

To: Education and Children's Service Policy Board

On: 27 October 2022

Report by: Director of Children's Services

Heading: Children's Services Service Improvement Plan 2022/23 Mid-Year Monitoring Report

1. Summary

- 1.1 This Service Improvement Plan for Children's Services covers the period from April 2022 to March 2025. The Plan identifies the priorities being addressed, the key tasks to be implemented, the implementation timetable and our measures of success. The Service Improvement Plan sits beneath the Council Plan, Community Plan, Risk Management Plan, and the Workforce Plan to form a suite of documents which provide the strategic direction for the service. The service also makes a major contribution to the delivery of both the Renfrewshire Children's Services Partnership Plan and the Community Justice Renfrewshire Plan. Since the Service Improvement Plan was developed, Council has approved a new five-year Council Plan and refreshed Community Plan.
- 1.2 The action plan is the core of the Service Improvement Plan. It sets out the priorities being addressed, the key tasks to be implemented, the implementation timetable and the measures of success. The service scorecard sets out a range of key indicators against which performance of the service are measured. Both the action plan and the service scorecards are included as appendices to this report.
- 1.3 Despite the challenges of maintaining services throughout different stages of restrictions, Children's Services continued to deliver on its priorities. Achievements over the last six months include:

- further implementation of Ren10, a multi-agency community-based family support service providing mental health and wellbeing support for children, young people and their families;
 - continued delivery of targeted interventions to support improvement in literacy and numeracy, underpinned by new and innovative approaches to enhance the quality of learning and teaching;
 - successful return of pupil examinations for the 2021/22 academic session;
 - the continuing progress of The Promise Workstream in developing local response to national aims and priorities;
 - early development around Renfrewshire's approach to whole family support measures which promote early and preventative intervention;
 - design and delivery of a comprehensive programme of staff training and development, including activity to address the specific challenges relating to social work;
 - families and children from the Ukraine received support to ensure access to education and appropriate services;
 - playing a critical part in our local response to poverty, sharing data and insight to direct resources to areas of greatest impact; and
 - continuing to embed the co-produced innovative and interactive alcohol and drug education training programme to develop self-confidence and support the healthy and informed choices of children and young people (CYP).
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2. **Recommendations**

- 2.1 It is recommended that the Education and Children's Services Policy Board note:
- a) the contents of this report; and
 - b) the achievements of Children's Services during the first six months of 2022/23 which fall within the remit of this board.
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3. **Background**

- 3.1 Children's Services is responsible for the delivery of social work services to children and families, criminal justice social work, and early years, primary and secondary education. Much of what the service does is statutory; that is, there is a legal requirement for the Council to provide that service. Service delivery is a mix of universal provision (such as education), targeted provision (such as children's houses for accommodated children and young people) and specialist support (for example, criminal justice social work court services).
- 3.2 Children's Services has an approach which is strongly focused on prevention, early intervention and providing additional support for the most vulnerable. Whilst children's health services sit within the Health

and Social Care Partnership (HSCP), a key priority of both organisations will be the continuation of effective integrated working.

- 3.3 The Service Improvement Plan (SIP) is a comprehensive statement of the outcomes the service aims to achieve, and the actions it will take to achieve these. It fits within the wider planning framework of the Council by taking account of Community Planning themes and Council priorities. It enables elected members to have oversight of developments within the service and to consider and develop policy options which reflect customer need and resource availability.
- 3.4 The priority actions set out in Appendix A of the attached Mid-Year Service Improvement update details the specific actions the service has achieved and will continue to progress to support the Council's priorities and help deliver improved outcomes for Renfrewshire children, young people, and families.
- 3.5 Actions are now embedded within the portfolio action plans and will continue to be reported to board to ensure continuity for scrutiny purposes. Progress towards those actions will be reported on through the annual outturn report in May 2023.

4. New Council Plan

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- 4.1 Since approval of the Children's Services Service Improvement Plan by this Board on 9 June 2022, Council has approved a new Council Plan, which sets out our strategic priorities under five themes – Place, Economy, Fair, Green and Living our Values. It also has a cross-cutting theme reflecting the importance of delivering the best possible start for children in Renfrewshire.
- 4.2 The new Council Plan recognises the financial challenge that Renfrewshire, like all local authorities, currently faces. Despite the scale of the challenge, Council remains committed to building on the many strengths of our communities and our resources and delivering strong universal services that support everyone to live well and embrace opportunities.
- 4.3 The direction of the Council over the next five years will be driven by our five key themes:
- We will encourage kind and connected communities where citizens take pride in the **place** they live
 - We will support a strong and flexible local **economy**
 - We want Renfrewshire to be a **fair** place, where people feel safe, supported and empowered
 - We will work towards a **greener** future
 - As an organisation, we will be driven by our **values**, to be fair, helpful, collaborative and value learning.

- 4.4 Cutting across all of this is our wish for all of Renfrewshire's children to have loving, happy lives where everyone can enjoy the same opportunities and where wellbeing is nurtured.
- 4.5 In order to keep Service Improvement Plans aligned with the Council Plan, some actions and performance indicators have been re-allocated to new themes.
- 4.6 The new Council Plan recognises the financial challenge that Renfrewshire, like all local authorities, currently faces. The scale of the challenge has been outlined for elected members and the public through a series of reports to Council, and officers will continue to provide regular updates in this way. In order to address this, Council agreed in June 2022 to a portfolio of financial sustainability work to be delivered alongside the main transformation programme and reviews undertaken by individual services.
- 4.7 Despite the scale of the challenge, Council remains committed to building on the many strengths of our communities and our resources, delivering strong universal services that support everyone to live well and embrace opportunities.

5. Service Update and Key Achievements April-September 2022

- 5.1 Children's Services has developed a portfolio management approach to service improvement planning to support with balancing new priorities, core business and moving beyond recovery. A portfolio is a collection of thematic projects and programmes which are defined by an organisation or service. From a process perspective, this approach will support prioritisation, integration and joint planning, reducing duplication and over-reporting. The intended impact is to strengthen our service planning processes enabling children and young people to thrive, learn and achieve. The three portfolios aligned to the Council and service priorities are Curriculum, Learning, Teaching and Assessment; Inclusion; and Families and Communities.
- 5.2 Good progress has been made in developing the Ren10 mental health and wellbeing family support service. Key activity has included the development of Non-violence Resistance Approaches, Child Psychology Parent Drop Ins, inter-agency training and the establishment of extensive digital resources. Interventions are framed within a context of open access to ensure families who believe they will benefit, can seek support timeously. The added value of the partner collaboration between Children's Services, Renfrewshire Health and Social Care Partnership and the Third Sector has been critical to Ren10's success. Previously distinct services and teams are more integrated and benefit from enhanced communication, and links are being made to effectively track service-user journeys and measures of success.

- 5.3 During the 2019/20 and 2020/21 academic sessions, senior pupils across Renfrewshire and other Scottish local authorities attained Scottish Qualification Authority (SQA) Awards via an alternative certification model. This model was predicated on professional teacher judgements to grade performance across National 4, National 5, Higher and Advanced Higher courses. The 2021/22 academic session saw the return of the SQA's exam diet as a means of grading pupil performance. Over this period, staff across Children's Services worked incredibly hard to ensure Renfrewshire's young people had the skills, knowledge and wellbeing supports in place to complete their exams to the best of their ability. Although attainment information from the 2019/20 and 2020/21 academic sessions are not directly comparable with those from 2021/22, early analysis on pupil attainment reflects the considerable effort on the part of young people, their families and school staff. Further analysis will help guide the application of attainment support for the 2022/23 session.
- 5.4 Good progress is being made in our local response to Scotland's Independent Care Review, progressed through our Promise Oversight Group. Opportunities to incorporate The Promise in service planning and delivery is being facilitated through the recruitment of Promise Keepers across Council services. The pilot project – which so far has 20 volunteer champions – will prompt critical discussions at the early stages of service development to ensure cognisance is given to the needs and voices with those with care experience. This work will be complemented by the development of a Promise Self-Evaluation Tool, which will help services review progress in key areas such as training and development, trauma-informed practice and risk management. The self-evaluation tool will soon be circulated across all Council services and partners to gather a wide breadth of information about the work currently ongoing around The Promise. Across the Council, work is also progressing to develop a Language Policy to ensure words and phrases used to describe care experience are positive and do not further exacerbate stigma. Alternative terms and phrases will be identified through consultation with staff and key partners.
- 5.5 Early work has progressed to review the opportunities for developing Renfrewshire's approach to early and effective whole family support measures. Local insight has presented a strong case that children and young people's needs are best understood and met within the context of their families. A significant proportion of social work referrals reveal families face challenges relating to parenting and relationships, often compounded by issues such as substance use and deprivation. The support required by these families can often be met – at least in part – by our Third Sector and community partners who have the skills, knowledge, and trust to establish strong supportive relationships at these times of need. Statutory services such as social work can form a component part of this holistic support offer to families, ensuring the resources are deployed in a manner that is relevant, proportionate, and accessible to the families involved. Driven by the funding opportunity

through the Scottish Government's Whole Family Wellbeing Fund, Children's Services is engaging with partners to develop collaborative proposals to address the needs of Renfrewshire's families in a way that is, non-stigmatising, community-based and underpinned by children's rights.

- 5.6 The challenges stemming from the Covid-19 pandemic have continued to impact the delivery of social work throughout 2021/22. Whilst operational solutions have been identified to meet the needs of our communities, cognisance has also been given to the associated impact on social work staff and the measures required to ensure their wellbeing and development needs are satisfied. A significant programme of work is being delivered through staff training and development programme to ensure the Council's social work staff have the tools and opportunities for growth that allow them to apply their skills and knowledge to the maximum extent for the benefit of our communities.
- 5.7 Children's Service continue to support the work of the new Fairer Renfrewshire Programme to support families with a local response to the cost-of-living crisis, recognising significant challenges being experienced in relation to poverty and financial insecurity in households across Renfrewshire. Focusing our services and development programmes to support and guide families facing inequalities, challenges and additional pressures on household finances, both in terms of household income and expenditure.

6 Areas where actions have been delayed or cancelled

- 6.1 Action CHS.SIP.22.04.09: 'Deliver an independent evaluation of Women and Children First Reconnections' has been delayed and due date extended from 31st October 2022 to 30th June 2023. This increased period will allow for more comprehensive planning discussions to take place with independent consultants, ensuring a more robust output.
- 6.2 Actions CHS.SIP.22.02.07: Plan for the expansion of early learning and childcare for one-year olds and CHS.SIP.22.02.08: Support with the development of a rights based, dynamic out of school care offer have not been progressed owing to a delay in receiving policy guidance and funding from the Scottish Government.

7 Progress against Performance Measure

- 7.1 Appendix B identifies the 34 Children's Service's performance measures which fall under the remit of this policy board. Of these, 14 are collected quarterly over a financial year (1 April to 31 March) and 20 are annual indicators measured over an academic year (1 August to 31 July). Almost all the annual indicators measure academic attainment

and due to the time lag before figures are published, these are reported one year behind.

- 7.2 The most up to date Curriculum for Excellence attainment data shows Renfrewshire remains above the national average across all stages and curricular areas. The service has already made good progress in responding with targeted and evidence-based interventions to support schools in literacy and numeracy. Work to develop the Senior Phase offer and strengthen the curriculum and learner pathways has resulted in a record number of young people entering a positive destination after leaving school, surpassing the national average for the last two years. The achievements of Renfrewshire's young people will be compared with 2021/22 examination data when it becomes available in early 2023 and subsequently reported to board in the CS Service Improvement Plan annual outturn report.
- 7.3 The service has continued to exceed its target for ensuring looked after children are cared for in a community setting, with 91% of all children cared for in this way. Although this number represents a small drop in performance in comparison to the previous quarter, this can be accounted for by the needs of a small number of young people who require to be placed in other settings better aligned to their current needs.
- 7.4 The percentage of new unpaid work orders completed by the required date has shown strong performance between April and June 2022, with 89% of orders complete, against a target of 75%. Performance has been sustained despite increases in the number of orders stemming from further court activity, highlighting the service's efforts to focus resource on areas of greatest priority.
- 7.5 The percentage of Stage 1 and 2 complaints responded to within timescales agreed with customers is 100% and 96% respectively. These figures highlight the efforts of the service to improve performance in this area. The number of complaints received over the period increased compared to the previous quarter but remains relatively low. 28 Stage 1 complaints were completed within target, as were 16 out of 17 Stage 2 complaints. In all cases, the service will always focus on responding to the complaint comprehensively. On occasion, this may require staff to liaise closely with the complainant to fully understand the scope of the issue and thereafter identify all pertinent information. Complainants are always kept fully informed of timescales and anything that might impact them.

8. Areas requiring improvement and/or review

- 8.1 Several justice performance measures have performed below target for the quarter. This is due in part to the ongoing changes in some court activity which has disrupted justice service processes, challenging tight timescales for initial activity on orders. Justice activity continued to be

impacted by challenges in securing suitable accommodation during the reporting period, which has had a negative impact on capacity and contact opportunities. The service continues to adapt to progress high priority work for those individuals most in need, and in the coming months will focus on maximising available capacity through the effective utilisation of accommodation and deployment of staff resource.

- 8.2 The percentage of care leavers participating in employment, training and education in Q1 has fallen 5 percentage points to 50% against a target of 59%. Children Services will work closely with partners involved in providing this support to establish if this is a sustained trend, and to establish the circumstances attributed to this recent reduction in performance.
- 8.3 The percentage of care leavers who have had a period of homelessness in the last six months is 1%, representing fewer than 5 individuals. We continue to measure performance against an ambitious target that no care leaver experiences homelessness, and work progresses to prevent this as far as practically possible.

9. Key priorities over the next six months

- 9.1 The priorities outlined in the Service Improvement Plan reflect our integrated approach to Children's Services. Provision for early years, primary and secondary education sits alongside support, protection and care functions, encompassed within one Council service. This approach allows us to respond to the individual needs of children, young people, and families appropriately and proportionately.
- 9.2 The service has a number of priorities for the next six months and beyond. Significant detail is described within a range of planning documents including the Renfrewshire Children's Services Partnership Plan and the Education Improvement Plan. These include:
- developing the whole family wellbeing model through strong partnership working and community engagement;
 - supporting children and young people, and their families to prepare for the move into adult services and greater independence;
 - further improving engagement to ensure voices of children and young people are heard and included in decisions which affect them, and their rights are respected;
 - continuing to support vulnerable young people to achieve and sustain positive pathways after leaving school; and
 - further embedding the portfolio management approach to service improvement planning balancing new priorities, core business and moving beyond recovery. Strengthening our service planning processes enabling children and young people to thrive, learn and achieve.

- 10 **Monitoring progress**
- 10.1 We will apply our robust approach to quality improvement across our developing portfolios to ensure our practice and provision is driven by the experience of our service users. Established processes are in place to ensure our service priorities are underpinned by appropriate and accessible policy guidance, practice standards and training/development opportunities. Data and insight aligned to our outcomes will undergo thorough analysis and evaluation, with outputs shaping how we adapt, respond and best effect improvement over time.
- 10.2 Progress on the implementation of the Service Improvement Plan is regularly monitored by the Extended Senior Leadership Team every quarter and will be reported to the Education and Children's Services Policy Board on a six-monthly basis. An outturn report will present a review of progress to this Board in the Spring of 2023.
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Implications of the Report

1. **Financial** - The Service Improvement Plan highlights resourcing pressures arising from increasing demand for services and the current financial environment.
2. **HR & Organisational Development** – None.
3. **Community/Council Planning** – Service Improvement Plans reflect the service activity for each Council service, rather than the themes of the Council's Policy Boards. While some limited aspects of service delivery may fall within the remit of other Policy Boards, the majority of the plans for this service fall within the remit of this board and the Service Improvement Plan is reported in its entirety here. The report details a range of activities which reflect local council and community planning themes.
4. **Legal** - None.
5. **Property/Assets** – None
6. **Information Technology** - Service developments relating to information technology are key enablers of service improvement and modernisation and support service-level and corporate objectives.
7. **Equality & Human Rights** - The recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.






8. **Health & Safety** – None.
9. **Procurement** – None
10. **Risk** – Risks related to the delivery and management of services are regularly monitored and included in Renfrewshire Council's Corporate and Strategic Risk Registers.
11. **Privacy Impact** – None
12. **Cosla Policy Position** – None
13. **Climate change** – None

List of Background Papers


- (a) Service Improvement Plan 2021 - 2025



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Children's Services SIP 2022-25 Action Plan


Action Status	
	Cancelled
	Overdue; Neglected
	Unassigned; Check Progress
	Not Started; In Progress; Assigned
	Completed

Priority Strategic Priority 1: Place: Cross cutting theme: Improving outcomes for children and families


Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
	CHS.SIP.22.01.01	Progress development work in relation to the priority schools identified in the School Estate Management Plan.	Pupils and staff enjoy a modern, fit for purpose, school estate which supports learning and achievement.	31-Mar-2025	<div><div>20%</div></div>	Paisley Grammar School Community Campus (PGSCC): A Strategic Brief and Outline Business Case have been developed and submitted to the Education and Children's Services Policy board for the new Paisley Grammar School Community Campus. A Multi-Disciplinary Design Team (MDDT) was appointed in May 2022. Ryder Architecture lead the MDDT and they have provided a stage 1 RIBA report which provides analysis of site capacity, site arrangement and strategy options, building forms and massing studies. Galliford Try, trading as Morrison Construction, has been appointed as the Principal Contractor for delivery of the project. However,	Education Manager Portfolio link Curriculum, Learning, Teaching and Assessment


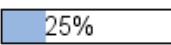



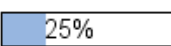
Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
						<p>at this stage, the appointment is in respect of Pre-Construction Services only.</p> <p>Thorn Primary School: In February 2022 a £10m capital investment for the replacement of Thorn Primary School was identified by the Council and the proposal to replace the school is now being developed. A site options appraisal has been undertaken and the existing site offers the best solution for the new build. Site visits and preparatory investigations have now commenced and a funding bid for phase 3 LEIP funding has been developed for submission by the end of October 2022 in line with Scottish Futures Trust funding criteria.</p>	
	CHS.SIP.22.01.02	Progress plans for the roll out of full Wi-Fi across the school estate, understanding the benefits that can be baselined and measured	Funding in place and programme developed and underway.	31-Mar-2023	<div><div>20%</div></div>	Funding has been agreed and next steps being identified.	<p>Education Manager and Head of Service</p> <p>Portfolio link Curriculum, Learning, Teaching and Assessment</p>
	CHS.SIP.22.02.13	Progress office accommodation solutions to facilitate an improved contact for all service users, including groupwork provision.	A range of interventions support individuals to address the reasons for offending and promote desistance.	31-Mar-2023	<div><div>70%</div></div>	Risk assessment justice social work services returned full time to court building as of 4th July. Groupwork provision remains limited due to 1m social distancing, and group-work room sizes. Consideration of how best to accommodate future service provision - such as the Caledonian System, which is part of the national Justice Strategy to address gender-based violence - is taking place as part of winter accommodation and capacity discussion .	<p>Criminal Justice Manager</p> <p>Portfolio link Families and Communities</p>


Priority Strategic Priority 2: Economy and Cross cutting theme: Improving outcomes for children and families





Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
	CHS.SIP.22.02.01	Working in partnership with Skills Development Scotland, West College Scotland, Invest in Renfrewshire and Developing the Young Workforce West, we will ensure planned robust approaches to supporting our most vulnerable learners into positive destinations	This will provide a coordinated approach to ensuring that all young people, particularly the most vulnerable, are given the best opportunities and supports to move into positive future pathways.	31-Mar-2025	<div><div>30%</div></div>	An economic recovery group has been established, led by Children's Services, with all partners represented. This group meets every 8 weeks and has agreed actions, outcomes and timescales. There are also monthly meetings with Skills Development Scotland (SDS) and Invest in Renfrewshire to ensure a coordinated approach to supporting the most vulnerable young people. Earlier identification of young people most at risk of not moving into a positive destination post school now takes place, with supports agreed with school/SDS/Engaging Learners Development Officer. The input of data to SEEMIS and the SDS data hub in terms of intended pathways for young people and supports in place, has been refined and reporting on this is now more robust.	Education Manager Portfolio link Curriculum, Learning, Teaching and Assessment


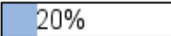

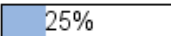

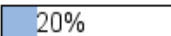
Priority Strategic Priority 3: Fair and Cross cutting theme: Improving outcomes for children and families


Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
	CHS.SIP.22.02.02	Develop and extend bespoke pathways and programmes on literacy and numeracy to support all establishments through a differentiated approach	Attainment data will demonstrate improvements in literacy and numeracy attainment.	30-Jun-2023	<div><div>50%</div></div>	Case studies demonstrating the impact of the bespoke and targeted support offered to schools have been completed. Evidence suggests that the interventions have had a positive impact demonstrating improvements in literacy and numeracy attainment.	Education Manager Portfolio link Curriculum, Learning, Teaching and Assessment

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
						This is also demonstrated in school attainment data.	
	CHS.SIP.22.02.03	Strengthen learning, teaching and assessment in all schools, supported by high quality professional learning.	Learners' experiences are enriched with the use of new and innovative approaches to learning and teaching and are equipped with the skills to support them in their learning in a digital works	30-Jun-2023		<p>Excellent progress has been made in the development and delivery of a comprehensive programme of professional learning and targeted interventions across all sectors linked to professional standards and informed by local/national priorities.</p> <p>Through the work of the Curriculum, Learning, Teaching and Assessment portfolio, a professional learning resource has been designed including a robust evaluation framework to better understand the impact of professional learning on learning, teaching and assessment in schools. The next steps is to consult with head teachers on the resource ensuring it strengthens professional learning in Renfrewshire.</p> <p>Core professional learning will continue this session.</p>	<p>Education Manager</p> <p>Portfolio link Curriculum, Learning, Teaching and Assessment</p>
	CHS.SIP.22.02.04	Implement the recommendations of the ASN review	Children and young people are supported to remain in mainstream education with their peers	30-Jun-2023		<p>Excellent progress has been made with the development of an Inclusion portfolio plan which incorporates the main recommendations of the ASN review. The plan has 9 clear actions to drive forward the inclusion agenda in Renfrewshire. Almost all actions in the plan have commenced.</p>	<p>Education Manager and Head of Service</p> <p>Portfolio link Inclusion</p>
	CHS.SIP.22.02.05	In collaboration with Health partners, the West Partnership and the voluntary sector, continue to develop consistent, effective & preventative approaches to support recovery and improve the mental, social	Through delivery of high-quality professional learning, almost all practitioners have an enhanced knowledge and understanding of programmes, resources and strategies available to support their own wellbeing and that of CYP. All practitioners have the	30-Jun-2023		<p>A programme for professional learning is in place and will evolve and be responsive to the needs of practitioners and CYP. This includes delivery of professional learning through the West Partnership. In October 2022, we plan to host our first PSE Conference for secondary</p>	<p>Education Manager</p> <p>Portfolio link Curriculum, Learning, Teaching and Assessment</p>


Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
		and emotional wellbeing of children, young people	skills to effectively support CYP. Almost all practitioners across all sectors use evidence-based programmes and preventative approaches in the learning and teaching of mental, emotional and social wellbeing. All CYP requiring specialist HWB services e.g. Counselling, receive timeous support to cope with emotional distress and to build resilience. All CYP are supported to have positive, healthy and mutually respectful relationships			teachers within Pupil Support. The programme will centre around the recommendations made by Scottish Government to improve the delivery of PSE within our schools. All year 1 and 2 PATHs establishments will be supported this session through coaching from Barnardo's. Educational Psychology Service to work with secondary and special schools to evaluate the impact of Living Life to the Full (LLTFF) and decide whether to continue to adopt or abandon. Potential alternatives will be explored in collaboration with teachers and partners, for example the promotion of national e-sgoil materials and collaboration with Headstrong. Counselling services are in place to support all children and young people (CYP) from P1 - S6 and parents where appropriate. We aim to have all CYP assessed within 5 days of being referred for counselling. Qualitative feedback from sample group of young people (S3 cohort) will be gathered via Forms and focus groups to evaluate effectiveness of MHWB programmes and supports.	
	CHS.SIP.22.02.06	Ensure Renfrewshire is a "child friendly" place where children's rights are at the centre of policy decision making.	All children in Renfrewshire rights should be protected and promoted in all areas of their life	30-Jun-2023	<div><div></div>25%</div>	The new Inclusion Portfolio has at its centre the UNCRC and all policies and procedures within Education are being reviewed in order to ensure that the voice of the young person is heard. The impact of this work will be seen through the work that schools are doing to ensure that children's voices are heard through such activities as Pupil Parliament, Student Council and Participatory Budgets etc. This will be delivered in partnership through the	Head of Service Portfolio link Inclusion

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
						Children's Services Partnership. It also aligns with the Promise and the refresh locally and nationally of Getting it Right for Every Child (GIRFEC).	
	CHS.SIP.22.02.07	Plan for the expansion of early learning and childcare for one-year olds	Improved outcomes for targeted children. The attainment gap is reduced. Increased family resilience through improved health and wellbeing of children and parents. Parents are supported into work, study or training	30-Jun-2023	<div><div>0%</div></div>	There has been no progress in relation to this area of priority as the Council is still awaiting policy guidance and funding from the Scottish Government to support this area of development.	Education Manager Portfolio link Curriculum, Learning, Teaching and Assessment
	CHS.SIP.22.02.08	Support with the development of a rights based, dynamic out of school care offer	Improved outcomes for targeted children. The attainment gap is reduced. Increased family resilience through improved health and wellbeing of children and parents. Parents are supported into work, study or training	30-Jun-2023	<div><div>0%</div></div>	There has been no progress in relation to this area of priority area as the Council is still awaiting policy guidance and funding from the Scottish Government to support this area of development.	Education Manager Portfolio link Curriculum, Learning, Teaching and Assessment
	CHS.SIP.22.02.09	Ensure that the Renfrewshire child protection processes and guidance are compliant with the new national guidance on child protection.	Child protection practice is further enhanced and strengthened in line with recommendations. Child protection practice is further enhanced and strengthened in line with recommendations.	31-Oct-2023	<div><div>25%</div></div>	The work on reviewing the Renfrewshire policies and procedures to ensure they are compliant with the new national guidance is being progressed by the RCPC Policies and Procedures Group. Immediate action has been taken in relation to update local procedures in terms of language and timescales and ethos. An improvement plan is in place to ensure our policies and procedures are updated in advance of the expected date of October 2023.	Head of Service Portfolio link Families and Communities
	CHS.SIP.22.02.10	Roll out the Safe and Together model across Children's Services Social Work and embed the Safe and Together principles in practice	Reduce risk of significant harm to children affected by domestic abuse. Children and adult survivors of domestic abuse will feel safer. Children and adult survivors of domestic abuse will	31-Dec-2022	<div><div>70%</div></div>	Training was delivered to 20 staff in February and further training of 25 staff due to take place on 30/31st August and 6/7th September so target will be met by end of the year.	Social Work Manager Portfolio link Families and Communities


Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
			recover from the impact of domestic abuse			One day briefing has continued to be delivered and 50 staff will have attended by year end. Ilearn course continues to be promoted for completion by all Children's Services Social Work staff by end of December 2022.	
	CHS.SIP.22.02.11	Further develop proposals for a bail supervision service within existing resources i.e. funding, staffing, office accommodation, and the capacity of partners to take forward their requirements	The negative impact of remand is reduced, and individuals are supported in the community to achieve good life goals.	31-Dec-2022		Funding options are being explored with the aim of securing a safe, sustainable bail supervision service. Recruitment considerations remain a key focus, with work underway with Human Resources to develop proposals that cater for priority posts.	Criminal Justice Manager Portfolio link Families and Communities
	CHS.SIP.22.02.12	Extend diversionary opportunities, implement Structured Deferred Sentences and electronic monitoring to support bail as part of our range of services to minimise involvement with the justice system	Vulnerable individuals are supported to address their behaviour and avoid involvement with the justice system. People are supported to remain in their community and the stigma associated with involvement in the justice system can be reduced.	31-Mar-2023		Work is ongoing to progress Electronic Monitoring (EM) Assessments. This is dependent staff capacity within Paisley Sheriff Court, sign ups to the Police and Local Authority Information Sharing Agreement (to gain information about those in police custody) and access to the Scottish Court Service database. It is hoped that EM Bail Assessments will commence in September 2022. Discussions continue in relation to Structured deferred Sentences and Extended Diversion, with a focus on budget availability to create a sustainable service, allowing for recruitment of longer-term posts at a time of recruitment challenges nationally.	Criminal Justice Manager Portfolio link Families and Communities
	CHS.SIP.22.04.08	Further embed the recommendations of The Promise in service delivery	Care experienced young people have better outcomes and a more positive experience of care; feel listened to and valued; can build and maintain good relationships.	31-Mar-2025		Significant progress continues to be made. A Promise Lead Officer has been recruited to and will take up post in October. Promise Keepers have been recruited to and the first round of training has taken place. A Promise Self-evaluation	Social Work Manager Portfolio link Families and Communities and Inclusion




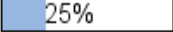


Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
						tool kit has been developed and will be rolled out in the coming months. A development session took place on 31st of August.	
	CHS.SIP.22.04.09	Deliver an independent evaluation of Women and Children First Reconnections	Service user voices and experiences of service will inform and improve practice and future service delivery	30-Jun-2023	<div><div>10%</div></div>	Evaluation delayed. Discussion due to take place with independent consultants to resume planning for evaluation. Amended timescale of June 2023 for completion.	Social Work Manager Portfolio link Families and Communities




Priority Strategic Priority 4: Green and Cross cutting theme: Improving outcomes for children and families




	CHS.SIP.22.03.01	Continue to work with other council services to deliver improvements to the school estate which offer a high degree of environmental sustainability and energy efficiency.	Following the Council's declaration of a climate emergency in June 2019, the delivery of this action will make a critical contribution towards Renfrewshire being carbon neutral by 2030.	31-Mar-2025	<div><div>20%</div></div>	A programme of lighting replacement works has been ongoing at all PPP schools since April 2022. To date £868k of a £1,803,000 Council investment has been spent. CO2 and temperature monitoring has also been rolling out at Paisley Grammar School, Castlehead, Trinity, Renfrew, Gryffe and Park Mains High Schools and Riverbrae School. Building Management System Servers are being replaced at 15 schools and Building Services have been commissioned to resolve several water leaks, identified through improved consumption monitoring.	Education Manager Portfolio link Curriculum, Learning, Teaching and Assessment
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Priority Strategic Priority 5: Living our Values and Cross cutting theme: Improving outcomes for children and families












Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
	CHS.SIP.22.04.01	Continue to participate in school, cluster, and regional moderation and pilot engagement with the	Staff will be skilled and confident in using a differentiated	30-Jun-2023	<div><div>50%</div></div>	All establishments have been provided with a package of support materials to facilitate the use of a differentiated	Education Manager

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
		West Partnership moderation portal.	approach to meet learning needs of children and young people.			<p>approach. The leaders of the establishment have used the materials in a bespoke way to meet the needs of staff at all levels.</p> <p>Establishment heads have been consulted about cluster level and bespoke support going forward. This will ensure that the offer this session is reflective of the needs of our schools. Staff will receive support to ensure they are skilled and confident in using differentiated approaches to meet learning needs of children and young people.</p>	Portfolio link Curriculum, Learning, Teaching and Assessment
	CHS.SIP.22.04.02	Continue to support and strengthen leadership capacity of staff at all levels to support delivery of establishment programmes to promote recovery and accelerated progress	Leadership capacity is enhanced enabling fulfilment of establishment recovery programmes. Distributive leadership is increasingly evident across all establishments. Senior school leaders feel valued and supported to carry out their role with confidence and competence.	30-Jun-2023		In April 2022 the Aspiring Principal Teacher (primary) programme concluded. Participants shared their Professional Enquiry and next steps with their peers. In July, four Masters Level Learning funding applications were approved for courses starting September 2022. June 2022- A positive response was achieved recruiting for the Improving our Classrooms Programme, which closed with 17 applications.	<p>Education Manager</p> <p>Portfolio link Curriculum, Learning, Teaching and Assessment</p>
	CHS.SIP.22.04.03	Progress work to increase the use of digital technology within learning and teaching and to deliver professional development opportunities to support this.	Children and young people have the appropriate digital skills required by employers and staff are equipped to keep up to date with the pace of change.	30-Jun-2023		A high-quality comprehensive programme of professional learning is in place and is demonstrating positive impact on increasing the use of digital technologies. Education Scotland delivered a session with head teachers to support with the development of their plans and leadership goals in relation to digital technologies in their schools.	<p>Education Manager and Head of Service</p> <p>Portfolio link Curriculum, Learning, Teaching and Assessment</p>
	CHS.SIP.22.04.04	Launch revised Leadership Strategy which promotes distributed leadership at all levels, whilst committing to the	All staff within our establishments feel confident and supported to take on	30-Jun-2023		The strategy has been developed and approved by relevant stakeholders. The next steps will be to cascade and embed the strategy in all	<p>Education Manager</p> <p>Portfolio link Curriculum, Learning,</p>










Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
		ongoing support of those in senior leadership positions.	leadership responsibility at their own level			establishments while monitoring the impact of the strategy in line with the leadership professional development offer.	Teaching and Assessment
	CHS.SIP.22.04.05	Continue to work on making all aspiring leadership courses deliverable internally using the experience and expertise of our own staff.	Delivery of our aspiring leadership programmes becomes fully sustainable	30-Jun-2024	<div><div>20%</div></div>	Secondary Aspiring Middle Leaders course developed and staffing identified to deliver.	Education Manager Portfolio link Curriculum, Learning, Teaching and Assessment
	CHS.SIP.22.04.06	Develop a 3-year Quality Improvement Framework to promote recovery and accelerated progress across education	Establishments are supported and challenged to recover and improve through continued implementation of our robust QIF. Senior leaders are empowered to look outwards and collaborate with peers to inform improvement. Self-evaluation gradings across key quality indicators demonstrate maintenance of ambitious standards or improvement across almost all education establishments.	30-Jun-2023	<div><div>25%</div></div>	A Quality Improvement Framework (QIF) has been drawn up for session 22/23 in consultation with Head Teachers. This includes a variety of activities including establishment visits in Terms 1 and 2 with a focus on learning and teaching. A 3-year QIF will be drawn up by a short-life working group including Heads of Service, Education Managers, Attainment Adviser and Children's Services Improvement Manager. Opportunities for Heads to work in trios to focus on specific Quality Indicators have been built into the QIF. Senior leaders will be involved in establishment reviews and class visits along with Education Managers enabling them to look outwards and learn from others. Baseline data for key quality indicators has been established in June 2022. Stretch aims have been identified to be achieved by June 2023.	Education Manager Portfolio link Curriculum, Learning, Teaching and Assessment
	CHS.SIP.22.04.07	Develop a strategy for CLPL for support staff within Children's Service	The council has a workforce confident and capable of delivering its role.	31-Mar-2023	<div><div>25%</div></div>	Audit is currently being undertaken to benchmark training needs. Once completed a programme of CLPL will be developed and implemented.	Education Manager Portfolio link Curriculum, Learning, Teaching and Assessment

Status	Code	Title	Description	Due Date	Status Progress Bar	Latest status update	Managed By
	CHS.SIP.22.04.10	Review the management and leadership of social work and identify options for a new service model.	The service can efficiently meet current and future demands.	31-Mar-2023	<div><div>20%</div></div>	Work has commenced on this programme. Initial scoping has been completed and arrangements are being set up to put in place additional resource for a Lead Officer to work on this reporting direct to the Director and Head of Service.	Head of Service and Social Work Manager Portfolio link Families and Communities
	CHS.SIP.22.04.11	Develop tools to improve social work staff's access to key data and insight, providing training and support where required.	Social work staff are confident in their ability to use data to direct resources and support the most vulnerable within our communities.	31-Mar-2023	<div><div>50%</div></div>	Social work data dashboard in progress. Data requirements specified. Request made to Eclipse support team to make necessary modifications. Interim data will be reported to Social work managers at regular intervals. Quality Improvement Officer starts 29th Aug. Supporting use of data is key task.	Social Work Manager Portfolio link Families and Communities
	CHS.SIP.22.04.12	Implement a new Quality Improvement Framework for Children's Services social work	Social work services are child-centred and focussed on the experiences, progress and outcomes in individual children and young people. Policies, procedures and processes are effective and high quality, and protect children at risk and improve their care experiences.	31-Dec-2022	<div><div>50%</div></div>	Quality Improvement Officer will support implementation commencing 29th August. Work to revise staff Social Work Manual complete and it will soon be published by the Council's Digital Experience Team. This will replace older and out of date content. Support will be sought from the internal communications team to coordinate a launch of this material. A complementary programme of training is being developed through a planned approach.	Social Work Manager Portfolio link Families and Communities
















Appendix B Children's Services SIP 2022-25 Academic Year

PI Status		Long Term Trends		Short Term Trends	
	Alert		Improving		Improving
	Warning		No Change		No Change
	OK		Getting Worse		Getting Worse
	Unknown				
	Data Only				

Priority Strategic Priority 3: Fair and Cross cutting theme: Improving outcomes for children and families

Code	Short Name	Status	Short Term Trend	Long Term Trend	2020/21		2021/22		Latest Note
					Value	Target	Value	Target	
CHS/ATT/01a	% of Leavers attaining literacy SCQF Level 4				97%	98%	Not available	98%	The percentage of leavers in Renfrewshire achieving literacy and SCQF level 4 or above has continued to increase over the past 5 years to 97% and has almost reached the very ambitious target set. This figure is ahead of our virtual comparator, at 96%, and the national figure of 95%. The 2021/22 data will become available in early-2023 through the SQA Insight website.
CHS/ATT/01b	% of Leavers attaining numeracy SCQF Level 4				94%	94%	Not available	94%	The performance of Renfrewshire school leavers in numeracy at SCQF level 4 or above has decreased to 94% from the previous year. This is level with the virtual comparator which is 94%, and ahead of the national figure of 92%. The 2021/22 data will become available in early-2023 through the SQA Insight website.
CHS/ATT/01c	% of Leavers attaining literacy SCQF Level 5				90%	86%	Not available	88%	Attainment of school leavers in literacy at SCQF level 5 or above has increased to 90% from 88% in 2019/20. Renfrewshire has consistently been

Code	Short Name	Status	Short Term Trend	Long Term Trend	2020/21		2021/22		Latest Note
					Value	Target	Value	Target	
									ahead of both the national average (83%) and its virtual comparator (88%) for the previous 3 years. The 2021/22 data will become available in early-2023 through the SQA Insight website.
CHS/ATT/01d	% of Leavers attaining numeracy SCQF Level 5	✓	↑	↑	80%	75%	Not available	77%	The percentage of school leavers achieving SCQF level 5 or above in numeracy has increased to 80% from 78% in 2019/20. Renfrewshire remains above the virtual comparator, which rose to 78%, and the national figure of 72%. Over 5 years, the percentage achieving level 5 numeracy or above has increased by 4 percentage points. The 2021/22 data will become available in early-2023 through the SQA Insight website.
CHS/ATT/08	Average Total Tariff Score of Looked After Children (school leavers)	✓	↑	↑	471	320	Not available	330	The average total tariff of care-experienced school leavers increased in 2020/21 to 471. However, due to the small number of looked after pupils in each leavers cohort there can be considerable variation in the average tariff from year to year. The 2021/22 data will become available in early-2023 through the SQA Insight website.
CHS/ATT/09	Gap between the Average Total Tariff Score of Looked After Children (school leavers) and that of the total Renfrewshire leavers cohort	✓	↑	↑	58%	64%	Not available	63%	The percentage gap between the average total tariff between looked after school leavers and the general cohort decreased considerably in 2020/21 to 58%. The number of looked after pupils in each leaver's cohort is small therefore a high degree of variation is expected in these figures year on year. The 2021/22 data will become available in early-2023 through the SQA Insight website.
CHS/ATT/12	Average Complementary Tariff (S4)	✓	↑	↑	320	316	Not available	320	The average complementary tariff score of S4 pupils in Renfrewshire has continued to increase over the previous 3 years. Renfrewshire's score is greater than that of the national average and its virtual comparator, for the fifth year in a row. The 2021/22 data will become available later in 2022 through the SQA Insight website.
CHS/ATT/13	Average Complementary Tariff (S5)	✓	↑	↑	628	565	Not available	570	The average complementary tariff score of S5 pupils in Renfrewshire has continued to increase












Code	Short Name	Status	Short Term Trend	Long Term Trend	2020/21		2021/22		Latest Note
					Value	Target	Value	Target	
									over the previous 5 years, with the latest figure showing further improvement compared to 2019/20. Renfrewshire's score is above the national average and its virtual comparator for the fifth year in a row. The 2021/22 data will become available later in 2022 through the SQA Insight website.
CHS/ATT/14	Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Literacy between pupils living in 30% Most Deprived areas and those living in 70% Least Deprived Areas (SIMD)				12	8	Not available	7	The percentage point gap between the attainment in literacy of pupils living in the most and least deprived areas was 12 percentage points, last reported in 2018/19. The 2021 data collection did not include achievement of a level at S3; therefore, a comparable figure is not available.
CHS/ATT/15	Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Numeracy between pupils living in 30% Most Deprived areas and those living in 70% Least Deprived Areas (SIMD)				10	7	Not available	6	The percentage point gap between the attainment in numeracy of pupils living in the most and least deprived areas was 10 percentage points, last reported in 2018/19. The 2021 data collection did not include achievement of a level at S3; therefore, a comparable figure is not available.
CHS/ATT/16	Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Literacy between pupils entitled to Free School Meals and pupils not entitled				18	15	Not available	14	The percentage point gap between the attainment in literacy of pupils based on their entitlement to free school meals was 18 percentage points, last reported in 2018/19. The 2021 data collection did not include achievement of a level at S3; therefore, a comparable figure is not available.
CHS/ATT/17	Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Numeracy between pupils entitled to Free School Meals and pupils not entitled				14	15	Not available	14	The percentage point gap between the attainment in numeracy of pupils based on their entitlement to free school meals was 14 percentage points, last reported in 2018/19. The 2021 data collection did not include achievement of a level at S3; therefore, a comparable figure is not available.
CHS/PD/01	% of School leavers in a positive destination				97%	95%	Not available	95%	The percentage of 2020/21 leavers entering a positive destination has increased from previous years to 96.52%. Renfrewshire is ahead of both the national figure and the virtual comparator in this measure - both comparators have also increased since the previous year. The majority of our school

Code	Short Name	Status	Short Term Trend	Long Term Trend	2020/21		2021/22		Latest Note
					Value	Target	Value	Target	
									leavers went into higher education. The figure this year was 49%, above the national average of 44%. A further 23% of leavers went to further education, with 22% entering employment after a drop to 17% in the previous year. The 2021/22 data will become available in early-2023 through the SQA Insight website.
CHS/PD/02.	No of foundation apprenticeships accessed by Renfrewshire school pupils	Insufficient data	↑	↑	44	No target	Not available	45	This indicator was introduced in 2020/21 and target will be set following the establishment of baseline data. During 2020/21, 44 young people from Renfrewshire schools began foundation apprenticeships. It is intended to grow this number year on year as part of our wider goal of positive post-school destinations for all our young people
CHS/SCH/07	% of children attending school (Primary)	✓	↓	↓	94.6%	95.5%	92.55%	95.5%	Renfrewshire primary schools have worked hard to maintain a strong level of attendance despite the impact of Covid-19. National comparator data for attendance is compiled biennially and will next be published in December 2023
CHS/SCH/08	% of children attending school (Secondary)	✓	↓	↓	87.9%	91%	87.05%	91%	Renfrewshire secondary schools have worked hard to maintain attendance. However, the impact of Covid-19 continues to present significant challenges for some families resulting in pockets of attendance falling. This is a picture which is being replicated across the country. Full National comparator data for attendance is compiled biennially and will next be published in December 2023.
CHS/SCH/09	% of young people choosing to stay onto S5 after January (as % of S4 roll at September previous year)	⚠	↓	↓	88.7%	92%	87%	92%	The percentage of pupils staying on to 5th year dropped for the second consecutive year. This value will be refreshed in early 2023 when latest school census information is available.
CHS/SCH/10	% of young people choosing to stay onto S6 (as % of S4 roll at September two years before)	✓	↑	↓	69%	69%	70%	70%	The percentage of pupils staying on to 6th year increased slightly compared to the previous year. This value will be refreshed in early 2023 when latest school census information is available.




Priority Strategic Priority 4: Living our Values










Code	Short Name	Status	Short Term Trend	Long Term Trend	2020/21		2021/22		Latest Note
					Value	Target	Value	Target	
CHS/SCH/05	Percentage of pupils satisfied with establishments Education Scotland Survey	Data limited owing to the recent suspension of school inspections					No data available	100%	Figures for this indicator are taken from pupil responses to surveys sent out by inspectors. As no inspections have taken place in Renfrewshire since 2020, due to the suspension of inspections during the Covid-19 pandemic, there is no evidence on which to base this indicator.







Appendix C: Children's Services SIP 2022-25 Financial Year










PI Status		Long Term Trends		Short Term Trends	
	Alert		Improving		Improving
	Warning		No Change		No Change
	OK		Getting Worse		Getting Worse
	Unknown				
	Data Only				

Priority Strategic Priority 3: Fair and cross cutting theme: Improving outcomes for children and families

Code	Short Name	Status	Short Term Trend	Long Term Trend	Q4 2021/22		Q1 2022/23		Current Value	Current Target	Latest Note
					Value	Target	Value	Target			
CHS/LGB F/01	Percentage of Looked After Children cared for in the community				92%	89.9%	91%	89.9%	91%	89.9%	Performance in Q1 has dropped slightly from 92% in Q4 of 2021/23 and from 93% in Q1 of 2021/22. However, the majority of all looked after children continue to be cared for in a community setting. Residential settings can be more suitable for a small number of children and young people based on their particular needs, but the service will always seek to place a child in a family setting where appropriate. Please note, this indicator is also reported annually, and the figure is derived from the Local Government Benchmarking










Code	Short Name	Status	Short Term Trend	Long Term Trend	Q4 2021/22		Q1 2022/23		Current Value	Current Target	Latest Note
					Value	Target	Value	Target			
											Framework indicator CHN9 'Balance of care for 'looked after children': % of children being looked after in the community'. The last data published for this indicator is for 2020/21. The percentage of looked after children cared for in the community in Renfrewshire in 20/21 was 92.5% and was above the Scotland average of 90%.
CHS/CJ/ CPO/02	% of NEW unpaid work orders/requirement complete by the required date				89%	75%	89%	75%	89%	75%	Court services are continuing to recover and work through previous backlogs. The number of new orders imposed has continued to increase over recent months and the service continues to prioritise workloads and deliver unpaid work activity in accordance with safe working guidelines. Continued limitations on the ability to transport service users given the retention of 2m social distancing during this period, impacted significantly on the service.
CHS/CJ/ CPO/01	The percentage of NEW clients subject to a new supervision order seen by a supervising officer within 1 week				56%	85%	67%	85%	67%	85%	Performance has improved compared to the previous quarter. Contacts are scheduled within this period where possible based on staff access to accommodation, with dependence on service user compliance. Work continues to increase accommodation access which will increase capacity for contact within required timescales.
CHS/CJ/ CPO/04	Percentage of NEW unpaid work clients seen within 1 working day of the order				12%	70%	10%	70%	10%	70%	Performance remains low owing to the challenges presented by Covid-related operating procedures.

Code	Short Name	Status	Short Term Trend	Long Term Trend	Q4 2021/22		Q1 2022/23		Current Value	Current Target	Latest Note
					Value	Target	Value	Target			
											<p>There are fewer opportunities for court contact, with systems, staffing levels and access to accommodation providing impacting this measure.</p> <p>Work is progressing to increase accommodation access based on 1m which will increase capacity for contact within required timescales, with the ability to schedule all possible contacts.</p>
CHS/CJ/ CPO/05	Percentage of NEW unpaid work clients receiving an induction within 5 working days of the order				17%	75%	46%	75%	46%	75%	<p>Performance has improved on the previous quarter, reflecting a focussed effort to meet this requirement. Prior to Covid inductions were delivered as a group activity however this changed to individual sessions due accommodation constraints and social distancing. Work is progressing to increase accommodation access based on 1m which will increase capacity for contact within required timescales.</p>
CHS/CJ/ CPO/06	Percentage of NEW unpaid work clients beginning work placement within 7 working days of the order				33%	65%	42%	65%	42%	65%	<p>Performance has improved compared to the previous quarter. The demand for weekend work placements remains high, and the service continues to adapt in response to this shift.</p> <p>2m social distancing during this period and resulting transport restrictions continue to limit capacity. Innovative solutions such as working from home projects have been continued to maximise</p>







Code	Short Name	Status	Short Term Trend	Long Term Trend	Q4 2021/22		Q1 2022/23		Current Value	Current Target	Latest Note
					Value	Target	Value	Target			
											capacity where suitable. Recruitment efforts to increase capacity has so far been unsuccessful and remains a focus going forward.
CHS/LAC /02	Percentage of accommodated Looked After Children placed with families				89%	83%	88.5%	83%	88.5%	83%	The majority of accommodated children are placed in a family setting, and this will continue to be the preferred option. There are cases where it is more appropriate to support a looked after child in a residential placement, or where a hearing considers this necessary.
CHS/LAC /CL/01	Percentage of care leavers participating in employment, training or education				59%	55%	50%	55%	50%	55%	Performance in Q1 has dropped and is below the target of 55%. The figure of 50% reflects that 79 out of 157 care leavers are in employment, education or training.
CHS/LAC /CL/02	Percentage of care leavers who have had a period of homelessness in the last 6 months				2%	0%	1%	0%	1%	0%	The figure of 1% equates to fewer than 5 young people. Individuals were either living with family members or provided with temporary homeless accommodation either in Renfrewshire or in other local authority areas. Throughcare and Housing continue to work together to prevent homelessness and to support young people in sustaining tenancies.

Priority Strategic Priority 4: Living our Values

Code	Short Name	Status	Short Term Trend	Long Term Trend	Q4 2021/22		Q1 2022/23		Current Value	Current Target	Latest Note
					Value	Target	Value	Target			

Code	Short Name	Status	Short Term Trend	Long Term Trend	Q4 2021/22		Q1 2022/23		Current Value	Current Target	Latest Note
					Value	Target	Value	Target			
CHS/CO RP/01a	% of Stage 1 complaints responded to within timescales agreed with customers				75%	95%	100%	95%	100%	95%	Children's Services received 28 complaints; all were addressed within the timescales agreed with customers
CHS/CO RP/01b	% of Stage 2 complaints responded to within timescales agreed with customers				60%	95%	96%	95%	96%	95%	Children's Services received 17 complaints, 16 were addressed within timescales agreed with customers. 1 remains open due to the nature and complexity of the complaint (ASN). The Head of Service is working with the customer and relevant Service Manager to resolve.
CHS/CO RP/03	% of FOI requests completed within timescale by Children's Services				100%	100%	96%	100%	96%	100%	Children's Services had 45 FOI responses due in this quarter and 43 were completed within the required timescale.

The indicators in the table below are for information only and are not presented as a measure of performance

CHS/CPR /01	Percentage of children registered in this period who have previously been on the Child Protection Register				30%	20%	20%	There were 25 new CP registrations between April and June 2022; A small number of children from families had previously been registered within the last 2 years. Re-registrations are monitored as part of the Renfrewshire Child Protection Committee's performance management to ensure that there have been no inappropriate de-registrations. Please note previously all re-registrations were reported on regardless of time frame, however from Q1 of 2021/22 this indicator has been changed to report on re-registrations within the last 2 years only. This is in line with the reporting of re-registrations in the RCPC minimum dataset.
RCPC/01	Number of children on the Child Protection Register at quarter end date				61	66	66	There were 66 children on the Child Protection Register as at the reporting period end date in Q1 of 2022/23, compared to 61 children as at the reporting period end date in Q4. During Q1, there were 25 children newly registered and 20 children de-registered. Trends in child protection activity are monitored by the Renfrewshire Child Protection Committee which receives report on a range of performance measures.