

## Notice of Meeting and Agenda

### Leadership Board

Date	Time	Venue
Wednesday, 24 February 2021	13:00	Teams Meeting,

KENNETH GRAHAM  
Head of Corporate Governance

### Membership

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

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

### Recording of Meeting

This meeting will be recorded for subsequent broadcast via the Council's internet site. If you have any queries regarding this please contact Committee Services on 041 618 7112. To find the recording please follow the link which will be attached to this agenda once the meeting has concluded. [https://youtu.be/U2rjiM0\\_764](https://youtu.be/U2rjiM0_764)

### Chair

### In Attendance

## **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**

- |          |  |               |
|----------|--|---------------|
| <b>1</b> | <b>Revenue and Capital Budget Monitoring Report</b>  | <b>1 - 12</b> |
|          | Joint report by Chief Executive, Director of Finance & Resources and Chief Finance Officer Renfrewshire HSCP |               |

## **Climate Change**

- |          |   |                |
|----------|---|----------------|
| <b>2</b> | <b>Minutes of Previous Meetings</b>   | <b>13 - 18</b> |
|          | Minutes of meeting of the Sub-committee held on 9 December 2020 and special meeting held on 16 February 2021. |                |
| <b>3</b> | <b>Climate Change Update</b>  | <b>19 - 28</b> |
|          | Report by Chief Executive   |                |

## **Strategic Leadership and Oversight**

- |          |  |                |
|----------|--|----------------|
| <b>4</b> | <b>Alcohol and Drugs Commission - Local Partnership Response</b> | <b>29 - 42</b> |
|          | Report by Chief Executive  |                |

## **Covid 19 Pandemic**

- |          |   |                |
|----------|---|----------------|
| <b>5</b> | <b>Covid-19: Support to local Businesses</b>                        | <b>43 - 52</b> |
|          | Report by Chief Executive   |                |
| <b>6</b> | <b>Employability Programmes and Support</b>                         | <b>53 - 60</b> |
|          | Joint report by Chief Executive and Director of Finance & Resources |                |

## **Economy, Regeneration, Development and Renewal**

- |          |  |                |
|----------|--|----------------|
| <b>7</b> | <b>Renfrewshire's City Deal Projects - Final Delivery Phase</b>              | <b>61 - 68</b> |
|          | Report by Chief Executive  |                |
| <b>8</b> | <b>Scottish Government "Clyde Mission" Fund 2020: Award of Grant Funding</b> | <b>69 - 74</b> |

Joint report by Chief Executive and Director of Finance &  
Resources

## **Renfrewshire Leisure**

- |           |   |                 |
|-----------|---|-----------------|
| <b>9</b>  | <b>Museum Policies - Reporting of Museum Activities</b>     | <b>75 - 92</b>  |
|           | Report by Chief Executive                                   |                 |
| <b>10</b> | <b>Renfrewshire Leisure Limited – Annual Report 2019/20</b> | <b>93 - 128</b> |
|           | Report by Chief Executive                                   |                 |






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**To:** Leadership Board

**On:** 24 February 2021

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

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**Heading:** Revenue and Capital Budget Monitoring as at 13 November 2020

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## 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.

<b>Division</b>	<b>Revised Annual Budget £000</b>	<b>Projected Outturn Core £000</b>	<b>Projected Outturn COVID-19 £000</b>	<b>Total Projected Outturn £000</b>	<b>Budget Variance £000</b>	<b>Budget Variance %</b>
Adult Services	72,259	70,288	0	70,661	1,971	2.7%
Chief Executives	21,304	21,674	1,680	23,354	(2,050)	(9.6%)
CHAPS (Paisley Legacy)	415	415	0	415	0	0.0%

<b>Table 2: Capital</b>						
<b>Division</b>	<b>Revised Annual Budget £000</b>	<b>Projected Outturn Core £000</b>	<b>Projected Outturn COVID-19 £000</b>	<b>Total Projected Outturn £000</b>	<b>Budget Variance £000</b>	<b>Budget Variance %</b>
Chief Executives	£25,070	£25,070	£0	<b>£25,070</b>	£0	0%
Leisure Services	£1,095	£1,095	£0	<b>£1,095</b>	£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 (£0.079m) (0.1% 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 in the appendices showing both the subjective analysis (what the budget is spent on) and the objective analysis (which division is spending the budget).
- 3.4. The most significant areas to bring to member's attention relate to the projected impact of the COVID19 on both Renfrewshire Leisure and the HSCP:
  - RL remain heavily impacted by the national and local restrictions implemented by the Scottish Government in response to the COVID crisis. It is anticipated that over the remainder of 2020/21 RL will continue to experience operational restrictions with resulting reduced revenue generation. It is forecast that over the course of 2020/21 the Council could be required to provide RL with up to an additional £2.3m of financial support (reduced from the previous estimate of £4.3m predominantly due to income secured from the job retention scheme) and this is reflected within the reported figures. RL continues to try and mitigate this position.

- Within adult services managed by Renfrewshire HSCP, the service has been required to take unprecedented measures in response to the coronavirus pandemic, including substantial levels of support to external care providers in order to ensure their ongoing financial sustainability. As at period 8, the service estimates that costs of £9.8m will be incurred specifically in relation to COVID-19 by the end of the financial year, with approximately £6.2m of this cost being related to financial sustainability payments to private adult and elderly care providers. The Scottish Government has provided confirmation that all reasonable additional costs associated specifically with the crisis will be fully funded and funding is flowing to HSCP's on this basis. In this context, additional costs specifically relating to the COVID response is not therefore included within this report on the clear expectation of these costs being funded directly by the Scottish Government. Outwith COVID19 specific costs, the service is forecasting a £1.971m underspend on core service provision primarily due to vacancies across a range of service areas. The outturn year end underspend will be incorporated into IJB reserves and this forecasted year end position will be taken into account in the financial planning arrangements for 2021/22 operating between the Council and the HSCP.

#### **4. Revenue Budget Adjustments**

- 4.1. Members are requested to note from Appendix 1 that budget adjustments totalling £0.007m have been processed since the last report.
- 4.2. A budget adjustment (nil net impact) has been processed within the Chief Executives Service to increase both expenditure and income by £500,000 to reflect the excess monies secured from the West of Scotland Loans Fund repurposed to support the programme of business support measures approved by the Emergencies Board of 17 July 2020.

#### **5. Capital**

- 5.1. The Capital Investment Programme 2020/21 to 2024/25 was approved by the Council on 9<sup>th</sup> March 2020.
- 5.2. The Capital Monitoring report at Appendix 3 indicates movement in the approved capital programme for the Chief Executive's Service for the year of £0.045m which is explained further below.
- 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 £0.045m have arisen which reflect the following:

Net Budget carried forward to 2021-22 from 2020-21 for updates to Cash Flows:

- City Deal Projects - (£0.045m)

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## **Implications of this report**

1. **Financial** – The projected budget outturn position for Leadership Board Revenue budget is an overspend of (£0.079m). 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.

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**List of Background Papers**

Revenue Budget and Council Tax 2020/21      Council 9<sup>th</sup> March 2020

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

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**Author:**      Valerie Howie, Revenue  
                     Geoff Borland, Capital

**RENFREWSHIRE COUNCIL**  
**REVENUE BUDGET MONITORING STATEMENT 2020/21**  
**1st April 2020 to 13th November 2020**

**POLICY BOARD : LEADERSHIP BOARD**

Objective Summary	Revised Annual Budget at Period 6	New Budget Adjustments	Revised Annual Budget	Projected Outturn Core Business	Projected Outturn COVID-19	Total Projected Outturn	Budget Variance (Adverse) or Favourable		Previous Projected Outturn Variance	Movement
	£000	£000	£000	£000	£000	£000	£000	%	£000	£000
Adult Services	72,259	0	72,259	70,288	0	70,288	1,971	2.7%	1,758	213
Chief Executive's Service	21,297	7	21,304	21,674	1,680	23,354	(2,050)	(9.6%)	(4,002)	1,952
CHAPS - Paisley Legacy	415	0	415	415	0	415	0	0.0%	0	0
<b>NET EXPENDITURE</b>	<b>93,971</b>	<b>7</b>	<b>93,978</b>	<b>92,377</b>	<b>1,680</b>	<b>94,057</b>	<b>(79)</b>	<b>(0.1%)</b>	<b>(2,244)</b>	<b>2,165</b>

Subjective Summary	Revised Annual Budget at Period 6	New Budget Adjustments	Revised Annual Budget	Projected Outturn Core Business	Projected Outturn COVID-19	Total Projected Outturn	Budget Variance (Adverse) or Favourable		Previous Projected Outturn Variance	Movement
	£000	£000	£000	£000	£000	£000	£000	%	£000	£000
Employees	40,861	1	40,862	39,967	(100)	39,867	995	2.4%	2,005	(1,010)
Premises Related	895	0	895	998	0	998	(103)	(11.5%)	(70)	(33)
Transport Related	802	40	842	642	0	642	200	23.8%	169	31
Supplies and Services	14,535	0	14,535	14,723	1,740	16,463	(1,928)	(13.3%)	(3,852)	1,924
Third Party Payments	62,285	6,489	68,774	61,034	0	61,034	7,740	11.3%	4,872	2,868
Transfer Payments	5,334	565	5,899	6,534	0	6,534	(635)	(10.8%)	(4,091)	3,456
Support Services	116	0	116	105	0	105	11	9.5%	12	(1)
Depreciation and Impairment Losses	0	0	0	0	0	0	0	0.0%	0	0
<b>GROSS EXPENDITURE</b>	<b>124,828</b>	<b>7,095</b>	<b>131,923</b>	<b>124,003</b>	<b>1,640</b>	<b>125,643</b>	<b>6,280</b>	<b>4.8%</b>	<b>(955)</b>	<b>7,235</b>
Income	(30,857)	(7,088)	(37,945)	(31,626)	40	(31,586)	(6,359)	(16.8%)	(1,289)	(5,070)
<b>NET EXPENDITURE</b>	<b>93,971</b>	<b>7</b>	<b>93,978</b>	<b>92,377</b>	<b>1,680</b>	<b>94,057</b>	<b>(79)</b>	<b>(0.1%)</b>	<b>(2,244)</b>	<b>2,165</b>

**RENFREWSHIRE COUNCIL**  
**REVENUE BUDGET MONITORING STATEMENT 2020/21**  
**1st April 2020 to 13th November 2020**

**POLICY BOARD : LEADERSHIP BOARD - ADULT SERVICES**

Objective Summary	Revised Annual Budget at Period 6	New Budget Adjustments	Revised Annual Budget	Projected Outturn Core Business	Projected Outturn COVID-19	Total Projected Outturn	Budget Variance (Adverse) or Favourable		Previous Projected Outturn Variance	Movement
	£000	£000	£000	£000	£000	£000	£000	%	£000	£000
Older People	46,111	0	46,111	44,402	0	44,402	1,709	3.7%	1,936	(227)
Physical or Sensory Difficulties	6,349	216	6,565	6,865	0	6,865	(300)	(4.6%)	(257)	(43)
Learning Difficulties	16,625	(601)	16,024	15,994	0	15,994	30	0.2%	(135)	165
Mental Health Needs	2,494	385	2,879	2,411	0	2,411	468	16.3%	152	316
Addiction Services	680	0	680	616	0	616	64	9.4%	62	2
<b>NET EXPENDITURE</b>	<b>72,259</b>	<b>0</b>	<b>72,259</b>	<b>70,288</b>	<b>0</b>	<b>70,288</b>	<b>1,971</b>	<b>2.7%</b>	<b>1,758</b>	<b>213</b>

Objective Heading	Key Reasons for Projected Variance
Older People	Underspends in employee costs reflecting vacancies due to recruitment issues. Under occupancy in external care homes due to COVID pandemic.
Physical or Sensory Difficulties	The overspend within PD is mainly due to pressures on the Adult placement budget reflecting the impact of increasing demand and SDS.
Learning Difficulties	
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 13th November 2020**

**POLICY BOARD : LEADERSHIP BOARD - ADULT SERVICES**

Subjective Summary	Revised Annual Budget at Period 6	New Budget Adjustments	Revised Annual Budget	Projected Outturn Core Business	Projected Outturn COVID-19	Total Projected Outturn	Budget Variance (Adverse) or Favourable		Previous Projected Outturn Variance	Movement
	£000	£000	£000	£000	£000	£000	£000	%	£000	£000
Employees	32,239	0	32,239	31,325		31,325	914	2.8%	1,915	(1,001)
Premises Related	353	0	353	397		397	(44)	(12.5%)	(15)	(29)
Transport Related	800	40	840	640		640	200	23.8%	169	31
Supplies and Services	1,735	0	1,735	1,702		1,702	33	1.9%	11	22
Third Party Payments	62,166	6,490	68,656	60,915		60,915	7,741	11.3%	4,872	2,869
Transfer Payments	2,419	0	2,419	2,437		2,437	(18)	(0.7%)	(3,593)	3,575
Support Services	70	0	70	58		58	12	17.1%	12	0
Depreciation and Impairment Losses	0	0	0	0		0	0	0.0%	0	0
<b>GROSS EXPENDITURE</b>	<b>99,782</b>	<b>6,530</b>	<b>106,312</b>	<b>97,474</b>	<b>0</b>	<b>97,474</b>	<b>8,838</b>	<b>8.3%</b>	<b>3,371</b>	<b>5,467</b>
Income	(27,523)	(6,530)	(34,053)	(27,186)		(27,186)	(6,867)	(20.2%)	(1,613)	(5,254)
<b>NET EXPENDITURE</b>	<b>72,259</b>	<b>0</b>	<b>72,259</b>	<b>70,288</b>	<b>0</b>	<b>70,288</b>	<b>1,971</b>	<b>2.7%</b>	<b>1,758</b>	<b>213</b>

**RENFREWSHIRE COUNCIL**  
**REVENUE BUDGET MONITORING STATEMENT 2020/21**  
**1st April 2020 to 13th November 2020**

**POLICY BOARD : LEADERSHIP BOARD - CHIEF EXECUTIVE'S SERVICE**

Objective Summary	Revised Annual Budget at Period 6	New Budget Adjustments	Revised Annual Budget	Projected Outturn Core Business	Projected Outturn COVID-19	Total Projected Outturn	Budget Variance (Adverse) or Favourable		Previous Projected Outturn Variance	Movement
	£000	£000	£000	£000	£000	£000	£000	%	£000	£000
Chief Executive and Management	366	0	366	365	15	380	(14)	(3.8%)	(13)	(1)
Policy and Commissioning	4,727	7	4,734	4,935	(40)	4,895	(161)	(3.4%)	(141)	(20)
Marketing and Communications	2,886	0	2,886	2,681	(620)	2,061	825	28.6%	835	(10)
City Deal	0	0	0	0	0	0	0	0.0%	0	0
Regeneration and Economic Development	2,278	0	2,278	2,652	25	2,677	(399)	(17.5%)	(385)	(14)
Leisure Services (incl Renfrewshire Leisure)	11,040	0	11,040	11,041	2,300	13,341	(2,301)	(20.8%)	(4,298)	1,997
<b>NET EXPENDITURE</b>	<b>21,297</b>	<b>7</b>	<b>21,304</b>	<b>21,674</b>	<b>1,680</b>	<b>23,354</b>	<b>(2,050)</b>	<b>(9.6%)</b>	<b>(4,002)</b>	<b>1,952</b>

Objective Heading	Key Reasons for Projected Variance
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, Tackling Poverty and the Community Empowerment Fund which will be funded by a further drawdown from earmarked reserves as required.
Marketing and Communications	The favourable variance has arisen as a result of the net reduction in costs from the cancellation of the Renfrewshire Council events programme for 2020, together with a reduction in employee costs due to staff turnover and staff on parenting leave.
Regeneration and Economic Development	The adverse variance reflects the costs of studies commissioned to assist in determining the impact on the Renfrewshire economy of COVID-19 together with the cost of irrecoverable grant due to staff redeployment and the expected drawdown from earmarked reserves to fund the projected revenue costs associated with the Cultural Infrastructure Programme.
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 13th November 2020**

**POLICY BOARD : LEADERSHIP BOARD - CHIEF EXECUTIVE'S SERVICE**

Subjective Summary	Revised Annual Budget at Period 6	New Budget Adjustments	Revised Annual Budget	Projected Outturn Core Business	Projected Outturn COVID-19	Total Projected Outturn	Budget Variance (Adverse) or Favourable		Previous Projected Outturn Variance	Movement
	£000	£000	£000	£000	£000	£000	£000	%	£000	£000
Employees	8,458	1	8,459	8,525	(100)	8,425	34	0.4%	90	(56)
Premises Related	542	0	542	601	0	601	(59)	(10.9%)	(55)	(4)
Transport Related	2	0	2	2	0	2	0	0.0%	0	0
Supplies and Services	12,800	0	12,800	12,947	1,740	14,687	(1,887)	(14.7%)	(3,863)	1,976
Third Party Payments	119	(1)	118	119	0	119	(1)	(0.8%)	0	(1)
Transfer Payments	2,664	565	3,229	3,847	0	3,847	(618)	(19.1%)	(498)	(120)
Support Services	46	0	46	47	0	47	(1)	(2.2%)	0	(1)
Depreciation and Impairment Losses	0	0	0	0	0	0	0	0.0%	0	0
<b>GROSS EXPENDITURE</b>	<b>24,631</b>	<b>565</b>	<b>25,196</b>	<b>26,088</b>	<b>1,640</b>	<b>27,728</b>	<b>(2,532)</b>	<b>(10.0%)</b>	<b>(4,326)</b>	<b>1,794</b>
Income	(3,334)	(558)	(3,892)	(4,414)	40	(4,374)	482	12.4%	324	158
<b>NET EXPENDITURE</b>	<b>21,297</b>	<b>7</b>	<b>21,304</b>	<b>21,674</b>	<b>1,680</b>	<b>23,354</b>	<b>(2,050)</b>	<b>(9.6%)</b>	<b>(4,002)</b>	<b>1,952</b>

**RENFREWSHIRE COUNCIL**  
**REVENUE BUDGET MONITORING STATEMENT 2020/21**  
**1st April 2020 to 13th November 2020**

**POLICY BOARD : LEADERSHIP BOARD - CHAPS PAISLEY LEGACY**

Subjective Summary	Revised Annual Budget at Period 6	New Budget Adjustments	Revised Annual Budget	Projected Outturn Core Business	Projected Outturn COVID-19	Total Projected Outturn	Budget Variance (Adverse) or Favourable		Previous Projected Outturn Variance	Movement
	£000	£000	£000	£000	£000	£000	£000	%	£000	£000
Employees	164	0	164	117	0	117	47	28.7%	0	47
Premises Related	0	0	0	0	0	0	0	0.0%	0	0
Transport Related	0	0	0	0	0	0	0	0.0%	0	0
Supplies and Services	0	0	0	74	0	74	(74)	0.0%	0	(74)
Third Party Payments	0	0	0	0	0	0	0	0.0%	0	0
Transfer Payments	251	0	251	250	0	250	1	0.4%	0	1
Support Services	0	0	0	0	0	0	0	0.0%	0	0
Depreciation and Impairment Losses	0	0	0	0	0	0	0	0.0%	0	0
<b>GROSS EXPENDITURE</b>	<b>415</b>	<b>0</b>	<b>415</b>	<b>441</b>	<b>0</b>	<b>441</b>	<b>(26)</b>	<b>(6.3%)</b>	<b>0</b>	<b>(26)</b>
Income	0	0	0	(26)	0	(26)	26	0.0%	0	26
<b>NET EXPENDITURE</b>	<b>415</b>	<b>0</b>	<b>415</b>	<b>415</b>	<b>0</b>	<b>415</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0</b>

Subjective Heading	Key Reasons for Projected Variance
Employees	Projected underspend in employee costs is due to a vacant post within team
Supplies and Services	Projected overspend relates to use of consultants to support delivery of programme/projects
Income	Projected to be over-recovered in income reflecting contributions made to the Council's Paisley Legacy programme from funding partners

RENFREWSHIRE COUNCIL  
CAPITAL INVESTMENT STRATEGY - NON-HOUSING SERVICES  
1st April to 13th November 2020  
POLICY BOARD: LEADERSHIP

Project Title	Prior Years Expenditure to 31/03/2020*  £000	Current Year 2020-21						Full Programme - All years				
		Approved Budget 2020-21  £000	Budget Adjustments in 2020-21  £000	Revised Budget 2020-21  £000	Projected Outturn 2020-21  £000	Budget Variance (Adverse) or Favourable		Total Approved Budget to 31-Mar-25 £000	Projected Outturn to 31-Mar-25 £000	Budget Variance (Adverse) or Favourable		
<b>LEISURE SERVICES</b>												
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%	
<b>Total Leisure Services</b>	<b>55,849</b>	<b>1,095</b>	<b>0</b>	<b>1,095</b>	<b>1,095</b>	<b>0</b>	<b>0%</b>	<b>59,837</b>	<b>59,837</b>	<b>0</b>	<b>0%</b>	
<b>CHIEF EXECUTIVES</b>												
<b>City Deal Projects</b>												
Glasgow Airport Investment Area	21,931	15,340	732	16,072	16,072	0	0%	42,819	42,819	0	0%	
Clyde Waterfront & Renfrew Riverside	15,116	17,921	-16,477	1,444	1,444	0	0%	90,680	90,680	0	0%	
Airport Access	2,934	1,202	-1,142	60	60	0	0%	98,629	98,629	0	0%	
<b>Economic Development</b>												
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	-2,125	152	152	0	0%	2,983	2,983	0	0%	
<b>Paisley Venues &amp; Town Centre Infrastructure</b>												
Paisley Art Centre Redevelopment	233	400	-393	7	7	0	0%	2,800	2,800	0	0%	
Paisley Town Hall Redevelopment	1,613	3,366	-2,193	1,173	1,173	0	0%	22,650	22,650	0	0%	
Flexible Outdoor Facility/Travel & Accessibility Infrast	266	2,519	-2,415	104	104	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	-4,351	1,265	1,265	0	0%	42,500	42,500	0	0%	
Town Centre Capital Fund	329	1,333	-203	1,130	1,130	0	0%	3,709	3,709	0	0%	
Paisley Learning & Cultural Hub	1,593	2,802	-2,219	583	583	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	-1,460	825	825	0	0%	4,099	4,099	0	0%	
<b>Total Chief Executives</b>	<b>51,386</b>	<b>58,465</b>	<b>(33,395)</b>	<b>25,070</b>	<b>25,070</b>	<b>0</b>	<b>0%</b>	<b>340,669</b>	<b>340,669</b>	<b>0</b>	<b>0%</b>	
<b>TOTAL LEADERSHIP BOARD</b>	<b>107,235</b>	<b>59,560</b>	<b>(33,395)</b>	<b>26,165</b>	<b>26,165</b>	<b>0</b>	<b>0%</b>	<b>400,506</b>	<b>400,506</b>	<b>0</b>	<b>0%</b>	

\*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	Damage to the bridge to be installed across the White Cart will likely lead to further changes to the cash flow profiles as the revised timescales are devised in response to this after investigation.

## Minute of Meeting Climate Change Sub-Committee

Date	Time	Venue
Wednesday, 09 December 2020	13:00	Teams Meeting,

### Present

Councillor Bill Brown, Councillor Neill Graham, Councillor Lisa-Marie Hughes, Councillor Eileen McCartin, Councillor Cathy McEwan, Councillor Marie McGurk, Councillor Iain Nicolson, Councillor John Shaw

### Chair

Councillor Iain Nicolson, Chair, presided.

### In Attendance

L McIntyre, Head of Policy & Commissioning and P Moss, Strategic Planning & Policy Development Officer (both Chief Executive's) F Carlin, Head of Planning & Housing Services (Communities, Housing & Planning Services); L Rennie, Operations Manager (Environment and Infrastructure); B Lambert, Corporate Procurement Manager, J Lynch, Head of Property Services, T Slater, Senior Committee Services Officer and J Barron, Assistant Committee Services Officer (all Finance & Resources).

### Declarations of Interest

There were no declarations of interest.

### Apologies

Councillor Hood

## **Sederunt**

Councillor Shaw joined the meeting during consideration of the following item of business.

### **1 Update on Climate Change Actions**

There was submitted a report by Head of Policy and Commissioning providing an update on the Climate Change actions agreed by Council at its meeting on 27 February 2020, detailed in the appendix to the report.

A progress update was provided and any new opportunities, challenges or issues to be aware of were highlighted in order for members of the Sub-Committee to consider which areas they required more information on.

It was proposed that these actions would form the basis of an adaptation plan for the Council, which would be structured around the broad themes identified. The adaptation plan for climate change would be developed collaboratively across the Council with a target date of March 2021.

It was highlighted that under the first section within the Governance/Innovation part of the appendix would be prioritised in early 2021 not 2022 as stated.

The Chair proposed that a further section be added under the Waste/Food section of the appendix that officers identify and progress a new growing grounds project which we can go to communities to partner with us to develop, lever in external funding and provide educational benefit.” This was agreed.

#### **DECIDED:**

- (a) That the update and comments relating to the previously agreed Climate Change actions, as highlighted in Appendix 1 to the report, be noted;
- (b) That the priority areas would be progressed as part of the adaptation plan for the Council;
- (c) That a further section be added under the Waste/Food section of the appendix that “officers identify and progress a new growing grounds project which we can go to communities to partner with us to develop, lever in external funding and provide educational benefit; and
- (d) That an up-date be provided to the next meeting of the Sub-Committee on the growing grounds proposal and work being progressed.

## **Sederunt**

Councillor McCartin joined the meeting during consideration of the following item of business.

## 2 Climate Change - Partner and Citizen Engagement Proposals

There was submitted a report by Head of Policy and Commissioning relative to proposals for partner and citizen engagement to assist the Council in meeting the agreed target of zero carbon emissions by 2030.

It was recognised that to achieve this ambitious target, significant changes would be required to the way that people lived and worked in Renfrewshire, and that the Council would not be able to drive this agenda alone. The report outlined a number of key actions which officers should progress to ensure that the Council was undertaking meaningful ongoing engagement with local partners, businesses, residents and communities on their role in tackling climate change and to develop ideas as to how all stakeholders can jointly respond to the challenge.

**DECIDED:** That the work being undertaken to progress and establish by Spring 2021, a Renfrewshire Citizens Assembly/Forum on Climate Change; and a partnership forum on climate change, linked to community planning governance structures, be noted.

## 3 Procurement Policy in relation to Climate Change

The Corporate Procurement Manager gave a presentation on procurement policy in relation to Climate Change, which was supported by the Procurement Reform (Scotland) Act 2014. The Act introduced the Sustainable Procurement Duty, which required publicly funded bodies to consider how they could improve the economic, social and environmental wellbeing of their area and act in a way to secure the improvements identified. The Act also required the Council to set out how it would achieve its sustainable procurement goals in its Procurement Strategy and a report on progress each year is set out in the Annual Procurement Report.

Officers responded to members' comments and questions, including how the Council could influence the private sector in making use of sustainable and ethical procurement methods. There was discussion on engaging with businesses actively tendering with the Council and how they could access the sustainable procurement tool, which was currently only for public sector use. The Corporate Procurement Manager agreed to raise this issue and the wider issue of how the Council could help small businesses in terms of sustainable procurement at the Scottish Government's Climate and Procurement Action Forum and advise the Sub-Committee of any response.

Members thanked the Corporate Procurement Manager for her presentation.

**DECIDED:**

- (a) That the presentation be noted; and
- (b) That the Corporate Procurement Manager would raise the issue of private sector access to the sustainable procurement tool and the wider issue of how the Council could help small businesses in terms of sustainable procurement at the Scottish Government's Climate and Procurement Action Forum, and advise the Sub-Committee of any response.

## 4 Dates of Future Meetings

The Sub-Committee agreed that the following dates be noted for future meetings:-  
3 March 2021 at 11.30 am

5 May 2021 at 12 noon  
23 June 2021 at 1.00 pm  
22 September 2021 at 2.00 pm  
8 December 2021 at 2.00 pm  
1 March 2022 at 2.00 pm  
27 April 2022 at 2.00 pm

## Minute of Special Meeting Climate Change Sub-Committee

Date	Time	Venue
Tuesday, 16 February 2021	14:00	Teams Meeting,

### PRESENT

Councillor Bill Brown, Councillor Neill Graham, Councillor John Hood, Councillor Lisa-Marie Hughes, Councillor Cathy McEwan, Councillor Eileen McCartin, Councillor Marie McGurk, Councillor Iain Nicolson and Councillor John Shaw.

### CHAIR

Councillor Iain Nicolson, Chair, presided.

### IN ATTENDANCE

L McIntyre, Head of Policy & Commissioning, A Morrison, Head of Economy and Development, P Moss, Strategy, Policy and Insight Manager, B Lambert, Corporate Procurement Manager and G Crawford, Senior Communications Officer (all Chief Executive's); G Hutton, Head of Operations & Infrastructure and L Rennie, Operations Manager (both Environment and Infrastructure); Mary Crearie, Director of Communities and Housing, F Carlin, Head of Housing, and L Feely, Housing Asset & Investment Manager (all Communities and Housing Services); J Lynch, Head of Property Services, C Thorpe, Corporate Asset/Energy Manager, G Dickie, Partnering & Commissioning Manager, D Pole, End User Technician, P Shiach, Committee Services Officer and K O'Neill, Assistant Democratic Services Officer (all Finance & Resources).

### RECORDING OF MEETING

Prior to the commencement of the meeting the Convener intimated that this meeting of the Board would be recorded and that the recording would be available to watch on the Council's website.

### DECLARATION OF INTEREST

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

## 1 CLIMATE CHANGE ACTION FUND

There was submitted a report by the Chief Executive regarding £0.698m funding allocated to support the Council in progressing its response to the climate emergency through a Climate Change Action Fund which would be submitted to the Leadership Board being held on 24 February 2021.

A number of funding proposals, detailed in Appendix 1 of the report, had been developed which could be supported through the fund. These proposals would assist the Council in working innovatively to reduce and offset carbon emissions in Renfrewshire, change behaviours and support engagement with local people, businesses and communities, in addition to accelerating existing programmes of change around for example a “green” fleet. A critical focus would be undertaking feasibility studies within specific services and analysis of measures and opportunities, which would ensure the Council was well positioned to secure external investment to support the implementation of initiatives at scale.

**DECIDED:** That the funding proposals detailed at Appendix 1 of the report, with £0.698m to be allocated from the Climate Change Action Fund to support those initiatives outlined, be noted and submitted to the Leadership Board being held on 24 February 2021.



**To: Leadership Board**

**On: 24 February 2021**

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**Report by: Chief Executive**

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**Heading: Climate Change Update**

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## **1. Summary**

- 1.1 As agreed by Leadership Board on 16 September 2020, work has been undertaken to establish a Climate Change sub-committee of the Leadership Board. The remit of the sub-committee requires that members provide oversight and scrutiny of the Council's activities on climate change, and specifically its progress in terms of meeting the target of achieving net zero carbon emissions by 2030.
- 1.2 The Climate Change sub-committee has now met on several occasions since its initial meeting in October 2020. This paper provides an update on its recent activity, including discussions on the planned development of citizen and partner engagement forums to support local work to respond to the climate emergency.
- 1.3 The report also sets out at Appendix 1, a number of climate change funding proposals which were considered by the Climate Change sub-committee at a special meeting on 16 February 2021. It is proposed that these are funded through the £1m Climate Change Action funding allocated within the Council budget agreed in March 2020. The projects and initiatives outlined will assist the organisation in promoting innovation in working to reduce and offset carbon emissions in Renfrewshire, changing behaviours and supporting engagement with local people, businesses and communities, as well as accelerating existing programmes of change around for example a "greener" fleet. A critical focus will be undertaking tests of change within specific services, which will ensure the Council is well positioned to lever in external investment to support the implementation of initiatives at scale. In addition, some of the proposals will also provide vital capacity and expertise to support the organisation in delivering on its climate ambitions, particularly in light of the COVID-19 pandemic.

- 1.4 Finally, section 6 of this paper outlines several proposed amendments to existing governance arrangements for the climate change sub-committee, with specific recommendations in relation to the proposed schedule of meetings and the sub-committee's terms of reference.

## **2. Recommendations**

- 2.1 It is recommended that members of the Leadership Board:
- Note the update in terms of activities being progressed by the Climate Change sub-committee;
  - Agree the funding proposals detailed at Appendix 1 of this report, with £0.698m to be allocated from the Climate Change Action Fund to support those initiatives outlined;
  - Agree the revised schedule of meetings for the Climate Change sub-committee as set out in Section 6 of this report and;
  - Agree the amendment to the existing terms of reference of the Climate Change sub-committee, which would ensure relevant matters considered by the sub-committee could be remitted to the Infrastructure, Land and Environment Board for approval within the remit of that board.

## **3. Background**

- 3.1 On 16 September 2020, members of the Leadership Board agreed that a sub-committee of the board would be established to maintain oversight of the progress being made by the Council in achieving its target of net zero carbon emissions by 2030. It was agreed that a key role for the sub-committee would be to consider and contribute to the development of a climate change adaptation plan for Renfrewshire. A terms of reference and membership arrangements for the sub-committee were agreed by the Leadership Board at that time, with the terms of reference noting that any matters requiring formal decision would be referred by the sub-committee to the Leadership Board.
- 3.2 On 26 November 2020, Council approved proposals to extend the membership of the Climate Change sub-committee by two further members – one from the administration group and one from an opposition group. It was agreed by Council that the two places would be taken by Cllr Lisa-Marie Hughes and Cllr Eileen McCartin.
- 3.3 The Climate Change sub-committee is supported by officers across the Council, with the Head of Policy and Commissioning providing the strategic officer lead within the Council in relation to the climate emergency.

## **4. Update on Work Programme**

- 4.1 The Climate Change sub-committee continues to oversee work being undertaken by officers to respond to the climate emergency, with a key focus on the development of a climate change adaptation plan for Renfrewshire

during spring 2021. At its meeting on 9 December 2020, members of the sub-committee considered:

- An update on progress provided by services on the implementation of the initial climate change action plan agreed by Council in February 2020; and
- Proposals to develop a climate change citizens forum or assembly and a partnership forum, to drive local collaboration and engagement around the climate change agenda.

4.2 A presentation was also provided by Bridget Lambert, Strategic and Commercial Procurement Manager on the sector-leading work that is being progressed locally to deliver on the sustainable procurement duty which is incumbent on all public sector organisations.

4.3 It is anticipated that the partnership and citizen engagement forums discussed by the sub-committee will continue to be progressed, with the aim of these being developed during Spring 2021. The ongoing restrictions in place nationally and at a local level may impact those timescales, however officers will continue to progress proposals in order to ensure that engagement can take place at the earliest opportunity in line with Scottish Government advice.

## **5 Climate Change Action Fund**

5.1 In the budget approved by full Council on 9 March 2020, £1 million was allocated to establish a Climate Change Fund which would support the next steps outlined in the report “Climate Change Emergency” approved by Council on 27 February 2020. This report set out the initial findings and recommendations of the Climate Emergency Working Group, which had been convened following the Council’s declaration of a climate emergency in June 2019.

5.2 Within the report, it was recognised that the 2030 target for achieving net zero carbon emissions in Renfrewshire represents a significant challenge and will only be achieved through the collaboration and commitment of businesses, communities and citizens. Furthermore, responding to the climate emergency will need to be seen by all stakeholders as one of our most significant priorities, with the Council providing leadership to drive and influence this agenda at both a local and national level.

5.3 The Climate Change Action Fund is intended to fund innovative projects and initiatives being developed by Council services in response to the climate emergency, providing initial funding to pilot new ideas and approaches, to support engagement and partnership working across Renfrewshire, or to accelerate the pace of change already being delivered through existing initiatives. This process is vital to the Council being able to lever in the external funding that will be required to support climate change initiatives at the scale and pace required.

5.4 Officers had commenced initial work to develop a suite of funding proposals for consideration by elected members, however this work had to be paused due to the ongoing pandemic in early 2020. This resumed in Autumn 2020,

and it is now possible to bring forward an initial tranche of funding proposals for consideration by the Board. These proposals are outlined in detail within Appendix 1, which, if approved, would represent £0.698 million of the total funding available through the Climate Change Action Fund.

5.5 The proposals were discussed at a special meeting of the Climate Change sub-committee which took place on 16 February 2021. Members of the sub-committee considered the proposals in detail and agreed these would support the organisation in responding to some of the key priority actions agreed by the Council in February 2020:

- Adapting existing practices to reduce carbon emissions eg housing, transport, waste, energy;
- Working to offset carbon emissions;
- Engaging with businesses, communities and citizens;
- Supporting required changes to culture and behaviours; and
- Innovating and developing expertise to maximise external investment opportunities.

## **6. Governance Arrangements**

6.1 The first meeting of the sub-committee took place on 28 October 2020, with regular meetings taking place thereafter. As a new sub-committee, officers have been working with elected members to ensure that meetings run smoothly and that information and officer updates are provided to the sub-committee in an effective and timely manner.

6.2 A small number of procedural updates have been identified by officers which are recommended for implementation to further enhance the work of the sub-committee. These relate to the scheduling and timetable of sub-committee meetings and a minor amendment to the terms of reference for the sub-committee. Although these changes are being put forward within 6 months of the initial decision being made to establish the sub-committee, the chair of the sub-committee is satisfied that the proposals identified will allow for more effective meeting arrangements to be in place going forward.

6.3 Firstly, meetings of the sub-committee have been scheduled to broadly align with those of the Leadership Board with dates agreed as follows:

- 3 March 2021 at 11.30am
- 5 May 2021 at 12 noon
- 23 June 2021 at 1pm

6.4 In order to support the sub-committee to move forward with its programme of work more effectively it is proposed that these are rescheduled to be held approximately two weeks prior to each Leadership Board meeting, subject to public holidays and recess arrangements. This will support the sub-committee to refer matters for decision to the Leadership Board much more quickly than at present. Revised meeting dates are proposed as follows:

- 19 April 2021
- 2 June 2021
- 1 September 2021
- 17 November 2021
- 9 February 2022
- 6 April 2022

6.5 In addition, as set out in section 3 of this report, the Climate Change sub-committee has the following agreed 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.*

6.6 It is recommended that the following addition is made to the terms of reference, in order to ensure that any relevant matters being considered by the sub-committee can be referred for decision to the Infrastructure, Land and Environment Board, which has a broad remit covering areas such as biodiversity, recycling and waste which are critical to the Council's ongoing response to the climate emergency.

Addition

*Where appropriate, specific matters relevant to the remit of the Infrastructure, Land and Environment Board may be referred by the sub-committee to that board.*

## Implications of the Report

1. **Financial** – This paper outlines proposals to allocate £0.698m of the total £1m funding allocated by the Council in March 2020 to support the response to the climate emergency.
2. **HR & Organisational Development** – the report highlights a proposal to recruit a climate change officer on a fixed term basis.
3. **Community/Council Planning** – this report highlights proposals to develop citizen and partnership forums to support engagement and collaboration with local businesses, partners and communities on the climate change agenda.
4. **Legal** - The report includes recommendations to change the governance arrangements for the Climate Change Sub-Committee.
5. **Property/Assets** - none
6. **Information Technology** - none
7. **Equality and Human Rights** - The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the

report because it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.

8. **Health and Safety** - none
9. **Procurement** – none
10. **Risk** – none
11. **Privacy Impact** – none
12. **COSLA Policy Position** – none
13. **Climate Risk** – this report provides a summary of work being undertaken by the Council to respond to the climate emergency.

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**List of Background Papers**

**None**

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**Author:** Laura McIntyre, Head of Policy and Commissioning  
Chief Executive's Service

## APPENDIX 1 - Climate Change Action Fund – Funding Proposals

***£1.000 million to establish a Climate Change Fund that will be available to support the next steps outlined in the report “Climate Change Emergency” approved by Council on 27 February 2020.***

Name / Description	Funding required	Summary
Housing led Regeneration and Renewal Programme – Zero Energy Buildings (RenZEB)	£75,000	<p>Renfrewshire Council will develop a collaborative and an innovative partnership with a research organisation to design and deliver a social housing new build development within the context of the Council approved Regeneration and Renewal Programme.</p> <p>The project will bring together resources from academia and industry to develop best practice and design principles, around a sustainable social housing model that can be delivered as a “standard” at scale over the coming decade for all social housing within the area.</p> <p>The project aims to address the principles that should be assessed, and adopted, within the Council’s new build developments, to meet our climate change commitments, through delivering homes that are Zero Carbon, operationally sustainable for our tenants and the environment and mitigate fuel poverty.</p> <p>The commission will be broken down into three key themes. These are <b>1) Energy &amp; Heat 2) Construction &amp; Materials</b> and <b>3) Health &amp; Environment</b> and will identify the optimum energy efficiency, construction type and materials, practice and processes for a “RenZEB” standard, delivering on climate change commitments in a manner that highlights the cost and practical implications of delivering this standard at scale.</p> <p>The first phase of this project will present the Council with an appraisal of the options that the Council have around these themes. This will then be developed and agreed as part of a competitive tender process that the Council will procure.</p> <p>It is anticipated that a number of new build variations, (up to four), will be identified within the three key themes. This will allow the Council to fully understand the options and assess their performance and viability, both within the construction and operational phases.</p>

Name / Description	Funding required	Summary
		<p>The second and third phases will provide support to Council officers in the procurement process, with phase four providing a case study on the completed project and recommendations for what should be included within a RenZEB standard that is commercially viable and practically deliverable.</p>
<p>Enhancement of Electric Vehicle Programme</p>	<p>£258,000</p>	<p>As the organisation moves through its vehicle replacement programme, all opportunities and external funding sources are being utilised to develop the electric fleet.</p> <p>In the next phase of its approach, Environment and Infrastructure are seeking to introduce electric to different categories of the fleet, i.e. light commercials. It is proposed that several panel vans or transit sized vehicles will be purchased which will allow the service to consider options for introducing these across the rest of the fleet, with the opportunity to unlock further external funding and to inform the future vehicle replacement programme at potentially a faster pace.</p> <p>This is the single largest vehicle category within Renfrewshire Council's fleet and if electrified would significantly reduce our carbon emissions while delivering frontline services.</p>
<p>Feasibility study – photovoltaic project</p>	<p>£30,000</p>	<p>The Energy Management Unit (EMU) has identified an opportunity to deliver largescale renewable electricity from Photovoltaic Panels (PV). The proposed site is Moss Road in Linwood, this was previously used as a land fill site. Funding of £30,000 is required to allow a feasibility study to be carried out.</p>
<p>Climate Change Response – Programme Governance</p>	<p>£125,000</p>	<p>In December 2020, Leadership Board considered an update on the Council's transformation programme which confirmed that the Head of Policy and Commissioning had been identified as the strategic lead officer to support the work of the Climate Change Sub Committee and the development of the Council's Climate Change Adaptation Plan.</p> <p>Given the scale of the response to the climate change by Renfrewshire Council and the need to move this forward at pace, a climate change officer post will be recruited on 2 year fixed term basis, with the initial focus of the role being to support the drafting of the climate change adaptation plan, the climate change sub-committee and to take forward proposed partnership and citizen engagement forums on climate change issues which have been identified by the Climate Change Sub-Committee as key priorities.</p>

Name / Description	Funding required	Summary
		<p>There will also be a clear link to the Council's existing focus on economic and social renewal as this relates to the climate change agenda.</p> <p>Funding would also be used to cover bespoke training and development for professional staff to develop knowledge and understanding of new green technologies and innovation.</p>
Community Food Growing Proposal	£50,000	<p>It is proposed that a large scale community food growing initiative within the Johnstone area is supported.</p> <p>As well as bringing land back into purposeful use, the main aim of the project would be to maximise the availability of locally available and fresh food to people experiencing financial insecurity and/or health and wellbeing issues. It is anticipated that this project will be progressed in partnership with local community groups and organisations, with clear links being established to community justice services, community projects and organisations and local school and care services to maximise community involvement and benefit.</p> <p>The funding would support initial project costs, with a view to these unlocking external funding to support the development of the project at scale. The project would provide a key opportunity for learning to be applied across other projects, and would also be informed by the expertise of the local Growing Grounds Forum and associated groups.</p>
The Renfrewshire Active Travel Network Feasibility level funding to identify and deliver interventions and new links	<p>£75,000</p> <ul style="list-style-type: none"> <li>- £25,000 to support overall analysis of network gaps relative to economic opportunities</li> <li>- £50,000 for follow-on specific feasibility</li> </ul>	<p>Investment in Renfrewshire's Active Travel Network is a priority of the approved Economic Recovery Plan (December 2020). From an economic perspective there are gaps in the strategic network and to and from that strategic network, that would better connect communities to places of work and study, town centres, and other economic destinations. Developing the network and its local connections would be a significant driver in offering attractive alternatives to the use of private cars particularly for short journeys and make progress towards delivering 20-minute neighbourhood living across Renfrewshire.</p> <p><b>Benefits</b></p> <ul style="list-style-type: none"> <li>- <b>reducing carbon emissions from travel</b></li> <li>- <b>healthier lifestyles</b></li> <li>- <b>more sustainable local economies and services</b></li> </ul>

Name / Description	Funding required	Summary
	development of interventions	
Town Centres climate resilience programme	£75,000 - £25,000 to support overall analysis of measures and opportunities - £50,000 for follow-on specific feasibility development of interventions	<p>A certain degree of climate impact is built into established climate agreements meaning that some level of climate warming is expected, leading to greater variability in climate including heat events and wetter periods of the year. Streets and public spaces in town and local centres will have a role to play in providing shelter and would benefit economically by offering good environments for people. Work is required to develop a local response to these issues aimed at delivering programmes of beneficial interventions in centres with property owners, residents and users.</p> <p><b>Benefits</b></p> <ul style="list-style-type: none"> <li>- <b>more climate resilient communities</b></li> <li>- <b>supporting local centres from further economic impact</b></li> <li>- <b>providing enhanced and local places as attractive alternatives to those further afield (e.g. climate controlled indoor centres) – and therefore reducing the need to travel</b></li> </ul>
Peatland restoration	£10,000	<p>The degradation and erosion of upland and blanket peat bogs is contributing to the loss of carbon sinks. There are significant peatland resources across a number of key sites in Renfrewshire. The feasibility of a programme of peat moss restoration, as part of the NatureScot programme - Peatland ACTION, should be tested to inform further discussions with owners, tenants and conservation experts.</p> <p><b>Benefits</b></p> <ul style="list-style-type: none"> <li>- <b>carbon storage</b></li> <li>- <b>enhanced biodiversity</b></li> <li>- <b>enhance water/flood retention in upland catchment areas</b></li> </ul> <p>£10,000 is required to support an initial feasibility study, so as to be well positioned to bid for external funding from a national programme, Peatland ACTION, which has £250m to invest over the next 10 years.</p>



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**To: Leadership Board**

**On: 24 February 2021**

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**Report by: Chief Executive**

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**Heading: Alcohol and Drugs Commission – Local Partnership Response**

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## **1. Summary**

- 1.1 At its meeting on 17 December 2020, Council considered the final report of the Renfrewshire Alcohol and Drug Commission. The Commission was established by the Renfrewshire Community Planning Partnership in early 2019 to establish the true impact of alcohol and drug use across Renfrewshire's communities.
- 1.2 Council fully endorsed the Commission's report, and commended the work that had been done by the Commission to meaningfully engage with local people, groups and services, and frontline staff around these issues.
- 1.3 The findings outlined within the report are hard hitting, with significant issues identified in terms of high levels of harm being experienced by local people and families at a local level, and with gaps in the support that is available to support adults and young people who are struggling to manage both their alcohol and drug use, and impact of trauma and mental health issues in their lives. Opportunities were identified to support and strengthen the role of voluntary and community sector groups in supporting individuals and families with alcohol and drug use and mental health issues, and to develop and embed peer support models within local service provision.
- 1.4 It is important to note that within the Commission's report, it was recognised that there is a commitment from all local partners to work together to support recovery in Renfrewshire. Recommendations from the 2018 independent review of local alcohol and drugs services are currently being implemented, and there is a real opportunity to build on this work beyond treatment services, to fundamentally change the way that **all** partners work to support people and families impacted by alcohol and drug use in Renfrewshire.

- 1.5 In recognition of the work of the Renfrewshire Alcohol and Drugs Commission during 2019 and into 2020, £2m of funding was allocated in the Council budget approved on 9th March 2020 to support the local response to the Commission's emerging recommendations. In the paper presented to Council on 17 December 2020, Council approved the allocation of £1.34 million of the £2m funding available, to support a number of key projects initially. The funding allocated has been focused on targeting those issues identified by the Commission as being of the highest priority, including mental health, outreach, the impact of trauma, support for children, young people and families, peer support and social connection.
- 1.6 These projects will be brought together within an **Alcohol and Drugs Change Programme**, with further work now underway to develop the local response to all remaining recommendations. Appendix 1 of this paper sets out the initial action plan for this work, which will be driven forward by a newly established programme board chaired by the Chief Executive.
- 1.7 The programme board will ensure that partners work collectively and at pace to respond to the Commission's recommendations and drive forward all actions and activities. As elected members will also be aware, the issue of drug use and the prevention of drug related deaths has been identified as a national priority, and it will be important for partners to work closely at a local level to respond to the emerging national policy direction and to maximise any associated funding opportunities which could enhance the work that is already taking place or planned locally.
- 1.8 A key priority within the Alcohol and Drugs Change Programme, will be to ensure that there is meaningful engagement with local service users, families and front-line staff around any proposed service developments.
- 1.9 Six monthly updates will be provided to the Leadership Board, to ensure that elected members have oversight of the progress that is being achieved locally with partners.

## **2. Recommendations**

- 2.1 It is recommended that members of the Leadership Board note:
- The action plan provided at Appendix 1 which details the key actions and initiatives that will be progressed in relation to the recommendations of the Renfrewshire Alcohol and Drugs Commission.
  - The programme governance that has been established to drive forward the implementation of this programme of work; and
  - That an update on progress will be provided to the Leadership Board on a six monthly basis going forward.

## **3. Background**

- 3.1 In late 2018, Renfrewshire Community Planning Partnership Executive Group agreed to establish an independent Commission to consider the true impact of alcohol and drug use across Renfrewshire's communities.
- 3.2 The Commission was supported by officers within Renfrewshire Council, who worked to establish the Commission and to recruit a number of local and national experts and professionals. The Commission was chaired by Councillor Jacqueline Cameron.
- 3.3 It was originally anticipated that the Renfrewshire Alcohol and Drug Commission would meet and conclude its findings over a period of 12 months, with the first meeting of the Commission taking place on 19 March 2019. The emergence of the COVID-19 pandemic in early 2020 caused the Commission to pause its work, however this resumed in September 2020, with the final meeting held on 5 November 2020.
- 3.4 Following initial discussion, Commission members agreed a programme of work based around 3 key pillars or themes, which would ensure the Commission was able to come forward with recommendations which community planning partners would have the levers and resources to address:



- 3.5 The Commission undertook an extensive programme of engagement and evidence gathering to ensure that the impact of alcohol and drug use was considered as broadly as possible, rather than focusing solely on services which support treatment. Over 330 people were involved in the engagement programme itself.
- 3.6 In December 2020, the Renfrewshire Alcohol and Drugs Commission published its final report. The report sets out the Commission's main findings and provides 27 recommendations to guide the local response. Priority actions were identified in terms of:
- Urgently addressing issues in relation to mental health service provision, including provision for young people.
  - Considering trauma as part of everything that partners do in Renfrewshire – this is fundamental to reducing or preventing problems with alcohol and drug use and supporting recovery.
  - Introducing a whole system approach to supporting people with their alcohol and drug use.

- Increasing the reach and capacity across the whole system of support for people using alcohol and drugs.
- Making urgent changes to the buildings from which services are provided.
- Reviewing the support that is available to families impacted by drug and alcohol use – at all stages of life.
- Partners providing leadership around alcohol supply, promotion and availability.
- Valuing lived experience as part of the approach to recover in Renfrewshire: - developing meaningful relationships with recovery organisations and building strong partnership peer support models.
- Tackling stigma around alcohol and drug use and supporting opportunities for social connection across Renfrewshire to support recovery.

3.7 The reports and its recommendations were endorsed by Council, Renfrewshire Integration Joint Board and Renfrewshire Community Planning Partnership Executive Group, with full support gained to respond to these recommendations on a collective basis.

#### **4. Responding to the recommendations – a partnership approach**

- 4.1 The landscape in terms of ongoing partnership working, reporting and governance arrangements around alcohol and drugs has been and remains, fairly complex across the country. The main vehicle for partnership working in Renfrewshire is the Alcohol and Drugs Partnership.
- 4.2 The Alcohol and Drugs Partnership is currently overseeing the implementation of the Whole Systems Review being progressed in Renfrewshire by local drug and alcohol services and has successfully gained additional funding recently from the National Drug Deaths Taskforce to support its programme of work. In response to the national drug deaths crisis, the Scottish Government has also recently announced up to £50m of funding to tackle the drugs death crisis, and it is anticipated that the majority of this funding will be allocated through Alcohol and Drugs Partnerships across Scotland.
- 4.3 It is important that a mechanism exists for key partners to work collaboratively at a strategic level to progress the implementation of the Alcohol and Drugs Commission's recommendations, and to ensure that this aligns fully to local work being progressed by the Alcohol and Drugs Partnership, as well as to the national policy direction and funding being progressed by the Scottish Government. Given the scale of the funding allocated by the Council to the Commission's recommendations, it is also important to ensure that the total resources available to Renfrewshire to support change in relation to alcohol and drug use are considered in the round, in order to ensure maximum impact from all available funding.

- 4.4 An **Alcohol and Drugs Programme Board** has been established to drive the implementation of the partnership response to the Commission's recommendations, which meets on an 8 weekly basis and is chaired by the Chief Executive. All actions and activities identified against the Commission's recommendations have been drawn together to form an **Alcohol and Drugs Change Programme**.
- 4.5 The role of the programme board is to:
- Ensure ongoing oversight of the Alcohol and Drugs Change Programme and Action Plan which is being developed to respond to the Commission's findings.
  - Review and agree all activities and funding proposals identified to support the implementation of the Change Programme and Action Plan.
  - Ensure ongoing updates are provided on all related activities through appropriate governance structures with 6 monthly updates provided to the Leadership Board on progress achieved.
- 4.6 The programme board will ensure that there continues to be meaningful engagement with local people and families with lived experience, as planned projects and initiatives are developed.

## 5. **ACTION PLAN**

- 5.1 As outlined in section 4 above, the local response to the Commission's findings and recommendations will be driven forward through an Alcohol and Drugs Change Programme. Officers have worked with key partners to assess the report findings, and have developed an initial high level action plan which sets out the key actions and activities that partners will progress in relation to all 27 recommendations. The action plan is provided at Appendix 1 of this report.
- 5.2 In March 2020 Council allocated £2m of funding to support the emerging recommendations of the Renfrewshire Alcohol and Drugs Commission. Given both the impact that the pandemic has had on local people and communities and the urgent nature of some of recommendations identified within the Commission's report, officers worked with partners to bring forward an initial tranche of funding proposals which would target the priorities identified as being most urgent by the Commission.
- 5.3 Council agreed to allocate £1.34 of the £2m allocated funding to support a range of projects which will aim to pilot new ways of working across the community planning partnership, with the opportunity to use this learning to transform the way in which people receive support across Renfrewshire in the medium to longer term.
- 5.4 The allocation of this funding provides a major opportunity for the Council and partners to drive an ambitious programme of change which will seek to fundamentally reduce the impact of alcohol and drugs on local people and communities across Renfrewshire. This is particularly important given the

impact of COVID-19 in Renfrewshire, which has exacerbated issues being faced by individuals, families and communities in relation to alcohol and drug use and mental health in particular.

- 5.5 Partners will now work through the programme board to develop further proposals in relation to the £0.6m balance of funding that is available to support actions against all remaining recommendations. All identified actions required by partners are set out within Appendix 1.
- 5.6 Six monthly progress updates on the Alcohol and Drugs Change Programme will be provided to the Leadership Board going forward. Regular updates will also be provided to community planning partners.

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### Implications of the Report

1. **Financial** – On 9 March 2020, Renfrewshire Council agreed its budget with a commitment of £2 million to support priorities emerging from the Alcohol and Drugs Commission.
2. **HR & Organisational Development** – none
3. **Community/Council Planning** – The Commission was established by Renfrewshire Community Planning Partnership and the report has been endorsed by the Community Planning Partnership Executive Group.
4. **Legal** - none
5. **Property/Assets** - none
6. **Information Technology** - none
7. **Equality and Human Rights** - The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health and Safety** - none
9. **Procurement** – none
10. **Risk** – none
11. **Privacy Impact** – none
12. **COSLA Policy Position** – none
13. **Climate Risk** – none

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**List of Background Papers**

**None**

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Chief Executive's Service

## Appendix 1 – Alcohol and Drugs Action Plan

	Recommendation	For	Proposed Action / Response	Funding allocated by Council
1	The Commission acknowledges the current work being undertaken to improve drug and alcohol services; however, changes must be made at greater pace and involve local service users and family members to a greater extent. The opportunity to take the review further and implement recommendations from both this Commission and the National Drugs Death Taskforce must not be missed.	Renfrewshire HSCP	<ul style="list-style-type: none"> <li>Alcohol and Drugs Partnership to undertake a review of the Commission's recommendations against its existing work programme and national policy developments, to ensure that these are fully embedded within its approach.</li> <li>HSCP to review existing communication and engagement mechanisms with local service users and family members, and to explore options to strengthen and involve engagement within both ongoing programmes of work and new developments</li> </ul>	
2	Humans are complex and the issues they face are not in isolation. Partners in Renfrewshire must respond to the views of local services users and their families and frontline staff, and adopt a whole system approach whereby support is wrapped around those that need it. This includes mental health, housing, employability, and criminal justice services.	Renfrewshire Community Planning Partnership	<ul style="list-style-type: none"> <li>Develop options for the possible implementation of a holistic model of service delivery involving all key partners that provide support to people experiencing issues with alcohol and drugs, with particular consideration of the partnership model being developed in Midlothian.</li> <li>HSCP to continue to progress the development of the Recovery Hub in Paisley, ensuring that the hub provides a programme of activities and support which involves partners across all sectors in Renfrewshire.</li> <li>Deploy link worker to enhance pathways between drug and alcohol services and criminal justice colleagues, following successful bid for funding from the CORRA foundation.</li> </ul>	
3	Support should move away from a focus on a buildings-based model to one that is rooted within communities. Where services and support are accessed within a building – these must be provided in modern, safe, accessible and trauma informed facilities which support front line staff and service users to work together in the most person-centred way. Existing buildings such as those at Back Sneddon Street are not fit for purpose and must be improved urgently.	Renfrewshire HSCP	<ul style="list-style-type: none"> <li>Review existing accommodation portfolio as a key priority, in order to identify the best way forward for delivering alcohol and drug recovery services in Renfrewshire. The review will include consideration of the urgent improvements to existing buildings, or alternative options within the community.</li> </ul>	
4	The reach of local alcohol and drugs services needs to significantly increase, and partners must ensure that there is capacity across the whole system to support people experiencing all different levels of harm from their use of alcohol and drugs. Assertive outreach to those experiencing the highest level of harm should be a high priority for services.	Renfrewshire Alcohol and Drugs Partnership	<ul style="list-style-type: none"> <li>Develop assertive outreach programme to work holistically with people with complex needs that may be unlikely to engage with addiction services. Two temporary specialist outreach roles have been funded by the HSCP, with the additional funding being used to expand this programme more significantly to involve other services such as housing and third and voluntary sector groups over a 2 year period.</li> </ul>	£200,000
5	Specific gaps in provision identified by service users, family members and frontline staff need to be addressed locally. Access to residential rehabilitation services and the availability of 24/7 crisis services were viewed as significant gaps in	Renfrewshire Alcohol and Drugs Partnership	<ul style="list-style-type: none"> <li>Commission crisis-based mental health service as a test of change for a period of 18 months, with a view to considering opportunities to provide support through mainstream support services if issues such as barriers to access and stigma can be addressed successfully.</li> </ul>	£160,000

	Renfrewshire, and with enhanced community provision, will ensure a continuum of support is available in Renfrewshire.		<ul style="list-style-type: none"> <li>Review available funding to support the commissioning of bed- based rehabilitation services. Scottish Government recently announced potential funding for local partnerships to support increased use of these services, however the detail of this is not yet known.</li> <li>In recognition of the need to ensure that a continuum of support is available to support recovery across communities, a Recovery Change Fund will be established, sector organisations to access funding to support tests of change in relation to mental health, recovery, stigma and social isolation in particular.</li> </ul>	£150,000
6	Local service providers must involve people with lived experience in the ongoing development of alcohol and drug and mental health services locally and listen to their views. There was a clear disconnect between what supports service users and families thought were available in Renfrewshire, and the views of services themselves. It was clear services do exist but that communication and signposting to these is not working.	Renfrewshire Community Planning Partnership	<ul style="list-style-type: none"> <li>Explore options to establish a lived experience / living experience panel or forum in Renfrewshire, looking at best practice examples across other areas</li> </ul>	
7	There are potentially high numbers of people experiencing hidden harm from alcohol and drug use in Renfrewshire. Partners should undertake a robust joint assessment of the level and nature of harm and how this is changing over time. This should be undertaken on an annual basis in order to inform the development of services at a local level.	Renfrewshire Community Planning Partnership	<ul style="list-style-type: none"> <li>Commission an independent research survey into hidden levels of drug and alcohol use in Renfrewshire to support a detailed needs assessment to be undertaken by partners in Summer 2021.</li> </ul>	£10,000
8	Partners need to address gaps in the local data available on alcohol related harm. This should be prioritised, and it is recommended that partners introduce an annual review of alcohol related deaths now, rather than waiting for this to become a national reporting requirement in the future.	Alcohol and Drugs Partnership	<ul style="list-style-type: none"> <li>Options to be explored in terms of recruiting an Alcohol and Drugs data and research officer role on a Renfrewshire or partnership basis, with potential to link to academic institutions recognised for work in this area.</li> <li>Annual review of alcohol related deaths to be led by the Alcohol and Drugs Partnership, with the first review to take place in summer 2021.</li> <li>The ADP currently provides part funding for the Greater Glasgow and Clyde Drug Deaths Research Associate to assist in reviewing and monitoring drug related deaths in Renfrewshire. There are discussions underway to replicate this process for alcohol related deaths subject to accessing funding.</li> </ul>	
9	Partners must provide leadership and introduce a programme of naloxone training across partners agencies, to ensure that local responders, service providers and communities are able to deliver life-saving interventions within local communities.	Renfrewshire Community Planning Partnership	<ul style="list-style-type: none"> <li>Recruit peer support worker funded by the National Drugs Death Taskforce to increase the distribution of Naloxone across relevant partner organisations.</li> <li>Develop an ambitious training programme with national organisations which will aim to ensure all relevant staff and organisations across</li> </ul>	

			Renfrewshire are aware of naloxone and are supported to access life saving kits where appropriate within their organisations.	
10	Services must strengthen work being done to protect those at highest risk of harm from blood borne viruses through drug use. This includes offering rapid testing for HIV and Hepatitis C and supporting those who receive a positive diagnosis to attend appointments and to sustain and follow medical guidance.	NHS GGC / Renfrewshire HSCP	<ul style="list-style-type: none"> <li>Local drug and alcohol services have been selected to participate in a dry blood spot self-testing pilot, aiming to educate and normalise frequent testing across Renfrewshire.</li> </ul>	
11	Partners should support the work of the National Drug Deaths Taskforce and maximise all opportunities to pilot or implement new and innovative approaches recommended by the Taskforce in Renfrewshire to reduce drug related harm.	Renfrewshire Community Planning Partnership	<ul style="list-style-type: none"> <li>Opportunities for joint working are being explored with the national taskforce. The ADP already supports the work of the National Drug Deaths Taskforce and was successful in applying for funding to implement a suite of actions to reduce and prevent the number of drug related deaths in Renfrewshire. This includes the recruitment of a dedicated Drug Deaths Prevention Co-ordinator, a Peer Support Worker and enhanced treatment options. In addition to this, the ADP was also successful in receiving funding to implement a Test of Change. This will involve recruiting two Navigator posts who will be based at the RAH to connect and provide assertive outreach with individuals who are not in contact with treatment and care services.</li> </ul>	
12	Partners should go further and be more ambitious in terms of establishing the local approach to trauma informed practice. Leaders must champion greater understanding of the impact of trauma and ensure that this is reflected in the way that staff work across all frontline services.	Renfrewshire Community Planning Partnership	<ul style="list-style-type: none"> <li>Develop and implement a new Trauma Informed Renfrewshire programme, working with national organisations to ensure that all partners, services and frontline staff respond effectively to the impact of trauma on local people and communities. This is likely to include an extensive multi agency training programme and targeted work to develop trauma informed working practices and service environments across all sectors.</li> </ul>	£100,000
13	Services must take action to improve access to and information about the services and supports which are available to people experiencing mental health issues in Renfrewshire. This must extend beyond formal health care services, with investment made in lower level support services that people can access informally at a community level when they need them.	Renfrewshire HSCP	<ul style="list-style-type: none"> <li>Establish a Recovery Change Fund in Renfrewshire, providing an opportunity for community and voluntary sector organisations to access funding to support tests of change in relation to mental health, recovery, stigma and social isolation in particular. These tests of change will be used to inform the future design of services in Renfrewshire.</li> </ul>	As above
14	Community Planning Partners must demonstrate leadership in terms of alcohol provision and availability. This should include but is not limited to: a. Creating safe spaces within buildings by removing the sale or provision of alcohol	Renfrewshire Community Planning Partnership	<ul style="list-style-type: none"> <li>Undertake a targeted programme of work with community planning partners, gaining commitment from each partners to demonstrate leadership and to introduce revised policies and practices which recognise the impact of alcohol promotion and supply across communities and workplaces.</li> </ul>	£50,000

	<p>. Promoting alcohol free policies and culture within the workplace, including in school and leisure facilities.</p> <p>c. Supporting staff impacted by the use of alcohol.</p> <p>d. Promoting awareness of alcohol harm across the workforce.</p> <p>e. Committing to end alcohol related advertising on or within partner buildings or sites.</p>		<ul style="list-style-type: none"> <li>• Council and HSCP to work collaboratively to deliver health improvement activities in relation to alcohol use, with funding allocated to support the recruitment of a health improvement lead that will work with partners and communities to identify and support opportunities for changes in behaviour and practice.</li> </ul>	
15	<p>Renfrewshire Licensing Board should continue to use all of its available powers to limit alcohol related harm in Renfrewshire, and Renfrewshire Council should lobby Scottish Government to ensure that the licensing board can further strengthen its role in terms of improving health and wellbeing.</p>	Renfrewshire Licensing Board	<ul style="list-style-type: none"> <li>• Engage with the Licensing Board on the Commission's findings and identify opportunities to provide further local data and information from the alcohol needs assessment that will be undertaken during Summer 2021/</li> </ul>	
16	<p>Statutory services must continue to ensure that Sheriffs are aware of the range of drug, alcohol and mental health services available in Renfrewshire, eligibility for these and how these can be best utilised to provide support and interventions within sentencing.</p>	Renfrewshire Council	<ul style="list-style-type: none"> <li>• Partnership review of existing mechanisms to be undertaken with more detailed exploration of key priorities going forward.</li> </ul>	
17	<p>Review local level data on, and approaches to, addressing Foetal Alcohol Spectrum Disorder (FASD) in Renfrewshire to consider how best to reduce the number of children impacted by alcohol prior to birth.</p>	Renfrewshire Health and Social Care Partnership / Renfrewshire Council	<ul style="list-style-type: none"> <li>• HSCP and Childrens services to undertake review of current local data and practices in relation to FASD, with potential to explore this issue in partnership with other neighbouring local authorities and academic institutions to assess the impact of FASD in Renfrewshire.</li> </ul>	
18	<p>The work that young people in Renfrewshire are leading to improve Personal and Social education in schools on issues such as drugs and alcohol and mental health, needs to be implemented as a priority by Renfrewshire Council.</p>	Renfrewshire Council	<ul style="list-style-type: none"> <li>• Provide enhanced education and training in relation to alcohol and drugs issues across Renfrewshire's learning establishments. This will closely align to the work young people have been leading in terms of personal and social education on these issues.</li> </ul>	£100,000
19	<p>Young people should not be anxious about transferring from their existing service into an adult focused alcohol and drug service. Targeted consultation should be undertaken on this issue and should focus on the beneficial relationships that young people need to address their needs, rather than what age they are.</p>	Renfrewshire Health and Social Care Partnership / Renfrewshire Council	<ul style="list-style-type: none"> <li>• Undertake a review of transitions between childrens and adult alcohol and drugs service in partnership with young people using the service, and staff across the HSCP and Children's Services to understand the journey for young people as they transition through service and the impact that this has on their life outcomes.</li> <li>• Undertake a cohort study of young people using the RADAR service over the past 5 years, in order to assess ongoing need for support throughout early adulthood.</li> </ul>	

20	Recognising the at times distressing evidence that the Commission heard on the impact of alcohol and drug use for families, partners should undertake a review of existing family support provision. Particular focus must be on the support that is available to children and young people who are impacted by parental drug or alcohol use. In addition, as Renfrewshire considers its response to the Independent Care Review it should explore how the family support model developed reflects fully the principles of The Promise.	Renfrewshire Health and Social Care Partnership / Renfrewshire Council	<ul style="list-style-type: none"> <li>Commission a whole family review of support services in Renfrewshire, which support people and family members that are or have been impacted by alcohol and drug use, with a key aim of identifying potential gaps in provision and opportunities for engaging with community and third sector organisations to develop these further.</li> </ul>	£20,000
21	Children and young people need to be able to access the right type of support for any mental health issues including lower levels anxiety and stress. Partners should review current mental health provision for young people and ensure that this meets all levels of need.	Renfrewshire Health and Social Care Partnership / Renfrewshire Council	<ul style="list-style-type: none"> <li>Develop an intensive mental health support programme for children and young people who may be experiencing difficulties in relation to alcohol and drug use and mental health. This will be informed by a recent multiagency mapping exercise of local provision, with further engagement also required with young people, families and frontline staff.</li> </ul>	£250,000
22	Partners should work with local retailers and communities to effectively target proxy purchase of alcohol in communities.	Renfrewshire Council / Police Scotland	<ul style="list-style-type: none"> <li>Develop and implement partnership campaign with local stakeholders and businesses to reduce the prevalence of the proxy purchase of alcohol in Renfrewshire.</li> </ul>	
23	Lived experience needs to be the beating heart of the approach to recovery in Renfrewshire. This needs to be a strong and meaningful partnership for all, with lived experience being fully embedded into everything that happens – from employment to training to service development and design.	Renfrewshire Community Planning Partnership	As above in relation to development of living/lived experience panel or forum.	
24	Alcohol and Drug Services should pilot Recovery Advocacy Rights in Recovery in partnership with the Scottish Recovery Consortium and Reach Advocacy to strengthen Renfrewshire's rights-based approach to recovery.	Renfrewshire Health and Social care Partnership	<ul style="list-style-type: none"> <li>Explore options with the Scottish Recovery Consortium and local advocacy services to discuss the possibility of developing a pilot in Renfrewshire of Advocacy Rights in Recovery.</li> </ul>	
25	Recognising the value of lived experience and social connections, local alcohol and drug services should employ link workers and develop a peer support network to assist individuals and families to navigate services, support and activities. Investment must also be made to support the development of local groups and organisations which provide social connection and support recovery	Renfrewshire Health and Social care Partnership	<ul style="list-style-type: none"> <li>Significantly expand and develop a peer support model in Renfrewshire, recognising the value of lived experience and the importance of positive relationships to support local people in their recovery journey. This will build on recent work to recruit two specialist outreach nurse posts who will be based at the RAH. These posts will connect with individuals within their own homes and communities to provide relevant treatment and support.</li> <li>These posts will also be complemented by the recruitment of two Navigator posts which will also be funded by the Drug Deaths Task</li> </ul>	£200,000

			<p>Force. These posts will also aim to connect with individuals affected by alcohol/drugs and engage them with treatment and support services</p> <ul style="list-style-type: none"> <li>• The ADP provides funding to the long established and successful Sunshine Recovery Café that is a valuable resource in Renfrewshire to connect with individuals affected by alcohol/drugs and or mental health</li> </ul>	
26	<p>It is more critical than ever given COVID-19, that barriers to recovery such as loneliness and isolation and stigma are prioritised by partners. Partners should designate 2021 as Renfrewshire's year of connection, and plan a year of action with all partners and communities involved in some way.</p>	<p>Renfrewshire Community Planning Partnership</p>	<ul style="list-style-type: none"> <li>• Develop plan of action to support greater communication and engagement across the whole of Renfrewshire on recovery, with the ambition of Renfrewshire to be regarded as the first local authority of recovery for alcohol/drugs and mental health.</li> <li>• Consider opportunities to develop a year of connection programme, the timescales for which may be impacted by the ongoing COVID pandemic.</li> </ul>	
27	<p>Partners must act robustly to eradicate stigma and have positive recovery conversations with communities and the workforce, including through engagement with local media. People with lived experience in Renfrewshire must play a leading role in the planning, development and delivery of this work.</p>	<p>Renfrewshire Community Planning Partnership</p>	<ul style="list-style-type: none"> <li>• Develop multiagency training and communications materials which aim to eliminate stigma and change the conversation locally around alcohol and drug use and the aim of recovery.</li> <li>• Linked to actions above, there is a requirement to consider options for developing a lived experience panel or community voices type forum which would ensure meaningful engagement with people impacted most by stigma.</li> </ul>	





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**To: Leadership Board**

**On: 24 February 2021**

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**Report by: Chief Executive**

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**Heading: COVID-19: Support to local Businesses**

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## **1. Summary**

- 1.1 The Covid-19 pandemic has had a significant impact on the UK, Scottish and Renfrewshire economies. This has affected most economic sectors and has placed a large proportion of Renfrewshire businesses in a precarious economic position.
  - 1.2 Local Government has played a significant role in providing business support throughout the COVID-19 crisis. Of particular importance has been Local Government's role in channelling the grant support from Scottish Government to businesses.
  - 1.3 Since April 2020, Renfrewshire Council has been administering a range of Scottish Government programmes of business support to help mitigate the impact of COVID-19.
  - 1.4 The purpose of this report is to provide an update on the types and levels of funding provided and to specifically provide details of the Council's approach to the Discretionary Funds allocated to Renfrewshire Council for local businesses.
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## **2 Recommendations**

- 2.1 It is recommended that the Board:
    - i. notes the report and the allocation of circa £44M funding to businesses through funding programmes announced to date; and
    - ii. notes the Council's Discretionary Fund Programme of circa £3.5M and plans for its disbursement to Renfrewshire businesses most in need.
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### 3 Background

- 3.1 Supporting Business and their Workforce is a key priority of the Councils Economic Recovery Plan. Business is the principal provider of job opportunities in Renfrewshire. Many sectors have struggled due to the pandemic restrictions in terms of customer footfall, trade and supply chains. The pandemic has changed economic behaviour and businesses need to adapt with new skills for this new economy. The initial pressure for businesses is to survive, and financial support is key to this.
- 3.2 Local Government has played a significant role in providing business support throughout the COVID-19 crisis. That has included information, advice and support from local economic development teams, the Business Gateway service and regulatory services such as Environmental Health and Trading Standards.
- 3.3 Of particular importance has been Local Government's role in channelling the grant support from Scottish Government to businesses, with Local Government receiving and processing almost 150,000 applications and distributing over £1bn in grants to date.
- 3.4 Renfrewshire Council has been key to the business support grants to Renfrewshire businesses and will continue to administer further funds to support businesses during the pandemic.

### 4. Grants Administered to Date by Renfrewshire Council

- 4.1 The Councils Economic Development Team have been administering Scottish Government Grants to business over the last year.
- 4.2 Table 1 below indicates the range of grants administered from April 2020 to date. These grants (once complete) are estimated to be in the region of £44M distributed through 6,000 awards of grant to local businesses and self employed people.

Table 1: Grants Administered to Date by Renfrewshire Council

Fund	Dates	Description	No of Grants Awarded	Level of Grants Approved
COVID-19 Business Support Grants	April – July 2020	Support to businesses with a property in Renfrewshire with Rateable Value under £51k	2,416	£27,226,250
Newly self-employed/B&B	May – June 2020	£2k grant to those newly self employed.	202	£404,000
Business support - Brake Restrictions fund	October 2020	Support to businesses closed by law during October restrictions	206	£572,145
Brake restrictions Furlough Grant	Oct – Nov 2020	£1650 grant to support furlough costs of Brake Restricted employers.	110	£181,500

Fund	Dates	Description	No of Grants Awarded	Level of Grants Approved
Transitional support for childcare providers	Sep - Oct 2020	Funding to help childcare providers meet the extra costs of complying with public health guidance.	62	£378,750
Business Contingency Fund: softplay/nightclubs etc	Nov 2020	One-off grants of up to £50,000 available to businesses in both sectors forced to close since March.	6	£170,000
Strategic framework business fund - temp closure/bus restriction	Nov 2020 – Mar 2021	Required to close by law £2k every 4 weeks for RV ≤£51k £3k every 4 weeks for RV >£51k Operations are restricted by law £1.4k every 4 weeks for RV ≤£51k £2.1k every 4 weeks for RV >£51k	Live programme – Estimate 800	Estimate £7M
Retail Sector Top Up Support  Hospitality Top Up Grant	Jan 2021	Additional Grants to Strategic framework Recipients £6k for RV ≤£51k and £9k for RV >£51k  £6k RV≤ £51k and £25k RV> £51k	Live programme – Estimate 800	Estimate £6M
Taxi and Private Hire Driver Support Fund	Jan-Feb 2021	£1,500 grant to taxi and private hire drivers	Live programme, estimate 1330 awards	Estimate £2M

- 4.3 A range of new and additional grant programmes for 2021 were recently announced and these are outlined in appendix 1 to this report (appendix 1 shows all of the Grants that are currently live or about to be launched).
- 4.4 One of the long anticipated grants has been the Local Government Discretionary Fund which was announced by the Scottish Government on 17 November 2020 but required a long lead-in time to ensure that other targeted programmes could launch. The Discretionary Fund would then add value, and not duplicate, the other programmes.

## 5. Renfrewshire Discretionary Fund

- 5.1 On 17 November 2020 the Scottish Government announced the introduction of a £30M Local Authority Discretionary Fund as part of the COVID-19 business response. A grant award of up to £1,054,071, payable in the financial year 2020/21, was subsequently offered to Renfrewshire Council to support businesses experiencing financial challenges as a result of restrictions and regulations introduced to control the spread of COVID-19. The programme value was then doubled in a Scottish Government announcement on 28<sup>th</sup> January and then doubled again on 11 February giving Renfrewshire £3,503,108 to award to local businesses.

5.2 The main guidance around the allocation of the funds was:

- Use Council knowledge of the local economy to direct funding towards businesses experiencing immediate financial challenges as a result of COVID-19 restrictions and regulations, specifically those who have been without financial support since October 2020.
- Prioritise small and microbusinesses (50 employees or fewer) and the self-employed as the intended recipients. This cohort are typically less resilient to the ongoing disruption caused by COVID-19 and have less capacity to secure funding from alternative sources. By targeting the financial support towards smaller businesses, local authorities will also ensure that a greater proportion of the funding is retained within local communities.
- Give precedence to businesses that have experienced disruption without having been specifically required to close or adapt their operations as a result of regulations. This may, for example, include businesses in the supply chain of or that derive a significant portion of their trade from closed or restricted sectors such as hospitality and tourism as well as companies impacted by travel restrictions
- Make the level of payments consistent with support paid through the Strategic Framework Business Fund recognising that companies supported through the discretionary fund are likely to be smaller but also recognising the need for flexibility in this regard.

5.3 While the Renfrewshire grant allocation of £3.5M is to be welcomed, the challenge facing all local authorities is that almost every business has been adversely impacted by the pandemic. In the first round of grants (April – July 2020) Renfrewshire Council awarded 2,416 grants to local businesses however the discretionary fund is likely to support around 500 businesses (if the average grant is £7,500).

5.4 Renfrewshire Council launched Phase 1 of the Discretionary Fund with the initial allocation of £1M. Further Phases will follow due to the increase of grant funding. A fuller outline of Phase 1 of the Discretionary Fund is attached as appendix 2 but this can be summarised as support under 3 categories:

**Category 1:** businesses significantly impacted by the legal closure/ restrictions of key sectors from March 2020 to date.

**Category 2:** businesses significantly impacted by the “work from home” requirement from March 2020 to date meaning that people are no longer in workplaces.

**Category 3:** Businesses significantly impacted due to the inability of people being able to meet as a group from November 2020 to date.

- 5.5 The Phase 1 Discretionary Business Fund will provide grants of £5,000 and £10,000 to local businesses experiencing immediate financial challenges as a result of the COVID-19 restrictions and regulations that have not been able to access the Strategic Framework Business Fund or other business grant funds provided by the Scottish Government. In particular, this fund will aim to assist businesses that have been without financial support since October 2020 and not eligible for any other grant programme.
- 5.6 The Phase 1 fund was open for applications from 3 February 2021. Work is now underway to develop Phase 2 of the programme with the additional funds allocated from the Scottish Government.

## **6. Next Steps**

- 6.1 The short term outlook for Renfrewshire's business community remains precarious and the duration of the current lockdown means considerable uncertainty for many.
- 6.2 The Council will continue to work with the Scottish Government and local partners to support Renfrewshire businesses; enabling them to innovate, adapt and become more resilient, and working to provide the right business and funding support to support their survival and future development.
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## **Implications of the Report**

1. **Financial**  
Grants awarded to the Council will be monitored in accordance with the terms and conditions of grant. The Council will liaise with Scottish Government to comply with drawdown requirements and financial reporting requirements.
2. **HR and Organisational Development - none.**
3. **Community Planning**
  - Our Renfrewshire is thriving – the Business Grants are essential to business survival at this crucial time, and the sustaining of employment associated with the business.
  - Our Renfrewshire is well - The grants are positively impacting on the physical, emotional and mental health and wellbeing of business owners who are really struggling through the pandemic.
  - Reshaping our place, our economy and our future - The grants will help to secure the future of the business in Renfrewshire.
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 because for example it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health & Safety - None**
9. **Procurement - none**
10. **Risk**  
The projects actively monitor key risks and issues associated with delivery in accordance with the Council's Project Management Framework. Risks are identified and mitigating actions and allowances have been made and will be continually monitored.
11. **Privacy Impact - None**
12. **COSLA Policy Position - None**
13. **Climate Risk – None..**

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## List of Background Papers

(a)

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# Appendix 1

## List of Current and Planned Scottish Government Grant Programmes

	Fund	Value	Status	Where to apply
<b>Generic Support</b>				
1	Strategic Framework Business Fund	<p><b><u>Required to close by law</u></b>            £2k every 4 weeks for RV ≤£51k            £3k every 4 weeks for RV &gt;£51k</p> <p><b><u>Operations are restricted by law</u></b>            £1.4k every 4 weeks for RV ≤£51k            £2.1k every 4 weeks for RV &gt;£51k</p>	Live Open for Applications	Local Authority
2	Local Authority Discretionary Fund	Discretion of individual local authorities	About to be launched	Local Authority
<b>Hospitality Industry Support</b>				
3	Hospitality Top Up Grant	£6k RV ≤ £51k and £25k RV > £51k	Live	Local Authority
4	Self-Catering Accommodation	Up to £10k	About to be launched	Local Authority
5	Visitor Accommodation Hostels	Level to be determined	Live	VisitScotland
6	B&B and Guesthouse Support	£2k	About to be launched	Local Authority
<b>Self-Employed</b>				
7	Taxi and Private Hire Driver Support Fund	£1.5k	Live	Local Authority
8	Mobile Close Contact Services Fund	£2k	Launch Date February	Local Authority
9	Newly Self-Employed Hardship Fund	£2k	Launch Date February	Local Authority
10	Travelling Show People Support Fund	£10k	Live	Corra Foundation
<b>Tourism Sector Support</b>				
11	Tour Operators	Level to be determined	Launch Date February	VisitScotland
12	Visitor Attractions (excludes publicly-owned visitor attractions)	Up to £25k	Launch Date February	VisitScotland
13	Ski Centre Support Fund	Level to be determined	Launch Date February	Enterprise Agencies
14	Outdoor Tourism Sector Recommissioning Fund	£1k - £15k	Live	VisitScotland
15	Sector and Destination Operational and Market Readiness fund	Level to be determined	Live	VisitScotland
<b>Retail</b>				
16	Retail Sector Top Up Support	£6k for RV ≤£51k and £9k for RV >£51k	Live	Local Authority
<b>Wedding and Events Industry Specific Support</b>				

17	Wedding Sector Support Fund	Up to £25k	Launch Date February	Enterprise Agencies
18	Events Industry Support Fund	Level to be determined	Launch Date February	EventScotland
19	Pivotal Event Businesses Fund	£25k - £150k	Live	EventScotland
<b>Cultural Sector Support</b>				
20	Grassroots Music Venue Stabilisation Fund	£5k - £50k	Launch Date February	Creative Scotland
21	Creative Industries Business Support	£5k - £50k	Launch Date February	Enterprise Agencies
22	Museums Recovery and Resilience Fund Top up	£5k - £400k	Live	Museum & Galleries Scotland
23	Arts Venues (Specific)	£800k - £1.4m	Live	Creative Scotland
24	Culture Collective	£100k - £300k	Live	Creative Scotland
25	Youth Arts Fund	£5k - £30k	Live	Creative Scotland
26	Creative Communities	£10k - £30k	Live	Inspiring Scotland
<b>Other</b>				
26	Travel Agents	£10k for RV ≤£18k and £25k for RV >£18k	Launch Date February	Local Authority
27	Brewer Support Fund	£10k RV ≤£18k £25k RV £18k - £51k £30k RV >£51,001 <u>or</u> production over 5,000HL in 2019	Launch Date February	Local Authority
28	Indoor Football Centres	£10k for RV ≤£18k and £25k for RV >£18k	Launch Date February	Local Authority

### **Renfrewshire COVID-19 Discretionary Business Grant**

The purpose of this grant is to provide support to businesses which can demonstrate a loss of income linked to Covid-19 restrictions but who have been ineligible for, and not received support, from business support grant schemes introduced since 1<sup>st</sup> November AND are not expected to be eligible for grant schemes due to come on stream during February 2021.

**To apply for the grant applicants must fall into one of the following categories:**

**Category 1: businesses significantly impacted by the legal closure/ restrictions of key sectors from March 2020 to date**

With a specific focus on:

- Supply chain businesses to the retail/ hospitality / leisure sectors and / or to Glasgow Airport
- Chauffeur drive and car hire reliant on airport activity

**Category 2: Businesses significantly impacted by the “work from home” requirement from March 2020 to date meaning that people are no longer in workplaces**

With a specific focus on:

- Day-time only takeaways
- small town-centre shops with no passing trade
- Animal boarding / day care
- Office cleaning / catering suppliers

**Category 3: Businesses significantly impacted due to the inability of people being able to meet as a group from November 2020 to date**

With a specific focus on:

- Educational / Group / music / classes
- outside sports activity not covered in other grant programmes (eg horseriding centres)

**Additional eligibility criteria are:**

- business premises must be registered for non-domestic rates in Renfrewshire.
- must be a small or micro enterprise employing < 50 staff.
- must provide details and evidence of a business bank account) into which grant payments will be made (in the case of sole traders discretion will be applied as long as there is clear evidence of trading from the personal bank statements provided).
- must have been trading as of 17 March 2020.
- must be able to present robust evidence (e.g. invoices and receipts, details of contracts lost etc) to show that income in the period October 2020 to January 2021 was at least 50% lower than in the equivalent period in 2019-20.
- business has not breached wider COVID regulations/requirements leading to enforcement action.
- open to Limited Companies, sole traders, partnerships and community interest companies.

**Levels of Funding Available:**

The discretionary fund will provide a one-off payment of either £5,000 [RV < 10k] or £10,000 [RV > 10k] per business depending on the rateable value of their premises.



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**To: Leadership Board**

**On: 24 February 2021**

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

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**Heading: Employability Programmes and Support**

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## **1. Summary**

- 1.1 Local unemployment levels have almost doubled due to the COVID-19 pandemic with more people, of all ages, now out of work and claiming benefits.
  - 1.2 Well-resourced and effective local employability services will be key to Renfrewshire's economic and social recovery and provide an essential support for those who are unemployed, will lose their jobs, have working hours reduced or find themselves in precarious employment.
  - 1.3 Both the Scottish and UK Governments have announced additional funding and support to help mitigate the levels of unemployment, with a particular focus on the impacts to young people.
  - 1.4 This purpose of this report is to provide an overview of the current employment statistics, the additional funding to support local responses to the pandemic and the proposed specific approach of Renfrewshire Council to support those affected and to maximise the opportunity to develop new employment opportunities.
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## **2 Recommendations**

- 2.1 It is recommended that the Board:
  - i. notes the additional offers of grant from the Scottish Government in relation to employability and redundancy support;
  - ii. notes the decision of the Chief Executive to bid for places in the UK Governments Kickstart Scheme; and

- iii. agrees the proposed refreshed employability approach for Renfrewshire.

### 3 Background

- 3.1 The Claimant Count is the most current and accurate of the statistics available to show the levels of those unemployed and looking for work in Renfrewshire. Figures are updated monthly by DWP.
- 3.2 From the latest figures in the table below, 6.2% (7,120 people) of the adult population aged 16-64 in Renfrewshire are currently claiming out of work benefits. This is a 77% increase from the March figures of 4,015 people claiming benefits with the biggest impacts seen in terms of female unemployment and those aged 50+.
- 3.3 The Claimant figures do not fully represent those out of work. The majority of young people aged 16-17 (and not in employment, education or training) are not eligible for benefits until they reach the age of 18. The number of young people currently looking for work, but not claiming benefits, is estimated to be around 140.
- 3.4 Renfrewshire Claimant Count (Nomis, 26th Jan 2021)

	Claimant numbers	Of which male	Of which female	Aged 16-17	Aged 18-24	Aged 25-49	Aged 50+
Mar-20	4,015	2,655	1,360	20	745	2,250	1,000
Apr-20	6,685	4,395	2,290	25	1,140	3,855	1,665
May-20	7,530	4,910	2,620	35	1,360	4,270	1,860
Jun-20	7,480	4,825	2,655	30	1,475	4,155	1,815
Jul-20	7,765	4,965	2,800	30	1,550	4,280	1,905
Aug-20	7,780	4,975	2,805	25	1,565	4,250	1,935
Sep-20	7,535	4,825	2,710	25	1,505	4,120	1,885
Oct-20	7,050	4,510	2,535	25	1,370	3,830	1,825
Nov-20	7,145	4,580	2,570	25	1,330	3,900	1,895
Dec-20	7,120	4,555	2,560	25	1,325	3,855	1,915
change Mar - Dec 2020	77%	72%	88%	25%	78%	71%	92%

- 3.5 The figures above also mask the significant numbers of Renfrewshire residents currently furloughed and whose jobs could be at risk. 10,200 residents in Renfrewshire are currently furloughed (Dec 2020).
- 3.6 For those working as self-employed the situation is also very difficult. 5,400 people are registered as self-employed in Renfrewshire and 62% of these (3,400 people) have claimed for the Self Employed Income Support Scheme due to loss of earnings.

- 3.7 The statistics for the period after April 2021 (when the furlough scheme is due to end) will reflect the real impact of COVID-19 on the unemployment rates and the scale of the recovery challenge.
- 3.8 In response to the increasing levels of unemployment both the UK Government and the Scottish Government announced plans to support jobs and employability. Due to the anticipated disproportionate economic impact on young people their response focused on this group with impacts to be achieved through the UK Kickstart Scheme and the Scottish Youth Guarantee.

#### **4. UK Government Kickstart Scheme**

- 4.1 The UK Governments' Kickstart Scheme aims to provide hundreds of thousands of paid work placements for young people on benefits through a £2 billion investment from the Government. Kickstart aims to create new 6-month job placements for young people who are currently on Universal Credit and at risk of long-term unemployment. The job placements should support the participants to develop the skills and experience they need to find work after completing the scheme.
- 4.2 The job placements created with Kickstart funding must be new jobs. They must not:
- replace existing or planned vacancies
  - cause existing employees or contractors to lose or reduce their employment

Funding is available for 100% of the relevant National Minimum Wage for 25 hours a week, plus associated employer National Insurance contributions and employer minimum automatic enrolment contributions. It also provides £1,500 per post to the employer, to cover any additional costs and expenses to support the young person. Employers looking for full time placements, or where the salary for the role is higher than minimum wage, would top up the subsidy to the required level.

- 4.3 Kickstart has the potential to be a very significant job creation programme. Keen to maximise the impact from Kickstart, Renfrewshire Council (through the Economic Development Team) bid to be both a Kickstart employer and also a "Gateway" to Kickstart funding for any business in Renfrewshire looking to get involved.
- 4.4 A local campaign was launched in late Autumn 2020 to promote the Kickstart Programme and to offer local employers an easy route to sign up for more information and to be part of a Renfrewshire bid.
- 4.5 The Council has already had two bids for a total of 345 jobs approved and are currently recruiting for the first of these posts. The value of funding for the 345 posts will be in excess of £2.5M.

4.6 120 of the approved posts will be with Renfrewshire Council. The previously successful Invest in Renfrewshire Traineeship and Internship programmes are currently being revamped to cater for the slightly different conditions of funding and will offer unemployed young people opportunities across the Council services. The Employability Service at the Russell Institute will provide support both during, and on completion of the Council placements to support the young people to move on to other work opportunities.

## 5. Scottish Government Young Person Guarantee:

5.1 The Young Person Guarantee is designed to be the umbrella that sits above all Scottish employability programmes for young people, it will be the single portal and brand, the simple journey for young people regardless of their circumstances when aged between 16 and 24.

5.2 The Guarantee sends a clear commitment that:

“every young person aged between 16 and 24 in Scotland, has the opportunity, based on their own personal circumstances and ambitions, to go to university or college, an apprenticeship programme, training, fair employment including work experience or participating in a formal volunteering programme.”

5.3 The Scottish Government committed £60M to the Guarantee with £30M of this coming to the local authorities in the current year . Of the £30M £953,279 is allocated to Renfrewshire Council for the 2020-21 financial year but requires to be spent or committed in this financial year.

5.4 The Youth Guarantee funding can be used for staff, additional wage subsidy / Employer Recruitment Support and additional employability services / activities. The Renfrewshire proposal is outlined below and been accepted by the Scottish Government.

### Youth Guarantee Interventions (Renfrewshire)

Intervention	Description (Summary)	Impact	Renfrewshire Proposal
<b>Enhanced Key Worker Support</b>	Enhance No One Left Behind model of delivery providing tailored flexible and person centred support. Helping to navigate and enable participation	Preventing vulnerable job seekers being disengaged entering into long term unemployment	Employ additional key workers to cope with the doubling of numbers. Also provide specialist roles (care leaver / disability).
<b>Employability Pipeline Provision</b>	Enhance stages 2 -3 in supporting purposeful activities in projects, volunteering and work experience gaining personal and core skills	Providing meaningful opportunities and activities for those not job ready and unable to engage in FE	Range of training contracts (particularly) to 3 <sup>rd</sup> sector organisations.

<b>Employer Recruitment Incentive</b>	Provide incentives to SMEs and Micro businesses to recruit young people and those already long term unemployed to undertake Apprenticeships or Vocational Qualifications/Certification. Intervention would be based on model previously delivered	Enable young and low skilled disadvantaged job seekers to enter employment and assist SME's /Micro Businesses to access new employees with financial support Align with increase in Modern Apprenticeship support	Use wage subsidy to sustain Kickstart places for a further 6 months or augment the programme to allow for apprenticeship opportunity.  Use also as a replacement for Kickstart if the young person isn't eligible.
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5.5 The Young Persons Guarantee requires a greater joining up of local services to young people and a single source of information to signpost the various offers of support. This will be co-ordinated through the Local Employability Partnership. The Council's Economic Development Team have been developing a website for all partners to contribute to and will fund a Partnership Co-ordinator for the Young Persons Guarantee (from the Government fund allocated) to ensure a long- term commitment to the Guarantee, changing the employability landscape for young people and delivering a more fair and inclusive economy for all.

5.6 The budget is only available for the current financial year. However, a separate budget for 2021-22 is anticipated in the next financial year.

## **6. No-One Left Behind (NOLB) and PACE Redundancy Support**

6.1 The Scottish Government also brought forward additional financial support for those at risk of being made redundant.

6.2 The Scottish Government and COSLA signed a 'No One Left Behind' Employability Partnership Agreement in December 2018. The Partnership Agreement is supported by a Delivery Plan that has been updated to reflect of the additional challenges in the labour market brought about by pandemic impacts.

6.3 Scottish Government has offered to increase the grant sum to Renfrewshire Council for NOLB by an additional £108,820. This sum will be paid over period 1 April 2020 to 31 March 2021 for additional provision within the Partnership Action for Continuing Employment (PACE) model of Key Worker support and single point of contact (SPOC) within local authorities, and provide PACE support to national agency helplines and dedicated key support for those facing redundancy situations. The additional investment will scale up the reach and impact of the current offer and increase the capacity to support people who have been made unemployed or whose jobs are under threat as a result of Covid-19, within the No One Left Behind framework.

- 6.4 The additional support will allow for new staff posts to specifically deal with those requiring redundancy support over the next year.

## **7. Next Steps**

- 7.1 The unemployment situation in Renfrewshire is likely to increase dramatically over the next few months when the UK Government furlough support ends. Both the Kickstart scheme and Young Persons Guarantee provide opportunity for significant economic impact in Renfrewshire at this critical time.
- 7.2 The Council is focussed on creating 700 new employment opportunities for young people through the Kickstart and Youth Guarantee programmes. This ambitious target is a key plank of the Economic Recovery Plan and has the potential to make the most impact over the next 2 years of all the actions.
- 7.3 Key to success will be maximising the opportunities available locally through proactive work with local employers and key Council services, simplifying the offer to young people and businesses and matching young people to employment opportunities.
- 7.4 Using the Young Persons Guarantee to (in part) sustain and add value to the Kickstart scheme will increase long term outcomes, provide more sustainable jobs and provide added value to the employer. The Young Persons Guarantee additionally offers support to those not ready for, or supported by, Kickstart and it is essential that a clear pathway into the various local opportunities is jointly agreed and promoted. There should be no wrong door for young people in Renfrewshire to benefit from the opportunities available here.
- 7.5 While the additional financial support from the UK and Scottish Governments has focussed on young people the Councils employability service, based at the Russell Institute, will be supporting all unemployed people regardless of age.
- Employability services will be reprofiled to ensure that those 25+ don't lose out on opportunities;
  - European Social Fund (ESF) underspends (due to lockdown and a reluctance from many to participate in programmes of support) can augment services to the 25+ age group;
  - Youth Job Creation programmes will focus on new and additional jobs and every effort will be made to ensure that this does not result in a job displacement in the older age groups;
  - Those over 50 will be a specific priority as numbers already show them to be the most impacted;
  - Other priority groups, including those with a disability, those who are care experienced, those living in areas of high unemployment or those with health conditions will be a priority for NOLB funding in the next year.

- 7.6 The next few years will present significant challenges in the economic recovery of Renfrewshire but the ambition and determination to do whatever is necessary and to meet those challenges head on has never been stronger. The employability plans and programmes implemented during the last recession resulted in a faster employment recovery rate in Renfrewshire than across other areas and that is the aim once again.
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## Implications of the Report

1. **Financial**  
Grants awarded to the Council will be monitored in accordance with the terms and conditions of grant. The Council will liaise with Scottish and UK Governments to comply with drawdown requirements and financial reporting requirements. Where grants are awarded to third parties, officers will liaise with those organisations to ensure they comply with requirements.
2. **HR and Organisational Development** – a number of temporary new posts will be supported through the additional funding. The funding will provide 100% of the finance required for these posts.
3. **Community Planning**
  - Our Renfrewshire is thriving – The grant support will assist both young people / unemployed people to become economically active and will also support local businesses to reopen and grow their services.
  - Our Renfrewshire is well - The delivery of new employment opportunities has the potential to positively impact on physical, emotional and mental health and wellbeing.
  - Our Renfrewshire is safe - Working in partnership with community, public and private sector stakeholders and organisations to achieve positive outcomes.
  - Reshaping our place, our economy and our future - The approaches outlined in the report will contribute to supporting growth, the development of skills and experiences and sustainable jobs.
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 because for example it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health & Safety** - None

9. **Procurement**  
All commissions funded by the grants will be procured through the appropriate procedures set out in the Council's Standing Orders Relating to Contracts.
10. **Risk**  
The projects actively monitor key risks and issues associated with delivery in accordance with the Council's Project Management Framework. Risks are identified and mitigating actions and allowances have been made and will be continually monitored.
11. **Privacy Impact - None**
12. **COSLA Policy Position - None**
13. **Climate Risk – None..**

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### List of Background Papers

(a)

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**Author:** Ruth Cooper, Economic Development Manager  
(Tel: 0141 618 7868)



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**To: Leadership Board**

**On: 24 February 2021**

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**Report by: Chief Executive and Director of Finance and Resources**

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**Heading: Renfrewshire's City Deal Projects – Final Delivery Phase**

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## **1. Summary**

- 1.1 This report is to update the Board on the progress of Renfrewshire Council's two City Deal Projects as they enter their final delivery phase, and to enable that, to seek approval of the Final Business Case for the Clyde Waterfront and Renfrew Riverside Project which has been submitted to the City Region for its consideration in line with City Region governance requirements. The report also provides an update on the status of the regional airport access project.
- 1.2 Renfrewshire Council is delivering an ambitious regeneration agenda, focused on creating the infrastructure and business environment that will generate economic growth, jobs and ensure that the area is a fairer, more inclusive place where all our people, communities and businesses thrive. As a partner in the Glasgow City Region Deal, signed in 2014, Renfrewshire Council along with the Scottish Government, the UK Government and the other Member Authorities is tasked with growing the economy through the delivery of £1.13bn of infrastructure projects and supporting economic development activity.
- 1.3 When the City Deal projects were approved in 2014, no one could have predicted the scale of the global economic shock we would be experiencing from the pandemic just at the point the projects entered their final delivery phase; and how central they would become to the recovery of the Renfrewshire economy. Both projects are reaching critical milestones in their delivery, just at the point the economy most needs investment at this scale, bringing with it the generation of jobs in the short to medium term. With the additional challenges now being experienced within our communities as a consequence of the Covid\_19 pandemic we find ourselves in the fortunate position of being able to provide a much needed boost to the economy by having these two projects on site during 2021, sustaining and protecting existing jobs, and generating new jobs in the construction industry and its supply chain, providing work for local, regional and national companies, helping to sustain the local and regional economy through this very difficult period. These projects, together with the recent investment announced by the Council on its housing stock, and its ongoing investment in its cultural infrastructure means that the Council is doing everything it can to support the

recovery of the local economy from the economic shock of Covid playing its full role as an anchor institution at a local level, and delivering on its commitments in the Renfrewshire Economic Recovery Plan, agreed by Council in December 2020. The programme for the CWRR project and our ability to move to construction within months, provides additional jobs and the chance for local suppliers and contractors to seize opportunities from the City deal programme at a time when they need it most. The social and economic outcomes from CWRR also delivers substantial benefits to Renfrewshire in the medium and long term and provide a significant contribution towards our economic and social ambitions for the whole area.

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## **2. Recommendations**

2.1 The Leadership Board is asked to:

- i) Note the progress in relation to delivery of the AMIDS site and the intention to procure a development partner for the next stage of its development, to secure the longer term economic benefits.
  - ii) Approve the Final Business Case for the Clyde Waterfront and Renfrewshire Riverside project, and authorise the Chief Executive to make such changes to the Business Case (in consultation with the Council Leader) that may be required to satisfy the City Deal Governance procedures.
  - iii) Note the changes in relation to the Airport Access City Deal Project;
- 

## **3. Advanced Manufacturing Innovation District Scotland (AMIDS)**

3.1 The establishment of the Advanced Innovation District Scotland (AMIDS) has only been possible as a consequence of the catalyst provided by the City Deal Glasgow Airport Investment Area (GAIA) project.

3.2 GAIA which comprises: the realignment of Abbotsinch Road between Arran Avenue and Greenock Road / Inchinnan Road and a new road bridge across the White Cart, improves facilities for cyclists and pedestrians, improves connections between the Westway, Inchinnan and Airport Business Parks. The GAIA project also includes the provision of cycling infrastructure including a new pedestrian and cycling bridge over the Black Cart water. The council appointed a contractor, Wills Bros Limited in June 2019 and works on site are well progressed (despite construction shut down due to the Covid\_19 pandemic and delay in the completion of the Black Cart Bridge) and are due to be completed in summer 2021.

3.3 The delivery of AMIDS is now at a critical stage, between infrastructure delivery and securing the investment which will bring the employment, skills development and economic growth which are the primary aims of GAIA, and by consequence AMIDS. This context is recognised within the Renfrewshire Economic Strategy 2020-2030 where AMIDS is noted as a key component.

3.4 The Renfrewshire Economic Recovery Plan, compiled with the Renfrewshire Economic Leadership Panel, and endorsed by Council in December 2020, has AMIDS, and the skills and employers who will locate there, at its core. With the challenges that Covid\_19 has created within our communities and businesses,

AMIDS provides a unique opportunity to aid Renfrewshire's swift and inclusive recovery.

- 3.5 Significant work has been undertaken to realise the ambition of the Advanced Manufacturing Innovation District Scotland (AMIDS). This has involved working closely with, local and national stakeholders and partners including Scottish Government and Scottish Enterprise. This collaboration has resulted in both the new National Manufacturing Institute Scotland (NMIS) and the Medicines Manufacturing Innovation Centre (UK) (MMIC) being located at AMIDS. Construction of both NMIS and MMIC commenced on site in 2020, with both facilities aiming to be operational during 2021/2022.
- 3.6 The City Deal team have developed a high-quality public realm design for the whole of Netherton Campus including an important central square, Netherton Square, which will be the arrival and focal point of the AMIDS site. A procurement process is now underway with plans that a contractor be appointed in summer 2021 to deliver the Netherton Square project, which focusses on the area immediately adjacent to both the NMIS and MMIC facilities. The City Deal team is working with both NMIS and MMIC to enable completion of construction in alignment with the planned opening dates for these facilities.
- 3.7 A procurement process is also underway for an innovative fifth generation district heating network for the AMIDS site, the first of its kind in Scotland. This will enhance the sustainable credentials of AMIDS in line with the Council's ambition for carbon reduction and long-term sustainability and provide an additional attraction for employers we would wish to locate at AMIDS.
- 3.8 The innovation eco-system that is being created at AMIDS has also resulted in the Lightweight Manufacturing Centre (LMC) and a research and development initiative by Boeing, locating at Westway. It is estimated that circa £185m of investment has already been made so far at AMIDS, with more to come. None of this would have been possible without the City Deal infrastructure investment by the Council.
- 3.9 To ensure the progressive and effective delivery of AMIDS, the City Deal Team are working with specialist commercial property and legal advisers to scope and attract a development partner, who will continue to drive the investment and delivery of the AMIDS site for future occupiers. It is intended to start a competitive procurement process for this partner during 2021. This is a recognised approach for such employment centres and a model which has been utilised by Renfrewshire Council to drive other smaller projects in the past.
- 3.10 In parallel proposals are being developed to convene a Strategic Engagement Steering Group with our partners to ensure the AMIDS vision, as a key development location in Scotland for national and international investors, is delivered.

#### **4. Clyde Waterfront Renfrew Riverside Project**

- 4.1 At the commencement of the City Deal programme in 2014, the Glasgow Airport Investment Area (GAIA) project and the Clyde Waterfront and Renfrew Riverside (CWRR) Project were viewed as complementary. Whilst each project individually contributed to economic growth, it was accepted, that the combined social and economic outcomes from both would be greater than the sum of the two individual parts, and that the absolute maximum potential of AMIDS would be achieved with the construction of CWRR. It was also recognised that the development opportunities provided by CWRR will gain increased investor attention as a result of AMIDS.

- 4.2 The Outline Business Case for CWRR was approved by members in July 2018 with authority given to officers to progress the design, statutory approval processes and procurement exercise, to enable the completion of the final business case, prior to onsite commencement of the project.
- 4.3 All statutory consents required to complete the CWRR project have been secured:
- Planning consent was granted by Scottish Ministers on 16th November 2018 under reference 17/0486/PP.
  - Marine licences, which permit works within Tidal areas were granted by Marine Scotland in August 2019 and the period for the works extended in August 2019 under references MS-00007685 and MS-00007686.
  - On 17<sup>th</sup> December 2019, Scottish Ministers confirmed the CWRR scheme under Section 75(3) of the Roads (Scotland) Act 1984. This proves Renfrewshire Council with the authority to construct the bridge over the navigable waters of the River Clyde.
- 4.4 Since approval of the OBC (July 2018) there has been some change in the contracting market, as well as local and national economic conditions through Brexit and the Covid\_19 pandemic. Such changes will undoubtedly have an effect on projects of the scale of CWRR, however, despite this a review of the outcomes show that the CWRR project remains a unique opportunity to contribute to the social and economic growth of Renfrewshire and to play a significant role in local recovery post covid.
- 4.5 The CWRR project progressed through a significant and complex procurement process over the course of 2019 and 2020, quickly adapting and continuing remotely during the pandemic and lockdown. The outcome of the procurement exercise and an update of the economic outcomes of the project (to ensure current circumstances are recognised) have been incorporated into a Final Business Case (FBC) for the project. This is available for review by members by contacting Barbara Walker or Norman Yardley in the City Deal team.
- 4.6 The economic outcomes from the project remain the most significant within the whole of the City Deal programme, providing the opportunity and environment to attract an estimated £230m of Private Sector investment over 25 years into the project area. Value for money checks on the project reveal a healthy benefit to cost ratio of 10.2 for public sector spend and 3.1 for the combined public and private sector spend, following investment in development and business creation. These indicators demonstrate a solid, evidence based, justification for the project.
- 4.7 As an outcome of the CWRR Project, 1,442 net additional operational jobs will result from new business creation at a local level, with 1,647 net additional temporary construction jobs, 694 of which are estimated to be from the CWRR infrastructure construction. Included in these additional jobs resulting from construction of the CWRR project, there will be a minimum of 17 new entrant job opportunities and 25 work experience opportunities. Subject to approval of the FBC, these construction jobs could start being realised during 2021. In light of the economic conditions post pandemic this project also has the ability to sustain a significant number of existing jobs in the construction industry.
- 4.8 The Construction Contract for the CWRR project requires that subcontract and supplier opportunities over a value of £10,000 are advertised through the PCS Tender portal. This requirement ensures that as the large-scale project is broken into smaller work parcels, local companies and SME's have the opportunity to bid for packages of work. Additionally, a commitment of a minimum of 12 days will be spent by the Contractor undertaking supply chain development, to encourage and coach, local

organisations and SME's how to prepare to enable access to this and therefore other public sector work opportunities.

- 4.9 CWRR provides an alternative route around Renfrew Town centre (for traffic travelling from and to locations out with the area) by delivering the North Renfrew Development Road. This has a consequential improvement in air quality and public transport reliability, within the town centre.
- 4.10 The project also provides access to development opportunities along Meadowside Street, increases the potential to reinvigorate Blythswood Retail Park and improves access for the communities on both sides of the River Clyde to facilities and employers on the other side (e.g. QEUH, Jubilee Hospital, BAE, Yoker train station etc). The project also increases the employee catchment area for businesses planning to locate at AMIDS, while improving links to suppliers and customers.
- 4.11 Subject to approval of the FBC at this Leadership Board and at the GCR Chief Executive Group on 25<sup>th</sup> February (following approval by Leadership Board) in accordance with the City Deal governance arrangements, the recommendation report for contract award will be presented to Finance, Resources and Customer Services Policy Board. Following approval of the FBC and the report recommending contract award, the formal contract award will be made by the end of March.

## **5. Financial Update**

- 5.1 The City Deal infrastructure investment programme is funded predominantly via the provision of national UK and Scottish government grants. For CWRR and the GAIA projects this grant provision totals approximately £112 million. This grant level was fixed at the outset of the programme and is not intended to vary. As members will recall this is supplemented by a Council contribution which is funded via prudential borrowing and which will ultimately result in a long-term annual debt servicing cost charged to the Council's revenue budget over the very long term.
- 5.2 As outlined in the Financial Update report to the December Council meeting, a level of financial provision has been built into the Council's long term revenue planning arrangements since the outset of the City Deal programme to ensure the financial commitment arising from the prudential borrowing is appropriately planned for and accommodated. The scale of borrowing that is assessed as being required to be undertaken by the Council to deliver both these city deal projects is now set at up to £37 million. This borrowing requirement can be comfortably accommodated within the annual revenue provision that has been established in the Council's long-term financial plans since 2014. Although there has been an upward movement in the investment cost to deliver the CWRR project since its inception in 2014, this has been more than offset by beneficial falls in borrowing rates to historically low levels coupled with greater flexibility linked to the confirmed design life of the CWRR bridge structure. As confirmed to the Council in December this updated borrowing commitment has been appropriately incorporated into the Council's capital investment plans.

## **6. Airport Access Project**

- 6.1 As instructed by the Glasgow City Region Cabinet in April 2019, the AAP Project Team (jointly led at that time by Glasgow City and Renfrewshire Council) developed a revised Outline Business Case (OBC) for the Airport Access Project, based on people mover systems technology.
- 6.2 The revised OBC demonstrated a positive case for a Cable Pulled Transit (CPT) system between Paisley Gilmour Street and Glasgow Airport. This would, essentially,

provide a 2-vehicle set shuttle system, each capable of carrying around 100 passengers in two carriages and which would run at ground level on a segregated track, elevated on the approaches to the airport and Paisley Gilmour Street. The identified route largely followed the existing disused Renfrew to Paisley railway line thereby minimising disruption to existing roads.

- 6.3 Also in April 2019 the Connectivity Commission (commissioned by Glasgow City Council) made a recommendation that a Glasgow Metro system should be developed, with the first route to be constructed being the link between Paisley Gilmour Street and Glasgow Airport, capable of being extended to Glasgow City Centre along a proposed route running from the City Centre, via the QEUH, Braehead, Renfrew, AMIDS and Glasgow Airport to Paisley Gilmour Street. This route is known as the South Clyde Growth Corridor.
- 6.4 The Scottish Government stated in the Programme for Government 2019 - 2020 that they are committed to working with the regional partners to consider the Connectivity Commission's recommendations and, as part of STPR2 (which was originally due to be published in Spring 2021) will consider the potential for a Glasgow Metro. STPR2 has been delayed due to Covid with an Initial Report published on 3 February 2021 and the full Phase 2 Review now not expected until the end of 2021. The Initial Report defines short term transport investment priorities in the face of general uncertainty post covid. This report recommends that the Glasgow Metro feasibility is developed within STPR2 Phase 2 (expected end 2021) and Transport Scotland have committed to work with Glasgow City Council, Strathclyde Partnership for Transport and other regional partners on the Strategic Business Case for Glasgow Metro.
- 6.5 In April 2020, as a consequence of the Scottish Government's commitment to a Metro, Cabinet noted the positive business case for CPT and confirmed that should the Metro not progress, the CPT system can be taken forward to meet the City Deal objectives. Cabinet agreed to pause the CPT project whilst the Glasgow Metro feasibility study is undertaken, which would incorporate a link to Glasgow Airport via a link from Paisley Gilmour Street. Cabinet further agreed that Glasgow City Council should assume the lead role in progressing the feasibility study for the Metro.
- 6.6 Cabinet approved some AAP funding for the Metro feasibility study and noted the remaining AAP funding would be ring fenced for either the section of Metro between Gilmour Street and the airport or for the alternative CPT system should the Metro not progress and noted Renfrewshire Council are to be closely involved in the governance of the project going forward.
- 6.7 The GCC led project team are currently scoping a technical brief and costs for the feasibility study which will consider a Glasgow wide Metro system.
- 6.8 Renfrewshire Council continue to collaborate and attend strategic engagement meetings with the Metro Team and other stakeholders and attend the Joint AAP Chief Executives Group. Future reports on progress of the Metro Feasibility Study will be taken by GCC to the City Region Chief Executives Group and Cabinet.

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### Implications of the Report

1. **Financial** – The financial implications arising from the Council's participation in City Deal are set out in detail in item 3 (a) Recovery and Renewal Plans – Financial Update section 5.6, of the report approved by Council on 17th December 2020. The funding requirement can be comfortably accommodated within the existing revenue provision that has already been built into the Council's financial plans
2. **HR & Organisational Development** - none

### 3. **Community/Council Planning –**

- *Our Renfrewshire is thriving* – The AMIDS development and CWRR project will facilitate new development opportunities and business growth with both projects improving skills development, educational and health opportunities for people within the local communities as well as aiding employees to access these major existing and new employment centres.  
The projects align with and aid the outcomes of the Renfrewshire Economic Strategy 2020 -2030 and the Renfrewshire Economic Recovery Plan
- *Our Renfrewshire is well* - The new safer walking and cycling infrastructure incorporated within AMIDS and CWRR, will help encourage active travel by children and young people, as well as adults.
- *Reshaping our place, our economy and our future* – AMIDS and the completed CWRR infrastructure will provide connectivity and access to new and existing jobs for people in our communities. During the project construction period hundreds of new jobs will be created and as a result of new business creation it is estimated that thousands of additional new permanent jobs will be created.
- *Tackling inequality, ensuring opportunities for all* – the successful labour market programmes have targeted hard to reach citizens.
- *Creating a sustainable Renfrewshire for all to enjoy* - The completed infrastructure will include segregated provision for walking and cycling, it will also enable improved public transport links. AMIDS incorporates an overarching sustainable transport plan, which will be further developed as occupiers locate in the area. CWRR opens up development opportunities, which through the LDP will be managed as sustainable linked communities.
- *Working together to improve outcomes* - Officers are working closely with local communities, neighbouring councils, private sector organisations, Scottish Government, Scottish Enterprise and other partners to ensure the maximisation of positive outcomes from the projects noted within this report.

### 4. **Legal** - none

### 5. **Property/Assets** – land acquisition required to deliver AMIDS and CWRR is already owned by Renfrewshire Council, subject of conditional contract or subject of a confirmed Compulsory Purchase Order. All land acquisition matters have been approved by relevant ILE Boards.

### 6. **Information Technology** - none

### 7. **Equality & Human Rights** -

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

8. **Health & Safety** - none
9. **Procurement** – the CWRR Project tender will be taken to FRCS Board for approval.
10. **Risk** – Project specific and Programme level risk registers have been established. These are kept under regular review and reported to the Council's internal City Deal Programme Board.
11. **Privacy Impact** - none
12. **COSLA Policy Position** – not applicable

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### List of Background Papers

CWRR FBC

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*BW*  
*February 2021*

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**To: Leadership Board**

**On: 24 February 2021**

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

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**Heading: Scottish Government "Clyde Mission" Fund 2020: Award of Grant Funding**

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## **1. Summary**

- 1.1 In September 2020 the Scottish Government launched a new fund called "Clyde Mission" as part of the Programme for Government which would be open to applications from 7 local authorities containing the Clyde Corridor.
  - 1.2 Renfrewshire Council submitted 4 applications and on 21 December 2020, the Scottish Government announced that 12 projects would receive funding. One of these applications by Renfrewshire Council was awarded funding. The Renfrew to Paisley Active Travel Route was successful in being offered £935,000 towards its delivery in 2021.
  - 1.3 The purpose of this report is to inform the Board of the award of the Clyde Mission funding and to seek the authorisation of the Board to homologate the decision to accept the grant award and move towards an award of a contract to deliver the project.
- 

## **2 Recommendations**

- 2.1 It is recommended that the Board:
    - i. homologates the decision of the Director of Finance and Resources to accept the grant offer from the Scottish Government Clyde Mission Fund 2020/21 of £935,000 for the Renfrew to Paisley Active Travel Route.
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### **3 Background**

- 3.1 The Clyde Mission was first announced by Scottish Government at the State of the City Conference in Glasgow in January 2020. The announcement included a new team to be set up within Government to focus on maximising the economic potential of the River Clyde. Input was to be sought from local authorities, private sector, government agencies and others.
- 3.2 The prospect of a Clyde Mission Fund was raised by Scottish Government in summer 2020 and formalised in the Programme for Government in September 2020. The initiative was to focus on making better use of the river to assist in driving forward the place ambitions of the areas surrounding it
- 3.3 The initially announced £10m in capital funding was to be available to anybody within 6 local authority areas to apply for (Renfrewshire, Inverclyde, Argyll & Bute, West Dunbartonshire, Glasgow City and South Lanarkshire).
- 3.4 The criteria for applications were that the project had to be for capital spend only; had to be able to demonstrate how it would result in economic benefits for local communities and the city region; and demonstrate a physical relationship with the River Clyde. The maximum contribution to be made available to any project was £2m.
- 3.5 The four guiding principles outlined by the Government for successful applications to the Fund were:
- Contribution to inclusive economic growth;
  - Contribution to reducing carbon emissions or improving the environment;
  - Involvement of partners and communities in the project;
  - Benefits to communities;
- 3.6 Renfrewshire Council initially applied for 4 projects at Stage 1 of the Clyde Mission funding process. These were:
- Renfrew-Paisley Active Travel Route (successful award);
  - AMIDS Riverside Park (shortlisted);
  - AMIDS Public Transport Link;
  - AMIDS District Heating Network;
- 3.7 In December 2020, Scottish Government announced that 12 projects would be supported by the Clyde Mission fund which now had £11.2m available to distribute to successful projects. The successful projects for 2020/21 are listed in Table 1 of this report.

**Table 1: Clyde Mission – successful projects 2020/21**

<b>Project proposal</b>	<b>Total grant</b>	<b>Local Authority</b>
Glasgow City Council - Water Row, Govan – Enabling Works	£1,980,000	Glasgow
West Dunbartonshire Council - Scottish Marine Technology Park – Enabling Works	£1,980,000	West Dunbartonshire
SWG3 Masterplan – Social Infrastructure Works	£1,850,000	Glasgow
Inverclyde Council - Inchgreen Marine Project – Platers Shed	£1,360,000	Inverclyde
Clyde Gateway URC – Regeneration Route	£1,200,000	South Lanarkshire
Renfrewshire Active Travel Route	£935,000	Renfrewshire
Argyll & Bute Council - Dunoon Rural STEM Hub	£490,000	Argyll & Bute
Govan Heritage Trust - Renewable Energy	£463,000	Glasgow
Stobcross Crane Regeneration	£452,000	Glasgow
Govan Riverside Town	£200,000	Glasgow
Ceminer Ltd - Project Supergrade Scotland Ltd	£179,000	West Dunbartonshire
Clyde Cycle Park – Active Travel	£145,000	South Lanarkshire
<b>Total Funding</b>	<b>£11,234,000</b>	

#### **4. Renfrew - Paisley Active Travel Route**

4.1 The project intends to link the River Clyde (at Renfrew Riverside) to Renfrew Town Centre to Wright Street (Renfrew) via the public parks and residential streets to Paisley Town Centre (Gilmour Street; via the former route of the Paisley – Renfrew railway line).

4.2 The approved Renfrewshire Cycling Strategy (2016-2025) highlights the proposed route between Renfrew Riverside and Paisley Town Centre as one of the highest priority routes to enhance the existing network. In developing the 2014 Strategy significant consultation was undertaken with the public, local employers and community partners. This was done via workshops, meetings and online surveys. A key message from these consultations was that to increase cycling in Renfrewshire required more dedicated cycle paths, particularly to meet gaps in the cycling network.

- 4.3 This proposed route will link to existing active travel and cycling networks at River Clyde and to those planned for AMIDS, Glasgow Airport and Inchinnan (via new Wright Street Bridge). The proposed route will have direct access to Westway Business Park, West College's Paisley campus and the Chivas site (the proposed site for a relocated Paisley Grammar campus) and will run through or past many residential and business areas and community facilities including schools and open spaces. It will also offer a safe cycling route between two of Renfrewshire's largest town centres for the first time in many years.
- 4.4 The vast majority of the 5km route is in the control of Renfrewshire Council or its partners (Sustrans, Railway Paths Ltd, etc). The active travel corridor will be about 50% off road and 50% on existing adopted streets, albeit located away from those busiest with vehicle traffic. The route will also link to other planned active travel investment at the Carlile Place pedestrian bridge and at Gilmour Street Station. Lighting and drainage will be added along the route as required to ensure safety of all users. All on-street routes will seek to minimise any disruption to existing business or residential car parking arrangements.

## **5. Next Steps**

- 5.1 The offers of grant made by Scottish Ministers through the Clyde Mission fund was formally accepted by the deadline set by Scottish Government of January 2021. This commits the Council to draw down the funding in full before 31 March 2021 and have committed a contract to spend the funding by this date also.
- 5.2 Once the Council were made aware of the successful application they commenced their procurement process and published a tender for the delivery of the Active Travel Route as proposed to meet the Government's timescales. The outcome of this tender process will be presented to the Finance, Resources and Customer Services Board in March 2021
- 5.3 We would anticipate having the route completed by the end of 2021.

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## **Implications of the Report**

1. **Financial**  
Grants awarded to the Council will be monitored in accordance with the terms and conditions of grant. The Council will liaise with Scottish Government to comply with Clyde Mission drawdown requirements and financial reporting requirements.
2. **HR and Organisational Development** - none.

3. **Community Planning**

- Our Renfrewshire is thriving – Community-led regeneration projects result in a stimulus to the local economy via contracts won and visitors and user numbers. The Renfrew Riverside to Paisley Town Centre Active Travel Route will support the objectives to develop Renfrewshire's economy, including its town centres as thriving places, supporting local places, businesses and communities.
- Our Renfrewshire is well - The delivery of actions through the projects have the potential to positively impact on physical, emotional and mental health and wellbeing. Implementing the projects will assist Renfrewshire citizens to have a positive attitude to their community.
- Our Renfrewshire is safe - Working in partnership with community, public and private sector stakeholders and organisations to achieve positive outcomes.
- Reshaping our place, our economy and our future - The projects will secure the productive re-use of a former railway line route and provide opportunities for active travel and further investment along its route. Increased usage of our town centres offers potential increases in leisure trips and footfall to traders, assisting the economy of our town centres.

4. **Legal**

None beyond those associated with a procurement process of this type.

5. **Property/Assets** – the Council are currently negotiating with Railway Paths Ltd to take ownership of part of the route in their ownership. Any land on the route transferred to the Council will become part of its overall maintenance responsibility once the active travel route is constructed and in place.

6. **Information Technology** - none.

7. **Equality & Human Rights**

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

8. **Health & Safety** - None

9. **Procurement**

All commissions undertaken as part of this proposed new active travel route and the spending of the awarded funds will be procured through the appropriate procedures set out in the Council's Standing Orders Relating to Contracts.

10. **Risk**  
The projects actively monitor key risks and issues associated with delivery in accordance with the Council's Project Management Framework. Risks are identified and mitigating actions and allowances have been made and will be continually monitored.
  11. **Privacy Impact - None**
  12. **COSLA Policy Position - None**
  13. **Climate Risk – None**
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## List of Background Papers

(a)

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



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**To: Leadership Board**

**On: 24 February 2021**

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**Report by: Chief Executive**

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**Heading: Museum Policies**

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## **1. Summary**

- 1.1 Renfrewshire Leisure regularly updates museum policy in order to maintain good practice, fulfilling obligations as managers of the civic collections and to comply with the requirements of sector specific schemes such as Museum Accreditation and the Museum Association's code of ethics.
- 1.2 Policies are developed and delivered in accordance with the obligation of, and agreements between, Renfrewshire Council and Renfrewshire Leisure Limited as part of the Renfrewshire Council Renfrewshire Leisure Limited Collections Agreement, 2 July 2015.
- 1.3 These policies sit within a suite of policies relating to the civic Museum collections and previously approved by Council, including the Collections Development Policy, Care and Conservation Policy and Documentation Policy.
- 1.4 The development of policies relating to Human Remains and Return of Cultural Policy provides clarity for all interested parties on policy relating to sensitive material and allows Renfrewshire Leisure to manage such material culture within collections related activity to current standards of good practice.
- 1.5 As owners of the collections, Renfrewshire Council's Leadership Board has final approval of the policies. Renfrewshire Leisure, as the manager of the collections, recommends them to Renfrewshire Council's Leadership Board for adoption.

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## **2. Recommendations**

2.1 It is recommended that the Leadership Board:

- I. Approve the Return of Cultural Property Policy – Appendix A
- II. Approve the Human Remains Policy – Appendix B

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## **3. Background**

3.1 These policies have been developed to more specifically outline responsibilities in caring for Human Remains, and the principles and process of considering a request to return to an originating community any material pertaining to that culture, which is held in the Museum collections.

3.2 Whilst there is a standard timescale for policy review, these are two areas where professional practice and broader community expectations are actively evolving. The Leadership Board are advised that an earlier review of the policy may be required should there be substantive changes to legislation and/or guidance.

3.3 The full intent of the policies is expressed in the appendices. For the Board's information the key principles informing the policies are as follows:

### **3.4 Return of Cultural Property Policy**

- To outline a clear and transparent process to consider requests, which can be made available to any party considering or making a request.
- To outline the roles and responsibilities of Renfrewshire Leisure (as collections managers) and Renfrewshire Council (as collections owners) in considering a request and making a decision.
- To establish a policy position that whilst legal ownership can be regarded as an absolute value, there may be circumstances where legal entitlement cannot be demonstrated by a third party, but the Council may wish to hear and respond to a moral case for the return of cultural property.

### **3.5 Human Remains Policy**

- To outline how human remains are looked after and respected whilst in our care.

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## Implications of the Report

1. **Financial** – not applicable
2. **HR & Organisational Development** – not applicable
3. **Community/Council Planning** – not applicable
4. **Legal** – Actions arising from the implementation of the recommendations in this report must align with the appropriate current legislation, including Human Tissue (Scotland) Act 2006
5. **Property/Assets** – In the event the Council makes a decision to return an item from the collection, the relevant asset lists will be updated and the process fully documented.
6. **Information Technology** – not applicable
7. **Equality & Human Rights**
  - (a) The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because for example it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health & Safety** – not applicable
9. **Procurement** – not applicable
10. **Risk** – not applicable.
11. **Privacy Impact** – not applicable.
12. **Cosla Policy Position** –not applicable.
13. **Climate Change**- not applicable.

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## List of Background Papers

- (a) n/a

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

# Renfrewshire Leisure Return of Cultural Property Policy 2021 - 2025



## **1. What this policy covers**

- 1.1.1 This policy covers the approach to be taken should a request be received for the return of cultural property held in the collections of Renfrewshire's museums. It will only apply to items confirmed as being within Council ownership, ie it excludes items on loan to the Council.

## **2. Context of the policy**

- 2.1 The collections managed by Renfrewshire Leisure Limited (RLL) on behalf of Renfrewshire Council (RC) are national and international in scope and span various time periods. Paisley Museum has been collecting, caring for and displaying these collections since the foundation of the museum in 1871 and the museum itself is part of the history of Paisley and Renfrewshire, Scotland and the wider world.
- 2.2 Like most UK museum collections, several objects in Renfrewshire Museums' collections were acquired during a period when colonial enterprises involving exploration, trade and war were taking place. These objects may therefore reflect previous colonial and commercially exploitative arrangements. The collecting, keeping and describing of objects may reflect colonial mindsets and attitudes. For a number of communities internationally, they could represent a power imbalance which is not a historical, but a contemporary issue. The return of cultural property can be significant to an originating community for a variety of reasons, different in each case.
- 2.3 A request for return of cultural property may be accompanied by evidence which demonstrates legal entitlement to ownership of items. It may also be the case that requests are received where rightful ownership is more difficult to evidence in legal terms, but there are ethical considerations around the original acquisition of items from an originating community.
- 2.4 The values that we would now apply to these relationships and transactions may be understood to be different to the values which were prevalent at the time of acquisition. Any request will require a judgement to be made on the part of Renfrewshire Council as to the public interest, reflecting our contemporary role in the world, the relationships which we value, and how we want to interact with others. An outcome of these judgements could be that items currently in our collections have greater cultural and / or spiritual significance for others and could lead to the transfer of legal ownership. Alternatively, an outcome could be that we do not regard the case as having sufficient merit or clarity to result in a return of property.

## **3. Operations**

- 3.1 Renfrewshire's museum collections held primarily at Paisley Museum, Renfrew Museum and Paisley: The Secret Collection, are owned by Renfrewshire Council, and managed on its behalf by Renfrewshire Leisure.

3.2 Renfrewshire Council is the local government authority, and Renfrewshire Leisure is an arm's length organisation of the Council, established as a company limited by guarantee. Renfrewshire Leisure has its own Board of Directors. The Council is the sole shareholder of Renfrewshire Leisure.

#### **4. Roles and remits**

4.1 Renfrewshire Leisure, as the manager of the collections, will provide Renfrewshire Council, as the owner of the collections, with professional advice and recommendations as to how to proceed. Renfrewshire Council will undertake analysis of each request on a case by case basis. The decision on whether to agree or not to agree to a request will be taken by Renfrewshire Council. The policy recognises the respective roles of Renfrewshire Leisure and the Council, with matters requiring decision being referred to the Leadership Board.

#### **5. Policy position**

5.1 Renfrewshire Leisure and Renfrewshire Council will deal with all requests with respect.

5.2 Our starting point will not be to assume that our ownership of an item must be defended, but to understand how it came to be with us, and to make a judgement if we continue to regard that as right.

5.3 We will seek to provide as full information as we can on the circumstances of objects entering our collection, and to make all relevant information we have freely available.

5.4 We will work collaboratively with an enquirer and / or the requester of a return of cultural property to share and learn as much as we can about the circumstances of an object's life before entering our collections, and how it came to be in our collections.

5.5 As part of ongoing research into the collections we will approach communities, individuals or institutions to share and exchange knowledge and explore developing partnerships.

5.6 We will ensure that anyone requesting the return of cultural property is given the fullest opportunity to set out their case.

5.7 As part of the process of consideration, we may seek to establish if the legitimacy of a claim could be contested by other representatives of the originating community.

- 5.8 We will provide anyone requesting return of cultural property with expected timescales for the decision-making process, and updates throughout the process. We will provide a named point of contact and will provide additional updates when requested.
- 5.9 We will seek to understand and follow advice on any culturally appropriate approaches, for example where access to an item is to be restricted to particular individuals, or where a ceremony needs to be performed, and will do our best to honour these requirements while objects are in our care.

## 6. Background

- 6.1 Paisley Museum, Paisley: The Secret Collection and Renfrew Museum are a home for collections, which are held in trust for past, present and future generations, with ongoing responsibilities associated with the items themselves and the express and implied wishes of the many collectors and donors. Renfrewshire Leisure has a duty to care for the collections and to encourage access and understanding for as many people as possible.
- 6.2 Renfrewshire Leisure aims to respond with sensitivity and respect to requests for rights over items in the collection, while at the same time maintaining its responsibility to safeguard the long-term public interest in the collections. Renfrewshire Leisure recognises that items in the collection may be considered as ancestral remains and sacred items: the use of the term ‘object’ or ‘item’ in this and other policies does not diminish the importance of other terms, but rather uses generic terminology in the museum context. The term “object” in the context of museum collections therefore also includes human remains and sacred material.
- 6.3 Renfrewshire Leisure and Renfrewshire Council recognise the rights of communities to seek both a fuller understanding of and in some instances the return of human remains, sacred artefacts and other elements of cultural property. This process of return of cultural property is also referred to as repatriation.
- 6.4 The principles which underpin the context of our considerations of requests are outlined in national and international policy guidance. These are:
- World Archaeological Congress: both the Vermillion Accord (1989) and the subsequently ratified Code of Ethics on Obligations to Indigenous Peoples.
  - Museums Association (UK): Code of Ethics for Museums.
  - International Council of Museums (ICOM, part of UNESCO): Code of Professional Ethics (including human remains and items of sacred significance in museums).
  - Museum Ethnographers Group: Guidelines for the Storage, Display, Interpretation and Return of Human Remains in Ethnographical Collections in UK Museums.
  - Museums & Galleries Commission (UK): Restitution and Repatriation – Guidelines for good practice (2000).

- Museums Galleries Scotland (April 2011): Guidance for the Care of Human Remains in Scottish Museum Collections.
- Collections Trust guidance on restitution and repatriation.
- CITES (Convention on the International Trade in Endangered Species).

6.5 The principle of disclosing information as fully as possible, and in accordance with any relevant law, will apply. Decisions on disclosure may also be guided by requests from an originating community where information or access to objects is restricted for cultural reasons.

## **7. Process to submit a request**

7.1 The steps to process a request for return of cultural property are:

- Step 1 – Informal enquiry for repatriation information
- Step 2 – Request for consultation visit and / or collections review
- Step 3 – Formal repatriation request
- Step 4 - Review led by Renfrewshire Leisure and recommendations made to Renfrewshire Council
- Step 5 – Decision by Renfrewshire Council

### **7.1.1 Step 1 – Informal enquiry**

A request to return cultural property should begin with a request for a list and description of objects held in our care relating to the culture or heritage of the originating community. This request should be made to the Research and Collections Co-ordinator. Depending on the level of information we hold, and whether this is on digital or manual systems, this may be a straightforward process, or it could be more complex. Because of the way in which objects may have been collected and recorded, we may have only minimal information about objects with further research required. The correct title or meaning may not be attributed correctly in our records. Once we have received the initial request, we will acknowledge receipt and give an indicative timescale of when we think we may be able to respond with accurate information. We will then provide any requested collections inventories, with related images.

### **7.1.2 Step 2 – Request for consultation visit and / or collections review**

A visit to the collection is an opportunity to view items for potential claim, to consult with staff and to review the collections in person. If it is preferred and culturally appropriate to do so, we can arrange a visual session over the internet via appropriate platform e.g. Skype, Facetime etc to undertake a remote visual inspection of the objects.

The cost of a visit to the collections will normally be borne by the potential claimant, however in circumstances where this is challenging, we will work with enquirers to establish if there is a source of funding which can be accessed to support a visit.

Prior to a visit, we will establish with the enquirer any specific requirements for circumstances in which the objects should be viewed, and if there are any restrictions or ceremonies which should be facilitated as part of the visit. We will note any directions as to how an item should be stored or handled.

Any notes we take during a visit will be shared with enquirers and agreed with them as accurate record of any information they are prepared to share. This information will be regarded as sensitive information which will be shared only with those Renfrewshire Council and Renfrewshire Leisure staff actively working on the enquiry, unless we are authorised by the enquirer to share more widely.

### 7.1.3 Step 3 – Formal repatriation request

A request should be submitted in writing to Renfrewshire Leisure's Head of Cultural Services setting out the basis of the case. It should include:

- Who the party submitting the claim is.
- The point of contact for all correspondence on the claim, including an email or postal address.
- Evidence to demonstrate the connection between the claimant and the object. This may include evidence of the continuity of practices or group identity between the original possessors and those making the request or that the object is regarded as a sacred artefact or other element of cultural heritage.
- If the claimant is acting on behalf of another person or group, evidence must also be presented to demonstrate that they have the right to act as a representative.
- Information from the museum's inventory listings including accession number, object title and brief descriptions which identify the specific object the claim relates to.
- Why the object is being claimed.
- History of the object within the originating culture, which may include the cultural (including sacred, religious, scientific or other) importance, relevance or significance of the object to the claimant community.
- Who it is proposed the ownership of the object should be transferred to (e.g. cultural or community organisation)?
- Evidence about the likely future management, care and uses of the object if it is returned. This may include information such as possible display, research, destruction, alteration or restrictions on access.
- Impact on the originating community of a decision to return or a decision not to return the item.

After receiving the formal request, a letter of acknowledgement will be sent. An initial assessment of the claim will be undertaken, to establish if there is any further information or clarification required at that stage.

Renfrewshire Leisure's Head of Cultural Services will notify Renfrewshire Council's Head of Corporate Governance and Head of Policy and Commissioning that such a request has been received.

#### 7.1.4 **Step 4 – Review led by Renfrewshire Leisure and recommendations made to Renfrewshire Council**

A Return of Cultural Property working group will be convened to consider the request.

The remit of this group will be to consider proposals for the repatriation and associated deaccessioning from the collections of specific items, to take advice and hear evidence in support of such proposals from Renfrewshire Museums staff, claimants and independent advisors, and to prepare information and make recommendations to the RLL Board and Renfrewshire Council Board for final decision.

The Return of Cultural Property Working Group will receive papers relating to the request and any written responses by museum staff and external experts and may invite further written and oral submissions from the party submitting the request and other third parties.

The Return of Cultural Property Working Group will consist of a standing membership, augmented by additional appointments to bring expertise relating to specific cases. The standing membership will consist of:

Head of Cultural Services, RL  
Heritage Manager, RL  
Research and Collections Co-ordinator, RL  
Communications staff, RL and RC  
Legal representative, RC

Additional staff or external individuals at the discretion of the Head of Cultural Services, specific to the individual case may be brought into the process. This may include Museum staff with specific subject expertise, external experts, and community representatives. The expertise of the group will be intended to give as full a consideration to the case as possible.

The Return of Cultural Property Working Group will direct the research process required to help clarify any outstanding matters in the claim. During the research process, it may be determined that other interested parties have an interest in the claim. In such cases, Renfrewshire Leisure will notify the original claimant and potentially interested parties to progress the process and maintain transparency. The potentially interested parties will be provided with adequate time and instruction as to how to express their interest for the items under claim. We will do our best to facilitate any competing claim through the research phase, so that a competing claim is not received further on in the process. If a competing claim cannot be resolved, Renfrewshire Council will maintain stewardship until claimants are able to resolve their differences.

The final report will include the case made by the claimant, a summary of further relevant research including whether any competing claims were established and how they were resolved, and will make a recommendation as to whether there is a case to deaccession the object(s) from the collection and transfer ownership to the claimant.

#### 7.1.5 **Step 5 – Decision by Renfrewshire Council**

This report will then be presented to the Renfrewshire Leisure Board for consideration. Their recommendation will then be made to Renfrewshire Council's Leadership Board for final decision.

Subject to the nature of the case, or if there is a need or desire to consult the wider public of Renfrewshire, Renfrewshire Council's Leadership Board may refer the matter to Renfrewshire Council.

The claimant will be informed of the decision by letter.

### **8. Thank you**

- 8.1 Renfrewshire Leisure and Renfrewshire Council are honored to hold cultural heritage from around the world in our collections, representing the initiative and creativity of countless individuals and communities through time. We respectfully acknowledge that we do not have full understanding of all these collections and cannot relate to them in the same way as people for whom they have other meaning. We thank you for your interest, and hope this assists you in understanding the process of return of cultural property.

# Renfrewshire Leisure Human Remains Policy 2021 - 2024



**Date at which this policy is due for review: 30<sup>th</sup> September 2024\***

\* an earlier review might be required should there be substantive changes to legislation and/or guidance.

**1. What this policy covers**

1.1 This policy covers the approach taken to caring for human remains in the Renfrewshire Council museum collections.

**2. Context of the policy**

2.1 The collections managed by Renfrewshire Leisure Limited (RLL) on behalf of Renfrewshire Council (RC) are national and international in scope and span various time periods. Paisley Museum has been collecting, caring for and displaying these collections since the foundation of the museum in 1871 and the museum itself is part of the history of Paisley and Renfrewshire, Scotland and the wider world.

**3. Background**

3.1 Renfrewshire's museum collections held primarily at Paisley Museum, Museum and Paisley: The Secret Collection, are owned by Renfrewshire Council, and managed on its behalf by Renfrewshire Leisure.

3.2 Renfrewshire Council is the local government authority, and Renfrewshire Leisure is an arm's length organisation of the Council, established as a company limited by guarantee. Renfrewshire Leisure has its own Board of Directors. The Council is the sole shareholder of Renfrewshire Leisure.

**4. Human Remains in Collections**

**4.1 Introduction**

4.1.1 This policy should be read alongside Renfrewshire Leisure Collections Development Policy and Renfrewshire Leisure Return of Cultural Property Policy.

4.1.2 This policy identifies collections made from or containing human remains as worthy of special consideration in regard to acquisition, curation and disposal, including transfer.

4.1.3 It also outlines the procedures and processes to be followed with regard to requests or demands for the permanent transfer of such material from the permanent collection, on the basis of claims made by communities and National Governments/recognised National Agencies (Museums).

## **4.2 Definition**

4.2.1 Renfrewshire Museums adopts the definition of ‘human remains’ as found within the UK *Human Tissue (2004) Act* and the *Human Tissue (Scotland) 2006 Act*.

4.2.2 For the purposes of this policy, the term ‘human remains’ is understood to mean the bodies and parts of bodies, of members of the species *Homo sapiens*.

Human remains therefore include:

- (i) human osteological material (whole or part skeletons, individual bones or fragments of bones);
- (ii) human soft tissue, including organs and skin and slide preparations of human tissues;
- (iii) any of the above that may have been modified in some way by human skill and/or may be bound up with non-human materials, to form an artefact composed of several materials;
- (iv) artworks composed of human bodily fluids or soft tissue.

4.2.3 Human teeth, hair and nails are parts of the human body that can be shed naturally during a lifetime. Such substances will not be considered to be subject to the requests for transfer according to the principles set out later in this policy, unless attached to other body parts identified in i) and ii) or where there is evidence that these were removed without consent.

## **5. Scope of Renfrewshire Council’s human remains collections**

5.1 Renfrewshire Leisure statement of purpose

5.1.1 Renfrewshire Leisure aim to enhance public understanding of the human and natural world, principally by the use of original objects. This is achieved by:

- (i) managing the collections;
- (ii) enhancing awareness of the collections;
- (iii) enabling access to the collections;
- (iv) interpreting the collections.

5.2 Renfrewshire Council’s human remains collections

5.2.1 Renfrewshire Leisure is responsible for collections concerning the human species and supports access for appropriate research. The number of human objects within the collections is very limited, but it is possible that ongoing research into the collections may identify human remains that have not until now been identified as such.

### 5.2.2 Known human remains within the collections include:

- World Cultures. This part of the collection includes mummified remains from ancient Egypt.
- Social History and Archaeology. This part of the collection may include archaeological human remains.
- Natural History. This part of the collection includes skeletal human remains and microscope slides of human tissue.

5.3 Human remains in the care of Renfrewshire Leisure are preserved with care and respect, and any loans or displays of such items must guarantee their treatment with such care and respect. Renfrewshire Leisure will approach the care of human remains in the collections in line with relevant laws and codes of ethics including but not limited to the UK *Human Tissue (2004) Act*, the *Human Tissue (Scotland) 2006 Act*, the Museums and Galleries Scotland Guidelines for the Care of Human Remains in Scottish Museums Collections, 2011 and Historic Environment Scotland's *The Treatment of Human Remains in Archaeology* (2006).

5.3.1 The acquisition, care of, research into and display of human remains in museums is an area where professional practice and broader community expectations are evolving, so there may be a need to bring back policy revisions within a shorter timescale than that set for this policy.

5.3.2 In all aspects of the care of human remains, Renfrewshire Leisure will take into consideration any relevant guidance published by central government, or other appropriate organisations.

5.4 Research on human remains collections will be balanced against the requirements of Renfrewshire Leisure's duty of responsible care, taking advice where appropriate as to the potential significance of the research outcomes. Researchers will be asked to specify their credentials, articulate their research questions, proposed methodology, sampling strategy, and anticipated outcomes, as well as intended publication location and date. Researchers will be expected to follow the relevant principles of this policy and any relevant guidance, as above (5.3). Renfrewshire Leisure may subject this research to review.

## 6. Legal Framework

6.1 Renfrewshire Leisure are bound by the specific restrictions on the ownership, transfer and disposal of items as set out in the Collections Development Strategy as approved by Renfrewshire Council and meeting Museum Accreditation Standards.

## **7. Acquisition**

- 7.1 Renfrewshire Leisure will not actively seek to acquire human remains. However, any offer of human remains to the collection will be considered in line with relevant national and international legislation.

## **8. Storage and Care**

- 8.1 All human remains will be stored in closed boxes appropriate for the types of material held labelled in an appropriate and reversible way such as a tied or labelled box.
- 8.2 Boxes will be stored on shelving or pallets at least 15cm off the ground; areas known to be prone to water leaks will be avoided.
- 8.3 The human remains will not be on open view within the stores and will not be visible or accessible to members of the public attending stores tours.
- 8.4 Human remains will be handled only by Museum staff, by designated volunteers and students supervised by Museum staff or by external specialists for example curators, conservators or researchers who have been commissioned by Museum staff or have specified their credentials, articulated their research questions, proposed methodology, sampling strategy, and anticipated outcomes, as well as intended publication location and date. All non-Museum staff will be supervised by collections management staff.

## **9. Display**

- 9.1 When considering whether or not it is appropriate to display human remains Renfrewshire Leisure will consider the following:
- whether the human remains make a material contribution to the interpretation of and that contribution could not be achieved another way.
  - whether a display or use of human remains reinforces cultural stereotypes or broadens an understanding of a particular group of people in a way which is relevant to the present day.
  - whether a display or use of human remains might cause offence to actual or cultural descendants or to other audiences or visitors.

## **10. Loans**

- 10.1 In considering requests for outgoing loans (for research or display) Renfrewshire Leisure will seek the assurance of the borrower that it is able to satisfy the legal, ethical and practical considerations set out in this policy and any relevant national and international guidance together with standard environmental and security requirements.

## **11. Request for permanent transfer of human remains**

- 11.1 Requests made for permanent transfer out of the Renfrewshire Leisure managed collection will be considered in accordance with Renfrewshire Leisure Return of Cultural Property Policy.





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**To: Leadership Board**

**On: 24 February 2021**

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**Report by: Chief Executive**

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**Heading: Renfrewshire Leisure Limited – Annual Report – 2019-2020**

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**1. Summary**

- 1.1 Renfrewshire Leisure recently published its annual review of 2019/20 which highlights the contribution that the organisation makes to the achievement of Council Plan, Community Plan and National Outcome priorities through the wide range of projects, events and activities that it provides in the local community.
- 1.2 The annual review, included within appendix one, also outlines Renfrewshire Leisure's main achievements, business performance and summary financial statements and forms part of the Council's performance monitoring arrangements of Renfrewshire Leisure.
- 1.3 Renfrewshire Leisure is currently preparing its annual business plan, which will be submitted to the Leadership Board on 28 April 2021. The business plan will outline how the organisation will continue to respond to the loss of income caused by service disruption due to the Covid pandemic and uncertainty arising from ongoing restrictions on operational activity. The plan will also address Renfrewshire Leisure's role in recovery for local communities as well as progressing the organisation's transformation work contributing to the Council's Right for Renfrewshire programme.

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## **2. Recommendations**

- 2.1 It is recommended that the Leadership Board:
- I. Notes Renfrewshire Leisure's annual review of 2019/20.
  - II. Notes the update on the development of Renfrewshire Leisure's annual Business Plan for 2021/22.
- 

## **3. Background**

- 3.1 The Services Agreement with Renfrewshire Leisure sets out the terms for Renfrewshire Leisure to deliver cultural, leisure and sport services within Renfrewshire. This specification:
- relates to the management of the cultural, leisure and sport facilities operated by Renfrewshire Leisure within the council area;
  - sets out standards, specifications, procedures and other requirements to be followed by Renfrewshire Leisure in the provision of cultural, leisure and sports services.
- 3.2 One of the terms in the Services Agreement is the development of an annual Business Plan. The plan sets out Renfrewshire Leisure's strategic priorities and demonstrates its commitment to deliver the related strategic priorities set out in the Council and Community Plans. Last year, the business plan for 2020-21 was approved by Renfrewshire Leisure's Board in March 2020. It was not possible to present the plan to Leadership Board for approval due to the suspension of policy boards during the first wave of Covid lockdown. This situation was noted at the resumption of the Leadership Board in September 2020.
- 3.3 Over the last year, quarterly monitoring meetings have taken place with Council/Renfrewshire Leisure colleagues to review Renfrewshire Leisure's delivery of the service specification and contribution to Council Plan priorities. The annual review included as appendix one forms part of the Council's monitoring arrangements and is included with this report for noting.
- 3.4 As a result of the Covid pandemic, service provision has had to adapt in line with Government restrictions. Renfrewshire Leisure moved swiftly to ensure continued provision of services through digital channels and other delivery mechanisms, ensuring that people, particularly those with underlying health conditions, or at risk from loneliness and isolation remained supported throughout the pandemic. Staff innovation has been central to this role, where new solutions and services have been required to meet community needs in these new circumstances.

- 3.5 Renfrewshire Leisure staff have also played an important role in terms of the overall Council response to the pandemic, such as providing staff in school and childcare hubs, drivers and food packers, and befriending services and library home delivery in conjunction with the neighbourhood hubs.
- 3.6 Renfrewshire Leisure's role within the overall Covid response, its adapted service delivery and successful reopening plans have been progressed through close dialogue with the Council in addition to the usual monitoring arrangements, in recognition of the exceptional circumstance impacting on service delivery throughout 2020/21.
- 

#### **4. Development of the Business Plan for 2020/21**

- 4.1 Renfrewshire Leisure is currently drafting its annual business plan and budget for 2021/22 which considers the provision of cultural, leisure and sporting services. The organisation operates in a complex and challenging financial environment, which has been exacerbated by the Covid pandemic.

Last year, the business plan for 2020/21 was approved by Renfrewshire Leisure Board in March but due to the Covid lockdown was not able to be approved by Leadership Board. Also, in March 2020, the Council had approved a Renfrewshire Leisure service payment of £11.2m, the net service fee being just over £11m.

At the Leadership Board in September 2020 an update Renfrewshire Leisure's financial position was provided, which also outlined the Council support available to cover lost income as a result of the Covid pandemic. Renfrewshire Leisure's funding model relies on its ability to generate earned income, for example, through leisure memberships, to cover its expenditure obligations and meet its non-profit making charitable objectives. Through the combination of restricted expenditure and the UK Government's Job Retention Scheme, the financial gap is projected to be far lower than originally anticipated.

The Government restrictions currently in place to reduce the transmission of the Covid virus has had a significant impact on Renfrewshire Leisure's income, which is anticipated to continue to be the case throughout 2021/22. Therefore, the Business Plan for 2021/22 will need to take into account a cautious return to operational activity as well as changes in public behaviours.

- 4.2 Renfrewshire Leisure is presently managing a range of significant priorities; particularly, the ongoing development of the Cultural Infrastructure Programme, Future Paisley cultural projects – many of which are delayed due to Covid – and development of transformational plans for the organisation. The plan being drafted will reflect the

financial challenges being experienced by Renfrewshire Leisure, with particular reference to the uncertainties being experienced by the culture and leisure sectors and key markets which form part of the business plans for the Cultural Infrastructure Programme.

- 4.3 Discussions are ongoing with the Director of Finance and Resources to cover both the updated forecast of the level of support required in 20/21 (in line with the position agreed by the Emergencies Board) as well as the core service payment and principles around potential additional support which may be required over 21/22 on the basis that Covid restrictions are likely still to have an impact on commercial/other income in 21/22.

The budgets are currently being developed for inclusion in the Business Plan which will be submitted to the Leadership Board in April, following approval by the Renfrewshire Leisure Board in March.

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## Implications of the Report

1. **Financial** – not applicable
2. **HR & Organisational Development** – not applicable
3. **Community/Council Planning** –
  - *Our Renfrewshire is thriving* – Our services recruits and trains volunteers and creates a pathway into employment;
  - *Our Renfrewshire is well* – Our cultural, leisure and sport services and programmes help to maintain positive physical and mental health and well-being;
  - *Our Renfrewshire is fair* – our services and programmes are accessible to all our citizens;
  - *Reshaping our place, our economy and our future* – development and delivery of the cultural infrastructure investment programme supports the regeneration aspirations for the area;
  - *Building strong, safe and resilient communities – Tackling inequality, ensuring opportunities for all* – our services and activities are accessible to all our citizens;
  - *Creating a sustainable Renfrewshire for all to enjoy –our programmes build sustainability through volunteer and community development;*
  - *Working together to improve outcomes* – partnership working to deliver shared outcomes remains a key priority in our company strategy.
4. **Legal** – N/A
5. **Property/Assets** – N/A
6. **Information Technology** – not applicable

**7. Equality & Human Rights**

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

**8. Health & Safety** – not applicable

**9. Procurement** – not applicable

**10. Risk** – not applicable.

**11. Privacy Impact** – not applicable.

**12. Cosla Policy Position** –not applicable.

**13. Climate Change-** not applicable.

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**List of Background Papers**

(a) n/a

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**Author: Laura McIntyre, Head of Policy and Commissioning**  
**Telephone: 0141 618 6807**

RENFREWSHIRE LEISURE

2019/20

# ANNUAL REPORT

New buggy friendly classes see p9

[www.renfrewshireleisure.com](http://www.renfrewshireleisure.com)



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## National Performance Framework

[nationalperformance.gov.scot](http://nationalperformance.gov.scot)

### Renfrewshire Leisure aligns itself with the Scottish Government's national outcomes, part of the National Performance Framework.

In order to measure Scotland's progress, the National Performance Framework uses indicators that give a measure of national wellbeing.

They include economic, social and environmental indicators, highlighted throughout this year's annual report.





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## INTRODUCTION

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**Renfrewshire Leisure is the local charitable trust providing leisure, culture and sporting opportunities to help people enjoy active and healthy lives.**

We are passionate about the part we play in improving life-long physical and mental health in every one of our communities. Our trust provides a range of affordable, accessible and ambitious services that are open to all and that improve personal, social and economic outcomes.

Our goal is to improve the people of Renfrewshire's health and wellbeing by working in partnership to design and deliver a range of life-enhancing and accessible cultural, leisure and sporting opportunities that meet local needs and improve life chances across the population.



**OVER  
2 MILLION  
ENGAGEMENTS  
WITH OUR  
SERVICES**



**55,000  
EVENTS  
CREATED AND  
DELIVERED**



Delivering Culture, Leisure and Sport to Renfrewshire

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## CHAIRPERSON'S INTRODUCTION

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**Renfrewshire Leisure's mission to improve the health and wellbeing of our residents has never been more important and I, could not be more proud of how our charity works with the communities of our region to help people enjoy active and healthy lives.**



**Councillor  
Lisa-Marie Hughes**  
Chairperson of the Board  
Renfrewshire Leisure

Our work impacts on people in many different ways, whether through Renfrewshire Leisure's health and fitness, arts, libraries or heritage services. It inspires, encourages and motivates. We help people to make positive changes. It opens opportunities, tackles inequalities, encourages diversity and addresses acute issues surrounding poverty.

Our power to deliver positive and long-lasting benefits should not be overlooked or underestimated. We are here for people of all ages, abilities and backgrounds. And we have been here for them throughout this most challenging of years so dominated by the pandemic.

I hope that reading this report conveys for you a sense of our pivotal part in the civic, cultural, sporting and economic fabric of Renfrewshire.

Covering the 2019/20 financial year, this summary encompasses the period before the long-lasting enormity of the Covid-19 pandemic was to become clear. It stands testament to the increasing importance and influence of our services – from the 220,711 swimming sessions we delivered to the launch of innovative and exciting events such as the hugely successful first Paisley Book Festival.

Everyone here at Renfrewshire Leisure is truly dedicated to playing their part in improving life-long physical and mental health in every one of our communities; I cannot emphasise that enough. I sincerely thank our staff, members and supporters for their loyalty. Together, we are making a real difference to the lives of our customers and the wider community.





# Creative, vibrant and diverse cultures are expressed and enjoyed

From the successful launch of Paisley Book Festival to a remarkable performance programme, we have delivered something for all.

## RENFREWSHIRE LEISURE ARTS TEAM

**This has been an important year for Arts in Renfrewshire Leisure with the recruitment of 8 new members of staff.**

In 2019, the team took on the development of Future Paisley projects such as the Paisley Book Festival, the Piazza POP space, Artist and Residents' programmes as well as managing Renfrewshire's Culture Heritage and Events funding and Creative Scotland's Visual Arts and Craft Makers Awards (VACMA) to local artists. The team also developed the performance programme in our cultural venues across Renfrewshire.

## PERFORMANCE PROGRAMME

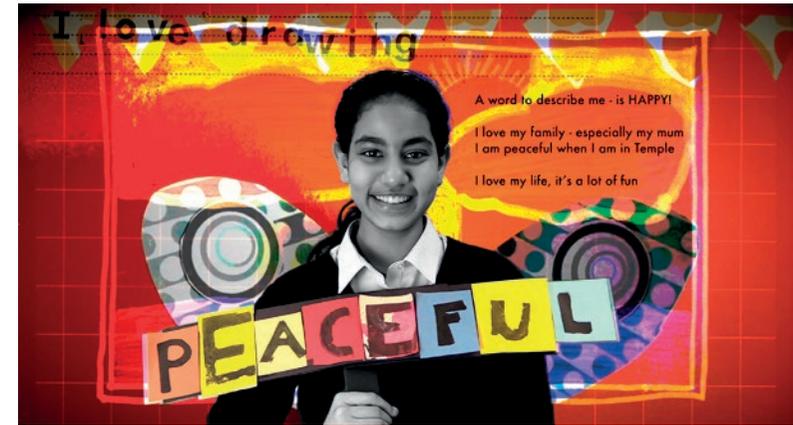
**We presented a programme of live performance at Paisley Arts Centre, Johnstone Town Hall and other cultural venues.** From theatre, music, dance to family events, we staged a high standard of work from small and medium-scale touring companies and artists from Scotland and beyond.

From April 2019 to March 2020, 82 shows were programmed, featuring artists and musicians such as Kathryn Joseph, The Unthanks, Mary Ann Kennedy, comedians Raymond Mearns and Gary Meikle, theatre companies such as Vanishing Point as well as new programme strands such as Sunday Continental, a regular music gig for all ages on a Sunday afternoon.

**'Thanks for fantastic intimate gig in Paisley Arts Centre didn't want it to end!' - Twitter feedback**

## POP ARTS AND EVENT SPACE

**POP is a vibrant community arts and events space run by the Arts team and based in the former post office in the Piazza Shopping Centre, Paisley.** It aims to improve access to arts and cultural activity for Renfrewshire's residents. Since opening, POP has hosted exhibitions, talks, film screenings, a games cafe, performances, workshops, meetings, open mic sessions, a podcast recording, a retro-gaming zone and functioned as the designated Quiet

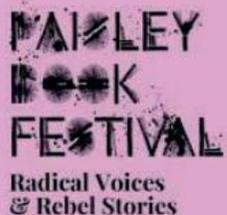


Space for Paisley's major town centre events. POP has enabled us to work with various local groups including Foxbar Men's Shed, Kairos Women's Group, ReMode, Take Me Somewhere, and Scotland and Venice 2020.

**"This is the coolest thing I've ever done in the Piazza!"**

## OUT OF PLACE PROGRAMME

In preparation for the arts centre closing for refurbishment, the arts team's performance programme explored programming in unusual and everyday spaces to inspire, delight and challenge the assumption around what theatre was and where it could or should take place. **Binge**, a co-commission between Renfrewshire Leisure and Take Me Somewhere, was an interactive installation by Brian Lobel. As the first event in the POP space in May 2019, Binge was a collection of one-to-one conversations, based around your favourite box sets, staged on double beds, attracting a glowing review in The Guardian.



### PAISLEY BOOK FESTIVAL 2020

From 20th to 29th February 2020, the inaugural Paisley Book Festival – which celebrated Radical Voices and Rebel Stories and marked the 200th anniversary of the Paisley

Radicals – packed out venues across the town. More than 2,500 people listened to the likes of John Byrne, Kirsty Wark, Janice Galloway, Ruth Wishart, Christopher Brookmyre, Jackie Kay, Kirstin Innes and many more. There were a host of free events and young readers got in on the act with a children and families programme curated in collaboration with the Renfrewshire Leisure Libraries Team.

#### Key Stats:

- 64 unique programme events
- 34 events for adults
- 17 events for families and young people
- 13 events in the programme for schools
- 2020 tickets sold
- 17 unique articles in the press including The National, The Herald and The Scotsman.

**“It did NOT feel like the first year of a new book festival – it was so smooth, so bedded into the town, so ambitious!”**

-Lari Don (Poet)

#### DOORS OPEN DAY (SECRET COLLECTION SEPT 2019)

To celebrate the 30th anniversary of Doors Open Day The Secret Collection opened its doors. Staff welcomed 615 visitors on a ‘Behind the Scenes’ tour of Paisley Museum collections with a variety of family friendly activities including Victorian games and object handling.

#### RENFREW ON FILM

In 2019 we partnered with the National Library of Scotland to deliver a successful programme of Renfrew on Film.

With many screening events held at clubs in care homes and day care centres over the year. The films can also be viewed on **REN TV**

**“It was a great success. Residents enjoyed it very much, being able to reminisce and see pictures and films of back in the day”**

#### CASTELVECCHI CHRONICLE

Over three days in March, members of the arts team gathered in Castelveccchi’s Fish & Chip shop in Paisley, collecting true tales of adventure, love, life, loss and fish suppers from the café’s customers. They then turned these stories into a newspaper – The Castelveccchi Chronicle. Hot off the press, the newspaper was delivered back to the café for the classic ‘keep em warm and soak up the grease’ function. The team presented their work back to the chip shop delivering the ‘news of the day’ as a 10 minute sketch show. The audience then tucked into a delicious poke of chips served up in the newspaper. Over its three days, the event was attended by 270 people.

#### RECOGNITION OF MUSEUM COLLECTION

We were delighted to retain the Recognised status for the Paisley Shawl Collection in October 2019. Scotland’s Recognition Scheme celebrates, promotes and invests in Nationally Significant Collections and showcases the best collections in Scotland’s museums. The collection, held in Paisley, is the world’s largest collection of Paisley patterned shawls. The collection also includes over 1,230 working looms, pattern and design books that tell the story of the Paisley Pattern.





# Ensure children grow up loved, safe and respected so that we realise their full potential

**Engaging and inspiring events are broadening horizons, opening opportunities and encouraging inclusivity.**

## INSPIRED EXHIBITION (MARCH 2020)

All Renfrewshire schools and nurseries were invited to enter our annual art competition and get inspired by Paisley Museum’s collection. In 2020 we launched the new John Byrne Drawing Category. The exhibition opened on 9 March at the Tannahill Centre, Ferguslie Park, but was then temporarily closed on 23 March due to Covid-19. The exhibition was instead showcased online. A selection of entries was chosen by the Provost for Renfrewshire Council’s official 2021 calendar, currently also online. [Inspired Calendar 2021](#)

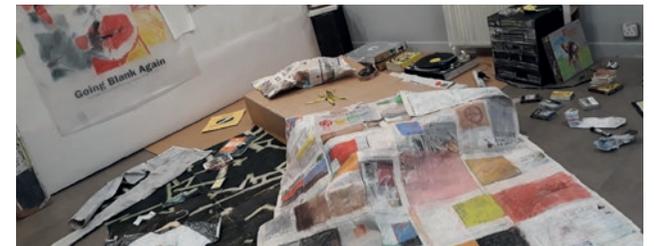
**“The kids loved the Inspired event! it allows children to express their own creativity and individuality and they really take pride in their work. The event really boosts the children’s self-esteem and they are more likely to express themselves in other creative tasks.”**

Claire Keegan, Cochrane Castle

## ENGAGING AUTISTIC CHILDREN AND YOUNG PEOPLE - WITH ANCIENT EGYPTIAN COLLECTIONS

This co-created project in partnership with National Museums Scotland (NMS) gave Paisley Museum a unique opportunity to work on a focused project to benefit autistic children, young people and their families across Renfrewshire. We co-created a Schools Ancient Egyptian workshop with St Anthony’s Primary School and a Visual Story for the Secret Collection and Ancient Egyptian workshop with pupils of the Stella Maris Base. **75 school pupils and their families engaged with the project.**

**“I felt good because I was welcome. I felt more confident after it. I was inspired by it.”**



## PAISLEY YOUTH ARTS FESTIVAL 2019

Renfrewshire Leisure worked in partnership with Create Paisley, Erskine Arts, Outspoken Arts Scotland, PACE and the University of West of Scotland (UWS) to produce a new multi-arts festival for young people in Paisley. This saw the arts team programme, produce and support over 11 events in POP, such as The Grand Parade of Lifeless Packaging Exhibition and Installation by Artist in Residence, Toby Messenger; workshops with ReMode; a Gaming Zone, The Nearly Men Podcast Recording and Open Mic with Erskine Arts; Animation with Eleanor Stewart and Paisley Grammar; Animation Drop-in with CREATE Paisley and Eleanor Stewart.

**565 young people participated in the festival.**





# Healthy and Active



## Renfrewshire takes championship crown as we celebrate women in sport and encourage healthier living

### INVESTING IN VENUES

The fitness suite at Paisley’s Lagoon Leisure Centre was upgraded in December 2019. A significant refurbishment which saw the installation of 40 new pieces of fitness equipment including three new stair climbers and a large functional rig.

**“Fantastic transformation, here’s hoping my body will look as good soon!!”**

### BUGGY FRIENDLY CLASSES

We launched buggy friendly classes (as seen on our front page) with more than 60 classes in the new fitness timetable where parents can have their babies sitting in a buggy or car seat alongside them as they work out. Classes including Body Pump, Body Attack, Zumba, Vibe Spin Disco, Metafit and Spin Cycle Training are now buggy friendly and available in the Lagoon Leisure Centre, Linwood’s ON-X, Erskine Sports Centre, Renfrew Leisure Centre, Johnstone Community Sports Hub and Ralston Community Sports Centre.

### GIRLS FOOTBALL WORLD CUP EVENT

Almost 200 girls from all over Renfrewshire took part in a festival of football organised by Renfrewshire Leisure at Ferguslie Sports Centre. The Primary 5 to Primary 7 pupils enjoyed football coaching, games and a visit by Bonnie – the official mascot for Scotland women’s team. The event, organised to celebrate the 2019 Women’s World Cup and to encourage more girls to take part in sport, was made possible with funding from the Scottish Building Society.

**“Using the increased profile the World Cup has given women’s football, this event has built on the great work Renfrewshire Leisure’s Active Schools team has developed over the last couple of years in the girls’ game.”**

### INTER-AUTHORITY ATHLETICS CHAMPIONSHIPS

On June 14th, 2019 over 100 athletes from Renfrewshire Secondary Schools took part in the annual Inter-Authority athletics championships held in Inverclyde. There were outstanding performances from team Renfrewshire in what

proved to be a very high level of competition throughout the day against the top athletes from East Renfrewshire and Inverclyde. It is always a day to be proud of our young people, but even more so this year when for the first time Renfrewshire were crowned overall champions.

### GOLF CHAMPIONSHIPS

The Renfrewshire Active Schools 2019 Golf Championships took part on Thursday 20 June. The fantastic setting of Paisley Golf Club hosted the secondary school event however the weather conditions didn’t match the course condition with sweeping rain and strong winds causing havoc for the players on the course. Despite the conditions 24 pupils across 6 secondary schools battled it out with low scores all round. The calibre of golf on show was outstanding with one player making a fantastic 20-foot putt on the 18th green. All the groups went round the course in good time with plenty of sportsmanship on the course.

## GYMNASTICS AND DANCE CAMPS

In response to Renfrewshire Leisure's sector leading pupil survey where our young people have indicated the types of activities they would like to participate in. Sport Services' Active Schools team hosted 4 gymnastics and dance camps over the Summer of 2019 from Park Mains High School, Gryffe High School, Renfrew Sports Centre and St Benedict's High School. All 4 camps were well received with both Gryffe and Park Mains at full capacity for the entire week. Children from P1-P7 or aged between 5-12 years with any ability and experience were welcome. Coaches and volunteers planned and delivered a variety of recreational artistic gymnastics and dance styles including cheer, disco, street, ballet and lyrical. The feedback from parents and participants was excellent.



## JUNIOR NBA BASKETBALL

Five Primary school teams made up of P6 and P7 players won their way into playing in a Renfrewshire Division of the prestigious Jr. NBA tournament. The competition is staged locally by Renfrewshire Leisure, along with Basketball Paisley. Over two months, the teams played each other with the top two going on to compete against teams from Glasgow and Ayrshire primary schools. Unfortunately, the competition was disrupted due to Covid-19.



## PAISLEY 10K

In its 18th year, the third largest 10k run in Scotland aimed to attract runners and joggers alike to take part in the 2019 10k and Fun Run. The course takes in some of Paisley's most famous landmarks including Paisley Abbey, Paisley Town Hall, Paisley Museum, Coats Memorial and the Cenotaph. The event was sponsored by sports and outdoors retailer Decathlon for the second year and our chosen charity was Erskine. Once again, the event was a great success with 3,428 participants.



## PRIMARY ATHLETICS CHAMPIONSHIPS

On May 19 2019, Active Schools hosted their second primary schools team athletics championships at ON-X, Linwood. A total of 20 schools entered with approximately 400 pupils competing on the day across 10 different events, concluding with the ever-popular mixed relays. Congratulations to Ralston Primary School who were crowned 2019 champions. The pupils were inspired by a visit from Renfrewshire's Great British and Commonwealth Games marathon runner Callum Hawkins.

## RENFREWSHIRE ASPIRING ATHLETES SCHOLARSHIP PROGRAMME (RAASP)

In 2019 the FAST Card programme was rebranded to RAASP. Renfrewshire Leisure's elite athlete support programme now provides Renfrewshire athletes with multiple benefits including gym memberships, discounted physio and grant funding. Such localised support allows individuals to increase their training time and access new classes to develop their performance level. Our new programme also provides injured athletes with the facilities to get back to full fitness.

## WOMEN IN SPORT

Renfrewshire Leisure's Sports Services were successful in gaining funding from SportScotland to improve opportunities in sport for female pupils across Renfrewshire. The funding targeted 4 key sports identified from the Renfrewshire Pupil survey - dance, gymnastics, football and netball working with over 1,800 female pupils to engage in new sports.





### RENFREWSHIRE LEISURE BIKEABILITY PROGRAMME

**Bikeability is a schools programme delivered across participating Primary Schools to children in P6.** Around 40 schools across Renfrewshire delivered either level 1 (playground) or level 2 (on-road) bikeability training and over 50 members of staff and parents took part in our Cycling Training Assistant course. St Catherine's and Gleniffer High School have been awarded a Cycle Friendly School Award. Since then, a further 12 primary schools and 3 secondary schools have registered for and working towards this award. In August 2019, Cycling Scotland renewed grant funding to Renfrewshire Leisure securing Bikeability Coordinator role until June 2020. **The Big Pedal took place in March/April 2019 with 16 primary schools taking part.**



### SCHOOL SUMMER CAMPS

**Our holiday kids' camps have become an essential go-to during Spring, Summer and Autumn school breaks, allowing parents and carers to continue with work over the holiday period knowing their children are in the safe hands of our qualified instructors.** During 2019-20 we had 18,367 children attending our camps, which included themed days, leisure centres being transformed into haunted houses, small animal experiences, talent shows and much more.

### NHS GREATER GLASGOW & CLYDE - LIVE ACTIVE & VITALITY



**Our partnership with NHS continues to flourish.** Our Health & Wellbeing team continue to offer specifically designed physical activity and support for people living with medical conditions such as Parkinson's disease, MS, Stroke, Cardiac Conditions, Osteoporosis, Cognitive impairments and COPD. They are ideal for those who have a fear of falling or find their strength and balance is starting to impact on their daily lives. Our physical activity opportunities have seen 20,920 attendances in this year. For those seeking healthier lifestyle choices our **Lifestyle Advisors held 1296 consultations within our communities, generating an additional 818 new referrals accessing Renfrewshire Leisure's support programmes.**

### ROYAL ALEXANDRA HOSPITAL

**Our Health & Wellbeing team have continued to influence hospital care in Renfrewshire and Scotland, receiving finalist in ROCCO 2019 Community Champion Award for this work.** NHS Greater Glasgow and Clyde have contributed an additional £5,000 to support our partnership rehabilitation programme, supporting patients to improve their health prior to surgical intervention. Sixty-nine patients enrolled into the programme to support reduced hospital stays and post-operative complications; delivering a multi-disciplinary approach to acute and community care.

**"Renfrewshire Leisure have continued to positively impact on the patient pathway here in Royal Alexandra Hospital. Optimising patients prior to their surgery has helped us reduce post-operative complications as well enhancing rehabilitation opportunities. Ultimately this has reduced days in hospital and enhanced patients' recovery."**

Professor Susan Moug, Consultant Surgeon at Royal Alexandra hospital

### MACMILLAN CANCER SUPPORT - CANCER INFORMATION & SUPPORT SERVICE

**People living with and beyond cancer can access both information and support as well as physical activity opportunities as part of our Health & Wellbeing services.** Our Macmillan volunteers have delivered 5,596 hours of support and opportunity. Our Cancer Information and Support service offered 1,212 Macmillan Volunteering Quality Standard hours, supporting people affected by cancer offering a listening ear for emotional and financial support. A partnership with Cancer Support Scotland allowed free complementary therapies to be delivered in Renfrewshire Leisure facilities on a weekly basis.

**"Macmillan have continued to recognise Renfrewshire Leisure's leadership in supporting people affected by cancer and were therefore delighted to fund the next phase of service delivery"**

Nici Hill-Lyons, Macmillan Partnership Manager

### MOVE MORE

**Move More is a free physical activity service led by cancer prehabilitation and rehabilitation specialists in our leisure facilities.** Opportunities include group circuit classes, tai chi, qi gong and walking groups all designed for people living with and beyond cancer. Move More received 294 referrals, an increase of 24.3% from the previous year. The programme has strong links with Beatson – West of Scotland Cancer Centre, supporting those who require intensive physiotherapy to remain active within their community environment. Renfrewshire Leisure supports people affected by cancer to become more active, improving their health and helping reduce symptoms like fatigue and pain.

## HEALTH WALKS

**Our partnership with Scotland's leading walking charity has continued to grow in 2019.** Renfrewshire Leisure integrated walking facilities into a ward at Royal Alexandra Hospital to support patients to improve their step-count post-surgery. Additionally, Paths for All funding of £2,188 supported Renfrewshire Leisure to deliver a prehabilitation/rehabilitation walking programme within hospital grounds. We provide patients with a weekly session of physical activity and specialist advice to support them with their recovery self-management.

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## RENFREWSHIRE SCHOOL OF SPORT EDUCATION (RSSE)

**In November 2019, 75 RSSE pupils attended the Emirates Arena, Glasgow, to play an active part in the delivery of the Big Hits Festival which ran alongside the Scottish Open Badminton Championships.** The Big Hits Festival welcomed pupils from primary schools across the West of Scotland to experience badminton in a national arena. Prior to delivering at the event, all pupils received a badminton workshop from Badminton Scotland tutors to upskill in the sport.

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## YOUTH CHALLENGE FUND

Renfrewshire Leisure's Sport Services and our partnership with Renfrewshire high schools were successful in receiving funding from the Local Area Partnerships via the Youth Challenge Fund to provide coach education opportunities that would be delivered by Sport Services. We were successful in achieving over £20k in funding to provide these opportunities.

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# Live in communities that are inclusive, empowered, resilient and safe



Opening minds while helping thousands to enjoy a love of sport and lead stronger lives

## RENFREWSHIRE COMMUNITY SPORTS HUBS

Throughout 2019-20 each Community Sports Hub (CSH) continued to meet every 6-8 weeks to advance its local annual action plan supported by an Active Schools Community Club Development Officer. The CSH Executive Steering Group met in September 2019. Key points discussed were sports strategy progress, facilities, sport club accreditation, funding, RAASP Card, DCI funding and Young Hub Leaders programme. From July to December 2019 Community Sports Hubs continued to discuss local action plans and the development of the group to represent sport within their own localities. Due to Covid-19 no meetings took place from January 20, but communication with the executive group and individual hubs has continued by email and phone calls to give support and advice as required.

Park Mains, Linwood, Johnstone and Gryffe Hub Young Leaders were each successful in applying for £3,000 to the Celebrating Renfrewshire Fund to run a sports leadership award and training for S4 pupils at their schools. The purpose of the project is to train volunteers through a sports training programme. It aims to increase participation in sport through training volunteer groups such as teachers, parents and senior pupils, among others. These volunteers will be trained up in National Governing Body (NGB) courses and bespoke workshops. It gives the volunteers the knowledge and confidence to deliver quality sports sessions. These sessions will be aimed at getting as many people active as possible, including people who are currently inactive and harder to reach groups who don't receive the same opportunities.



## RENFREWSHIRE LEISURE SPORTING MEMORIES

Sporting Memories is a charity-based project launched in Renfrewshire, supported by Renfrewshire Leisure's Sports Services.

The project targets the 50+ age population and families who are living with dementia or other long-term conditions and who are possibly suffering from isolation. It aims to evoke memories and strike up conversations whilst breaking down barriers through sporting memorabilia, old sporting clips, photos and invited guest speakers. Conversations are combined with some physical activity including curling and boccia, aimed at a level which is suitable for every ability, with up to 15 people attending weekly.



Delivering Culture, Leisure and Sport to Renfrewshire



#### OPEN MIND SUMMIT 2019

We were proud to host the first ever Open Mind Summit in Johnstone Town Hall on World Mental Health Day 2019.

The one-day Summit provided a unique opportunity to explore and champion the role of creativity and culture in improving the wellbeing of young people and children.

CREATE Paisley partnered with

Renfrewshire Council, Renfrewshire Leisure and Kibble to launch the inaugural summit which featured Darren (Loki) McGarvey, a Scottish author, rapper, social commentator and writer of best seller Poverty Safari, as keynote speaker. The event brought together more than 100 attendees ranging from; young people, educators, artists, researchers, youth workers and funders from across the UK and Ireland. Tickets for the event were in high demand with the summit completely selling out.



#### BSL (BRITISH SIGN LANGUAGE) CLASSES

We received funding from Renfrewshire Council to develop our BSL classes and provide family sessions for those who wanted to learn with their child or relative. This additional investment has enabled us to increase our number of classes, provide taster sessions and develop our access through BSL interpreted performances and films. There were a total of 696 bookings throughout the year.

**“My main reason for learning BSL is to prepare me for the day I don’t have any hearing at all.”**





# Open, connected and make a positive contribution globally

As part of Renfrewshire's multi-million pound investment in cultural services, work is under way on the £42m transformation of Paisley Museum into a world-class destination showcasing the town's unique heritage and collections.

**In 2019-20 the Paisley Museum Re-Imagined project achieved the following milestones:**

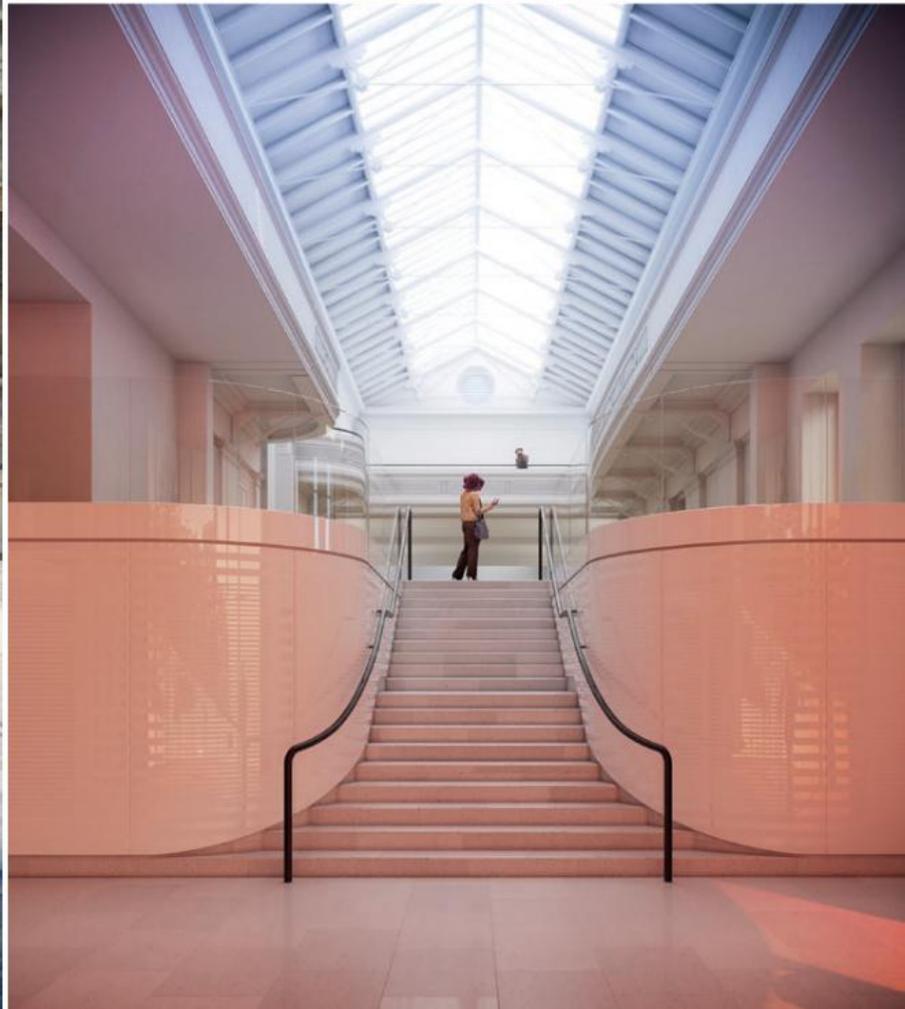
- Strip-out & Enabling Works commenced March 2019
- Stage 2 Concept Design approval for Exhibition confirmed April 2019
- Asbestos removal completed May 2019
- Stage 3 Developed Design approval for Main Works confirmed August 2019
- NLHF Round 2 Application submitted August 2019
- Strip-out & Enabling Works completed September 2019
- Planning Consent received November 2019
- Listed Building Consent received November 2019
- NLHF Round 2 award confirmed December 2019
- Stage 3 Design approval for Exhibition Design confirmed February 2020
- Ground Investigation Works completed February 2020

**Key collaborative relationships were built including with:**

- Who Cares Scotland (Renfrewshire)
- Kairos Women's Initiative, Johnstone
- ESOL (English as a Second or Other Language) Learners through support from Renfrewshire Council Adult Learning and Literacies Service
- Modern Apprentices with support from their mostly Renfrewshire Council line managers
- Project SEARCH intake with support from Invest in Renfrewshire

Through our co-production process we have engaged with:







# Tackle poverty by sharing opportunities, wealth and power more equally

Across Renfrewshire, we provide programmes that tackle inequalities.

## SCHOOL LIBRARIES ATTAINMENT TEAM

The school libraries attainment team provide targeted projects to engage children with reading to help close the poverty related attainment gap and is funded by Renfrewshire Attainment Challenge. The team worked across **9 secondary schools and 9 primary schools, providing 157 sessions to over 200 pupils.**

Renfrewshire Leisure’s team also provide resources and activities for children for whom English is not their first language. The primary school outreach officer has helped schools improve their library provision and develop a culture of reading within the school community.

**92% of pupils stated that they enjoyed the projects with 51% of pupils thinking they will read more as a result.**

63% of pupils felt more confident in reading a book and 59% of pupils felt their confidence in reading aloud had increased as a result of the library projects. Transitional



activities such as paired reading were well received with a transition teacher at Renfrew High saying:

*“This is a vital project in terms of transition from primary to secondary, for many young people. From identifying pupils in primary, supporting them*

*through their transition, which has increased their overall confidence to believe they can achieve in all subjects, links with Michelle and the paired reading project have really made such a positive difference to their future.”*

*“The kids involved in this project absolutely loved it. As well as improving their reading skills, it helped their confidence, self-esteem and general wellbeing.”*

*“Bilingual pupils who may once have been isolated now have a wider group of friends and also have widened their knowledge of the local area that they live in. In addition, the project has allowed the bilingual pupils involved to learn more about Scotland.”*



## DIGITEERS

**Renfrewshire Leisure’s Libraries’ Digiteers Project supported 70 new learners with 313 hours of digital skills coaching.** The service worked closely with local job centres to spread the word about the service and the support available to jobseekers. 35% of our learners were job seekers and/or benefit applicants.

### CASE STUDY: PATRICIA (Digiteers)

*“I was unsure about being able to use the computer at first but was delighted at the support I received from the volunteer. They were very patient and understanding and helped me to learn something I thought I’d never be able to.”*

## ARTIST AND RESIDENTS

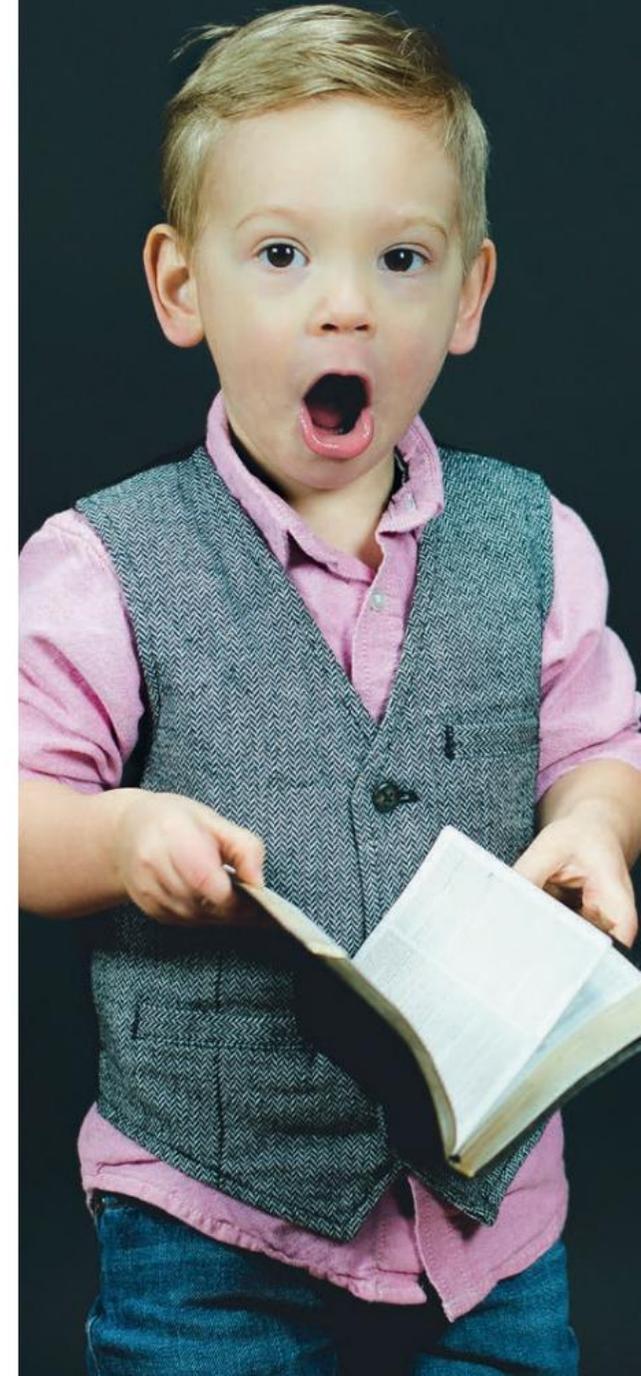
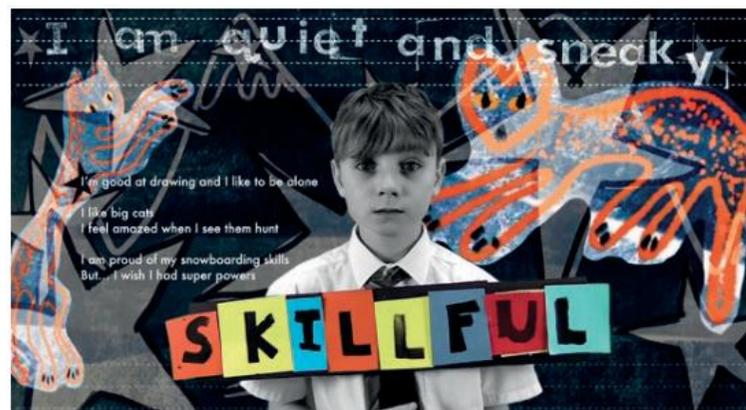
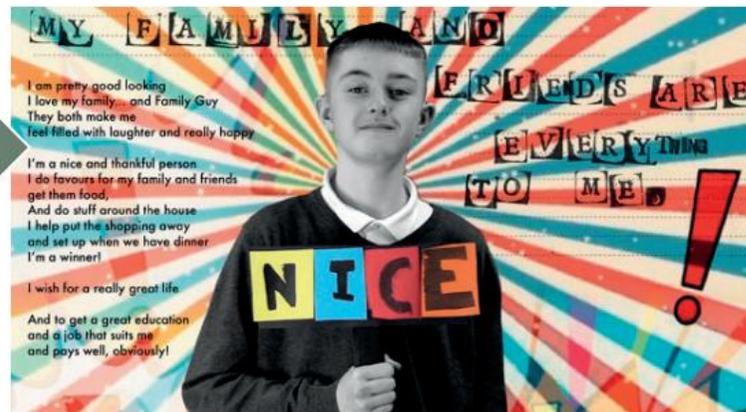
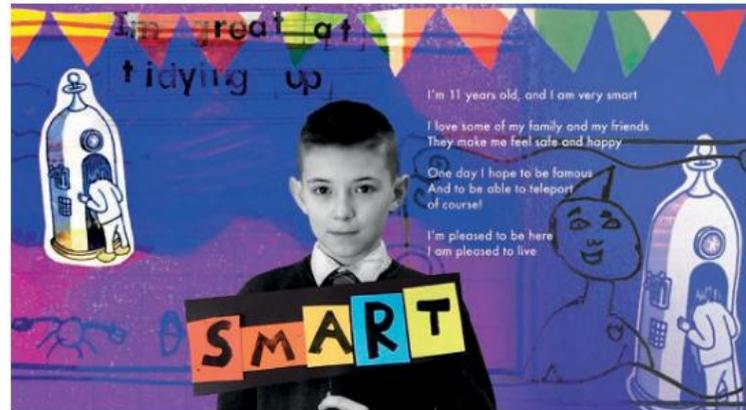
Renfrewshire Leisure's Arts Team are developing Artist and Residents' programmes in East Paisley, Gallowhill, Foxbar and Glenburn. The programme aims to increase the number of people participating in the arts, support residents to manage culture in their own communities and encourage them to feel proud about where they live. 2019-20 saw the team begin to develop the programmes in Gallowhill and East Paisley.

## GALLOWHILL

Four projects were devised between January and mid-March 2020:

1. **Coorie Doon** - Coorie Doon was a songwriting project with Chamber Music Scotland and 12 families from Tiny Tiddlers pre-school group.
2. **Bounce Back** - A typography & animation project with Pester & Rossi. They worked with 81 pupils from Paisley Grammar to create a series of alphabets, phrases and finally a series of short animations and posters generated from the pupils work.
3. **Gallowhill All-Stars** - Thirty-six pupils from the P7 year at Gallowhill Primary School took part and featured in this film-making project facilitated by visual artist Hannah Fox and spoken word artist Cat Hepburn, celebrating each child's identity, wishes and their hopes for the future.
4. **Gallowhill Chatterboxes**. Creative community questions and answers installation with Anton Hecht. The chatterbox idea was used as a creative way to undertake basic research; a way to speak to people, and ask for their thoughts and ideas.

**'Our School community has benefitted widely from the experience of having Kate, Richard and the artists engage with us in such a professional and co-operative, fun and exciting way.'** - Lisa Cassidy, Paisley Grammar





# Thriving and innovative businesses, with quality jobs and fair work for everyone

Across Renfrewshire, we provide programmes that tackle inequalities.

**We are a significant employer for people in Renfrewshire and we are actively working to become an employer of choice.** We provide numerous employment opportunities for local people and pathways for young people. We proactively engage with local bodies such as Invest in Renfrewshire, Skills Development Scotland, and the Adopt an Intern programme to boost local economic activity and tackle unemployment. We provide a pathway via Renfrewshire School of Sports and Education (RSSE) for secondary school pupils to train in fitness and coaching often leading to jobs within our Active Schools programme. Additionally, we support work placement requests from schools and colleges providing opportunities for young people in the community to experience a working environment helping them to shape their future.

**WE EMPOWER & DEVELOP OUR EMPLOYEES** The charity provides a wealth of opportunities for our staff to upskill and develop themselves in a number of different areas. We provide on the job training and support a number of our staff with continued professional development.

**WE OFFER WORK-LIFE BALANCE** We are a flexible employer, which is particularly important in the current economic climate. We provide family-friendly policies which allow our staff members a positive work life balance, enabling them to fulfil caring responsibilities.

**THE GENDER PAY GAP 2019-20** was the third year Renfrewshire Leisure has collated this data on its responsibility under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The snapshot date of 5th April 2019 contained 463 contracted employees which consisted of 193 males and 270 females. The results, once again, indicated a positive gender pay gap, demonstrating that equal opportunities exist for men and women when recruiting and promoting employees within Renfrewshire Leisure.

**STAFF RECOGNITION AWARDS**  
We held our Staff Recognition Event at Johnstone Town Hall in November 2019. Nominees and their nominators were invited for an informal event and afternoon tea. We had 40 staff representing teams across Renfrewshire Leisure who were recognised with awards presented by Renfrewshire Leisure Director Colin Neil.







# We are well-educated, skilled and able to contribute to society

We provide essential services to support learning, training and qualifications.

## BOOKBUG SESSIONS

**Bookbug is the book sharing programme delivered in partnership by national reading charity Scottish Book Trust, local authorities, libraries and health trusts.**

Bookbug encourages parents and carers to share books with their children from as early an age as possible to inspire a love of reading in every child. In 2019-20 Renfrewshire Leisure Libraries team delivered 1066 Book Bug sessions attended by 34,032 children and adults.

Libraries saw an annual 20% increase in E-book lending with a total of 32,086 titles being issued.

## SUMMER READING CHALLENGE

**2,518 children in Renfrewshire took part in the Space Chase Summer Reading Challenge 2019, produced by The Reading Agency and delivered by Renfrewshire Leisure Libraries team.** Participants read books, solved clues and collected stickers to complete their mission folder. Renfrewshire Leisure Libraries also held 167 Space Chase activities during the summer including comic book workshops, code clubs, and craft sessions. The ever popular Skoobmobile visited Families First Summer Camps to

promote the Challenge, with prizes kindly provided by local business Consilium.

**“I thought the Summer Reading Challenge was really fun because I love reading. Reading relaxes me when I am either stressed or just want to read. The challenge was amazing!”**

- Child age 9

## ART BOSS

Starting in January 2020, Art Boss is a young producers programme for care experienced young people and young carers. It offers young people the chance to learn about planning and producing creative projects and events. Throughout the project, the young producers develop a set of transferable skills including communication, project management, contracting, marketing, evaluation and risk assessing. The young producers also develop arts and cultural contacts and become part of networks of artists and arts organisations, opening volunteering and career opportunities.

**“Art Boss gives me something to focus on and helps with my mental health”**



# Bookbug

The Skoobmobile – our ever popular children’s library bus – enjoyed 9,805 and 2,705 visits by kids





## CHIEF EXECUTIVE STATEMENT

**At Renfrewshire Leisure we want to help everyone locally enjoy lives which are healthy, happy and fulfilled. I hope you have found that this year’s annual report provides at least a snapshot of the many ways in which we strive to achieve that.**



**Victoria Hollows**  
Chief Executive  
Renfrewshire Leisure

The breadth of our work is indeed varied. In these 12 months, over quarter of a million exercise classes were booked with us and more than 10,000 people engaged with our Community Sports Hubs. We have broadened cultural horizons, continued work on groundbreaking regeneration projects and led schemes which engender community pride.

They reflect, of course, our position as a charity at the heart of the communities we serve. We are passionate about the part we play in improving life-long physical and mental health, delivering services which are affordable, accessible and ambitious.

If there is one thing that I hope everyone takes from this report, it is our determination to deliver. Through our leisure, culture and sporting activities, we want to improve personal, social and economic opportunities and outcomes, whatever a person’s age, background or circumstances.

As you would expect from an organisation of our kind, we strive to do this creatively and imaginatively, responding to community needs as they change and develop. More than that, we want to

do it fairly - demonstrating excellence along the way. These are high demands to place upon ourselves. Yet they need to be. They are indicative of the important part our services play and our position as a significant and responsible employer. They are not just what our communities deserve but need.

The inaugural Paisley Book Festival is a fabulous example of just that with its 64 events proving a superb showcase, attracting impressive names from Scottish literature, with more than 2,000 tickets sold. I am looking forward to the 2021 event and excited about the innovation being shown to deliver the event digitally, with another first-class line-up already generating strong interest.

People are at the heart of all that we do. And, while it may be the big-ticket infrastructure projects we are involved with that capture the greatest prominence - such as the transformation of Paisley Museum - we never lose sight of the fact that the individual impact of our work is very often the most powerful personal outcome that the charity’s services deliver. That might be from helping people achieve personal goals around their own fitness and wellbeing to give them a better future or through helping them unlock information about their past through the remarkable resources held in our historic archives, which tell the story of Renfrewshire in a way that nothing else can.

I suspect our role in realising personal and collective

community goals will become even greater as our communities navigate their way through the impact of the Covid-19 pandemic. Whilst this report covers a period in which the longer-term consequences are yet to materialise, it would be remiss not to acknowledge its existence and its likely influence in framing the future, not just for Renfrewshire Leisure, but life generally.

I am extremely proud of our staff’s response to Covid-19, more than I can find the words to say. I would like to sincerely thank them all for rising to the challenge; and every day bringing their enthusiasm, focus, determination, and innovation to the task at hand. It is our highly skilled and committed team that makes Renfrewshire Leisure the dedicated community organisation it is.

Whilst we are part-funded by Renfrewshire Council, we are ultimately a charity and the valuable work of our staff in meeting our charitable obligations is only made possible by the ongoing loyalty of our members and customers, which we never take for granted. Their support quite literally enables our wider community work to continue - from disability to sports to healthy eating schemes.

Supporting Renfrewshire Leisure is a contribution to our community. We are grateful for the support we have and stand ready to do more. Together, the difference we will make is great.

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## FINANCIAL STATEMENT

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**The charity does not trade for profit. Any surplus generated by the charity is applied solely to the continuation and development of the charity for community benefit.**

The statement of financial activities for the year ended 31st March 2020 shows net expenditure of £-2,003,369 (2019 -£2,801,077) which will be carried forward in the accounting period ending 31st March, 2021. In line with recommended accounting practice, the reported figures include a notional entry for future pension costs which are based on an actuarial review of future pension liabilities for current and previous Renfrewshire Leisure employees. The figures include employees who transferred from Renfrewshire Council which are offset by a corresponding reduction in liabilities in the Council's financial statements.

The charity's activities generated a small surplus in 2019/20 which increased the unrestricted reserves for use in future years by £9,631.

The charity is funded through a service payment made by Renfrewshire Council and admission fees generated at its leisure and recreational centres and cultural venues.

The Statement of Financial Activities includes all gains and losses recognised in the period.

All incoming resources and resources expended derive from continuing activities.

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## FINANCIAL PERFORMANCE

### Renfrewshire Leisure Limited Consolidated Statement of Financial Activities including Income and Expenditure Account

For the year ended 31st March 2020

	Total Funds 2020 £	Total Funds 2019 £
<b>INCOME</b>		
<b>Operation of leisure and cultural activities</b>		
Income from charitable activities	19,317,277	19,115,762
Commercial trading operations	216,330	196,313
	<u>19,533,607</u>	<u>19,312,075</u>
Other incoming resources	-	-
<b>Total income</b>	<b>19,533,607</b>	<b>19,312,075</b>
<b>EXPENDITURE</b>		
Expenditure on charitable activities	21,449,581	21,977,250
Commercial trading operations	87,395	135,902
	<u>21,536,976</u>	<u>22,113,152</u>
<b>Total expenditure</b>	<b>21,536,976</b>	<b>22,113,152</b>
Net income/(expenditure) before other recognised gains and losses	(2,003,369)	(2,801,077)
<b>Other recognised gains/losses Actuarial gains/(losses) on defined benefit pension schemes</b>	<b>5,893,000</b>	<b>(3,080,000)</b>
	<u>3,889,631</u>	<u>(5,881,077)</u>
<b>Net movement in funds</b>	<b>3,889,631</b>	<b>(5,881,077)</b>
Total funds brought forward	(5,680,700)	(200,377)
	<u>(1,791,069)</u>	<u>(5,680,700)</u>
<b>Total funds carried forward</b>	<b>(1,791,069)</b>	<b>(5,680,700)</b>

**Renfrewshire Leisure Limited**  
**Consolidated and**  
**Charity Balance Sheets**  
**At 31st March 2020**

	<b>Group 31st March 2020 £</b>	<b>Charity 31st March 2020 £</b>	<b>Group 31st March 2019 £</b>	<b>Group 31st March 2019 £</b>
<b>Fixed Assets</b>				
Tangible Assets	943,594	943,594	1,151,241	1,151,241
Investments	-	1	-	1
	<u>943,594</u>	<u>943,595</u>	<u>1,151,241</u>	<u>1,151,242</u>
<b>Current Assets</b>				
Stocks	81,697	74,632	77,124	72,402
Debtors	4,403,829	4,390,377	2,753,792	2,737,387
Cash at bank and in hand	405,709	405,589	990,079	989,960
	<u>4,891,235</u>	<u>4,870,598</u>	<u>3,820,995</u>	<u>3,799,749</u>
<b>Creditors:</b>				
amounts falling due within one year	5,466,898	5,446,262	4,613,936	4,592,691
	<u>5,466,898</u>	<u>5,446,262</u>	<u>4,613,936</u>	<u>4,592,691</u>
<b>Net current assets and liabilities</b>	<u>(575,663)</u>	<u>(575,664)</u>	<u>(792,941)</u>	<u>(792,942)</u>
<b>Net assets excluding pension liability</b>	367,931	367,931	358,300	358,300
<b>Defined benefit pension scheme liability</b>	<u>(2,159,000)</u>	<u>(2,159,000)</u>	<u>(6,039,000)</u>	<u>(6,039,000)</u>
	<u>(1,791,069)</u>	<u>(1,791,069)</u>	<u>(5,680,700)</u>	<u>(5,680,700)</u>
<b>Net assets including pension liability</b>	<u>(1,791,069)</u>	<u>(1,791,069)</u>	<u>(5,680,700)</u>	<u>(5,680,700)</u>
<b>Income Funds:</b>				
Unrestricted income funds	(1,791,069)	(1,791,069)	(5,730,700)	(5,730,700)
Restricted income funds	-	-	50,000	50,000
	<u>(1,791,069)</u>	<u>(1,791,069)</u>	<u>(5,680,700)</u>	<u>(5,680,700)</u>
<b>Income Funds including Pension Liability</b>	<u>(1,791,069)</u>	<u>(1,791,069)</u>	<u>(5,680,700)</u>	<u>(5,680,700)</u>
<b>Pension Reserve Liability</b>	2,159,000	2,159,000	6,039,000	6,039,000
<b>Unrestricted income funds excluding pension liability</b>	<u>367,931</u>	<u>367,931</u>	<u>358,300</u>	<u>358,300</u>

## BOARD OF DIRECTORS

**Cllr Lisa Marie Hughes**, Chairperson, Renfrewshire Council

**Bob Darracott**, Business Representative

**Alan Cunningham**, Staff Representative

**Ann Butterfield**, Staff Representative

**Anne McMillan**, Business Representative

**Cllr Tom Begg**, Renfrewshire Council

**George Clark**, Business Representative

**Cllr Eileen McCartin**, Renfrewshire Council

**John Rodger**, Sports Representative

**Structure Governance and Management** - The charity is governed by the rules set out in the Charities and Trustees Investment (Scotland) Act, 2005 and operates as a private company limited by guarantee under the Companies Act. Renfrewshire Leisure changed its legal status on 11th November 2014, from a Society under the Industrial and Provident Societies Act 1965 to a charitable company limited by guarantee, to assist with the expansion of Renfrewshire Leisure which took place during 2015. The charity has 10 directors who are entitled to attend and vote at any General Meeting of the charity. The maximum number of directors is 11, 3 appointed by Renfrewshire Council, 2 employees and 6 from culture, sport and business communities. Board members are selected based on appropriate skills and experience.

**Risk Review** - The board has conducted its own review of the major risks to which the charity is exposed; systems have been established to mitigate those risks and a risk based audit programme is completed on an annual basis to assess and provide assurance on the controls in place. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and to ensure consistent quality of delivery for all operational aspects of the charity. These procedures are also periodically reviewed to ensure

that they still meet the needs of the charity and form part of our quality management system.

**Funds held as Custodians** - None of the board members hold any funds as custodians for the charity. Responsibilities of the Board The Board is responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. The board is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities and Trustees Investment (Scotland) Act, 2005.

The board is also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Statement as to Disclosure of Information to Auditors** - So far as the board is aware, there is no relevant information (as defined by section 234ZA of the Companies Act 1985) of which the charitable company's auditors are unaware, and each board member has taken all the steps that they ought to have taken as a board member in order to make them aware of any audit information and to establish that the charitable company's auditors are aware of that information.



## FURTHER INFORMATION

For further information about Renfrewshire Leisure,  
please visit our website at:

[www.renfrewshireleisure.com](http://www.renfrewshireleisure.com)

### You can contact us:

Renfrewshire Leisure Ltd  
Lagoon Leisure Centre  
11 Christie Street  
Paisley  
PA1 1NB

Telephone: **0141 618 6351**



### Renfrewshire Leisure is a:

Company limited by guarantee no: 490998  
Registered Charity in Scotland: SC033898  
VAT Registered Company: 210 0336 83

### Renfrewshire Leisure Trading Limited:

Company limited by guarantee no: 241310  
VAT Registered Company: 210 0336 83

If you would be interested in supporting some of our community, as local businesses Consilium and Decathlon have, please get in touch with us via the Lagoon Leisure Centre [left]



**consilium**  
contracting services

**DECATHLON**  
CO.UK  
SPORTS SUPERSTORE