Council Plan

Six monthly progress update

June 2025

We are **fair**, We are **helpful**, We are great **collaborators**, We value **learning**

Renfrewshire Council

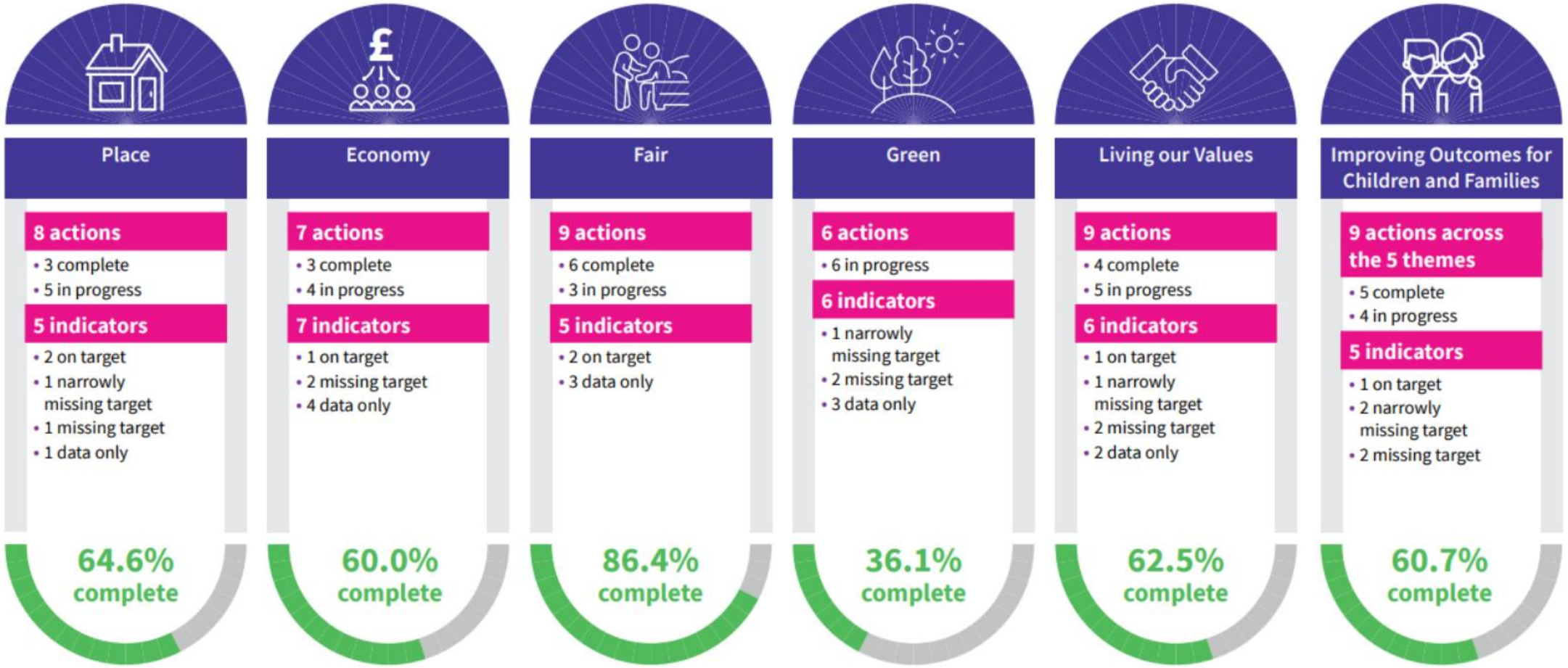
How we report progress

- This update reflects on the past six months of delivering our Council Plan, highlighting areas where we're already making progress and some areas we'd like to focus on more, perhaps because performance isn't moving in the direction we anticipated or because of other pressures or factors that makes this even more of a priority for us. We previously reported on our progress in December 2024, and you can read that here.
- The following pages shine a spotlight on some great projects or practice but for balance also highlight those areas where we'd like to improve or develop further. Towards the end of this document, you'll find a full update against all the actions and performance indicators we use to measure progress.
- Many of our performance indicators are high-level, annual indicators – our Council Plan spans a 5-year time period so it might take some time to show some trends and patterns. The Council also reports a wide range of performance indicators to our Council Boards through our Service Improvement Plans and also through regular operational performance updates – you can access these reports here.

Council Plan Context

- As the overarching strategic plan for the organisation, the Council Plan **sets the direction and vision** that the Council is working towards and **can measure itself against delivery**.
- This aligns closely with the **Council's approved budget** – resources are targeted at the priorities for the organisation, as outlined in the Council Plan.
- Some key workstreams feed into the Council Plan, which have been further developed over the past 6 months:
    - **Reshaping Renfrewshire** – the Council's fifth phase of transformation, with a focus on how we work together with our communities to improve outcomes
    - **Digital** – a new digital strategy was approved in April, aligned to the Council Plan, delivering across four strategic objectives – enabled people; corporate approach to transformation; data driven Council; and modern organisation.
    - **Workforce** – reflecting on and taking action to address the feedback from both the Cultural Assurance Model and the Council's Employee Engagement Survey
- The Corporate Improvement Plan continues to progress improvement actions to support our ongoing commitment to Best Value
- To reflect the context additional actions have been included and some existing actions have been refocused – this is clearly shown in the action plan.

Council Plan: Progress at a glance



Place: Working together to enhance wellbeing across communities

In 2024/25, works were completed on the new Renfrew-Yoker bridge and extensive testing carried out. The state-of-the art bridge, the first opening road bridge over the River Clyde, provides a new connection to the AMIDS site as well as offering new active travel routes across the Clyde. It opened to the public in May 2025.

The Housing Regeneration and Renewal programme is making positive progress across all areas. As well as our regular Tenant Scrutiny meetings, all residents were invited to take part in our rent consultation survey and more than 1000 responded. The survey was also used to give tenants information about the participatory budgeting initiative, which will give them a say in how some of our housing funding is spent. Over the next 3 years, £600,000 of funding will be allocated through this approach.

The Council's 2025/26 budget includes £500,000 for further regeneration in town centres, with a particular focus on significant buildings and sites where redevelopment has stalled, perhaps because of conservation concerns or rising construction costs. Officers will work with local property owners to identify projects which could be eligible for funding.

Economy: building an inclusive, green and resilient economy

Another state-of-the-art facility at the AMIDS site has been announced, with ground-breaking taking place in December 2024. CPI, who already operate the Medicines Manufacturing Innovation Centre, are establishing the Oligonucleotides Manufacturing Innovation Centre of Excellence to develop potentially life-saving new therapies for otherwise untreatable diseases.

Employability work is a key element of our work to grow and sustain Renfrewshire's economy, with hundreds of local residents supported to access training and paid employment every year. The Council is also committed to providing opportunities directly each year, whether this is through the creation of trainee-type posts, modern apprenticeships, our new traineeship programme aimed at winter school leavers or our 'Career Ready' coaching programme for care experienced school leavers.

1420 new people supported by employability team in 2024/25

491 people supported into paid work in 2024/25

Fair: nurturing bright, happy and healthy futures for all

Our Whole Family Wellbeing service formally launched in November 2024. This brings together Council and third-sector support, and between them our own team and our third sector partners have worked with almost 1100 families so far. The evaluation data we have already collected is demonstrating improved family relationships, improved parental understanding of the needs of the child, improved participation in community facilities and universal services, improved sleep routine, and a reduction in distressed behaviours.

The service has piloted a shared information system for referrals and for capturing wellbeing information. This has shown real benefits and a procurement exercise is underway to secure a permanent solution. Funding for 2025/26 has already been awarded to third sector partners, and the team is also exploring opportunities with our Connected Communities team for more joint working.

During our Pension Credit take-up campaign with partners, 613 older adult households were supported with benefit claims, income maximisation and advice

2533 people attended a Winter Connections session

368 children attended at least one of our Easter Camp sessions

Green: leading Renfrewshire to Net Zero

Following the successful delivery of the Advanced Manufacturing Innovation District Scotland (AMIDS) district heating network, feasibility studies have been completed to expand the current network as well as exploring additional district heating networks in Paisley. Renfrewshire Council has been successful in securing Scottish Government grant funding to take these feasibility studies to develop Outline business Cases for potential heat networks in Paisley Central and an extension of AMIDS, with partnership working to optimise the opportunities including UWS, OneRen, NHS, Scottish Water and Glasgow Airport

The Council is developing an initial carbon budget, with interim organisational targets to 2030-31. Identifying emissions by service area will be key in improving our understanding of how our emissions relate to the services we provide and the reductions we need to aim for in order to adapt to delivering the same high quality local services in a way that is fit for a resilient, net zero future. Setting an annual carbon budget will help us meet our climate targets as an organisation – showing in an easy-to-understand way where we 'spend' most of our emissions and progress to net zero.

Living our Values: making a difference together

As part of the Council's commitment to continuous improvement and reflecting that 'We Value Learning', an innovative new approach to self-assessment focused on organisational culture, known as Renfrewshire's Cultural Assurance Model (CAM) was developed in 2024/25. The CAM has been recognised as first of its kind within the Scottish public sector and was developed in partnership with the Improvement Service, based on the Public Service Improvement Framework.

The first phase of the assessment involved a survey element for participants which was completed in early 2025, the results were analysed by Council and Improvement Service officers in advance of a series of workshops which took place in late February and early March. The findings were very encouraging, with respondents reflecting on a very positive organisational culture alongside some constructive areas for improvement to explore further. 5 priority actions were identified from this process and have been added to the Council's overall Corporate Improvement Plan.

Our Employee Survey

71% recommend the Council as a great place to work

87% think their line manager is supportive

21% had experienced violence or aggression at work in the last year

Improving Outcomes for Children and Families

Construction is progressing well on the Paisley Grammar School Community Campus and remains on track to welcome pupils in 2026. This is a flagship project for the Council, with the school being built to Passivhaus standards.
Planning has commenced on the other major projects to enhance and expand the current learning estate. This will be the most ambitious strategic programme of investment planning in our learning estate, underpinning an ambition to provide the very best environments and facilities for our young people and communities, with every single establishment being considered as part of what is envisaged will be a programme which will span over 20 years. An action to reflect this has been added to the action plan.

#Keep The Promise

Our local Promise Keepers Network has grown to 362 Promise Keepers, and our approach is attracting local and national interest as an example of best practice. Other initiatives include our Promise Champs group, supported by Youth Services; our Language policy; exploring options to support colleagues in our workforce who are care experienced; and funded projects in two secondary schools.

Actions and indicators

Full list

June 2025

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Renfrewshire Council

Place

What we will do	Due Date	Status	Progress update
Progress Renfrewshire's Housing-led Regeneration and Renewal programme	31 Mar 2027		Positive progress is being made across all areas where the agreed timeline shows, works scheduled in year 4 of this 10-year programme. As reported to the Communities and Housing Board in August 2024, the acquisition and rehousing strategy is performing as planned and various phases of demolition are being taken forward as blocks become fully council owned and vacant.
Support our citizens to access affordable cross-tenure homes that are digitally enabled and meet community needs	31 Mar 2025		The Business Case for Smart Social Assets is now complete and has been shared internally within Renfrewshire Council and also with Glasgow City Region (GCR). The Council continues to investigate potential national funding opportunities via strategic partners such as Commsworld, CityFibre, etc. In addition, work is now underway with regards to the development of other stackable business cases that would supplement Smart Social Assets.
Design a new Connected Communities service model for the Council, transforming how we support, collaborate and engage with our communities	31 Dec 2025		Work has been progressed to develop a new Connected Communities function within the Chief Executive's Service which will bring together staff from the existing Community Learning and Development and Partnership and Inequalities teams. Phase one of this work which focuses on the enabling internal restructure is progressing, with the new service structure agreed and communicated. The Connected Communities Management Team now recruited and in place and progressing recruitment processes for the rest of the new service.

Place

What we will do	Due Date	Status	Progress update
Deliver the ambitions in our long-term place visions for our key settlements and town centres	31 Mar 2027		The Regeneration Team will be looking to refresh our town centre strategies to reflect changes that have taken place in a post pandemic environment. These strategies will align with the guidance and principles outlined in NPF4. The team has been outlining potential regeneration priorities and projects, including developing a new Vision for Johnstone which looks to improve the town centre, enhance public spaces, and support local businesses to create a more vibrant and sustainable community. Another commission for Erskine has been completed to develop potential proposals to make public spaces and greenspaces more appealing as part of a review of the Centre Strategy for Erskine and short, medium and long-term actions have been identified. Consultants have been commissioned to develop more detailed designs for a new civic square in the town centre. Going forward, the team have commissioned further feasibility work in Johnstone, focusing specifically on the two civic squares, the re-imagining of the Town Hall, and the development of a heritage trail. Consultants have been appointed to prepare a landscape framework for enhancements in the Linwood Lade area, immediately south of the town centre. In Renfrew, a consultant has been commissioned to produce detailed designs for the re-use of the former BI site as a new community space. The transformation of Paisley following delivery of the Action Plan is advancing at pace, with achievements such as creating an international culture and heritage destination and acting as a stimulus for property investment, development and re-use. Completed regeneration projects include the refurbishment of the Town Hall and Arts Centre and the creation of a new Culture and Learning Hub on the High Street. The other major project is the restoration of the Paisley Museum which is due to be completed next year. A new wayfinding strategy for Paisley has also been developed. The publication of the Paisley Vision document acts as a further catalyst to inspire future development in and around the town centre. The Liberal Club, which was identified as a key building in the Vision, has recently been renovated, securing its long-term status. Discussions are still ongoing with the owner of the Paisley Centre and its potential mixed-use regeneration. Overall, the team will continue to bring forward regeneration proposals across our town centres.

Place

What we will do	Due Date	Status	Progress update
Deliver Renfrewshire's strategic capital investment programmes, including cultural, infrastructure, housing and school estate, and maximise the long-term benefits for our communities	31 Mar 29		The General Services capital budget was approved on 29th February 2024, including £147.8m for delivery in 2024/25. Since then, projects have been reprofiled to other financial years and the revised budget is currently £97.4m (Period 10). To date, £63.8m has been spent, representing 66% of the revised budget.
Develop Travel Renfrewshire 2035, our Transport Strategy, supported by revised Active Travel and Public Transport Strategies and aligned to the regional and national travel strategies	31 Mar 2027		Our draft Local Transport Strategy, called "Travel Renfrewshire 2035" is nearing completion, informed by far-reaching data gathering engagement exercises. This included online surveys, stakeholder workshops and pop-up engagement sessions at supermarkets and direct in person workshops with community organisations. We specifically engaged with group representing people with disabilities and those who are particularly affected by the cost of living crisis. The draft strategy was issued for further consultation in November 2025 Subject to the feedback for the consultation it is expected that the final strategy will be ready by summer 2025.
Deliver the next phase of Local Partnerships development, through our new Local Plans, Local Priorities and Local Voices programme	31 Mar 2025		The final round of Local Partnership meetings for 2024/25 took place in February 2025. All Local Partnerships have now finalised their local priorities following the review of the previously agreed local priorities in autumn/winter 2024/25. Local Partnerships continued to receive presentations on subjects relevant to each area, specifically Civil Contingencies (Gleniffer and Johnstone & Linwood), the refresh of the Villages Investment Fund (The Villages) and Winter Connections (Paisley North West and Central). Erskine, Inchinnan, Bishopton and Langbank Local Partnership also received an update on the development of Renfrewshire Community Transport. Young people's representatives have now been nominated for Paisley North West and Central Local Partnership and an induction programme has been agreed. New arrangements were agreed for community members of Local Partnerships to claim expenses, which will simplify this process. Applications for Local Partnership funding for 2025/26 were invited from 10 February to 16 March 2025. Over 130 applications for funding were received, to be presented to the April/May 2025 round of Local Partnership meetings. Preparation for the 2025/26 Celebrating Renfrewshire Priority Budgeting exercise to take place during spring/early summer 2025 has also been undertaken.

Place

What we will do	Due Date	Status	Progress update
Progress development work in relation to the priority schools identified in the Learning Estate Management Plan.	31 August 2027		This is a new action, which is reflected in the Children's Services SIP. Paisley Grammar School continues to progress in construction and remains on track for 2026 delivery. Focus of project is beginning to shift towards fit out, transition planning, and digital. Workstreams are underway. Decision made at March 2025 Policy Board to pause the delivery of a like-for-like Thorn Primary School and undertake an options appraisal to widen the scope of this project.

Place

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Opportunities to see or hear something positive about Paisley and Renfrewshire				204,638,668	240,000,000	268,082,849	240,000,000	216,953,038	150,000	Q4 marketing activity focused on promoting the 2025 events programme, the Paisley Book Festival line up announcement, cultural funding grants and the launch of Paisley Food and Drink Festival with coverage appearing in the following titles: The National (online), The Herald, The Herald (online) The Scotsman (online), Glasgow Times online, List.co.uk, Glasgow Live. The Paisley Daily Express, The Gazette, What's on network and Foodie Explorers. Marketing paid-for opportunities to see and hear will be available in Q2.
Amount of vacant and derelict land (hectares)				248	Data only	220.39	Data only	*	Data only	*The next vacant and derelict land audit will be undertaken over quarters 1 and 2 of 2025/26.
Percentage of Council housing stock which meets the Scottish Housing Quality Standard (LGBF)				68.31%	100%	68.55%	100%	79.9%	100%	The percentage of stock meeting SHQS has increased significantly to 79.9% from 68.6%, performance for this indicator changed to include compliance with the 5-yearly Electrical Installation Condition Report (EICR), as well as the new smoke and heat detector standard. Excluding EICR and smoke detector failures we would be 87% compliant with SHQS.

Place

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Affordable housing completions				369	200	196	159	*	159	*The 2024/25 affordable housing completion figure will be available in Q1 2025/26.
Percentage pothole repairs completed within timescales				95%	80%	94%	95%	*	95%	*Data for 2024/25 is not yet available. Quarterly data shows that performance was ahead of target in Q1 and behind target in Q2.

Economy

What we will do	Due Date	Status	Progress update
Develop an Investment Proposition for Renfrewshire that is clear on our economic ambitions for our place	31 Mar 2026		Two reports have been commissioned to analyse Renfrewshire's Growth Sectors. The first highlighted that there are several opportunities which Renfrewshire needs to capitalise on to support the growth of its economy further. The second report aims to reconcile existing priorities, team capacity and skills engaged in the economic development and regeneration functions of the Chief Executive's Department, with the future opportunities and challenges outlined in the first report and the Council's Economic Strategy. This report highlights that there is a requirement to grow and increase visibility of Renfrewshire's inward investment proposition to drive future economic growth and development. A new web page has been created which signposts the area's main investment locations. (https://www.renfrewshire.gov.uk/article/13818/Renfrewshire-investment-prospectus) Future works includes looking at developing a dedicated investment page on the Invest Renfrewshire webpage. Moreover, a dedicated website to drive investment at AMIDS has been launched https://amids.co.uk/
Monitor the benefits of City Deal Projects, including Glasgow Airport Investment Area, Clyde Waterfront and Renfrew Riverside and City Region wide employment programmes	31 Mar 2025		Monitoring of benefits reported through the City Region PMO is ongoing. This is currently being transitioned to Regeneration Team as CWRR project now complete.

Economy

What we will do	Due Date	Status	Progress update
Fully participate in the AMIDS joint venture	31 Jul 2024		AMIDS joint venture fully established and operational, Council is fully participating.
Complete the Tech Terrace development and attract the first large occupier	31 Mar 2026		This is an AMIDS JV obligation and Council is fully participating.
Develop a Community Wealth Building Plan for Renfrewshire	31 Mar 2025		A “Community Wealth Building in Renfrewshire” paper has been produced and approved at board to set out the way forward. Additionally, the CWB(Scotland) Bill was published in March 2025 which sets out the way ahead for the public sector. Plans are moving forward with speed now, local events have been organised and board is being kept up to date

Economy

What we will do	Due Date	Status	Progress update
Continue to support local employment through the delivery of targeted support through the Council's employability programme	31 Mar 2027		Our employability programmes support around 1,800 people each year to access skills development and progress towards qualifications and/or employment. For the 24-25 year around 400 people were still active on our caseloads with another 491 having secured employment and over 600 gaining new qualifications through the service
Continue to progress core actions to support local and regional economic growth.	31 Mar 2027		A range of actions undertaken by the Council are supporting economic growth. The AMIDS Joint Venture is expanding with the breaking of ground on the new OMICE site and ongoing work on Tech Terrace, which is expected to be completed by 2026. Procurement and Economic Development work joint to support local suppliers through initiatives such as our Meet the Buyer events, and our second Renfrewshire Economy Conference will take place in June 2025. Our employability work helps hundreds of people each year with skills development that supports them into work. As a Council, we are also committed to this and set ourselves a target in relation to traineeships.

Economy

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Percentage of council procurement spend spent on local enterprises (LGBF)				19.3%	23%	20.15%	23%	*	21%	In the period 2023-2024 Renfrewshire Council recorded direct spend of £56.4 million with businesses based Locally. In addition to local spend, a further 59.38% of our spend was with businesses located in bordering local authorities (Glasgow, Inverclyde, North Ayrshire, East Renfrewshire and West Dunbartonshire). The update to our Standing Orders Relating to Contracts in June 2023 included increasing the threshold for the use of Quick Quote for Works contracts up to £500,000 with a requirement that where possible, a minimum of 75% local businesses should be invited to quote. In 2024, a Quick Quote was issued inviting 100% local Renfrewshire suppliers to bid, this procurement targeted the local market and invited 10 local Renfrewshire suppliers to bid. In addition, to increase engagement with local suppliers for below £25k procurements and also the Quick Quote process the Interim Corporate Procurement Manager and Purchase to Pay – Programme Operational Lead delivered a RenTalk on Understanding Procurement. The event was a success with 266 Council staff in attendance. Guidance for Purchased Under £25,000 was launched recently, this guidance also recommends at least 75% local, Renfrewshire based suppliers are invited to the three quote process. *This is an LGBF indicator and 2024/25 data is not yet available.

Economy

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Gross Value Added (GVA) per capita (LGBF)		↑	↑	£23,757.92	Data only	*	Data only	*	Data only	Renfrewshire had lower percentage GVA growth than the Regional average but performed well in labour market indicators with employment increasing while unemployment and inactivity decreased - including a significant decrease in the number of people inactive due to long term sickness. There was a large decrease in the volume of residents with no qualifications but there was also a reduction in the volume of residents with degree level qualifications. According to ONS figures, overall GVA in Renfrewshire grew by £365 million between 2019 and 2022. Considering this period included the Covid pandemic, the growth is a positive sign. Renfrewshire also contributes the fourth highest level of GVA in the City Region (2022). *This is an LGBF indicator and the latest data is for 2022/23.
Number of people supported, sustained in work at 6 Months through Renfrewshire Council Employability Programme (INVEST)	✓	↑	↑	340	180	268	180	288	180	The number of people who were still in employment 6 months after moving into work and that we have been able to collect data on is 288 people.
Number of new business start-ups in Renfrewshire with Business Gateway support	●	↓	↑	206	320	305	320	265	320	We are continuing to support individuals to launch their own businesses. Performance can be impacted by decision of local businesses as to when to launch.

Economy

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Renfrewshire Claimant Count				3,755	Data only	3,590	Data only	3,315	Data only	This measure is a snapshot figure from April 2025 and is the number of people claiming unemployment-related benefits. The figure has reduced again this year. The Council continues to provide employability support to hundreds of people each year.
Percentage of Renfrewshire population working age (16-64)				64.3%	Data only	63.9%	Data only	64.3%	Data only	Work to explore Renfrewshire's demographics was undertaken by officers following the census release and this also looked at the regular data updates from the National Records of Statistics, this showed that while Renfrewshire has an overall ageing population (in line with the national trends), our proportion of the population of working age is above average and puts us in the higher end, just behind the city authorities.
Percentage of Renfrewshire population working age (16–64) who are economically inactive				25.9%	Data only	22.4%	Data only	21.4%	Data only	This figure is for the calendar year 2024. The percentage has been falling in recent years and is lower than the figure for Scotland (which is a positive). This measure includes those who are students and those who are retired. Analysis on census data also showed Renfrewshire have a higher percentage of our economically inactive population who are long term sick or disabled.

Fair

What we will do	Due Date	Status	Progress update
Deliver the Fairer Renfrewshire programme, working with partners to support Renfrewshire residents through the cost-of-living crisis	31 Mar 2027		The Fairer Renfrewshire Sub-Committee has been meeting since August 2022 and a Fairer Renfrewshire Officers Group from across services is meeting monthly. In March 2023 existing funds were brought together into a single resource for Fairer Renfrewshire at around £5million, and partners are working together to further develop the programme. A further allocation of £450k to Fairer Renfrewshire was made as part of the Council budget in March 2025, including funding for a further Winter School Clothing Payment and Summer of Fun and Winter Connections programmes for the coming year. The Winter Connections programme ran again in Winter 24/25, providing opportunities for communities to come together and take part in free activities and including food. This has contributed to wellbeing over the winter. Summer of Fun funding has been allocated for the programme for summer 25. The Fairer Renfrewshire Panel has provided insight in a number of areas including holiday provision in Renfrewshire, with the Panel contributing to the plans for our 'Summer of Fun', both for summer 23 and 24, the Council's new School Meal Debt processes, digital exclusion and employability, especially parental employability. Digital inclusion is also being supported through the introduction of DigiZones and through the Digital Champions programme, both developed through the Citizens Voice forum. Legacy Tackling Poverty projects continue to be funded, including School Breakfasts, Skoobmobile and the Peer Health project, Hearty Lives which is run in schools by Active Communities. The 2025/26 programme has been developed, and 25/26 priorities agreed with the Fairer Renfrewshire Sub-Committee. This will be presented to Leadership Board for approval in April 2025.

Fair

What we will do	Due Date	Status	Progress update
Develop mechanisms for supporting individuals with lived experience of poverty to influence policy in this area	31 Mar 2024		The Fairer Renfrewshire panel, facilitated by STAR Project, continues to meet with officers across Council services to ensure the voice of those with lived experience of poverty informs Council's policy and practice. The Panel has provided insight in a number of areas. The initial discussion was around holiday provision in Renfrewshire, with the Panel contributing to the plans for our 'Summer of Fun', providing feedback on what is useful for low-income families, eg, provision of food in all settings, provision for siblings, local provision so there are no transport costs and provision for older teenagers. The Panel has also fed into the Council's new School Meal Debt processes, which now include earlier referral to available supports. They have met the Digital Strategy Delivery Manager to discuss digital exclusion and have provided feedback and ideas to our Climate Emergency Lead Officer around Renfrewshire's Net Zero Delivery Plan. Discussions with the panel around employability, especially parental employability have been used to inform events, and target work. As part of the Council Tax Debt Pilot, the panel were consulted with, to help those engaged in the Pilot to understand barriers to accessing support, such as advice, and to review correspondence associated with collection of Council Tax as well as potential for enhancing collection processes in general. The Panel has met with the Convenor and Depute of the Fairer Renfrewshire Sub-Committee and we also intend to bring the Panel together with the full Sub-Committee and Fairer Renfrewshire Officers Group to discuss Panel priorities and their future plans
Developing new and radical approaches to tackling child poverty in Renfrewshire (CF)	31 Mar 2027		Work continues to develop place-based models to tackle child poverty. A Community Needs Assessment is currently being carried out and will inform the next phase. Funding has been allocated by Leadership Board in November 2024 to support the continuation of community development activity in Gallowhill following the publication of the Community Needs Assessment. This will provide capacity to support the development and implementation of actions emerging from the community needs assessment and continue to improve and expand community led activity and infrastructure in the area. Wider work will also be undertaken to develop a place-based approach based on the learning from the CNA.

Fair

What we will do	Due Date	Status	Progress update
The Promise Strategic Oversight Board and workstreams will progress and ensure Renfrewshire 'Keeps the Promise' and delivers improved outcomes for individuals who are care experienced, wherever possible keeping children within their families (CF)	31 Mar 2025		A comprehensive report outlining the first 5 years of Renfrewshire's work to Keep The Promise was presented and discussed at the Education and Children's Services Policy Board on the 13th March 2025. The publication of this report coincided with the 5-year midpoint of the 10-year programme to Keep The Promise by 2030. Going forward this report will be updated on an annual basis and presented to the Board for consideration by elected members. The report has been well received and shared across our local and national networks. The Promise Keeper Network sits at 362 Promise Keepers with efforts taking place to grow the network. The network is receiving both local and national interest. There has been engagement with Scottish Government's Promise Team (Care Experience, Children's Services Reform & The Promise Division) around the merits and best practice nature of this initiative. On the 26th March three Renfrewshire Promise Funded projects were showcased at the Promise Partnership Showcase Event in Stirling organised by CORRA. The projects, the Youth Services Led Grant Programme and the two Keep The Promise Funded Education Projects, were showcased and shared learning with partners across Scotland. The Promise Manager has been working with colleagues in Environment, Housing and Infrastructure (E,H&I) around how that service will work towards Keeping The Promise and support our Care Experienced Community, and a number of actions have been incorporated into EH&I's 2025/26 Service Improvement Plan. At February's Promise Strategic Oversight Group, it was agreed that a review of membership take place and a proposed refreshed membership proposal be made. A suggested proposal has been produced and submitted to the Chair, for approval. The Supporting the Workforce workstream is actively progressing on a number of projects of note: "Promise Human Library," "Care Experienced network for staff and "Guaranteed Interviews" activity. A full update was provided at recent The Promise Strategic Oversight Group.

Fair

What we will do	Due Date	Status	Progress update
Build local capacity for transformational whole systems change and to scale up and drive the delivery of holistic whole family support services (CF)	31 Mar 2025		FORT data shows that 636 families have been supported through the community family wellbeing service since recording on this system began. Funded third sector organisations now using FORT to make referrals and record wellbeing information. Three successful family wellbeing launch events in November 2024 reached 559 children and families. Third sector evaluations now underway and outcomes will inform funding for 2025/26. 1086 families to date have been supported by the community family wellbeing team and funded third sector partner organisations. 62% of families supported are from SIMD 1-5 Outcomes recorded include: • Improved parental understanding of the need of child, including healthy attachment • Improved sleep routine • Improved parental understanding of the needs of unborn child • Improved participation in community facilities and universal services • Improvement in parenting, family functioning, relationships and reduction in child's distressed behaviour Following a successful system proof of concept, a procurement exercise is currently underway to secure a client record system for Whole Family Wellbeing (including partner third sector organisations) ; community learning and development and educational psychology service Following evaluation of partner third sector organisations, year 4 funding will be awarded to allow continuation and development of family support work already underway, with a key focus on partnership working for added impact. Currently exploring more joined up working with Connected Communities.

Fair

What we will do	Due Date	Status	Progress update
Develop the Trauma Informed and Responsive Renfrewshire Programme	31 Mar 2025		The pilot of the Level 1 training will take place in the first quarter of 2025/26. The TIRR Steering Group has a refreshed membership and terms of reference and is meeting on a quarterly basis. A new officer is in post to help further roll-out the programme of work.
Progress the design and delivery of the Curriculum, Learning, Teaching and Assessment; the Families and Communities; and the Inclusion Portfolios within Children's Services (CF)	31 Mar 2025		All portfolios continue to focus on the actions plans which they have developed through self-evaluation activity. Portfolio planning teams meet regularly with heads of service to discuss progress and there is now a standing agenda item on challenges, so discussions are solution focused. Data continues to be shared across portfolios to ensure continuous improvement. Portfolio action plans are being developed to align with Service Improvement Priorities.
Deliver mental health and wellbeing support, including Ren10 mental health and wellbeing network to support children, young people and their families (CF)	31 Mar 2025		A plan is in place for the next session (2025/26) and there will be a continuation of the support and resources which are demonstrating the biggest impact on children and young people's mental health and wellbeing. Work is still ongoing to merge the referral process with FORT.

Fair

What we will do	Due Date	Status	Progress update
Deliver strategic and operational responses to migration and asylum, supporting individuals and families into settled accommodation (CF)	31 Mar 2026		The census releases over the latter half of 2024 have provided a significantly updated picture of Renfrewshire's communities – work was undertaken to analyse this data, with a detailed presentation shared with the full Chief Officers Team at the away day in September and a workshop with the wider Our Leaders Forum group in December 2024. A detailed report was presented to the Leadership Board in December 2024 and further work has been undertaken to develop ward level profiles which will be shared with Elected Members shortly. A new Senior Policy Officer post with a focus on Migration and Population has recently successfully recruited and a core task for initial focus will be to develop a strategic needs assessment in partnership with the Strategic Migration Group. A detailed update for Members was reported to the Leadership Board in February 2025, including specific updates in relation to support for Ukrainian Displaced Persons and the introduction of the Afghan Resettlement Programme from March 2025.

Fair

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Percentage of children living in poverty (after housing costs) (LGBF)				24%	Data only	*	Data only	*	Data only	The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN24 '% of children living in poverty (after housing costs)'. The percentage in Renfrewshire in 2022/23 was 24%, compared to 23.3% in 2021/22. Renfrewshire had the second-lowest rate amongst its family group for this indicator, while the Scottish average was 21.8%. *This is and LGBF indicator and the 20223/23 data is the latest available.
Proportion of people earning less than the real living wage (LGBF)				12.5%	Data only	16%	Data only	19.3%	Data only	Proportion of people (18+) earning less than the Real Living Wage as of 2024 was 19.3% which is an increase of 3.3% from the previous year. This equates to approximately 14,000 employees. The proportion in Scotland rose from 10.2% to 11.4% (288,000 employees). It should be noted that local authority estimates are 'workplace' based and include all those working in each local authority area, regardless of where they reside. Due to a methodical change, data for 2023 and 2024 are not directly comparable with data for 2022 and earlier years.

Fair

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Percentage uptake of free school meals in primary schools				53.4%	52%	52.5%	60%	60.2%	60%	The uptake for 24/25 is 60.2% which is an improvement on the 23/24 uptake of 52.5%. The school meal survey is issued every February and shared with parents, pupils and school staff. This provides detailed feedback which is measured against school meal reporting data to compare suggestions with current preference at each site. This is the foundation used to create the annual menu changes in June for Primary and September for Secondary schools. Prior to implementation, the menu is shared with the Senior Facilities Operative- Production Cooks. They are provided with the autonomy of trialling new recipes with the pupils to encourage recognition of unfamiliar menu items before implementation. The Menu & Nutrition officer engages with Pupil Councils and Pupil Parliaments, along with the Fairer Renfrewshire Lived Experience Panel, to discuss issues encountered in dining halls and access direct stakeholder feedback. Pupils starting P1 & S1 are provided access to the school meals on induction days, with parents provided with information regarding ParentPay and available meal choice. All menus are available via PDF on the website which aligns to the pictorial menu boards displayed in each dining hall. The introduction of a pre-order app has been piloted in Park Mains High School with the purpose of reducing queuing times and ensuring pupils access their preferred choices at lunchtime. Minor issues due to digital restrictions have caused delays, full implementation of the pre order app to be available in all secondaries is August 2025.

Fair

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Number of children in receipt of school clothing grants				6104	Data only	5860	Data only	5,316	Data only	The number of FSM/CG applications in 2024/25 during the period June to March fell by approximately 7% compared to the same period in in 2023/24, with the number of children being awarded a Clothing Grant in 2024/25 (June to March) falling by 9% compared to the same period during 2023/24. Whilst it cannot be definitively determined why there has been a reduction in the number of children being awarded a Clothing Grant, it appears that the primary reason for declinature is due to parental income exceeding the Clothing Grant eligibility thresholds for earned income within tax credits or Universal Credit. We would suggest that the reduced amount in applications and awards could be a combination of four reasons: natural and managed migration from tax credits/legacy benefits to Universal Credit where earned income thresholds are less generous, 40% of tax credits only recipients in Renfrewshire choosing not to move initially onto Universal Credit as part of managed migration between July 2023 and December 2024 and therefore potentially losing eligibility to FSM/CGs, higher pay settlements as a consequence of inflationary pressures increasing wages, and/or parents taking on additional working hours to help alleviate cost of living pressures. There is a communications campaign currently being planned to launch in conjunction with the 2025/26 FSM/CG applications opening early June 2025, highlighting the amount of money that could be saved and encouraging an increase in take-up.

Fair

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Average time from household presenting themselves as homeless to completion of duty (number of weeks)				21.74	24	21.23	26	*	26	Whilst the 2023/24 figure is better than target, this indicator relates to 'closed' cases only. Given the record high number of homeless applications during 2023/24and the number of homeless applicants still staying in temporary accommodation('live' cases), it is anticipated that this figure is likely to increase in the long run. A strong focus will continue to be required on social housing lets to those who are homeless. *The 2024/25 figure is still to be verified by the Scottish Government.

Green

What we will do	Due Date	Status	Progress update
Develop costed, targeted interventions and actions to support our net zero journey within the Council and working in partnership with key stakeholders (CF)	31 Mar 2026		Priority projects continue to be identified, costed and progressed in partnership with key service areas including Waste, Transport and OneRen. Projects include Sustainable Travel, and Local Heating and Energy Efficiency (LHEES). A project register will be finalised within the new Carbon Management Plan, outlining our approach to reducing carbon emissions over a 3-year period. Once agreed the Carbon Management Plan will go to the Planning and Climate Change Policy Board for approval in August 2025.
Development of Low Emissions / Electrification Strategy	31 Mar 2026		The eight councils across Glasgow City Region have secured funding of up to £3.5 million from Transport Scotland to support the acceleration of new electric vehicle chargepoints. These new chargepoints will be delivered by a private sector operator, appointed by the councils, and include a mixture of charging speeds, installed across the City Region. Over the coming months the eight councils will be working intensively to scope the shape of the proposal that will go to the market, with the goal of enabling a comprehensive network of EV charging across the region. This includes widening access to chargepoints for the thousands of people who live in flats and can't charge at home, as well as providing chargepoints in areas that typically may not be attractive to the private sector, enabling a more just transition to zero emission forms of transport. The eight local councils are East Dunbartonshire, East Renfrewshire, Glasgow City, Inverclyde, North Lanarkshire, Renfrewshire, South Lanarkshire and West Dunbartonshire Council. The consultant Jacobs have now collated data from all the local authorities involved. Representatives from Glasgow City Region including Renfrewshire Council attended workshop on 30th January 2025 to review next steps and are currently carrying out a site feasibility and grid capacity exercise with Scottish Power Energy Networks. An exercise is now underway to identify potential, suitable chargepoint locations in Renfrewshire.

Green

What we will do	Due Date	Status	Progress update
Develop a Strategic Property Review of Council operational, non-operational and surplus assets	31 Mar 2026		An updated report was taken to the Infrastructure, Land and Environment Policy Board in January 2025. A new Asset Management Oversight Group has also been established to provide oversight and Governance for all reviews and projects involving assets. A lot of data gathering now complete and building categories established to allow engagement with building users, communities and Elected Members. The plan is to rationalise the estate to make efficiencies. Several buildings have been released including Old Farmhouse, additional lease for Corporate Records and securing of Montrose Care Home, Falcon Day Centre and sale/removal of staff from Robertson Centre.
Develop a funding strategy to support the resourcing of actions to deliver net zero	31 Mar 2026		Priority projects have been identified to support our net zero journey within the Council and working in partnership with key stakeholders , with a focus on reducing emissions from “heat and fleet”. These projects will form part of our costed delivery plans. Opportunities for additional investment, including external funding continue to be explored, as do ways in which to bring cost savings and generate revenue to reinvest in sustainable practices.

Green

What we will do	Due Date	Status	Progress update
Establish a carbon budget for Renfrewshire Council	31 Dec 2025		The Council is developing an initial carbon budget, with interim organisational targets to 2030-31. Identifying emissions by service area will be key in improving our understanding of how our emissions relate to the services we provide and the reductions we need to aim for in order to adapt to delivering the same high quality local services in a way that is fit for a resilient, net zero future Setting an annual carbon budget will help us meet our climate targets as an organisation – showing in an easy-to-understand way where we 'spend' most of our emissions and progress to net zero. Identifying emissions (and emissions reduction opportunities) by service area will be key in improving our understanding of how our emissions relate to the services we provide and the reductions to aim for in order to adapt to delivering the same high quality local services in a way that is fit for a resilient, net zero future.
Review opportunities within the Council's infrastructure pipeline projects to align with the skills transition and green skills development for local people	31 Dec 2026		This action was new in 23-24 and will be developed following phase 2 of the Plan for Net Zero which sets out the phased road map and costed, area-based delivery plans. Phase 2 is currently underway and the infrastructure pipeline of projects and the identification of skills gaps will follow on once the outcomes and the phasing are known. As this work is ongoing, the due date has been extended by one year, to 31 December 2026. Informing, educating and upskilling our communities to support them to contribute to climate action is a key priority. A Ren Zero community engagement programme will be developed, led by the Sustainability Lead (Stakeholder Engagement) which is currently being recruited. West College Scotland was recently awarded up to £100k from the Business Challenge Fund to allow local businesses to train staff in net zero / sustainability for free to contribute to this agenda. The programme will run financial year 24-25.

Green

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25		Explanation of performance
				Value	Target	Value	Target	Value	Target	
CO2 Emissions area wide per capita (LGBF)				4.4	Data only	4.9	Data only	*	Data only	Renfrewshire Council is below both the Scottish national average and the Family Group average for emissions area-wide per capita. Renfrewshire Council area saw a decrease of 3.7% compared with previous year *This is an LGBF indicator and 2024/25 data is not yet available.
CO2 Emissions area wide: emissions within scope of LA per capita (LGBF)				3.8	Data only	*	Data only	*	Data only	Renfrewshire Council is below both the Scottish national average and the Family Group average for emissions area-wide within scope of the LA per capita. Renfrewshire Council area saw a decrease of 4.6% compared with previous year. *This is an LGBF indicator and 2024/25 data is not yet available.
Amount of CO2 emitted by the public vehicle fleet				3267	3000	3118	3000	3180	3000	Increases in transport emissions were expected coming out of the pandemic and decreased travel during these times. Although 2022-23 emissions show an increase from the previous year emissions from transport are still lower in 2022-23 than pre-pandemic levels, and Renfrewshire is below both the national average and family group average per capita for transport emissions.
Amount of CO2 emitted from public space lighting				1138	1500	1,216	1,100	1217	1100	This performance indicator is an annual indicator and not measured for quarters. Although not measured in quarters, the emissions levels are anticipated to level out year on year as the LED programme is substantially complete.

Green

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Amount of CO2 emitted from Council buildings		New Indicator for 2023/24				12,121.2	Data only	*	Data only	Targets are being set as part of the refreshed Carbon Management Plan. The Council's natural gas consumption and electricity consumption both decreased in 2023-24. *Figures for 2024/25 are not yet available.
Percentage of household waste Recycled (Calendar year data) (LGBF)				53.7%	50%	44%	50%	*	n/a	*Figures for 2024 are not yet available and are expected in June 2025.

Living our Values

What we will do	Due Date	Status	Progress update
Implement the next phase of transformation through the actions arising from the Council's financial sustainability and improvement workstreams and the new Reshaping Renfrewshire programme	31 Mar 2027		The aim of this action is that the Council is able to maintain a balanced budget by 31 March 2027 within the context of a challenging financial environment. This has so far been achieved for the first of the three financial years in scope. Of the savings targets set in 24/25, including residual balances from 23/24, 92%has been achieved so far. This action has been updated to reflected the new phase of transformation, Reshaping Renfrewshire.
Deliver improvement activity across the organisation in line with revised best value audit methodology	31 Mar 2026		Following the successful delivery of the Corporate Self-Assessment programme, a corporate improvement plan has been developed by CMT to support the Council's approach to best value and continuous improvement. In December 2024, Renfrewshire Council launched an innovative new approach to self-assessment focused on organisational culture, known as Renfrewshire's Cultural Assurance Model (CAM). The CAM was first of its kind within the Scottish public sector and was developed in partnership with the Improvement Service and based on the Public Service Improvement Framework. The first phase of the assessment involved a survey element for participants which was completed in early 2025, the results were analysed by Council and Improvement Service officers in advance of a series of workshops which took place in late February and early March. The findings were very encouraging, with respondents reflecting on a very positive organisational culture alongside some constructive areas for improvement to explore further. 5 key actions were developed by CMT and have been added to the Council's overall Corporate Improvement Plan. The Controller of Audit Best Value Audit report for Renfrewshire Council was considered by the Accounts Commission on 15 May 2025, with the final report, including the Commission's findings, published on 5 June 2025. This report, alongside the Council's response, will be considered by Council on 26 June 2025. Any agreed actions will be incorporated into the Corporate Improvement Plan with progress reported to Leadership Board as part of the regular ongoing updates. This action has been updated to reflect the phase of delivering Best Value we are moving into and the focus on our Corporate Improvement Plan actions.

Living our Values

What we will do	Due Date	Status	Progress update
Continue to develop our approaches and activities in relation to Equality, Diversity and Inclusion, responding to the needs and views of our workforce	31 Mar 2027		Key areas of progress include new and revised HR&OD Policies written using friendly, inclusive language and tone. The Council is embedding our economic development employability programmes throughout our recruitment processes ensuring barriers faced by employees and interns are removed. Recruitment, onboarding and pastoral support processes for overseas workers have been established, through participation in a Scottish Government pilot programme. Equality, Diversity and Inclusion Awareness is now one of the Council's mandatory training modules and all employees are being supported and encouraged to complete the training, whether that be online or via face to face/toolbox talks. Our workforce received communications throughout November to encourage them to update their personal equality monitoring information currently held by the Council. This will enable the Council under its statutory duty to ensure the most up to date information is held and policies/strategies, etc are meeting the needs of our people. The Council is currently revising its Equality & Diversity and Respect at Work Policies and associated training, with a view to implementing later in 2025. The 3 year Plan will continue to be implemented throughout 2025 and beyond
Develop new approaches to consultation and engagement with our communities, underpinned by our values.	31 Mar 2025		This action is complete. A new policy (with additional checklist and toolkit) and Terms of Reference for an officer-led engagement oversight group has been produced, responding to service engagement and feedback and national best practice guidance. The Policy was agreed in February 2025 and work is now underway on an implementation plan. There is a new action focusing on monitoring the effectiveness of our engagement with communities.

Living our Values

What we will do	Due Date	Status	Progress update
Develop a framework to monitor the effectiveness of community engagement	31 Mar 2027	NEW	This is a new action added following the completion of the previous action and the approval of the new Consultation and Engagement Policy by the Leadership Board in February 2025.
Lead implementation of the council brand, ensuring council communications are responsive, informed, inclusive and accessible (CF)	31 Mar 2025		This action is complete. A report was taken to Leadership Board in 2024 to update members on the outcome of the evaluation of place brand activity over the past five years and the findings of an independent review, and to recommend next steps for place promotion. Officers from marketing and communications will work with regeneration and economic development colleagues and wider place partners to explore the six recommended areas of activity to help drive the marketing of Renfrewshire in future. A further report will be taken to Leadership Board in the autumn to update on progress.
Deliver a refreshed approach to workforce planning and workforce innovation, with a focus on recruitment and retention; learning and development; and career pathways.	31 Mar 2027		The Workforce Planning Group are progressing the key priorities of the People Strategy, taking forward the recommendations from the Best Value audit and will work collaboratively with the Head of People and OD on strategic approaches to workforce planning and OD to establish new key priority areas over the next 5 years. A bi-annual report on our People Metrics was presented to FARS Board on 13 February 2025 for noting and monitoring.
Drive improved attendance and reduced absence across the organisation	31 Mar 2025		The Workforce Planning Group are progressing the key priorities of the People Strategy, taking forward the recommendations from the Best Value audit and will work collaboratively with the Head of People and OD on strategic approaches to workforce planning and OD to establish new key priority areas over the next 5 years. A bi-annual report on our People Metrics was presented to FARS Board on 13 February 2025 for noting and monitoring.

Living our Values

What we will do	Due Date	Status	Progress update
Embed our Wellbeing Strategy, meeting the current and future needs of our workforce	31 Mar 2025		Training for colleagues who are already mental health first aiders on how to support colleagues with specific types of mental health conditions was rolled out on 5th December – A conversation on Anxiety. Further sessions planned during 2025 will be delivered on Suicide, Depression, Self-Harm and Psychosis. We continue to raise awareness of menopause. An action plan of support based on findings from the Menopause Survey conducted in November 2024 will include further RenTalks on Supporting Menopause during February, toolbox talks on support for employees and managers and 'Let's Pause' sessions, our virtual get-together. Council officers continue to work in collaboration with RCA Trust to provide colleagues with specialist support, training and advice on gambling addiction. 'Bet you can help now' training is being rolled out during January and February, with focus groups consisting of line managers, People & OD and Trade Unions. We have recently been recognised as a Breastfeeding Friendly Scotland employer. Training will be rolled out to the Customer Contact Centre employees initially, to provide advice and signposting people to available facilities and Council locations outwith Renfrewshire House. This training will be recorded and developed as a module on iLearn for all employees. A Council website page is being created in the staff information section that will include guidance around reasonable adjustments etc. Wellbeing Support toolbox talks are being rolled out to line managers within HSCP and EH&I. This will also be delivered during the Head Teachers meeting in February.
Implement the new Digital Strategy	31 Mar 2030	NEW	This is a new action which has been added following the approval of the Council's new Digital Strategy in April 2025. This action links closely to the delivery of the transformation programme, Reshaping Renfrewshire.

Living Our Values

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Average number of work days lost through sickness absence per employee				13.57	9.9	13.01	9.9	*	9.9	* Figure for 2024/25 is not yet available.

Living Our Values

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Percentage of posts of the highest 5% of earners among employees (excl. Teachers) who are women (LGBF)				58.15%	Data only	56.84%	Data only	57.59%	Data only	Total number of employees = 6,406 Total number of employees in top 5% = 323 (per guidance value 320 has been increased to 323 due to numbers on the salary point) Total number of women in top 5% = 186 (57.59%) This indicator is helping to measure and monitor the percentage of women in senior posts in the Council. The increase in this indicator from 56.84% in 2022/23 to 57.59% in 2023/24 has arisen due to turnover activity within the Council. We will continue to monitor this indicator as part of our equality monitoring processes to ensure that our recruitment, training, development, and retention processes treat everyone in an equal and consistent basis. We also now provide senior officers with frequent statistics inclusive of attrition & retention to help create awareness of where potential challenges may exist whilst offering a range of interventions. Due to a number of external factors out with the council's control it is difficult to predict future impact, however, based on the council's trends and interventions over recent years it is anticipated that we will continue to make improvements via recruitment and retention training and provision of statistical information.

Living Our Values

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Percentage gender pay gap between average hourly rate of pay for male and female employees (LGBF)				0.48	Data only	0.44	Data only	*	Data only	The pay gaps were calculated using the difference between male and female's average hourly rate which excludes overtime. Average hourly rate of pay (Male) = £20.33 Average hourly rate of pay (Female) = £20.24 Gender Pay Gap % = 0.44% The Council's pay gap of 0.44% was calculated as at 31st March 2024 and highlights the pay gaps between male and female employees. The pay gaps were calculated using the difference between male and female's average hourly rate which excludes overtime. Whilst recruitment and turnover will have a continuous impact on the gender pay gap due to external factors out with the council's control, the revised pay & grading model and service reviews together have reduced the gap. We are embedding the final year of the pay & grading model, and we continue to support ongoing service redesigns. Due to a number of external factors out with the council's control it is difficult to predict future impact, however, based on the council's trends and interventions over recent years it is anticipated that we will continue to make improvements. *This figure is provided by the Improvement Service and the latest available data is for 2023/24.

Living Our Values

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Complaints closed at Frontline Resolution as a percentage of all complaints				89.2%	85%	82.8%	85%	63.5%	85%	For 2024/25, across the Council 11,980 complaints, comments and compliments were recorded on the complaint system. Of this 11,179 were closed as a frontline response complaint and 7,100 (63.5%) were closed within 5 working days. Target has not been achieved for the 2024/25 reporting period. A refreshed approach to auditing of complaints practice has been introduced to monitor the quality and timeliness of responses and drive improvements. Some changes have been made to internal processes to ensure enquiries which are not complaints are diverted from the complaints process.
Percentage of FOI requests completed within timescale				93.6%	90%	89.9%	90%	90%	90%	90% FOI requests due in 2024/25 were completed on time. 1528 requests were received with 1378 completed within timescale. Target has been achieved for this reporting period
Percentage of LGBF indicators performing in the top 2 quartiles				56%	n/a	50%	56%	50%	56%	This data is provided by the Improvement Service and is a snapshot in time. At present, half of our indicators are in the top two quartiles. This reflects our relative performance. Consideration of our actual performance shows that 74% of indicators have Improved since the base year.

Improving Outcomes for Children and Families

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Literacy between pupils living in 30% Most Deprived areas and those living in 70% Least Deprived Areas (SIMD)				15.4	7	16	10	14	10	The size of the attainment gap has decreased since 2022/23 and is within 0.4 percentage points of the 2021/22 figures. Attainment has improved consistently over the previous 3 years with a 5 percentage point increase in attainment in both groups. Pupils living in most deprived areas were more significantly impacted by the pandemic which caused these gaps to widen. The data indicates that some progress is being made to decrease gaps however a significant challenge remains.
Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Numeracy between pupils living in 30% Most Deprived areas and those living in 70% Least Deprived Areas (SIMD)				13.4	6	11	9	11	9	The size of the attainment gap is in line with 2022/23 and lower than in 2021/22. Attainment has increased for both groups over this period, with a 3 percentage point increase for pupils living in 30% most deprived areas and a 2 percentage point increase for those living in 70% least deprived areas. Pupils living in most deprived areas were more significantly impacted by the pandemic which caused these gaps to widen. The data indicates that some progress is being made to decrease gaps however a significant challenge remains.

Improving Outcomes for Children and Families

Indicator	Current Status	Short term trend	Long term trend	2021/22		2022/23		2023/24		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Average total tariff score of leavers living in SIMD 30% most deprived areas				745	770	681	700	681	700	It is not possible to make a like for like comparison to previous years within this measure due to the cancellation of exam diets in 2020 and 2021. Renfrewshire's data follows national trends with an increase during this period which is now returning to post-pandemic levels. Renfrewshire is consistently ahead of the national figure in this measure but remains marginally below the virtual comparator. The latest data is ahead of the 2018/19 leavers cohort, which was 674. Targets for this measure were set before the pandemic.
Average total tariff score of all school leavers in Renfrewshire				984	959	933	960	941	960	As above, it is not possible to make a like for like comparison to previous years within this measure due to the cancellation of exam diets in 2020 and 2021. Renfrewshire's data follows national trends with an increase during this period which is now returning to post-pandemic levels. Renfrewshire is consistently ahead of the national figure in this measure but remains marginally below the virtual comparator. The latest data is ahead of 2018/19 leavers cohort, which was 923. Targets for this measure were set before the pandemic.

Improving Outcomes for Children and Families

Indicator	Current Status	Short term trend	Long term trend	2022/23		2023/24		2024/25		Explanation of performance
				Value	Target	Value	Target	Value	Target	
Proportion of children being looked after in the community (LGBF)				91.7%	89.9%	90.9%	89.9%	91.6%	83%	The percentage of looked after children in the community has increased by 0.7 percentage points (pp) compared with the year end position the previous year. The majority of all looked after children continue to live in a community setting either with their own family or with an alternative family. A residential house or school can be more suitable for a small number of children and young people based on their needs, but the service will always seek to have a child live in a family setting where appropriate. Please note, this indicator is also reported annually, and the figure is derived from the Local Government Benchmarking Framework indicator CHN9 'Balance of care for 'looked after children': % of children being looked after in the community'. The last data published for this indicator is for 2022/23; the percentage of looked after children living with families in the community in Renfrewshire was 91.7%, greater than the Scotland average of 89.2%.

Council Plan

Six monthly progress update
June 2025

For more information, please contact:
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We are **fair**, We are **helpful**, We are great **collaborators**, We value **learning**

Renfrewshire Council