services	126	0	126	103	0	103	23	18.3%
Depreciation and Impairment Losses	0	0	0	0	0	0	0	0.0%
GROSS EXPENDITURE	119,937	2,453	122,390	121,426	3,560	124,986	(2,596)	(2.1%)
Income	(26,623)	(2,487)	(29,110)	(29,278)	40	(29,238)	128	0.4%
NET EXPENDITURE	93,314	(34)	93,280	92,148	3,600	95,748	(2,468)	(2.6%)

RENFREWSHIRE COUNCIL
REVENUE BUDGET MONITORING STATEMENT 2020/21
1st April 2020 to 26th June 2020

POLICY BOARD : LEADERSHIP BOARD - ADULT SERVICES

Objective Summary	Approved Annual Budget	Budget Adjustments	Revised Annual Budget	Projected Outturn Core Business	Projected Outturn COVID-19	Total Projected Outturn	Budget Variance (Adverse) or Favourable	
	£000	£000	£000	£000	£000	£000	£000	%
Older People	48,806	2	48,808	46,584	0	46,584	2,224	4.6%
Physical or Sensory Difficulties	6,174	(133)	6,041	6,695	0	6,695	(654)	(10.8%)
Learning Difficulties	14,417	(114)	14,303	14,605	0	14,605	(302)	(2.1%)
Mental Health Needs	2,445	0	2,445	2,172	0	2,172	273	11.2%
Addiction Services	662	0	662	614	0	614	48	7.3%
NET EXPENDITURE	72,504	(245)	72,259	70,670	0	70,670	1,589	2.2%

Objective Heading	Key Reasons for Projected Variance
Older People	Underspends in employee costs reflecting vacancies due to recruitment issues. Under occupancy in internal and external care homes due to COVID pandemic.
Physical or Sensory Difficulties	The overspend within PD is mainly due to pressures on the Adult placement budget reflecting the impact of increasing demand and SDS.
Learning Difficulties	The overspend within LD is mainly due to pressures on the Adult placement budget reflecting the impact of increasing demand and SDS.
Mental Health Needs	Underspends in employee costs reflecting vacancies due to recruitment issues.

RENFREWSHIRE COUNCIL
REVENUE BUDGET MONITORING STATEMENT 2020/21
1st April 2020 to 26th June 2020

POLICY BOARD : LEADERSHIP BOARD - ADULT SERVICES

Subjective Summary	Approved Annual Budget	Budget Adjustments	Revised Annual Budget	Projected Outturn Core Business	Projected Outturn COVID-19	Total Projected Outturn	Budget Variance (Adverse) or Favourable	
	£000	£000	£000	£000	£000	£000	£000	%
Employees	31,842	(509)	31,333	30,168	0	30,168	1,165	3.7%
Premises Related	353	0	353	363	0	363	(10)	(2.8%)
Transport Related	800	0	800	736	0	736	64	8.0%
Supplies and Services	1,735	0	1,735	1,782	0	1,782	(47)	(2.7%)
Third Party Payments	57,062	1,171	58,233	57,668	0	57,668	565	1.0%
Transfer Payments	6,243	(253)	5,990	5,962	0	5,962	28	0.5%
Support Services	70	0	70	57	0	57	13	18.6%
Depreciation and Impairment Losses	0	0	0	0	0	0	0	0.0%
GROSS EXPENDITURE	98,105	409	98,514	96,736	0	96,736	1,778	1.8%
Income	(25,601)	(654)	(26,255)	(26,066)	0	(26,066)	(189)	(0.7%)
NET EXPENDITURE	72,504	(245)	72,259	70,670	0	70,670	1,589	2.2%

RENFREWSHIRE COUNCIL
REVENUE BUDGET MONITORING STATEMENT 2020/21
1st April 2020 to 26th June 2020

POLICY BOARD : LEADERSHIP BOARD - CHIEF EXECUTIVE'S SERVICE

Obbjective Summary	Approved Annual Budget	Budget Adjustments	Revised Annual Budget	Projected Outturn Core Business	Projected Outturn COVID-19	Total Projected Outturn	Budget Variance (Adverse) or Favourable	
	£000	£000	£000	£000	£000	£000	£000	%
Chief Executive and Management	357	(4)	353	366	15	381	(28)	(7.9%)
Policy and Commissioning	4,042	(6)	4,036	4,513	(100)	4,413	(377)	(9.3%)
Marketing and Communications	2,680	206	2,886	2,922	(700)	2,222	664	23.0%
City Deal	0	0	0	0	0	0	0	0.0%
Regeneration and Economic Development	2,491	(200)	2,291	2,222	85	2,307	(16)	(0.7%)
Leisure Services (incl Renfrewshire Leisure)	11,040	0	11,040	11,040	4,300	15,340	(4,300)	(38.9%)
NET EXPENDITURE	20,610	(4)	20,606	21,063	3,600	24,663	(4,057)	(19.7%)

Objective Heading	Key Reasons for Projected Variance
Chief Executive and Management	Mainly due to the estimated costs for overtime service wide which may be required as the service continues to respond to the easing of lockdown measures.
Policy and Commissioning	The adverse variance represents the net effect of a reduction in employee costs due to staff turnover and staff on parenting leave which will assist in funding an element of the costs incurred in responding to the COVID-19 pandemic, set against expenditure on strategic investment projects for Public Wifi and Tackling Poverty which will be funded by a drawdown from earmarked reserves as required.
Marketing and Communications	The net reduction in costs from the cancellation of the Renfrewshire Council events programme for 2020.
Regeneration and Economic Development	Amounts commissioned on studies to assist in determining the impact on the Renfrewshire economy of COVID-19 together with the cost of irrecoverable grant due to staff redeployment.
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 increased costs incurred as a result of the closure of facilities during the lockdown period.

RENFREWSHIRE COUNCIL
REVENUE BUDGET MONITORING STATEMENT 2020/21
1st April 2020 to 26th June 2020

POLICY BOARD : LEADERSHIP BOARD - CHIEF EXECUTIVE'S SERVICE

Subjective Summary	Approved Annual Budget	Budget Adjustments	Revised Annual Budget	Projected Outturn Core Business	Projected Outturn COVID-19	Total Projected Outturn	Budget Variance (Adverse) or Favourable	
	£000	£000	£000	£000	£000	£000	£000	%
Employees	6,561	1,770	8,331	8,276	(60)	8,216	115	1.4%
Premises Related	468	0	468	567		567	(99)	(21.2%)
Transport Related	2	0	2	2		2	0	0.0%
Supplies and Services	12,581	0	12,581	12,982	3,620	16,602	(4,021)	(32.0%)
Third Party Payments	119	0	119	119		119	0	0.0%
Transfer Payments	1,845	59	1,904	2,283		2,283	(379)	(19.9%)
Support Services	56	0	56	46		46	10	17.9%
Depreciation and Impairment Losses	0	0	0			0	0	0.0%
GROSS EXPENDITURE	21,632	1,829	23,461	24,275	3,560	27,835	(4,374)	(18.6%)
Income	(1,022)	(1,833)	(2,855)	(3,212)	40	(3,172)	317	11.1%
NET EXPENDITURE	20,610	(4)	20,606	21,063	3,600	24,663	(4,057)	(19.7%)

RENFREWSHIRE COUNCIL
REVENUE BUDGET MONITORING STATEMENT 2020/21
1st April 2020 to 26th June 2020

POLICY BOARD : LEADERSHIP BOARD - PAISLEY LEGACY

Subjective Summary	Approved Annual Budget	Budget Adjustments	Revised Annual Budget	Projected Outturn Core Business	Projected Outturn COVID-19	Total Projected Outturn	Budget Variance (Adverse) or Favourable	
	£000	£000	£000	£000	£000	£000	£000	%
Employees	0	164	164	164	0	164	0	0.0%
Premises Related	0	0	0	0	0	0	0	0.0%
Transport Related	0	0	0	0	0	0	0	0.0%
Supplies and Services	0	0	0	0	0	0	0	0.0%
Third Party Payments	0	0	0	0	0	0	0	0.0%
Transfer Payments	200	51	251	251	0	251	0	0.0%
Support Services	0	0	0	0	0	0	0	0.0%
Depreciation and Impairment Losses	0	0	0	0	0	0	0	0.0%
GROSS EXPENDITURE	200	215	415	415	0	415	0	0.0%
Income	0	0	0	0	0	0	0	0.0%
NET EXPENDITURE	200	215	415	415	0	415	0	0.0%

RENFREWSHIRE COUNCIL
CAPITAL INVESTMENT STRATEGY - NON-HOUSING SERVICES
1st April to 26th June 2020
POLICY BOARD: LEADERSHIP

Project Title	Prior Years Expenditure to 31/03/2020*	Current Year 2020-21						Full Programme - All years			
		Approved Budget 2020-21	Budget Adjustments in 2020-21	Revised Budget 2020-21	Projected Outturn 2020-21	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	
		£000	£000	£000	£000						
LEISURE SERVICES											
Leisure Investment Programme	52,266	334	0	334	334	0	0%	52,600	52,600	0	0%
Grass Pitches & Changing Facilities	3,564	637	0	637	637	0	0%	4,201	4,201	0	0%
Community Halls Refurbishment	19	124	0	124	124	0	0%	2,536	2,536	0	0%
Lagoon Internal Play Centre	0	0	0	0	0	0	0%	500	500	0	0%
Total Leisure Services	55,849	1,095	0	1,095	1,095	0	0%	59,837	59,837	0	0%
CHIEF EXECUTIVES											
City Deal Projects											
Glasgow Airport Investment Area	21,931	15,340	563	15,903	15,903	0	0%	38,944	38,944	0	0%
Clyde Waterfront & Renfrew Riverside	15,116	17,921	(16,203)	1,718	1,718	0	0%	82,848	82,848	0	0%
Airport Access	2,934	1,202	(1,202)	0	0	0	0%	96,346	96,346	0	0%
City Deal Related Projects											
GAIA Regeneration	0	2,000	0	2,000	2,000	0	0%	5,500	5,500	0	0%
AMIDS: Public Realm Phase 1 Netheron Square	89	2,277	(1,560)	717	717	0	0%	2,477	2,477	0	0%
Paisley Venues & Town Centre Infrastructure											
Paisley Art Centre Redevelopment	233	400	(367)	33	33	0	0%	2,800	2,800	0	0%
Paisley Town Hall Redevelopment	1,613	3,366	(2,237)	1,129	1,129	0	0%	22,650	22,650	0	0%
Flexible Outdoor Facility/Travel & Accessibility Infrastru	266	2,519	(2,213)	306	306	0	0%	9,700	9,700	0	0%
Playing Fields and Sports Development	392	1,404	(1,249)	155	155	0	0%	7,500	7,500	0	0%
Paisley Museum	5,979	5,616	(2,910)	2,706	2,706	0	0%	42,500	42,500	0	0%
Town Centre Capital Fund	329	1,333	2,047	3,380	3,380	0	0%	3,709	3,709	0	0%
Paisley Learning & Cultural Hub	1,593	2,802	(15)	2,787	2,787	0	0%	7,000	7,000	0	0%
Retail Improvement Fund	0	0	100	100	100	0	0%	100	100	0	0%
Townscape Heritage CARS 2	911	2,285	(1,238)	1,047	1,047	0	0%	4,099	4,099	0	0%
Total Chief Executives	51,386	58,465	(26,484)	31,981	31,981	0	0%	326,173	326,173	0	0%
TOTAL LEADERSHIP BOARD	107,235	59,560	(26,484)	33,076	33,076	0	0%	386,010	386,010	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 £18.402m slipping into future years to reflect revised timescales.
Paisley Venues & Town Centres Infrastructure	As a result of the Covid-19 pandemic, £10.229m of programmed expenditure has been reprofiled into future years to reflect revised timescales. £2.350m has been added to the programme to support investment in the Town Centre Capital and Retail Improvement Funds as approved by Council at its meeting of 9 March 2020.



To: Leadership Board

On: 16 September 2020

Report by: Chief Executive

Heading: Local Child Poverty Action Report

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 after the end of each reporting year. 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 2019 and March 2020, and also planned and proposed actions for the future where known.
- 1.3 Due to the Coronavirus pandemic, the report, which would normally be published by June each year has been delayed. This delay was agreed between the Scottish Government and COSLA, and the letter of confirmation dated 22 May states, '*... the Child Poverty (Scotland) Act 2017 does not necessitate Local Child Poverty Action Reports (LCPARs) to be produced by a certain date. The Act requires that they are produced 'as soon as reasonably practicable after the end of each reporting year'. We recognise that local governance arrangements may be suspended or focused on other action, and that your officials may be redeployed to other activities, and so a delay to publication is most likely necessary.*'

- 1.4 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 2019/20.
 - 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 figures on child poverty show that in Renfrewshire the percentage of children living in relative low income families is 16.9%. This figure is less than the Scottish average of 18.1%. These figures were calculated in a different way to last year's figures, which showed a child poverty figure in Renfrewshire of 24.1%. The new figures come from the DWP and HMRC and are judged to create a stronger basis for estimating local child poverty than previously available and are considered superior to the previous modelled estimates. These new statistics produced for 2018/19 will be the starting point for any future indicators
- 3.4 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.
- 3.5 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.

3.6 Normally, the Local Child Poverty Action Report would cover future plans for the year ahead, however, due to the pandemic, and its as yet, unknown middle to longer term impacts this report focusses on our actions and achievements this year, rather than future actions.

3.7 NHS Greater Glasgow and Clyde has not produced a separate report this year due to Covid. They, instead, have input to the narrative of the report and tables. They have also produced the long-term objectives for NHSGGC Child Poverty Leads Group at Appendix E.

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 **Income from employment** - Renfrewshire's report highlights the significant work which has been done by Invest in Renfrewshire to boost the local economy and tackle unemployment. Renfrewshire's Economic Strategy which was approved in September 2019 sets out a collaborative approach to the development of the Renfrewshire economy over the next 10 years, along with stretching ambitions for the creation of jobs and the delivery of inclusive growth. The Living Wage Accreditation Plan is ongoing, with 71 accredited living wage employers, an increase of 14 on last year. Employability work is also being carried out with a number of vulnerable groups, including care experienced and looked after young people, to support them to reach their full potential.

4.3 **Costs of living** - Our ongoing commitment to advice provision and promoting affordable credit and our initiatives, such as our free breakfast clubs and 'Street Stuff' project help families reduce their cost of living. Through our Housing Strategy, we intend that our own housing stock will become more energy efficient and bills will reduce. The substantial activity carried out with regards to costs of living in 2019/20 includes the Energy Advocacy Service which has secured significant savings and write offs for our most vulnerable citizens. The investment in Cost of the School Day has been significant. For the

year 2019/20, £123,000 was allocated to the fund, of which £75,000 was from the Tackling Poverty Programme and £48,000 was from Attainment Challenge. This has allowed pupils from low income families to engage with school activities that would otherwise be out of reach.

- 4.4 **Social security benefits and benefits in kind** - For those entitled to benefits, services such as Advice Works and Renfrewshire Citizens Advice Bureau have ensured the correct benefits are claimed, and that citizens have been supported through the roll out of Universal Credit. Our Advice Partnership includes Social Security Scotland, and work has gone on throughout Council Services and partners to ensure those eligible in Renfrewshire claim all the new benefits they are entitled to, such as Best Start Grants. The Families First service has provided support in a family focused way, including health and relationship support along with money and benefits advice and the Healthier Wealthier Children project has worked with pregnant women and parents with infants to generate additional income of £1.16m for 557 families, which is an increase of nearly £275,000 on last year.
- 4.5 The report also highlights the activities being progressed in Renfrewshire which are intended to reduce poverty by 2030. Central to this is the work around closing the poverty attainment gap in schools. 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. Renfrewshire Council are also 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.
- 4.6 Due to lockdown, many planned activities have been curtailed or postponed, however the Tackling Poverty Programme for 2020/21, as agreed at Leadership Board in February 2020, will continue to support vulnerable families in Renfrewshire. Renfrewshire Council has also agreed to work with the Poverty Alliance on their Get Heard Scotland (GHS) programme in 2020/21. The GHS programme is designed to engage with members of communities affected by poverty regarding the development and implementation of policies intended to address poverty and social injustice and we will work with the Poverty Alliance to run some limited Community Discussions which will feed into next year’s LCPAR. These will include reference to Covid-19 response.
- 4.7 The report contains some measures that were put into place as part of the initial Covid-19 response to help families in need, such as payments to families in place of free school meals and the forming of

Local Assistance Teams, however, the report lacks detail on future plans to reduce child poverty due to the quickly changing landscape. Data shows that the pandemic has impacted deprived areas most, which is likely to push more children into poverty going forward. People already experiencing in-work poverty, already struggling or in the least secure employment will be hardest hit by the financial impact of lockdown and the expected national economic downturn, which is already showing in Renfrewshire with a rise in Universal Credit claimant numbers.

- 4.8 As the scale of the covid-19 pandemic emerges much of the impact on our communities and families and child poverty rates will not be immediately apparent and we are undertaking a Community Impact Assessment which will inform our longer-term response. Working with our partners, in communities and across all services to ensure our low-income families are supported will be a significant priority for the council in the year ahead and beyond.

5 Going forward

- 5.1 The report will be published on the Renfrewshire Council website along with case studies to provide a fuller picture of activities which have taken place. Going forward it is intended that the 2020/21 LCPAR will both revert to usual format including forward plans, and be published within statutory timescales.

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

2019/2020

Foreword

This report sets out activities undertaken in Renfrewshire to reduce child poverty between April 2019 and March 2020. This, our second report, shows how we have built on the work we have carried out in previous years, and that which was reported last year in our first Local Child Poverty Action Report.

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 and beyond.

Normally, the Local Child Poverty Action Report would cover future plans for the year ahead, however, from March 2020, the response to Covid-19 became a significant focus for the Council, the NHS and partners. Safeguarding families and individuals became increasingly vital within what is an ever-changing landscape. Our Council teams quickly put initial measures into place: 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.

As the year continues we know we will have to deal with more unemployment and lower incomes in families from furloughing, continued shielding and protection of vulnerable people along with issues, financial and otherwise, caused by school closures. New struggles for our families will emerge, and much of our longer-term strategic planning will be, temporarily at least, replaced by forward plans focussed on developing issues. The impact is likely to be significant and we are already working very closely with partners on our social renewal plan – which will have a laser focus on child poverty and the increasing inequalities being experienced by local children and families.

It is hoped that by the time of the next report, life in Renfrewshire will have returned to some sort of normality. No matter what this 'new normal' looks like, I know the Council, NHS, Partners and community groups all over Renfrewshire will be working to better the lives of those who live in the area and continue to take actions to reduce child poverty.

Sandra Black

Chief Executive, Renfrewshire Council

Executive Summary

This is the second 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 2019/20. This includes work across Council services, NHS GGC, our Health and Social Care Partnership and many other external and third sector organisations.

While the Covid-19 pandemic has had a huge impact on our communities, causing a massive shift in our services, much of that impact on our communities and families will not be immediately apparent and are undertaking a Community Impact Assessment which will inform our longer term response.

Due to the pandemic and the, as yet, unknown middle to longer term impacts this report focusses on our actions and achievements this year, rather than future actions. These include:

- Publication of our Economic Development Strategy which considers the challenges to growth in Renfrewshire and details the steps we will take to add more jobs to the local economy, grow the working age population, reduce skills gaps and increase the value of goods and services produced in Renfrewshire.
- With £1m 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 free breakfast clubs, Healthier Wealthier Children advice, Cost of the School Day, and free 'Street Stuff' activities as well as supporting mental health and counselling in our schools.
- Our updated Procurement Strategy aligns targeted community benefits to Council objectives, and In the period April 2019 to December 2019, Renfrewshire Council's Procurement team secured commitment to the delivery of 139 community benefits, including 55 employability benefits, 40 offers of support to help achieve qualifications, 19 benefits offered to support local businesses and 25 offers of support for community engagement.
- Community Empowerment through Local Partnerships put communities at the heart of setting local priorities and decide grant funding to projects and organisations, including those helping the lives of local children. In addition, our first Participatory Budgeting programme was designed and led by young people, for young people, with 3402 young people voting to fund 40 different charities which will a difference in young people's lives.
- 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 151 clients who are part of a household with dependent children with 102 of these lone parent households. 25% of these new participants progressed into employment with a further 50% still actively working with the service, and Invest will use PESF funding to target and support the priority groups identified in the 'Every Child Every Chance' report in the coming year.
- The number of accredited living wage employers in Renfrewshire have increased by 14 this year to 71, and we continue our work to increase this number.
- Work continues, in line with our Local Housing Strategy to make homes in Renfrewshire more energy efficient, with £1,654,486 of funding being awarded by Scottish Government which will be blended with Council funding to carry out this work to reduce fuel bills and fuel poverty. In addition, our Energy Advocates have worked with 565 clients this year to reduce bills and energy debt saving them over £168,000 in ongoing savings and £66,723 in write offs and Warm Home Discounts.

- Our Cost of the School Day fund has allowed pupils to engage with some school activities that may otherwise have been out of reach. Educational trips, art materials, homework support packs, and home economics cooking costs are the kind of costs that have been met, taking pressure off families. For the year 2019/20, £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 products have been made available throughout Renfrewshire both in community settings and in organisations working with families with low income. Marketing materials have been developed and distributed, to ensure residents know where they can obtain the products.
- 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. The Council also supports the Healthier Wealthier Children and Families First Projects, and Claimant Support Officers in our local Jobcentres. We also worked with Health and Social Care Partnership and NHS GGC colleagues to introduce a pilot service this year in two local GP surgeries. These services together put millions of pounds into our families pockets.
- The Council has continued to work with Social Security Scotland across a number of services, to ensure our citizens know about, and are claiming the benefits they are entitled to. As a valued member of our Advice Partnership, Social Security Scotland also engage with a wide variety of partners throughout Renfrewshire to increase uptake of Scottish benefits.
- Our attainment work 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.
- Our ‘Mental Health and Wellbeing Strategic Partnership’ with Barnardo’s Scotland was launched in October 2019. Through this strategy it is intended to improve the mental health and wellbeing of young people in Renfrewshire.
- Our partners also carry out a significant amount of work in Renfrewshire to reduce child poverty, and organisations such as Home-Start Renfrewshire and Inverclyde and Klas Care are providing much needed services to vulnerable families in the area.

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 throughout the pandemic and beyond.

Introduction

Renfrewshire Council wants a Renfrewshire where no child lives in poverty, and where children feel healthy, happy and valued no matter how much money their parents or carers have. Since the last report, work has been ongoing and new strategies and projects developed which have stood us in good stead to address the impacts of Covid-19 on our children and families. We will use the knowledge learned from the crisis too and this will help us build and reach that goal once the uncertainties caused by Covid-19 pass.

Some of these actions are large scale projects which will make a difference over a number of years, such as our Economic Development Strategy, which will be updated post Covid, others are smaller scale, and of immediate assistance to families in need, like the work we have done to automate our school clothing grants.

Big or small, all have their part to play in improving the wellbeing of our children and putting more money in the pockets of local families.

This year we published our economic development strategy which considers the challenges to growth in Renfrewshire and details the steps we will take to add more jobs to the local economy, grow the working age population, reduce skills gaps and increase the value of goods and services produced in Renfrewshire, with a particular focus on manufacturing.

We have also empowered our communities to set their own priorities through our Local Partnerships, and, with Renfrewshire Youth Voice's involvement, we have run our first, successful, participatory budgeting event designed and led by young people, for young people, with 3402 young people voting to fund 40 different charities which will a difference in young people's lives.

We are working with a wide range of partners to ensure every child who leaves school in Renfrewshire goes on to a positive destination, whether further study, apprenticeships or work in our 'My Future Pathway' programme which was piloted this year.

Looking forward, we are pleased to be working with the Poverty Alliance as part of their 'Get Heard' programme, and await with interest what comes out of that so that we can further align our work with our communities' needs.

Tackling child poverty stretches across all services within Renfrewshire Council, and includes a wide range of partners. Together we are committed to making a real, positive, difference for our children and families and ensuring all our children achieve their potential.

Our Council's long-term priorities, to increase opportunity in employment and education, support the most vulnerable members of our community and put in place the necessary strategic investment that will deliver positive change for Renfrewshire have not changed.

Tackling poverty is core to achieving all our priorities, and we recognise that it needs to be firmly at the centre of everything we do. 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.

In the three driver areas, this year's report focusses on some different activities to the Year 1 report. Although the activities highlighted last year are still taking place, the narrative of the Year 2 Report captures mainly new work and work with different partner organisations and builds on what we have been doing in 2018/19, and prior to the legislative requirement to produce an LCPAR, to provide a fuller picture of Renfrewshire's tackling poverty work. 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.

Initial information both on the impact of the Covid-19 pandemic and the Council's response is included as it is recognised that this the pandemic will particularly affect our most deprived citizens in a number of areas. We know that people already experiencing in-work poverty, or in the least secure employment will be hardest hit by the financial impact of lockdown and the expected national economic downturn. Those already experiencing significant health inequalities will also likely be hardest hit by the health impact of the pausing of non-essential NHS services.

We also are aware that people in our most deprived communities will continue to face inequalities as we move through the phases of the national route map, for example, people experiencing poverty may have less access to active travel opportunities and private transport so are therefore limited in their travel, social and leisure choices. While many of our citizens will be celebrating the easing of lockdown measures, visiting open spaces and being able to travel to enjoy leisure and exercise opportunities, others will be feeling excluded. The impacts on deprived communities and families must be considered as we develop our recovery response collectively with our partners.

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.

This, our second report, captures a mixture of ongoing work, which was reported last year and newly developed projects and processes which have commenced in 2019/20. Some of those newer processes have commenced in the later part of the year, and will receive a fuller account in the 2020/21 Local Child Poverty Action Report.

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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.

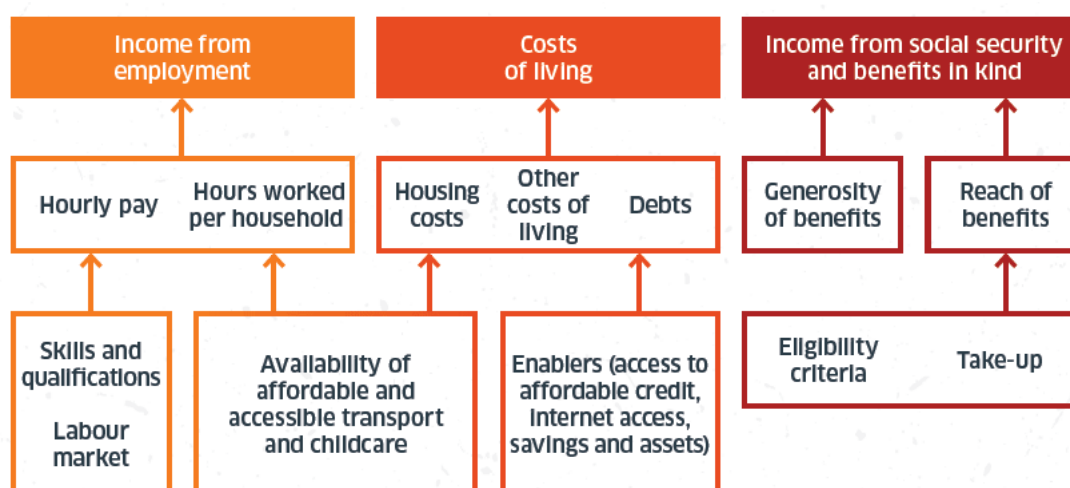
2. Drivers of Poverty

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 mentoring project with Aberlour will have a longer term, preventative outcomes and help the Scottish Government achieve its 2030 targets and updates to this work are included at part..., along with new initiatives.

3. Child Poverty in Renfrewshire

Child Poverty rates in Renfrewshire

3.1 In March 2020, the DWP and HMRC released a new set of local indicators of child poverty. Due to the advantages outlined below they are judged to create a stronger basis for estimating local child poverty than previously available and are considered superior to the previous modelled estimates prepared for End Child Poverty which were used in last year's Report. Those estimates for 2017/18 showed that in Renfrewshire the rate of child poverty after housing costs was 24.2%. The new statistics produced for 2018/19 will be the starting point for any future indicators and show that in Renfrewshire the percentage of children

living in relative low income families is 16.9% and in absolute low income families is 13.5%. This is compared to a percentage figure of children living in relative low income families for Scotland of 18.1%

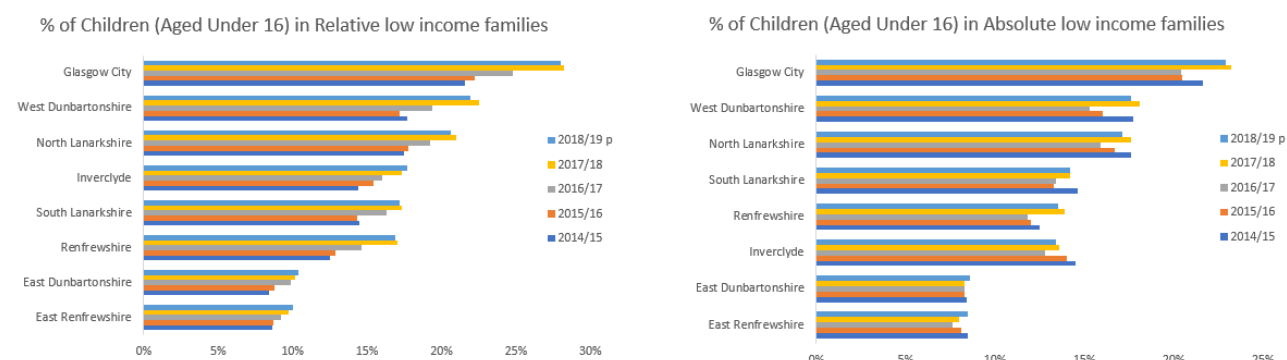
3.2 Up until now, estimates of local child poverty rates have not been able to draw on direct calculations of incomes at local area level. In contrast, the new indicators look directly at most of the income sources reported for tax, tax credit and benefit purposes for individual families. Unlike surveys, they cover the whole population not just a sample, and can therefore be considered at the very local level, providing a consistent approach for looking at change based directly on the measurement of families' incomes.

3.3 It should be noted, however, that two main caveats to the data remain:

Housing Costs - The dataset is based on a 'before housing cost' (BHC) estimate of relative poverty (specifically, the percentage of children living in households below 60% median equivalised income). 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. Subsequent analysis is planned to provide estimates of after housing costs – until then, comparison of the overall levels of child poverty shown in different parts of the country using this measure need to be treated with caution.

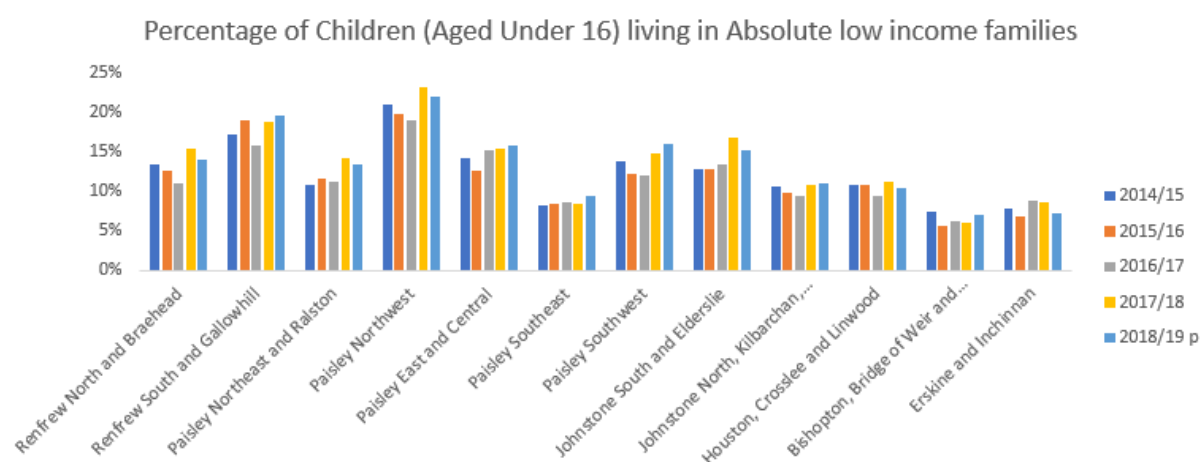
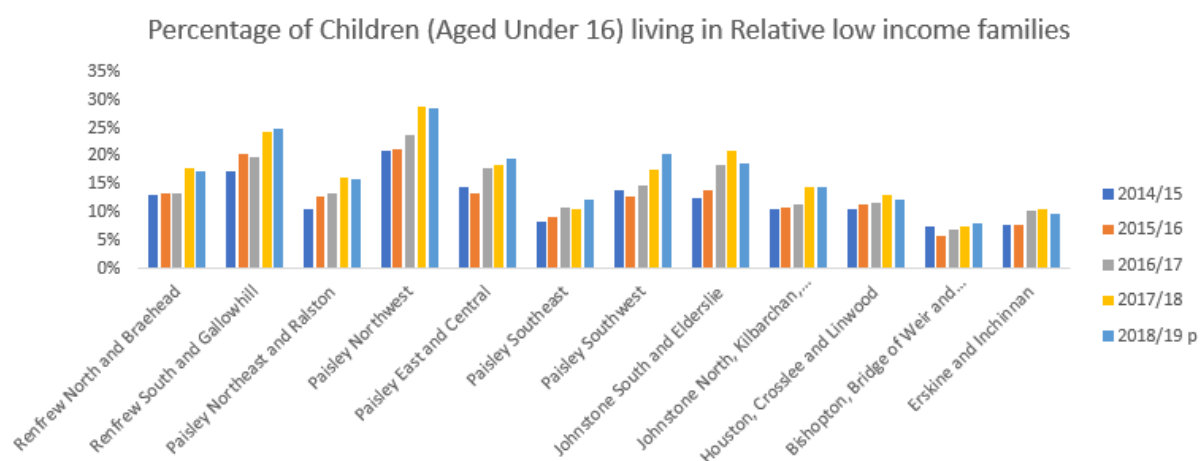
Limits to measuring change - The figures use mid-year population estimates to calculate percentage rates. These are not based on direct data collection in between censuses and does not immediately reflect changes that can have significant effects on the child population at ward level. For this reason, the report focusses on change at local authority and parliamentary constituency levels.

3.4 Estimates for 18/19 are provisional and may be subject to change in later analysis.



Source: www.gov.uk/government/statistics/children-in-low-income-families-local-area-statistics-201415-to-201819

3.5 The tables below show poverty levels across Renfrewshire wards, and changes since 2014/2015. These indicate that the ward with the highest percentage of children living in both relative and absolute low income families is Paisley Northwest, and this has been consistent throughout this whole reporting period, with Renfrew South and Gallowhill consistently showing the second highest rates.



Scottish Index of Multiple Deprivation (SIMD)

- 3.6 The most recent Scottish Index of Multiple Deprivation was published on 29 January 2020. 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.
- 3.7 The ten most deprived data zones in Renfrewshire and where they rank against the rest of Scotland are shown along with last year's 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

- 3.8 This year's figures show that levels of deprivation have fallen in Renfrewshire compared to SIMD 2016. The majority of Renfrewshire's 225 data zones improved on their 2016 ranking and fewer of Renfrewshire's data zones are now identified as the most deprived in Scotland (from 61 in 2016 to 56 in 2020 within the 20% most deprived in Scotland). Key figures from the 2020 figures compared to 2016 show:
- Of Renfrewshire's 225 data zones, 139 (62%) improved on the 2016 ranking and 86 (38%) deteriorated.
 - Fewer of Renfrewshire's data zones are identified as the most deprived in Scotland
 - The number of people in Renfrewshire identified as employment deprived fell
 - The number of people in Renfrewshire identified as income deprived fell
 - Health deprivation in Renfrewshire identified by SIMD 2020 also fell
- 3.9 The new rankings show two of Renfrewshire's data zones in the ten data zones identified as the most deprived in Scotland. While Ferguslie Park no longer contains the most deprived data zone in Scotland with one zone improving in rank to 4 (ranked 1 in 2016 and 2012), Renfrewshire's other lowest zone (also in Ferguslie Park) is now ranked as 9 (ranked 11 in 2016).
- 3.10 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.

Renfrewshire's datazones

	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%)

- 3.11 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.

4. Impact of poverty on children's health

- 4.1 Evidence suggests that children born into or living in poverty have poorer health outcomes than their more affluent peers. They are more likely to experience a wide range of health problems, including poor nutrition, chronic disease and mental health problems than those born into affluent families. It is expected that this will be exacerbated by the coronavirus pandemic in 2020/21 which risks a global recession, increasing unemployment and reducing incomes.
- 4.2 The evidence linking poverty with poorer health outcomes for children and their families is very clear. Within his review 'Health Equity in England', Professor Sir Michael Marmott said, 'Poverty experienced during childhood harms health at the time and throughout the rest of life.' Children can be affected from birth with families in poverty more likely to deliver infants of a lower birth weight and early years growth in many cases below what is expected.

The 2019 report 'Assessing the impact of rising child poverty on the unprecedented rise in infant mortality' showed that a 1% increase in child poverty was significantly associated with an extra 5.8 infant deaths per 100 000 live births.

- 4.3 GPs report that those living in poverty are more likely to present with acute infections and have poorer general health and mental wellbeing. The impact of poverty on physical and mental health can be lifelong. Those living in poverty can have high rates of high blood pressure, respiratory illness and depression and can expect up to 35 fewer years of good health than those not in poverty. This can lead to those adults being disadvantaged, which in turn increases the risk of their own children experiencing poverty.
- 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. Its vision is of a Scotland where everybody thrives and its focus is on increasing healthy life expectancy and reducing premature mortality.
- 4.5 Work on tackling child poverty continues to be a key theme for Public Health Scotland and activity will continue across each local 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 Council recognises that poverty is not inevitable, but not easily solved. Communities must be involved in the anti-poverty agenda, setting their own priorities and the Council and its partners and wider organisations such as employers, need to work together, and alongside communities, to have an impact. Renfrewshire has had a Tackling Poverty Programme since 2015 which was informed by the findings of Renfrewshire's Tackling Poverty Commission.
- 5.3 The Tackling Poverty Commission, which was the first of its kind in Scotland to focus on child poverty, was formed in April 2014 from a range of experts in education, housing, the voluntary sector, the economy, and people who work every day with residents who live in severe poverty. The Commission and associated Tackling Poverty Programme were described in the Year 1 LCPAR.
- 5.4 The original Programme ran until March 2018. At this stage Council agreed the allocation of a further £5 million support over the next 5 years commencing in April 2018 and 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.
- 5.5 These projects are reviewed continuously throughout the Programme, to make sure delivery models are the most effective, to explore opportunities to align more closely to mainstream service provision and to respond to the Child Poverty (Scotland) Act 2017. Details on the progress and performance of projects across the Tackling Poverty Programme are reported to Leadership Board on a six-monthly basis.

- 5.6 The Tackling Poverty Programme continues to provide investment to specific initiatives that support the Council's aspiration to tackle poverty. The initiatives support three key priorities:
- Targeting support to families to that need it most
 - Removing barriers to participation for children and young people
 - Supporting health and wellbeing for young people
- 5.7 Funding has been allocated to support the delivery of the following initiatives which **are Targeting support to families that need it most:**
- The three Families First locality teams funded by the Tackling Poverty Programme in Foxbar, Gallowhill and Johnstone continued to offer early years and family support services, including targeted financial advice and parenting support and this service will be sustained over the next four years.
 - The Healthier, Wealthier Children service continued 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 continues to be offered to families who need support to reduce their energy bills, manage fuel debt and improve the energy efficiency in their homes.
 - Renfrewshire Foodbank receives £10,000 per annum, allocated to assist with the anticipated increase in demand for support arising from the roll-out of Universal Credit in Renfrewshire.
- 5.8 Initiatives **removing barriers to participation for children and young people** which receive ongoing funding include:
- Breakfast clubs will continue in 10 schools, 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.
- 5.9 Funded projects **supporting health and wellbeing for young people include:**
- 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.
 - Funding will continue to be provided to support the provision of school counselling services in all secondary schools, aligned to the national Scottish Government funding now being received.
- 5.10 The Tackling Poverty Programme investment continues to form a significant part of Renfrewshire's local response to tackling child poverty, alongside the many other actions across Council services detailed in this report. Since the introduction of the Tackling Poverty Programme, there have been a significant number of projects and developments undertaken across the Council and its partners to tackle poverty. It is recognised that tackling poverty is a long-term aspiration, and cannot be achieved in the next two, five or ten years.

- 5.11 Maximising incomes is at the core of our Tackling Poverty work, but we have produced a comprehensive strategy and action plan which also seeks to address the persistent inequalities faced by people living in poverty. We aim to prevent people from experiencing poverty in the first place, as well as mitigating the impacts of poverty and supporting people to lift themselves out of poverty.
- 5.12 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. We will make sure that the stories and voices of people living in poverty remain at the centre of our decision-making.

Listening to those with lived experience of poverty

- 5.13 With regard to tackling poverty, Renfrewshire recognises the importance of involving those with direct lived experience. Renfrewshire Council did this during the Tackling Poverty Commission in 2015. We also recognise, however that local need and experiences change over time and with, for example, further welfare reform, and the establishment of Social Security Scotland. In February 2020, therefore, Renfrewshire Council agreed to work with the Poverty Alliance on their **Get Heard Scotland** (GHS) programme in 2020/21.
- 5.14 The Poverty Alliance developed GHS to help people living on low incomes engage with the development of local and national anti-poverty policy. The Alliance works alongside existing Local Authority community engagement plans to help enhance the participation of people living on low incomes in the development of local approaches to addressing child poverty.
- 5.15 The GHS programme is designed to engage with members of communities affected by poverty and those working at the grassroots level regarding the development and implementation of policies intended to address poverty and social injustice. The programme is intended to input independent feedback into policy processes, focused around the commitments made in the Scottish Government's *Every Child, Every Chance: Child Poverty Delivery Plan 2018-22 (CPDP)*. It will help to build community capacity and strengthen the understanding of Scottish Government policy priorities amongst those who should be its primary beneficiaries. It will also help to build the capacity and knowledge base of policy makers at local levels.
- 5.16 Due to the pandemic, we are still in the process of developing and agreeing a full local GHS activity plan for the area, however, this work will feed into next year's LCPAR.

6. Relevant Council and NHS Plans

- 6.1 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.

- 6.2 Of course, these plans do not sit in isolation. NHSGGC's mission statement commits to actions on the social determinants of health and inequalities in health outcomes. Renfrewshire HSCP's Strategic Plan 2019 – 2022 highlights poverty as priority over the next 3 years and details actions which are reported against quarterly and then annually in relation to child poverty. Healthier Wealthier Children data is reported into NHSGGC Financial Inclusion group. Our current Children's Services, Service Improvement Plan seeks to close the poverty related attainment gap while raising attainment for all and support young people to enter positive post-school destinations, and also to reduce inequalities and deliver improved health and wellbeing outcomes for children and young people. With a specific priority of tackling disadvantage, targeting deprivation and supporting people, the Strategic Economic Framework has been key to our anti-poverty work.
- 6.3 The Council Plan, Community Plan, HSCP Strategic Plan, Children's Services Service Improvement Plan, Economic Strategy and NHSGGC corporate objectives all complement each other and highlight the work the Council will do with partners, businesses, local people and communities to address inequalities and support our children and young people. Our Procurement Strategy (see 6.19) acknowledges the importance of ensuring the core objectives of procurement are wholly aligned to the strategic objectives of the Council. In Renfrewshire we recognise that through procurement we can promote our council's social and economic objectives and the inclusion of targeted community benefits in our contracts is a key facilitator of this aim.
- 6.4 Additionally, our Tackling Poverty programme is itself investing in prevention, tackling the root causes of deprivation and disadvantage, and seeking to break the links that connect low educational attainment, unemployment, poor health and well-being, anti-social behaviour and crime. In the longer term this will ensure people have the capabilities and capacities to benefit from wider opportunities, creating a more resilient, more inclusive Renfrewshire where nobody is left behind.
- 6.5 Through our Council Plan and our governance structures such as Community Planning, HSCP Integration Joint Board and the Economic Leadership Panel, the Council and NHSGGC will continue to proactively promote measures to tackle poverty through the integration of strategic actions and interventions illustrating our commitment to reduce child poverty across the local authority area.
- 6.6 One strategy which is vital to Renfrewshire's aspirations is Renfrewshire's Economic Strategy which was approved in September 2019 by the Council's Leadership Board. The strategy, which was prepared with the guidance of the Renfrewshire Economic Leadership Panel, sets out a collaborative approach to the development of the Renfrewshire economy over the next 10 years, along with stretching ambitions for the creation of jobs and the delivery of inclusive growth –
- more, and better jobs for local people
 - growing the value of the Renfrewshire economy and positioning Renfrewshire as the centre of manufacturing innovation, and research and development
 - growing our working-age population and supporting people on long-term sickness back to employment with more secure earnings
 - reducing the skills gaps and shortages experienced by local businesses

- improving our economic infrastructure, including better public transport and digital connectivity

6.7 After being agreed by the Leadership Board the Economic Strategy was launched by the Cabinet Secretary for Finance, Economy and Fair Work. The Economic Leadership Panel has continued to meet to develop an action plan and will monitor and consider changes to the strategy as the context and circumstances for economic growth change over the period ahead.

NHSGGC – Turning the Tide Through Prevention

6.8 The national Health and Social Care Delivery Plan, published in December 2016, committed the Scottish Government to a range of public health actions, inclusive of:

- establishing a new national public health body ‘Public Health Scotland’ as mentioned in 4.4,
- strengthening local partnerships for public health, and
- developing shared public health priorities for Scotland

6.9 The shared public health priorities were established through a substantial regional engagement process alongside analytical assessments of the factors with the greatest potential to improve health and reduce inequalities over the next 10 years. The six key priorities for Scotland were ratified by the Scottish Government and COSLA in June 2018.

6.10 A Scotland where:

- We live in vibrant, healthy and safe places and communities,
- We flourish in our early years,
- We have good mental wellbeing,
- We reduce the use of and harm from alcohol, tobacco and other drugs,
- We have a sustainable, inclusive economy with equality of outcomes for all, and
- We eat well, have a healthy weight and are physically active.

6.11 In alignment with the national review processes and the ambition for a stronger ‘whole system’ approach to public health, NHSGGC has developed a public health strategy, ‘Turning the Tide Through Prevention’, which was launched in August 2018. This strategy sets the strategic direction for public health in Greater Glasgow and Clyde, and sets out how the Board will work with partners, communities and individuals over the next ten years to improve the health and wellbeing of the population. This is the first whole system Public Health Strategy within NHSGGC recognising the importance of both clear public health priorities and the approaches required to address these. It was launched with the ‘Big Six’ actions which include: Work with partners to tackle the fundamental causes of poor health, including poverty, housing and challenging personal circumstances.

6.12 The aim of the strategy is that NHSGGC “becomes an exemplar public health system which means there would be a clear and effective focus on the prevention of ill-health and on the improvement of wellbeing in order to increase the healthy life expectancy of the whole population and to reduce health inequalities”. The strategy describes that 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. This will be achieved through a variety of objectives including health improvement programmes and a

measurable shift to prevention and reduction of health inequalities through advocacy and community planning.

- 6.13 It advocates an approach where there is a shift in investment from treatment to prevention to halt the onset of ill-health and increase the healthy life expectancy of the population.

Renfrewshire's Early Years 1140 hours expansion plan

- 6.14 All Scottish councils were due to provide 1140 hours of early learning and childcare to all three and four-year-olds and eligible two-year-olds by August 2020. To support these plans, Renfrewshire Council proposed the building of five new-build centres as well as refurbishing, adapting and extending more than two dozen existing buildings. It was agreed that more than £14 million would be invested in these early years building projects, while £22 million was earmarked for additional early years jobs.
- 6.15 In March the Scottish Government removed the legal duty on councils to do this. They have since accepted the impact of coronavirus means they don't expect this to be able to happen everywhere during the academic year 2020/21.
- 6.16 Coronavirus has caused major disruption to the work we were doing in Renfrewshire to expand our early-learning and childcare capacity by extending or building new nurseries and recruiting new staff - but we were making good progress before lockdown and are now getting that work back on track.
- 6.17 The full 1140 hours is being delivered where possible and will be offered to the majority of children in local council-run, partner nurseries and childminders from August 2020. In the places where that cannot be done at present, 1140 hours will be rolled out for all as soon as possible. These families will receive at least the legal minimum of 600 hours in the meantime.
- 6.18 In terms of any work on newbuilds, extensions and refurbishments which have been delayed by coronavirus, building work on our nursery centres and classes will resume once the national guidance around construction sites allows it.

Procurement - Community Benefits

- 6.19 Our updated procurement strategy acknowledges the importance of ensuring the core objectives of procurement are wholly aligned to the strategic objectives of the Council. For every project procured, the team consider how our procurements can bring not just value for money – but social value.
- 6.20 In Renfrewshire we recognise that through procurement we can promote our council's social, economic and environmental objectives and the inclusion of targeted community benefits in our contracts is a key facilitator of this aim. Community Benefit clauses are contractual requirements which deliver wider benefits in addition to the core purpose of the contract. These clauses can be used to build a range of social, economic or environmental conditions into the delivery of council contracts.
- 6.21 In Renfrewshire we target community benefits which deliver:
- Employment and Training Initiatives
 - Educational Support Initiatives
 - Supply Chain Development Activity

- Vocational Training
 - Community, Corporate Social Responsibility (CSR) and Environmental Initiatives
 - Supported Business, Third Sector and Voluntary Sector Initiatives
 - Equality and Diversity Initiatives
- 6.22 Community benefits are targeted in all Renfrewshire Council's contracts over £50,000. A relevant and proportionate approach is taken, based on the contract value, the nature of the contract and the duration of the contract. Community Benefits are requested at tender stage, in some contracts they are voluntary, in others they are mandatory, scored requirements. Once offered, delivery of these benefits becomes a contractual requirement.
- 6.23 In the period April 2019 to December 2019, Renfrewshire Council's Procurement team have secured commitment to the delivery of **139** community benefits, including **55** employability benefits, **40** offers of support to help achieve qualifications, **19** benefits offered to support local businesses and **25** offers of support for community engagement.
- 6.24 Under the terms of Section 9 of the Procurement Reform (Scotland) Act 2014, public sector bodies have a duty to consider how in conducting their procurement processes they can:
- i. improve the economic, social, and environmental wellbeing of the authority's area,
 - ii. facilitate the involvement of small and medium sized enterprises, third sector bodies and supported businesses in the procurement process, and
 - iii. promote innovation
- 6.25 Where in the past the responsibility for monitoring delivery of community benefits lay with the individual procurement officers, time constraints and the necessity to prioritise other tasks meant that in some cases, community benefits were not delivered before the contract ended. Recognising the potential for these benefits to feed into Council priorities, during 2019/20, the Procurement team have funded a resource dedicated to the delivery of community benefits who reports directly to the Strategic Procurement Manager. The holder of this post also co-ordinates and chairs the procurement led Community Benefits Forum which has been formed from representatives from:
- Corporate procurement team;
 - Economic Development, including Invest in Renfrewshire and the Business Development Team;
 - Developing the Young Workforce;
 - Children's Services – covering both employability, modern apprenticeships and creating opportunities for young people who have had a challenging start in life; and
 - Engage Renfrewshire, Renfrewshire's TSI (Third Sector Interface)
 - Partnerships and Inequalities Team.
- 6.26 The Forum plays a pivotal role in shaping our approach to community benefits, and to the delivery of benefits offered. The members helped to define the supplier guidance included in tenders and the Outcome Menu used to identify and score community benefits, they engage with procurement officers pre-tender to help identify key opportunities and priorities and post tender they work with contractors to ensure that benefits are delivered.
- 6.27 Recognising that increasing participation in fair and sustainable work will help to tackle poverty, including child poverty, inequality, and exclusion, the inclusion of community benefits in tenders and the work of the Community Benefit Forum is a key enabler to support delivery of the objectives of the Council Plan, Renfrewshire's Economic Strategy and

No One Left Behind. Encouraging contractors to offer targeted employability benefits, creating new jobs which pay at least the Real Living Wage aligns to the Scottish Government's Fair Work First policy.

- 6.28 Providing mentoring and support to local SME's and social enterprises and opening up opportunities for the supply chain helps to develop local supply capacity and capability, promoting inclusive economic growth in Renfrewshire.
- 6.29 The provision of work placements to young people, careers events in schools and the creation of Modern Apprenticeships targeted at young people who have faced challenges helps to reduce the attainment gap, increasing the likelihood of young people leaving school into positive destinations and improving their chances of finding and sustaining employment. This plays its part in the aim to reduce child poverty by 2030 and further details of our '**my future pathways**' programme is at 13.26.
- 6.30 Community Benefits make a real difference to the lives of people in Renfrewshire, helping communities, community groups, schools and individuals. Working together with our colleagues in the community benefit forum and our contractors, we aim to continue to maximise the social value that community benefits can bring.

Community Benefit Forum

- 6.31 Renfrewshire's Community Benefit Forum was established to both put a focus on, and best manage the community benefits aspect of procurement. Representatives from Renfrewshire Council Services, such as Employability, Economic Development, and Education along with others such as Developing the Young Workforce come together with the TSI, Engage Renfrewshire to provide a 'menu' of community benefit opportunities for those bidding for a Council Contract. This makes things easier for the contractor, but also allows a tailoring of benefits to local need.
- 6.32 The benefits can be in the form of apprenticeships and training, jobs, volunteer opportunities, upskilling, or either grants to, or work carried out within, local social enterprises.
- 6.33 As part of the Council's procurement process, interested prospective contractors are provided with the contact details of individual Forum members, and they can talk to them about need and what they may be able to provide. This has led to benefits such as work placements, but also the development of a programme for senior pupils who want to work in construction. See 13.27 below.
- 6.34 Where support is offered in the form of a grant, the grants are usually fixed at £1000 and the application form is designed to be simple to encourage a wide variety of organisations to apply for the support. Renfrewshire's TSI, Engage Renfrewshire organises this process, offering the opportunity to their network of social enterprises, collecting the application forms and passing those to the companies bidding for contracts, to choose which application they wish to support.
- 6.35 Where the company has offered a service, such as painting and decorating, flooring, or goods such as workwear, the process is the same, with organisations applying for the goods or service.
- 6.36 Although open to all types of social enterprise, many organisations impacting on child poverty have benefitted from these funds. Nurseries have had their Christmas parties

catered, and Christmas hampers provided. Youth organisations have benefitted from free polo shirts and fleeces for members. In some cases, the benefit has not directly gone to children, but has helped an organisation by, for example, building play equipment. Many thousands in grants and in support in kind have been distributed through this method

- 6.37 The Forum, which meets once a month constantly self-evaluates to examine how it could do things better, and ensures the 'menus' are up to date and meet need.

7. Partnership and Communities

- 7.1 As noted in last year's report, 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.

- 7.2 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

- 7.3 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 wants to support communities in Renfrewshire to thrive by involving them in local decision-making and listening to, working with and empowering them to transform their local areas. The Act also strengthens the statutory base for community planning.
- 7.4 Renfrewshire has a strong and resilient community sector, with a range of organisations delivering services and supports with public sector agencies. Work is continuing to build on the principles and requirements of the Community Empowerment legislation and to extend this further to redefine the relationships services and officers have with local community groups and organisations. New funds were introduced in 2018 to further support community empowerment and wider community development through the Community Empowerment Fund, Green Spaces Fund and Villages Investment Fund.
- 7.5 Following on from the establishment of the funds, a single point of contact was established through the Chief Executive's Service, with a view to working closely with community groups and organisations and to link these organisations to relevant Council services and officers as projects and proposals develop.
- 7.6 Strategic Partnership Agreements have been developed with community organisations as the next step of this work, recognising the shared commitment to strengthen collaborative and partnership working, supporting mutual learning and identifying opportunities for further collaboration where appropriate.
- 7.7 An example of this is the development of a Strategic Partnership Agreement in relation to Active Communities, a third sector organisation which provides support to individuals,

families and young people in Renfrewshire. The Agreement, which involves asset transfer of the former police station in Johnstone to Active Communities, will allow economies to be achieved for their organisation as well as much better coordination of service under a holistic approach.

Local Partnerships

- 7.8 Our Local Partnerships provide the community with the opportunity to have their say on local issues and make a difference to their local area. Replacing the previous Local Area Committees, the partnerships adopt a more informal and inclusive approach as part of a drive to ensure community voices are heard on local issues. 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
- 7.9 The partnerships mirror the Community Council boundaries and membership is split evenly between all local elected members for the area and community representatives. Community representatives include the elected chairs of the relevant Community Councils, with remaining places filled by representatives of community organisations in the area and these are decided by the Local Partnership members.
- 7.10 The partnerships meet at least three times per year. All meetings are open to the public to attend even if they are not a member of the partnership and the meetings are as informal as possible to allow positive discussions to take place. At meetings local priorities are set for each partnership and the allocation of grant funding should align to these priorities. Funding is allocated on a population basis to ensure it is spread correctly across Renfrewshire's communities and the partnerships allocate general grant funding as well as the Common Good Fund for Renfrew and Paisley.
- 7.11 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. Funding has gone to projects and organisations that improve the lives of children, and support children living in poverty, such as Paisley Back to School Bank, which provides free uniforms and school equipment throughout the year for families in need.

Participatory Budgeting

- 7.12 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. COSLA and the Scottish Government have worked together to develop and agree a framework that at least 1% of local government budgets will be subject to participatory budgeting by the end of 2021.
- 7.13 2019 was the first year that PB has been delivered in Renfrewshire. This, our pilot, was specifically a youth PB programme, youth designed and led, and providing funding for youth projects.
- 7.14 Renfrewshire's was a Grant Making PB, that is the distribution of small grants to community and voluntary organisations via community voting events. Delivered between May and

September 2019 Renfrewshire Council and partners delivered their first Grant Making PB through the previously named Youth Challenge Fund.

- 7.15 The youth challenge fund was a fund which was historically distributed by the Local Area Committees in Renfrewshire and young people were not involved in setting the priorities for the fund or having a say on where the funding should go. It was agreed by the new Local Partnerships – see 7.8 that the fund should be used to deliver a youth participatory budgeting pilot.
- 7.16 The process encouraged young people (aged 12-25) to develop ideas for their community. It was 100% youth led and was designed and delivered by young people from across Renfrewshire, with a share of just under £150k being available to individual young people and youth organisations. 12 young people formed the core steering group, renaming the fund 'Celebrating Renfrewshire – by young people, for young people' and decided the criteria for the fund. When deciding their priorities and criteria the young people addressed their own issues and considered the priorities of each of the 7 Local Partnerships. The group also reworked the application form for the fund to ensure it was easy for young people to complete and removed information which they felt was not required
- 7.17 Young people across Renfrewshire were supported to vote via schools and community organisations. This project was delivered by the Partnerships & Inequalities team in partnership with Youth Services, Renfrewshire Youth Voice and Active Schools (Renfrewshire Leisure).
- 7.18 A total of 124 ideas were generated by 50 groups and organisations from across all 7 Local Partnerships, working directly with young people in Renfrewshire. The steering group assessed all applications to ensure they met the criteria for the fund. All 124 ideas were progressed to the voting stage of the process. In addition to this, the steering group with support from youth services engaged a wide range of community organisations working with 'harder to reach' young people to support the voting process. A total of 3402 young people from across Renfrewshire participated in the process and voted, which equated to a total of 10,206 choices being made on projects which they felt were needed within their own communities.
- 7.19 120 people attended the announcement event and 31 groups were represented with information stalls. Steering group members announced the 40 successful groups who had been awarded funding. These included Renfrewshire Carers Centre, Young Enterprise Scotland and Renfrewshire Effort to Empower Minorities.

Alcohol and Drugs Commission

- 7.20 In developing Renfrewshire's Community Plan 2017-2022, the Community Planning Partnership made a commitment to better understand how individuals, families and communities across Renfrewshire are impacted by alcohol and drug misuse. As a result, an independent Alcohol and Drugs Commission has been established.
- 7.21 Since the beginning of 2019, significant work has been undertaken to establish and develop the work programme of the Commission. At the outset, Commission members agreed to consider support those with the highest need who are suffering the most severe disadvantage. In the meetings which have followed, the Commission - which comprises key figures from across health and social care, housing, justice, third sector and higher education - has discussed how we currently support people affected by alcohol and drug use; our

services across prevention and early intervention; recovery; the impact of trauma; and how we engage with children and young people.

- 7.22 Run in Partnership with Renfrewshire Council and chaired by Cllr Jacqueline Cameron, the Commission also includes members from a variety of organisations with a wealth of experience on the health and social impacts of addiction, including the Director of Public Health, NHS GGC.
- 7.23 One of the most important parts of the work of the Commission continues to be listening to the voices of those with lived experience: talking to service users and people in recovery. To hear these voices, Commission members have visited Renfrewshire services including the Sunshine Recovery Café, the Renfrewshire Men's and Women's Groups, Renfrewshire Family Support Group, and Renfrewshire Adolescent Drug and Alcohol Resource (RADAR). In addition, the members of the commission have also engaged with frontline staff and Pastoral Care teachers in a series of focus groups.
- 7.24 In January 2020. A Recovery Conversation event was held in partnership with the Sunshine Recovery Café. This event provided the opportunity for over 100 individuals from the recovery community (including family members) to meet with Commission members and give their views to the Commission
- 7.25 The Commission has also heard evidence from a range of internal Council services and external organisations and projects to inform its recommendations
- 7.26 Due to the impact of the COVID-19 pandemic and subsequent lockdown, work is still ongoing to refine the key messages or recommendations that are beginning to flow from the work of the Commission. However, this work will resume and during 2020/21, Renfrewshire Community Planning Partnership will prioritise work on alcohol and drugs use across Renfrewshire and drive forward the recommendations from the Alcohol and Drugs Commission to reduce the impact on individuals, families and communities.

The 'Our Children' network

- 7.27 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.
- 7.28 Meeting every quarter, the network comprises over 30 organisations such as Who Cares Scotland, Children 1st, Barnardo's and Woman's Aid along with Council Children's Services.
- 7.29 Although primarily focussed on children's wellbeing, the network can be used to share information that impacts on the drivers of child poverty, for example Social Security Scotland have recently become part of 'Our Children' and they will work with the network to help ensure families are claiming all the benefits they are entitled to. The Poverty Alliance has also indicated a desire to work with the 'Our Children' network to recruit organisations and individuals for the 'Get Heard' project.

8. Covid Initial Impact and Response

- 8.1 In March 2020, working closely with our partners, Renfrewshire Council moved quickly to respond to the emerging coronavirus pandemic, protecting and supporting our employees and communities, particularly vulnerable people across the area.

- 8.2 In order to ensure effective decision-making and governance an Emergencies Board was convened on 20 March 2020 and has received regular updates on the different workstreams established to support Renfrewshire throughout the crisis, highlighting the humanitarian response, reviewing the available data showing the impact on Renfrewshire's people and considering how we can restart services, recover and renew.

Impact of Coronavirus

- 8.3 The pandemic is known to have impacted deprived areas most. Statistical data relating to the death rates in Scotland, by NHS Board and by local authority area has shown that people living in the most deprived areas of Scotland were 2.3 times more likely to die with covid-19 than those living in the least deprived areas. This is true for Renfrewshire where analysis of data shows that the least deprived areas of Renfrewshire have the fewest deaths from covid-19.
- 8.4 As the scale of the covid-19 pandemic emerged, citizens who are clinically at a higher risk of severe illness should they contract covid-19 were advised by the Scottish Government 'shield'. This affected nearly 6000 Renfrewshire residents with a further group (group 2) in the vulnerable category due to age, pregnancy or health issues.
- 8.5 Again national data analysis has shown that shielding disproportionately affects people in more deprived communities, with almost twice as many people being asked to shield living in the most deprived areas than in the least deprived. Local analysis of shielding and group 2 data in Renfrewshire shows a similar picture.
- 8.6 We recognise that for those in the shielded group and group 2 individuals, the challenges will not be felt equally – those already experiencing deprivation prior to the pandemic are more likely to experience poor quality housing, lack of access to private outdoor space and lack of access to online shopping and other digital support.
- 8.7 In addition, we know that people already experiencing in-work poverty, already struggling or in the least secure employment will be hardest hit by the financial impact of lockdown and the expected national economic downturn. This is already showing in Renfrewshire - according to Office of National Statistics, in Renfrewshire between March and April 2020 the universal credit claimant count rose by 66% (from 4015 to 6675).
- 8.8 We know that people in our most deprived communities will continue to face inequalities as we move through the phases of the national route map. People experiencing poverty may have less access to active travel opportunities and private transport so are therefore limited in their travel, social and leisure choices. While many of our citizens will be celebrating the easing of lockdown measures, visiting open spaces and eventually being able to travel to enjoy leisure and exercise opportunities, others will be feeling excluded. People already experiencing significant health inequalities will likely be hardest hit by the health impact of the pausing of non-essential NHS services. This will include those already struggling with mental ill health and addictions
- 8.9 The above focuses on deprivation but in addition there are a range of potential inequalities based on other characteristics. Across the range of protected characteristics, there are likely to be poorer outcomes for individuals and families as a result of an already unequal society and as further data and research emerges this should become clearer - we would expect carers, including young carers and people with a disability will be more negatively impacted than others.

- 8.10 While the data shows us that men are most likely to die from covid-19, research based on previous experience has shown that women are likely to be disproportionately impacted by the economic downturn, alongside the increased childcaring responsibilities.
- 8.11 At a Scottish level, the Scottish Government have recently announced that an expert advisory board is to be established which will listen to and learn from people with lived experience of poverty and inequality with membership drawing on expertise from equality and disabled people's organisations, housing and homelessness bodies, town centre and regeneration groups, and anti-poverty campaigners.

Our response

- 8.12 The Covid-19 outbreak caused a huge shift in the Council's service. In the short term Renfrewshire Council moved quickly to respond to the emerging pandemic, to protect and support our communities, with services changing to protect the most vulnerable families.
- 8.13 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.
- 8.14 A system was developed where families who needed support could be referred by a staff member, whether from education, early years, social work, housing or another team, and receive a food parcel and other necessities like nappies. The first referrals came into this service in March.
- 8.15 Local Assistance Team were also set up in response to the requirement made by the Scottish Government for local authorities to support people with "shielding" status. This involved establishing processes for people to access food and medicine and wider welfare support.
- 8.16 Community groups and third sector organisations mobilised very quickly to assist local people who needed support such as emergency food provision. The Council worked with Engage Renfrewshire to form a community food network which ensures that national resources including food and funding are directed to organisations working with vulnerable people across Renfrewshire who are experiencing the greatest barriers to food access.
- 8.17 With a recent business survey of Renfrewshire businesses showing the extent of the impact on Renfrewshire businesses, swift action has been taken in response. The survey showed that:
- 92% of Renfrewshire businesses have been closed or operating at only partial capacity, and 44% have been completely closed throughout lockdown.
 - About half of all businesses had most of their workforce on furlough at one point, almost 27,000 employees across Renfrewshire, just under 1 in 3 of their total workforce, and
 - 40% of businesses believe that redundancies may be likely over next 3 months.
- 8.18 To help counter this, during the period March – July 2020 Renfrewshire Council distributed over £26million of national grants to around 2,500 local businesses and self-employed residents. These support measures, which have been aimed primarily at ratepayers of smaller business premises together with some larger businesses in the retail, hospitality and

leisure sectors, have been well received and popular, judging by the feedback to the recent business survey.

- 8.19 The Council's Employability Service has been offering support with jobs and skills development throughout the pandemic. Over the next month or so the national support for employability will become clearer and the service will undertake a reprofiling exercise to ensure that the best possible services are provided to those who need them most.
- 8.20 Following the closure of business grants nationally, and taking into consideration the views expressed by businesses in the business survey, a series of business support measures were developed in Renfrewshire, including Business Restart Loans, Business Grants for Social Distancing Adaptations, Business Grants (Restart and Sustain Business), and advice and support.
- 8.21 In addition, a range of national funding streams, such as the Supporting Communities fund have been available for community and third sector organisations across Renfrewshire to access to support the Covid-19 response and a total of £618,469 has been received by local organisations to date.
- 8.22 A national campaign called Scotland Cares was launched to encourage people to volunteer to support the pandemic response. 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.
- 8.23 Neighbourhood Hubs were also established to cover the seven Local Partnership areas to support people with the impacts of Covid-19, including support accessing food, befriending support, a mobile library service and other practical support. This was delivered in partnership with Engage Renfrewshire, Renfrewshire HSCP and Renfrewshire Leisure, and supported by volunteers from the Covid-19 Volunteer Reserve Bank.
- 8.24 To help with isolation and allow access to good and services, officers have also coordinated Renfrewshire's allocation of devices and connectivity as part of the Connecting Scotland programme to support digital participation, with over 15 partner organisations in Renfrewshire receiving an allocation of devices.
- 8.25 Children and Families Social Work continued to support service users with the highest levels of needs and risks. Whilst social work offices were mainly closed, a single office remained open with senior management cover each week day. Home visits for all children on the child protection register took place at least fortnightly in all but exceptional cases (for example, where a household was displaying Covid-19 symptoms, or a child was shielding). Contact was then managed in other ways.
- 8.26 Regular contact was also maintained between social work staff and all looked after children and care leavers. There have been no specific dates provided for the resumption of 'normal' social work services in the national routemap, but the service will continue to risk assess and implement distancing measures as appropriate, in line with generic national guidance.

Planning for the future

- 8.27 Our data analytics team have been working closely with partners at a local and national level on a Community Impact Assessment which will analyse the available data in terms of risk, infection levels, positive cases and death rates to help us understand the trends, identify any critical areas and inform our Covid-19 response. This work will continue as a solid

understanding of the likely medium to long term impact on communities will take time to emerge and officers will continue to review national and local data to identify trends and insight to support the Council and our partners' operational and strategic responses.

- 8.28 However, with the existing research, analysis and understanding of our communities across Renfrewshire described in this report and working alongside our community planning partners, we are in a good position to ensure our policy response, our collaborative recovery planning and our combined support takes due cognisance of the particular needs of vulnerable groups, as we work together to rebuild following this crisis.
- 8.29 We will continue to develop Neighbourhood Hubs in partnership with local community groups and organisations and develop the role of volunteers. This will be important to our ability to respond flexibly to any future lockdowns. This work will also link to our planned community impact assessment and as we continue to work closely with our partners to review activities in relation to poverty and inequality, social isolation and loneliness in light of our shared experiences and learning through the pandemic and subsequent lockdown.
- 8.30 We are finalising the Council's digital strategy and refining this to reflect the changes and opportunities which have arisen in the way we work and engage with others and the readiness to take forward new initiatives.
- 8.31 An Economic Recovery Plan is also being developed with a focus on inclusive growth and wellbeing. With national support for employability becoming clearer in the next month or so, the service will undertake a reprofiling exercise to ensure that the best possible services are provided to those who need them most.
- 8.32 In addition, our Procurement Team, working in partnership with services are restarting tendering and award of contracts. As the recovery progresses, procurement officers are contacting existing contractors to discuss the delivery of targeted community benefits, particularly supporting Employability and work placement / training initiatives.
- 8.33 We are acutely aware of the impact on our communities of the pandemic - of those who have sadly been bereaved, who have struggled through isolation, have lost their income, have had their health impacted through this crisis, have supported their children and young people with home learning or have contended with other challenges made more difficult by the pandemic and consequent restrictions . Across services, and with our partners, the Council continues to support our communities and develop our operational and policy response both now and as we continue to move through the recovery route map.

9. Pulling together the Report

- 9.1 Due to Covid-19, the development of the Report has been both delayed, and different to the process last year. With many HSCP, NHS GGC and Council staff redeployed, the report has been based mainly on one to one meetings prior to Covid-19 and email collection of information during lockdown.
- 9.2 Prior to the pandemic lockdown a workshop was also held which brought together from staff from a variety of Council services, Renfrewshire HSCP, NHS GGC and our 3rd Sector partners, including the project leads from our Tackling Poverty Programme. Presentations at the workshop included Prof John McKendrick from SPIRU and Ruth Cooper, Renfrewshire

Council's economic Development Manager. Information on tackling poverty work, business as usual and projects was captured and exchanged.

- 9.3 The benefits of a workshop bringing together different services and organisations were recognised last year, and this was expanded to include speakers, to reiterate the importance of child poverty reduction and, provide information on plans for poverty reducing actions across services and beyond, which led to calling for closer working in future, better links and referral tools. This is a planned future action which will have a positive impact and further our Community Plan.
- 9.4 Renfrewshire HSCP supported the development of the Report, with information on local initiatives. Greater Glasgow and Clyde Health Board have had more direct contact with Renfrewshire Council's Partnerships and Inequalities team and other Council teams this year. Their pan-GGC child poverty action co-ordination network has met at intervals throughout the year and has provided a forum for sharing evidence and learning across NHS GGC's six partner local authority areas, including Renfrewshire and the network has developed a set of long term objectives (see Appendix E). Activities at the network in 2019/20 included workshops on employability, housing and childcare. Input to the narrative of the report has also been provided by NHSGGC.
- 9.5 Renfrewshire's Local Child Poverty Action Report focusses on each of the identified drivers, giving narrative examples of some key work under each driver, some planned activities and priorities and then lists further activities in table format as appendices. Non-driver, enabling work which will feed into the target to eradicate Child Poverty by 2030 is also included.

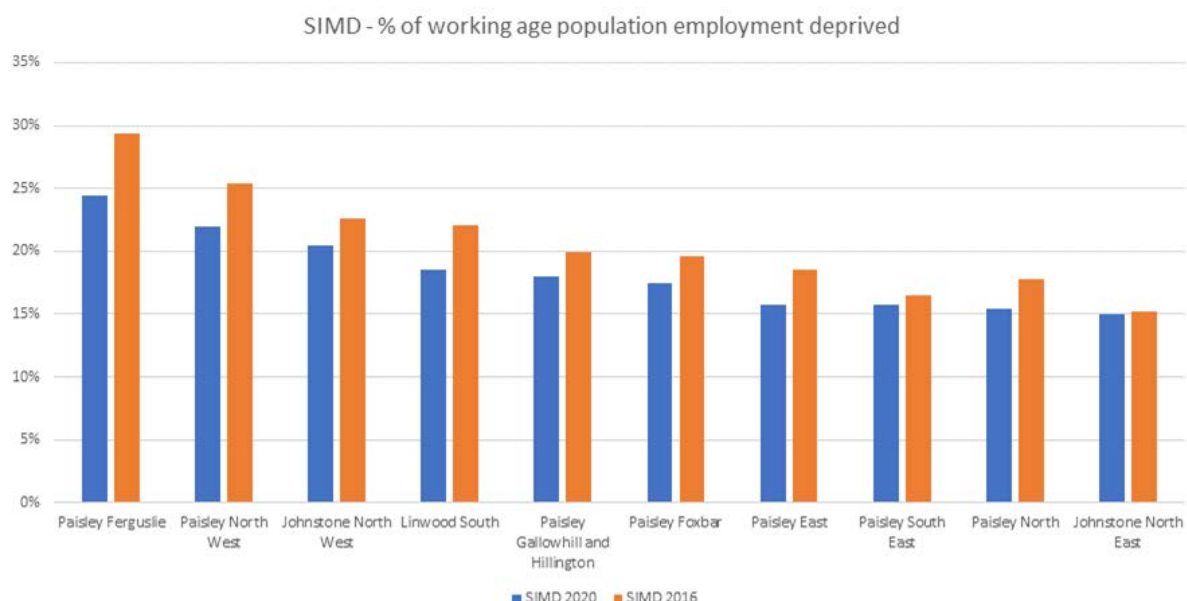
Future Reports

- 9.6 We have reported on known, planned and future actions under each driver where possible. The Covid-19 pandemic has impacted on plans and will continue to do so for the foreseeable future. Safeguarding our most vulnerable families has been the Council's priority, with the necessary short-term planning and decision making that entails. As we move forward, we hope future reports will include more robust future plans.

10. Driver - Income from Employment

- 10.1 Renfrewshire Council wants Renfrewshire to prosper and grow. We want to attract and create more higher-skilled, higher-paid jobs, and ensure our local people have the skills to access them. Through growing the economy we will positively impact on the quality of lives of all of the people of Renfrewshire, tackling inequalities and disadvantage by providing them with the tools to find work, stay and progress in work and improve well-being.
- 10.2 'Every Child Every Chance' The Scottish Government delivery plan on Tackling Child Poverty reports that employment remains the best route out of poverty and we have a number of initiatives and activities that will increase income from employment in the area. 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.
- 10.3 The table below shows the ten most employment deprived intermediate zones for those of working age in Renfrewshire as identified by the 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.



- 10.4 Maximising economic opportunities for people to fully participate in the economy as well as recognising the wider social role employment offers, is key to improving the economic performance and tackling inequality. As mentioned in part 6.6, Renfrewshire Council has launched its Economic Development Strategy for 2020 – 2030. This will be further augmented by an Inclusive Growth Strategy for Renfrewshire to be launched in 2020.
- 10.5 The Inclusive Growth Strategy will engage a wide range of partners in ensuring growth combines increased prosperity with greater equality and creates opportunity for all and distributes the benefits of increased prosperity fairly. The Renfrewshire Local Employability Partnership (LEP) has identified 8 target groups to be the priority groups to ensure we deliver inclusive growth. These groups will be targeted by the Parental Employment Support Fund.

Parental Employment Support Fund

- 10.6 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 will provide 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. This will also assist in meeting the increasing challenge of in-work poverty, targeting support to help parents already in jobs support through the provision of training and employability support to remain active in the workplace and gain progression through a rewarding career.
- 10.7 Parental Employment Support Fund targets the key family groupings identified in 'Every Child, Every Chance'.

The key target groups are:



PESF Delivery in Renfrewshire

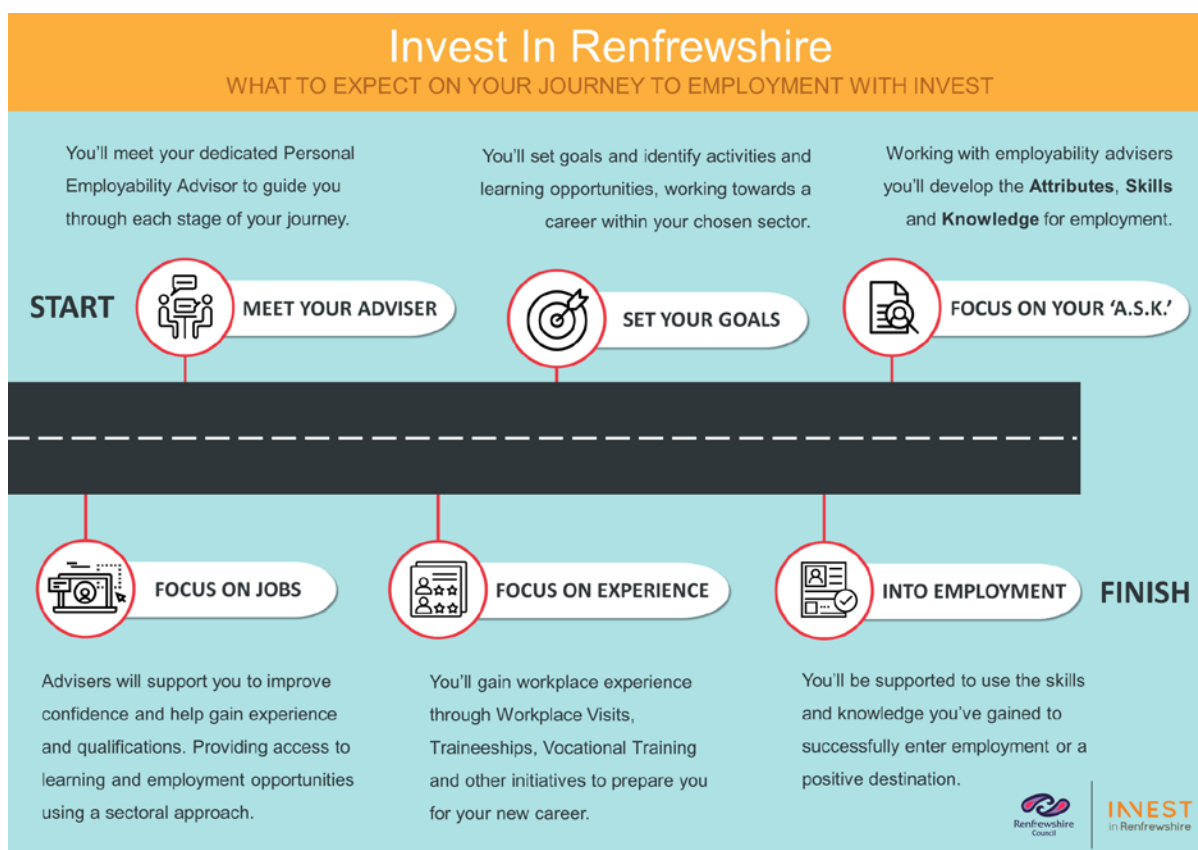
- 10.8 A keyworker for unemployed people and 2 keyworkers for employed people will be funded through this programme to ensure that specific resources are available for both groups. The role of the keyworker will be to guide and support the clients through an employability programme of support which includes assessment of skills, identifying potential career opportunities, employability workshops and support, groupwork for confidence building, CV support and how to prepare for interviews. Invest will also support the following:
- identify, and work towards, an employment goal
 - Fund training or new skills to enhance employment prospects
 - Provide financial advice on how to maximise income and benefits
 - Help to job search and prepare for interviews
 - Link to employers looking for staff with the client's skills and experiences
 - Increase income from employment
- 10.9 PESF Funding will be used for activities such as driving lessons to support people working on low incomes in Care and other areas where these could lead to an increased hourly rate and/or more responsibility. Where there is a clear correlation between upskilling and promoted posts, training provision will also be purchased. Developing new skills and abilities through funded training and traineeship hours will help build skills, CVs and confidence. There has also been liaison between NHSGGC human resources department on their employability initiatives to attract parents on low income and local authority parental employment support fund developments across NHSGGC.
- 10.10 The PESF Project will reduce gender inequality and improve the prospects for women within their workplace by offering access to accredited vocational qualifications which will improve employment and increase earning capacity. The project will mainly target women with the focus on improving pay. This will directly be contributing to reducing gender inequality and will have a positive impact on the gender pay gap. We will continue to promote the Living Wage to local employers and traineeship opportunities created by PESF will all be paid at the Living Wage rate.
- 10.11 The gender pay gap in Renfrewshire is significant with males earning, on average £57.50 more than females each – this gap is lower than in Scotland (£92.90) however action is required to close the gender gap in Renfrewshire. We will aim to deliver some higher-level qualifications to move more women into professional and managerial roles. We also aim to target the 5 C sectors: Cleaning, Catering, Care, Cashiering, Clerical where pay can be low within the private sector and support participants to move to better paid employment within the public sector or at a higher level within the private sector.
- 10.12 The employment rate in Renfrewshire prior to the Covid Pandemic was 76.7% (Scotland Rate: 74.1%) and the employment rate for people with a disability was 43% (Scotland Rate: 45.6%). We recognise that the disability employment gap is higher in Renfrewshire than in

Scotland. A Fairer Scotland for Disabled People: Employment Action Plan, sets out the ambition to reduce the disability employment gap and in Renfrewshire this is one of our strategic aims. The PESF will also provide resources to take positive action to support disabled people into employment or improve employment for those in work.

- 10.13 Fair work and inclusive growth underpin all activities of Renfrewshire Council's employability service by developing a partnership with the local business base to create tailored opportunities by signing a partnership agreement to pledge to deliver a range of opportunities including work experience, mock and guaranteed interviews and industry awareness sessions to enable employers to enhance the employability journey for the people we support. We also promote the Living Wage via The Scottish Business Pledge and Renfrewshire Council leads by example as a living wage employer. The PESF will also target eligible people on zero-hour contracts to secure more stable and better paid employment.
- 10.14 Renfrewshire has a range of investment opportunities; £274million of Glasgow City Region City Deal to improve transport connections and create conditions to attract jobs and opportunities; development of the Advanced Manufacturing Innovation District Scotland (AMIDS) placing Renfrewshire at the heart of manufacturing; significant investments which will transform cultural venues and boost tourism which will create jobs. The Renfrewshire economy is strong, and we are working to ensure the emerging opportunities through investment can be accessed by the people we support who are unemployed, inactive or experiencing in work poverty, increasing household incomes and improving circumstance for Renfrewshire's children who are currently living in poverty.
- 10.15 Covid-19 has impacted our plans, however one PESF Adviser has been in post since November 2019 and two advisors and the Co-ordinator have been appointed but not yet progressed into these positions. The intention is this will progress as planned and anticipated as quickly as possible. These advisers will be placed with our Invest in Renfrewshire service.

Invest in Renfrewshire

- 10.16 **Invest in Renfrewshire** is Renfrewshire Council's Employability Service which aims to reduce unemployment and support business growth within Renfrewshire. Aiming to support families into employment, Invest offers a wide range of opportunities to support people to gain the attributes, skills and knowledge to move from unemployment to employment. The service is available for people of all ages from those furthest from the labour market to those who are closer. Invest provides a bespoke service to support individual to achieve their goals and develop the skills they require to do so.
- 10.17 The service recognises that all journeys towards employment are unique to individuals and a dedicated employability adviser supports individuals along every step:



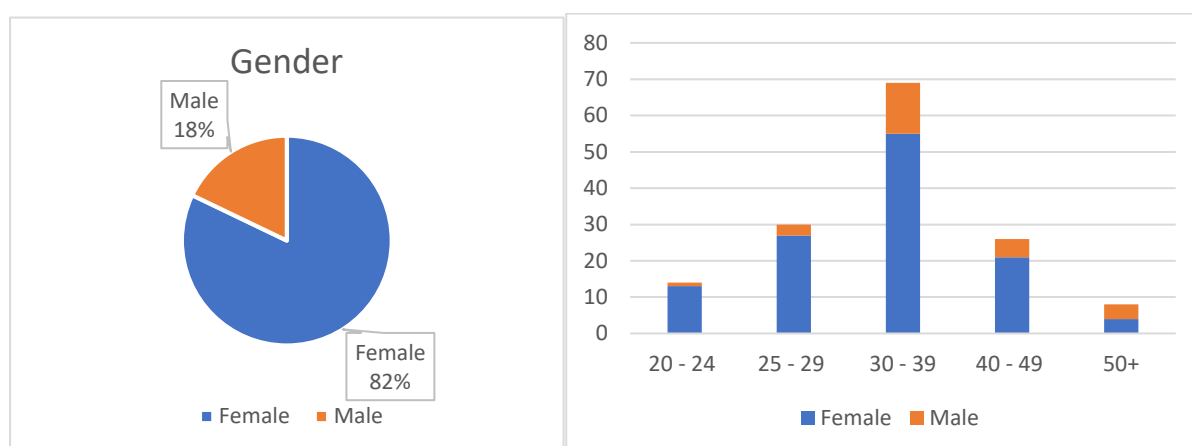
10.18 There are a wide range of supports and interventions offered to facilitate and support the journey towards and into employment. Invest in Renfrewshire offered tailored supports which include the following:

<p>Advice & Guidance</p> <p>Financial advice, personal budgeting and debt management Better off in work information Career options</p> <p>Support</p> <p>Health & wellbeing Confidence Building Funding: Travel, childcare, training 1-2-1 support from a dedicated Employability Adviser</p> <p>Assistance to Secure Employment</p> <p>CV Development Job Applications Interview preparation Job clubs to support job search Support & encouragement</p>	<p>Training</p> <p>CSCS First Aid Manual Handling Food Hygiene IT Training Tailored training linked to vacancies Sector Specific Training – care, administration, construction, manufacturing, customer service</p> <p>Vacancies</p> <p>Job matching Tailored training Recruitment</p>
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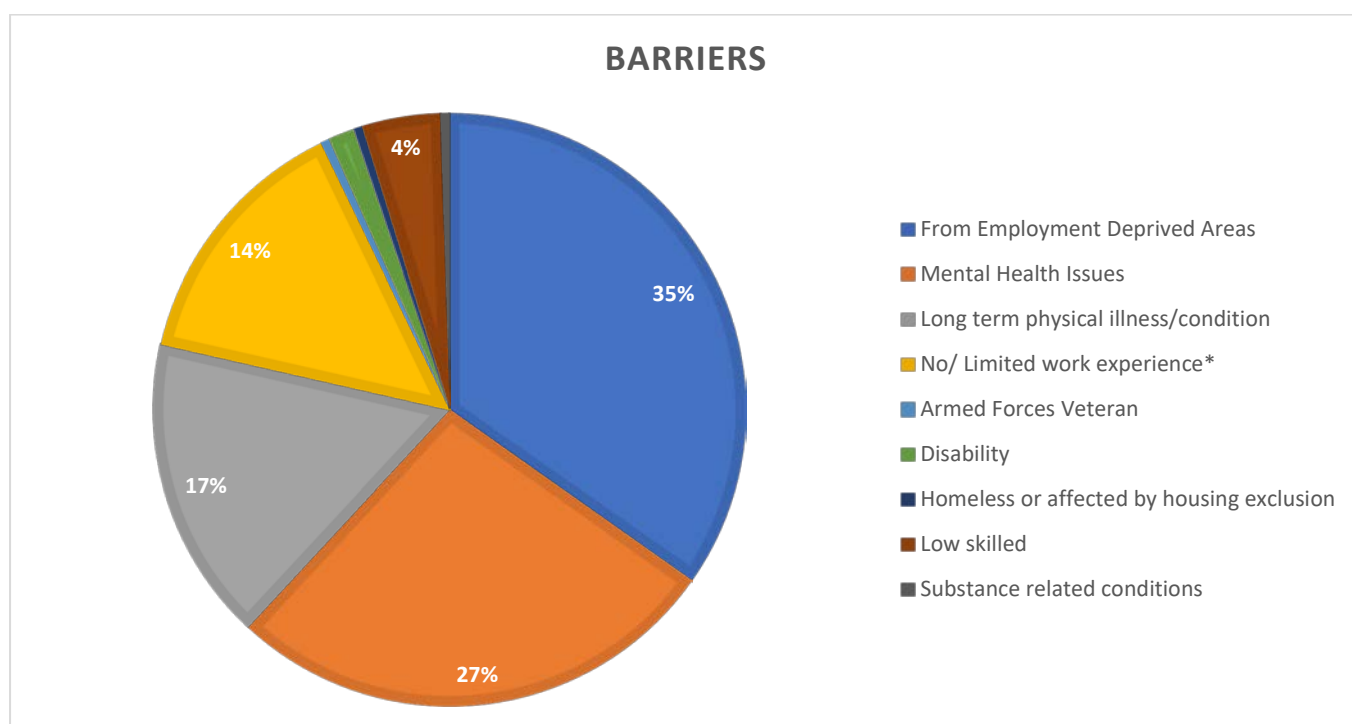
10.19 During the period 1st April 2019 and 26th March 2020, Invest registered 151 clients who are part of a household with dependent children with 102 of these being lone parent households. Clients are referred from a number of different sources, with DWP being the source of most referrals (66%). Clients can also self-refer, and Invest attends Job Fairs and Community events, as well as advertising on social media. Self referrals account for 24% of clients.

Client Profile

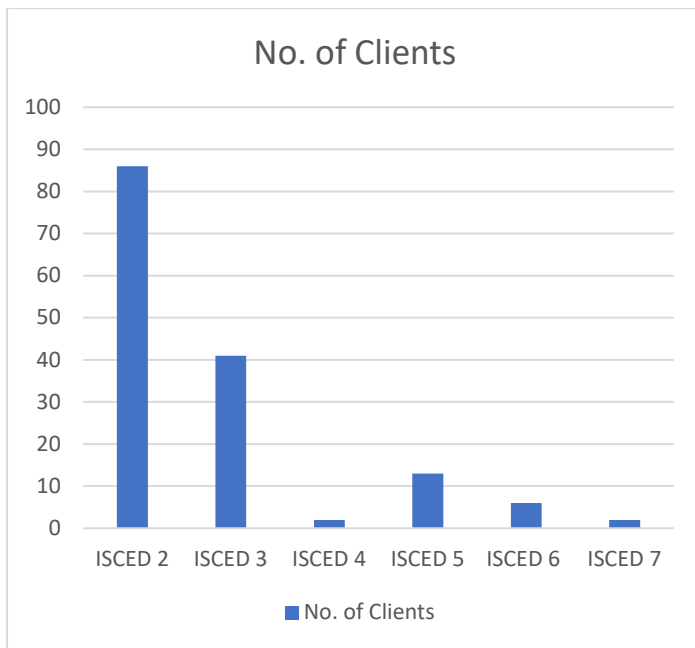
10.20 The majority of clients with families, are female and within the 30 – 39 age bracket.



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



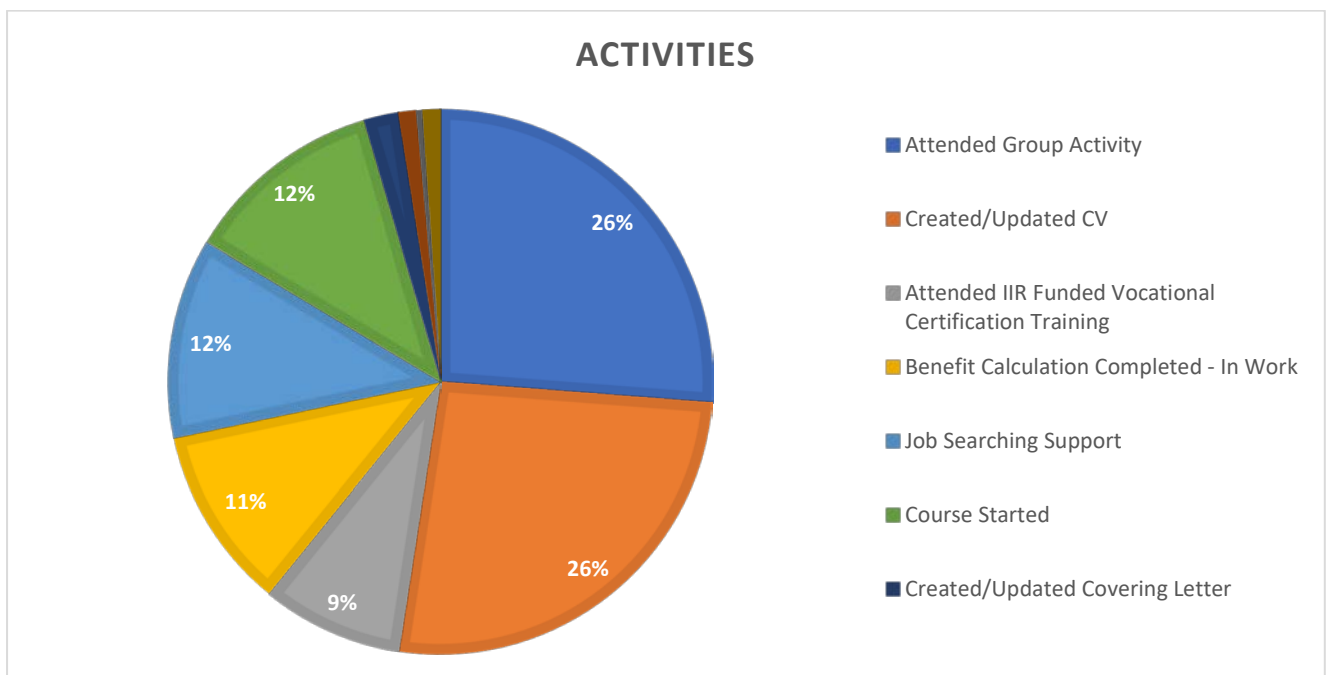
As can be seen from the graph below over half of the clients registered with the service also identify as having no advanced qualifications.



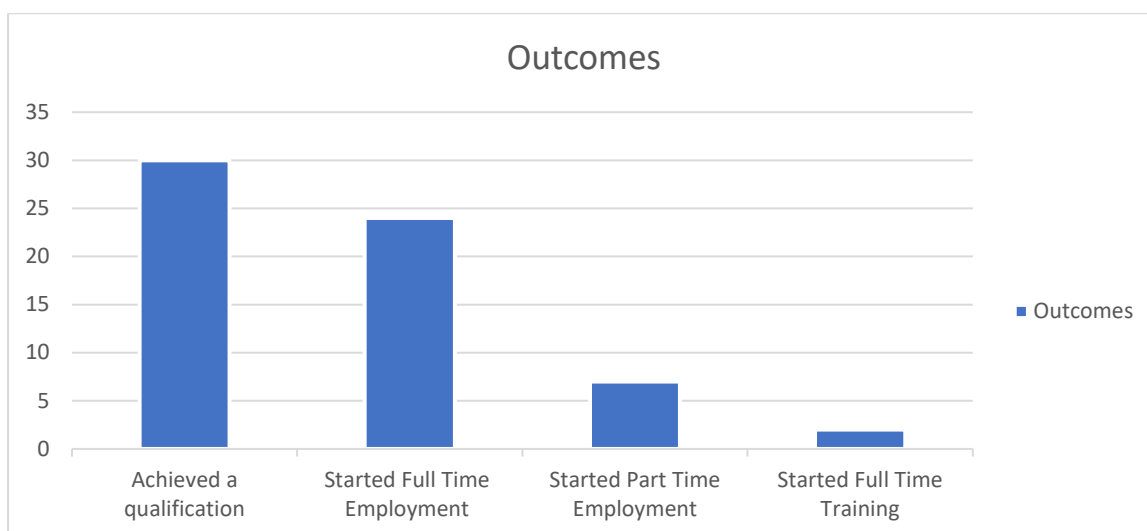
Key for ISCED Levels

ISCED 2 – National 4/Standard Grades
 ISCED 3 – National 5/ Higher/Advanced Higher
 ISCED 4 – no direct match to Scottish qualifications
 ISCED 5 – HNC/HND
 ISCED 6 – Degree
 ISCED 7 - Masters

- 10.21 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 such as First Aid which enhance and develop the attributes, skill and knowledge required to support progression into sustainable employment:



- 10.22 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 2019/20, 25% of new participants progressed into employment with a further 50% still actively working with the service.



HSCP

- 10.23 Renfrewshire HSCP Planning and Public Health team have contributed to increasing awareness of employability and the associated health impacts for patients with staff and partners. As reported in Year 1, The Employability Pipeline model has been developed as a framework to support the effective delivery of employability services. Organisations work collaboratively to support and progress each individual through their personal pathway towards, and into, a positive destination.
- 10.24 Renfrewshire HSCP Planning and Public Health team, have 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. In 2019/20 the resource was distributed to Mental Health, Addictions, Allied Health Professionals, Family Nurse Partnership and Community Connectors staff. The resource was also distributed with employability specialist's partners including Invest in Renfrewshire, DWP and third sector partners Recovery Across Mental Health staff.
- 10.25 Recognising the importance of employability and the impact it can have on health outcomes. As a result the Renfrewshire HSCP Planning and Public Health team supported a partnership between NHSGGC Physiotherapy Service and Invest in Renfrewshire to support individuals with Musculoskeletal (MSK) problems access employability support. As a result of this partnership 12 people with MSK problems have received specialist employability support on offer by Invest in Renfrewshire to move along the employability pipeline.
- 10.26 The HSCP Planning and Public Health team has also 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. Since setup in January 2020 5 individuals have been referred by HSCP Mental Health and Addictions teams for support to progress along the Employability Pipeline.

Advanced Manufacturing Innovation District Scotland

- 10.27 The Advanced Manufacturing Innovation District Scotland (AMIDS) is another initiative which is expected to boost employment and skills within Renfrewshire. AMIDS will be based next to Glasgow Airport and is expected to put Renfrewshire at the heart of Scotland's

manufacturing industry. Renfrewshire Council are leading the district's development in partnership with Scottish Government and Scottish Enterprise and it is estimated it will create up to 6,000 jobs and boost Scotland's manufacturing sector by £535million in GVA a year.

- 10.28 A 52-hectare campus at the heart of the district will house companies harnessing new technologies and accessing cutting edge research, and work has started on constructing the enabling infrastructure, which includes new roads, bridges, cycling routes and pedestrian walkways which is funded through the £1.13 billion Glasgow City Region City Deal, jointly funded by the UK and Scottish governments.
- 10.29 This work was scheduled for completion in early 2021, although this has been delayed due to Covid-19, and will also strengthen connections to nearby Westway Park, Scotland's largest fully enclosed industrial distribution and office park, and to Inchinnan Business Park, home to more than 30 businesses.

Living Wage

- 10.30 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. Renfrewshire Council is committed to the Living Wage and recognises the differences payment of the Living Wage can make to the lives of its employees and in tackling low pay by contractors who provide services funded by the council. 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.
- 10.31 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.
- 10.32 Businesses which are signing up to Invest in Renfrewshire are given advice regarding the accreditation process. At the moment we have **71** accredited living wage employer, an increase of **14** on last year. We are continuing to work with local businesses, the Living Wage Foundation and Community Planning Partners to increase this number.

Care Experienced and Looked After Children and Young People

- 10.33 The Scottish Government and local authorities are committed to ensuring that all care experienced children and young people receive the vital support they need to improve their life experiences and their opportunities, including educational attainment and outcomes. This is underpinned by the Getting it Right for Every Child (GIRFEC) approach. Renfrewshire Council recognises that care experienced children and young people are more likely to participate in risk taking behaviours and are more likely to be living in poverty. Through a range of initiatives, Renfrewshire Council is committed to help them achieve their full potential.
- 10.34 Feedback from care experienced young people prompted the development of our **'Family Firm'**, an approach was funded in its first two years by Renfrewshire Council's Tackling Poverty Fund.

- 10.35 This approach, which was fully described in last year's Report, provides a suite of interventions to support and enable care experienced young people to develop employability skills. It co-ordinates opportunities for corporate parents to help our care experienced young people to secure training and employment.
- 10.36 Family Firm targets the most vulnerable Looked After Children prior to leaving school and supports them in a series of practical ways. This includes forging relationships with local private sector employers and promote the provision of mentoring, training, work experience and employment opportunities. Benefits checks are also carried out to ensure working will not mean a reduction in income.

Employability Driver - Future plans

Start Up Street

- 10.37 Our economic development team are developing a new project to help businesses take the important, but sometimes anxious step into their first commercial premises. Working jointly with London Youth Support Trust, a charity which specialises in supporting young entrepreneurs from deprived backgrounds, **Start-Up Street** involves vacant Renfrewshire Council-owned units on one Paisley street being adapted into a range of low-cost, high-quality digitally-connected workspaces for up to 20 businesses.
- 10.38 Businesses based here will benefit from an on-site business advisor, training space and a shared reception, with each company able to rent the space for up to two years, and lease costs incrementally increased until they are ready to move to an alternative commercial space in Renfrewshire.
- 10.39 Work has been ongoing, although delayed by the Covid pandemic, and it is expected that the units will be ready for tenants during 2020/21.

11. Driver - Cost of Living

- 11.1 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.
- 11.2 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

- 11.3 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.
- 11.4 Renfrewshire Council has applied for and secured funding through the Scottish Government Energy Efficient Scotland Area Based Scheme for 2020/21, which aims to tackle fuel poverty and improve energy efficiency of Scotland's housing stock.
- 11.5 £1,654,486 of funding has been awarded and this will be blended with Renfrewshire Council's own funding to install External Wall Insulation, as part of a full external works package to mixed tenure blocks. Residents of 424 properties within mixed tenure blocks will benefit from these works in Renfrewshire throughout 2020/21. These works should significantly reduce energy bills for residents.
- 11.6 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.
- 11.7 In addition, the Youth Officer with the Homeless Prevention team helps young people aged 16 - 24 sustain tenancies through a variety of intervention types including mediation. This includes:
- 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)

This includes where referred by other housing providers, Social Work etc. where the team will help young people resolve issues in order to stop eviction or better sustain tenancy.

Affordable Credit

- 11.8 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.
- 11.9 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.

- 11.10 RACA has also worked with Trading Standards Scotland to focus on discouraging use of illegal lending and 'loan sharks' in Renfrewshire.
- 11.11 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. It is intended that Credit Unions will be promoted as part of Renfrewshire Council's developing Staff Financial Welfare Strategy, 'Money Mindful'.

Energy

- 11.12 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 health, learning and enjoyment of life.
- 11.13 We all need to pay for energy, but people can struggle with their bills and there are many ways to reduce these. From simple energy advice and grants for vulnerable people, to external insulation schemes, to installation of cheaper, more efficient energy systems. In Renfrewshire we, and our partners, work across all these areas.
- 11.14 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. Although the service predominantly works with families, including kinship carers, with children up to 8, the Advocate will help families with children of all ages.
- 11.15 The service, which was described in our Year 1 report, is client focussed and the Advocates have a varied range of remedies to help vulnerable families. Advocates will make a series of visits to clients to understand and resolve their issues. The advocates also refer to wider advice services where they recognise a client needs more help than energy advice.
- 11.16 This year, our advocates have also attended partnership events, such as Renfrewshire Affordable Credit Alliance events to promote their service and also provide general advice about energy issues. The Advocates service in 2019/20 has saved 565 clients over £168,000 in ongoing savings and £66,723 in write offs and Warm Home Discounts. Families First alone referred 141 families, saving them approximately £34,000 in ongoing savings and almost £12,000 in one-off savings.
- 11.17 During 2019/20 **Renfrewshire HSCP Planning and Public Health** has also carried out work to reduce energy costs and bills. The team co-ordinated with Home Energy Scotland to deliver interventions within the Renfrew Health and Social Care Centre. The interventions aimed to support staff and visitors of the centre to increase their knowledge on how to minimise their costs of energy in their homes, give free packs and sign up those eligible to the warm homes discount scheme.
- 11.18 They also promoted availability of support from Money Matters on fuel costs to targeted individuals who have severe financial and health needs. The Free Access to Bankruptcy (FAB) and Free Access to (fuel) Top-ups (FAT) Fund responded to the needs of people to be

free from the worries of being in debt and can provide access to energy top ups for eligible individuals who have prepayment meters. In 2019/20 Money Matters supported 47 clients in Renfrewshire to receive £2,559.56 in financial gains.

- 11.19 In addition, on NHSGGC Acute sites access to fuel poverty advice and interventions is available for all patients in partnership with Home Energy Scotland.

Community Food

- 11.20 Having worked with partners to increase the availability of community food in Renfrewshire, when Brexit Food was offered by FareShare, through Scottish Government funding, the Council was able to quickly to get that food delivered to local community groups who could distribute to those in need. Council officials visited FareShare and facilitated meetings between FareShare and interested organisations, which allowed organisations such as Active Communities, STAR Project and Home-Start Renfrewshire and Inverclyde to provide food to vulnerable families.
- 11.21 Active Communities in particular used the free food as a 'hook' to engage with families, combining this with donated clothes, sanitary products and toiletries to run a Takeaway Thursday initiative, which was launched during Challenge Poverty Week. The initial toiletry collection was carried out with Renfrewshire Council staff as a tool to highlight hygiene poverty in the run up to Challenge Poverty Week.
- 11.22 Council Officials have continued to work across community organisations to ensure community groups know where and how and to access free food supplies, and support them with relevant advice and promotion. This has led to an increase in the availability of food for families in need.
- 11.23 Renfrewshire Council has also continued to support Renfrewshire Foodbank by providing grant funding of £10,000 from the Welfare Reform budget, in recognition of the difficulty Universal Credit delays can cause for those claiming. Most local Foodbank attendees do so because of changes or delays to their benefits.

Cost of the school day

- 11.24 The Cost of the School Day fund continues to help families by giving schools a budget to support the costs for pupils from low income households. The funding has allowed pupils to engage with some school activities that may otherwise have been out of reach. Educational trips, art materials, homework support packs, including exam past papers and home economics cooking costs are the kind of costs that have been met and the pressure has been taken off families in a discreet and sensitive way. For the year 2019/20, £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

- 11.25 Work around digital exclusion, first included in our digital strategy as described in last year's report, has continued in 2019/20. Our free wifi provision in town centres has enabled digital participation and all Renfrewshire's libraries, community centres, leisure facilities and residential homes have free internet access.
- 11.26 The Digiteers (digital volunteers) service in our Libraries provides a range of assistance including help for those wishing to claim benefits online, use comparison websites to reduce costs, or simply take part in an increasingly digital society. The libraries service has also

linked with Paisley YMCA to offer free coding and STEM activities to young people aged 8-17. These young people also receive a free snack.

- 11.27 Our digital directory, which is in paper form as well as online, indicates where to access free wifi, PCs, tablet drop-ins, CV help, and learning centres offering free classes and IT courses. The directory is distributed to organisations and Council locations Renfrewshire wide.
- 11.28 Our **Adult Learning and Literacies Service (ALLS)** continues to provide computer and internet access for job searches. Staff help with CVs, updating 'find a job' and with emails and application forms through Work Clubs. ALLS also offer courses on IT skills for work, to build confidence in using office and work based computing packages as well as SQA Core Skills ICT SCQF level 4. These courses are offered in community locations, and a free creche, staffed by qualified childcare workers, is available to those taking part.

Sanitary Products

- 11.29 Renfrewshire Council has worked with FareShare and our TSI, Engage Renfrewshire to obtain supplies of free sanitary products for community groups for distribution. The sanitary products were funded by the Scottish Government. Originally Engage agreed to be the anchor organisation to take delivery of sanitary products, with organisations such as Home-Start coming to pick these up. Engage advertised the service through their newsletter, inviting organisations who work with those in poverty to order through them. As numbers increased, and storage became more difficult, FareShare has continued to deliver directly to organisations and Engage has encouraged them to sign up through regular promotion of the service. This has also been promoted at Advice Partnership Renfrewshire meetings and through other networks.
- 11.30 The community service was in place prior to the introduction of the Council free sanitary product introduction, again funded by the Scottish Government. For ease of set up and cover throughout Renfrewshire, it was decided to provide free sanitary products in all Renfrewshire libraries, Town Halls and sports facilities. Marketing was developed to promote the free products and this was shared with community organisations receiving the FareShare supply, to ensure a consistent 'Renfrewshire' message.
- 11.31 Going forward we will be looking at wider coverage and more environmentally friendly products.

Cost of Living Driver – Future Plans

Staff Financial Welfare Strategy

- 11.32 During 2019/20, work commenced on a staff financial welfare strategy, 'Money Mindful' for Renfrewshire Council staff. The Council as an employer recognises the role it plays in the mental and financial wellbeing of the workforce, and wants to support employees to be financially capable and confident. By encouraging staff to look at their financial health, we can help prevent physical and emotional issues developing.
- 11.33 It is recognised that Council employees have varying needs, from those who run out of money before payday and use high cost and payday lenders, those who have no savings and want to build a 'buffer' for life's emergencies, to those who are more comfortable and are looking to maximise savings and pensions. There are also staff that are already in difficulty with debt or struggling with high bills.

- 11.34 It is envisaged that the strategy will help employees manage their money, whether saving, budgeting, retirement planning, making good decisions with regard to credit options or providing support for those who are finding it difficult to manage their money, and will help a culture develop where staff start to feel comfortable speaking about money and financial worries without feeling stigmatised.
- 11.35 Staff engagement to inform the strategy was started just prior to the start of lockdown, so this piece of work is currently paused. This work will resume in 2020/21 and will be able to reflect the changing financial circumstances that many of our staff will now be facing.
- 11.36 NHSGGC have also consulted with staff around money worries. This research found many staff experience difficulties. A range of actions include money advice in attendance management processes, payslips, nursing registration and staff money advice clinics have been put in place to support staff.

NHSGGC – Pregnancy Pathway

- 11.37 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.

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

- 12.1 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.
- 12.2 This year, especially, with the continued roll out of Universal Credit and the introduction of new benefits from Social Security Scotland, organisations are working together to ensure clients not only know about benefits, such as Best Start Grants, but are actively encouraged and assisted to apply. Support has included digital assistance, money advice including budgeting for rent payments and continued partnership with the local Social Security Scotland team to spread the word to local organisations and individuals.
- 12.3 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

- 12.4 Advice provision in Renfrewshire contributes to all drivers of child poverty. By providing better off calculations it can help those seeking work, 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.
- 12.5 In Renfrewshire, the Council has its own Advice Works service, which provides advice on money and benefits and links with a wide variety of partners and provides outreach services to ensure relevant advice gets to those who need it, whether families in need, carers or

those with cancer. They also provide Families First staff in our most deprived areas, Claimant Support Officers in our local Jobcentre Plus offices and advisers in our employability service.

- 12.6 In 2019/20 this service was contacted by nearly 13,000 people and took on 4433 clients as cases including 1247 benefit appeals and mandatory reconsiderations. This appeals work resulted in gain for clients of £5,424,006. The gain from welfare benefit claims was £23,253,711 leading to a total verified financial gain from welfare benefits for clients £28,677,717. Debt managed for clients through money advice amounted to a further £3,189,739.
- 12.7 Within the priority groups, the numbers seen for the year were as follows:
- Lone Parent: 439
 - Disabled Adult/Child: 168
 - Larger family: 50
 - Minority Ethnic: 175
 - Child under 1: 233
 - Mother under 25: 49
- 12.8 Renfrewshire Council also funds Renfrewshire Citizens Advice Bureau (RCAB) to provide a wide variety of advice. RCAB provides general advice on issues including: money, benefits, debt, housing and employment along with free legal advice. In addition, funding has also been awarded to RCAB to assist with the expected rise in demand for advice due to Universal Credit roll out.
- 12.9 This year 907 clients with children have received advice from RCAB. This includes 408 single parents. £1,682,211 has been gained for clients in respect of welfare benefits and £913,992 in respect of money advice.
- 12.10 RCAB provide regular appointments at Renfrewshire's Disability Resource Centre, specifically to provide advice to those with disabilities in a fully accessible setting they also attend the local 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.
- 12.11 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.
- 12.12 In addition, Acute financial inclusion services from across NHSGGC include Renfrewshire. The SNIPs financial inclusion service, the Children's Hospital and Adult Acute financial inclusion services all provide direct support and advice about welfare benefits, debt advice, fuel poverty and food insecurity. The SNIPs financial inclusion services also has a vital advocacy support service

Families First

- 12.13 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.
- 12.14 The service supports families to maximise their income and manage their debts through embedded income advisers. As mentioned at 11.14, 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.

- 12.15 Families First takes a holistic approach to supporting families by providing a single point of contact for parents, grandparents and carers. This year the service generated £1,689,926 for 191 families, by assisting with over 1000 issues, such as Best Start Grant claims and benefit checks.

Claimant Support Officers

- 12.16 The partnership between Renfrewshire Council and DWP through our local JobCentres is valued by both organisations. There are many examples of close working - Council officers attend the DWP Customer Representative Group and DWP are part of the Council's Welfare Reform Leads Group. Renfrewshire Council also provide Claimant Support Officers in Renfrewshire's three JobCentres, where their role is to maximise income from benefit by working directly with jobseekers.
- 12.17 Claimant Support Officers, who are fully trained Advice Works staff provide appropriate advice with regard to money and benefits, including ensuring claims to free school meals and help with school uniforms are made as well as personal budgeting support. Officers also offer advice on and help ensure Discretionary Housing Payments and Council Tax Reduction are claimed by all those entitled.
- 12.18 From April 2019 'Help to Claim' funding was provided to Citizens Advice Bureaux, for supporting Universal Credit clients up to the date of their first payment of the benefit. This includes internet access and help to submit claims. Although in Renfrewshire, this role would have been carried out by the Claimant Support Officers, due to the time limit on the service there is still a need for Claimant Support Officers who can take referrals for anyone attending the Jobcentre at any time during the duration of their time in receipt of benefit.

Healthier Wealthier Children

- 12.19 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.
- 12.20 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. By working with families and pregnant women, the advice worker can maximise income for the family.
- 12.21 Renfrewshire HSCP Planning and Public Health 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. From 1st April 2019 – 31st March 2020 HWC received 557 referrals, an increase of 46 on the previous year and generated additional income of £1.16m for families across Renfrewshire which is an increase of nearly £275,000. Referrals to the project were received from many partners across Renfrewshire including Renfrewshire HSCP Health visiting teams, HSCP Specialist Children's services and community midwives.

Refugee Resettlement Project

- 12.22 Renfrewshire's Refugee Resettlement Project was described in last year's report, however as the refugees become more settled in Renfrewshire, their needs change and the Project has evolved. The project is unique in its approach amongst local authorities in Scotland and offers a person-centred, holistic service to Syrian refugees to support them to settle in Renfrewshire This support lasts for 5 years from arrival.

- 12.23 Families are now living in various locations across Renfrewshire and receive assistance with maintaining their tenancies in the community, whether that be through the local authority or a registered social landlord. The level of support varies depending on the individual needs of each family. Some are more vulnerable than others and therefore receive a more intense package of support. This is constantly under review and can be increased or reduced as required. Support from the team follows them through their time here until the point where they apply for Indefinite Leave to Remain (ILR).
- 12.24 We are already providing additional support to the first families who will apply for ILR in November 2020, ensuring they have appointments booked with immigration specialists, who will advise them throughout the process.
- 12.25 As Refugees are dispersed into the community, we have set up a number of surgeries in local amenities such as the Tannahill Centre and Glenburn Library. Included in this work is an opportunity for face to face contact with our Welfare Rights Officer who has been part of the team since April 2019. This valuable resource enables us to ensure a full income maximisation assessment is carried out for every family, in particular when there is a change in circumstances which can impact on their finances.
- 12.26 Links with the Adult Literacy and Learning Service helps with English and other learning, and the Project works with a variety of partners including HSCP teams, to ensure the best start for families who have lost everything before arriving in Renfrewshire. The majority of our adults who attended ESOL classes have now progressed to college. As a result of this we are working more closely with the college to provide a level of learning which everyone can build upon. The classes are more structured and require greater commitment from the Syrians, which many of them have embraced. This has had a positive impact on our learners and has produced positive results.
- 12.27 This is a very fast moving service which changes constantly to ensure the needs of the Syrian families are addressed in line with the SLA we have with the Home Office. We continue to encourage our families to make the most of themselves and their surroundings in the hope they will successfully achieve the right to remain here in the UK and potentially go on to gain UK citizenship.

NHS Greater Glasgow and Clyde

- 12.28 NHSGGC recognises that the factors that impact on most people's lives are beyond health services and relate to income, social class, education and deprivation. However poverty damages health and poor health increases the risk of poverty. NHSGGC has robust evidence that health settings are a non-stigmatised and cost-effective way of ensuring people experiencing poverty can get money advice.
- 12.29 Programme 2 of the NHSGGC Strategy 'Turning the Tide Through Prevention', mentioned at 6.8, aims to tackle the fundamental causes of poor health and of health inequalities and mitigate their effects. This programme includes the following two actions which are relevant to tackling child and family poverty:
- Work in partnership with others to mitigate and prevent health inequalities which have been caused by poverty (including child poverty), income insecurity (debt, low wages, labour market conditions) and the impact of welfare reforms.
 - Provide advocacy, health intelligence and facilitation to the new Social Security Agency to maximise people's access to best start and benefits and ensure recurring funding for proven successful co-location models such as in Deep End practices,

- 12.30 These actions have been used to develop planned activities to ensure NHSGGC can deliver on these expectations and the expectations of the Public Health Scotland to tackle poverty and health inequalities. NHSGGC has demonstrated over a number of years that universal routine enquiry around money worries, co-location in health services and direct referral to money advice services is a non-stigmatising and cost-effective and this is one of the ways NHSGGC and Renfrewshire Council have been working together to increase the income and reduce the outgoings of families in Renfrewshire.
- 12.31 This year **Renfrewshire HSCP** and **Advice Works** worked together to deliver a pilot embedding advice in two GP's surgeries. Using evidence from the Community Connectors programme to show at which surgeries the need for money and benefit advice was greatest an advice worker was placed at the St James surgery in Paisley and at Linwood Health Centre. 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.
- 12.32 In addition NHSGGC issued Best Start Grant information to staff in maternity and health visiting services and quality improvement action initiated to improve uptake and also to increase referrals to money advice services. As part of the SNIPs financial inclusion service, direct access pathways have been set up to prevent sanctions and issues of conditionality for women.

Improving the Cancer Journey

- 12.33 The Macmillan Improving the Cancer Journey (MICJ) project got off to a positive start in Renfrewshire in January 2020, 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.
- 12.34 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.

The service helped almost 70 people in the period to 31 March 2020 with a variety of services and financial gains, such as benefit claims and Macmillan grants.

Income from Social Security and benefits in Kind - Future Plans

Council Tax Reduction Review

- 12.35 Claimant numbers for Council tax Reduction (CTR) have decreased by approximately 700 over the last two years. Whilst it is not immediately apparent why numbers have decreased, the roll out of Universal Credit may be one reason. Those not claiming CTR when they are entitled have less money in their pockets as they are paying more Council Tax than they should. Debts for the family can also mount up. Council Tax debt has been a common amongst those seeking debt advice and the amount owed by those who sought advice from Renfrewshire CAB and Advice Works in 2018/19 was £619,065.
- 12.36 Renfrewshire Council is tackling this in a number of ways. When the 2020/2021 Council tax bills went out in March 2020, they had an enclosure reminding people that Council Tax reduction is available and how to claim it. A campaign has also been designed around this, with press and social media releases.
- 12.37 In addition, a full examination of internal processes is planned, looking at making things as easy as possible for prospective claimants. Stakeholders, such as Registered Social Landlords are involved in this review.
- 12.38 A Working Group is examining taking CTR applications by phone, as increased digital may be a barrier for some. The review will also look at increased automation of the process, including linking other benefits, such as Free School Meals in a much more holistic way. We are also working with the Scottish Government and DWP to look at where we can share data, purely to allow better benefit maximisation. Many of the new Scottish Social Security benefits are payable where another benefit is payable – whether Universal Credit, and Housing benefit or Council Tax Reduction, and we are actively pursuing wider data sharing, where appropriate, to obtain the best outcome for the customer in regard to income maximisation. This would ease payments of, for example, Best Start Grants and the new Child Payments when available.

Work with Social Security Scotland

- 12.39 We have worked closely with Social Security Scotland throughout 2019/20. They are already part of our Advice Partnership, and Local Delivery Teams are now located within Renfrewshire Council HQ. We intend 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. We are working with the agency to increase application for Best Start Grant from Renfrewshire, and will do the same with other benefits as they come online.
- 12.40 NHSGGC will 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

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

- 13.1 Work has been ongoing throughout 2019/20 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 and with young carers were 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.

Attainment

- 13.2 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.
- 13.3 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.
- 13.4 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. Local outcomes and indicators for each project have been developed along with a growing evidence base. A summary of highlights from 2019-20 are detailed below.
- 13.5 All 49 primary schools have a pupil tracking and monitoring system to effectively monitor the poverty-related attainment gap alongside data mentors in every primary school and principal teachers in raising attainment in each secondary school help to build staff expertise in data analysis.
- 13.6 A partnership has been established with Professor Jo Boaler from Stanford University to develop a positive mathematical mindset culture in Renfrewshire. 19 teachers and teaching staff took part in a leadership, mindset and school environment summit while visiting Stanford University earlier this year. Following this, a series of maths camps were hosted where children from different schools collaborated with each other on maths related activities and tasks culminating in a showcase of their work in a Celebration event for their families. One P6 pupil said: *"Maths is so fun because there are lots of different ways to do the one sum. So, you aren't wrong even if you do it a different way from someone else. I like doing the Maths Mile because it gets you fit and you get to do maths, so it's fun."*
- 13.7 Family Learning recognises the role of the parent as the first educator. Initiatives such as Parents in Partnership and the Pizza Learning programme increase the capacity of parents to support their child's learning at home and gives confidence to parents to engage with schools. This year, our parental engagement strategy has been revised and launched to encourage strong parental involvement and family learning across all establishments.
- 13.8 Health and wellbeing continues to be a priority. The Promoting Alternative Thinking Strategies (PATHS) programme continues to be successfully implemented in 26 settings. One teacher said, *"I have recently moved from another Education Authority and I have been so impressed with the PATHS Programme and how it is embedded in our school."*
- 13.9 In addition, Place2Be continue to provide school-based counselling services in 7 primaries and 1 secondary school. These services are supporting improvements in the emotional wellbeing of children, young people, staff and families. In addition, Place2Be provided professional learning and consultation sessions on 'Creating a mentally healthy school' for senior leaders and class teachers in targeted primary and secondary schools.
- 13.10 We continue to provide opportunities for young people to develop leadership skills and increase levels of pupil participation. 162 young people from 7 secondary schools participated in the CANI Leadership programme between October 2019 and February 2020. Most children and young people reported an increase in confidence in general, feeling better about their communication skills, a steady and sustained increase in their hopes and

aspirations, an improved understanding of how to deal with conflict and increased confidence in offering opinions.

- 13.11 Our highly effective leadership programme for staff continues to build resilience and supports succession planning. The provision of high-quality professional learning for current and aspiring leaders ensures that at all levels, leaders have the opportunity to gain insight into the demands of the roles and develop a greater knowledge and understanding of formal leadership responsibilities.
- 13.12 The Care Experienced Children and Young People fund is an additional resource provided to fund initiatives and interventions aimed at improving educational outcomes for care experienced children and young people, aged between 0-26, with the overarching aim of closing the poverty related attainment gap. As part of our corporate parenting strategy, we are working in partnership with Barnardos to deliver the Aberlour Attain Mentoring Service for care experienced children and young people. Aberlour have 70 volunteer mentors and 55 children and young people matched to mentors. One young person said, *"It's great talking to someone that is really interested in me and what I have to say"*
- 13.13 The percentage of 2018/19 Renfrewshire school leavers in a positive destination is 95%. This is an increase of 2 percentage points since 2017/18 and an increase of 4 percentage points over 5 years. The attainment gap in the percentage of school leavers achieving SCQF level 5 in literacy and numeracy has continued to decrease. The gap has reduced by 14 percentage points in both literacy and numeracy since 2014. This reduction in the size of the gap is due to strong increases in attainment of children and young people living in the 20% most deprived areas.
- 13.14 As a result of the pandemic, there has been no update to the Curriculum for Excellence (CfE) data which is used centrally to analyse improvements in attainment and achievement in the broad general education (BGE). However, our qualitative evidence continues to demonstrate the strong impact that the Attainment Scotland Fund approaches, including Pupil Equity Fund (PEF), is having on improving learning and teaching, health and wellbeing and raising attainment for all while closing the poverty related attainment gap.

Early Action System Change

- 13.15 Early Action System Change is a 3 year £1m project funded by The National Lottery Community Fund's Early Action System Change Fund aiming to address the root causes of inequality. Partners Engage Renfrewshire, Dartington Service Design Lab and Renfrewshire Council are tackling 2 priority issues; coercive control in adolescent relationships and emotional wellbeing. The project is divided into 3 phases and Phase 1, which has been completed, involved collaboration with 12 voluntary sector organisations in researching lived experiences of the priority issues and asked how young people and their families would like to see services improve/change.
- 13.16 The organisations involved in Phase 1 were Action for Children, Active Communities, CREATE Paisley, Kibble, Linstone 20/20, PACE Theatre Company, Paisley YMCA, Renfrew YMCA, Renfrewshire Youth Voice, RISE (Children First), STAR Project and Youth Interventions. These organisations, working across range of interests such as digital, arts, sports, poverty groups, housing, young people with experience of living in care and with convictions, used a variety of methods to consult with young people to establish the prevalence of coercive control in Renfrewshire and current response. For example:
- 13.17 **Action For Children (Moving On)** engaged with young men who had served custodial sentences at Polmont YOI about their experiences. Their aim was to understand the

prevalence of coercive control in the young men's personal history, their present circumstances, and the impact their understanding of appropriate behaviour in relationships had on their decisions around offending behaviour. Most had some experience of trauma in their history as well as appreciable levels of alcohol/substance misuse and violence.

- 13.18 **Active Communities** worked with 140 young people in schools and found that 76% of the young people they met didn't know how to get help and who they would trust if they were experiencing violence in a relationship.
- 13.19 **RISE** (Respect, Inclusion, Strength, and Empowerment) via Children First are a group of young women aged 13-18 who have accessed Children First Abuse and Trauma Recovery Service. The members share common themes particularly in relation to their experiences of abuse, coercive control and unhealthy relationships with the aim to take action, raise awareness and influence policy. They produced an Open Letter to Renfrewshire on the issues of healthy relationship and coercive control, which won a creative arts competition at the recent Renfrewshire Open Mind Festival. They identified one main issue to influence policy; schools' response to coercive control in young people's behaviours.
- 13.20 All organisations explored young people's experiences of the issues and began to generate ideas for service prototypes. Supported by Engage, who coordinated the reports at the end of their research and hosted a debrief meeting, organisations presented Phase 1 findings at an Early Action System Change Learning Event, attended by 130 people including voluntary and public sector practitioners, young people and families
- 13.21 Providing local voluntary sector organisations with the opportunity to explore these 2 priority issues has been hugely beneficial to their understanding of the challenges their client groups face, and how they might be addressed. Coercive control in adolescent relationships is a relatively new phenomenon, but by the end of Phase 1 the extent of the issue was far better understood. Furthermore, organisations developed ways to open conversations and discuss the issues with young people and their families, particularly parents. Phase I (considered to be wide and shallow) is now completed. Phase II (considered narrow and deep) will take place during 2020/21.

Young Carers

- 13.22 As described in last year's Report, Renfrewshire Council's Young Carers' Strategy recognises that young carers tend to have poorer outcomes in terms of their physical and mental health, academic attainment and achievement of positive post-school destinations. Renfrewshire has a Social Worker dedicated to young carers, and has developed a sector-leading web-based approach (an app) to providing young carers with their statutory entitlement to a Young Carer Statement. More than **170** young people with caring responsibilities have accessed a Young Carer Statement since implementation of the new duty in April 2018.
- 13.23 Renfrewshire Council has a contract with Renfrewshire Carers' Centre to provide outcome-focussed support services to young carers. Working in close partnership with partners in Renfrewshire Leisure and the HSCP, we continue to deliver a comprehensive suite of support services to individuals and groups of young carers, such as first aid, mindfulness and exercise classes. More recently, following consultation with Young Carers, an allotment plot has been secured and a walking and swimming group have been established.

- 13.24 In addition following a successful bid for funding through the Lens Project a number of female Young Carers were able to take part in a weekly “Girls Group” which focused on supporting the Young Carers to improve their mental well-being.
- 13.25 Following the introduction of the Young Carers grant by the Scottish Government in 2019, a number of Young Carers in Renfrewshire have been supported to apply for the grant which has supported them to improve the quality of their lives.

Community Benefits

- 13.26 The Community Benefits process has been used to great effect to feed into Renfrewshire’s work to ensure all young people leaving school have a positive destination. An example of this is the **“My future pathways programme”**. After visiting over 100 anticipated senior school leavers, it became apparent that a number of young people were interested in a career in construction and were faced with a barrier/gap in the curriculum. The Construction Craft school programme offered by West College Scotland (WCS) is open to 24 young people in Renfrewshire. However, WCS had over 128 apply for the course with over 70 pupils interviewed, so over 100 young people missed out.
- 13.27 In order to support the young people who were not successful in gaining a place, our Development Officer for Engaging Learners in Children's Services piloted the My Future Pathway Programme - Construction. This programme was designed for young people to take part in a number of work-based learning opportunities which aim to support the young person in their route into employment.
- 13.28 These opportunities have been delivered through the community benefit forum, previously mentioned at 6. 31, and young people signed up and were supported by Children’s Services and Invest in Renfrewshire (CSCS card and applications). It was the aim of the winter programme to better prepare a young person’s knowledge of the construction sector & trades in order to aid them in applying for Modern Apprenticeships/entry level positions and the young people on the pathway are currently preparing for the CSC and SVQ H&S Level 1 certificate. On completion of both elements, they will undertake a 2-week placement with CCG, a local construction company. The pathway culminates in the young person having a guaranteed interview for CCGs apprenticeship programme. For those young people who are not successful in gaining a Modern Apprenticeship (MA) with CCG, we have a guaranteed interview for a college place.
- 13.29 There have been a number of success stories to date, with a number of MAs secured. The pathway programme has had a really positive impact on the lives of these young people which includes two care experienced young people and one young carer. We have seen 100% attendance from the five pupils who are on PT timetables or who had previously completely disengaged from school.
- 13.30 Due to the success of the pilot, the programme will be continued. Contractors supporting the programme through Community Benefits offered include CCG, Engie and Dalton Demolitions.

Mental Health and Wellbeing Strategic Partnership

- 13.31 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.

- 13.32 Although the organisations have a longstanding and strong working relationship including over 20 years of providing services together, the strategic partnership is a unique way of working for both partners – research, identifying change in the community and service design will be led by those at the core of the system – children and young people.
- 13.33 The Mental Health and Wellbeing Strategic partnership will tackle the causes and not just the symptoms of mental health, focusing on Prevention and Early Intervention, by reducing the risks so all children and young people have improved life chances and are more able to fulfil their potential. Input from children and young people, practitioners and partners in Renfrewshire will drive the initiative.
- 13.34 The partnership aims to improve fundamental social and economic structures in the local community, in order to decrease stresses and barriers and improve supports that allow young people in Renfrewshire to achieve their full potential.
- 13.35 Between March and May of 2019 Barnardo’s Scotland ran consultation workshops and focus interviews with over 70 children and young people from the local area; over 65 practitioners, and 26 strategic partners across Renfrewshire, asking for views on mental health and wellbeing services and supports, identifying good practice and where there were gaps.
- 13.36 The workshops identified aspects of life that can cause mental health in young people; where service provision could be implemented early to tackle those areas; looking at and using services that may already be in existence in the local area, and building on local assets and strengths.
- 13.37 Further workshops are planned which will give children and young people the opportunity to present their views working with practitioners and in peer groups. The consultations and workshops will shape how to tackle the causes and not just the symptoms of mental health. The partnership will work within communities to identify where changes must be made with the long term objective being, that fewer children and young people in Renfrewshire will require support for severe, complex or persistent mental health disorders.

14. Work carried out predominantly by partners

- 14.1 In last year’s report we provided information on child poverty work and initiatives carried out by partners. While those partners, the YMCA, Barnardo’s... are still carrying out that work, in this report we are highlighting the work of different partners to illustrate the variety of work going on in Renfrewshire. Many of these partners have received funding from the Council, others work with us on projects and take part in networks like ‘Our Children’ and activities which help reduce child poverty.

Engage Renfrewshire

- 14.2 Engage Renfrewshire is Renfrewshire’s TSI. 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 as well as facilitating a wide variety of anti-poverty work.
- 14.3 One new project that will start in April 2020 is the New Buddies Network (Paisley residents are nicknamed Buddies). Funded by the National Lottery Community Fund for 2 years, a New Buddies Network Officer, based at Engage Renfrewshire, will act as a social advocate for Renfrewshire’s minority groups. This approach builds on recent research conducted by the

Scottish Community Development Centre in Renfrewshire on behalf of local partners from a range of organisations, including Renfrewshire HSCP, Renfrewshire CPP, Engage Renfrewshire and Renfrewshire Effort to Empower Minorities (REEM). Its key driver was the need to respond to increasing diversity in the population arising from factors such as the increase in size of the settled BME population in the area as well as the Council's commitment to resettling Syrian refugees. This research was part of the Scottish Government funded Widening the Welcome Project.

- 14.4 The officer will deliver a programme which will reduce isolation in our ethnic minority communities and improve the wellbeing of participants by increasing access to learning resources and reducing the barriers to social opportunities that have been described clearly by our target communities.
- 14.5 With a wide remit, the officer will Encourage ethnic minority community members to engage with relevant services, voluntary sector support and advice groups and to understand and connect with the aims of Scottish Government and Renfrewshire Community Planning Partnership. The Officer will target hard to reach groups, linking them to other services and networks and tackling barriers. Organisations such as DWP, Renfrewshire Citizens Advice Bureau, health professional and schools and colleges have been engaged early in the development of the New Buddies Network. It is expected that 1,000 people will take part in the project over its life, and this will be evaluated using set of indicators developed for the project.

Home-Start Renfrewshire and Inverclyde

- 14.6 Home-Start is an organisation which 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. The trained volunteers who carry out the service are usually parents themselves and they visit, support and assist families who have at least one child under five. The service supports families who are coping with a wide range of difficulties – physical and mental health, social isolation, parenting, children's behaviour, relationships, unemployment, debt as well as accessing relevant services such as housing, literacy and welfare benefits.
- 14.7 When a family is referred, through, for example, a health professional or Social Work, a thorough, face-to-face assessment of family need is made. This allows the volunteer to tailor their intervention to family need. This need may change over time, and the service is flexible to facilitate any emerging requirements. Volunteers visit at a time which suits the need of the individual family (including evenings and weekends) and average length of support is nine to eighteen months. The services provided are wide-ranging, offering both practical and emotional support. Home-Start is working with many of the families in identified as priority due to higher risk of child poverty:

Priority families	% of families 2018-19	% of families 2019-Feb 2020
Lone Parents	31%	42%
Disabilities (adult or child)	17%	26%
Mums under 25 years	10%	10%
Minority Ethnic Families	21%	20%
Child under 1 year	28%	19%
Pregnant mums	21%	25%
Larger families (3 + children)	20%	18%

- 14.8 Active signposting and advice, hand-holding and benefit form completion are provided along with a hardship fund for families experiencing financial crisis, free sanitary products and home goods such as nappies and children's clothes and buggies which are donated by volunteers or by members of the public through our social media platforms. Home-Start in Renfrewshire also was one of the organisations that agreed to distribute 1 tonne of the 'Brexite Food' funded by the Scottish Government in 2019/20, providing food to families who needed it at the time of their usual home visit, so reducing stigma for those families. In the 6 months of June 2019-Dec 2020 Home-Start provided Renfrewshire families: 63 food parcels; 36 'Coats for Renfrewshire Kids'; 530 items of children's clothing and bedding; 101 Kitchen utensils; 200 Christmas Gifts; 10 prams and buggies; 16 items of household furniture. The service also runs groups and events, which help build a support network for families and reduce isolation.
- 14.9 In partnership with Klas Care who provide premises, the service runs a weekly Dad's group for fathers with young children, a monthly Twins Group and a Cooking Group (run in partnership with Families First Ferguslie). A Walk and Talk group also operates in Paisley. Annual Summer trips and Christmas parties enable parents and children to enjoy shared experiences which many are otherwise unable to afford.
- 14.10 In Renfrewshire, within the last year, Home-Start supported 93 families, working with 198 children. This was carried out through the work of 75 fully trained volunteers. The families have reported progress in areas such as Parenting Skills and Family Management, with families reporting loneliness and isolation reducing from 65% to 7% after using the service and those struggling in running a home reducing from 47% to 1%.
- 14.11 The service, which receives funding from Renfrewshire Council, operates throughout Renfrewshire and both addresses Adverse Childhood Experiences and supports better perinatal mental health and parental-child attachment through Video Interaction Guidance. The service both takes student placements, from, for example, Health and Social Care, and invests in its volunteers, a percentage of whom go on to find paid employment. It refers onto Adult Learning services and 16 supported parents have attended 10 Lessons for Life learning in the past 6 months, while two volunteers have recently moved into full-time employment. Going forward Home-Start hope to secure funding to expand their service, and, for example, have applied to the Scottish Government Benefit Take-up and Income Maximisation funds to increase this part of the service.
- 14.12 Home-Start has been evaluated. The paper, Volunteer-led family intervention: a UK national programme, October 2019, by Philip Sugarman and Kamal Chudasama, reports data collected from 300 local Home-Start charities across the UK. The study shows a large improvement effect demonstrated in levels of coping across a range of family needs.

Klas Care

- 14.13 The Scottish Government's Tackling Child Poverty: first year progress report (2018 to 2019) states that availability of flexible childcare is improving slowly, but that more needs to be done to ensure the offer is flexible enough to enable parents to increase their income from employment. Klas Care are a social enterprise offering flexible and affordable childcare from two sites in Renfrewshire. Based in Linwood and Johnstone, they offer families bespoke childcare contracts to help counter in-work poverty.

- 14.14 Klas care offer breakfast clubs, after school care and playschemes during all school holidays. They are fully flexible, allowing parents who work shift patterns and those who have changing part-time hours to use, and pay for, only the service they need.
- 14.15 The organisation supports the social health and wellbeing of children, with 186 families accessing their services. They also act as a community hub, allowing organisations with similar values that support children to use their premises. For example, Home-Start Renfrewshire run their Dad's Group there on a Saturday morning, where fathers can bring their young children to take part in fun activities and grow in confidence as parents. Home Start also hold their Twins Group and Chef's School there.
- 14.16 The Linwood location also hosts a guitar teacher who gives free lessons to local children in the evenings.
- 14.17 For real, practical assistance to children in poverty, Klas Care picks up food from local supermarkets, which would otherwise be thrown out. This allows them to offer food to families in a non-stigmatising way. They use the food to prepare meals and snacks for the children and leave any excess at the door so parents can help themselves on the way out, no questions asked.
- 14.18 They also offer very flexible payment options, built around individual families. For example, there can be a delay in payment for families receiving Universal Credit. Klas Care will work with the family, find out when they expect payment, and work around that, so families don't need to borrow from 3rd parties. The service also promotes Cost of the School Day funding to families, and acts as a go-between, where families may be too embarrassed to approach the schools to access this funding themselves.
- 14.19 They have also been in contact with Social Security Scotland, and will work with them to ensure families using their services access any benefits they are entitled to.
- 14.20 Feedback from schools is that pupils who attend Klas Care have higher attainment than other children and achieve more at school. Klas Care are very much part of the network in Renfrewshire which looks to improve the lives of children, taking part in the 'Our Children' network and working with other organisations to ensure the best start for children in Renfrewshire.

15. Tackling Child Poverty – Future Plans

- 15.1 The Covid-19 pandemic has highlighted the difficulties facing those living in poverty, and it is expected that due to rising unemployment more of Renfrewshire's citizens will experience lower incomes as well as other issues. At the start of the pandemic Renfrewshire's communities, churches, organisations and businesses have shown a willing to work together to provide support to those in need.
- 15.2 Renfrewshire's Tackling Poverty Programme for 2020/21, Year 3 was agreed at Leadership Board in February 2020 prior to the pandemic lockdown. The Programme continues the activity which was developed for Year 2 which sustained key projects, supporting people on low incomes, with a focus on low income families with children.
- 15.3 The Programme and associated tackling poverty work that goes on in Renfrewshire will continue and will be reviewed and evaluated to make sure delivery models are the most

effective in responding to quickly changing circumstances, especially for our families and young people.

- 15.4 We will continue to work with partners, in communities and across all services to ensure the changing needs of those living in Renfrewshire are met throughout the lockdown due to the pandemic and beyond.

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 is working to use 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 which includes better off in work calculations, practical financial advice, access to financial fitness training and debt advice. This can be accessed when required by individuals to improve household incomes. This intervention is important to ensure income maximisation and promote the incentives, offered form Universal Credit, when participants progress to employment.	RC Invest in Renfrewshire/Advice Works	Numbers/Demographics/Client Financial Gain/Debt managed	All unemployed, but especially 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. They also organise regular Jobs Fairs in conjunction with the Employers. These can attract around 500 vacancies and over 1,000 people looking for work. Mock	RC Invest in Renfrewshire	Numbers sourced/Numbers attending/demographic/ numbers of job	All

Interviews are offered too to help the individual's chance of getting the job.		vacancies/number vacancies filled	
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
Work clubs providing access to computers and internet for job searches. Staff help with CVs, updating 'find a job' and with emails and application forms.	RC Adult Learning and Literacies Service	Verbal and written evaluations take place.	Unemployed adults aged 16+ years; adults wishing to improve their job prospects and increase their income.
English for Speakers of Other Languages – Developing language skills to support effective communication in everyday life, including helping children with homework, attending college and job application.	RC Adult Learning and Literacies Service	Verbal and written evaluations take place.	Minority Ethnic and all non-English Speakers. One particular strand supports Refugee families.
IT skills for work – to build confidence in using office and work-based computing packages. This covers data handling, communication and data analysis functions and techniques.	RC Adult Learning and Literacies Service	Verbal and written evaluations take place.	All
ALLS offer a tutor Psychology Taster course guiding students through 2 free online units offered by the Open University. Certification from the Open University is available on completion of each online unit.	RC Adult Learning and Literacies Service	Verbal and written evaluations take place.	All

The SQA Core Skills ICT SCQF level 4 accredited unit is offered by ALLS.	RC Adult Learning and Literacies Service	Verbal and written evaluations take place.	All
Access to IT for job searches/CVs etc in all 12 Renfrewshire Libraries and other Council locations including the Home Exchange Shop.	RC Customer and Business Services/ Housing and Renfrewshire Libraries (Renfrewshire Leisure) (RL)	User numbers	All
‘Digiteers’ provide free coaching sessions on a one-to-one basis for those who need help with basic IT skills available at all 12 Renfrewshire Libraries.	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 contains a number of different actions: Procurement ensure living wage is a key indicator of fair practice, Contractors which supply employees pay them the Living Wage, contracted providers pay care staff Living Wage. RC works with Poverty Alliance to progress Living Wage plan. Invest in Renfrewshire discuss with Employees.	RC/Poverty Alliance/Contractors/Invest in Renfrewshire	Numbers of Living Wage accredited employers.	All employees
There are three City Deal infrastructure projects in Renfrewshire. A City Deal Community Benefits Strategy has been developed to help suppliers embrace the ethos of City Deal with regards to employment, for example developing the young workforce through apprenticeships and ‘Working Matters’ for residents in receipt of health-related benefits beginning the journey to long term employment.	RC Invest in Renfrewshire	Community Benefits are evaluated as part of the tendering process and specific requirements may be stipulated within contract specifications. Achievement is monitored on a regular basis.	Targeted to priority groups
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
The Neighbourhood Environmental Training Team (NETT) consists of Invest in Renfrewshire Trainees who are seeking employment. These Trainees tend to have gaps which preclude them from moving directly into employment, including lack of	RC Invest/Housing	Trainee Starts – 20. Progressions to employment 13 = 65% successful outcome rate.	Those with barriers to employment.

experience, lack of specific skills, few or no relevant qualifications, as well as other barriers, ranging from low confidence or self-esteem up to physical and mental health issues. Paid the living wage, NETT provide Environmental Support across the whole of Renfrewshire, with particular emphasis within known 'hot spots'. Their work, in the main is directed by requests from Housing Officers who identify areas where environmental work, grass cutting etc is needed.		9 of the 13 trainees progressed directly into employment with Renfrewshire Council and 4 into employment with a Renfrewshire based business The job outcome rate increased by 5% in 2019/20.	
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 premises, 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/MJC Law	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
In Jobcentre Plus offices, better off calculations are done for those seeking to access work and referrals between Officers and Work Coaches for advice relating to employment (both ways), including child care support.	Claimant Support Officers/DWP	Numbers receiving calculation/information	All unemployed/underemployed
Increasing employability through volunteering, including promoting Volunteer Friendly and Saltire Awards	Engage Renfrewshire (3 rd Sector Interface)	Numbers of volunteers/outcomes	All
Project Search is a college-based employability programme for young people aged 17 - 26 with a learning disability and/or autism who want to find work of 16 hours or more per week. The programme is a mixture of college study, with students	RC/Invest/Glasgow Clyde College	Outcomes post programme.	Young people with a learning disability

working toward achieving a recognised qualification in employability and practical work experience. Students gain up to 600 hours of work experience across 3 placements mainly within Renfrewshire Council, with some available with local businesses.			
Linstone Housing offer a Car Club with vehicles to hire in Linwood and Johnstone. The club costs £5 to join and £3 per hour, and can be used to get to interviews. (Cheaper for Linstone Tenants) The Club was expanded in 2019, with a new location added.	Linstone Housing Association- additional car funded by Transport Scotland ' <i>Plugged-In Households Grant Fund</i> '	Numbers of members/usage	All
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
CV and Job Search drop ins to help people with CVs, covering letters and job searches	Our Place Our Families	Drop-in numbers	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 run in Renfrewshire Libraries 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 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. Invest in Renfrewshire. DWP.	Training interventions delivered to increase skills and knowledge of the resource with HSCP service staff including Mental Health, Addictions, Allied Health Professionals, Family Nurse 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.	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 Community Connectors as part of Renfrewshire HSCP Social Prescribing project. Those receiving support from Invest in Renfrewshire and RAMH.
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.	Renfrewshire HSCP Planning and Public Health Team. Renfrewshire HSCP Community Mental Health Team. Renfrewshire Drug Service. Integrated Alcohol Service. Invest in Renfrewshire.	Sessions to promote the single point of contact where delivered and Employability resources distributed among the teams. 5 Individuals had been referred for support from Invest in Renfrewshire from Addictions and Mental Health teams from Jan- March 2020	Participants / Patients who are accessing Mental Health and Addictions Services.
Members of the Renfrewshire Local Employability Partnership (RLEP) health subgroup, led by the HSCP Planning and Health Improvement Team collaborated to identify the barriers to	Renfrewshire HSCP Planning and Public Health Team. Invest in Renfrewshire. DWP.	RLEP mapping report was developed and discussed at RLEP meeting.	Individuals in recovery or experiencing mental health issues.

work and services required to improve employment outcomes for those in recovery or experiencing mental health issues.	Recovery Across Mental Health. RLEP Health Sub group.		
Renfrewshire HSCP supported implementation of a pilot project to test approaches to support those furthest from the labour market in Renfrewshire into roles within the NHS in partnership with NHS GGC and Invest in Renfrewshire.	Renfrewshire HSCP Planning and Public Health Team. NHS GGC. Invest in Renfrewshire.	24 individuals from Renfrewshire completed the training, with 19 gaining jobs as a result of being part of the programme.	Individuals in Renfrewshire furthest from the labour market who often have one or more significant barrier to employment. These include but are not limited to: disability, mental health issues, low education attainment, homelessness, care leavers, carers, a criminal record and low aspirations.
Renfrewshire HSCP promote Scottish Government funded Fair Start Scotland specialist employability services, including open days to staff within Mental Health and Addiction services.	Renfrewshire HSCP Planning and Public Health Team. Renfrewshire HSCP Community Mental Health Team. Renfrewshire Drug Service. Integrated Alcohol Service. Invest in Renfrewshire.	Renfrewshire HSCP mental health and addictions staff attended Fair Start Scotland open sessions and found out more about the service on offer for Renfrewshire residents and referred patients for support when appropriate.	Fair Start Scotland offer employability support to individuals who <ul style="list-style-type: none"> • Have a disability or additional support needs • Have a health condition • Have caring responsibilities • Are a single parent • Have been unemployed for a long time • Are a care leaver • Are from a minority ethnic community

			<ul style="list-style-type: none"> • Are a refugee • Are a person with a conviction
Renfrewshire HSCP supported a partnership between NHS GGC Physiotherapy Service and Invest in Renfrewshire to support individuals with Musculoskeletal (MSK) problems access employability support.	Renfrewshire HSCP Planning and Public Health Team. Invest in Renfrewshire. NHSGGC.	12 people with MSK problems have received specialist employability support on offer by Invest in Renfrewshire.	Individuals accessing Physiotherapy support for MSK problems.
Renfrewshire HSCP support local members of the community to access volunteering opportunities within NHS settings.	Renfrewshire HSCP. NHSGGC.	30 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.
Renfrewshire HSCP supported partners for the Health sub-group of the RLEP to support individuals with health conditions to better understand their conditions, develop self-management skills and recommend community-based interventions which could improve health and wellbeing with a view to progressing to along the Employability Pipeline.	Renfrewshire HSCP. Invest in Renfrewshire. DWP. SALUS.	The service pilot commenced in January 2020.	<p>The pilot has given support to individuals in Renfrewshire who have</p> <p>heart and circulatory conditions; respiratory disorders; drug and/or alcohol use; muscular-skeletal conditions such as arthritic complaints, back and neck problems; Mental health issues and other conditions including chronic fatigue, pain, diabetes and epilepsy.</p>

<p>Renfrewshire HSCP supported the development and implementation of an employability conference for practitioners who deliver employability interventions across Renfrewshire.</p> <p>Renfrewshire HSCP Planning and Public Health Team delivered a workshop within the conference aimed to increase practitioner confidence when supporting clients to use employability interventions in order to achieve better health outcomes.</p>	<p>Participants included; practitioners from Invest in Renfrewshire, The Wise Group, DWP, Youth Homeless Prevention Team, West College Scotland, NHSGGC, RL, Blue Triangle Renfrew and RADAR (Social Work).</p>	<p>The conference was delivered and input was delivered to 42 attendees.</p>	<p>Practitioners are now more able to effectively support clients to achieve better health outcomes within employability settings.</p>
<p>NHSGGC's employability programme reaches out across the 6 local authorities including Renfrewshire. In addition, liaison between NHSGGC staff and Local Authority staff is carried out around use of the Parental Employability Fund.</p>	<p>NHSGGC Human Resources Team/NHSGGC child poverty leads</p>	<p>Annual reports to NHSGGC's Employability Strategic Group</p>	<p>NHSGGC's Employability Programme has widest reach across the 6 Local Authority areas</p>
<p>NHSGGC will do a family friendly policies audit in line with NHS Scotland guidance and has commissioned workshops for Healthy Working Lives Employers in the area from Family Friendly Working Scotland</p>	<p>NHSGGC Employability Strategic Group</p>	<p>Results of audit/Numbers attending</p>	<p>NHSGGC and partners are more family friendly employers</p>

Appendix B

Driver – Cost of Living

Description of Activity	Who is involved	Assessment	Groups the action is intended to reduce poverty amongst
Free childcare for those attending employment related training	RC Invest in Renfrewshire	Numbers accessing service	All families with children
Free childcare for those attending training	RC Adult Learning and Literacies Service	Numbers accessing service	All families with children
Support with childcare options given to those seeking to access employment	RC Claimant Support Officers/DWP	Numbers of clients	All families with children
The Advice Works service provides budgeting support and money advice to the citizens of Renfrewshire; face to face at Johnstone Town Hall, and Renfrewshire House in Paisley, as well as at a variety of outreach locations – STAR Project, Linstone Housing Association Community Flats, Renfrew Health Centre, as well as by telephone. This involves reviewing incomings and outgoings, and suggesting how to make things more affordable, eg. free bank accounts as opposed to ones with a fee, debt advice, including statutory debt solutions.	RC and partners	Numbers/Demographics/Client Financial Gain/Debt Managed	All. This year, apart from the advice to families in other areas, the statistics collected show that advice was provided in respect of 73 children 0-15 for child DLA claims.
Renfrewshire Council provides advice in the Renfrewshire Foodbank to help clients maximise income/deal with problems.	RC Advice Works/SWD/Energy Advocates	Client Financial Gain (demographics collected)	All
Renfrewshire HSCP and Advice Works worked together to deliver a pilot embedding advice in two GP's surgeries. Set up was supported by funding from Improvement Service.	RC Advice Works/HSCP/NHSGGC GP Practices/Improvement Service	Numbers accessing service/ Client Financial Gain (demographics collected)/Whether 1 st time accessing advice.	All
Renfrewshire Council currently provides funding of £10,000 per annum to Renfrewshire Foodbank. This funding will help	RC/Renfrewshire Foodbank	Numbers fed/reasons/Ward/ Demographics	All. This year, the Foodbank has provided food to 819

support the increase of clients to the Foodbank due to Universal Credit Roll Out			single parents and 605 families with 2975 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	Families in need.
By working closely with vulnerable tenants, Housing Officers establish where clients may be eligible for charity grants and help with applications.	RC Housing	Actions recorded	Vulnerable Tenants
Renfrewshire Council facilitated Community Food meetings meetings with interested parties and FareShare to improve community food response in Renfrewshire.	RC/FareShare/STAR Project/Tannahill Centre/Linstone Housing/Active Communities/Home-Start	Numbers of organisations accessing FareShare/setting up community fridges/pantries	All in food poverty.
Renfrewshire Council worked with Scottish Government and FareShare to access Brexit Food for community organisations in Renfrewshire.	RC/SG/FareShare	Food in/Food out/Numbers fed/New users	All in food poverty.
Home Energy Scotland Workshops held for practitioners to encourage partnership work in Renfrewshire to tackle fuel poverty.	Engage Renfrewshire/Home Energy Scotland	Numbers attending with increased awareness	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. An Energy Adviser works specifically with this service.	RC	Numbers accessing services/Client Financial Gain	All families with children aged 0 – 8. The five sites the service operates from were chosen for their SIMD status.
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. Over 230,000 attendances have been recorded to date.	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 in 10 schools, providing a healthy breakfast to all pupils universally. Over 227,000 free healthy breakfasts have been served since the introduction of this project, 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 continues to operate across all primary and secondary schools in Renfrewshire, directly supporting families in a variety of ways including uniforms, good, transport, extra-curricular activities and curricular expenses.	RC	Numbers using/what costs supported	Families in need
Renfrewshire Council supports Challenge Poverty Week each year. This year Council staff worked with Active Communities to set up a free clothes rail (in conjunction with local charity Remode) provide toiletries through a collection in Council/RL offices which also highlighted hygiene poverty and assist with provision of sanitary products and Brexit food through FareShare. This was used to encourage families in need to engage with Active Communities.	Active Communities/RC/RL FareShare/Remode	Numbers engaging with Active Communities	Families in need
As described in the narrative, RC has managed and delivered a programme of energy improvement works across Renfrewshire making homes (both rented and private) more energy efficient, reducing costs for the families who live there.	RC Housing Asset and Investment/ Linstone HA, Paisley HA/ Bridgewater HA/ Williamsburgh HA/ Scottish Government		Tenants of RC and RSLs
Free sanitary products funded by Scottish Government distributed throughout communities in Renfrewshire, including all libraries/town hall/leisure centres and Council HQ public area.	RC/RL/SG	Budget spend	Families in need
RC facilitated distribution of free sanitary products funded by Scottish Government to community organisations working with low income families in Renfrewshire through FareShare.	RC/Engage/FareShare	Number of organisations engaging	Low income families

Budgeting Workshops to help service users maximise income and minimise outgoings.	STAR Project/ RC Advice Works/Energy Advisers/White Cart Credit Union	Individual organisations count engagement within their own stats	STAR Project service users
One strategic outcome within Renfrewshire's Local Housing Strategy is to ensure affordable housing is available to those who need it. Following from the 842 affordable housing units from the period of the last strategy to 2016, the 2016 – 21 strategy includes a commitment to deliver 1,000 new affordable homes in the period 2016 – 2021.	RC Housing	Numbers of affordable homes delivered	All in need of affordable homes prioritised as to agreed policy.
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.
Families First free holiday clubs for children P1 – P3 and siblings. Activities and free meal.	RC	Numbers attending	Clubs at selected schools in areas of deprivation, but open to all.
Council funded advice service at Renfrewshire Citizens Advice Bureau provides debt and money related advice for Renfrewshire Citizens. (3 year contract to Sep 2021)	RC/RCAB	Numbers attending/Debt managed (demographics captured)	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
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/LEAP/Foodbank/UWS/Shelter/HSCP/RACA/Linstone HA/Engage Renfrewshire/ICJ/Social Security Scotland	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 other identify families in poverty and work with Cash for Kids to provide £25 for meal/gifts at Christmas.	STAR Project/SWD/Cash for Kids	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 involves engaging with the young mums during pregnancy through home visits. 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, community centres and childrens' homes, as well as other leisure venues and on the Street Stuff buses that provide activities for young people.	RC	Annual billing information	All
Families First partnered with the Johnstone Business Consortium to provide Christmas food parcels for families in poverty at Christmas.	RC Families First/Johnstone Business Consortium	Numbers accessing service	Families in need
Klas Care, as per narrative, offer 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. Emphasis this year has been on stopping loan sharks and offering alternative low cost credit.	RC/Engage Renfrewshire/UWS/STAR Project/RCAB/Paisley HA/Ferguslie Park HA/TSB/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 to develop and promote their range of products. In one credit union, instant loans were developed with funding from RC as an alternative to payday lenders and funeral loans were	RC/RWCU/Johnstone CU/White Cart CU/Gleniffer CU	Membership figures/Interest saved from instant loans/loan numbers	All

developed, with the leaflets promoting these given out by the Council as part of the pack provided when a death is registered. Funeral Bonds are also available whilst CU services are promoted through umbrella group My Credit Union Renfrewshire and associated website and social media.			
Renfrewshire HSCP Planning and Public Health team co-ordinated with Home Energy Scotland to deliver interventions within the Renfrew Health and Social Care Centre. The interventions were aimed to support staff and visitors to the event increase their knowledge on how to minimise their costs of energy in their homes, give free packs and sign up those eligible to the warm homes discount scheme.	Home Energy Scotland. Renfrew Health and Social Care Centre staff and visitors. Renfrewshire HSCP Planning and Public Health Team.	4 interventions at Renfrew Health and Social Care Centre was delivered.	Patients and staff at Renfrew Health and Social Care Centre.
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 HSCP children's services. Renfrewshire HSCP Community mental health team. Renfrewshire Drug Service.	Renfrewshire HSCP services distributed over 470 foodbank vouchers in 2019/20. <i>*Exact number unavailable at time of writing due to COVID pandemic*</i>	Families who receive services from Renfrewshire HSCP Children's Services, Renfrewshire HSCP Community Mental Health team and Renfrewshire Drug Service.
Renfrewshire HSCP Planning and Health Improvement team promoted availability of support from Money Matters on fuel costs to targeted individuals who have severe financial and health needs.	Renfrewshire HSCP. Money Matters. British Gas Energy Trust. Renfrewshire Council.	Information was passed to those eligible to receive assistance from programme. In 2019/20 Money Matters supported 47 clients in Renfrewshire to receive £2,559.56 in financial gains.	Families who have both severe financial and health needs as follows: <ul style="list-style-type: none"> • Financial crisis • Low income • Sudden loss of income <i>and</i> Health needs: • Serious physical illness. • Serious mental health problems

Renfrewshire Libraries run a free toy library. Toys can be selected from an online catalogue (from home or any Renfrewshire library), and picked up at your local library. The toys are themed, Read, Discover and Learn.	RL	Numbers of toys borrowed/users per council ward	The Toy Library is aimed at 0 - 8 years but we advertise that the toys can be enjoyed by the whole family.
Renfrewshire libraries run a variety of activities in throughout Renfrewshire, providing free activities to families, thus helping with costs of living, and also helping raise attainment through encouraging families into libraries and to use services. This includes free play delivered by a creative arts worker who builds the sessions around the toys from the toy library; free activities for children every afternoon from Monday to Saturday in Paisley Central library, including games/giant games and arts and crafts; free STEM sessions and free holiday activities during school holidays.	RL/RC	Feedback from attendees	Families with children of all ages, including young and school age.
NHSGGC has introduced emergency food packages for the Special Needs in Pregnancy (SNIPs) service, to ensure pregnant women most at risk of food insecurity have access to food. Emergency food packages are also available to any patient in crisis via Support and Information Services.	Acute Services Public Health Team Support and Information	Number of food packages issued	Pregnant women in need across NHSGGC
Renfrewshire Council and Engage Renfrewshire support Talk Money Week each year through a RACA event, promoting advice and affordable credit options. This year Social Security Scotland, Council Energy Advocate, Scotcash and UWS presented to a number of practitioners and elected members.	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.

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
Claimant Support Officers are embedded in all three Jobcentre Plus offices to provide advice and information, for example, ensuring Council Tax Reduction is claimed providing Personal Budgeting Support as well as ensuring free school meals and uniform grants are claimed. They also make presentations to work coaches to encourage referrals.	RC/DWP	Numbers attending/Client Financial Gain/Demographics	Unemployed and underemployed Jobseekers
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)

The Council Advice Works service provides benefit advice to the citizens of Renfrewshire face to face at Johnstone Town Hall, and Renfrewshire House in Paisley, as well as in a variety of outreach locations – STAR Project, Linstone Housing Association Community Flats, Renfrewshire Foodbank. They also offer a telephone service.	RC	Numbers/Demographics/Client Financial Gain	All
Council Housing and Welfare Reform Teams attend local DWP Customer Representatives Group to build closer working relationship, feedbank UC/rent issues and ensure best practice.	RC/DWP/HA Welfare Rights teams.	Partnership has led to improved relationships between organisations and increased understanding and awareness of each other's work	Council tenants in receipt of social security benefits.
Renfrewshire Council has topped up the Scottish Welfare Fund by £40k due to increased workload demands on the service and the overall level of spending to meet the increased number of applications due to Universal Credit delays in payment.	RC Welfare Reform	Numbers accessing SWF, reasons for claim and monetary amount of grants provided.	All
Housing teams proactively sought out most vulnerable tenants and worked closely with them to prepare for UC, offering them advice and assistance. Tenants were supported through the process. One to one digital training was offered to tenants, to assist them with online applications for universal credit.	RC Housing Assistants, Housing Officers and Tenancy Management Officers	Numbers accessing service, referral rates, DHP rates, rent arrears managed.	Tenants moving to UC
Schools 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.	RC Welfare Reform	Numbers receiving school clothing grant	Low income families
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 potentially vulnerable and at-risk tenants. They then work very closely with partners across the Council and beyond, signposting these	RC Housing Assistants, Housing Officers and Tenancy Management	Numbers accessing service/rent arrears managed/client financial gain	Vulnerable Tenants

tenants to teams to assist with income maximisation through employability services financial advice and fuel poverty advice, including DHP claims.	Officers/ Advice Works, Invest in Renfrewshire/ Energy Advocates.		
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/LEAP/ Foodbank/UWS/Shelter/ 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. The five sites the service operates from were chosen for their SIMD status.
Both Advice Works team and Renfrewshire Citizens Advice provide regular 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/SWD/Energy Advocates	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. This allows clients to claim benefits and maintain their claims.	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
Digital Directory available to all to assist access to available PCs. Distributed to all partners/libraries/GPs etc. Used by professionals for signposting.	RC and distributed by partners	Regular revisiting to ensure information up to date	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 has made good links with Social Security Scotland (SSS), including Local Delivery. The Local Delivery Lead for Renfrewshire now represents SSS on our Advice Partnership to help ensure maximum benefit take-up. Local delivery staff are based in Council HQ.	RC/SSS	SG statistics on benefit take-up rates in Renfrewshire	All who may be entitled to SSS benefits
Renfrewshire HSCP and Advice Works worked together to deliver a pilot embedding advice in two GP's surgeries. Set up was supported by funding from Improvement Service.	RC Advice Works/ HSCP/NHSGGC GP Practices/Improvement Service	The pilot received 56 referrals from commencing in November 2019 and total financial gain	All patients of relevant GP practices in Renfrewshire.

		until the end of March was £32,717.62.	
Renfrewshire HSCP promoted Social Security Scotland's Best Start Grant across Renfrewshire HSCP social media channels.	Renfrewshire HSCP Social Security Scotland.	Renfrewshire HSCP Twitter received 9,633 Impressions from Best Start Grant content produced.	Families with young children.
Renfrewshire HSCP Planning and Public Health team provided a case study to NHS Health Scotland describing our partnership approaches to delivering financial inclusion referral pathways between money and welfare services and maternity and health visiting services.	HSCP Planning and Public Health Team. NHS Health Scotland Colleagues. Healthier Wealthier Children Advisor Advice Works.	Case study available on NHS Health Scotland website to support staff to refer into income maximisation services.	Families in need of money and welfare advice
Renfrewshire HSCP Planning and 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"> • Best Start Grant and HWC inputs to Health Visiting teams • Production of videos promoting HWC within Renfrewshire and sharing a case study of gains made by family in Renfrewshire. • Renfrewshire specific Income Maximisation referral information included 3 times within Health Visitors Universal Pathway Resource. • 'Poverty champions' identified to within Health Visiting teams discuss any barriers the teams are having in being able to tackle the drivers of child poverty within their roles and share good practice within their teams. 	Renfrewshire HSCP Planning and Public Health Team. Childrens Services staff. Healthier Wealthier Children Advisor Advice Works.	An increase in Referrals from Renfrewshire HSCP children's services to 274 in 2019/20. From 1 st April 2019 – 31 st March 2020 HWC received 557 referrals and generated additional income of £1.16m for families across Renfrewshire in total.	Pregnant women and families with infants
Renfrewshire HSCP Planning and Public Health team developed and delivered an intervention which aimed to support the increase of knowledge of HWC to Renfrewshire HSCP Specialist Childrens Services staff	Renfrewshire HSCP Planning and Public Health Team. Children's Services staff.	1 Intervention delivered to specialist Children's Service Paediatric Physiotherapy staff	Families attending Children's Paediatric Physiotherapy service. These children have significant levels of disability.

	Healthier Wealthier Children Advisor Advice Works.		
NHSGGC & Maternal Health Team provided support to Midwives in Renfrewshire to increase awareness of HWC and referrals into the service	Renfrewshire HSCP NHSGGC Healthier Wealthier Children Advisor Advice Works.	2 Interventions delivered to midwives	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's attainment work, as described in the narrative, is 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.	RC	Measures of attainment gap	All
Renfrewshire Credit Unions (CUs) are providing collections and some money management help in a number of Renfrewshire schools. Pupils are building savings, and in some cases savings are being linked to activities such as school trips and proms, allowing parents to save over a period of time for these.	Renfrewshire Wide Credit Union/ White Cart CU/ Johnstone CU/ Scotwest CU/Gleniffer CU/RC.	Numbers of schools with a linked credit union	All
Linstone have 3 community flats in Renfrewshire and work with partners, examples of this being credit unions to enhance local services provide activities etc. Community led, Linstone also arrange advice surgeries with Advice Works and provide free wifi in flats	Linstone HA/ Renfrewshire Wide Credit Union/RC Advice Works/LEAP	Numbers attending activities	All in communities
Credit Unions are supported in Renfrewshire, and brought together in a Credit Union Forum to discuss issues between themselves and with RC.	RC/RWCU/Scotwest/White Cart CU/Johnstone CU/ Gleniffer CU	Membership numbers	All
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. There are now 348 trained peer educators across Renfrewshire schools,	RC/Active Communities	Numbers trained/Numbers engaged/case studies	Secondary school pupils

who have engaged with over 5000 pupils in total on a range of health issues such as mental health, diet, alcohol and drugs. This is funded by the Tackling Poverty Programme.			
The Skoobmobile 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.	RL	Numbers using service	Families
Lifelink provides a school counselling service which takes place across all secondary schools, offering 1:1 and groupwork support to young people on a range of issues such as anxiety stress, bereavement and loss, family issues and self-esteem. So far 500 young people have benefitted from this service designed to improved mental well-being and resilience amongst young people. This is funded from the Tackling Poverty Programme.	RC/Lifelink	Numbers supported/Improvements in mental wellbeing and resilience which are recorded and evaluated; this is evidenced by the use of the clinical assessment tool (CORE) that records client's improvements/outcomes. The CORE evaluation has demonstrated an increase in the overall health and wellbeing a result of attending the counselling service.	Secondary school pupils
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. It co-ordinates opportunities for corporate parents to help our care experienced young people to secure training and employment. This includes forging relationships with local private sector employers and promote the provision of mentoring, training, work experience and employment	RC	Numbers of young people gaining positive destinations	Care experienced school leavers

opportunities. Benefits checks are also carried out to ensure working will not mean a reduction in income.			
Renfrewshire Affordable Credit Alliance (RACA) attends Freshers Fayres and Money week events 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
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 ensures there are PCs available for those with accessibility issues, and works with other organisations to enhance accessibility, for example, ensuring information films are subtitled.	A wide variety of organisations including RC/Engage Renfrewshire/ Paisley YMCA/UWS/ Libraries/Paisley HA	Numbers attending meetings/ feeding into conversations/ digital improvements in services	All digitally excluded
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: <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. 	RC Housing	Percentage still in their tenancy a year after date of entry	Young people with housing issues.

<ul style="list-style-type: none"> 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) 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 support and empower young people with experience of care to turn houses into homes and runs until 2021. Quarriers and their partners work with young people to provide them with opportunities to develop or strengthen the skills they need to stay, cope and flourish in their own homes.</p> <p>Young people will be 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. The service has been planned around feedback from young people. By working in collaboration with a range of partners, person-centred support is provided. 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
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.	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
Renfrewshire Council are working in partnership with Barnardo's Scotland to improve the mental health and wellbeing of young people in Renfrewshire, in their	Barnardo's/RC	Numbers taking part in consultation workshops and focus interviews.	Children and Young people

'Mental Health and Wellbeing Strategic Partnership' which was launched in October 2019.			
The NHS Credit Union offers affordable credit to staff and their families	NHS Credit Union	Membership numbers, savings and loans	All NHS Staff
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	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. (see narrative)	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. These ranged from funding for sports clubs, arts projects and music hubs to a project collecting, renovating and distributing free bikes.	RC/Young Scot	Numbers taking part, evaluation of process, evaluation of projects funded.	Young people aged 12-25
Renfrewshire Council Partnerships and Inequalities Team brought a wide variety of organisations, NHSGGC and Council services interested in tackling child poverty together for an event which allowed them to hear from experts and find out about each others services and what assistance was available to families in need.	RC/SPIRU/Renfrewshire organisations/HAs/TSI/NHSGGC		Increased awareness of child poverty issues and available services.

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

<ul style="list-style-type: none"> • Influencing, from a child poverty perspective, transport policy
In addition, NHSGGC will -
<ul style="list-style-type: none"> • 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: 16 September 2020

Report by: Chief Executive

Heading: Climate Emergency – arrangements for establishment of Climate Change Sub-Committee

1. Summary

- 1.1 Prior to the outbreak of the coronavirus pandemic, a report was approved by full Council on the 27th of February 2020, outlining the activities and recommendations of the Climate Emergency Working Group (CEWG) to respond to the climate emergency in Renfrewshire.
- 1.2 Due to the emergence of the coronavirus pandemic and the requirement of officers to focus on the immediate response in the community, it was not possible to progress this work at the pace originally intended. Given the current position of service delivery across the Council, this work programme has now resumed, and the climate change agenda will be continued to be prioritised as the organisation moves into the next phase of the pandemic response.
- 1.3 Specifically, this paper seeks to progress the recommendation agreed by Council on 27th February 2020, that a sub-committee of the Leadership Board should be established, in order to ensure the continued oversight of the climate change response by elected members. This paper sets out proposed arrangements for the establishment of this sub-committee for approval by members of the Leadership Board.

2. Recommendations

- 2.1 It is recommended that members of the Leadership Board:
- agree the proposed terms of reference, meeting and membership arrangements for a Climate Change sub-committee; and
 - note that regular progress updates on the climate change response will continue to be reported to the Leadership Board.

3. Background

- 3.1 On 27 June 2019, Renfrewshire Council declared a climate emergency, with many other local authorities across the UK and Scotland also making this declaration. The actions that are required to respond to the climate emergency are potentially complex and multi-faceted, cannot be tackled in isolation and require full collaboration and support by organisations across all of society.
- 3.2 A report was submitted to Council on 27th February 2020 which provided an update to elected members on the activities undertaken to date across the organisation in relation to climate change, with specific focus on the activities of the cross-party working group which had been established to make recommendations to Council on the actions that must be taken to respond to the climate emergency in Renfrewshire.
- 3.3 The shared ethos behind the work of the Climate Emergency Working Group (CEWG) was that there must be a Council and Renfrewshire wide focus on moving beyond target setting into action and that the Council would act as a local leader, progressing action within this organisation and encouraging engagement across other sectors and communities to create the collective effort needed to meet the challenges of this emergency.
- 3.4 The CEWG recognised the range of activities already undertaken by Renfrewshire Council and made recommendations to develop this programme of work and proposed actions to be taken to both reduce and offset carbon emissions, with a primary focus on the reduction of carbon emissions.
- 3.5 Early priorities agreed by the Council include:
- establishing a sub-committee of the Leadership Board to provide governance to the workstream.
 - developing an adaptation plan for Renfrewshire Council.
 - mainstreaming climate emergency within the Council and aligning staffing resource to support this.
 - engaging with communities, key partners and businesses and;
 - identifying potential funding and other opportunities.
- 3.6 A further meeting of the Climate Emergency Working Group had been scheduled in March 2020 to discuss arrangements for the establishment of the Climate Change sub-committee, however this was cancelled due to the emerging pandemic.

3.7 Recognising the requirement to move forward with the actions agreed by Council, proposals for the establishment of the Climate Change sub-committee have been developed in the intervening period, and are presented for consideration by members of the Leadership Board. Subject to board approval, this will allow the sub-committee to be established and begin meeting, and for the broader work to support the climate emergency to move forward within that governance structure.

3.8 Tackling the climate emergency remains a key priority for the Council. The impact of COVID-19 has meant that officers have been focused on the emergency humanitarian response to ensure local residents have been safe and supported, however as we move through this next phase of recovery it is anticipated that relevant officers will be able to resume activity corporately on the climate emergency response.

4. Leadership Board sub-committee

4.1 As agreed at the Council meeting in February 2020, a sub-committee of the Leadership Board is to be established to maintain oversight of the progress being made by the Council in achieving its target of net zero carbon emissions by 2030. A specific element of this work will be to consider and contribute to the development of a climate change adaptation plan for Renfrewshire. A draft terms of reference is appended to this report for consideration by members.

4.2 It is proposed that the Climate Change sub-committee will be chaired by a member of the administration group, with 7 members in total (4 members from the administration group, and 3 members from opposition groups as nominated by group leaders). The membership of the Climate Change Sub - Committee will be drawn primarily from the membership of the Leadership Board but with discretion available to groups to appoint members who are not on the Board but who have a particular interest in the remit of the sub-committee. It is proposed that the role of vice chair will be held by an opposition member from the sub committee.

4.3 All nominations for the sub committee should be submitted to the Head of Corporate Governance by close of business on Friday 2nd October 2020. The sub committee may wish to extend membership in an advisory capacity to include for example representation from external groups or organisations, with the process set out for this in Appendix 1. Additional members would not hold voting rights.

4.4 The first meeting of the Climate Change sub committee will take place in late October, and it is proposed that meetings are scheduled to take place following each main meeting of the Leadership Board, which would allow for 5 meetings per year to be held.

4.5 Regular reports on climate change and all relevant matters for decision, will continue to be reported to the Leadership Board for approval.

Implications of the Report

1. **Financial** - the Council's response to the Climate Change agenda may impact the Council's cost of service delivery and may require a shift in the focus of investment. There may be potential to lever in external funding to support the agenda from national funds.
2. **HR & Organisational Development** - none
3. **Community/Council Planning** – the local response to the climate change agenda will require a significant change in behaviours and activity, with a key focus on engaging with communities, partners and businesses to make the required level of change happen.
4. **Legal** - The report concerns a change to the governance arrangements of the Council by the creation of a sub-committee of the Leadership Board
5. **Property/Assets** - the Council has been active in terms of its Carbon Management Plan and the focus on energy efficiency of public buildings. This will be a continued area of focus for the Council going forward.
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** – the Council may be required to review its purchasing decisions to ensure these support the carbon neutral target and to drive its sustainable procurement duty.
10. **Risk** - none
11. **Privacy Impact** - none
12. **COSLA Policy Position** - none
13. **Climate Risk** – as per the content of this report.

List of Background Papers

- (a) Report to Council 27th of February 2020 'Climate Change Emergency'
-

Author: Pauline Moss, Strategy, Policy and Insight Manager
Chief Executive's Service

Appendix 1

Draft terms of reference –Climate Change Sub Committee

1. Remit:

To consider matters relating to Climate Change and the Council's response to the Climate Emergency including its progress towards achieving the target of net zero carbon emissions by 2030, the development of an adaptation plan for the Council in order to achieve this target, and to make recommendations to the Council and the Leadership Board regarding those matters.

2. Chair and membership:

The sub-committee will be drawn from members of the Leadership Board. It will be chaired by the Leader of the Council, with the vice chair position to be filled by an elected member from the opposition groups.

Membership will comprise:

4 members of the administration

3 members of the opposition.

The membership of the Climate Change Sub -Committee will be drawn primarily from the membership of the Leadership Board but with the discretion available to groups to appoint members who are not on the Board but who have a particular interest in the remit of the sub-committee. It is proposed that the role of vice chair will be held by an opposition member from the sub committee.

The sub committee may wish to appoint additional members to its core membership, for example external representatives from relevant groups and organisations. Additional members would be invited to join the subcommittee in an advisory capacity, subject to agreement of the majority of sub committee members. Additional members would not hold voting rights.

3. Frequency of meetings:

The Group will meet approximately 5 times per year in line with the Leadership Board cycle and regular updates will be reported to the Leadership Board. Special meetings of the sub committee may be called as agreed by the sub committee.



To: Leadership Board

On: 16 September 2020

Report by: Director of Finance

Heading: Digital Strategy

1. Summary

- 1.1 Prior to the outbreak of the coronavirus pandemic, work had commenced on developing a new Renfrewshire Digital Strategy, to replace the previous strategy covering the period from 2016 to 2019. The new strategy has now been developed further to reflect the Council's experience during the lockdown, showing the increasing importance of digital in how we work, provide services, engage with our communities and educate our children.
- 1.2 Renfrewshire's Digital Strategy outlines an 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.
- 1.3 This paper outlines the key elements of the strategy, with the full strategy appended to the paper for members' comment and approval.

2. Recommendations

- 2.1 It is recommended that members of the Leadership Board:
 - approve Renfrewshire's Digital Strategy as appended to this report and
 - note that a further report will be brought to the December Leadership Board meeting with a progress update.

3. Background

- 3.1 Renfrewshire Council has a strong track record in embracing new technology and developing digital solutions to enhance our service delivery, ways of working and engagement with our communities. Our ability to quickly respond to the coronavirus pandemic and move many of our services online and our employees to working remotely is testimony to our sound digital foundations.
- 3.2 Through the work outlined in our previous digital strategy, as well as developing our service delivery, the Council has continued to explore new ways to engage with more people and offer more digital opportunities. Despite all the new opportunities digital offers, it can also be a source of worry or even exclusion for some of our citizens. Central to the Council's digital vision is to ensure digital benefits are shared equally across all people, groups and geographies in Renfrewshire.
- 3.3 The attached strategy builds on these concepts and outlines a digital vision for Renfrewshire, closely aligned with the Council's strategic direction, that:
- ‘Through strong digital foundations, leadership and learning we will redefine our relationship with our customers, citizens and communities by creating a Renfrewshire where those who live, work, visit and invest are digitally capable and connected.’
- 3.4 The strategy describes the context for our developing digital direction in Renfrewshire, particularly the importance of working together across the Council and beyond, to ensure projects, programmes and approaches complement each other, make the best use of expertise and experience, and maximise resources.
- 3.5 This digital strategy continues the overarching outcomes of our previous strategy, developed to be closely aligned to our Council and Community Plans. It also details the potential benefits for the Council and Renfrewshire.
- 3.6 Renfrewshire's Digital Strategy also aligns with the national Digital Strategy for Scotland which is currently being refreshed to reflect the experiences of the coronavirus pandemic.
- 3.7 In addition, on the 1st of September 2020, the Scottish Government published the Programme for Government 2020/21 which places digital at the core of the plans for the coming years. The Programme for Government 2020/21 recognises the significant role digital has played in keeping the country working, learning and connecting throughout the pandemic and lockdown and will play in strengthening Scotland's future economic resilience through growth sectors across tech industries. Developing our own digital strategy at this time puts the Council in a strong position to capitalise on any resourcing

and expertise opportunities that may emerge from the roll out of the digital elements of the Programme for Government.

3.8 Renfrewshire's Digital Strategy will be delivered through 8 themes as follows:

- Digital Council
- Digital Foundations
- Digital Place
- Digital Leadership and Skills
- Smart Data
- Digital Citizen
- Digital Health and Social Care
- Digital Learning and Teaching

3.9 Each theme will be led by a Head of Service and the strategy includes further details describing the scope of the theme, initial progress in these areas and potential for further development. Engagement and consultation are underway, channelled through the Council's Digital Board, which this group of Heads of Service and other officers attend, to further identify the opportunities and develop specific outcomes under each theme.

3.10 It is proposed that an update paper with progress under each theme will also be reported to the December meeting of the Leadership Board.

Implications of the Report

1. **Financial** – delivering the Digital Strategy will have resource implications for the Council and includes a commitment to working collaboratively to ensure best value for our approach. The full extent of the resource implications will be established during the initial scoping work of each thematic lead.
2. **HR & Organisational Development** – the Digital Skills and Leadership theme links closely with our OD and workforce planning to ensure our people have the skills and tools required to do their job in the best possible way.
3. **Community/Council Planning** – the Digital Strategy directly supports the Council and Community plan objectives.
4. **Legal** - none
5. **Property/Assets** – none
6. **Information Technology** – the Digital Strategy has significant ICT implications given the nature of the work involved.
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. In addition, reducing inequalities is one of the overarching outcomes within the Digital Strategy.

8. **Health and Safety** - none
9. **Procurement** – none
10. **Risk** – none
11. **Privacy Impact** - none
12. **COSLA Policy Position** – this work aligns with COSLA's current work alongside the Scottish Government to refresh the National Digital Strategy.
13. **Climate Risk** – as outlined in the strategy, we hope that a move to expanding our use of digital technologies will support the Council to achieve our climate targets.

/A digital strategy for Renfrewshire/



September 2020



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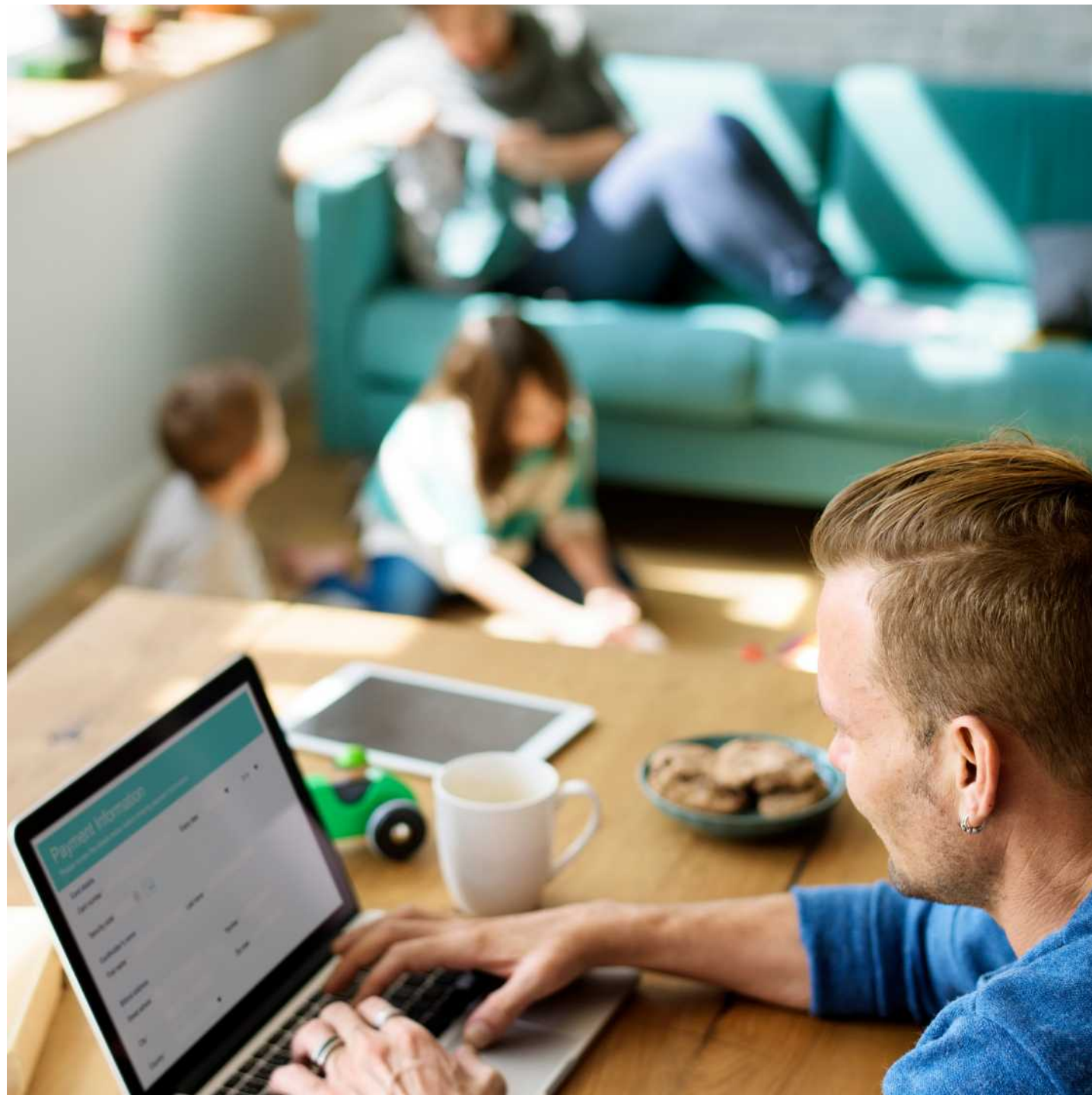
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Introduction/

Digital plays an increasingly central role in modern lives—how we connect, learn, work, buy goods and services—how we manage our daily life.

Our relationship with digital can be a huge enabler, opening a world of possibilities and opportunities and at other times a source of inequality and frustration.

Our citizens, customers and children expect high quality, secure and integrated digital services from the Council as they do with the many other organisations and businesses they interact with – to pay bills, to request services, to find out information and to do so in ways and a time that suits them.

Equally, we know that digital can be a barrier for some and our strategy will continue the work of Renfrewshire's Digital Strategy 2016–19 by putting our citizens at the heart of our approach and ensuring that the ways we work help to empower our customers and communities to access more services and information in inclusive and creative ways.

Digital means more than how we offer our own services – digital goes to the root of how we see our future place in Renfrewshire—attracting businesses and investment to a digitally-connected, smart place to work with the right infrastructure, knowledge and enthusiasm. Identifying technology solutions, improving our digital infrastructure, challenging our working culture to encourage flexible ways of working and diversifying further to embrace the opportunities of a digital economy will also help Renfrewshire to meet our climate targets – to be greener, we need to be smarter.

Our digital ambitions link closely to the overarching theme of Renfrewshire's Economic Recovery Plan (2020 – 2022) of improving lives and securing well-being through a stronger, inclusive and sustainable economy. A digitally connected Renfrewshire is a cornerstone on which the future economy will be built. The principal areas of focus for the recovery plan are sustaining jobs, supporting businesses to improve their competitiveness and productivity, and ensuring our citizens, particularly our young people are prepared and have the skills to access future employment opportunities. Early priority actions include digital and meta-skills training for Small and Medium Enterprises; delivering Renfrewshire's full-fibre high speed broadband network; delivering the Foundation Apprenticeship in digital manufacturing; implementing the Renfrewshire STEM plan in all schools; and developing a

SMART place plan for Renfrewshire focusing on energy use, water use, waste management and transport as part of our pursuit of a 'green recovery' and contribution to a net zero carbon economy.

A digitally connected Renfrewshire needs the energy, expertise and investment of many different organisations and we will continue to work closely with our partners across the education, third and private sectors – sharing, collaborating, and ensuring Renfrewshire's citizens of tomorrow have the right skills to build our digital future.

The Council's response to the global coronavirus pandemic has placed a renewed emphasis on the importance of ensuring we have the right technology, connectivity and access for our workforce, communities and children. We were able to continue providing many services, quickly and effectively, using digital platforms. Equally, the pandemic and lockdown further highlighted the digital divide between those who could continue to access services and those who felt even more isolated as a result of not having access to digital technology, skills and suitable connectivity. It has also underlined that to build back better, our future plans for our place must have digital firmly at the centre.

This strategy sets out Renfrewshire Council's digital vision, the strategic context—helping us to understand how to link digital with the broader direction of the Council, the position we are in now, the outcomes we'd like to achieve and the benefits this will bring. The strategy describes how this work will be carried out, reported and monitored and how we will support our people to deliver the outcomes. The strategy also considers our resources and how this programme of work will help us to prioritise how we best use these to achieve the most value.

Driving the digital strategy there are 8 themes which are described in further detail, with associated actions under each theme. This provides a framework for our work, but it will remain flexible and agile given the pace of change, particularly around digital technology at this time.

Our vision/

“Through strong digital foundations, leadership and learning we will redefine our relationship with our customers, citizens and communities by creating a Renfrewshire where those who live, work, visit and invest are digitally capable and connected.”

Renfrewshire's Digital Strategy aims to align all digital activity across the Council under this single vision and direction – ensuring that we work together towards this common purpose, with our work and projects interacting effectively and not created in isolation. By working smarter in this way, we can maximise our investments of resources and time to ensure that we get the best possible value, create streamlined services and ways of working which don't build barriers for our employees and our customers.

Due to the fast-changing digital world we live in, our strategy will provide a direction for delivery rather than a clear definition of a future state. It sets out what we aim to achieve for a digital Renfrewshire, how this will be supported across Council services and how we plan to measure success.

Our strategy will also be supported by an action plan – agile enough to adapt to the fast-paced digital environment and ensure that the Council is well placed to maximise opportunities through emerging technology. This strategy is step one, the action plan is step two and will be developed through a programme of engagement and consultation over the coming months.

Context/

Renfrewshire's Council Plan 2017–2022 sets out the Council's vision to work 'together for a thriving connected Renfrewshire, creating opportunities for all' and our Digital Strategy fits firmly within that vision—supporting digital connectivity, enhancing the local economy and targeting inclusive growth through digital empowerment.

Our Digital Strategy also aligns closely with Renfrewshire's Community Plan 2017–2027 with our vision of 'working together to make Renfrewshire a fairer, more inclusive place where all our people, communities and businesses thrive'. Underpinning the Community Plan is our aim to be inclusive and seek to address inequalities – both supported through our digital approach and reflected in this Digital Strategy's high-level outcomes.

The Scottish Government's Digital Strategy aims to put digital at the heart of everything we do from delivering economic growth and reforming public services to preparing our children for the workplace of the future. This strategy is currently being refreshed, particularly in the light of the coronavirus pandemic, and our Digital Strategy will remain agile enough to link in with the refreshed national approach, which recognises the importance of local government to achieve the national vision.

The Scottish Local Government Digital Office recently launched their refreshed strategy for the next three years with the aim of becoming a centre of excellence in data, technology and digital, working with councils to help with their own transformation and ensuring they are creating top class digital services for citizens.

Our strategy has been informed by the local and national context and will be delivered through a programme of work focused on transforming how we do things and what we do.

Ways of Working/

A successful digital organisation will have a culture which focuses on external customers before internal processes, it must be bold in its approach with an action-oriented programme of work that empowers individuals to collaborate across functions to challenge and transform the services we deliver for our customers.

Our strategy will challenge the way we do things and cultivate the cultural appetite required to become a Digital Council.



Digital Renfrewshire, Resilient Renfrewshire/

At the time of developing this strategy, Renfrewshire Council is planning for how we recover and renew following the global coronavirus pandemic. Many of our employees are still working from home, pupils and teachers have returned to classrooms but with digital homework and months of experience of digital learning, and more services than anticipated have been offered digitally as we sought to continue our work as best we could, safely and remotely.

The Council and the country's response to covid-19 has firmly reinforced the critical importance of providing digital services, of a fast, reliable internet connection and of supporting digital inclusion and removing barriers to participation.

During 'lockdown' families and friends connected digitally more than ever before, grandparents video-called much missed grandchildren, young children learned how to video call so they could keep in touch with their school friends, and digital parties, quizzes and catch ups became a weekly Friday night staple. In recognition of this, the Council and our partners responded accordingly, with families using tablets to connect with their loved ones in our care homes, online GP consultations were offered by the NHS, Renfrewshire Leisure provided online Bookbug classes to keep toddlers entertained and fitness classes to keep our citizens fit.

A national programme, Connecting Scotland, was developed to ensure everyone had access to what had truly become, these lifelines. The Connecting Scotland programme provides people on low incomes who are at greater risk of isolation during the pandemic with access to kit, access to connectivity and support to develop skills and confidence online. Renfrewshire were initially allocated 230 devices which are being distributed and another 30 which will be targeted for use by care experienced groups.

A key consideration highlighted by the pandemic and subsequent lockdown is the need to develop Scotland's digital democracy – ensuring citizens can safely and effectively engage with each other through discussion and participation in a digital way while restrictions remain to reduce the number of people who can safely get together. This is a big challenge, and one that is shared across Scotland, but the benefits will be significant. By pushing for change in this area, we can open local engagement and discussion to far more people than before.

A digital Renfrewshire is a more resilient Renfrewshire, one that can keep working, connecting and serving our citizens, customers and children. Through this strategy and working with our partners, we will ensure that people, no matter where they live in Renfrewshire, can access fast, affordable and effective digital technology.

The outbreak of covid-19 showed us that change was critical, but it also showed us that huge, fast, effective change was possible.



Strength and history/

Renfrewshire has a solid footing to continue our digital journey from—our Digital Strategy for 2016-19 focused on digital participation, connectivity, digital public services and digital economy—all themes we want to develop further to reflect the position we are in now.

Significant programmes of work have been successfully undertaken across these themes already, such as the implementation of MyAccount, opening up services for our customers across Renfrewshire, linking to ParentPay for cashless catering; and providing 1800 digital devices for pupils across Renfrewshire to allow them to fully participate in online learning opportunities and reduce digital exclusion.

As detailed under theme 3, significant work has already taken place to reinforce Renfrewshire's digital foundations—introducing Connectivity as a Service to Renfrewshire and working with private sector partners to install fibre networks direct to homes. It establishes Renfrewshire as a digitally desirable place to invest, work and live. This sector-leading work is more critical than ever and as well as enabling many of the other workstreams outlined in this strategy, brings benefits to both the Council and other organisations across Renfrewshire.

It is with this experience that our ambition has grown, to develop Renfrewshire's digital capability further, in new creative ways and with new partners and participants.



Strategic Themes/

Renfrewshire's Digital Strategy will support a significant programme of work, involving all Council services.

The proposed programme, outlined below, will focus on enabling Renfrewshire to become a Digital Council, transforming the way we deliver services for our customers. This approach will be used in further consultation with staff, customers and partners, to validate the intent of the strategy and ensure the needs of both the internal organisation and the wider community are met.

To be successful, the strategy must be more than about implementing new technology—it will change the way we work, the way we are organised to deliver services and the way we engage with our customers.

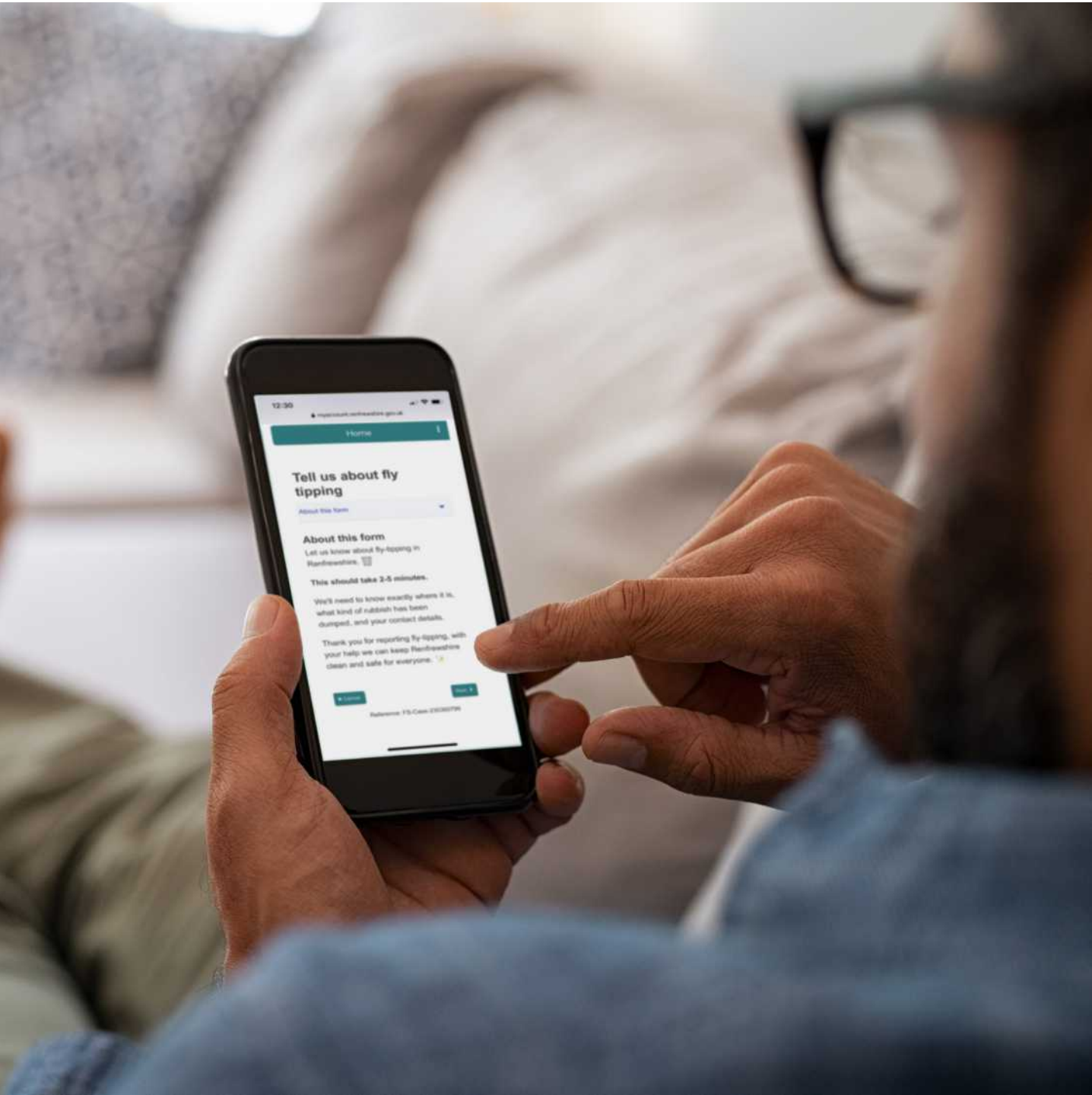
Our vision will be achieved through a framework of eight strategic themes, which have been informed by the strategic context outlined previously and through a digital audit and consultation exercise completed recently across all Council services.

Each strategic theme will be led by a Head of Service and supported by a programme management framework, aimed at achieving specific outcomes for that workstream which will be defined during the initial phase of the strategy development.

Each Head of Service will also be responsible for promoting and championing the new ways of working required in an organisation which is striving to become truly digital, showing digital leadership. The eight themes are:

Strategic Purpose

We will transform the relationship between citizens and the Council by providing online services so easy and efficient most people choose to use them and can do so unaided. We will put citizens at the centre of service design and optimise the digital experience through a seamless, consistent, integrated and personalised approach to digital information, engagement and support for customers, residents, staff and partners.



Work to Date

This workstream has two areas of focus—the development of digital services and the enhancement of the overall customer digital experience when interacting with the Council.

Digital services provide our customers with the opportunity to interact with the Council in a modern and more flexible way. The digital platform is available 24 hours a day, 7 days a week, 365 days per year and is used by thousands of customers each week to request Council services.

The digital platform was launched 3 years ago, with the introduction of MyAccount, and to date has reached over 70% of all households in Renfrewshire. There are now 70 online services ranging from council tax and waste to licensing and school payments.

Digital services are created by the Digital First Team within Customer and Business Services—the team was created to work across Council services and to involve customers in a complete end to end redesign of their processes, gaining efficiencies throughout while meeting the needs of the users.

The Council has also invested in creating a process automation capacity, using technology to streamline back office processes and automate system updates to a range of applications including council tax and Business World.

The coronavirus pandemic has accelerated the use of the MyAccount platform with over 15,000 digital requests being made per month by customers, an increase of over 5,000 since the start of 2020.

Digital experience represents the way we engage with our staff, customers and service users over a variety of digital channels and touchpoints which includes our websites, social media channels, apps, emails and all other digital platforms.

The quality of our digital experience determines how our audiences feel about their interaction with the Council. They may be happy and satisfied because they were able to carry out a transaction quickly and easily online and

they found the information they were looking for with ease. Or they may be dissatisfied because it didn't work for them. Digital experience underpins our strategy and is vital to enabling people to interact with us digitally.

We will improve our current web offering and particularly our website and intranet to meet the needs of our services and users, highlighted through recent community and staff engagement and amplified during the pandemic.

A detailed audit of our current provision was undertaken as part of the first year of the Digital Experience Strategy to inform the design of a future solution and included testing our ability to meet future web accessibility standards. The audit concluded that we now need to transform and future proof our digital estate. The aim is to deliver a new website and digital experience in 2022.

This workstream has undertaken significant work to date, including the creation of a Digital Experience Team, within the Communications and Marketing service, development of a business case to deliver the digital experience strategy and replace the Council's web platform, implementing immediate fixes to our current websites to ensure compliance with GDPR and Web Accessibility Standards and launching The Thread – new online hub to help staff and partners engage with the Digital Experience programme and find the latest guides, standards and legal requirements to support good management of our channels. The team has also developed a new COVID-19 website within the existing website providing the latest public health and service information.

Good digital experience builds reputation and trust, increases the uptake of self-service, reduces costs, improves our efficiency and reduces ongoing day-to-day support requirements. Good, intuitive digital experience can also promote digital inclusion and a new approach to digital experience, with a new main website as the flagship and nerve-centre, is vital for the Council and will support delivery of this strategy.

Strategic Purpose

We will ensure that the digital foundations – application hosting, data storage and connectivity are available, accessible and secure. We will ensure that these foundations keep pace with technology innovation so that this can be exploited to meet the needs of the Council and our citizens.



Work to Date

The Council undertook the transition to the Microsoft Office 365 platform 18 months ago, a move which has allowed the level of flexibility and home working that has supported the workforce through the pandemic and subsequent lockdown. Without this, services and partners would have been limited in their ability to work so effectively from home locations.

As the prospect of lockdown emerged, ICT upscaled the remote access infrastructure anticipating increased usage. This increase in capacity was tested up-front with high volumes of remote connections via Edinburgh-based cloud hosted data centres which were established in 2017 as part of the adoption of Infrastructure as a Service (IaaS).

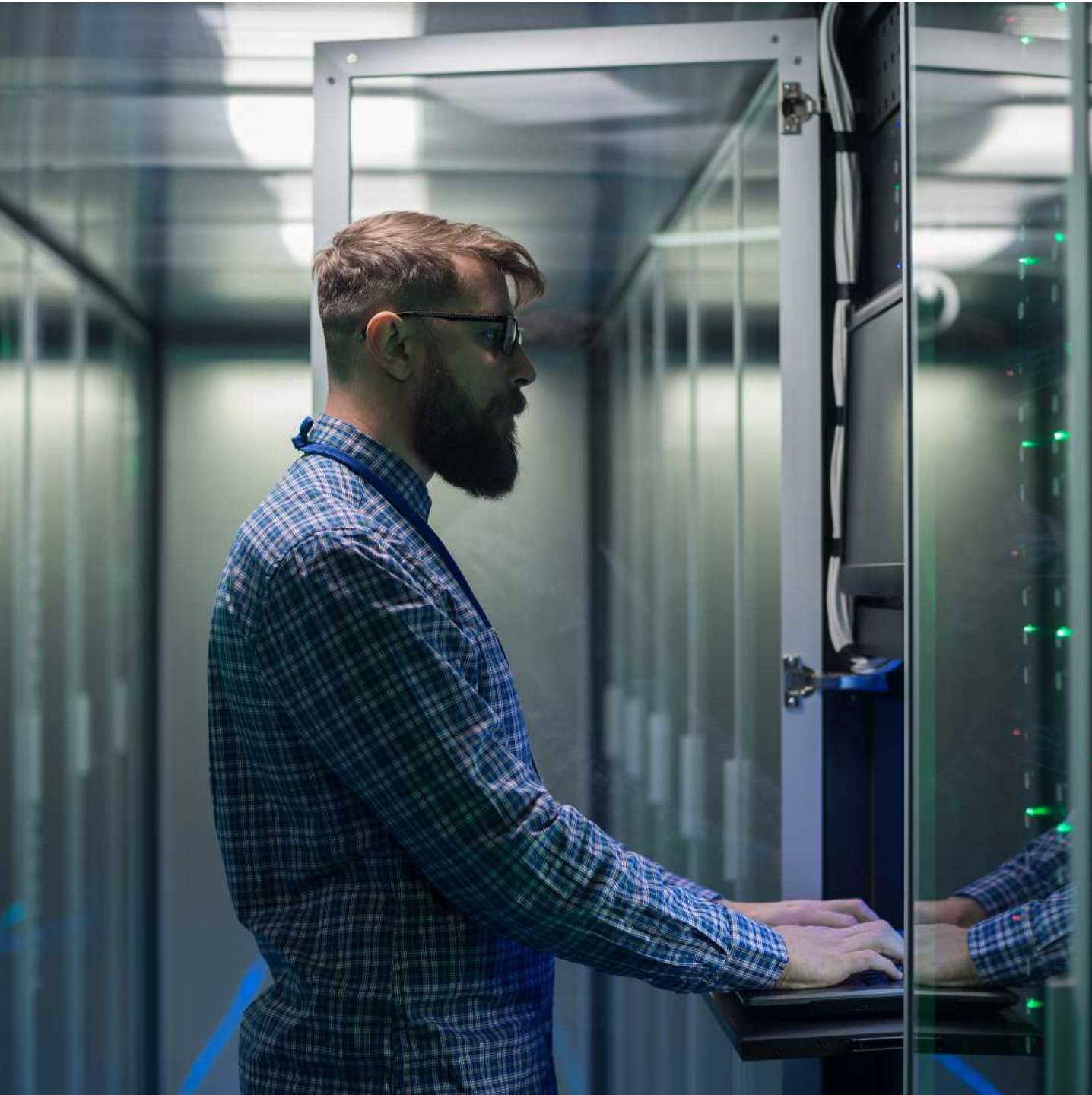
Internal remote-control software tools were reconfigured to enable the seamless support of Council provisioned end-user devices in the office or at home. Since lockdown began, ICT have continued to maximise our use of Microsoft Office 365, utilising this extensive, always developing and evergreen toolset for 'anytime anywhere' conferencing, collaboration and information sharing.

The key priorities for this workstream moving forward include continuing to support both office and home working technologies and business as usual activities and continuing to progress programmes and projects such as Connectivity as a Service (CaaS). The Council are always looking ahead and identifying new technology solutions which could provide real benefit to the Council and to home workers. This includes the development of a 'Bring Your Own Device' solution for personal smartphone or tablet use, and the technical and security requirements to support personal laptop access to Council systems, should that be necessary.

Providing access to next generation digital technology is fundamental to enabling Council employees to carry out their work effectively and to the way our citizens, communities and businesses live, play and do business. Being able to continue to serve our citizens well into the future requires a 'step change' in how connectivity services have been traditionally provided to the Council. Connectivity as a Service (CaaS) allows this step change to be achieved by replacing legacy and expiring Council connectivity services with investment in future-proof, next-generation gigabit connectivity. Through CaaS, the Council acts as an anchor tenant for demand, while stimulating private investment into next generation digital infrastructure such as fibre-to-the-home (FTTH), 5G and the Internet of Things.

Strategic Purpose

Embracing the benefits of digital, we will enhance economic growth, enable businesses, stimulate innovation and support inward investment to encourage economic regeneration.



Work to Date

Work continues in developing the digital place considerations for Renfrewshire, with a focus on ensuring excellent digital connectivity in our key business parks and investment locations including the Advanced Manufacturing Innovation District Scotland (AMIDS), Hillington, Inchinnan and Westway. We believe this will increasingly be a key factor for businesses choosing to invest in Renfrewshire.

Investment in digital infrastructure in town centres is also a priority as this can help create sustainable locations. Investment in aspects such as Wi-Fi, future-proofing centres for the emergence of 5G and the installation of electric car-charging points to cut carbon emissions will be key indicators of a town centre's health and sustainability credentials in the future. Having such infrastructure in place will make our town centres more attractive investment locations for both housing and business markets.

The digital place workstream will focus on the need for a SMART place plan for Renfrewshire, to secure investment in SMART technologies. The economic advantages of applying SMART city thinking to energy use, waste management, water use and transport could be substantial.

Also under consideration is the potential for creating a data centres sector in Renfrewshire. The economic advantages of data centres to the Renfrewshire economy could be significant and include positive construction and operational impacts, skills development, clustering of businesses who need access to data centres and development of a digital ecosystem. The economic benefits of data centres to the Irish economy have been substantial—€7.13 billion has been invested in Ireland through capital and operational expenditure with 5,700 FTEs supported. Whilst the Renfrewshire economy cannot expect investment of such scale, there may be opportunities to support niche markets in the data centre market sector such as marketing Renfrewshire as disaster recovery location or establishing an edge network.

Renfrewshire's Economic Recovery Plan will highlight the importance of our digital economy. Specifically, the importance of delivering Renfrewshire's full-fibre high speed broadband network to create a first-class digital infrastructure for the benefit of businesses, homes and education and building network resilience against the impacts of future economic shocks. It will also highlight the need to prepare our existing and future workforce with the required digital skills which will be vital for Renfrewshire's future economic prospects.

Digital Leadership and Skills/

/Head of HR and Organisational Development/

Strategic Purpose

We will build digital confidence across our whole workforce by equipping employees with the required knowledge and capabilities to use technology effectively and safely. We will build future capacity and capability by developing a pipeline of digital talent.



Work to Date

As demonstrated over recent months, a digitally literate Renfrewshire is more resilient and better equipped to address a range of challenges. Continuing to build our capacity for strategic thinking and leadership around digital at all levels is critical. Our digital culture will determine how we successfully support the development of digitally capable people—leaders, employees and citizens.

The response to the coronavirus pandemic has shifted the way we digitally engage, work and live at a pace we would not have thought possible six months ago. Now, more than ever, it is important that we ensure everyone is supported across our organisation and communities and has the opportunity to enhance their skills and knowledge—enabling people to live, work and learn in a digital Renfrewshire.

Our approach to building digital leadership and skills across our organisation and communities focuses on the codesign of a digital capabilities framework which describes the skills and behaviours needed by leaders, staff and citizens to thrive in a digital environment.

The development of the framework will enable us to articulate our shared aspiration and benchmark; to define a common language to open up conversations; and to provide a flexible way to support the needs and aspirations within the Council and the communities we serve.

Internally, the framework for our leaders and workforce and will be supported by our People Strategy—initial scoping work has looked across the public, private sector and third sector to learn from best practise and we have already begun to identify capabilities ranging from ICT proficiency and productively to digital health and well-being.

As well as showing the importance of digital through the employee lifecycle from recruitment to retirement, our research has demonstrated the importance of nurturing and attracting digital talent enabling us to create a futureproof workforce. Development work will continue over the coming months.

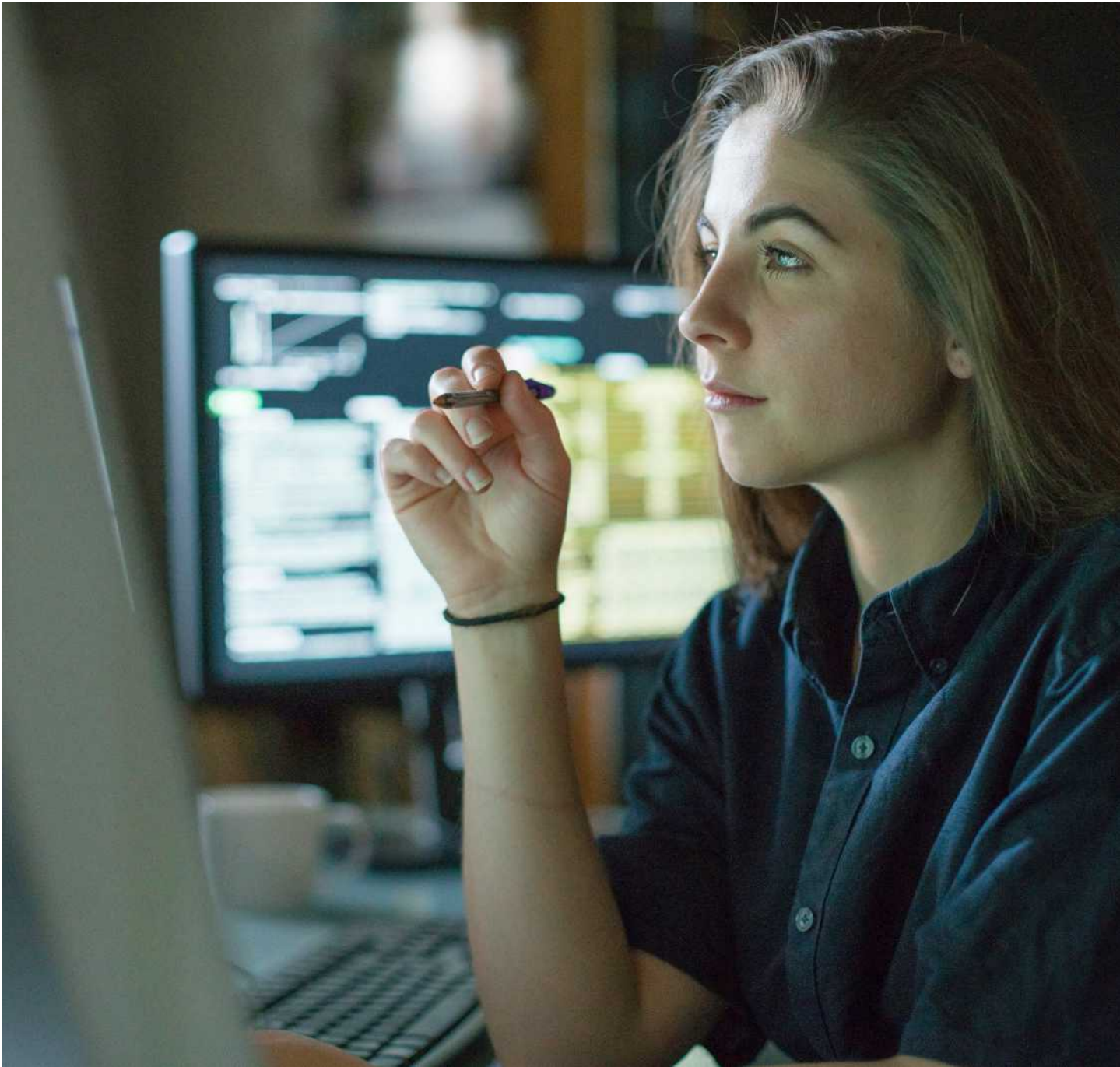
Smart data/

/Head of Policy and Commissioning/

Strategic Purpose

We will make data 'smart', supporting collaboration and informed decision making. We will use digital tools to collaborate with organisations across all sectors, make our data open and share digital assets for the public good. Local authorities increasingly gather and store increasingly significant amounts of data in relation to services and citizens. It is important that we gather good quality data, which is used and stored securely, and can reliably be used to inform decision making.

Put most simply, this workstream is about achieving a data mindset in the organisation. The focus will be on developing meaningful insight and using data collaboratively to improve service delivery and resulting outcomes for local communities. To enable this approach, we will have to foster new skills and develop new roles within the organisation, ensuring 'smart data' is a key organisational enabler.



Work to Date

In recent years, the Council has considered its resources in terms of data and established a data analytics function, with strong GIS capabilities at its core. A number of very skilled analysts with specific subject expertise also work across wider Council services. As services develop, significant demand is being experienced for analytical support, and there is a need to plan and manage this more strategically within the organisation.

A range of potential opportunities have been identified for further exploration in relation to predictive analytics; Smart Cities; data warehousing; open data; geospatial; information as an asset; focus on solutions for example in climate change.

Work is ongoing corporately on data quality and data management, with a key aim of enhancing the reliability of information held within Council systems and using this more efficiently to deliver services.

Strategic purpose

We will empower our citizens by helping communities increase digital skills and confidence and increase digital participation. We will enable access to digital public services, tackling digital inequality and creating the opportunity for active citizenship. We will work in partnership across the public, private, and third sector including academic institutions.



Work to Date

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 Digi Ren, 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.

In response to the pandemic all local partners and services have worked to support digital participation. There are a range of examples of services accessing funding to provide devices and connectivity to keep people connected and able to participate in activities and services. Many groups and organisations have also adapted their service delivery to offer activities online. The Council, with the support of the wider network, has participated in the national Connecting Scotland programme, with national funding allowing the allocation of almost 300 devices and dongles in Renfrewshire. These were distributed through voluntary sector, community groups and Council services to people who had been significantly impacted by the pandemic due to their personal circumstances.

- In terms of moving forward, the principles of our Digital Participation Strategy remain appropriate, providing an excellent focus and will continue to be progressed:
1. We want to reduce the barriers to digital participation across Renfrewshire, targeting those who are most excluded first;
 2. We want to build capacity for digital participation across Council services and partner agencies;
 3. We want to target efforts towards those who have the most barriers to digital exclusion first;
 4. We want to work in partnership with Council services and partner agencies.

Digital Health and Social Care/

Strategic Purpose

We will support the migration from analogue to digital Telecare and develop a pipeline of innovation which is aligned to the priorities of the Scottish Government Digital Office and the Health and Social Care Partnership's (HSCP) strategic agenda.



Work to Date

Optimising available data and digital technologies will be essential in changing health and social care delivery models and has been identified as a key enabler of our Recovery and Renewal Programme. Effective use of technology can support further integrated working and enhanced productivity within the HSCP and enable our service users to manage their health and remain independent for longer.

The response to the pandemic has accelerated the adoption of digital technology across the health and social care system significantly quicker than was thought possible six months ago. Attend Anywhere technology has been successfully implemented to support service delivery within Primary Care, Community Mental Health and District Nursing. The use of Skype and Microsoft Teams has enabled ongoing remote team working across services.

The HSCP will continue to build on these successes with Renfrewshire Council and NHS GGC as our parent organisations who provide and support the HSCP's technology solutions. A Digital Delivery Group, with representation from both partners, will be formed to assess and take forward digital opportunities which arise from recovery and renewal activity. In addition, the HSCP is looking to create additional capacity to lead this work.

Strategic Purpose

We will fully exploit the national digital services SEEMiS and GLOW to improve the digital school infrastructure and develop the digitisation of learning and teaching.



Work to Date

Our priority moving forward is to develop a flexible, layered and empowered Renfrewshire approach to digital learning through a new digital plan aligned to the Council's Digital Strategy.

The focus of this plan will be:

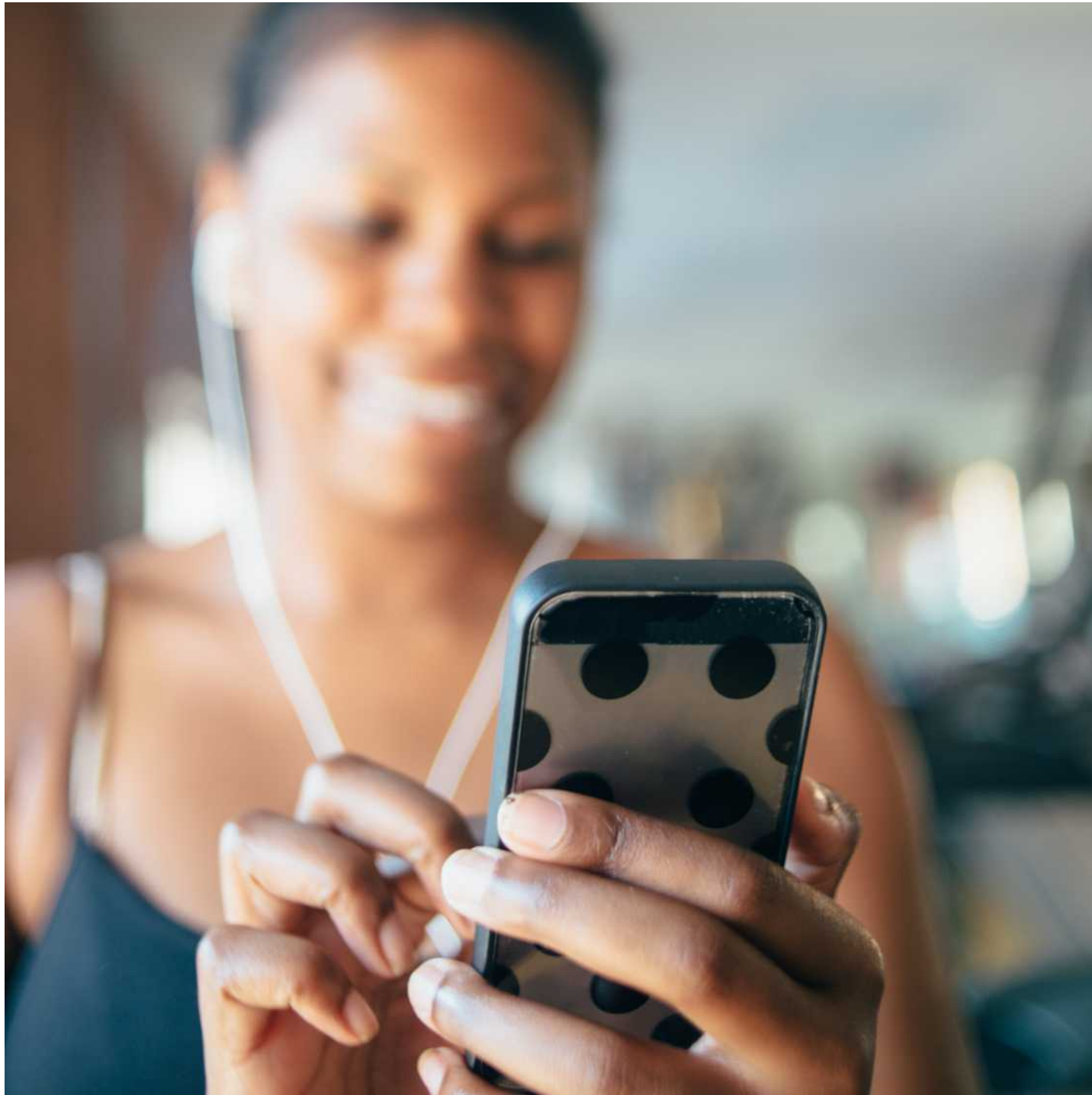
- Empowering learners by enabling them to develop the skills required to thrive in the rapidly growing digital economy.
- Strengthening infrastructure across the school estate to support new and creative approaches to learning and teaching that are not restricted by time or location.
- Providing opportunities for staff to engage in professional learning on digital pedagogy to promote a shared understanding in, and provision of, high quality learning.

We have recently appointed a Digital Learning Manager who will work with key stakeholders to develop the plan in the coming months. Once the plan is agreed, our expectation is that it will be implemented this session and we will start to see meaningful digital change in learning and teaching across Renfrewshire.

Since schools closed on 20 March 2020, teachers and pupils had to embrace digital technology in order that educational services could continue on a remote basis. The remote delivery of education has been a success, and the pace of digital change has, through necessity, accelerated significantly. Teaching staff have taken lockdown as an opportunity to be creative and collaborative, to experiment and to share ideas and best practice. As a result, confidence in the use of digital platforms for the delivery of learning has grown, which only bodes well for the future as we continue our digital journey in the classroom.

A variety of digital platforms have been used including Microsoft Teams, Google Classroom, Show my homework and Seesaw.

- The use of our digital learning platforms has expanded significantly:
- Schools have gone from storing very little online to now storing nearly 2.5 TB of files on Glow. For perspective, that equates to more than 34,000 hours of MP3s, 80 days' worth of video or 620,000 photos. In the future, online (Cloud) storage may reduce the Council's costs in terms of the requirement for server infrastructure.
 - There were, on average 6,000 daily users with over 400 Google Classroom school classes active each day.
 - Renfrewshire teachers have created 128,371 posts on Google Classrooms and have received 29,007 replies from their students.
 - Microsoft Teams was accessed around 49,000 times.
 - Over May, Renfrewshire students logged into Glow (the Education intranet) over 310,000 times.
 - The Council benefitted from £705,000 of Scottish Government funding for Digital Inclusion which has enabled us to ensure digital inclusion for senior phase pupils across Renfrewshire and provided a stock of devices to support any pupil who may have to self-isolate as part of 'Test and Protect'. In total we were able to purchase 1,800 Chromebooks and were able to supplement our pre-existing stock so that we can now offer 500 dongles for those pupils who do not have access to the internet at home. We will also be able to provide short term pop-up solutions to boost Wi-Fi in our secondary schools.



Renfrewshire Leisure/

Renfrewshire Leisure will actively work in partnership with the Council in the development and delivery of our digital strategy to achieve the greatest benefit from shared resources, where it is appropriate and beneficial for both organisations to do so. The strategy will help Renfrewshire Leisure to engage with customers in a faster and more cost-effective way, that minimises delays and number of processes and therefore avoids unnecessary steps and staff intervention. Renfrewshire Leisure will continually strive to be current and up to date with technology and able to respond to developments and changes in consumer behaviour.

The strategic purpose of the Renfrewshire Leisure strategy is to support their charitable purpose—to improve the mental and physical health and well-being of the local community. Renfrewshire Leisure's digital evolution will enable customers and service users to purchase and access services easily and efficiently using modern technology and enable employees to engage with customers, communities, partners and each other easily, confidently and safely.

Five Digital Pillars/

The strategy is built on the five pillars of:

- Technology platforms
- Software applications
- End user devices
- Data management
- Optimising technology (and skills development)

The approach focusses on:

- **People** – customers, employees, communities, partners
- **Processes** – to simplify, automate and remove duplication
- **Platforms** – to manage the digital and technology estate
- **Tools** – to enable the organisation to evolve

A digital and technology approach must:

- Improve customer service
- Increase productivity
- Streamline/automate processes
- Improve data quality, analytics and information

Principles and considerations:

- Systems approach - whole system thinking
- Meets Public Sector Network requirements
- Meets Payment Card Industry Standards
- Data governance arrangements are secure
- Data management improvement in collection, processing, analysing and reporting

The delivery of the Digital Strategy will also be closely aligned to the Council's Right for Renfrewshire transformation programme to ensure any digital work coming from the programme is effectively commissioned in line with the key strategic themes.

Outcomes and benefits/

The themes form the framework for delivering Renfrewshire's Digital Strategy and the following overarching outcomes, outline what we are working towards together:

- Reduced social inequality
- Improved education and attainment
- Improved health and well being
- Economic growth
- Reduced unemployment
- Sustainable and efficient public service delivery

Through our digital approach, there are a range of significant benefits we would expect to see, for our organisation, customers, citizens and communities.

These include:

- Services at times and in ways that suit
- More opportunities to participate
- Better access to information and data
- Smarter use of data to target services where they are most needed
- Increased organisational and community resilience
- Economic benefits

Governance and Leadership/

The delivery of the strategy will be led by a Digital Board, chaired by the Director of Finance and Resources. The Digital Board will exemplify digital leadership and

- Promote collaborative working to help drive creativity
- Provide direction and guidance on the relationship between innovation and risk
- Promote and encourage new ways of working

The board will also hold the responsibly to:

- Plan and measure the change centrally
- Create a long term technical and data architecture (and plan)
- Create a communications plan which brings the vision to life
- Make the right levels of investment

The Digital Board will report to the Corporate Management Team who will be responsible for the ownership of Digital across the Council, ensuring user and customer experience is embedded throughout services and for developing the right organisational environment and appropriate level of empowerment to deliver against the strategic objectives.

The Digital Board will provide regular updates to elected members through annual reporting to the Finance, Resources and Customer Services Policy Board.

Measuring Progress/

Feeding into the overarching outcomes, each strategic theme will also be defined with clear outcomes supported by a robust action plan. These will be developed over the coming months through engagement and consultation.

The success of strategic delivery will be measured against the achievement of outcomes with progress being reported, and exceptions managed through the Digital Board.

Resources/

This strategy will require resources to develop, deliver and support the different strands of these programmes at a time when resources are stretched. We will continue to explore opportunities for potential new funding streams and have 'ready to go' projects prepared should quick win funding become available. In addition, we will focus more than ever on sharing our expertise, learning from others and ensuring decision-making around digital resourcing is shared and planned in a collaborative way to maximise our investment and achieve best value.

Our people/

People are the most valuable asset that we have, and therefore having an engaged, skilled and effective workforce is at the core of delivering successful outcomes, facing challenges together and will be central to realising the Council's vision for cultural and transformational change.

Our People Strategy is in its final stages of development, with input from key partners and stakeholders, and puts a real emphasis on the governance and service ownership required to have the right people, with the right skills, in the right place at the right time. It will integrate the Council's approach to organisational development and workforce planning and be aligned with other key Council strategies including this digital strategy.

Our People Strategy will be a key enabler in supporting the delivery of our digital ambition across all pillars, supporting our people with the future digital skills required to deliver cultural and organisational change. The Digital Leadership and Skills theme will work in tandem with our People Strategy across the full employee lifecycle, to identify opportunities, challenges and next steps.



To: LEADERSHIP BOARD

On: 16 September 2020

Report by: Director of Environment & Infrastructure

Heading: CAR PARKING IN PAISLEY TOWN CENTRE

1. Summary

- 1.1 At the Leadership Board of 20 February 2020, it was agreed to extend the 3 hour period of free parking in 5 car parks in Paisley Town Centre for a further 6 months, to the end of August 2020 to allow further data gathering and evaluation, with a report being brought back to a future meeting of the Leadership Board to inform future car parking policy in Paisley Town Centre.
- 1.2 Between 27th March and 17th August, car parking charges were temporarily suspended due to the COVID-19 pandemic to support key workers. As a result of this temporary suspension the pilot did not operate and therefore no data or evaluation of the pilot could be undertaken.
- 1.3 With the temporary suspension of car parking charges in Paisley Town Centre having ended, this paper sets out to extend the pilot for a further period of 6 months to able the recommendations agreed to in the Leadership board paper of February 2020 to be implemented in full.
- 1.4 The restart of the pilot will gather data on car park usage and visitor patterns, which will be taken to the Paisley Town Centre Car Parking Working group for consideration. The COVID 19 pandemic has changed how our high streets are operating at this time and the data captured through the pilot period will also feed into the work being undertaken as part of the wider economic recovery plan.

2. Recommendations

It is recommended that the Leadership Board:

- 2.1 Notes that the extension of 3 hours free car parking in 5 car parks in Paisley Town Centre was unable to be undertaken due to the COVID-19 pandemic.
- 2.2 Agree to extend the pilot for a further 6 months to allow a calendar year worth of data to be gathered and evaluated for the economic, financial and transportation impact of the car parking pilot, with a report being brought back to a future Leadership Board to inform future car parking policy in Paisley Town Centre

Implications of the Report

1. **Financial** – The loss of parking income from the 5 cars participating in the pilot is being funded from existing resources to support regeneration and development activities in the Town Centre.
2. **HR & Organisational Development** - *None*
3. **Community Planning**
Reshaping our place, our economy and our future – The pilot seeks to support the economic growth of Paisley Town Centre
4. **Legal** - *None*
5. **Property/Assets** – Investment in parking meter infrastructure.
6. **Information Technology** – New infrastructure technology piloted
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
8. **Health & Safety** – *None*
9. **Procurement**– *None*
10. **Risk** – *None*
11. **Privacy Impact** – *None*
12. **Cosla Policy Position** – *None*

13. **Climate** - *None*

List of Background Papers

- (a) Leadership Board report of February 2020 – Review of Car Parking in Paisley Town Centre.

Author: Gordon McNeil, Director of Environment & Infrastructure



To: Leadership Board

On: 16 September 2020

Report by: Chief Officer, Renfrewshire Health and Social Care Partnership

Heading: Adult Social Work Service Update

1. Summary

- 1.1 This report provides an update to the Leadership Board with a summary of the impact of the COVID-19 pandemic and outlines the key priorities and areas of risk identified over the next few months by the Health and Social care Partnership.
-

2. Recommendations

- 2.1 It is recommended that the Leadership Board notes the content of this report.
-

3. Background

- 3.1 The Partnership recognises the significant impact that the pandemic has had on individuals, families, carers and our communities - of those who have sadly died, who have struggled through isolation, have lost their income or have had their health and wellbeing impacted through this crisis. The effects are far-reaching, and long term impacts cannot be underestimated.
- 3.2 In March 2020, working closely with partners, Renfrewshire Health and Social Care Partnership moved to respond to the emerging coronavirus pandemic, protecting and supporting our employees and communities, and particularly vulnerable people across the area.
- 3.3 In responding to the pandemic, staff across the Health and Social Care Partnership (HSCP) have shown great commitment and resilience during these challenging times, delivering essential services, volunteering to support frontline services and helping others to remain safe at home. sincere thanks go to them for their continued support to the citizens of Renfrewshire.

- 3.4 In order to ensure effective decision-making and governance, the Emergencies Board was convened on 20 March 2020 and has received regular updates on the different workstreams established to support Renfrewshire throughout the crisis, highlighting the humanitarian response, reviewing the available data showing the impact on Renfrewshire's people and considering how we can restart services, recover and renew. Detailed reports were also presented to the Council on 25 June 2020. Regular reports have also been provided by the Chief Officer to the Integration Joint Board.
- 3.5 This report is therefore not intended to provide granular detail of the response, it is to give a broad overview of the key areas impacted by the COVID-19 crisis – the service areas paused and restarted, the particular areas of focus now and in the near future and any specific risks and priorities.
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4. HSCP Operational Services Update

- 4.1 The challenges faced by the HSCP during the pandemic are unprecedented including:
- The need to rapidly change service provision across health and social care, and ensuring alternative supports are in place to support those with critical needs or in crisis;
 - Maintaining service provision through high levels of absence as a result of staff stepped back due to underlying health conditions and instances of self-isolation as a result of COVID-19;
 - Sourcing and supplying adequate levels of PPE to keep staff safe and to support unpaid carers and providers;
 - Continuing to work with care homes in Renfrewshire to provide enhanced support and oversight throughout the pandemic;
 - The need to quickly set up and deliver 'new' services through the Renfrewshire COVID-19 Assessment Centre, medicines delivery to those shielding and vulnerable, and implementing the enhanced care home testing regime; and
 - The ongoing financial impact of COVID-19, which continues to be monitored regularly.
 - The commitment of staff in responding to these challenges has been exceptional and it is recognised that an ongoing challenge will be that staff are now tired and may suffer anxiety, stress or PTSD as a result of their experiences. Their health and wellbeing will be at the centre of recovery and renewal plans.
- 4.2 This required the Partnership to remain flexible and ready to adapt to the changing needs of local people and requirements of the Scottish Government. Throughout the period of the pandemic a range of key legislative and policy changes have been enacted. Whilst understanding of the impact of the virus on populations was continuing to develop during the pandemic the frequency, volume and various dissemination routes for detailed guidance has been challenging for all services to ensure they are fully updated and compliant.
- 4.3 In order to ensure effective decision-making and governance, detailed reports were provided to the Emergencies Board and the Integration Joint Board.

Testing

- 4.4 All staff in older adult care homes continue to be tested weekly through the Government's Social Care Portal. Staff in the HSCP's three Adult Care Homes are tested weekly through the NHSGGC Central Hub. Any staff member who tests positive through the Government's Social Care Portal are retested by the local HSCP team. To date, all repeat tests have been negative.
- 4.5 Symptomatic residents continue to be tested through the HSCP Hub. The Hub also carries out all care home pre-admission tests, with support from the Care Home Liaison Team, and all tests for symptomatic housebound patients, with support from the District Nursing Team. No care homes have reported residents with symptoms of COVID-19 or reported as symptomatic or confirmed since 19th June 2020.
- 4.6 Regular testing also continues for staff in Mental Health wards to help protect the most vulnerable, in particular those over 65 and who have stays of longer than three months. Within Renfrewshire this incorporates five wards, including four Older People Mental Health wards and our longer stay Mental Health Rehabilitation ward.

PPE

- 4.7 There continues to be sufficient supplies of personal protective equipment (PPE) provided by the National Distribution Centre for both social and health care to support the current service profile in the HSCP. Services reiterate the importance of appropriate PPE use and social distancing with staff across all services. The HSCP also continues to provide PPE supplies directly to commissioned care home and home care services, however it is important to recognise that the commissioned providers are responsible for the provision of PPE for their own services.

Care Home and Extra Care Housing Visiting

- 4.8 Elected members will be aware that further relaxations of lockdown rules and guidelines for visiting arrangements to older people's care homes have been announced recently in line with Scottish Government's route map to recovery. Detailed guidance has been issued to support a phased increase to the level of visiting to care home residents, for both outdoor and indoor visits and also the re-introduction of health care services to homes.
- 4.9 Outdoor visits have been extended to three individuals at a time, from no more than two households, with the same frequency as before – thirty minute visit, once per week. The safeguards and conditions that require to be met for this to happen remain unchanged.
- 4.10 For indoor visiting to residents to take place, the guidelines state that care homes require to submit a visiting protocol and risk assessment. Each care home's plan for indoor visits requires to be signed off by the Health Board's Director of Public Health or their designated lead who will, in considering each plan, need to take account of the COVID context and prevalence within the respective area prior to approval. In Renfrewshire, the HSCP Oversight Group is working across our local care home sector, alongside public health, to safely introduce visiting in line with guidance. However, at the time of writing, the Director of Public Health has paused indoor visiting to all care homes in the Greater Glasgow and Clyde area due to the increasing numbers of Covid-19 infections. This decision will be kept under review.

- 4.11 Within Renfrewshire a decision was taken in March to align the care and support within the extra care services to the care homes, including the use of PPE and visiting. This sector is not formally covered by the national guidance or the NHS Greater Glasgow and Clyde local guidance which is focused on older peoples care homes. It is important to understand that the residents within extra care have high levels of need and are vulnerable in terms of the impact of the virus. However, they are also tenants living in their own homes. A risk assessment has been carried out for each establishment with a view to moving to indoor visiting in addition to the existing external visits but unlike the care homes this does not require agreement from Public Health. A review of the proposed risk assessment and visiting protocols is being carried out with the service through the District Nursing leads. Further work is now also taking place with the housing providers to support the operation of the tenancies and the care support services.

Respite and Day Services: Older People and Learning Disability Services

- 4.12 Detailed guidance in relation to the operation of residential respite and buildings based day care services has been issued. There is acknowledgement within the guidance that a 'one size fits all' approach will not work for these varied services which operate across all the care groups. The guidance further notes that it may take some time for services to re start or there may be changes to the offer of service to comply with social distancing. Work within older people and learning disability services has been taking place in preparation for a stepped approach to the wider reintroduction of these services. Services have continued to be provided to people with the most critical level of need throughout the period since March 2020 including respite and outreach services supporting people in their own homes. It is unlikely that all day services will be able to reopen fully or to offer the previous range of services due to restrictions in the numbers of people able to attend at any one time in the near future. Services have maintained contact with people attending and will continue to work with them and their family members or unpaid carers to provide support.

4.13 **Community Health and Wellbeing**

Strategic Planning Group

- 4.14 Over the summer period, the HSCP's Strategic Planning Group has met twice to recommence work on the development of a strand of work seeking to support the improvement of health and wellbeing in communities across Renfrewshire. This forms a key strand of the HSCP's approach to recovery and renewal, described further in Section 5. These sessions have revisited previously discussed priority areas of action and have confirmed that existing priorities remain valid and have been reinforced by the COVID-19 pandemic. Consequently, the following priorities have now been agreed and will form the focus of this health and wellbeing strand:
- Loneliness and social isolation;
 - Lower-level mental health and wellbeing, including bereavement support;
 - Housing as a health issue;
 - Inequalities;
 - Early years and vulnerable families, including a focus on child poverty;
 - Healthy and active living; and
 - Collaborating for greater impact, including aspects such as communications, capacity building, funding, and linkages with other fora.

- 4.15 Discussions to date have been highly collaborative with all partners showing clear commitment and enthusiasm for working together to address these priority areas, and lead organisations have been identified to convene discussions on the identification of (i) the three most important outcomes that need to be addressed in relation to each priority; and (ii) to identify any additional factors or areas of work outwith the control of the SPG but which partners want to use our collective voice at different fora to influence.
- 4.16 The group has also considered the content of a Terms of Reference to underpin this joint working, and to key criteria and required processes for identifying and selecting community-led projects which align with these priorities. Discussions have also taken place with third sector partners on the development of a Memorandum of Understanding (MoU) to underpin the principles within which we will work together.

Champion for Strategic Planning Group focus on Loneliness and Isolation

- 4.17 Loneliness and social isolation were identified as a key theme in Renfrewshire's Health and Wellbeing Survey of 2017/18. In response the Strategic Planning Group (SPG) recognised this as a priority area and established a Short Life Working Group which explored how we best address this issue and made recommendations on next steps.
- 4.18 Following these recommendations, the IJB and Community Planning Partnership agreed that the SPG will lead a Renfrewshire wide response to this agenda. A Connectedness Delivery Group was formed earlier this year to progress the review's recommendations. Due to COVID-19, the specific work of the group was paused to enable all partner's to focus on their response to the pandemic however loneliness and social isolation has remained a key theme for the HSCP and partners throughout this phase, reflecting the exacerbating impact the crisis has had on the vulnerable and isolated in our community. Examples include the delivery of the Vulnerability Helpline, described further below, and work to develop the neighbourhood hubs across Renfrewshire.
- 4.19 As noted above in paragraphs 4.14 to 4.16, the Strategic Planning Group has recommenced work to develop a Renfrewshire-wide approach to improving health and wellbeing, including a continued focus on loneliness and social isolation. In aid of this, Councillor Jacqueline Cameron, Chair of the IJB, has agreed to take on the role of Loneliness and Social Isolation champion, to support ongoing awareness raising of these challenges across Renfrewshire and promote work developed by partners to address them.

Renfrewshire Bereavement Network

- 4.20 Sadly, we know that many more people than normal have lost loved ones or are experiencing levels of grief or hardship that were not anticipated only months ago. In response, local organisations have come together to pilot a new grief and bereavement service for families in Renfrewshire.
- 4.21 The group of organisations, known as the Renfrewshire Bereavement Network, includes local hospices Accord and St. Vincent's, as well as the HSCP and Recovery Across Mental Health (RAMH). Discussions are also scheduled with Renfrewshire Council. Collectively, the network aims to provide support to anyone in the Renfrewshire area who is experiencing loss or dealing with grief - by offering access to the most appropriate advice, guidance and counselling available – from a single point of access. This access is for those over 16 and includes residents, those

employed within Health and Social Care in Renfrewshire, and Renfrewshire Council employees. Contracts from or regarding children will be appropriately signposted.

- 4.22 People who need support will be able to contact a new helpline where they can discuss the help they need. After an assessment, staff who have been trained to manage calls, will aim to make sure they receive the most appropriate support for their individual circumstances.
- 4.23 The project launched on 17 August 2020 and is initially scheduled to run for a six-month period. Following a review of the pilot, there is potential for the service to continue beyond the initial period to become a more permanent feature.

Hear? for You Helpline

- 4.24 As part of the initial COVID-19 response phase, Renfrewshire HSCP worked with Recovery Across Mental Health (RAMH) to implement a helpline facility for vulnerable individuals looking for support with their mental health. Individuals were referred to RAMH having contacted Renfrewshire Council for support.
- 4.25 In anticipation of an increase in mental ill-health in the next year, from the week commencing 24 August, this service has been extended to provide a free, direct access telephone support line ('Hear for You') in partnership with RAMH, to help people talk about how they are feeling during the COVID-19 pandemic.
- 4.26 This support line will enable as many people as possible to get in touch without cost. Trained and experienced staff will be on hand to offer a supportive ear and will be able to assist by putting people in touch with resources, information and additional assistance through, for example, statutory services and the bereavement network.

Implementation of a Mental Health and Wellbeing Steering Group

- 4.27 The services being developed as described above highlights the view of the HSCP and partner organisations that mental health and wellbeing support will be a critical strand of activity over the next 12 months and beyond, reflecting the expected increase in mental ill-health caused by the COVID-19 pandemic and the spectrum of experiences and impacts it has and will have.
- 4.28 To ensure that the provision of mental health and wellbeing supported meets future needs and demand for the people of Renfrewshire, a Mental Health and Wellbeing Steering Group is currently being implemented, to identify and review all current internal and external support provided in this context, including the new areas of provision outlined in this paper and also including Doing Well, the RAMH First Crisis and Hear for You Helplines, the Renfrewshire Bereavement Network and other community support. Linkages with the wider role of the Neighbourhood Hubs and Community Link Workers will also be considered.
- 4.29 This steering group will seek to create a support framework for the next 12 months and beyond to ensure that mental health and wellbeing support is holistic, has an improved customer experience and benefits from reduced silo working as a result of clear pathways, referrals and linkages between all support services.
- 4.30 The group will also consider the possible benefits of a single tender or commissioning approach which brings together these strands of activity and encourage more collaboration amongst partners and community provision. These considerations will

have clear linkages with the community-led health and wellbeing work being undertaken by the Strategic Planning Group, and these will be actively managed and maximised wherever possible.

- 4.31 The steering group described above will focus on the necessary support framework for adults with mental ill-health. In addition, the HSCP is convening a meeting with Children's Services partners within Renfrewshire Council to consider current and planned provision of Children's Mental Health support programmes and identify any remaining gaps in the support available which can be prioritised for action in the next 12 months.

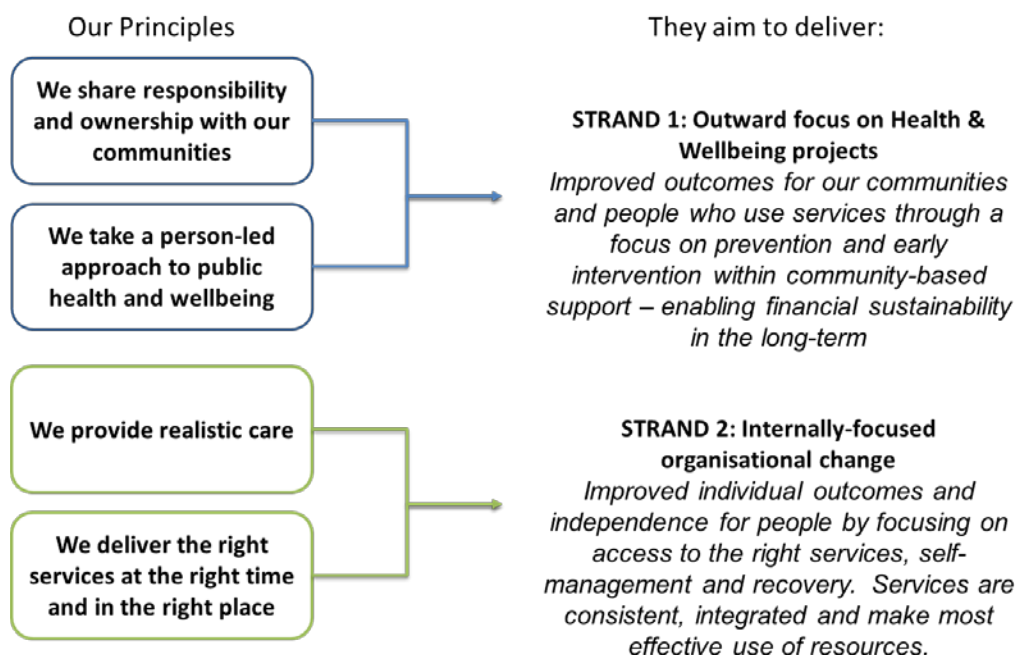
Recovery Hub

- 4.32. The HSCP continues to work with a range of key partners to enhance recovery opportunities in Renfrewshire as part of the implementation phase of the Review of Alcohol and Drug Services. One of the key achievements is the provision of a Recovery Hub, which will offer a unique opportunity for individuals affected by drugs and alcohol and/or mental health to access dedicated support to enhance their recovery.
- 4.33. Refurbishment works at the recovery hub site were placed on hold in March in line with lockdown guidelines but recommenced at the beginning of August Alcohol and Drug Recovery and Mental Health Services have used this time to continue to plan for the opening of the hub by liaising with partners and communities to gather their needs and ideas and to begin to develop a programme of recovery activity. The Recovery Manager post is currently out for recruitment.

5. Recovery and renewal

- 5.1. The HSCP's recovery and renewal planning is being led by clear objectives which have been agreed across the health and social care system but also reflect the local context in Renfrewshire. NHS Scotland has set out a number of objectives in their 'Re-mobilise, Recover and Re-design' framework. The HSCP's planning approach has been developed to reflect these such that:
- Services will be resilient and flexible to rapidly changing circumstances;
 - Services are re-established where appropriate and safe to do so, reflecting population needs and changing demand;
 - Planning will understand the impact of changes made to inform future decisions;
 - Services will be focused on supporting people to recover, including a focus on mental health and wellbeing for people and staff;
 - Approaches developed will improve population health and reduce inequalities, embedding preventative and early intervention approaches;
 - Future models of delivering health and social care will build on evidence showing the effectiveness of new ways of working and will be designed collaboratively with staff, service users and patients, carers and partner organisations; and
 - Innovation and digital technology will be embedded in future delivery models.

- 5.2 Robust governance arrangements have been put in place, consisting of the HSCP senior management team, the HSCP's communications lead and representatives from the staff partnership to form the recovery and renewal steering group. These arrangements represent an evolution of the Local Management Response Team arrangements put in place during the initial response phase. In addition, the HSCP is participating and contributing to the recovery planning governance structures put in place by Renfrewshire Council through the health and social care recovery planning workstream, and across NHS Greater Glasgow and Clyde through the Strategic Executive Group and supporting recovery tactical group within the Board's COVID-19 governance model.
- 5.3 Based on the Scottish Government's route map, the HSCP has developed a phased approach to inform recovery and renewal planning taking into consideration various aspects including: easing of lockdown and physical distancing; the role of new services such as the COVID assessment centres; the roll out of Test and Protect processes; and, the impact of changing circumstances on demand for health and social care services. It is likely that the existing response and next recovery and renewal phases will overlap for some time.
- 5.4 HSCP services continue to develop and implement recovery plans looking across all route map phases, ensuring they align with national guidance and reflect cross-NHS Greater Glasgow and Clyde planning where necessary. These plans are necessarily iterative and have been designed to maintain flexibility whilst considering whether changes made during the COVID response:
- Should revert to the pre-COVID approach at an appropriate time;
 - Should be maintained as they are working well, and they are required to meet national guidance;
 - Should be adapted to reflect changing circumstances or needs of service users/patients, particularly where the initial response is only suitable for a period;
 - Should be stopped at an appropriate point, of particular consideration where new services have been implemented to support the response.
- 5.5. These considerations will reflect the guiding principles of the HSCP's approach to delivering transformation through recovery and renewal, and the wider financial context of the HSCP. These principles, along with the strands of work which they form are:



- 5.6. It is also critical that emerging plans seek to build on the renewed sense of community support evident in many neighbourhoods and recognise the fundamental changes which have occurred in the way in which services are delivered, and the new environment in which the HSCP operates.
- 5.7. The HSCP also considers that there is an opportunity to take a needs-led approach in coming weeks and months which builds on the benefits provided through application of new technologies; determines how best early intervention and preventative approaches can be embedded within communities; and refocuses on individual self-management and recovery.
- 5.8. Alongside the above recovery and renewal work, the HSCP's Health Improvement Team continues to support the delivery of NHS GGC's Test and Protect programme. This has been identified as a priority area of focus, recognising the importance of Test and Protect in maintaining low rates of infection. This input has currently been extended to October and may extend further.

6. Key priorities and risks

- 6.1 The HSCP recognises that the response to COVID will continue for several months into 2021 and will overlap with continuous activity undertaken to recover from the impact of the pandemic, and the restart of transformational activity as part of renewal. In doing so, the HSCP's priorities are to embed resilience and flexibility within services to ensure the ability to rapidly respond to changing circumstances and future possible peaks of infection alongside recovery activity. The key objectives outlined above in paragraph 5.1 will remain central to this approach.
- 6.2 The HSCP has taken a robust, risk assessed approach in their COVID response, with the main priority being to continue to protect the wellbeing of both our service users and staff despite the challenging circumstances. Risks identified will require ongoing management throughout future phases, and are considered to include:



The need for **continued physical distancing**, and the impact this will have on **building use and occupation**



Demand, whether new, changing or 'pent-up' (in particular loneliness, isolation and mental health) could have significant impacts on aspects of service provision and the targeting of resources



Workforce risks relating to anxiety, stress and absence (potentially as a result of Test and Protect self-isolations) may impact on service delivery; and skills gaps in the longer term



The **overall financial impact of COVID-19** is unknown, with additional uncertainty over the extent to which costs will be covered by Scottish Government



The **sustainability of external Care Home providers** where demand falls due to negative perceptions – limiting choice and potentially increasing delayed discharges



Potential **further peaks of infection** would require rapid return to the 'response' service models and place additional demand on staff and finances



The pandemic has exposed and **exacerbated deep-rooted health and social inequalities**, with impact felt more deeply by those in poverty



The sourcing of PPE is currently stable however it is expected that **demand for PPE will increase significantly** as services restart

7. Finance

- 7.1. Throughout COVID-19, the HSCP has closely monitored the incurred and expected financial impact of the partnership's response to the pandemic. This has included the development and monitoring of detailed mobilisation plans and the completion of a financial tracker, currently submitted to the Scottish Government on a monthly basis. The IJB have also been kept updated on the developing financial context. A summary of the financial impact of COVID-19 was provided to the IJB in July. This summary set out the costs incurred to date and estimated future costs. At the time of the July update, £2.36m additional funding had been allocated by the Scottish Government to Renfrewshire IJB to assist in funding our response to the COVID-19 emergency.
 - 7.2. On 3 August, the Cabinet Secretary for Health and Sport announced an additional tranche of funding up to £50m to meet reported and ongoing costs. This additional funding is subject to the ongoing provision of evidence and assurance from the IJB in respect of actual expenditure, which the HSCP continues to provide through monthly financial tracker updates to the Scottish Government.
 - 7.3. To date, £25m of this funding has been allocated on the same basis as the initial £50m provided. This equates to £0.834m for Renfrewshire IJB, which once received will bring total additional funding from Scottish Government to £3.194m. The estimated overall cost of COVID is currently £25.417m, resulting in a current funding gap of £22.223m.
 - 7.4. In addition, it was confirmed by the Cabinet Secretary that the principles for social care sustainability payments to providers have been extended by two months until the end of September. The financial implications of this extension are currently being assessed by the HSCP. It is also noted that the potential for the period of the sustainability payments to be extended further beyond the end of September, and for related financial pressures to increase, remains.
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Implications of the Report

1. **Financial** – None
2. **HR & Organisational Development** – None
3. **Community & Council Planning** –

Our Renfrewshire is thriving / Reshaping our place, our economy and our future - the service is actively involved in Invest in Renfrewshire and Future Paisley.

Our Renfrewshire is well – the HSCP undertakes a critical role in improving health and wellbeing in Renfrewshire. Work being undertaken is identified in section 4 of the report.

4. **Legal** – None.
5. **Property/Assets** – None
6. **Information Technology** – None.
7. **Equality & Human Rights** – None
8. **Health & Safety** – None.
9. **Procurement** – None.
10. **Risk** – The risks are identified in section 6 of the report.
11. **Privacy Impact** – none.
12. **CoSLA Policy Position** – none
13. **Climate Risk** – none
14. **Fairer Scotland Duty** - none

List of Background Papers: none

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To: Leadership Board

On: 16 September 2020

Report by: Chief Executive

Heading: Renfrewshire Leisure Update

1. Summary

- 1.1 This report provides an update to the Leadership Board with a summary of the impact of the covid-19 pandemic on Renfrewshire Leisure since March 2020. It outlines the operational and financial disruption experienced and provides information on how the organisation has adapted to these changed circumstances. The report also outlines the key priorities and areas of risk for the remainder of the financial year.

2. Recommendations

- 2.1 It is recommended that the Leadership Board notes the content of this report.

3. Background

- 3.1 In March 2020, working closely with the Council and following all government guidelines, Renfrewshire Leisure moved quickly to respond to the emerging coronavirus pandemic, protecting and supporting employees and communities, closing all in-person delivery of services and facilities.
- 3.2 The pandemic caused immediate disruption to Renfrewshire Leisure's business model, impacting on finances through the loss of ability to generate earned income and on operating practices. The pandemic also meant that Renfrewshire Leisure's Business Plan for 2020/21 which was approved by the Renfrewshire Leisure Board in March 2020, was not able to be formally submitted to the Leadership Board for formal sign off, due to the suspension of policy board meetings.

- 3.3 Due to the lockdown arrangements that have been in place, Renfrewshire Leisure has not been able to deliver against all the performance indicators set out in the service level agreement with the Council; however, Services have worked hard to innovate and provide the community with alternative access to health, sports, leisure and cultural activities, mainly through digital provision. From late May 2020, with the Scottish Government starting its route map easing of restrictions, Renfrewshire Leisure has been able to start the process of gradually re-opening some services and facilities. It is anticipated that the majority of services will have returned through the autumn period.
- 3.4 Renfrewshire Leisure has provided complementary activities and services (physical, cognitive and emotional) in addition to the mainstay of social, housing and food services provided by wider Council services. Renfrewshire Leisure's services support wellbeing by maintaining an ongoing sense of belonging and connection between people and their locale, a vital touchpoint for everyone during a time of social distancing and isolation.
- 3.5 In the course of its usual business, Renfrewshire Leisure provides numerous services that, by their nature, support the health and wellbeing of local people across communities. During the current pandemic, when operational buildings closed to the public, Renfrewshire Leisure teams moved swiftly to maintain core health services; expand services that engage with community groups; and provide alternative platforms to access cultural, sport and leisure opportunities. Highlights from 1st April to 30th June include:
- Re-opening of Barshaw Golf Course, Lochfield Bowling Green and Robertson Park Bowling Green on 29 May 2020;
 - Services providing continuous online content via the Ren TV channel with 15021 views during this period;
 - A new creative arts project – Tiny Revolutions Renfrewshire – launched to encourage people to engage in creative activities within their communities;
 - Libraries provided free CoderDojo@Home sessions with Paisley YMCA, a coding club for 18-17 year olds;
 - Libraries recorded 13,319 e-books loaned during this period, an increase of 3,107 over the same time last year;
 - Sports Services launched the RL Online Olympics, where there were 4,945 entries from 50 schools over 7 weeks of online sports challenges;
 - A walking challenge was organised for members of the public to walk the equivalent of the boundary of Renfrewshire (48 miles) across the month of June. A total of 616 walkers took part with a combined distance walked of 33,698 miles.

4. Service Update

This section of the report provides an update on how different services provided by Renfrewshire Leisure have been adapted to provide continued and new service provision for Renfrewshire residents following the emergence of the pandemic.

Sports Services

- 4.1 One of the first activities within Renfrewshire Leisure's contingency planning prior to lockdown was to prepare for transferring a number of key activity classes online – particularly those that support people with long term health conditions – to minimise service disruption.

4.2 Health & Wellbeing

The Macmillan, Live Active and Vitality programmes were merged to enable the widest reach possible, ensuring the same provision is there for all existing users. Contact was maintained with every client working with these services prior to Covid-19 alongside new GP and other referrals being received and included. Approximately 14 classes per week are being offered with over 2,300 attendances to date since lockdown began. Classes are suitable for all abilities, offering both standing and seated options.

- 4.3 Home-based exercise packs have been provided for those who cannot access the online class programme or prefer not to. To date, 81 packs have been posted out to users in the community. Support, advice and information has continued to be offered around physical activity and nutrition for all those with long term conditions, with 509 phone-based consultations hosted to date. Weekly contact has been maintained with all users in groups to ensure nobody is left behind due to social isolation.

- 4.4 Prior to Covid-19, Renfrewshire Leisure was working with Invest in Renfrewshire to establish a volunteering coaching programme to support people in recovery from drug and alcohol addiction. Whilst this has been disrupted in its planned form, work is underway with the Health and Social Care Partnership about adapting health and wellbeing classes to provide support for people in recovery in an alternative format.

Sport Services for Children and Young People

- 4.5 Active Schools provides a wide variety of sporting opportunities for all pupils across Renfrewshire. To mitigate current lockdown restrictions, the Renfrewshire Active Schools team created digital sports sessions and were the fastest in Scotland to do so. These sessions cover several sports such as dance, football, basketball and athletics.
- 4.6 To date, there have been a total of 4,945 sign ups via the Class4kids online booking system, which allows the service to continue to track participation. This is something that has been paused in other authorities. The sign ups have shown that the content has been widely received across Renfrewshire and has also seen several participants from other local authorities take part.

- 4.7 Renfrewshire Active Schools shared this content nationally so that it is also available to families beyond the Class4kids sign up. Shetland Active Schools used the digital content to help support delivery within their school hubs, without which they would have no content to support their young people. The organisation also linked with national governing sports bodies and local community sport clubs to enhance the amount and range of available content.
- 4.8 Trying to alleviate the stress and anxiety that young people feel, the Renfrewshire Active Schools team created the trend for several online challenges via social media intended to lift the spirits by adding another element of fun. Sport Services also created the first Active Schools online competition. 45/49 primary schools within Renfrewshire signed up for the RL Online Olympics. Renfrewshire was the first local authority to offer online competition.
- 4.9 Sporting Memories Dementia Group
This group normally meets every Thursday at KGV pavilion and has been maintained through direct weekly contact with each client, welcomed due to their social isolation. Quizzes are sent to keep their minds active and relieve boredom. Online Sporting Memories posts are a result of this contact. The social media campaign highlights each member and their favourite sporting memory. Renfrewshire Leisure are also actively maintaining contact with the Sporting Memory Foundation to keep this partnership alive.

Paisley Museum Reimagined

- 4.10 Renfrewshire Leisure is working directly with communities to develop the new Paisley Museum, and it is recognised there is a need to acknowledge the potentially changing priorities of audiences as result of the Covid-19 pandemic. The activity plan for the museum (this is a NLHF requirement, which sets out how the organisation will engage with audiences and the types of activities to be undertaken) has increased focus on health & wellbeing, inclusion, co-production and learning. This approach is based on collaboration, kindness and responsiveness.
- 4.11 Two key strands of project work have emerged from this adapted approach: Listening (building community, connections, relationships) and Creating (promoting sense of worth, identity, empowerment).
- 4.12 To date, 30 virtual co-production sessions have been held with community partners Kairos and Who Cares Scotland? and five listening sessions have taken place with other organisations with more programmed to come extending contact to dozens more.
- 4.13 In the longer term, the service will be reviewing the Museum's Introductory Gallery content in light of people's experience and changing priorities. The intention is to commission a writer to co-produce the narrative for the Introductory Gallery and to work with local organisations and individuals to develop it. Museum practice also offers the opportunity to develop a Covid-19 archive (which may be linked to the Introductory Gallery but also presents an

opportunity to collect digital and physical objects for display) and which would evolve from some of the earlier 'listening' discussions enabling Renfrewshire Leisure to collect a Paisley / Renfrewshire specific response to the pandemic experience.

Cultural Services

4.14 Many services moved swiftly online, including:

- Library bookbug youtube sessions.
- Libraries ebook and magazine loans – 81% increase in users, 74% increase in loans.
- At home music sessions “Stuck in the house with you” a weekly livestreamed session from a different artist, Friday nights 8pm as a regular event.
- Inspired schools art competition: images of works being shared online; virtual exhibition tour being developed
- Targeted work and resources being sent to key primary schools (Heriot PS, Bridge of Weir, Gallowhill) tailored to specific learning from home requirements.
- Continuity of community engagement work, for example Art Boss programme for care experienced young people has moved to an online/digital programme working in partnership with Youth Services and Who Cares Scotland. This programme has been maintained through a Facebook group for 3-4 weeks, supported by artists delivering online workshops.
- Services are continuing to provide online content on the Ren TV channel which has had 15,021 page views during this period. ‘Stuck in the House’ began in April on Ren TV, a weekly programme featuring leading Scottish musicians performing from their homes on a Thursday evening.
- Story Time began on Ren TV with a range of professional childrens’ storytellers and theatre makers delivering high quality engagements for children and families.
- The Arts Team helped produce and broadcast a range of short films on Ren TV including ‘When Renfrew Roared’ and the ‘Renfrew Rhymer’.

4.15 A new service was also developed as a direct response to lockdown – Libraries Direct. Renfrewshire Council’s initial response to the Covid-19 crisis had taken the shape of the Neighbourhood Hubs and emergency food and medicine supplies to the vulnerable. Staff in the Hubs were increasingly aware of other needs being expressed by clients. These needs were varied, but it was felt that there were three areas where Renfrewshire Libraries could provide support.

4.16 Some clients have been identified as being particularly isolated and the idea of making “friendship” calls to this group was proposed. These calls will not be about food or medicine practicalities but more about contact, chatting, friendship, wellbeing. Library staff were identified as have having the right skill set around communication and empathy required.

- 4.17 In the current situation where there is more reliance on the digital world, staff in the Hubs also reported a need for digital skills support for clients, and again, library staff and library volunteers were identified as having the appropriate skill set. The limitations of providing digital skills support remotely are acknowledged.
- 4.18 Thirdly, a desire to deliver more than food and medicine to clients was formed. Wellbeing depends on more than just these essentials. For individuals and families isolated in their homes the delivery of books and toys is seen as a way to bring culture, education, fun and entertainment directly to these homes. It was felt to be important that people are able to make choices about which books and toys they want – rather than a “one size fits all” blanket approach. This was seen as important, as it gave people choice at a time where they had very limited choices over anything else. Renfrewshire Libraries made system alterations and developed a methodology to make this happen. The service has enabled partners to identify and attend to more complex needs for residents.

Asset Management

- 4.19 The team have been undertaking business critical building checks throughout facility closures, ensuring site security, health and safety checks and plant maintenance. As Scottish Government guidance is updated through the lockdown easing route map, the Asset and Health & Safety teams have been working with service areas to ensure that all risk assessments, standard operating procedures and revised to ensure Covid-secure compliance in partnership with Council colleagues. Staff training in Covid-secure practices and their adapted workspaces has been taking place throughout the summer with input from Trade Unions.

Key Workers and Essential Services Support

- 4.20 RL Sport Services staff supported the delivery of education hubs for children of front-line services (key workers). Staff worked full time across 5 venues to support teachers from March through to August providing c.1200 hours.
- 4.21 Indoor Leisure also provided staff deployed as drivers (29 staff) and food packers (28 staff) providing a further 1408 hours of support between 6th April and 1st May when Renfrewshire Leisure was able to further mitigate financial losses by registering some staff groups with the HMRC Job Retention Scheme.
- 4.23 Renfrewshire Leisure also supplied cleaning products, PPE and a defibrillator to health care partners at the start of the pandemic.

5. Financial Implications

- 5.1 The closure of facilities and services on 18th March has created a significant loss of income in 2020/21 for Renfrewshire Leisure. Whilst the majority of the organisation's income is provided through a service

payment from Renfrewshire Council, a significant proportion of its annual income comes directly from customers using services which had to close due to the pandemic. The majority of this income comes from membership fees currently suspended, the learn to swim programme and venue and facility hire.

- 5.2 Renfrewshire Leisure has been actively managing and mitigating the resultant loss of income through spend controls; use of the HMRC Job Retention Scheme; recruitment freeze and through grant funding.
- 5.3 At present Renfrewshire Leisure remain heavily impacted by the lockdown response to the COVID crisis with facilities only recently approved for re-opening under the Scottish Government's phase three arrangements. It is anticipated that over the course of the remainder of 2020/21, Renfrewshire Leisure will experience only a partial financial recovery due to the ongoing operational restrictions impacting on the revenue recovery as well as additional operational costs to meet national guidelines.
- 5.4 It is forecast that over the course of 2020/21 the Council will be required to provide Renfrewshire Leisure with an additional £4.5m of financial support and this has been reflected in the Council's overall budget monitoring arrangements reported to the board.
- 5.5 As highlighted in the report, due to the pandemic Renfrewshire Leisure's Business Plan for 2020/21, which was approved by the Renfrewshire Leisure Board in March 2020, was not able to be formally submitted to the Leadership Board for formal sign off, due to the suspension of policy board meetings. Due to the significant financial challenges facing the organisation, the Renfrewshire Leisure Board is in the process of reviewing its 19/20 business plan. An update on this process will be provided to the Leadership Board in December 2020.

6. Corporate Governance – Board Arrangements

- 6.1 Following the resignation of two independent directors earlier this year, the number of directors appointed to Renfrewshire Leisure's board fell below the minimum number defined in Renfrewshire Leisure's Articles of Association. Amendments to the Articles of Association were approved by Renfrewshire Leisure's Board in June 2020, and by the Chief Executive through the authority delegated during the pandemic, which enabled Renfrewshire Leisure's board to operate legally whilst a recruitment process was conducted to appoint new company directors.
- 6.2 The amendments to the Articles reduced the minimum number of directors to be appointed to Renfrewshire Leisure board from nine to eight. The appointment of directors does inevitably take some time to ensure that

directors with the necessary skills and experience are appointed to the board. The revised Articles of Association introduced a requirement for directors resigning from the board to give a notice period of three months to enable a recruitment process to be undertaken whilst directors are in their notice period.

- 6.3 The requirement for independent directors to be from the Renfrewshire area has also previously proven challenging and limits potential candidates with significant experience in the sector from being appointed to the board. A further change in the articles extends the opportunity for independent directors with valuable experience in the sector and with a 'connection to the Renfrewshire area' to be appointed to the board.
- 6.4 A recruitment process was carried out over the summer to appoint three new independent company directors. Renfrewshire Leisure operates with a maximum of eleven directors; three are appointed directly by the Council, six are independent directors from the business, sport and cultural community and two are employee directors. Council directors serve for the term of the administration of Renfrewshire Council (unless they resign or are removed as a director by Renfrewshire Council during their term). Independent directors are appointed for a period of five years unless they resign during this period.
- 6.5 Independent directors are appointed by Renfrewshire Council, guided by a nominations committee established by Renfrewshire Leisure. In line with the requirements set out in the Articles of Association, a Nominations Committee was established to consider potential candidates with the relevant skills and experience to recommend to the Council for appointment as Independent directors to the board.
- 6.6 Following consideration of applicants by the Nomination Committee, the Council's Chief Executive, with the authority delegated throughout the duration of the emergency, appointed the following independent directors to the Board of Renfrewshire Leisure:
- Valerie Ross, Independent Director, Communications, Fundraising, Equalities and Culture;
 - Mary-Frances Felletti, Independent Director, HR;
 - George Clark, Independent Director, Risk Management.

7. Key priorities and risks

- 7.1 Over the course of the next 2-3 months, Renfrewshire Leisure have identified the following as key risks and priorities:
- **Supporting the recovery of services and facility reopening** - to restart in-person services at facilities when updated guidance and physical capacity of buildings allow this to be done safely.

- **Delivery against cultural infrastructure projects** – working in collaboration with Council services to ensure project timelines can continue with the minimum disruption.
- **Contingency planning** – in partnership with the Council, Renfrewshire Leisure is currently planning for a number of secondary lockdown scenarios and local case management to provide public and staff reassurance where required.
- **Financial recovery** – ensure that Renfrewshire Leisure maximise funding routes through grants and where eligible through the Job Retention Scheme; ensure staff and customers are confident in a safe return to services, retaining existing members and actively working to attract new members; reactivate the Learn to Swim programme.
- **Scenario planning for 2021-22** – work in collaboration with Council colleagues and the RL Board to consider longer term recovery scenarios for 2021-22.
- **Community health & wellbeing** – continue to build health and wellbeing services through referral options, collocating with neighbourhood hubs, supporting people's health through adapted services particularly where they have previously been shielding and are vulnerable.

7.2 In terms of risk, the Board should note that the risks relating to Renfrewshire Leisure's recovery work and immediate concerns for the remainder of the financial year are:

- ensuring safety of staff and service users within social distancing guidelines and service-specific guidelines;
- balancing the need to operate 'normally' with a need to have robust and detailed contingency arrangements, regularly updated in line with current guidance, in place in the event of a second phase and restrictions being re-imposed; and
- supporting all service users and staff in relation to their emotional wellbeing and the potential impact of the pandemic on that wellbeing;
- maintaining the charity's financial health as a going concern.

Implications of the Report

1. Financial – Any financial impact from COVID-19 referenced in this report will be progressed through the Council's financial & budget planning process.

2. HR & Organisational Development – Any staffing changes from COVID-19 referenced in this report will be progressed through the RL's HR policies, including home working and flexible working.

3. Community/Council Planning – the report details a range of activities which reflect local community and council planning themes.

4. Legal – None

5. Property/Assets - as facilities start to open in line with the Scottish Government route map, adjustment may have to be made to physical spaces to allow for physical distancing and to comply with relevant guidance.

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.

8. Health & Safety – Advice and guidance is being given to protect the health and safety of employees and service users in line with government and health guidance

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

10. Risk – As noted in section 6. We will continue to review in light of the coronavirus pandemic and report to future Leadership Board.

11. Privacy Impact – None

12. COSLA Policy Position – None

13. Climate Change – None.

List of Background Papers - none

Author: Victoria Hollows, Chief Executive Renfrewshire Leisure



To: Leadership Board

On: 16 September 2020

Report by: Director of Communities, Housing and Planning Services

Heading: Renfrewshire's Cultural Recovery and Renewal Funds (New Culture Events and Heritage Fund)

1. Summary

- 1.1 This report provides a proposal to adapt the New Culture Heritage and Events Fund (CHEF) into **Renfrewshire's Cultural Recovery and Renewal Fund** to offer swift support to Renfrewshire's important yet vulnerable culture sector at this time.
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2. Recommendations

- 2.1 It is recommended that the Leadership Board agrees:
- (i) that in light of the extreme impact of Covid 19 on Renfrewshire's culture sector that the £200,000 allocated for a new fund is repurposed to become **Renfrewshire's Cultural Recovery and Renewal Fund**;
 - (ii) that further work will be taken forward by officers to develop the funds eligibility, criteria, funding caps per application and assessment process to ensure a swift, simple and inclusive process;
 - (iii) to put in place a review panel comprised of two elected members one from Renfrewshire Leisure Board, one from Renfrewshire Council and 1 community representative appointed by Engage Renfrewshire to review the recommended awards made by the assessing officers, and to delegate authority to the Director of Communities Housing & Planning to determine the applications for funding taking into account the views of the review panel and to distribute the agreed awards, to enable funds to be swiftly distributed.

- (iv) that a report updating progress with the distribution of grants from the Fund will be brought back to Leadership Board at an appropriate time.
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3. Background

- 3.1 In March 2020 Renfrewshire Council, as part of its budget setting process, allocated £0.200 million of resources to support a new Cultural Heritage and Events fund supporting projects across the whole of Renfrewshire.

The initial approval at Leadership Board in 4 December 2020 also noted that the current criteria, application and support process for applicants should be revised to take account of the findings of the Chef review undertaken in 2019.

4. Current Context

- 4.1 Since these approvals, the context has been altered dramatically by the global pandemic, and the impact of lockdown. Renfrewshire's culture sector, that has been so much part of its history and is at the heart of the vision for its future, is experiencing its greatest ever set of challenges. This is reflected across the UK and the globe yet during the pandemic people have reached to creativity to express, to connect, to make sense of, to grieve and to find joy in dark times. People have used spaces – on-line and physical – to meet, to share and to mark. The need for and valuing of local spaces and culture are one of the defining characteristics of the pandemic. Renfrewshire's Culture sector has responded with innovation and care during lockdown to support people in a range of ways from digital to delivering Creativity Boredom boxes.
- 4.2 The types of support that are required by the local cultural, heritage and events sectors to support the step changes under the Future Paisley programme have shifted. There are several threats being experienced by these sectors. The previous project focus of CHEF is no longer appropriate or meaningful. Individuals and organisations are not able to deliver projects effectively and would be challenged to work with participants and audiences due to ongoing lockdown restrictions. Planning for 2021 remains difficult especially for smaller organisations and individuals.
- 4.3 Renfrewshire's anchor cultural organisations have seen income plummet and there is no return to previous business models in sight. Some community focussed cultural organisations have worked non-stop to offer basic needs of food as well as friendship and creativity. Newer organisations, smaller ones, independent artists, businesses and small creative industry SMEs are also facing an uncertain future. Renfrewshire Leisure have worked closely with the sector locally and are following national developments to offer support to the sector at this time.
- 4.4 At this time, there is no clear picture on the final allocation of the £97m the Scottish Government received from the UK Government to support the culture and heritage sector. It is also unlikely that many Renfrewshire organisations and artists would receive support from Creative Scotland due to the extreme pressure on national funds.

5. Renfrewshire's Cultural Recovery and Renewal Fund

- 5.1 It is proposed to adapt the budget provided for the new CHEF into a suite of three funding programmes that support the overall make-up of the sector across Renfrewshire at this time. It has been developed in response to need, opportunity and would support the Future Paisley Step Changes. The three funding strands have been designed to support the whole cultural ecology of Renfrewshire to adapt, and to recognise the different elements needed to retain a healthy and sustainable sector.

The £200,000 will be split across the following strands, during the development of the criteria options to increase this amount by leveraging in internal and external budgets will be explored:

- (i) **Cultural Organisations Support:** organisational grants for cultural and creative businesses which are ineligible for the Renfrewshire Coronavirus Business Support Fund (as it is not available to not-for-profit organisations, voluntary or charitable organisations) that are facing significant threat. This fund will support businesses which have to make adaptations to protect income and ensure the sustainability of their organisation. Criteria to be developed which focuses on business continuity in the post lockdown environment. A maximum award of £20,000 is proposed in this category.
- (ii) **Artist development grants:** one of the most hidden impacts has been on the livelihoods of freelance artists. This is most keenly felt across music, theatre, visual arts with writers also losing income generated from events. This fund would provide a lifeline for many artists living and working in Renfrewshire by providing support that gives them time and space to develop new work. This funding will be crucial in supporting artists through a challenging financial period, to ensure that Renfrewshire retains an independent creative sector. Maximum awards under this category will be £3000.
- (iii) **Town Centre & Neighbourhood Creative Installations:** Project funding to support the animation of defined sites such as empty shop windows or pedestrianised areas in town centres and neighbourhoods through awards to artists to create and install artistic interventions across Renfrewshire. Awards of up to £5000 will be made to ideas that add value to public and civic outdoor spaces that can be enjoyed during lockdown restrictions. This strand recognises both the importance of neighbourhood and on encouraging people to return to town centres and neighbourhoods safely. Criteria would include demonstrating how the project will enhance the experience of people using local businesses and outdoor public places.

6. Next steps and process

- 6.1 Renfrewshire Leisure, on behalf of Renfrewshire Council, will develop the eligibility, criteria and assessment and decision-making processes with the funds aiming to open by the end of 2020.

The application and assessment processes will be simplified to ensure swift support to the sector with funds to be distributed in the early part of 2021. Recommendations of awards will be made by assessing officers and it is proposed that a review panel comprised of two elected members one from Renfrewshire Leisure Board, one from Renfrewshire Council and 1 community representative appointed by Engage Renfrewshire be established to review the recommended awards. Delegated authority will sit with the Director of Communities, Housing and Planning to make a final determination of the grant applications taking into account the views of the review panel to ensure that funds are distributed as quickly as possible. A full report will be brought back to Leadership Board to update on progress with the distribution of the grants from the Fund.

Implications of the Report

1. **Financial** – The grant budget outlined in the report was identified as part of the budget setting process for 2020/21.
2. **HR & Organisational Development - None**
3. **Community Planning –**
Community Care, Health & Wellbeing - The Culture, Heritage and Events projects will have a positive effect on wellbeing.
Jobs and the Economy – The Future Paisley programme aims to deliver positive economic impacts.
4. **Legal – None**
5. **Property/Assets – None**
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 the projects and criteria have been developed to provide opportunities across equality groups.
8. **Health & Safety – none**
9. **Procurement – none**
10. **Risk – none**
11. **Privacy Impact – none**
12. **CoSLA Policy Position – n/a**
13. **Climate Risk – n/a**

MC/LB/MMacM 27 August 2020

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