

Department of Business Operations and Partnerships

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Date: 11 August 2023

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TO: Councillors A. Anderson (Chair), K. Pragnell (Vice Chair), T. Buchanan, K. Campbell, D. Devlin, C. Merrick, O. O'Donnell and G. Wallace; Ms F. Gilchrist; Ms D. Graham; and Mr D. Morris.

EDUCATION COMMITTEE

A meeting of the Education Committee will be held in the Council Chamber, Council Headquarters, Eastwood Park, Giffnock, on **Thursday, 17 August 2023 at 10.00am.**

The agenda of business is as listed below.

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DIRECTOR OF BUSINESS OPERATIONS AND PARTNERSHIPS

AGENDA

1. **Apologies for Absence.**
2. **Declarations of Interest.**
3. **SQA Verbal Update.**
4. **East Renfrewshire Children's Rights Report 2020-2023 – Report by Director of Education (copy attached, pages 3 - 60).**
5. **East Renfrewshire's Children and Young People's Services Plan 2023-2026 – Report by Director of Education (copy attached, pages 61 - 150).**
6. **Review of the Sustainable Rate for Early Learning and Childcare Funded Provision – Report by Director of Education (copy attached, pages 151 - 154).**
7. **Education Department End-Year Report 2022-2023 – Report by Director of Education (copy attached, pages 155 - 170).**

This document can be explained to you in other languages and can be provided in alternative formats such as large print and Braille. For further information, please contact Customer First on 0141 577 3001 or e-mail customerservices@eastrenfrewshire.gov.uk

A recording of the meeting will also be available following the meeting on the Council's YouTube Channel <https://www.youtube.com/user/eastrenfrewshire/videos>

EAST RENFREWSHIRE COUNCILEDUCATION COMMITTEE17 August 2023Report by Director of EducationEAST RENFREWSHIRE CHILDREN'S RIGHTS REPORT 2020-23**PURPOSE OF REPORT**

1. To inform Education Committee on the progress that has been made in ensuring children's rights are respected and upheld within East Renfrewshire over the last 3 years. The report will be considered at the next IJB meeting. After Education Committee approval, the report will be submitted to the Scottish Government.

RECOMMENDATIONS

2. Education Committee is asked to:
- a) note current practice within East Renfrewshire underpinning and ensuring children's rights;
 - b) comment on and approve the East Renfrewshire Children's Rights Report; and,
 - c) note the authority's key actions going forward to respect and uphold children's rights.

BACKGROUND

3. The United Nations Convention of the Rights of the Child (UNCRC) was adopted by the General Assembly of the United Nations in 1989 and it was ratified by the UK Government in 1991. It is the most widely ratified human rights treaty in the world. It sets out the civil, political, economic, social and cultural rights that all children, everywhere, are entitled to. The rights in the UNCRC are guaranteed to every child, whatever their ethnicity, gender, religion, language, abilities or any other status.

4. The UNCRC consists of 54 articles. Articles 1 to 42 contain the substantive rights and obligations which States Parties must uphold and give effect to. These include the right to life, survival and development; the right to protection from violence, abuse or neglect; the right to an education that enables children to fulfil their potential; the right to be raised by, or have a relationship with, their parents and the right to express their opinions and be listened to. Articles 43 to 52 concern procedural arrangements for the signature, ratification and amendment of the UNCRC and the establishment of the CRC (UN Committee on the Rights of the Child) and the reporting process for States Parties.

5. Part 1, Section 2 of the Children and Young People (Scotland) Act 2014 places a duty on listed public authorities, including all local authorities and health boards, to report every 3 years on the steps they have taken in that period to secure better or further effect of the requirements of the United Nations Convention on the Rights of the Child (UNCRC). Part 3,

Section 15 of the UNCRC (Incorporation) (Scotland) Bill (the Bill) sets out revised reporting duties for public authorities. Once commenced, the duties in Section 15 of the Bill will replace the reporting duties in Part 1 of the 2014 Act. As the Bill has not received Royal Assent, authorities listed in Schedule 1 of the 2014 Act still have a duty to report on progress towards realisation of children's rights as provided for at section 2 of the 2014 Act.

6. In East Renfrewshire, our Improving Outcomes for Children and Young People Partnership is committed to the promotion and protection of children's rights, in line with the United Nations Convention on the Rights of the Child (UNCRC). The Children and Young People's Plan for 2023-2026 places children's rights at the heart of its vision and a rights based approach is embedded throughout.

REPORT

7. The East Renfrewshire Children's Rights Report (Appendix 1) outlines the steps we have taken in East Renfrewshire, through our partnership working, to promote, support and uphold children's rights. It goes on to define clearly what is entailed by children's rights, summarising the nature and role of the UNCRC and how its 54 articles are arranged into clusters and themes.

8. The work of East Renfrewshire to respect and ensure the rights of children and their families over the last three years has focused on a number of clusters which are outlined below in paragraphs 9 to 24. The different Articles of the UNCRC have been grouped into clusters as this is the structure that is recommended by the Scottish Government and UNICEF when reporting on the Rights of the Child.

9. **General Measures of Implementation (Articles 4, 41, 42, 44(6))** East Renfrewshire Council, our Health and Social Care Partnership (HSCP), Culture and Leisure Trust (ERCL) and 3rd sector partners such as Children 1st take full account of all national legislation, standards, plans, policies and strategies. We respect children's right to family life and to grow up loved, safe and respected so that they can reach their full potential. For those children who need additional support, we work with children and their families to assess their circumstances and make decisions. We have developed professional learning and systems such as Equality, Fairness and Rights Impact Assessments to ensure that children's rights are at the heart of key decision making processes.

10. **General Principles, Civil Rights and Freedoms (Articles 2, 3, 6, 12)** We respect children and young people's rights to develop to their full potential in early learning and childcare settings, school, home and in the community. Our Education Department is committed to the promotion and protection of children's rights, in line with the UNCRC. Ensuring excellent learning experiences for all children is central to their wellbeing and future life chances.

11. Community Learning and Development (CLD) worked with young people to plan and deliver East Renfrewshire's first Youth Assembly which took place in June 2023, giving young people a platform to consult with senior decision makers on issues relating to their rights. It was one step in the co-production and design of East Renfrewshire's Young People's "Rights Committee". The event was youth-led, bringing young people from schools, community groups and voluntary organisations together with Senior Council Officers and Elected Members in a workshop to explore a range of issues. The event took place on the 15th June and has led to the design and agreement to establish a Children's rights committee.

12. **Civil Rights and Freedoms (Articles 2, 3, 6, 7, 8, 12, 13, 14, 15, 16, 17)** In 2021, East Renfrewshire Council along with our partners developed 6 new Equality Outcomes based on

Equality and Human Rights Commission (EHRC) guidance, available evidence and a range of engagement.

13. We publish a range of information, reports and documents in various formats and have started to produce child friendly versions and summaries where appropriate. We make effective use of social media to actively engage with our children and young people. We continue to improve our processes for handling information about service users and activities in line with our Information Governance Framework.

14. The Education Department has in conjunction with children and young people and their families, developed a social justice framework which takes into account research, legislation and policy advice including UNCRC, [The Promise](#), [ASL Review](#), and [Equality Act 2010](#).

15. **Violence Against Children (Article 37a)** We work in partnership to ensure that children are protected from harm. This includes a number of activities such as:

- Ensuring every pupil has at least one key adult they can speak to if they are worried about something or need advice;
- Monthly Multi-Agency Risk Assessment Conferences (MARAC) ensure all high risk victims and children have action plans in place which aim to reduce risks of domestic abuse through multi-agency support;
- Young people affected by gender based violence accessing a range of therapeutic support through our social work Children and Families Team, Women's Aid, Rape Crisis Glasgow and Clyde and Children 1st;
- Providing space and time for families to explore what they need from their relationships with each other and supporting the child and family's emotional, practical and financial needs through Children 1st services in East Renfrewshire; and,
- Implementation of an early intervention/prevention approach through CLD detached youth work, diversionary activities and targeted group work (including those involved in risk taking and anti-social behaviour) to support some of the hardest to reach members of the community.

16. **Family Environment & Alternative Care (Articles: 2, 3(3), 5, 12(1), 18(1 & 2), 19, 20, 22, 25, 27, 31, 30, 39)** As Corporate Parents we are responsible for giving our children the same level of care, support, security and opportunities that a good parent would. Lead Professionals make sure that the views of children and young people are listened to, taken seriously and recorded.

17. Young Carers Action Day 19/4/2023 was a national awareness day to raise the profile of young carers. The theme for Young Carers Action Day this year was '*Make time for young carers*'. With this in mind we invited guest speakers along from organisations, both locally and nationally, to speak about the support they can provide to young carers. Our guest speakers were from Carers Trust, Glasgow University, Healthier Minds, Social Security Scotland, University of the West of Scotland and Young Scot.

18. **Basic Health & Welfare (Articles 6, 18(3), 23, 24, 26 and 27(1-3))** Our Healthier Minds Service has continued to support children and young people's mental health and wellbeing. 94% of the children and young people who received support from the Healthier Minds team reported improved outcomes.

19. In response to the cost of living crisis a multi-agency working group was established with representatives from the Council, HSCP, Culture and Leisure Trust, Citizens Advice Bureau, Social Security Scotland, Voluntary Action East Renfrewshire and Barrhead Housing Association. The working group shared intelligence and provided a joint operational response

to the crisis. This included establishing a 'warm and welcome' initiative with short term funding for creating welcoming spaces at a number of community venues including all libraries. In total 33 'warm and welcome' spaces were set up and were attended over 3,500 times.

20. The Money Advice and Rights Team has worked in partnership with the education department to develop a pilot project offering financial advice within two primary schools. This approach builds on parents' positive relationships with the school and enables them to access support and advice in a discreet, familiar environment. By increasing families' income, the service helps to reduce the negative impact of poverty on children's health and wellbeing.

21. **Education, Leisure and Cultural Activities (Articles 28, 29 and 31)** East Renfrewshire received funding for the targeted provision of accessible activities, childcare and food for children from low income families during the 2022 school summer holidays. Direct engagement with children, young people and families helped shape various holiday programmes and we worked with partners at the East Renfrewshire Culture and Leisure Trust and Include Me 2 Club to provide places at summer camps in Barrhead High School, Eastwood High School and Carlibar Primary School throughout the summer.

22. In East Renfrewshire, high quality educational provision is available to all pupils, regardless of sex, age, religion, race, disability or any other potential barrier. Schools and centres are empowered to develop their curriculum in partnership with learners, parents and the community to reflect their own unique context.

23. **Special Protection Measures (Articles 22, 38 and 39; 37 (a-d) 39 and 40; 32, 33, 34, 35 and 36; 30)** East Renfrewshire's Intensive Services Children and Families Team respect children's right to family life and to grow up loved, safe and respected so that they can reach their potential. We want to reduce high risk behaviours that could bring young people into the adult justice system. To do this we have delivered a wide range of diversionary activity to prevent low level behaviour problems escalating at home or in the community.

24. The Champions Board aims to raise the profile and awareness of the needs of young people with care experience and to create a model of partnership working and co-production between young people and adult decision makers. Young Champions are contributing to the implementation of The Promise in East Renfrewshire, participating in strategic groups and presenting at awareness raising events. They are currently working alongside the Redesign Project Coordinator (The Promise) to create a service for young people leaving care and transitioning to independent living.

25. Children and young people have been involved in co-creating this report and developing a child friendly version which can be found using the following link.

<https://sway.office.com/PGcxGdKmefLpdErS>

26. A driver diagram has been developed to highlight next steps in upholding and respecting children's rights and ensuring that East Renfrewshire Council and partners are ready for the implementation of the UNCRC Bill.

FINANCE AND EFFICIENCY

27. There are no financial or efficiency implications related to this report.

PARTNERSHIP WORKING

28. The UNCRC Implementation Group is made up of partners across our Children's Services Partnership. The Improving Outcomes for Children and Young People Partnership is the principal multi agency group that has joint strategic planning and development of services for children, young people and families in East Renfrewshire. The partnership oversees the work of the UNCRC incorporation group.

CONSULTATION

29. As part of the development of this Rights Report, stakeholders including parents, carers, children and young people, council and 3rd sector partners were consulted on a range of themes related to children's rights. Children and young people have contributed to the writing of this report.

CONCLUSION

30. This is the second report relating to Children's Rights published by East Renfrewshire Council. It highlights the progress which has been made in respecting and upholding children's rights since the last reporting period and next steps have been identified.

RECOMMENDATIONS

31. Education Committee is asked to:
- a) note current practice within East Renfrewshire underpinning and ensuring children's rights;
 - b) comment on and approve the East Renfrewshire Children's Rights Report; and,
 - c) note the authority's key actions going forward to respect and uphold children's rights.

Mark Ratter
Director of Education
17 August 2023

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Appendix 1
East Renfrewshire Children's Rights Report 2020-23

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Children's Rights in East Renfrewshire

JULY 2023



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Steven Quinn
Chief Executive, East Renfrewshire Council

This is the second report on the steps East Renfrewshire Council and partners have taken to progress children's rights across all of its services within the context of Getting it Right for Every Child (GIRFEC), the United Nations Convention on the Rights of a Child (UNCRC) and The Promise.

In East Renfrewshire we *'want our children to grow up loved, respected and given every opportunity to fulfil their potential. We want them to be safe, equal and healthy, have someone to trust, have friends, but most of all HOPE'*. Our Children's Services Plan directly links to our commitment to promoting and protecting children and young people's rights as we know that placing children's rights at the heart of what we do is fundamental to achieving this vision.

Using the UNCRC as the framework for reporting, East Renfrewshire's Children's Services Partnership have prepared a joint report which sets out the progress we have made, the achievements we can build on in next three years and the articles of the convention that these relate to.

We look forward to delivering this commitment together ensuring that we promote a multi-sector partnership approach. The strength of our partnership approach will help us ensure the rights of all children are upheld.

In preparing this report, we have collaborated with children and young people to ensure they have a say about matters that are important to them. Children and young people supported the production of this Children's Rights Report and have developed a child friendly version.

The different Articles of the UNCRC are grouped into clusters. This is the structure that is recommended for reports to the UN Convention on the Rights of the Child. There are eight clusters, which help facilitate reporting for Children's Rights.

Thank you to all of the people who have contributed to this report and for their efforts in ensuring that we all keep children and young people at the forefront of our work.

Introduction

The Children and Young People (Scotland) Act 2014 strengthens children's rights and places duties on local authorities, health boards and partner agencies. Our New Children's Services Plan 2024-27, directly links to our commitment to promoting and protecting children and young people's rights.

Our plan is rooted firmly in the national **Getting it right for every child** wellbeing framework which underpins all that we do in East Renfrewshire. In line with **The Promise**, we support children to flourish within a culture of care and rights-respecting, human-centred approaches that enable nurturing, loving relationships. We want children and young people to experience services that place them at the centre of what we do and by doing this we apply a UNCRC approach in our day-to-day practice.

The UN Convention on the Rights of the Child (UNCRC) is a core international human rights instrument which was adopted by the UN General Assembly in 1989 and ratified by the UK Government in 1991.



Our Vision

We want East Renfrewshire's children to grow up loved, respected and given every opportunity to fulfil their potential.

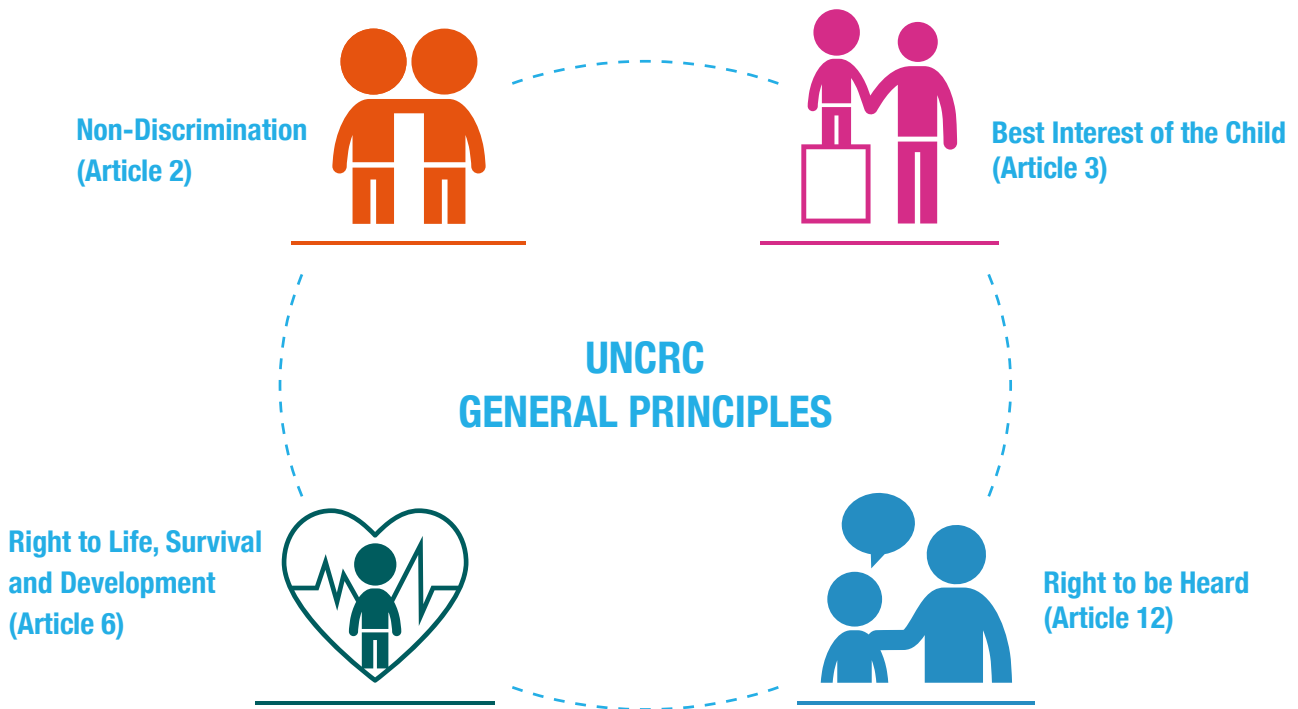
We want them to be safe, equal and healthy, have someone to trust, have friends, but most of all HOPE.



In March 2021, Scottish Parliament unanimously passed a Bill to incorporate the UN Convention on the Rights of the Child (UNCRC) into Scots law, however the UK Supreme Court ruled the Bill had exceeded Scottish Parliament's powers and could not become law until amended. Changes will be brought as amendments to the Bill in order for it to go through a reconsideration stage in the Scottish Parliament and whilst there is not a timeline for this, work by public bodies to implement the UNCRC continues whilst these technical issues with the Bill are resolved.

The UNCRC sets out the human rights of every person under the age of 18 and has 54 articles that cover all aspects of a child's life and set out the civil, political, economic, social and cultural rights that all children everywhere are entitled to. It makes clear how adults and governments must work together to make sure all children can enjoy all their rights.





The UNCRC is based on four key principles that are not only rights in themselves but help to interpret all the other articles of the Convention and play a fundamental role in realising all rights for all children.

Participate

Children and young people have the opportunity to be involved in decisions made across the Council that impact on them

Publicise

Parents/carers and children and young people have access to information regarding UNCRC

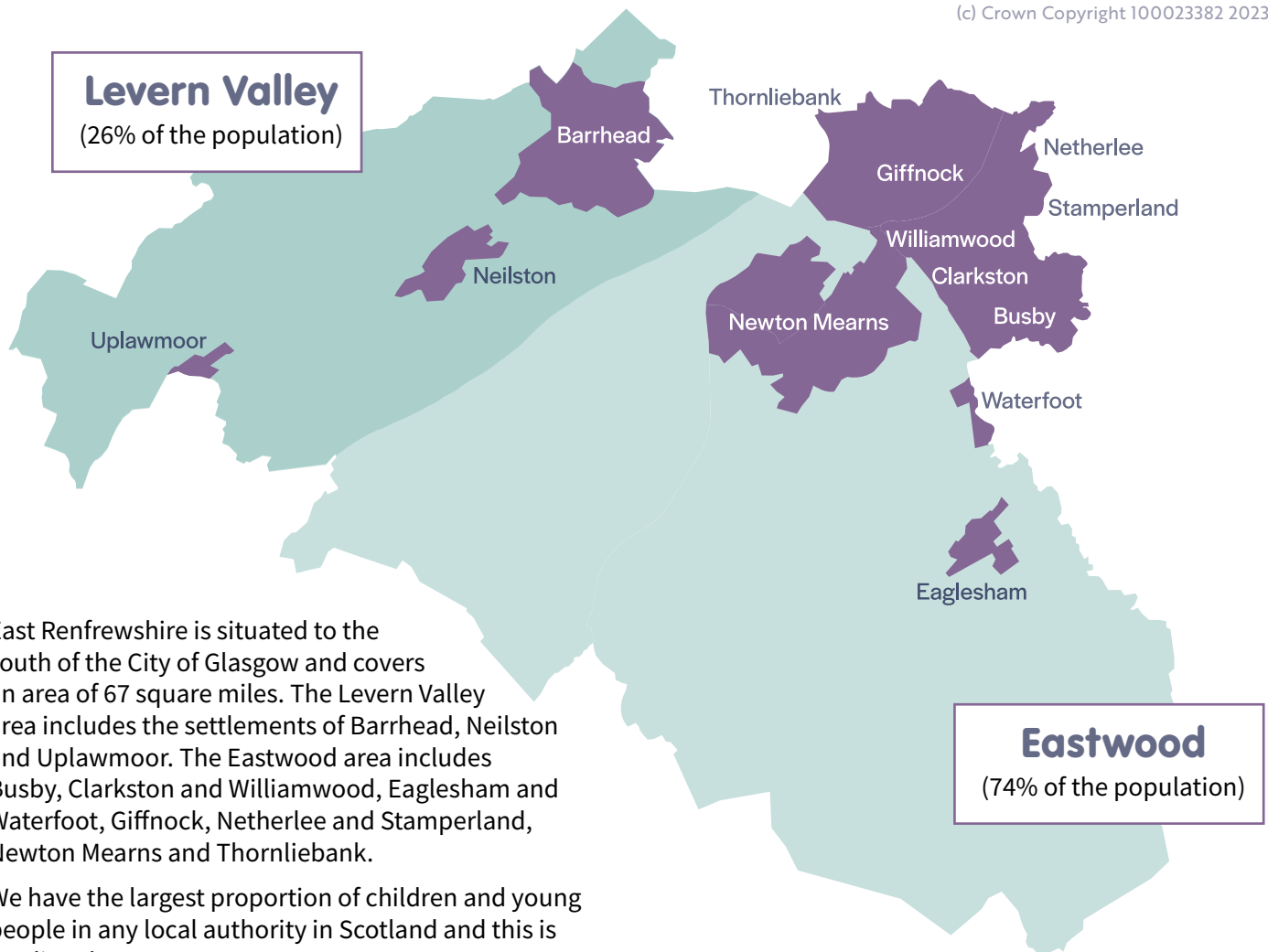
Promote

All staff working for the council and our partners have a clear understanding of what children’s rights are and undertake their duties in a rights respecting manner

The Convention must be understood as a whole: all rights are linked, and no right is more important than any other. The right to relax and play (article 31) and the right to a name and nationality (article 7) are as important as the right to be safe from violence (article 19) and the right to education (article 28).

To prepare for incorporation of the UNCRC into Scots Law, we established a UNCRC Implementation Group in April 2021 to ensure that all staff are supported to consider the implications for how we deliver council services. This group are progressing three main themes aligned to participation of children and young people, promotion of rights across all services and publicising children’s rights to children and families.

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East Renfrewshire is situated to the south of the City of Glasgow and covers an area of 67 square miles. The Lavern Valley area includes the settlements of Barrhead, Neilston and Uplawmoor. The Eastwood area includes Busby, Clarkston and Williamwood, Eaglesham and Waterfoot, Giffnock, Netherlee and Stamperland, Newton Mearns and Thornliebank.

We have the largest proportion of children and young people in any local authority in Scotland and this is predicted to grow.

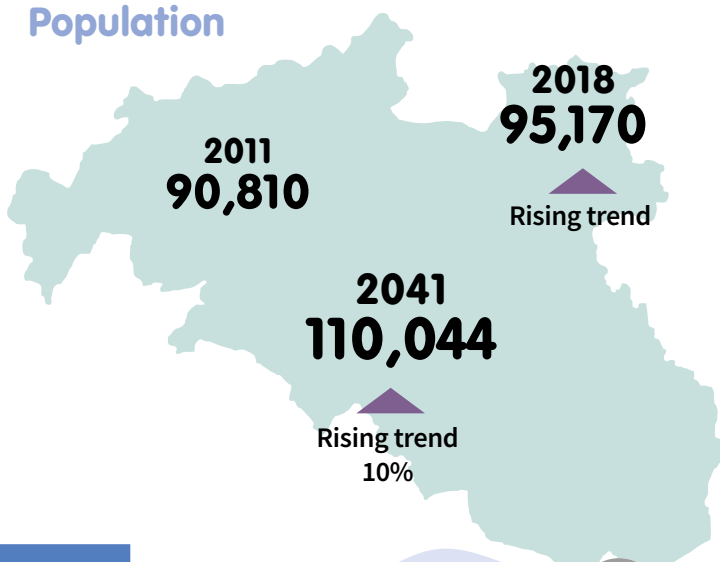
We are one of the most ethnically and culturally diverse areas in Scotland with significant Muslim and Jewish communities, and a growing Hindu community.

Of our 122 data zones, 7 data zones are amongst the 20 per cent of the most deprived areas within Scotland.

Eastwood
(74% of the population)

East Renfrewshire has a higher rate of children and young people, a lower rate of working age residents and a higher rate of elderly residents compared to Scotland.

Population



19.9% aged 0-15



60.5% aged 16-64



19.6% aged 65 and over

The number of our children, young people and elderly residents will rise over the next 25 years.

Minority ethnic residents make up 5.9% of our population. This compares to 4.0% across Scotland.

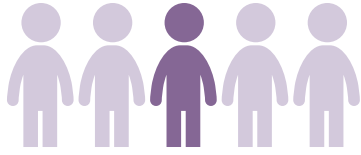


2.5% of our ethnic minority residents live in the 'most deprived' communities. This compares with 6.7% of all East Renfrewshire residents.



Children and Young People in East Renfrewshire

East Renfrewshire has the highest proportion of children in any local authority in Scotland



One in five (19,701) are aged 16

There are twice as many large family households in East Renfrewshire than the Scottish average

9% of households are large families, compared to 5% nationally



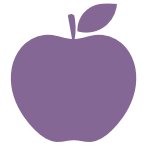
The number of children and young people is increasing

514 young people aged 19 and under moved into the area in 2022



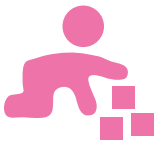
There were 790 babies born in 2021

8.4% of P1-P7 pupils receives free school meals (in December 2022)



Learning Centres in East Renfrewshire

Early learning



Primary



Secondary



ASN School



Housing in East Renfrewshire



New homes planned up to 2029

More houses are needed for three reasons



More families are moving in



Fewer people live in the average house



People are living longer

What do children and young people know and say about their rights?

Children and young people were asked about rights and here are some of their comments:

Children have a right to understand decisions that are made which affect them

We attend different clubs outside school. Such as football and badminton

We are treated equally. We know who to talk to if we are not being treated fairly

In the community we have a home, we can go to clubs, we can get extra help if we need it, we have clean drinking water, and no-one hurts us. We are safe

We have areas to play – such as Cowan Park and Dams to Darnley. We can go to The Foundry for books to enjoy and to help our education

I feel like one of the best examples of having our say in matters is when the architects and teachers worked with us to decide what the new school would look like

Policies and reports should be accessible for everyone – children and adults alike, especially if that policy affects us!



What do children and young people ¹⁸ say about their health and wellbeing?

I feel like I have a choice in what I am learning in school

52%

1720 children and young people were surveyed on a range of areas related to their health and wellbeing.

Generally speaking, I feel safe in the area where I live

61%

I feel like I can make decisions in my life

81%

Adults are good at listening to what I say

67%

I have an adult to talk to at school if I am worried about something

71%

I feel like my teachers treat me fairly

83%

Adults are good at taking what I say into account

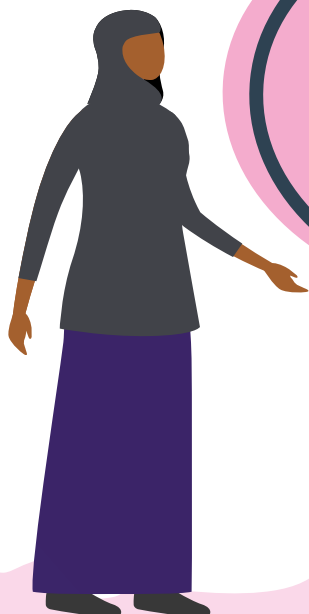
64%

I have been bullied in the last year

27%

I go to school or to bed hungry

8%



Children's rights during Covid-19 Pandemic

Maintaining children's rights and ensuring they were safe from harm was vitally important during the Covid-19 pandemic. It was a distressing time for communities across East Renfrewshire and presented some additional challenges to ensuring we were able to meet the changing needs of families. At the start of the pandemic, we produced our own interim Child Protection Guidance, which was aligned to the Scottish Government Interim Child Protection Guidance. It focussed on increasing contact with children and families at a time of increased risk due to children not being visible and we focussed on visiting them in their own homes when safe to do so.

We established Childcare Hubs to provide support to our most vulnerable children and families, working collaboratively to prioritise children. Teaching staff undertook daily phone calls when children were not present online. They also undertook door step visits, alongside Social Workers, to encourage children to attend the Hubs.

Children 1st worked closely with partners to ensure that all families had connectivity so that their right to education wasn't further interrupted. They provided emotional wellbeing support to families through offering doorstep support, outdoor family sessions, wellbeing packs, virtual support via video sessions and phone and text messaging support.

The pandemic compounded and exacerbated the financial wellbeing of families due to loss of employment or reduction in income. Children 1st were able to provide families with food vouchers and monetary grants, laptops with internet access, support clothing grants, applications to trusts and local charities for furniture and white goods and supported parents to provide Christmas presents to their children.

As services returned to normal following the pandemic, we ensured that we continued to keep children safe. through prioritising key front line staff return to offices and ensuring a presence in the community to be responsive to emerging need.

We have started a revision of our Child Protection Committee Improvement Plan and our Signs of Safety Implementation Plan to take account of what we learned during the pandemic.

Participation and relationship-based practice has always been a strength in East Renfrewshire, and we want to continue building on this through our improvement work and use of the Signs of Safety approach.

East Renfrewshire's Community Learning and Development (CLD) team adapted their youth work offer to respond to the new challenges young people were facing which included increasing numbers of young people meeting in local communities and breaching Covid-19 regulations. Detached Youth Work resumed across East Renfrewshire in June 2020. In response to growing concerns about young people's mental health and wellbeing, and how young people no longer had access to support from schools, teachers and other clubs and groups, CLD team deployed all youth work staff to detached youth work across the authority, supporting young people on the issues that were a priority to them.



Cluster 1: General Measures of Implementation

Articles: 4, 41, 42, 44(6)

East Renfrewshire Council is committed to improving the lives of local people, promoting equality and fairness, and enhancing the area in which we live, now and for the future. The Community Planning Partnership's vision for East Renfrewshire is *'An attractive and thriving place to grow up, work, visit, raise a family and enjoy later life.'*

Children and young people are at the centre of this with key strategic outcomes which include:

All children in East Renfrewshire experience a stable and secure childhood and succeed

East Renfrewshire residents are healthy and active and have the skills for learning, life and work

Work is ongoing across the council to ensure that all children in East Renfrewshire experience a stable and secure childhood and succeed; child poverty in East Renfrewshire is reduced; parents provide a safe, healthy and nurturing environment for their families; our children are healthy, active and included; and children and young people raise their educational attainment and achievement and develop the skills they need.

Equality, Fairness and Rights Impact Assessments (EFRIA)

Our Equality, Fairness and Rights Impact Assessment, integrates the Equality Act, Fairer Scotland Duty, UN Convention of the Rights of the Child and Human Rights. New or adapted policies and procedures are impact assessed using these tools and details of completed assessments are available online.

The purpose of carrying out an EFRIA is to ensure that when developing policies, planning services or taking financial decisions we are not adversely affecting or discriminating against any of the different groups within the community and we are promoting equality and considering the needs in detail of our children. The Children's rights element of the assessment is a

tool for translating the UNCRC and specifically Article 2 (non-discrimination), Article 3 (best interests), Article 6 (life, survival and development) and Article 12 (views of child) into practice in a concrete and structured manner.

Four training sessions have been delivered to support officers and managers to undertake an EFRIA and a guidance document has been produced to support staff as they carry out EFRIA's.

Professional Learning

We have provided a range of training opportunities on children's rights. 4 members of staff across Education and Community Learning and Development have been trained as UNCRC Train the Trainers. They are currently using this training to develop materials that can be used across the council and partners.

Training is arranged for Rights Respecting Schools (RRS) leads via our partnership with the UNCRC RRS team, Education Scotland and West Partnership. This supports settings and schools to lead in-house training in schools in line with the RRS guidance and assessment process.

Young Leaders of Learning is a programme designed to help children and young people to be more actively involved in helping to improve their schools by:

- Taking part in reciprocal visits to other schools to identify what is working well, areas for improvement and effective practice.
- Promoting ways that children and young people can be involved in school improvement activities in their own school.

Two Education Officers have been trained as trainers in delivering this programme and have provided professional learning to a number of schools. 11 schools are currently involved in this programme and pupils have been trained as young leaders of learning and are participating in visits to other schools.

Children’s rights are central to Getting it Right for Every Child and the work that underpins all of our practice in terms of Child Protection, Additional Support Needs and Health and Wellbeing. An annual calendar of training has been developed across the children’s services partnership and has included the following:



Joint Inspection of Children at Risk of Harm

‘The partnership was fully committed to the promotion and protection of children’s rights in line with the United Nations Convention on the Rights of the Child (UNCRC). The principles of the UNCRC were reflected in every aspect of policy making. Partners were demonstrating clearly their commitment to ensuring that these principles were implemented in practice every day across services for children and young people.’

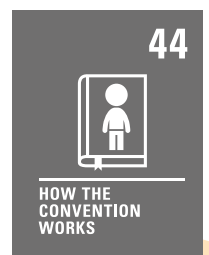
Report of a joint inspection of services for children and young people at risk of harm in East Renfrewshire, August 2022.

Between March and July 2022, Services for Children and Young People in East Renfrewshire were inspected by a team led by the Care Inspectorate. The inspection team also included inspectors from Education Scotland, Healthcare Improvement Scotland and Her Majesty’s Inspectorate of Constabulary for Scotland. It covered the range of services in East Renfrewshire that have a role in child protection and identified particular strengths.

The inspection considered the extent to which children and young people feel valued, loved, fulfilled and secure; feel listened to, understood and respected; experience sincere human contact and enduring relationships; and, get the best start in life. In their assessment, the inspection team found the work of the partnership to be excellent, East Renfrewshire’s Children’s Services Partnership are the first in the country to receive an evaluation of Excellent for this quality indicator (2.1).

The particular strengths highlighted include:

- Staff recognised and responded quickly to concerns raised about children and young people at risk of harm. Very effective collaborative early interventions were preventing risk from escalating.
- Children and young people at risk of harm were benefiting from high-quality assessments, plans and support from a wide range of services. These were impacting positively on their safety and wellbeing.
- The safety and wellbeing of children and young people who were at risk of harm was improving as a result of the caring relationships they had with key members of staff.
- Children and young people were listened to and respected.
- Children and young people at risk of harm and their families were actively participating and influencing service planning, delivery and improvement.
- The partnership was successfully using data and quality assurance information to inform and support decision making, service planning and delivery. This helped to identify emerging risks and inform future priorities.



Cluster 2: General principles of the UNCRC (Non- Discrimination)

Articles: 2, 3, 6, 12

We respect children and young people's rights to develop to their full potential in early learning and childcare settings, school, home and in the community.

Participation in Early Learning and Childcare Settings and Schools

Our Education Department is committed to the promotion and protection of children's rights, in line with the UNCRC. Ensuring excellent learning experiences for all children is central to their wellbeing and future life chances. The promotion and protection of rights permeate every aspect of school life, and children and young people should have opportunities to contribute to matters that affect them so that they can become active participants in a democratic society.

In our settings, pupil voice makes a positive contribution to the ethos and life of the school or centre and can also lead to improved home and community life. We use a range of measures to seek children and young people's views about matters that affect them. There are regular opportunities for pupil representatives to meet with the Director of Education and share their views on issues relating to matters such as the curriculum, learning and teaching, and pastoral care. In best practice, pupil voice is part of a system that values and respects the views of all members of the school community.

When learner participation is facilitated effectively it leads to improved learning experiences. All schools in East Renfrewshire, to varying extents, make use of the How Good Is OUR School (Education Scotland) learner participation resource. This has led, for example, to pupil groups producing their own Standards and Quality school reports and contributing to school improvement priorities. All our settings take a "You Say, We Do" approach to seek the views of learners. In some schools, pupils have been trained to observe lessons and provide feedback on the quality of learning and teaching. 11 schools have participated in the Young Leaders of Learning (Education Scotland) programme where groups of pupils have engaged in reciprocal school visits to provide feedback on learning provision and inform school improvement planning.

Our settings take inclusive approaches to participation through pupil parliament models where all children and young people have chances to participate in decision making. In a recent survey, most pupils (89%) agree they have opportunities to take part in school committees and groups. This develops confidence, values and skills for learning, life and work such as co-operation, negotiation and communication. In recent school accreditation visits which have led to Rights Respecting Gold Awards for Busby Primary School, Cross Arthurlie Primary School and Mearns Primary School, UNICEF highlighted the range of mechanisms that allow pupils to take on leadership roles and be involved in decision making.

Whole setting approaches ensure that rights underpin the curriculum and are embedded in learning and teaching. In the 2021/22 Education Department questionnaires, most pupils (85%) agree that "staff treat me fairly and with respect". In the above UNICEF visits, assessors noted that rights were visible throughout settings and embedded across the curriculum and that a strong commitment to rights was demonstrated by leaders at all levels and tied into the values of the setting.



Most pupils (79%) believe they are given the opportunity to influence what and how they learn. Parents also have increasing opportunities to engage with establishments and to participate in their children's learning.

Most pupils (89%) agree that their school helps them to understand their rights. During recent school visits, UNICEF identified articulate pupils who are able to discuss a wide range of rights and explain their importance in their lives. They also suggested that settings continue to empower pupils to challenge injustice and understand the impact their campaigning and advocacy can have on the world around them.

The Barrhead High School Case Study on page 36 exemplifies pupil participation and partnership working to bring about improved experiences for children and young people.



Community Learning and Development

Our CLD team support young people to have a voice and represent their views at both a local and national level. There are a range of youth action groups to ensure young people have the opportunity to take action on issues that are important to them and influence decision making.

In 2022 ER Youth Voice developed the first youth-led Youth Participatory Budgeting (PB) initiative in the area. The group designed and delivered a process that saw 14 youth groups in the local area access their share of £5000 – voted for by local young people. Building on the learning from this pilot, a second round of Youth PB including Green PB is currently being developed. Young people are working with local PB organisation Linking Communities and Young Scot to deliver this project.



Our LGBT+ Youth Group is active in the local community and participated in a range of opportunities to influence decision making. They have engaged with HR management to influence the inclusiveness of ERC's recruitment policies. They have been active in the development of ERC's new equalities outcomes. The young people have also designed and delivered LGBT+ awareness training for youth work staff, and other teams across the council including MART. The group are key to the development of local Pride celebrations and have plans to deliver training to the council's newly formed Equality, Diversity and Inclusion Network.



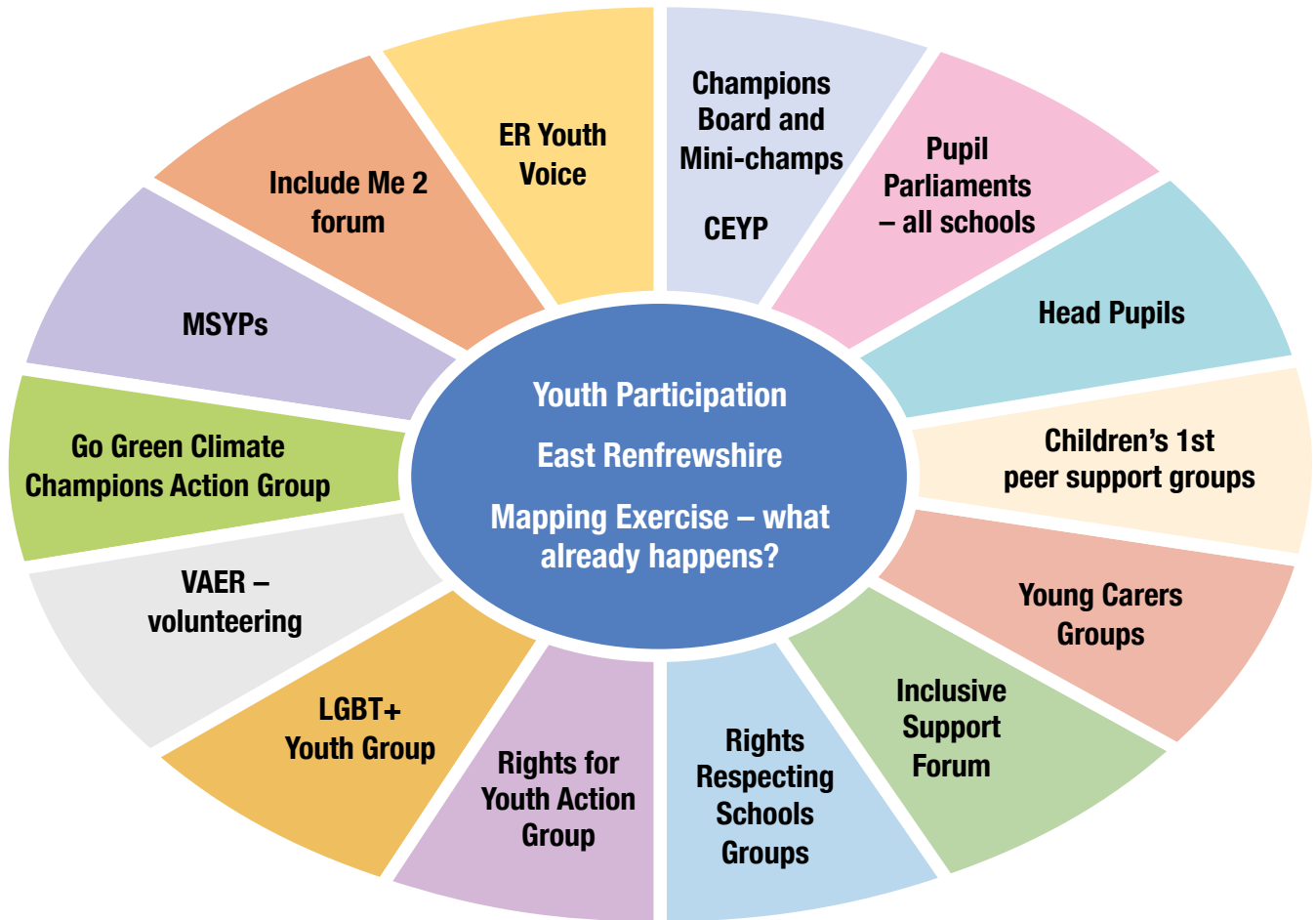
'Go Green' is East Renfrewshire's climate change action group. The group aims to empower young people in their communities to think about climate change in their everyday lives to help Scotland reach the target of Net Zero. They have taken part in Climate Emergency Training delivered by Keep Scotland Beautiful and are now recognised as carbon literate by the Carbon Literacy Project. They have accessed funding to create a thriving garden area that encourages wildlife into the garden and they are also planning on growing some fruit and vegetables. The group is working with ER Youth Voice group to create and deliver the first round of Green Youth PB which is ring fenced to groups and individuals who are focussed on climate action.

We support our Members of the Scottish Youth Parliament to be active both locally and nationally. They are fully involved in local projects including Youth Participatory budgeting and hosting a community event to combat isolation. Nationally, they have taken part in workshops to develop their skills and knowledge, debated issues suggested by their constituents and cast their votes to decide campaign priorities and policies. They continue to push themselves out of their comfort zones, which has a wider impact on other parts of their lives.

Our Rights For Youth Group is committed to ensuring that young people's rights are promoted and upheld in their communities. The group successfully received PB funding which they used to visit the Scottish Parliament where they were taken on a tour and were spectators at First Minister's Questions. They have been instrumental in the planning group for the Youth Assembly.



Our UNCRC Youth Assembly planning group undertook an audit of the various opportunities for children and young people to participate in decision making across the council and with wider partners. The diagram below highlights the various groups currently in place.



They have worked with East Renfrewshire’s UNCRC Implementation Group to plan and deliver East Renfrewshire’s first Youth Assembly which took place in June 2023, giving young people a platform to consult with senior decision makers on issues relating to their rights. It was one step in the co-production and design of East Renfrewshire’s Young People’s “Rights Committee”. The event was

youth-led, bringing young people from schools, community groups and voluntary organisations together with Senior Council Officers and Elected Members in a workshop to explore a range of issues. The event took place on the 15th June and has led to the design of, and agreement to establish a Children’s rights committee.



East Renfrewshire Champions Board Participation

East Renfrewshire Champions Board raises the profile and awareness of the needs of young people with care experience, creating a model of partnership working and co-production between young people and adult decision makers. A key element to this is relationships between young people and their Corporate Parents. The Champions Board ensures that young people are included in decision making forums, developing their confidence by realising their ability to influence and effect change.

The Champions Board uses creative ways to engage young people and encourage them to express themselves in a way that they feel safe and empowered. Young People have been involved in Track to the Wall where they have worked alongside Articulate Cultural Trust to write, create and produce their own songs which were released on Spotify and performed live. Alongside this, young people have been supported by a professional graffiti artist to create their own artwork to accompany their music. Young people report this programme has helped them find their identity and express their individuality whilst building their skills and confidence.

Young Champions have worked alongside adult decision makers around the topic of mental health and used their experiences to influence change; in particular they helped co-design East Renfrewshire's *Healthier Minds Service*. This group also worked in partnership with East Renfrewshire's Youth Voice to produce a film around their experiences of mental health and accessing services. This has since been premiered and shared with their Corporate Parents and Adult Champions and will be used as a training resource for those working with young people. Members of the Champions Board have also been involved in supporting the development of East Renfrewshire's self-harm policy and training resources for education staff.

Young Champions are contributing to the implementation of The Promise in East Renfrewshire, participating in strategic groups and presenting at awareness raising events. They are currently working alongside the Redesign Project Coordinator (The Promise) to create a service for young people leaving care and transitioning to independent living.

The Mini Champs group supports younger children to find a sense of belonging and to find their care identity through fun participation opportunities. Within a safe, welcoming and therapeutic environment, children are encouraged to develop social skills while building self-esteem. Fun, friendship and kindness is at the heart of Mini Champs. Families are engaged, supported and nurtured and one grandparent stated:

'My granddaughter gets to mix with other kids in the same position as her and get support as her wee life is complicated. She gets help with being bullied and her mum just passed away and she can talk to the staff at Mini Champs about anything and the big thing is the trust she has.'



Time to Shine: celebrating Care Experienced Week



Track to the Wall: care experienced young people finding their voice through graffiti art

Cluster 3: Civil rights and freedoms

Articles: 2, 3, 6, 7, 8, 12, 13, 14, 15, 16, 17

Equalities

In 2021, East Renfrewshire Council along with our partners developed 6 new Equality Outcomes based on Equality and Human Rights Commission (EHRC) guidance, available evidence and a range of engagement. The outcomes are highlighted below.

1. Minority Ethnic residents are represented in public life and have their needs recognised and addressed in decision making.
2. Minority ethnic, disabled and younger residents are able to access services and feel connected to their communities.
3. Domestic abuse survivors are protected from harm and abuse.
4. The mental health and wellbeing of LGBT+ children and young people is improved.
5. The diversity of East Renfrewshire Council workforce at all levels better reflects the local population.
6. Younger residents and disabled residents are able to participate and are supported to sustain good quality employment opportunities.

Social Justice

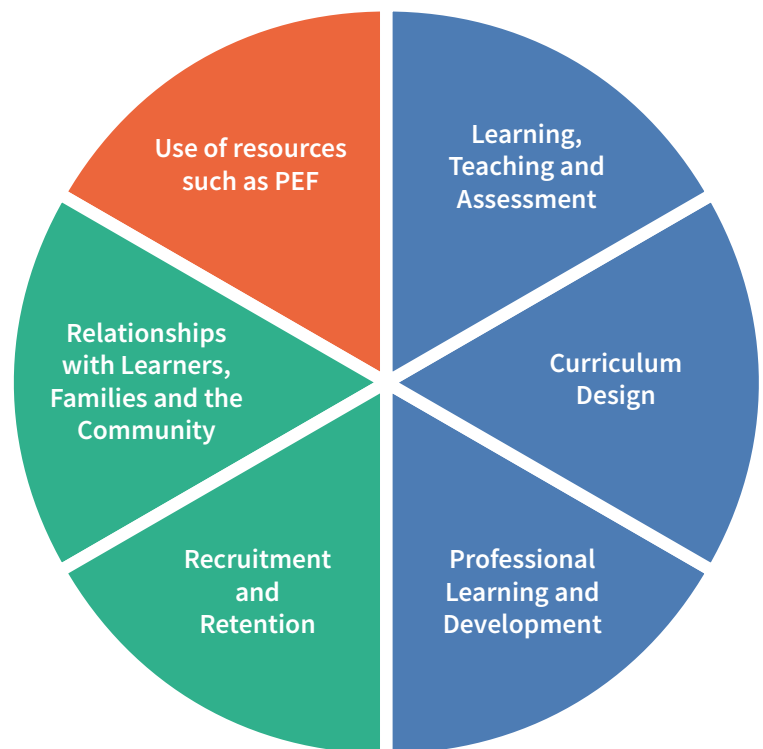
The Education Department has in conjunction with children and young people and their families, developed a social justice framework which takes into account research, legislation and policy advice including UNCRC, [The Promise](#), [ASL Review](#), and [Equality Act 2010](#).

It has been formulated to ensure that all East Renfrewshire settings and schools are supported in developing their approaches to social justice through increased understanding, sharing of resources and good practice and making connections between the various aspects of social justice and how they interlink.

It highlights three dimensions of social justice including:

- **Redistribution** of resources to promote socially just outcomes;
- **Recognition** through acknowledgment, respect and inclusion of all people, cultures and identities; and,
- **Representation** through the extent to which all people can equally engage with services and participate in decision making.

Improving these three dimensions will be achieved through focus on 6 key areas which are linked to other areas of local improvement such as Cost of the School Day, Strategic Equity Fund, Inclusion and Racial Literacy.



The framework is accompanied by a social justice strategy which outlines what the Education Department intends to do to improve social justice through education over the coming three-year period.

Case Study 2 on page 38 highlights how Braidbar Primary School have developed social justice through their commitment to developing a culture of equality.



Data Protection

We publish a range of information, reports and documents in various formats and have started to produce child friendly versions and summaries where appropriate. We make effective use of social media to actively engage with our children and young people. We continue to improve our processes for handling information about service users and activities in line with our Information Governance Framework. We are in the process of implementing a data programme to further support data collection and analysis. All personal information is held and processed by East Renfrewshire Council in accordance with Data Protection legislation. Under Data Protection legislation, individuals have the right to request access to information about them that the Council holds.

Individuals also have the right to:

- object to processing of personal data that is likely to cause, or is causing, damage or distress;
- prevent processing for the purpose of direct marketing;
- object to decisions being taken by automated means;
- in certain circumstances, have inaccurate personal data rectified, blocked, erased or destroyed; and,
- in certain circumstances, transfer their data to another organisation.

Our data sharing and handling and privacy statements are published in all school handbooks and on our website.



Article: 37a

Child Protection in settings and schools

The promotion and protection of rights permeate every aspect of school life. Our Education settings have a crucial role in securing the best possible outcomes for children and young people who have additional support needs. Staff work with a range of partners to support children and young people, and their families, who are facing barriers to participating fully in the life of the school community, or who's right to be well cared for is being threatened by abuse or poverty.

Our schools and early year establishments provide a nurturing environment and ethos, where positive relationships flourish and experiences across the curriculum promote the highest possible levels of success and achievement.

Pastoral care staff teams promote the care and wellbeing of identified children and young people in line with the guidelines provided through the East Renfrewshire refreshed GIRFEC framework. The views of children and young people are central to assessment and planning processes.

Every pupil has at least one key adult they can speak to if they are worried about something or need advice. In questionnaires, almost all children and young people (90%) agreed that they have someone they can speak to if they are upset or worried. Pastoral care teams assess wellbeing concerns by asking key questions and, working with families and partners, they plan and coordinate any support required. Networks including regular ASN, Child Protection and Safeguarding Coordinator meetings, led by the Education department, ensure that staff engage in professional learning and development to meet the needs of all children and young people within our establishments.

Violence Against Children

The East Renfrewshire Violence Against Women (VAW) Partnership is committed to the promotion and protection of children's rights, with a key focus on preventing and eradicating all forms of gender based violence against women and girls.

We deliver a comprehensive programme of prevention activities and services that responds quickly to gender based violence. Over the last three years we have delivered a significant range of training across domestic abuse, sexual violence, trafficking and sexual exploitation which has ensured our workforce is now more able to identify violence against children and young people and respond effectively.

In responding to domestic abuse, East Renfrewshire holds monthly Multi-Agency Risk Assessment Conferences (MARAC) and all high risk victims and children have action plans in place which aim to reduce risks through multi-agency support.

Two qualified trainers lead our Safe and Together programme, resulting in better safety planning for children and adults. The implementation of Safe & Together and MARAC are recognised as best practice both nationally and locally and reflected in the recent Care Inspectorate Report Inspection of services for children and young people at harm in East Renfrewshire.





Each year we develop and implement a campaign to support 16 days of action on gender based violence. During the last three years we have supported over 45 targeted events for staff across children and families, education and wider settings and has included children and young people presenting and sharing their experience of delivering the Mentors in Violence Prevention Programme in Schools.

More information can be found about Mentors in Violence through Case Study 3 on page 39.



The Mentors in Violence Prevention (MVP) programme is a peer mentoring programme that gives young people the chance to explore and challenge the attitudes, beliefs and cultural norms that underpin gender-based violence, bullying and other forms of violence. All secondary schools in East Renfrewshire have been trained to deliver the MVP programme and one school is now working to become our first accredited Equally Safe School.

We have developed multi-agency Gender Based Violence Guidance for schools, which was launched with training for all child protection coordinators. Rape Crisis Scotland's Rosey Project has delivered a sexual violence prevention programme across secondary schools to over 1100 young people in partnership with pastoral care staff. Through participation young people inform our response to gender based violence, positive gender roles are promoted and young people develop an understanding of safe, healthy and positive relationships from an early age. They are more able to recognise and challenge violent and abusive behaviour.

Young people affected by gender based violence can access a range of therapeutic support through our social work Children and Families Team, Women's Aid, Rape Crisis Glasgow and Clyde and Children 1st.

The Women's Aid Children and Young People Support Service aims to alleviate the negative impact of domestic abuse on children and young people allowing them to live safer and happier lives. The service provides therapeutic and emotional support, safety planning, advocacy, family focused support, group activities and play opportunities. The service is based on listening to children and young people and taking their views seriously with a strong focus on participation.

Rape Crisis Rosey Project (Rape Crisis Offering Support and Education for Young People) provides specialist support for girls and young women aged 13-18 years who have experienced sexual assault. This service provides emotional support, information and resources and a confidential space to feel heard and safe and develop effective coping strategies.

Right to Support and Recovery

We have a close partnership with Children 1st whose ambition is for every child in Scotland to be safe, loved and well with their family. The charity offers emotional, practical, and financial support to help families to put children first and uphold the rights of every child.

Our Children 1st services in East Renfrewshire have consistently supported the right to support and recovery by supporting at least 178 families a year, providing space and time for families to explore what they need from their relationships with each other and supporting the child and family's emotional, practical and financial needs.

Families have been able to access Family Group Decision Making through universal and targeted services. The service protects the rights of children and young people to have their voices heard on decisions that impact their life. By promoting the active participation of children and young people in this process they and their family are supported to enhance the help from their family network, reduce risk and celebrate their family's strengths and resilience. Family Group Decision Making in East Renfrewshire is an early help for families before things start to feel overwhelming and aims to reduce the need for statutory supports.



Community Learning and Development Youth Work

The Community Learning and Development (CLD) team is fully committed to the promotion and protection of children's rights. Youth Work involves working with young people in the community and in school around issues that matter to them. The goal of youth work is to ensure that all young people have skills for learning, life and work. The team address a wide range of issues including health, risk taking and anti-social behaviours, education, relationships and ensuring that young people have a voice.

CLD use an early intervention/prevention approach through detached youth work, diversionary activities and targeted group work (including those involved in risk taking and anti-social behaviour) to support some of the hardest to reach members of the community. Innovative approaches are used to engage with groups of young people who are at risk of harm and those who are engaging in risk taking, anti-social behaviour and youth disorder.

CLD deliver early intervention and prevention programmes in school and the community targeting young people who would benefit from involvement in these issue based sessions. These programmes include RespectER and Safer Choices and focus on issues including drugs and alcohol, sexual health and relationships, crime and consequences (including violence and possession of a weapon) and wilful fire raising in school and in the community. The team support and train young people to become peer mentors for the Mentors in Violence Prevention Programme and support these mentors to educate, inform and empower young people to be aware of, and explore and challenge the attitudes, beliefs and cultural norms that underpin gender based violence.

As with all youth work, detached youth work uses the principles and practice of informal education to engage young people in constructive dialogue about their needs, interests, concerns and lifestyles to support them in their personal and social development. Unlike building based provision, detached youth work takes place in outside spaces, mainly on the street, but also in parks, shopping centres, car parks and other locations that young people have chosen to be. Detached youth work is traditionally focused in hotspot areas where levels of antisocial behaviour is higher and can reach young people who are vulnerable, involved in risk taking behaviours and are at high-risk of being affected by violence, offending and/or exploitation.

Detached youth work allows the CLD team and the wider council and partners to better understand the issues in the area for young people. The team collect and share data and information with partners at a strategic level to ensure that they are aware of the current issues and supports that are required to help the young people in the area. Most importantly, it provides a way to support young people who can be missed by other services, but who may have a lot to gain by being in contact with a youth worker. They establish positive relationships with young people and provide them with confidential advice, information and support and for many young people they build trusting and meaningful relationships that enables them to broach tricky conversations and provide ongoing support to vulnerable and at risk young people. From August 21 till July 22, 3089 contacts were made with young people through the detached youth work team.

The detached youth work case study on page 41 provides more information on how CLD are working with young people to support their safety and wellbeing.



Consistently since the pandemic, the data gathered has shown that the main priority issues for young people include:

- **mental health and wellbeing**
- **drugs/alcohol**
- **sexual health and relationships (friendships, sexual relationships, family relationships, LGBTQ)**
- **crime, youth disorder, anti-social behaviour and its consequences**
- **education, employment and training**



Articles: 2, 3(3), 5, 12(1), 18(1 & 2), 19, 20, 22, 25, 27, 31, 30, 39.

Corporate Parenting

We understand that when a child or young person becomes looked after – at home or away from home - we take on the role of Corporate Parent. It is the collective responsibility of the council, elected members, employees, and the other key partner agencies, to provide the best possible care and protection for our looked after children. As Corporate Parents we are responsible for giving our children the same level of care, support, security and opportunities that a good parent would. We help our children and young people to grow up to be happy, healthy and achieving in life. Corporate parenting involves us making sure children's rights are protected.

Lead Professionals make sure that the views of children and young people are listened to, taken seriously and recorded. As such, ensuring that children and young people are appropriately included in all the decisions that affect them.

We ensure that there are plans in place when children and young people move on into independent living when the time is right. We work with children and young people to make the best use of their skills, and help to take on new challenges and opportunities of work and further study. If children and young people are still looked after at 16, there is access to Throughcare support which can support young people up to the age of 26. We provide allocated support to help young people go on to higher or further education, training or work.

East Renfrewshire Council's Letting Policy prioritises Care Experienced Young People when they are ready to transition to independent living. They are placed in the highest priority band A. This is to prevent homelessness and allocate, safe, secure housing.

Housing Services also operates a Young Persons Supported Accommodation Service, Connor Road. Connor Road was established to provide accommodation and prevent homelessness of young people under the age of 25 with low support needs. The package of support includes, support with general tenancy management issues, assistance to understand the responsibilities associated with a tenancy, dealing effectively with external agencies and accessing education or employment opportunities.



Family First

East Renfrewshire Council is committed to supporting and improving the wellbeing of families. Family First is an early intervention and prevention service that work with families, with children 0-11years before they become involved with statutory services, such as social work. They support families by guiding parents through their individual journeys, providing support around parenting, home, finance, ASN, confidence, health and school. Between April 2022 and October 2022 Family First received 196 notifications to support families, an increase of 32 for the same 6-month period last year. 187 families have actively engaged to prevent a variety of family matters from getting worse and build on parenting skills to manage situations that arise.

Case Study 5 on page 42 highlights some of the crucial work Family First undertake.



Family First played a crucial role, in collaborating with a senior educational psychologist from Psychological Services to develop and validate a new scale to measure family wellbeing. Family First piloted and collected data using the Family Wellbeing Scale, to measure and track family wellbeing in 238 families, 89% of which showed improvement. They also participated in a focus group and identified a small group of families to participate in interviews about their experience of completing the scale. The results showed that the East Renfrewshire-Strathclyde Family Wellbeing Scale (ERSFWS) is a valid and reliable scale, that can measure and track family wellbeing effectively. The ERSFWS facilitated a focused, positive, strength-based dialogue between families and practitioners. The research for the ERSFWS was presented by the psychologist, in poster format, at the International Forum on Quality and Safety in Healthcare, Copenhagen May 2023.



Family Feedback



Young Carers

East Renfrewshire Council supports young carers, who are 'anyone under the age of 18 who help at home by providing unpaid care to their family in a variety of ways'.

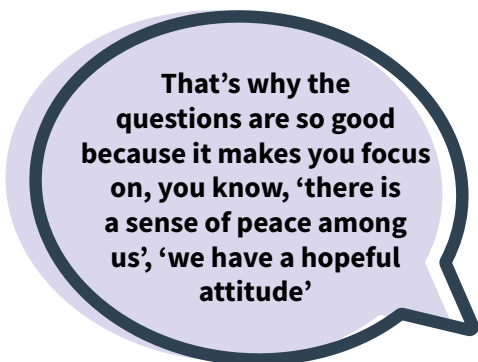
Under the Carers (Scotland) Act 2016, a young carer can request a Young Carers Statement. In addition, if a young carer is identified they must be offered a Young Carers Statement, and if the Young Carers Statement meets local eligibility criteria, the responsible authority has a duty to provide the necessary support. This legislation is supported by East Renfrewshire Carers' Strategy through identification of three key priorities:

1. Young carers will be protected from harmful and inappropriate caring roles
2. Young carers will be seen as children and young people first and have the same opportunities and life experiences as their friends and peers.
3. Young carers will have their voices heard about services and supports that affect them

Support for young carers is available through the Young Scot Young Carers Package, which is exclusively for young carers in Scotland aged 11-18. The benefits included in the package change regularly and can range from items such as digital vouchers, access to subscriptions and exclusive opportunities.

Further support, can be accessed via the young carer grant, through Social Security Scotland, which gives an opportunity for some young carers in Scotland aged 16-18 to receive a one off yearly payment of £326.65.

Practitioner Feedback



YOUNG CARERS ACTION DAY



Young Carers Action Day 19/4/2023 was a national awareness day to raise the profile of young carers. The theme for Young Carers Action Day this year was ‘Make time for young carers’. With this in mind we invited guest speakers along from organisations, both locally and nationally, to speak about the support they can provide to young carers. Our guest speakers were from Carers Trust, Glasgow University, Healthier Minds, Social Security Scotland, University of the West of Scotland and Young Scot. We heard from the Education Department at East Renfrewshire Council and the Carers Lead for East Renfrewshire. We also heard from some of our young carers themselves who spoke about their caring roles and why it was so important for everyone to be aware of young carers. The event, which was held in Eastwood Theatre, also saw an exclusive screening of the film “Hello Muscles” which is a short film about a young carer. We were given permission to screen the film by the film’s director Marnie Baxter and it certainly gave everyone who came along to the event plenty to ponder. Guests who came along to the event described the film as ‘powerful’, ‘impactful’, ‘wonderful’ and ‘moving’.

The Promise Planning Pathway Project 2022

The Promise Planning Pathway Project was funded by the Corra Foundation via The Promise for a 12 month period. East Renfrewshire Health and Social Care Partnership (HSCP) identified an area of need and improvement regarding assessment and planning for care experienced young people (CEYP) making a transition out of care. The project focused on three key themes:

- Gathering information on our CEYP 16+ population;
- Undertaking a ‘test of change’ exercise with CEYP using Viewpoint’s Life Skills Survey; and,
- Establishment of an Implementation Group with key Corporate Parents, care experienced modern apprentices and some young people from the Champions Board in HSCP, to reflect and review their service delivery to care leavers.

Data collated in August 2022 indicated that East Renfrewshire HSCP has 238 CEYP, aged 16+ years, of which one third are females and two thirds male, with 76% living in East Renfrewshire and 24% living in other local authorities. Currently, 113 CEYP are not eligible for aftercare, but 125 CEYP are entitled to aftercare, with most aged between 13 and 15 years at the commencement of care. The majority currently accessing aftercare are between 20-25 years old. The plan is to complete more Life Skills Surveys with CEYP. Initial feedback suggested they would like more support regarding rights, money and health and wellbeing. Corporate Parents will be asked if their service is offering appropriate support for CEYP and if it is compatible with policy aims of The Promise. A final report will be produced for the authority and shared nationally.

18

 RESPONSIBILITY OF PARENTS

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 FOOD, CLOTHING, A SAFE HOME

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 REST, PLAY, CULTURE, ARTS

Articles: 6, 18(3), 23, 24, 26 and 27(1-3)



HEALTHIER MINDS

Healthier Minds

The Educational Psychology Service has continued to support children's mental and emotional wellbeing through the Healthier Minds Service. Between July 2021 and June 2022, the Healthier Minds Screening Hub discussed the emotional wellbeing of 416 children and young people. 94% of the children and young people who received support from the Healthier Minds team reported improved outcomes. The service worked closely with schools and community learning and development (CLD) in order to support young people to access relevant provision and support, including community-based supports.

The Healthier Minds website has evolved further in response to feedback from children, young people, families and schools. The website provides a range of information to support the mental wellbeing of children and young people in East Renfrewshire and signposts helpful resources and organisations for parents. It also offers information about self-help and local mental health support services.

Online sessions for parents were provided to help them support their children's wellbeing and these were well attended. In 2021-22, topics included: 'Supporting young People through Exams' and 'Supporting Children with Anxiety'.

Learn Well Service

The Learn Well Service supports pupils with their wellbeing and education while they are not attending school for mental health-related or emotional reasons. Learn Well works in close partnership with the identified young person's school and CLD, in order to ensure that their educational needs are being met and that a range of opportunities remain open to them. Extra-curricular activities are also offered, aimed at young people and their families to encourage positive engagement within the family unit and participation in wider social experiences. The core aims of the service are improving outcomes for young people and helping them to recognise their own potential.

The experiences of a young person accessing the Learn Well Service can be found in Case Study 6 on page 43.



Responding to the Cost of Living Crisis

In response to the emerging cost of living crisis a multi-agency working group was established with representatives from the Council, HSCP, Culture and Leisure Trust, Citizens Advice Bureau, Social Security Scotland, Voluntary Action East Renfrewshire and Barrhead Housing Association. The working group shared intelligence and provided a joint operational response to the crisis. This included establishing a 'warm and welcome' initiative with short term funding for creating welcoming spaces at a number of community venues including all libraries. In total 33 'warm and welcome' spaces were set up and were attended over 3,500 times. There was also an information campaign around benefits and financial advice, with 14,000 leaflets distributed to homes and information made available through school communication channels.

The Council allocated money through Covid Reserves to address some of the economic health impacts caused by the pandemic. The funding was targeted to those most in need in our communities and particularly towards individuals and families experiencing financial hardship.



50% of the funds were allocated to a cash-first approach including;

- Clothing Grants and Family Bridging Payments to 632 children in December 2022 and 2174 children March 2023
- A Carers Centre discretionary fund, dispersed to 100 carers.

86 families (157 children) received Christmas meal vouchers and an additional 91 vouchers were processed by Youth Intensive services. 160 school uniforms were provided through the Back to School Bank, and the food dignity network provided food parcel support to 500 people via 10 community groups and organisations.

A Member Officers Working Group was established to oversee and scrutinise the Council’s response to the cost-of-living crisis with three cross-party meetings held over the past year.

Reducing the Cost of the School Day

Schools have worked to reduce the impact of poverty on children and young people by leading initiatives to reduce the Cost of the School Day (CoSD). The CoSD approach uses consultation with children, young people and families to identify the most significant financial stressors associated with school attendance and provides a framework for developing an action plan to reduce costs. 17 schools have engaged with support offered by the education department through the CoSD school leads online group since 2021, and CoSD approaches are becoming well embedded in the majority of schools. CoSD activities are improving children’s health and their basic welfare through initiatives such as uniform recycling schemes and community food larders, as well as by replacing expensive school events and celebrations with more budget-friendly alternatives.

The Money Advice and Rights Team has worked in partnership with the education department to develop a pilot project offering financial advice within two primary schools. This approach builds on parents’ positive relationships with the school and enables them to access support and advice in a discreet, familiar environment. By increasing families’ income, the service helps to reduce the negative impact of poverty on children’s health and wellbeing. Following very positive feedback on the impact of the pilot, the initiative will be expanded.

THE COST OF THE SCHOOL DAY



Money Advice & Rights Team



6
LIFE, SURVIVAL AND DEVELOPMENT

18
RESPONSIBILITY OF PARENTS

23
CHILDREN WITH DISABILITIES

24
HEALTH, WATER, FOOD, ENVIRONMENT

26
SOCIAL AND ECONOMIC HELP

27
FOOD, CLOTHING, A SAFE HOME



Articles: 28, 29 and 31

In East Renfrewshire, high quality educational provision is available to all pupils, regardless of sex, age, religion, race, disability or any other potential barrier.

Our vision for the curriculum in East Renfrewshire schools is one where the flexibility and creativity within Curriculum for Excellence are fully exploited by skilled practitioners in order to deliver the highest quality of experiences and outcomes for young people. Schools and ELC centres are empowered to develop their curriculum in partnership with learners, parents and the community to reflect their own unique context. All reasonable measures are taken to ensure that an inclusive curriculum is available to every child in East Renfrewshire.

Equity is at the heart of East Renfrewshire's education strategy and attainment results reflect the work of teachers to vigorously support all pupils. The department has rigorous and highly effective approaches to monitor and track the equity of provision for young people across our schools.

ASN Review

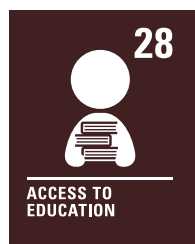
Following the review of Additional Support for Learning (ASL) during session 2021-22, a governance group was established in August 2022 to take forward the recommendations of the ASL report. The recommendations are based on extensive consultation with children, young people, parents/carers and partners and will enable us to develop an improved model of ASL provision.

Colleagues from across different sectors and provisions are working together through four separate workstreams to take forward the recommendations. The workstreams are:

- Vision
- Culture and Climate
- Specialist Provision
- Professional Learning.

Workstream groups are working closely with schools and involving children and young people in the development of proposed improvements in areas such as promoting positive behaviour, communication, professional learning and East Renfrewshire's vision for inclusion.

Our teaching in schools takes account of individual pupils' pace of learning with a range of supports available to ensure learners can progress at a pace and to a level suited to their needs. In a recent pupil questionnaire, 91% of pupils either agreed or strongly agreed with the statement, *'I get the support I need to learn well'* and 89% pupils either agreed or strongly agreed with the statement, *'Staff encourage me to get involved in areas that are of interest to me and help overcome any barriers that might present me taking part.'*



Instrumental Music

The Instrumental Music Service allow opportunities for children to develop their musical skills and talents. They provide children with the opportunity to attend a Primary Music Residential Course at Lendrick Muir in Clackmannanshire. This enables Primary 7 pupils from all over East Renfrewshire to come together to form a String Orchestra accompanied by members of the Instrumental Music Service. The children develop their musicianship, string skills and ensemble work. In addition to this, they engage in outdoor pursuits such as mountain biking, bungee trampolining and high ropes.



Learning for Sustainability

Learning for Sustainability (LFS) is a theme across learning within the curriculum which enables learners, educators, education settings and their wider communities to build a socially-just, sustainable and equitable society. It supports the development of knowledge, skills and values at the heart of the curriculum's four capacities and supports engagement with the United Nations Sustainable Development Goals. Pupils continue to participate in a wide range of Lfs activities including award based programmes such as the Duke of Edinburgh Award, John Muir Award and Eco School Green Flag. 61% of primaries and 57% of secondary schools hold an Eco Schools Green Flag Award, a higher proportion of schools than in any other local authority. Nine educational establishments worked in partnership with the environment department to plant trees in "Wee Woods" sites across East Renfrewshire, to recognise the importance of COP26.

"I just wanted to say thank you, to all the staff for running the strings week residential last week. Despite some nerves beforehand from my son because he didn't know anyone else going, he had a fantastic time. He made new friends and really enjoyed the opportunity to learn new pieces and play with other people. He also loved all the activities at Lendrick Muir. He came home very animated and full of stories about the fun he had had".

Case Study 7 on page 44 Highlights how St Ninian's High School have worked with partners to embed Learning for Sustainability across the life of the school and wider community.



CLD deliver targeted Curriculum Duke of Edinburgh programmes in school to small groups of young people who would otherwise not participate in the wider DofE Award Scheme. This method of delivery allows students to work within a small group outside of the typical classroom environment to develop their own interests and be in control of their own learning, which is personalised to them. This provides young people with the opportunity to gain new experiences, develop greater independence and resilience whilst putting themselves outside their comfort zone and providing them with a sense of achievement and wider accreditation.

In partnership with Winning Scotland Foundation, 7 settings are undertaking professional inquiry linked to the whole setting approach to the development of growth mindset, through the Mindset Teams programme. We have also worked with our partners in HSCP to agree a pilot of a new Winning Scotland programme, Mindset In Care. School staff continue to benefit from high quality professional learning linked to Learning for Sustainability and Global Citizenship provided by West of Scotland Development Education Centre (WOSDEC); a key partner in Lfs.

The Environment Department have worked with children on the Levern Valley River Restoration Project and more information about this can be found in Case Study 8 on page 45.



Please click on the link below to learn about how St Luke's Cluster are developing Learning for Sustainability.



Summer 22

East Renfrewshire received funding for the targeted provision of accessible activities, childcare and food for children from low income families during the 2022 school summer holidays.

Direct engagement with children, young people and families helped shape various holiday programmes to ensure that they were most likely to support the positive health and wellbeing of children across East Renfrewshire.

We worked with our partners at the East Renfrewshire Culture and Leisure Trust and Include Me 2 Club to provide places at summer camps in Barrhead High School, Eastwood High School and Carlibar Primary School throughout the summer.



The camps offered a wide range of sports, expressive arts and play based activity, with lunch and snacks provided every day. Camps also offered childcare opportunities for parents and carers: in addition, at Barrhead and Eastwood High we worked with MACS to provide the option of wraparound care from 8am through to 6pm.

In total, around 330 children participated in these opportunities, ranging from 5 days to 30 days. In focus groups held to evaluate the offer, children spoke enthusiastically of healthy, stimulating fun facilitated by supportive, trained adults. Through evaluations, one parent commented that *“My child enjoyed the activities, atmosphere. Well organised, friendly staff. Also had a very positive, fun experience with MACS”* and another stated *“He enjoys being active. He was able to be very active at the summer camp which was great. He also enjoyed meeting other children his age”*.





Active Schools

East Renfrewshire Culture and Leisure (ERCL) Trust support children and young people in East Renfrewshire to be healthy and active. This is supported by the ERCL Active Schools team who work with schools and local volunteers to provide out of school hours sports opportunities in all our schools, sports leadership training for pupils and teacher training opportunities in order that we can maintain this high level of provision.

All Schools in East Renfrewshire deliver 2 hours consisting of at least 2 periods of quality physical education a week, provide access to opportunities out of school hours and have good links with local sports clubs. East Renfrewshire has the highest number of schools (pro-rata) that hold the national School Sports Award at the GOLD level. This recognises the high quality provision of PE, sport and physical activity opportunities within our schools.

ERCL Sports Leadership Academy supports young people to engage in a wide range of activities and courses while supporting delivery of the October School Holiday Camps. Candidates attending gain valuable experience in delivering sport and physical activities to children and young people attending the Holiday Programme based at Eastwood High.

7 secondary schools have selected senior pupils to take on the role of “Girls’ Ambassador” for their school. They are working with the lead Active School Coordinator together with two UWS students to create an exciting, new female targeted programme focusing on Wellbeing, Confidence, Belonging & Inspiring girls and young women to make active choices.

Library and Community

ERCL, through the library programme have supported families through a number of well attended initiatives. Through a “Stay and Play” initiative families attending Bookbug sessions were encouraged to stay on and experience the other opportunities libraries have to offer.

To mark National Fairy Tale Day in February, The Village Storytellers, accompanied by Folks’ Music Project, entertained families with interactive fairy tales and music at Clarkston and Barrhead Foundry Libraries.

Local company TotNosh ran two creative family cookery courses at Barrhead Foundry Library and Folks’ Music project returned to Neilston Library to give more families an opportunity to enjoy and have a go at playing traditional folk instruments.



Cluster 8: Special protection measures

Articles: 22, 37, 39 and 40

Unaccompanied Asylum Seeking Children (UASC)

The Youth Intensive Support Service (YISS) in East Renfrewshire have been extensively involved in supporting Unaccompanied Asylum Seeking Children (UASC) who have arrived in the area from Afghanistan, Iran, Albania, Vietnam and Syria. The graph below shows the increasing trend of new arrivals. All national transfers to date have been male, with an age range of 14 -17 and an average age of 16.1 years. The UASC subgroup from the Corporate Parenting Strategy Group has been set up to monitor and develop strategies to support these young people.

On arrival the young people require daily support to orientate the local area, register with community services, set up their accommodation and link in with legal services around their asylum status and progressing their legal rights. Our experience so far is that the young people have little or no English language skills, and tasks are being undertaken through the use of translators. East Renfrewshire HSCP Children's Services uses a variety of accommodation and supports to assist unaccompanied asylum-seeking children, including housing options from East Renfrewshire Housing, foster care and residential care placements.

All young people are supported by Social Workers, Support Workers and the Scottish Guardianship Service provided by Aberlour, Scotland's Children's Charity. The unaccompanied asylum-seeking children in our care hold the legal status of Looked After Child. As a result they are entitled to continuing care up to age 21 allowing them to remain in their care placements and

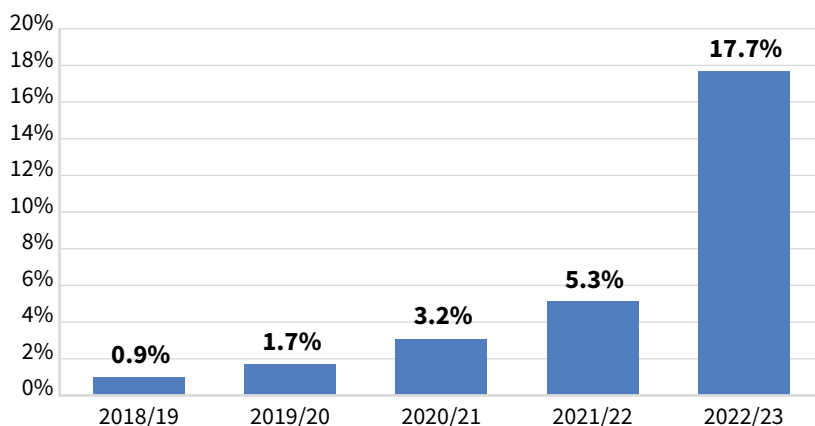
aftercare up to age 26 allowing them to receive advice and support. Like all care experienced young people we encourage them to stay in our placements long term in order that we can provide them with the care and support they need.

The Community Learning and Development team (CLD) have been working in partnership with the YISS team to deliver a group work opportunity for young people who have been placed in East Renfrewshire through the National Transfer Scheme. The 16+ Unaccompanied Asylum Seekers Young People Group, consists of six young people, who attend weekly sessions where they participate in youth work activities and build relationships with the other young people and staff. This is helping them to develop friendships and support structures and when appropriate for them progress to other community activities and learning opportunities.

In response to the complexity of the needs of the young people and the pace at which they have been arriving in the area social workers collected their views and experiences and this was fed back to the wider children's partnership for discussion. As a result a Corporate Parent Plan for unaccompanied children and young people was developed setting out each agency's commitment. East Renfrewshire's Corporate Parenting Plan for Unaccompanied Asylum Seeking Children and Young People - "*These are our Children and Young People*" was launched in January 2023 and whilst partners are committed to deliver on the content we will continue to work closely with the young people to keep us on track on the key areas they need progress with - *Positive Health and Wellbeing; A Stable Home and Support for Living; Learning and Positive Destinations' Participation in the Community.*

Unaccompanied Asylum Seeking Children (UASC) as a Percentage of Our Looked After Population

(April to March)



Source: East Renfrewshire HSCP.

Note: Annual percentages are based on the number of looked after children at the end of the reporting period and the cumulative number of UASC since 2018/19.

Ukraine



Ukrainian Resettlement Scheme

East Renfrewshire has welcomed almost one hundred refugees to the area over the last year and in relation to children we are clear that our role is to promote physical and psychological recovery and social reintegration of each child and family. There are 93 Ukrainian guests and the East Renfrewshire Council Resettlement Team have a caseload of 66 Ukrainians, with two unaccompanied Ukrainian children living with hosts as a private arrangement. The Resettlement team also have a few families from other areas who have presented to East Renfrewshire Council as homeless, and they continue to engage with a few guests who have recently left the area to ensure that they have settled in their new council area.

The role of children's services with the Ukrainians is clearly defined as prior to a family moving to live with their identified host, a social worker from HSCP Children Services team visits the hosts' home to undertake checks which ensures that there are no

concerns around children living with the identified host. In the main the Resettlement Team ensure all children are enrolled in nursery or school as soon as possible, working with colleagues in Education. This includes supporting access to free school meals and uniforms. We also source uniform so they can start as any other child would and do not look out of place. This work has been essential in helping children settle and allowing them to participate in education in a timely manner providing some normality and routine. With the children in nursery or school, it means the parents have more time to organise appointments, attend English classes or start work or training.

Where there have been issues brought to our attention by either parent or school, we have helped to facilitate meetings etc in order to resolve issues. As above, where there have been issues brought to our attention with changes of circumstances (homelessness, child not engaging etc) we have worked with the family to look at how we can improve issues especially for children. We organise a range of community activities in order for families to meet each other - this included a visit to Benmore Botanic gardens, a pottery painting event at Halloween and a pantomime at Christmas and we worked in partnership with the council's communities team, support workers and other partners to support children's activities at the Ukraine Hub. This allowed the children to have fun activities while the adults again had the time to attend English class. Access to local ER Culture and Leisure Services is available for free for the first six months of arrival.

Currently the team is coordinating a young person's event in order to find out more about what our younger guests are looking for in terms of support. This is in conjunction with other internal services and external partners, including Children1st. All staff have attended Trauma Training to help them understand the mental and emotional wellbeing needs of the families and to ensure children's voices are heard this is important when there is a risk of accommodation arrangements breaking down. The strong multi agency partnership working is helping us needs the holistic needs of the children and their families.



Diverting Young People from the Adult Criminal Justice System

We want to reduce high risk behaviours that could bring young people into the adult justice system. To do this we have delivered a wide range of diversionary activity to prevent low level behaviour problems escalating at home or in the community. Through our engagement with young people involved in CLD activity and data collected by partners, we frequently encounter a high number of young people participating in risk taking and antisocial behaviours. In response to this, we have proactively developed an early intervention/prevention programme to provide young people with information, skills and support to reduce potential harm and make informed choices around their risk taking behaviour.

If a child or young person has committed an offence they will benefit from the whole system approach which is fully implemented and the Early Effective Intervention process which ensures young people are identified and have their needs assessed using the *Getting it right for every child framework*. This approach promotes the young person to be involved and at the centre and ensures that any anti social or offending behaviour is understood in the context of the holistic welfare needs of the young person and their family.

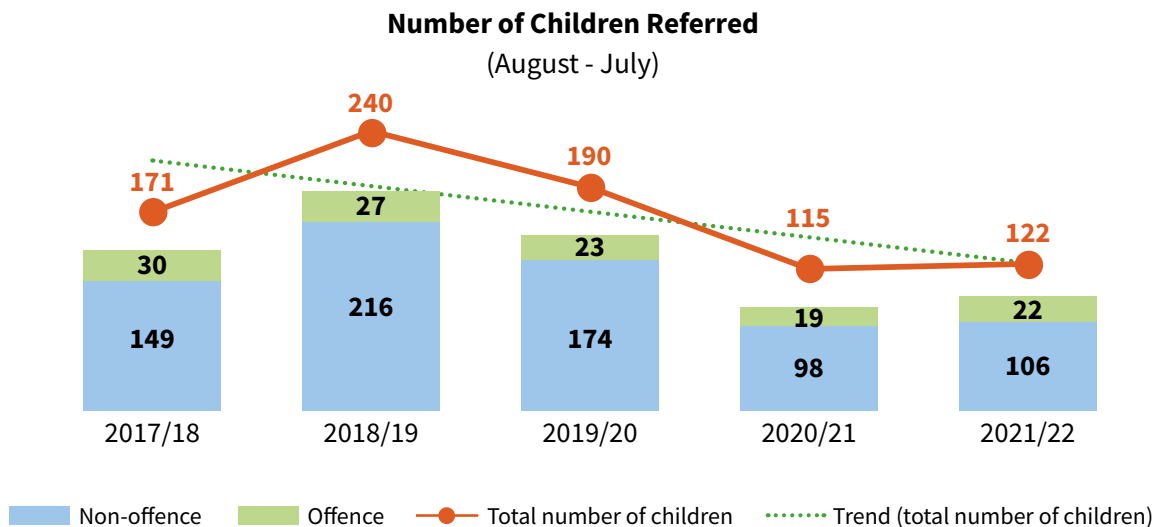
We consider our local arrangements to be working well as 122 children were referred to Scottish Children’s Reporters Administration (SCRA) in 2021/22 reflecting a downward trend since 2017/18. These children were

involved in 174 referrals, again this has mirrored the decrease in individual children referred since 2017/18 (254 referrals). Non-offence referrals accounted for some 87% of all children and 76% of all referrals received. In the graph below the breakdown of the number of offence and non-offence referrals to the Reporter show that children and young people have overwhelmingly been referred on care and welfare grounds.

In relation to outcomes we are encouraged by the fact that we have not detained a child or young person in secure accommodation for almost a decade. We strive to work with young people in the community where it is in their best interests and risk has been comprehensively assessed, as loss of liberty causes lifelong trauma and isolates already marginalised young people. The Care and Justice Bill soon to be passed as legislation will enhance the rights of young people further in this area.

Children Equal Protection from Assault (Scotland) Act 2019

Following the enactment of the Children Equal Protection from Assault (Scotland) legislation, the Child Protection Committee (CPC) has monitored data in order to identify children and families who require early help. Key learning from the analysis highlighted an emerging trend of a disproportionate number of children from an Asian background being referred under this Act. The CPC has engaged with partners and stakeholders, including faith communities, to ensure awareness is raised and targeted support provided.



Conclusion

In accordance with Part 1 of the Children and Young People (Scotland) Act 2014 East Renfrewshire Children's Services Partnership has worked together on a number of initiatives to further children's rights over the past three years and will continue to do so in our planned actions for the future.

The wide range of activity shown demonstrates a clear awareness of the need to embed Children's Rights in our work. In addition to content of this report, Appendix 1 includes the following case studies which further highlight our commitment to advancing children's rights in the work that we do:

- Case Study 1 - Barrhead High School Participation
- Case Study 2 - Equalities in Braidbar Primary School
- Case Study 3 - Detached Youth Work
- Case Study 4 - Mentors in Violence
- Case Study 5 - Family First
- Case Study 6 - Learn Well
- Case Study 7 - St Ninian's Learning for Sustainability
- Case Study 8 - Environment and Carlibar Lavern Walkway Project

As a result of Children's Rights being incorporated into Scots Law, we will need to ensure that children's rights are embedded into all appropriate policies, plans and strategies and that our decision-making and service delivery is compatible with the rights afforded to children and young people by the Convention.

We have identified a number of next steps with the specific aim of improving the wellbeing of children and young people; ensuring children's rights are fully realised and protected and that council and our partners understand their duty in acting in accordance with UNCRC requirements.

Significant highlights are detailed below, and the full list is attached in Appendix 2.

- East Renfrewshire UNCRC Implementation Group will continue to support the Council and partners to review its practice to ensure compatibility with the rights of the child in preparation for Incorporation of Children's Rights into Scots Law in relation to the current Parliamentary Bill;
- Implementation of the Independent Care Review's 'The Promise' (2020) across our Children's Services Partnership. Developments will be led through the Children's Services Plan and informed by the on-going participation of looked after and care experienced children and young people;
- Embed Signs of Safety to ensure that children, young people and their families are involved in every step of the child protection process and, where we need to do an assessment of their needs and circumstances, that they are part of this and are part of meetings so that they can contribute to their plans for keeping them safe;
- We recognise the impact that adverse and distressing experiences can have on individuals and the importance of services responding in ways that help promote recovery and prevent further re-traumatisation. We will continue on our journey of change to develop services that understand these challenges and a workforce that responds in a trauma informed, sensitive and responsive way;
- Support settings and schools to develop their approaches to social justice through increased understanding, sharing of resources and good practice and making connections between the various aspects of social justice and how they interlink; and,
- Continue to prioritise the wellbeing of children and young people with complex additional support needs through roll out of refreshed GIRFEC framework and co-design of holistic family wellbeing support.



Appendix 1: Case Studies

Barrhead High School Case Study



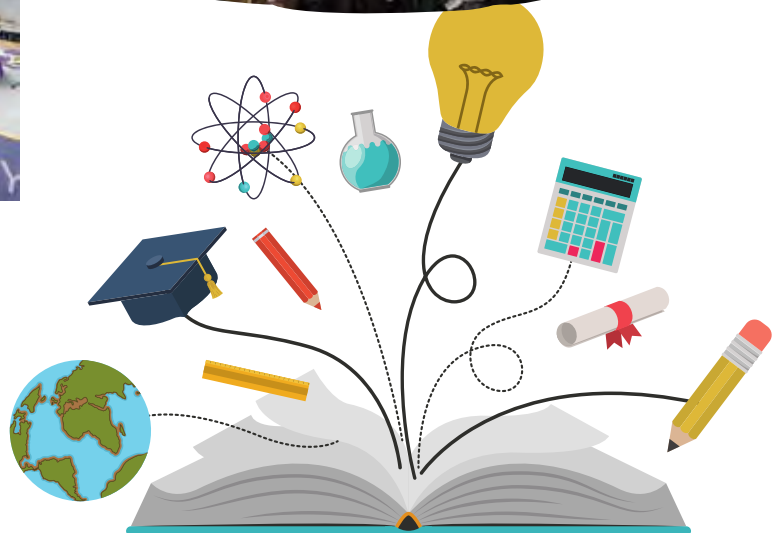
Barrhead High School is recognised for its commitment to promoting rights and celebrating diversity, and learner participation permeates the life and work of the school community. Young people support the local community to live their values through their actions and choices.

Learners are passionate about promoting equality and social justice, and have led change to achieve reaccreditation for the Rights Respecting Gold Award, the Silver LGBT Charter, and Vision Schools Level 2 Award.

Learner participation is a strong feature of self-evaluation and continuous improvement. Young people's involvement is strengthened through the Learning Ambassador Training Programme with Education Scotland. Pupils conduct learning visits and create a standards and quality report to represent learners as key stakeholders in self-evaluation. A group of Learning Ambassadors created a film to showcase their improvement journey.



Barrhead High School Learning Ambassadors Film



Creative approaches are integral to the thinking and practice of young people; pupils and staff learn together. Opportunities for learners to regularly engage in critical thinking are embedded via the Learning and Teaching forum; learners present regularly to support staff to develop creative and inspiring learning experiences. During session 2022-23, a group of learners collaborated with the University of Strathclyde to conduct an enquiry and share their findings and ideas with staff.



Learners from Barrhead High and Washington Heights Community School in New York City worked collaboratively with Education Scotland to develop and deliver learning opportunities. This partnership also developed skills and confidence in practitioner enquiry and has allowed young people to reflect on learning and look outwards to evaluate practice and inform both schools' improvement journeys.

Sharing good practice is embedded within the culture of Barrhead High School, with pupils contributing to focus groups to inform local improvement planning and support system-wide improvement. Learners helped to shape a Scottish Learning Festival by sharing their thoughts on themes for sessions on delivering excellent experiences. Pupils have also worked with partners including Barrhead Housing Association and East Renfrewshire Council Planning Department to consider their local economic context. This partnership led to pupils sharing their views on planning proposals and achieving a Tenancy Award. A Care Experienced and Young Carers Forum helps to raise awareness about entitlements and rights. The forum is helping to remove barriers to participation and developing their confidence to share their voice.



Barrhead High School and the Community Learning and Development team have established excellent partnership working over a number of years. They have been part of a Collaborative Enquiry on Youth Work and Schools Partnerships, with the West Partnership and Youthlink Scotland. This has given us the opportunity to showcase the benefits of our partnership work and the impact it has on our young people. As part of this, we hosted colleagues from the West Partnership at an event in March 2023, where 12 young people shared their experiences of youth work and the difference it has made to their lives. They shared how relationships with youth workers and taking part in youth work helped them engage in learning, develop new skills and participate opportunities in the wider community.

BRAIDBAR DIVERSITY CASE STUDY

The school has developed a clear vision, values and aims in collaboration with children and families. Pupils can talk about the ways that they put the Braidbar values of kindness, ambition and creativity into practice. One of the ways the school has supported children to understand their rights and the school values, is by making sure all classes develop 'class charters' outlining the ways in which they will respect each other's rights. Children can talk about what their class charter means and this supports their independence and ownership within the classroom.



CHILDREN'S RIGHTS ARE TAUGHT, LIVED AND UNDERSTOOD AT BRAIDBAR. THE SCHOOL'S WORK WITHIN EQUALITIES HAS BEEN HIGHLIGHTED AS GOOD PRACTICE ACROSS THE LOCAL AUTHORITY AND AS A RESULT BRAIDBAR ARE SUPPORTING OTHER SCHOOLS WITH THEIR WORK IN THIS AREA. DURING A RECENT EDUCATION SCOTLAND INSPECTION (HMIE) THIS WORK WAS HIGHLIGHTED AS A HIGHLY EFFECTIVE APPROACH TO WORKING IN PARTNERSHIP WITH CHILDREN AND PARENTS TO BUILD A CULTURE OF EQUALITY AND 'PRACTICE WORTH SHARING MORE WIDELY'.

In session 2021-2022 the Diversity Champions parents' group was established to learn more about the experiences of families from all ethnicities, religions and culturally diverse backgrounds from across the school community. This group supports the school's work on diversity and offers insight on the needs of the different communities represented in the school. This has led to diverse cultures becoming more equally included in the life and work of the school, for example through the annual school community Eid celebration.

The school has developed the use of school and class data profiles so that every teacher has a detailed knowledge of the demographics within their class including languages, ethnicity, and socio-economic background. Last session an Ethos and Culture working group also developed a deeper understanding of the languages and cultures within the school, to value and celebrate diversity and challenge discrimination. The group worked closely with the Equalities Committee and the newly established Diversity Champions parents' group to ensure all learners are supported to achieve through learning experiences that are inclusive, culturally relevant to them and that develop their independence.

MENTORS IN VIOLENCE CASE STUDY



Mentors in Violence Prevention (MVP) is a peer mentoring leadership programme for young people. Young people are trained to become the mentors equipping them with the skills to deliver the MVP programme to their peers either in their school or in the community.

MVP gives young people the chance to explore and challenge the attitudes, beliefs and cultural norms that underpin gender based violence. The programme addresses a range of behaviours including physical violence, name-calling, sexting, coercive and controlling behaviour and harassment.

MVP uses a bystander approach where individuals taking part in the programme are not looked on as potential victims or perpetrators, but as empowered and active bystanders with the ability to support and challenge their peers in a safe way.



The MVP Programme has been running in Woodfarm High School since September 2021. The mentors are senior stage pupils who undertook the training, which was delivered by a trained member of the Community Learning and Development Team. The mentors use their time during S4 and S5 to deliver the MVP programme to the junior pupils in the school. Woodfarm High has 43 mentors who have delivered MVP sessions to over 350 young people.

These sessions are linked into Curriculum for Excellence's Experience's and Outcomes under the Health and Wellbeing, and Literacy and English sections. The sessions provide young people with a variety of opportunities to explore attitudes in relationships, consent and controlling behaviours. The mentors follow a bespoke presentation, which they adapt to suit the needs of their audience. This allows them to discuss these issues using a range of interactive and engaging methods to empower the young people to make informed decisions about how they would act as an active bystander.



Four of the Mentors were invited to present to the Violence Against Women Partnership and the Young Persons Steering Group during the 16 days of Action to discuss and demonstrate the aims of the MVP Programme and how the programme links into Equally Safe: Scotland's strategy to prevent and eradicate violence against women and girls. To recognise the incredible work and the commitment from the volunteers and to recognise their contribution in the school and wider community the mentors have been awarded with a Saltire Award.



When asked the difference being a mentor made to their lives they said

MVP increased my confidence and boosted my presentation skills. It has been the best experience

I got to learn new things and how to deal with uncomfortable situations and resilience

MVP increased my knowledge on the world

During my time supporting the young people on their journey from taking part in the MVP Mentors training to becoming MVP Mentors in Woodfarm High, I have recognised an exceptional growth in these young people. Their presentation skills and confidence have increased vastly, their facilitation methods and delivery of the sessions encourage younger pupils to engage fully and interact with the mentors, not only during the session times but out with, in and around the school community. Training as an MVP facilitator has increased my knowledge of the spectrum of gender based violence and the various ways this can impact the lives of our young people in our communities. MVP is an excellent learning programme and is fundamental in enabling our young people to thrive as responsible, confident and resilient individuals.

CLD COMMUNITY WORKER



Detached youth work is delivered by ERC's Community Learning and Development Team. Engaging with young people on the streets allows the CLD team and the wider council and partners to better understand the issues in the area for young people. Detached Youth Work plays a crucial role acting as the eyes and the ears on the ground and providing a voice for young people in the community.

The team collect and share data and information with partners at a strategic level to ensure that they are aware of the current issues and supports that are required to help the young people in the area. Most importantly, it provides a way to support young people who can be missed by other services, but who may have a lot to gain by being in contact with a youth worker.

They establish positive relationships with young people and provide them with confidential advice, information and support and for many young people they build trusting and meaningful relationships that enables them to broach tricky conversations and provide ongoing support to vulnerable and at risk young people.

Young people feel comfortable to share their information/worries and concerns with staff and they appreciate and benefit from the non-judgemental, harm reduction and safe approach used by the staff. Staff also pick up on things that are happening in the community and how young people are affected by things that are going on.



FAMILY FIRST

NOTIFICATION SOURCE – REQUEST FOR ASSISTANCE TEAM.

SUPPORT FROM FAMILY FIRST – SUPPORT PARENT TO OVERCOME CONFIDENCE ISSUES AFTER SIGNIFICANT DOMESTIC ABUSE.

INITIAL MEETING WITH PARENT – REFERRAL TO WOMEN'S AID COMPLETED, PARENT GOALS DISCUSSED AND ACTIONED, FAMILY WELLBEING SCALE COMPLETED, SCORE 47/80.

AGREED GOALS – PARENT TO FEEL CONFIDENT LEAVING HOME AND ENGAGING IN COMMUNITY AND FAMILY CENTRE WHERE SON ATTENDS. PARENT TO BUILD CONFIDENCE IN HER ABILITY/CAPACITY AS A GOOD PARENT.

LONG TERM: – GOAL TO FIND WORK AGAIN THAT FITS WITH CHILDCARE.

- The Family First worker visited the parents home in Barrhead on a weekly basis to build a relationship and trust.
- She supported visits to park, local Foundry and nursery parent engagement days.
- After visit 6 whilst using Solihull approaches, Family First discussed further supports including a parenting programme to build confidence.
- From September to December the parent attended a 14 week Incredible Years Programme to equip her with strategies to parent with confidence.
- During this time the parent shared with other parents that she was now able to independently take her son to transport museum, shopping, cinema, attend nursery with much more ease and cnce.
- In December the parent was referred to Work ER where she perused options around studying and work. In January the family was closed to Family First as goals were achieved and she was continuing support with appropriate services to further develop her progress. Family Well-being complete 68/80.



Learn Well Service

Supporting Emotionally Based School Absence



Sarah has not attended secondary school for over a year. She is academically able, conscientious and motivated to learn and progress. The social and physical demands of the school environment proved overwhelming and she withdrew from engagement on any level, despite the school's continued efforts to find ways to support her.

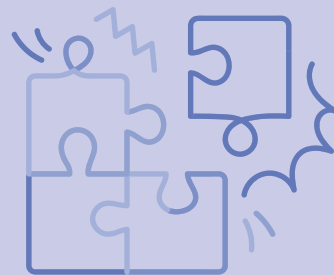
Sarah became more socially isolated and her mental health continued to decline. On assessment from Educational Psychology, Sarah presented as withdrawn, depressed and had expressed suicidal ideations. The Learn Well service began to engage with Sarah on a one-to-one basis, with a one-hour session per week. During this time, the Learn Well teacher worked to build a trusting and supportive relationship with Sarah, while listening to and validating her anxieties around school and her education. Sarah also began engaging with the National 4 English curriculum and working towards achieving identified outcomes.



As Sarah continued to engage and progress, it was decided that learning should gradually move outwith the home in order to benefit from a more productive learning environment, increase social opportunities and help her to build resilience. Sarah now attends weekly sessions outside of her home, choosing to walk twenty minutes there and back. She works alongside a small group of other learners all focusing on N4 English. Sarah has managed to achieve all of the N4 English outcomes and is now working towards her N5 literacy award. She has yet to engage with any extra-curricular offerings but the service continues to support and encourage her with this in mind as a future goal.



A meaningful moment came when Sarah helped the Learn Well teacher and Pupil Support Assistant with the rebranding of the service (formerly The EBSA service). She helped to finalise decisions about service name, logo and specific design features. Sarah is included, supported and achieving well.



Moving forward, Sarah will benefit from the opportunity to access the Learn Well service throughout the week in a permanent, nurturing learning space. The service will continue to work with other teaching professionals to offer varied and ambitious learning opportunities for her whilst monitoring and supporting her mental health and wellbeing.



53 ST NINIAN'S HIGH SCHOOL LEARNING FOR SUSTAINABILITY CASE STUDY



THE GLOBAL GOALS

In St Ninian's, the UNCRC and Learning for Sustainability underpin the wide range of activities and initiatives that promote and celebrate equality and inclusion in our school.

The One St Ninian's Group is at the centre of this and acts as a vehicle to ensure a culture of respect, love, and kindness permeates throughout the school community. Pupils across all year groups make up the group and each play a leadership role in activities carried out each term.



Pupil and staff representatives recently attended the Scottish Parliament where they were awarded with the Vision Schools Scotland Level 1 award to recognise our work on Holocaust education. The group will soon be ready to submit their work for the Level 2 award. As part of cross-curricular work pupils have reflected on the horrific realities of the Holocaust and other genocides both in the past and in a contemporary context. This has allowed pupils to consider their place in the world as global citizens and recognise the fragility of their rights as young people.

Charity and the act of service are at the heart of St. Ninian's High School community. Throughout the year there are various events to raise money for charitable causes that pupils have identified both locally and globally. S6 pupils volunteer their time through the S6 service programme where they are involved with supporting pupils in the BGE phase of the school and through their involvement in the cluster primary schools. St Ninian's is now proud to have a formal relationship with Ndombo School in Chikwawa, Malawi, through our friends at Mary's Meals. Our Mary's Meals youth ambassadors work with staff and pupils across the school to coordinate initiatives that will allow us to raise the £10,000 annually that it will cost to feed each pupil at our partner school.



A number of Senior Phase pupils take part in the Bright Horizons programme which provides pupils with a variety of activities to support their personal development and independent life skills. Staff from Adult Services visited the school to work with pupils in the Courtyard, learning life-long gardening skills and growing their own vegetables from seed.

Staff have an awareness and understanding of Learning for Sustainability and curricula increasingly reflect LfS themes and approaches, such as a commitment to children's rights. The UN Sustainable Development Goals are being used across all curricular areas to provide pupils with a clear framework when learning about sustainable development education. Pupils have the opportunity to take part in a number of interdisciplinary learning and outdoor learning projects to help enrich their learning experience and learn about the role they play in their society and environment. All S1 pupils take part in the annual 'Rapid Response' programme which is cross-curricular opportunity for pupils to build positive relationships with one another as they problem solve their way through a day of outdoor learning activities.



ENVIRONMENT AND CARLIBAR PRIMARY SCHOOL CASE STUDY



COP26

A focus for learning linked to COP 26 provided excellent opportunities to learn about global issues. These learning experiences empowered children to be actively involved in research and understand the impact campaigning can have. Children wanted to share their environmental messages with the community. This resulted in a whole school climate change march along the Levern Walkway in Carlibar Park. Feedback from children was that they thought it was important for them to continue to learn more about the environment and how they could respect, protect and improve it



Children participated in a COP26 legacy project in collaboration with Scottish Contemporary Arts Network (SCAN) and East Renfrewshire Council. They planted a Wee Wood of 300 native trees in Carlibar Park and then participated in a series of eco inspired poetry and art workshops the following year, facilitated by the artist Robyn Woolston. The resulting artwork was installed in the school in August 22. An Early Day Motion submitted to Parliament by local MP Kirsten Oswald in January 22 helped children to understand that their actions are important and that children can bring about real life positive change in their local environment.

Children have since planted 175 more native trees in the community in 2023. This time in Dunterlie Park in collaboration with Trees for Cities.

LEVERN VALLEY RIVER RESTORATION PROJECT



The DHT has attended meetings of the Levern Valley River Restoration Project Board to gain knowledge and identify opportunities for children to be involved in this major environmental development, taking place beside the school. Learning in the community and working with a range of partners has supported children to understand how changes impact on their lives and the environment. It has developed knowledge through their exploration of the local area and built confidence to share their views and ask questions. They have also gained an insight into the world of work and gender stereotypes by having the opportunity to meet a range of key personnel involved in this project.



One class, supported by scientists from the Clyde River Foundation gathered environmental data as part of a citizen science project. This was significant, as a major engineering project was due to start which would change the course of the Lavern Water and improve the biodiversity of the river. Children learned about the lifecycle of Atlantic salmon, how to do kick sampling and identify macro-invertebrates living in the Lavern Water. They watched an electro-fishing demonstration and were amazed to find a large European eel, this is on the critically endangered list. Children were able to collect e-DNA samples from the Lavern Water. These samples were sent off to the lab to be analysed, along with the results of their kick sampling and electrofishing to provide clear evidence of the range of living things in the river ecosystem. Further surveys of the river bank for native and non-native invasive plant species were also undertaken.



When river restoration and landscaping is completed, the changes will increase accessibility for a wider age range. Carlibar children will be able to engage in outdoor learning experiences linked to the ongoing sampling and monitoring of the river and the surrounding areas as they re-wild. It is important that children continue to have quality experiences that foster respect for their local area, explore global issues, encourage them to share their views and give them confidence to lead their learning.

Children have been introduced to some of the roles involved in a major development such as environmental monitoring (SEPA), Designers (AECOM) Civil Engineers (Amco Giffen) and the role of the local council in consulting the community and planning. Partners have led assemblies and classroom activities. Bridge building workshops and learning about how rivers are formed and managed have enabled children to learn more about this project, ask questions and give their views on the development. Drone footage was shared by contractors with children during the excavation period when access to the site was not possible. This kept children informed of the changes that were happening in their community. Children were able to walk around the perimeter of the site to watch the progress of works, these were explained by the site agent. Part of the way through the works a small group of children visited the site when it was safe to do so and took photographs which they shared with others.



Appendix 2: Next Steps

Community Planning Partnership's vision for East Renfrewshire - *'An attractive and thriving place to grow up, work, visit, raise a family and enjoy later life'*

Strategic Outcomes

- All children in East Renfrewshire experience a stable and secure childhood and succeed
- East Renfrewshire residents are healthy and active and have the skills for learning, life and work

UNCRC Cluster	UNCRC Implementation Group Priority	What We Will Do	How we will measure our progress
Cluster 1: General Measures of Implementation	Promote	Align improvements identified as necessary within current statutory plans to ensure children's rights are fully embedded in the work of the Council and wider partnership including: <ul style="list-style-type: none"> • Children's Services Plan • Local Improvement Plan • Vision for the Future • Community Plans Workforce development: multi-agency training and development courses for staff to develop skills and knowledge in supporting young people's wellbeing	Children's rights are reflected in appropriate plans Evaluations following training highlight increase in staff understanding of children's wellbeing
	Publicise	Develop child friendly webpages on East Renfrewshire Council Website	Tracking of traffic via webpage
Cluster 2: General principles of the UNCRC (Non- Discrimination)	Participate	Co-Design of Youth Rights Committee Co-Design a Promise Board to promote participation and decision making with care experienced children, young people and their families Continue to support and encourage all settings and schools to continue their RRSA journey.	% of children and young people stating they are involved in decisions that affect them % of settings and schools with RRA award
	Participate	Further Develop Youth Led Participatory Budgeting Continue to consider the UNCRC when taking decisions around budget.	% of children and young people stating they are involved in decisions that affect them

UNCRC Cluster	UNCRC Implementation Group Priority	What We Will Do	How we will measure our progress
Cluster 3: Civil rights and freedoms	Publicise	Ensure that all children and young people have access to accessible advice to support them to understand their rights Embed Social Justice Framework and implement 3 year strategy	% of children and young people stating they are helped to understand rights. Evaluation of SJ strategy via Education Standards and Quality reporting
	Participate	Implement a child friendly complaints process compliant with the Scottish Public Services Ombudsman (SPSO) guidance when known.	Monitoring of SPSO complaints – completed on time
	Promote	Evaluate parent/carer/community understanding of the UNCRC and plan next steps Develop training for all Council staff and establish a children's rights mandatory module for all employees	% of parents reporting they know about and understand children's rights % of employees undertaking UNCRC training
Cluster 4: Violence against children	Participate/Promote/Publicise via Children's Services Plan	Roll out of Equally Safe at School Across all Secondary Schools Refresh and embed Signs of Safety approaches and ensure consistently across partners Through co-production event, enhance whole family wellbeing support Launch of Bairn's Hoose with partners Children1st Further develop and embed trauma informed practice across council and partners Improve transition between children's and adult services Finalise our local multi-agency child protection procedures following the publication of the National Guidance for Child Protection in Scotland in 2020. Develop communications campaign to raise awareness of children's right to be safe and looked after.	% of schools participating in Equally Safe at School Training No of Gender Based Violence Incidents recorded via Seemis % SOS approaches evident in CP audits % of staff reporting increased understanding of trauma informed practice % of young people with complex ASN with transition plan in place. No of reports of Children Equal Protection from Assault incidents



UNCRC Cluster	UNCRC Implementation Group Priority	What We Will Do	How we will measure our progress
		<p>In line with The Promise, all families across Scotland have access to Family Group Decision Making.</p> <p>All schools referring to targeted group work programmes and implement MVP</p> <p>Develop ways of recording conversations with young people around sexual exploitation</p>	<p>% of referrals and uptake of FGDM</p> <p>No of GBV incidents reported in schools</p>
<p>Cluster 5: Family Environment and Alternative Care</p>	<p>Participate/Promote/Publicise via Children's Services Plan</p>	<p>Update Education Corporate Parenting strategy and identification of data sets for care experienced children and young people to ensure tracking and supports in place.</p> <p>Further develop the Family First support to included support for families with neurodevelopmental needs.</p> <p>Implement actions from promise pathway project including development of housing and accommodation support services for young people</p>	<p>Tracking of: Attainment Inclusion Participation Engagement Attendance</p> <p>Increase in Family Wellbeing as identified through Family Wellbeing Scale</p>
<p>Cluster 6: Basic Health and Welfare/ Wellbeing</p>	<p>Participate/Promote/Publicise via Children's Services Plan</p>	<p>Improve access to and awareness of the range of mental health supports available</p> <p>Develop a nurturing learning space to enhance the Learn well Service supporting children not able to attend school</p> <p>Further embed CoSD approaches in all schools</p> <p>Revenue and benefits service will continue to support families in line with Scottish welfare legislation.</p>	<p>Number of children and young people accessing Healthier Minds.</p> <p>% of parents/carers reporting schools is affordable</p> <p>% uptake of benefits</p>



UNCRC Cluster	UNCRC Implementation Group Priority	What We Will Do	How we will measure our progress
Cluster 7: Education, Leisure and Culture	Participate/Promote/ Publicise via Local Improvement Plan, ERCL Business Plan	<p>Implementation of ASN Action Plan</p> <p>Develop opportunities for children and young people with ASN to be included in a wider range of community activities and experiences</p> <p>Continue to improve attainment and achievement and close the attainment gap</p> <p>Develop a tool to monitor and track health and well-being (HWB) to help improve the well-being of our children and young people.</p> <p>Develop and implement a Sport and Physical Activity Strategy</p>	<p>ASN Oversight Board</p> <p>Improved outcomes for children with ASN</p> <p>Children and Young People and parents and carers reporting increased satisfaction with community activities for children with ASN</p> <p>HWB tracking Tool</p> <p>Evaluation of Sports and Physical Activity Strategy</p>
Cluster 8: Special protection measures		<p>Support UASC through access to care, support and education enabling integration into communities</p> <p>Collaborate with young people to design and deliver diversionary work</p> <p>Roll out of refreshed Getting it Right for Every Child</p> <p>Prepare for passing of Children's Care and Social Justice (Scotland) Bill</p>	<p>% of Looked After Children with more than 1 placement within the last year</p> <p>Audit of Children's Plans</p>



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اگر آپ اس لیف لٹ میں درج معلومات کا ترجمہ اپنی زبان میں چاہتے ہیں تو ہم سے رابطہ کریں

EAST RENFREWSHIRE COUNCILEDUCATION COMMITTEE17 August 2023Report by Director of EducationEAST RENFREWSHIRE'S CHILDREN AND YOUNG PEOPLE'S
SERVICES PLAN 2023-2026**PURPOSE OF REPORT**

1. This report presents "*At Our Heart – Next Steps*" The East Renfrewshire Approach to Children Services Planning for the period 2023-2026. Education Committee is requested to note the content of the plan prior to being submitted to full Council on 13 September for approval. The plan was noted by IJB on 16th August. After Council approval the plan will be submitted to the Scottish Government.

RECOMMENDATION

2. Education Committee are asked to:
- a) acknowledge the duties of the Children and Young People Act 2014 as they relate to Part 3 Children's Services Planning, and;
 - b) note the content of the Children and Young People's Services Plan for 2023-2026, prior to submission to full Council for approval.

BACKGROUND

3. Part 3 of the Children and Young People (Scotland) Act 2014 places children's services planning duties on local authorities and health boards. Section 8(1) of the Act requires every local authority and its relevant health board to jointly prepare a Children's Services Plan for the area of the local authority, in respect of each three-year period.

4. A range of other relevant local and national bodies are expected to be either consulted with, or obliged to participate, at various stages of the development of the plan. In addition the plan must be accompanied by a robust evidence-based joint strategic needs assessment of the current population of the children and young people in its area.

5. On a yearly basis the local authority and relevant health board are required to jointly publish an annual report detailing how the provision of children's services and related services in that area have been provided in accordance with the plan. Statutory guidance to support the preparation of plans was updated and re published in January 2020 and has confirmed that completed plans should be submitted to the Scottish Government after local approval.

CONTEXT

6. Section 9 of the Act sets out the strategic aims for a Children's Services Plan. Under these provisions every Children's Services Plan must be prepared with a view to securing the achievement of the following five aims:-

- (a) that "children's services" in the area are provided in the way which -
 - (i) best safeguards, supports and promotes the wellbeing of children in the area concerned,
 - (ii) ensures that any action to meet needs is taken at the earliest appropriate time and that, where appropriate, action is taken to prevent needs arising,
 - (iii) is most integrated from the point of view of recipients, and
 - (iv) constitutes the best use of available resources,
- (b) that "related services" in the area are provided in the way which, so far as consistent with the objects and proper delivery of the service concerned, safeguards, supports and promotes the wellbeing of children in the area.

7. In addition key messages from Part 3 revised statutory guidance state that plans should include:

- A focus on primary prevention and early help
- Targeting the most vulnerable children and families
- A commitment to reducing child poverty
- A joined up services approach
- A commitment to engage communities
- Further implementation of the Getting it Right for Every Child (GIRFEC REFRESH) approach
- The Getting it Right for Every Child Wellbeing Indicators as the means to evaluate impact
- A strategic commissioning approach to planning together
- Constitute the best use of available resources

8. The statutory guidance states that the Children's Service Plan must align with existing plans or those in development, as well as legislation to include:

- Community Planning Partnership Local Outcome Improvement Plans
- Local Health Board's Strategic Plan
- Child Poverty Strategies
- Early Years Strategy
- Corporate Parenting Plans
- Community Learning and Development Plans
- Early Learning and Childcare Strategy
- The Community Justice Act
- Community Empowerment Act
- Specifically Parts 1, 6, 9, 10, 11, 12, 13, and 18 of the Children & Young Peoples Act 2014

REPORT

9. *"At Our Heart – Next Steps"* The East Renfrewshire Approach to Children's Services Planning 2023-2026 (Appendix 1) is our plan for children, young people, and families for the next three years. The plan demonstrates our commitment to achieve the best possible

outcomes for children and their families during these challenging and uncertain times. Building on our successes with “*At Our Heart*” 2020- 2023 this new plan sets out our vision and priorities for children, young people, and family services over the next 3 years. We anticipate the next three years will be a challenging time for all public sector bodies providing services. Tighter financial settlements, ongoing recovery from the Covid-19 pandemic, and the effect of the cost of living crisis on families, will result in increased need and demand. In order to achieve the greatest impact during these difficult times it is clear that creating strong working partnerships will be more important than ever.

10. Since 2002 when we published our first integrated children’s services plan we have come a long way towards achieving our shared vision to get it right for children and young people. The vision for the 2023 - 2026 Plan was created by local children, young people, families, during engagement activities that took place. We believe the vision the children and their families have developed is an inspiring and ambitious one and clearly sets out what they believe to be important to them. This vision is:

“East Renfrewshire’s children should grow up loved, respected and be given every opportunity to fulfil their potential. We want them to be safe, equal and healthy, have someone to trust, have friends, but most of all HOPE”.

11. Over the last six months in line with statutory duties partners have conducted a wide ranging assessment of children and young people’s needs stretching back over one year; the content of this work is included in this plan at the separate document Appendix 1. In addition to the needs assessment we compiled a comprehensive report to reflect children and families’ feedback which had been received by agencies over the last eighteen months (Appendix 2). The analysis of this combined work has enabled local partners to agree new priorities and success criteria for the plan as outlined on Page 7, and this is what we will be judged against over the duration of the plan.

FINANCE AND EFFICIENCY

12. As the children’s services plan is a multi-agency plan, costs associated with implementing the commitments detailed will be jointly met through individual departments and services devolved budgets.

CONSULTATION

13. Children’s Services Planning takes place within the wider context of community planning in East Renfrewshire. As such the production of this plan has over the last twelve months involved a process of extensive collaborative working between children’s services partners and related services as well as the important wider engagement that has taken place with children, young people, families/carers, and communities.

PARTNERSHIP WORKING

14. The Improving Outcomes for Children and Young People Partnership is the principal multi agency group that has responsibility for joint strategic planning and development of services for children, young people, and families in East Renfrewshire. The Partnership oversees the work of the four multi agency thematic planning sub groups in relation to the plan itself and its annual reports. These are – Additional Support Needs Group, Early Years Group, Corporate Parenting Group, and Young People’s Group.

15. All children's services and most of the related services are represented on the strategic high level partnership along with the four thematic sub groups. This includes East Renfrewshire Council, the Health and Care Partnership, NHS Greater Glasgow & Clyde, Police Scotland, and a range of other agencies including East Renfrewshire Culture and Leisure Trust, the Scottish Children's Reporter Administration, Skills Development Scotland, Voluntary Action East Renfrewshire, and partners in local and national voluntary organisations.

IMPLICATIONS

16. No immediate policy, staffing, property or IT implications have been identified.

17. An Equalities, Fairness and Rights Impact Assessment of the new plan will be undertaken and the report will be issued once complete. The findings and recommendations will be adopted by the Improving Outcomes for Children and Young People's Partnership and delegated to the relevant thematic group and or service/agency as appropriate.

CONCLUSIONS

18. The purpose of "*At Our Heart – The Next Steps*" The East Renfrewshire Approach to Children's Services Planning 2023-2026 is to set out our vision for East Renfrewshire's children, young people, and their families and demonstrate our commitment to achieve the best possible outcomes for them especially in these challenging and uncertain times. The new plan is framed around our locally agreed approach which includes a new suite of key priorities and success criteria. This approach is rooted firmly in the national Getting it Right for Every Child Wellbeing Framework which continues to underpin all that we do in East Renfrewshire.

RECOMMENDATIONS

19. Education Committee are asked to:

- a) acknowledge the duties of the Children and Young People Act 2014 as they relate to Part 3 Children's Services Planning, and;
- b) note the content of the Children and Young People's Services Plan for 2023-2026, prior to submission to full Council for approval.

Mark Ratter
Director of Education
17 August 2023

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Appendices

Appendix 1 - At Our Heart -Next Steps
Appendix 2 - Needs Assessment
Appendix 3 - Views and Experiences

Background Papers

CYP Act 2014 <http://www.legislation.gov.uk/asp/2014/8/contents>
Part 3 Statutory Guidance Children and Young People (Scotland) Act 2014: Statutory Guidance on Part 3: Children's Services Planning – Second Edition 2020 (www.gov.scot)

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“At Our Heart – The Next Steps”

The East Renfrewshire Approach to Children’s Services Planning

East Renfrewshire’s Children and Young People’s Services Plan

2023-2026

Executive Summary

Welcome to ***“At Our Heart – The Next Steps”*** The East Renfrewshire Approach to Children’s Services Planning for 2023-2026.

Building on our successes with *“At Our Heart”* 2020- 2023 this new plan sets out our vision and priorities for children, young people, and family services over the next 3 years. We anticipate the next three years will be a challenging time for all public sector bodies providing services. Tighter financial settlements, ongoing recovery from the Covid-19 pandemic, and the effect of the cost of living crisis on families, will result in increased need and demand. In order to achieve the greatest impact during these difficult times it is clear that creating strong working partnerships will be more important than ever.

All partners in East Renfrewshire are signed up to work together to achieve the vision and objectives detailed in the plan and it is their ongoing participation and support that will help turn the commitments of the plan into a reality for children, young people, their families and carers. Drawing on what children, families, staff, and partner agencies have told us our new plan commits us to continuously improve how we design and deliver our universal, preventative, and targeted services to ensure children get the help they need when they need it. Furthermore this will enable us to ensure that we provide services that are responsive, achieve better outcomes, and create opportunities for children, young people and their families.

As always the production of our plan has involved a process of extensive collaborative working between partners within East Renfrewshire Council, the Health and Social Care Partnership, NHS Greater Glasgow & Clyde, together with a range of other agencies including the Scottish Children’s Reporter Administration, Skills Development Scotland, and partners in local and national third sector organisations. As the plan is an overarching document linking across a wide range of children’s services the strategic Improving Outcomes for Children and Young People’s Partnership will oversee its delivery and will publish progress annually in accordance with statutory duties.

On behalf of the Improving Outcomes for Children and Young People Partnership I would like to thank all partners and stakeholders along with children, young people, and families, for their contribution to the completion of the new East Renfrewshire Children and Young People’s Services Plan for 2023-2026 and their ongoing participation in the implementation and delivery over the years ahead.

Council Leader O’Donnell

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Introduction

“At Our Heart - The Next Steps” The East Renfrewshire Approach to Children’s Services Planning for 2023-2026 is the seventh integrated children’s services plan for children, young people, and families in East Renfrewshire. This plan encompasses the vision that children and families helped us create and represents the Improving Outcomes for Children and Young People long established commitment to achieve better integrated service planning and delivery.

Although our last plan - covering the period 2020-2023 - was published during the height of the Covid-19 pandemic, against the odds we made remarkable progress with implementation across the key priorities that we had identified. This is particularly true of how we responded to the publication of The Promise and also the emerging mental wellbeing needs of the local children and young people population. Emergency legislation passed by the Scottish Parliament during 2020 to temporarily suspend many statutory duties resulted in the publication of children and young people service plans covering shorter timescales than would ordinarily have been the case, leading to less time to achieve key agreed commitments. In addition to delivering our children’s plan our main priority during this extraordinarily difficult time was to respond quickly and divert our resources to identifying and protecting our most vulnerable families especially during the national and local lockdowns, and adapt practice due to the ongoing social distancing restrictions that posed a challenge to providing the type of services children and families needed.

In summer 2022 our considerable efforts to design and deliver the highest quality care and support was acknowledged when we were inspected by a team led by the Care Inspectorate. They observed the following strengths as a consequence of the East Renfrewshire partnership approach:

- Children and young people at risk of harm were benefiting from high-quality assessments, plans and support from a wide range of services.
- Children and young people were listened to and respected.
- The safety and wellbeing of children and young people who were at risk of harm was improving as a result of the caring relationships they had with key members of staff.
- Children and young people at risk of harm and their families were actively participating and influencing service planning, delivery and improvement.
- The partnership was successfully using data and quality assurance information to inform and support decision making, service planning and delivery.

In their assessment, the inspection team found the work of our Improving Outcomes for Children and Young People Partnership to be excellent which means that East Renfrewshire is the first in the country to receive an evaluation of Excellent for this quality indicator. The full report can be accessed on the Care Inspectorate website at [East Renfrewshire joint insp children and young people.pdf \(careinspectorate.com\)](https://www.careinspectorate.com/east-renfrewshire-joint-insp-children-and-young-people.pdf).

Nevertheless we believe that there is much more to be done and as part of the development of **“At Our Heart – The Next Steps” 2023-2026**, the local partnership has undertaken a comprehensive evaluation of our achievements to date along with an analysis of current need and demand. With an outstanding education system, a fully integrated Health and Social Care Partnership, sector leading council services, innovative third sector partners, and recognition by the Care Inspectorate of excellence, we are confident of achieving our ambitious vision that our children and young people have set for us.

“At Our Heart – Next Steps” The East Renfrewshire Approach to Children’s Services Planning 2023-2026

Our Vision, Outcomes and Priorities

The Improving Outcomes for Children and Young People Partnership has agreed **“At Our Heart – Next Steps” The East Renfrewshire Approach to Children’s Services Planning 2023-2026** as set out in the illustration below on page 7. We are immensely proud of our vision which has been adopted from work undertaken with children, young people, and families, and we want to ensure it drives delivery of the new plan over the next three years. As is clear the **Getting it right for every child wellbeing framework** continues to underpin all that we do in East Renfrewshire strategically and operationally, and along with our revised **priorities** and **success criteria measures** will help us judge how well we are doing across the partnership and the impact we are having on the lives of children and young people, and their families.

Over the last six months in line with statutory duties we have conducted a wide ranging assessment of children and young people’s needs stretching back over one year; the content of this work is included in this plan at the separate Appendix 1. In addition to the needs assessment we compiled a comprehensive report to reflect children and families’ feedback which had been received by local agencies over the last eighteen months (Appendix 2). The assessment profile and the service user feedback report was then analysed and discussed by partners during a series of workshops to support the development of the new plan. From this exercise the partnership concluded that our priorities for the following period would focus on prevention and early help, transitions and complex needs, mental wellbeing, our care experienced population, and holistic family support. This is now represented in our approach model on page 7.

Community Planning in East Renfrewshire

Progress on achieving our approach will also contribute towards the delivery of key outcomes in the East Renfrewshire Community Plan and the Scottish Government’s National Performance Framework. The Community Plan was agreed in 2018 and sets out the Community Planning Partnership (CPP) vision for East Renfrewshire for the next ten years. The plan is structured around five outcomes, two of which are closely aligned to the children’s plan. These are: **Early Years and Vulnerable Young People**, and **Learning, life and work**. The Community Plan also includes **“Fairer East Ren”** the Local Outcomes Improvement Plan, which sets out the priorities across the CPP to make the area fairer and with fewer inequalities. A key objective of the plan is to **Reduce the impact of Child Poverty** along with other commitments that are expected to positively affect children and families. Additionally in line with the Christie Commission, East Renfrewshire has taken a **place based approach** to tackle inequalities specific to some geographical communities, and where poorer outcomes are more prevalent. The **locality plans** co-produced with local residents in these areas broadly echo the new children’s plan approach and commitments.

National Performance Framework

Scotland's National Performance Framework (NPF) provides a clear vision of the national outcomes we all work towards to improve Scotland's individual and collective wellbeing. To help achieve its purpose, the framework sets out National Outcomes with the key one for children being: ***We grow up loved, safe, and respected so that we can realise our full potential.*** This national outcome has also informed our local children's plan vision and the wider content of the new plan. Similarly the Scottish Government's Children and Young People's Outcomes Framework, developed to assist with strategic multi agency planning, has supported our decision making in this area.

Our Approach⁷⁵
East Renfrewshire's Children and Young People's Plan
2023-26

Our Vision
 We want East Renfrewshire's children to grow up loved, respected and given every opportunity to fulfil their potential.
 We want them to be safe, equal and healthy, have someone to trust, have friends, but most of all **HOPE**

- 7 Outcomes**
1. Safe
 2. Healthy
 3. Active
 4. Nurtured
 5. Achieving
 6. Respected/Responsible
 7. Included



How we will measure our success

1. Parents/carers accessing holistic family support indicate improvement in wellbeing (increase)
2. % of 0-2 year olds registered with a dentist (increase)
3. % of children reaching all of the expected developmental milestones by 27-30 month child health review (increase)
4. % of children reaching developmental milestones start P1 (increase)
5. Percentage of primary 1 children at risk of overweight and obesity (decrease)
6. Diversionary activity reduces risk and promotes inclusion
7. % of young carers reporting satisfaction with support services
8. Number of unallocated children with 2 or more IRD's in the last 2 years (decrease)
9. Parent satisfaction level on supports for children with complex additional support needs
10. All young people in transition will have a plan in place by age 14 years
11. Percentage of Looked After Children with more than one placement within the last year (decrease)
12. Attendance rate for Looked After Pupils (Primary & Secondary) (increase)
13. Number of Looked After Young People gaining achievement awards (increase)
14. Average number of insight tariff points for care experienced school leavers
15. Percentage reduction in the number of repeat presentations to GPs for young people referred to the Family Wellbeing Service 6 months post closure (in relation to emotional wellbeing) (decrease)
16. Children accessing Healthier Minds Service report improvements in their mental wellbeing
17. Percentage of children and young people (P5-S6) who agree or strongly agree that their school offers them the opportunity to take part in activities in school beyond the classroom and timetabled day (increase)
18. Percentage of children and young people (P5-S6) who answer that their (physical) health is good or excellent (increase)
19. Learn Well measure
20. Proportion of pupils entering positive destinations (increase)
21. Workforce learning and development opportunities increase knowledge, skills and confidence

- Our Priorities**
1. Help families and carers give their children the best start in life in a nurturing, safe and stable home environment
 2. Protect our most vulnerable children, young people, and families
 3. Ensure children and young people with complex needs are supported to overcome barriers to inclusion at home, school, and communities
 4. Deliver on our Corporate Parenting responsibilities to our care experienced children and young people by fully implementing The Promise.
 5. Respond to the mental and emotional wellbeing, and physical health needs of children and young people
 6. Upskilling our children's services workforce
 7. Reducing the impact of poverty on children and families

Relational based practice

Listen to children, promote their participation, and uphold rights

A focus on the strengths and assets of families

A trauma informed workforce

Local Context to the Approach

Holistic Whole Family Support

We know that the last 3 years have been challenging for families in a range of different ways. The lockdown periods, school closures, access to services, changes in the way people work and cost of living have all had a significant impact on children and families. Our new plan for 2023-2026 takes account of the lasting impact of these challenges but acknowledges the important role that local services can play in promoting family wellbeing and supporting families to lead safe, happy and healthy lives.

In East Renfrewshire we know that families are generally the best source of care and nurture for their children but from time to time many parents and carers across the authority might need some help. When this happens we want them to be able to access the help they need, where and when they need it, for as long as it is needed, in order to protect and promote their children's wellbeing. Ultimately we want to prevent crisis and keep families together where it is in the best interests of the child. In fact services for families in East Renfrewshire are primarily based on prevention and early help. This includes the universal services of health visiting, early year's settings, and schools. There is also a range of more targeted or specialist support available for those who need it, from health, social work, education and local third sector providers. Our support for families is integrated within our services through the ***Getting it right for every child*** and ***Signs of Safety*** approaches. This means that we focus on strengths and work in partnership with parents and children as we help them to identify and achieve their goals.

The Promise clearly identified the need to significantly upscale family support services and identified whole family support as a priority in the Promise Plan 21-24. Going forward we will be using the ***Supporting Families: A National Self-Assessment Toolkit For Change*** to evaluate our current supports for families to ensure they meet emerging local needs and address any that come to the fore over the next three years. Scottish Government assistance through the ***Whole Family Wellbeing Fund for Holistic Family Support and Families in Recovery*** will provide additional resource to support families with more complex needs as well as those who require early help at preventative stages.

Keeping The Promise and delivering on our Corporate Parenting responsibilities

On 5th February 2020 a promise was made to the infants, children, young people, adults and families who have experience of the care system in Scotland. The Promise and its commitments were clear that by 2030 the following would be delivered:

- ✓ Love will no longer be the casualty of the 'care system,' but the value around which it operates
- ✓ Wherever safe to do so, Scotland will make sure children stay with their families and families will be actively supported to stay together
- ✓ Children, young people, and their families will be listened to, respected, involved and heard in every decision that affects them.

The Scottish Government and the national Promise Team reinforced that this work is “**immediate and urgent work - what can change now must change now**” and that implementation of The Promise must not be delayed. In East Renfrewshire we have made the same commitment to our current looked after children and young people, those who we previously looked after, and for those who will experience care in the future. Even during the Covid-19 pandemic we sought opportunities to drive forward The Promise believing that during this extraordinarily challenging time children and young people in our care needed to be loved, safe, and listened to more than ever.

Over this time local partner agencies have demonstrated a commitment to improving the life chances of our looked after and care experienced children and young people but are aware we have more work to do to enable us to achieve our goal of being the best possible parent we can be in line with The Promise. We all understand that when a child or young person becomes looked after – at home or away from home - the local authority, health board, and a number of other public bodies take on the role of Corporate Parent. Corporate Parenting is the collective responsibility of the council, elected members, employees, and the other key partner agencies, to provide the best possible care and protection for our looked after children. This also means that each specified public body has the statutory responsibility to act for a looked after child in the same way that every parent wants to act. In East Renfrewshire this has meant we want the best for our children, to see them flourish with good health, to be safe and happy, to do well in education and enjoy healthy relationships. Similarly we want them to make the most of the available cultural and leisure opportunities, and to develop towards adulthood fully prepared to lead independent lives. Importantly, we want young people to progress into a positive post school destination, whether this be further or higher education, or employment, and to be financially secure.

We are now over three years into the Promise’s ten year plan with the current plan focusing on the period from 2021 until 2024 which is broadly running parallel with our previous and our new Children’s and Young People’s Services Plans. Our priorities over the next three years are to ensure we deliver on a **Good Childhood** and **Holistic Whole Family Support**. Culture, systems, and practice change will be needed for us to be successful in these areas but with children and families at the centre of service redesign programmes we are confident that we can achieve the high expectations we have set ourselves. This will include working closely with our local Champions Board and our Mini Champs to ensure that their unique experiences shape future provision. Later this year, The Promise Scotland team will embark on the work to develop Plan 25-27 to cover the second three-year phase before Plan 28-30 is laid out to finalise Scotland’s commitment. By which time, the Promise in East Renfrewshire will have been kept.

Mental Health and Wellbeing

For the most part, children and young people will experience good mental health along with the normal challenges and stresses of growing up. They will benefit from positive and helpful support for their wellbeing from their family at home, in early years settings and at school, and they will not require any extra help over and above that from the people they see on a daily basis. There will of course be a proportion of children and young people who will need extra help at some point, some of whom may even require additional or specialist services intervention. This may be because of factors relating to their development or health profile or because of the impact of adverse experiences on them, their family or community.

However the impact of the Covid-19 pandemic has exacerbated the circumstances of many children, young people and families, and we have seen a significant rise in the number of those experiencing challenges with their mental and emotional wellbeing.

Referrals to child and adolescent mental health services have increased by 50% and within this increase analysis highlighted an even higher increase in atypical eating disorders and complex neurodevelopmental conditions.

In response CAMHS staff have strengthened their links with local community services to provide an alternative and a speedier response to support families and reduce the need for specialised input. It is envisaged that the implementation of the single neurodevelopmental pathway within the current mental health structure, in line with national recommendations, will provide timely consistent support to children and young people with neurodevelopmental presentations.

The multi-agency Healthier Minds Service established in 2020, provides mental and emotional wellbeing support for children, young people and their families. The support is identified and aligned through the multi-agency screening hub, which meets weekly and is attended by regular representatives from Educational Psychology, CAMHS, Social Work, RAMH Youth Counselling service, Children 1st and Community Learning & Development. This service works alongside the existing Family Wellbeing Service which links to GP practices.

Improving the mental and emotional wellbeing of children and young people will continue to be one of the highest priorities for East Renfrewshire Council, Education Services and our Health and Social Care Partnership (HSCP) as we go forward, over the next three years. Together all partners in East Renfrewshire will continue to develop the integrated approach to mental and emotional wellbeing support for children, young people and families that will ensure they receive the right care and interventions at the right time and in the right place. More information on our local services can be found on the Healthier Minds Website for children, young people, families and practitioners. The site outlines ways to support mental and emotional wellbeing in a holistic way, providing information and resources that can help at different stages of children and young people's development. <https://blogs.glowscotland.org.uk/er/healthierminds/>

Complex and additional needs

East Renfrewshire children's planning partnership continues to prioritise the wellbeing of children and young people with complex additional support needs. Although in East Renfrewshire just over a quarter of school pupils are recorded as having an additional support need, which is lower than the national average of around a third, a smaller proportion require multi agency care and support during their childhood. The range of needs that children can present with however is increasingly diverse and complex in nature and as a result of this all services have required to adapt and become more creative in how they support families and carers.

As a direct consequence of the pandemic and the social isolation experienced by families caring for children with additional needs, we have seen an increased demand for services across the area and a higher degree of children and young people requiring multi agency assessment

and support. Education, health, social work, and other services are experiencing increased demand for assessments and care planning for children and young people with conditions including neurodiversity/autism, sensory impairments - visual and hearing, physical disability, learning disability, and significant social, emotional and behavioural difficulties.

Children's services are also strengthening links with local adult services providers to build capacity in this area and improve the post school transition planning arrangements for young people as they move on into young adulthood. It is anticipated that this will be an area requiring more focus as the population of young people with additional support needs grow in their development from childhood through adolescence, and into being adults. Developments in relation to the Promise and holistic family support will improve how children and families access information and local resources that help to reduce barriers to inclusion at home, school and in the community.

Keeping children and young people safe - Our commitment to working with children, young people, their families and carers

When a child or young person has been harmed or is at risk of harm, it can be a very difficult time for them and their family/carers. Keeping children at the centre of everything we do is very important to us. The East Renfrewshire Child Protection Committee Improvement Plan 2023-2026 will focus on how we can continue to work with children, young people and their families as well as our partners to ensure that children are kept safe in their families and communities. We recognise adjusting to life after Covid-19 and the lockdown restrictions continues to have an impact on our children, young people and their families. We will continue to work with them and our partners to ensure that they receive the right support at the right time to minimise any risks as they continue to adjust to life following the pandemic.

We will continue to ensure that children, young people and their families are involved in every step of the process and, where we need to do an assessment of their needs and circumstances, that they are part of this. We also want children, young people and their families to be part of meetings so that they can contribute to their plans for keeping them safe. Our ongoing implementation of the Signs of Safety approach allows us to do this in a meaningful way.

Furthermore we also want children, young people and their families to tell us what is working well and what we can do to improve our services. The inspection of joint services for children who are at risk of harm indicated that we do all this very well and we received a grading of excellent. We will continue to build on this good practice. The new National Child Protection Guidance for Scotland was published in 2021 and we are working hard to adapt our local guidance and processes to reflect this national guidance.

Child Poverty and the Cost of Living

The ongoing and cumulative impacts of COVID-19 and the Cost-of-Living Crisis has seen families in East Renfrewshire, like others across Scotland, facing more financial pressures than ever before. Those previously experiencing poverty have seen this worsened and many who were previously 'just about managing' are now finding themselves in poverty. We are fortunate in East Renfrewshire to have one of the lowest levels of child poverty in Scotland - 10.9% compared to 20.8% nationally. Average wages are high for those living in the area, unemployment rates are low and our residents are traditionally less likely to receive social security benefits. However, more recently, we have seen uptake rates for benefits, Scottish Welfare Fund and Money Advice Support. East Renfrewshire's Money Advice and Rights team and our local Citizens Advice Bureau have seen a 33% increase in the number of referrals received. This suggests an increase in the number of families experiencing financial vulnerability.

We have also noted a change in the demographics of the people accessing advice services. There has been a rise in the number of in-work families seeking assistance. There has also been a change to individuals' debt profiles, with personal debt for consumer goods decreasing, while debt for basic household expenditure is increasing. The demand for financial support is still primarily from the most deprived areas, however, there has been a significant increase from the more affluent areas who have not traditionally accessed advice services.

The challenges faced by families who do experience poverty are the same regardless of demographic or location. So, we continue to focus on tackling the drivers of poverty whilst also mitigating the impacts of those who are in poverty.

We recognise the impact of poverty on the health and wellbeing of children and young people and that the damaging effects can have a long-term impact into adulthood. We want all children in East Renfrewshire to experience a stable and secure childhood and succeed. We will continue to tackle child poverty to create a fairer future with all and make people's lives better. East Renfrewshire's Community Planning Partnership is committed to reducing child poverty. Tackling child poverty is at the core of Fairer East Ren's focus to minimise inequalities of outcomes across East Renfrewshire and is in line with the Scottish Government's Fairer Scotland Action Plan taking into account the new duties required under the Child Poverty (Scotland) Act.

Our Local Child Poverty Action Report details our local actions focussing on maximising incomes, reducing costs and improving the wellbeing of families facing poverty. Our Children and Young People's Services Plan 2023-2026 will compliment this work.

Children and Young People's Rights

The UN Convention on the Rights of the Child (UNCRC) is a core international human rights instrument which was adopted by the UN General Assembly in 1989 and ratified by the UK Government in 1991. The UNCRC sets out the human rights of every person under the age of 18 and has 54 articles that cover all aspects of a child's life and set out the civil, political, economic, social and cultural rights that all children everywhere are entitled to. It makes clear how adults and governments must work together to make sure all children can enjoy all their rights.

The Children and Young People (Scotland) Act 2014 further strengthens children's rights and places duties on local authorities, health boards and partner agencies to plan, develop and deliver services in this policy and legal context.

Our new Children's Services Plan 2023-26 has been developed using a rights based approach and directly links to our commitment to promoting and protecting children and young people's rights. In preparation for incorporation of the UNCRC into Scots Law, East Renfrewshire Council, the HSCP along with the wider partnership, established a UNCRC Implementation Group to ensure that all agencies and their staff are supported to consider the implications for how we deliver council services. This group are progressing three main themes linked to participation of children and young people, promotion of rights across all services and publicising children's rights to children and families.

Underpinning this work is a commitment to improving outcomes for all of our children and young people. We respect each child's right to family life and to grow up loved, safe and respected so that they can reach their potential. However we understand our additional responsibility to protect the rights of particular groups of children and young people who experience barriers to success and achievement or whose rights are threatened by abuse or poverty. For those children who need additional support, we work with them to assess their circumstances and make decisions with them and their families too. We seek children's views on a wide range of issues using appropriate and inclusive tools and we routinely consult with them when new policies and services are being developed and reviewed.

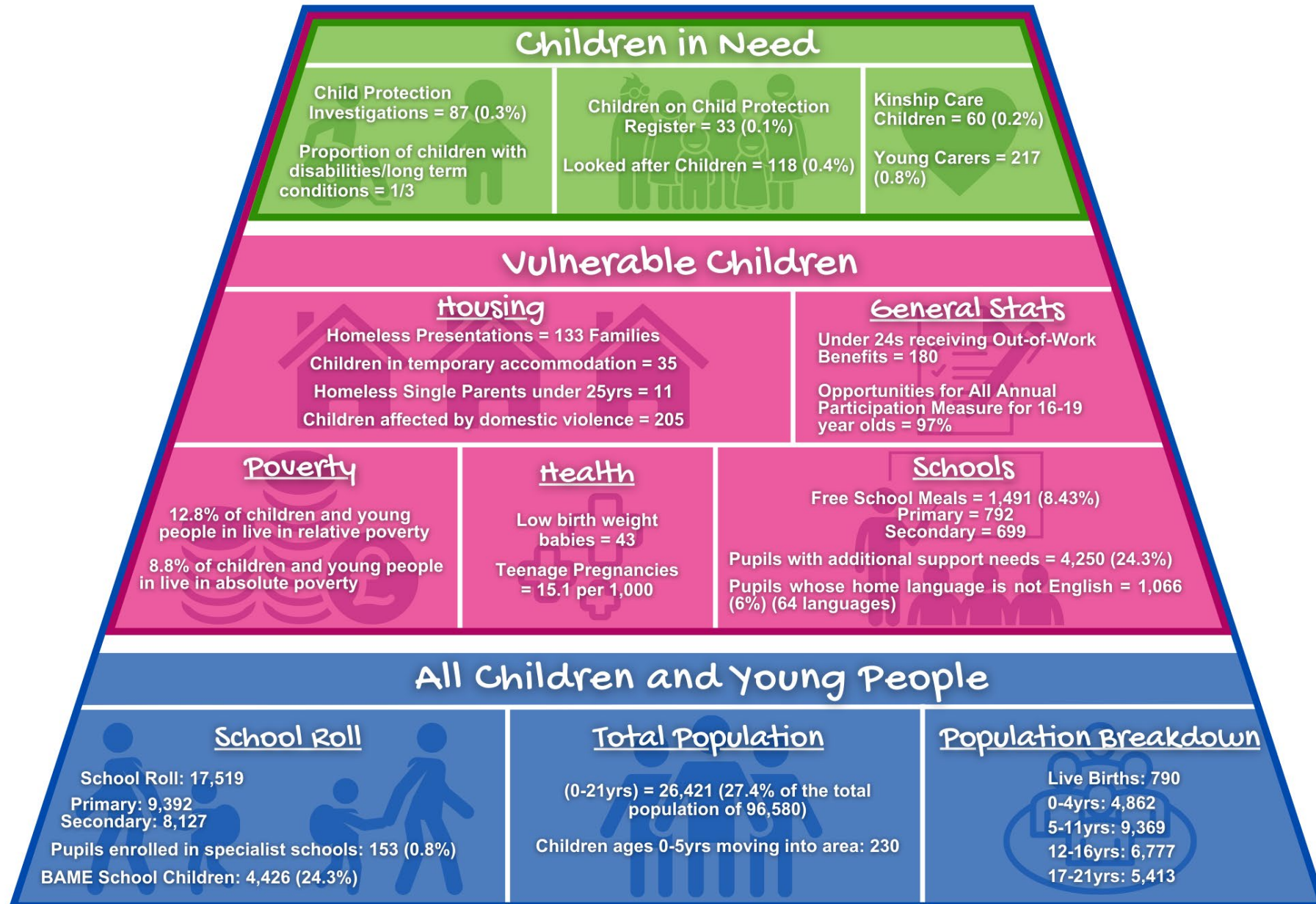
In line with statutory duties a joint report which sets out the progress we have made and the achievements we can build upon over the next three years will be published separate to the Children and Young People's Services Plan 2023-2027.

Creating a Trauma Informed Workforce

Within East Renfrewshire we continue to recognise the impact that adverse and distressing experiences can have on individuals and the importance of services responding in ways that help promote recovery and prevent further re-traumatisation. We continue on our journey of change to develop services that understand these challenges and a workforce that responds in a sensitive and responsive way. The local partnership to drive the implementation of our "Trauma Informed Services" strategy is well established and our partners in transformational change are leading experts in the field. Having recently developed our pool of accredited trainers in line with the National Trauma Training programme, we will now build on the rollout of the programme across the wider workforce. In addition, we will introduce learning opportunities in order to ensure all our staff become aware of the extent of trauma in our communities and respond in ways that are supportive and promote recovery and wellbeing.

The meaningful involvement of people with lived experience of trauma is an essential part of this development and their contribution will be critical to its success. They will work in partnership with our new Trauma Implementation Co-ordinator to raise awareness of the strategy across East Renfrewshire and help us to identify specific services and environments where need for change is greatest. This will help target our efforts to ensure the greatest effect on the systems, cultures and organisations for those who use our services. We will aim to measure the impact of our work against the new national Quality Improvement Framework.

East Renfrewshire's Children's Population at a Glance 2021-22/2022-23



Children's Services Plan – Priorities, Contributions, and Measures

Priority 1: We will help families and carers give their children the best start in life in a nurturing, safe and stable home environment

Our contribution to making this happen:

1. Holistic whole family support will be available across the area to families needing to access it.
2. The national Getting it right for every child programme refresh will be rolled out across the local children's services partnership
3. The Universal Health Visiting Pathway now implemented will be evaluated and impact on families analysed

How we will measure our progress:

- Parents/carers accessing holistic family support indicate improvement in wellbeing (increase)
- % of 0-2 year olds registered with a dentist (increase)
- % of children reaching all of the expected developmental milestones by 27-30 month child health review (increase)
- Children reach developmental milestones start P1 (increase)
- Percentage of primary 1 children at risk of overweight and obesity (decrease)

Priority 2: We will protect our most vulnerable children, young people and families

Our contribution to making this happen:

1. The Signs of Safety approach to keeping children safe will be rolled out across the local children's services partnership
2. Local partners will collaborate with young people to design and deliver diversionary programmes and opportunities that promote inclusion, responsibility, and improve wellbeing.

3. Housing and accommodation support services for young people will be evaluated in partnership with young people using a co-production approach to redesign and commissioning
4. Recovery and mental health services for 16-26 year olds will be evaluated to determine options for the best model of delivery for this age group in transition to adulthood
5. Prepare for the passing of the Children's Care and Justice (Scotland) Bill and new statutory duties that local authorities will be required to adhere to.

How we will measure our progress:

- Diversionary activity reduces risk and promotes inclusion
- % of young carers reporting satisfaction with support services
- Number of unallocated children with 2 or more IRD's in the last 2 years

Priority 3: We will ensure children and young people with complex needs are supported to overcome barriers to inclusion at home, school, and communities

Our contribution to making this happen:

1. Develop opportunities for children and young people with additional support needs to be included in a wide range of community activities and experiences including mainstream and inclusive provision
2. Improve access to inclusive opportunities information to ensure children and their families are aware of what services, programs, and activities are available to them locally
3. Arrangements for young people with complex needs to achieve and sustain a positive transition into young adulthood will be strengthened to ensure the experience is improved and the outcome in line with young people and families expectations
4. Support the local implementation of the NHSGGC Specialist Children's Services Neurodevelopmental Service Specification

How we will measure our progress:

- Parent satisfaction level on supports for children with complex additional support needs

- All young people in transition will have a plan in place by age 14 years

Priority 4: We will deliver on our Corporate Parenting responsibilities to our looked after and care experienced children and young people by fully implementing The Promise

Our contribution to making this happen:

1. Create settled, secure, nurturing and permanent places to live within a family setting for all care experienced children and young people in line with expectations from The Promise Good Childhood
2. Corporate Parents will provide welcoming, inclusive, supportive opportunities for children and young people and encourage them to express their views
3. Support young people to remain in a positive care placement until they are ready to move on and/or good quality accommodation with options to support their needs
4. Care experienced children and young people living outwith the local authority area will be supported with improving their learning experiences and accessing community opportunities
5. Unaccompanied asylum seeking children and young people will be supported by all Corporate Parents to integrate into local communities and access the care and support they need
6. In partnership with children, young people and families develop a Promise Board to promote participation and decision making with service users
7. Track the achievement and attainment of care experienced children and young people to ensure they are making the appropriate progress with their learning and school experience and taking up wider opportunities available to them

How we will measure our progress:

- Percentage of Looked After Children with more than one placement within the last year (decrease)
- Attendance rate for Looked After Pupils (Primary & Secondary) (increase)
- Number of Looked After Young People gaining achievement awards (increase)
- Average number of insight tariff points for care experienced school leavers

Priority 5: We will respond to the mental and emotional wellbeing, and physical health needs of children and young people

Our contribution to making this happen:

1. Improve access to and awareness of the range of mental health supports available in school and the community, to increase uptake and improve wellbeing
2. Promote the Healthier Minds Resource website for children, families and partner agencies to increase knowledge and skills, and enhance support strategies
3. Create learning opportunities and activities that provide accurate information to support young people to make safer and informed lifestyle choices
4. Respond to the needs of pupils with very low school attendance by creating the new Learn Well nurturing learning resource that will cater for their emotional wellbeing needs and ensure education experience is maintained
5. Nurture the interest and talents of children and young people in sports, arts, and leisure to assist improve emotional wellbeing

How we will measure our progress:

- Percentage reduction in the number of repeat presentations to GPs for young people referred to the Family Wellbeing Service 6 months post closure (in relation to emotional wellbeing) (decrease)
- Children accessing Healthier Minds Service report improvements in their mental wellbeing
- Percentage of children and young people (P5-S6) who agree or strongly agree that their school offers them the opportunity to take part in activities in school beyond the classroom and timetabled day (increase)
- Percentage of children and young people (P5-S6) who answer that their (physical) health is good or excellent (increase)
- Learn Well measure TO BE AGREED
- Proportion of pupils entering positive destinations (increase)

Priority 6: We will upskill our children's workforce

Our contribution to making this happen:

1. Roll out the National and Local Trauma Training Programme
2. Develop a skilled workforce who promote mental wellbeing, support healthy relationships, tolerance, equity and inclusion
3. Create new multi-agency workforce training on supporting children and young people with communication and learning difficulties.
4. Enable the workforce to undertake equality impact assessment activity to ensure services are designed and delivered to promote equality and enhance rights in line with legislation and local and national policies

How we will measure our progress:

- Workforce learning and development opportunities increase knowledge, skills and confidence

Priority 7: We will reduce the impact of poverty on children and families

Our contribution to making this happen

1. Children's planning partnership will contribute towards the implementation and delivery of the Fairer ER and Child Poverty Report

What we spend on children and families services in East Renfrewshire

A breakdown of expenditure in relation to children and young people's services is below. It should be noted that whilst Education, HSCP, and SDS, can better demonstrate how much they spend, other services are less able to provide this information comprehensively as their core business is not exclusively targeted children and young people. In view of this they proportioned their budgets in an attempt to illustrate how much of their overall budget is dedicated to services for children and young people.

Expenditure on Children's Services 2023/2024	
East Renfrewshire Council	£s
Education (Core – Recurring)	172,404,000
Education - Covid funding (from reserves – non recurring)	544,200
Community Learning and Development	624,800
Housing	700,000
Environment - Family Firm/Youth Employability Programme/ Parental Employment Support	769,000
East Renfrewshire HSCP	£s
Children and Families (Core – Recurring)	10,459,600
Children and Families – COVID funding (from reserves –non recurring)	311,700
Health Visiting and School Nursing	2,155,700
NHSGGC	£s
Specialist Children's Services	990,100
Speech and Language Services	261,000
Community Planning Partners and Partner Agencies	£s
Culture and Leisure Trust	3,362,100
Skills Development Scotland	1,704,000
Total	£194,286,200

Note: All budgets can change throughout the year as additional funding is confirmed. Also COVID related funding from reserves is unlikely to continue after the 2023-24 financial year.

Evaluating Impact – How we measure and report on success

Evaluating the impact of the plan is a key responsibility of all children's planning partners. To support this task each year through the work of the Improving Outcomes for Children and Young People Partnership (IOCYPP) we will in line with our statutory duty publish an annual performance report to demonstrate progress towards us achieving the actions, outcomes, and targets set out on our plan on a page at page 7. All four of the children's planning groups will work to a delivery plan with clear actions and the co chairs of each group will report to the Improving Outcomes for Children and Young People Partnership on what is being achieved and also any challenges that are being experienced. The latter will scrutinise performance reports and provide support to the children's planning groups to find solutions to any challenges they encounter.

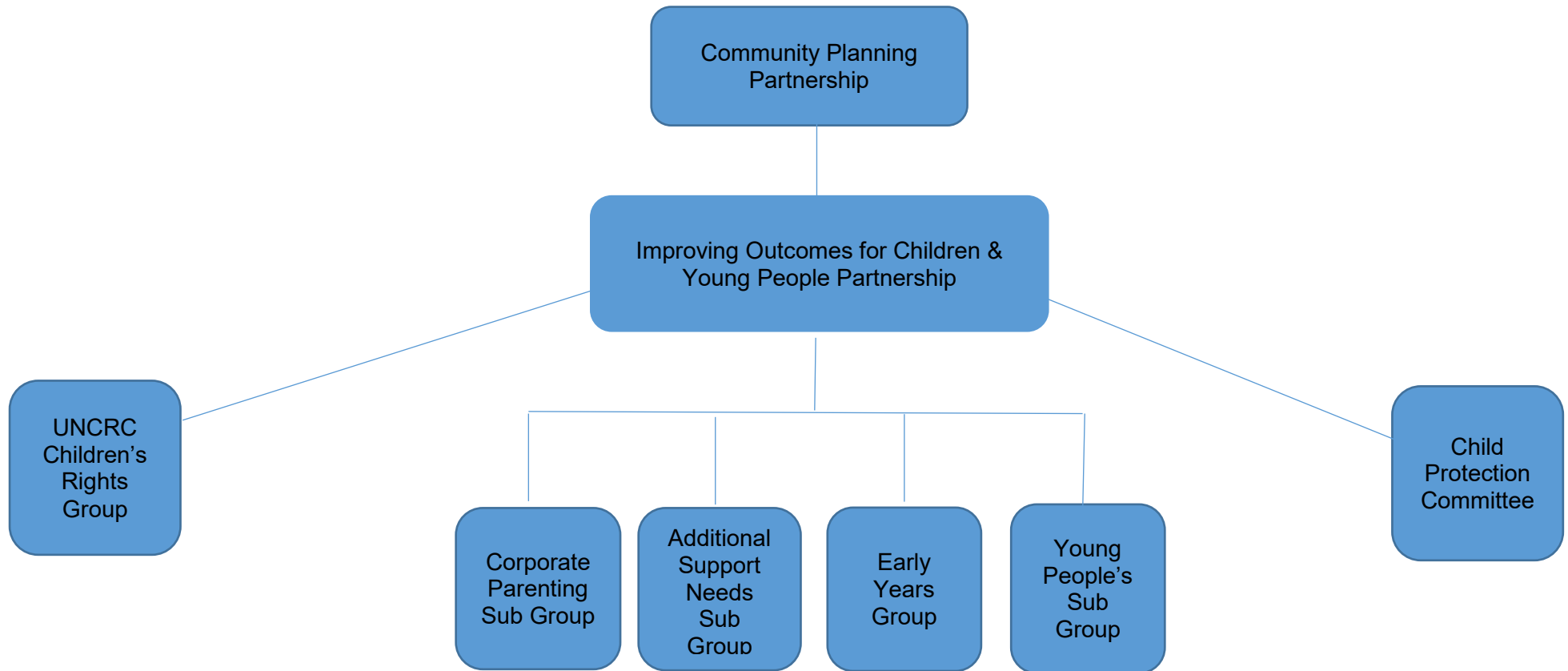
Furthermore a suite of critical indicators has been agreed by the partnership to help us report on how well we are achieving our aims. These indicators reflect local priorities as well as those from the Scottish Government's National Performance Framework. Although we are confident this set of measures will allow us to determine improvement and identify areas of strength we will regularly be engaging with children, families and communities to hear what they think about our progress as ultimately they are the most important source of information on how well we are doing to deliver on the vision they set for us; their experiences and views will be the final arbiter of whether we have got it right or not. Going forward we will be working even harder to ensure our services operate in a way that openly invites feedback and co design, and encourages frequent communication and dialogue with those who are using our services. This is especially important for children and families who are disadvantaged, or experiencing a range of more complex difficulties.

Appendix 1 – Profile of Children and Young People’s Needs in East Renfrewshire (separate document)

Appendix 2 - What children, young people and families have told us (separate document)

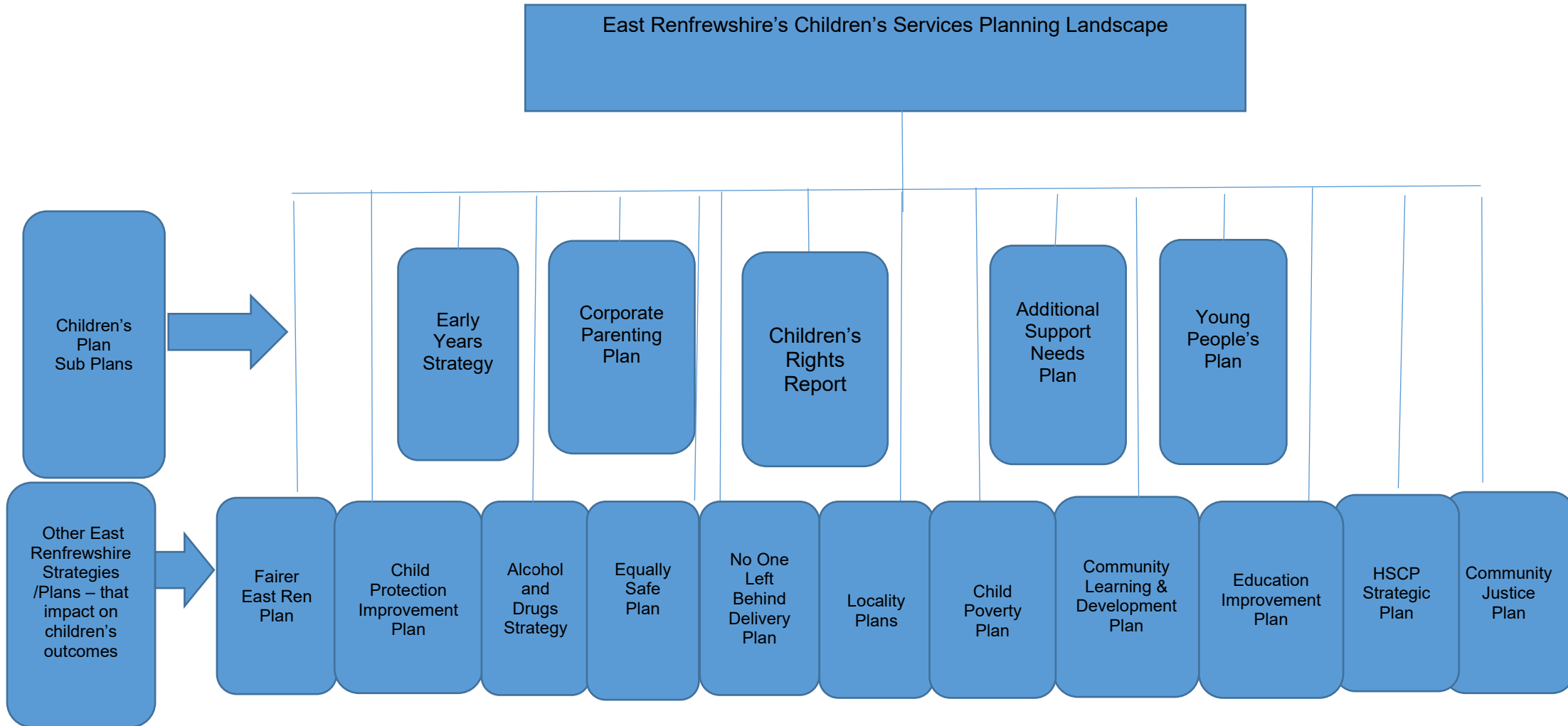
Appendix 3

Working in Partnership – East Renfrewshire’s Improving Outcomes for Children and Young People Partnership



Appendix 4

East Renfrewshire's Children's Services Planning Landscape



Membership of the Improving Outcomes for Children and Young People Partnership

<u>Name</u>	<u>Job Title</u>	<u>Organisation</u>	<u>Email Address</u>
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Appendix 1

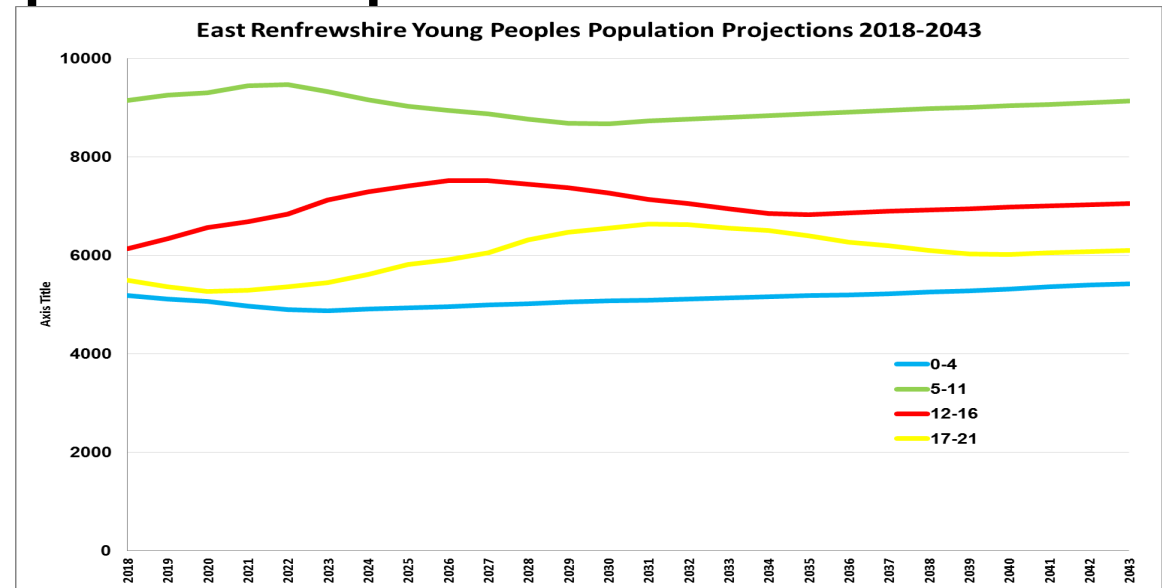
Profile of Children and Young People's
Needs in East Renfrewshire

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Children and Young People's Population

East Renfrewshire has a population of approximately 96,500 people that is projected to grow to 108,000 by 2043 (2018 based). Some 22% of the population are aged 16 years or under. The total children and young person's population (0-21 years) is currently around 26,000 with live births per year numbering around 800. This equates to a fertility rate of 51 live births per 1,000 women (aged 15-44) and compares favourably with the Scotland rate of 48.4 live births per 1,000 women. There are 19,701 individuals aged between 0 and 15, this is the highest proportion of children in any local authority in Scotland. One in every five people living in East Renfrewshire is a child.

The number of children and young people aged 0-15 has consistently increased over the last 10 years and has increased by nearly 2% since 2018. The picture across East Renfrewshire differs with the communities of Giffnock (-0.9%), Eaglesham (-0.5%), Netherlee and Stamperland (-0.7%) and Clarkston and Williamwood (-1.9%) experiencing a reduction in the number of children and young people. However, all other areas increased the number of children and young people living within them. Projections also show the children and young people cohort continuing to grow over the next 5 years.



Source: National Records of Scotland

From the graph above we can see that approximately 5,000 children are currently under 5 years, 8,600 are between five and eleven, and just over 6,000 fall within the twelve to sixteen age group.

There is an increasing pattern of more people entering East Renfrewshire than leaving. In 2020/21 nearly 600 more children (0-14) migrated into the area than left, further adding to the number of children in the population. These levels of migration were among the highest levels of any local authority. In comparison between 2019 and 2021, East Renfrewshire experienced a 2.2% decrease in the number of births, dropping from 808 in 2019 to 790 in 2021. The number of births in Scotland declined by 4.2% between 2019 and 2021.

Household Composition

East Renfrewshire has a higher than the Scottish average percentage of households with married/civil partners and dependent children (21.1%). Married or same-sex couple families (either with or without children) are the most common household type (34%). Lone parent families account for 11% of all households.

Ethnicity

Most people in East Renfrewshire (94%) report their ethnicity as 'White'. The majority of these people belonged to the 'White: Scottish' category (87%). The 'White: other British' was the second largest category at 4.1%. Of the 'White' ethnic group, 2.9% identified as 'non-British White' including 1.5% 'White: Irish', 1.2% 'Other: White' and 0.2% 'White: Polish'.

Minority ethnic groups in East Renfrewshire have grown in size between 2001 and 2011, and generally, lived in more mixed areas in 2011, compared to 2001. The 'Asian' population showed the largest increase and now represents 5% of the total East Renfrewshire population. 'Mixed or multiple' ethnic groups represented 0.4% and 'Other Ethnic' groups 0.3% of the population. The 'African, Caribbean or Black' groups made up 0.1% of the population.

Religion

East Renfrewshire is one of the most ethnically and culturally diverse areas in Scotland, with significant Jewish and Muslim communities.

In the Census of 2011, there was a much higher percentage of people in East Renfrewshire who stated they have a religion (73%) when compared with Scotland as a whole (63%). Six out of ten people said that their religion was 'Christian' (60%). After Christianity, the next largest reported religion is 'Muslim' which represents 3.3% with an increase of 1.2% from 2001. This is followed by 'Jewish' at 2.6% which represents 41% of the 'Jewish' population in Scotland. The other religions combined (including 'Hindu', 'Buddhist', 'Sikh' and 'Other religion') represented a further 1.4%.

Socio-Economic Factors

There are around 3,288 children (14.4%) living in relative poverty, after housing costs, in East Renfrewshire. This is among the lowest in Scotland. However, there is disparity in levels of poverty across the authority; varying from an estimated 5% in Clarkston, Netherlee and Williamwood to 21% in Barrhead, Liboside and Uplawmoor. 11% of households are lone parents, a group at greater risk of poverty. This number is predicted to increase in coming years.

Out-of-Work Households

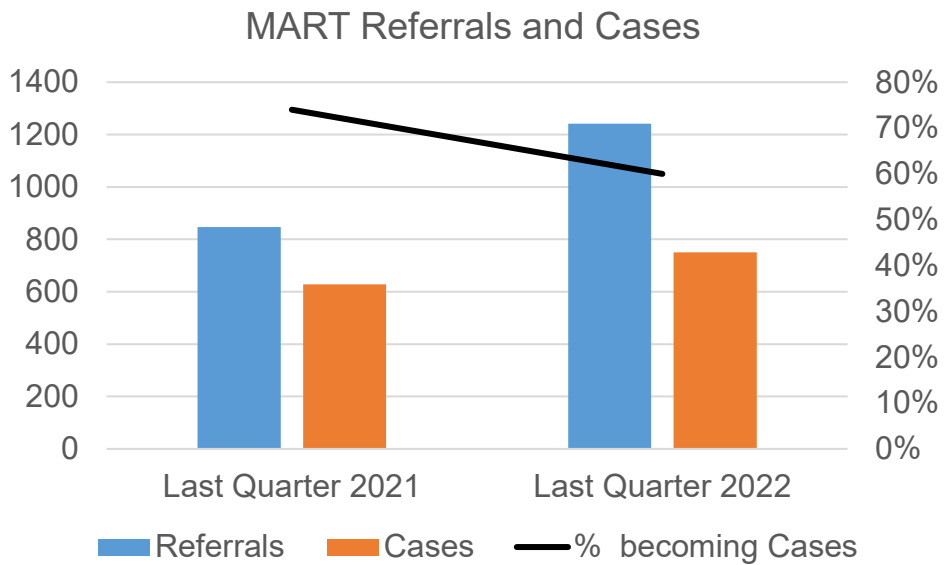
Around 2,070 individuals are claiming out-of-work benefits. This is approximately 4%, which is lower than the Scottish average of 6%.

Free School Meals Entitlements

Another useful indicator of levels of deprivation among families is free school meals entitlement rates. 8% of secondary pupils are registered for Free School Meals, which is lower than the Scottish average of 17%.

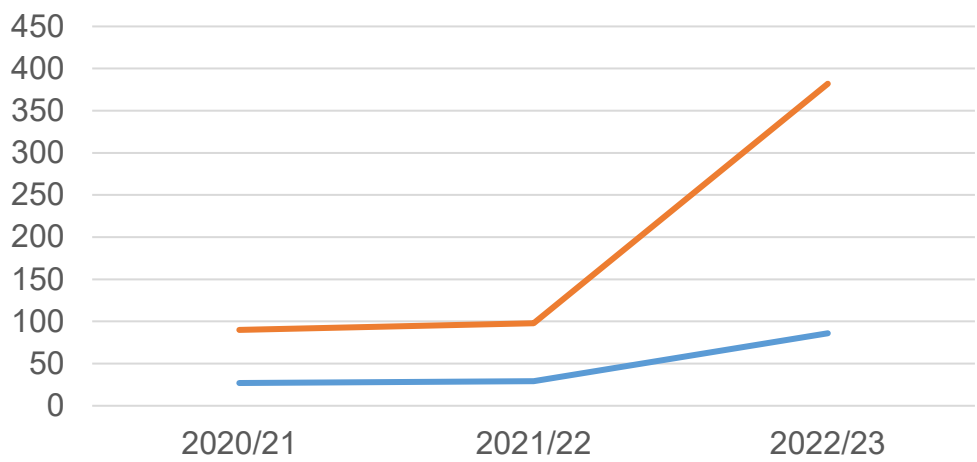
Level of demand for money and benefit advice

Money Advice and Rights Team (MART) receive enquires that are answered via a duty system. People then requiring an intensive service become cases. Enquiries can drop off for a variety of reasons, self-serve, awaiting further information, etc. It is increasingly common that following the initial interview the client cannot be assisted by MART and general advice only is issued. In 2022 this was evident from the number of people contacting in relation to the cost of living crisis who were above the threshold for state assistance. Both MART and Citizens Advice Bureau are seeing an emerging group of clients who are in work, and would have previously been getting by. The amount of people unable to meet essentials is widening and encompassing a new demographic. The number of MART clients in East Renfrewshire's most affluent areas have notably increased in the last year.



Source: East Renfrewshire Money Advice and Rights Team

Referrals directly related to children



Source: East Renfrewshire Money Advice and Rights Team

As at September 2022 there are 1,840 live payments of Scottish Child Payment in East Renfrewshire. This represents a **93%** rise since 2021 and demonstrates an increase of child poverty, as well as greater awareness of support available, and a national change in eligibility criteria.

There has been a huge upturn in referrals to MART directly related to children in 2022/23. Our Health Visiting Team undertook a test of change to increase referrals to MART from our most vulnerable families. MART are currently operating a pilot in 3 Primary Schools (Thornliebank, Cross Arthurlie and Mearns). So far 271 families have been seen and achieved £21,154.56 financial gains. There has been an uptake of 288 National Entitlement Cards since October 2022.

Housing and Accommodation

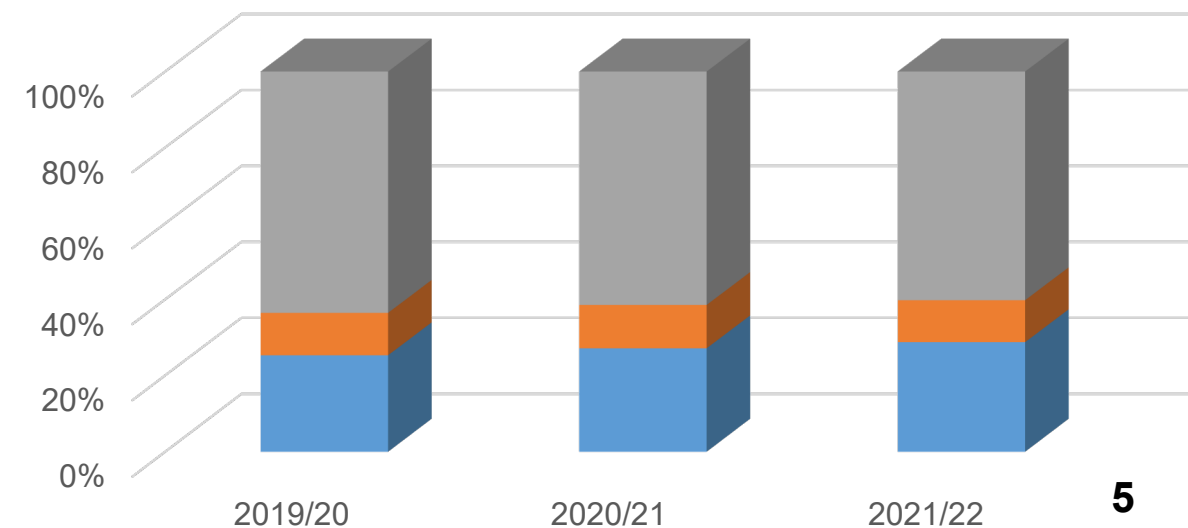
Over the last three years the number of households applying for council housing in East Renfrewshire has increased significantly, including applications from households with children.

	2019/20	2020/21	2021/22
Total Housing Application	4046	4827	4785
Single Parent Applications	1023	1309	1375
Other Households with Children Applications	452	551	529
Other Households	2571	2967	2881

Number of households on ERC housing waiting list by year and type

At the end of 2021/22 households with children made up 40% of all households on East Renfrewshire Council waiting lists. There were 30 young people aged 16 to 17 on the waiting list and a further 200 18-21 year olds, 24 of these with children.

Housing Applications by Household Type

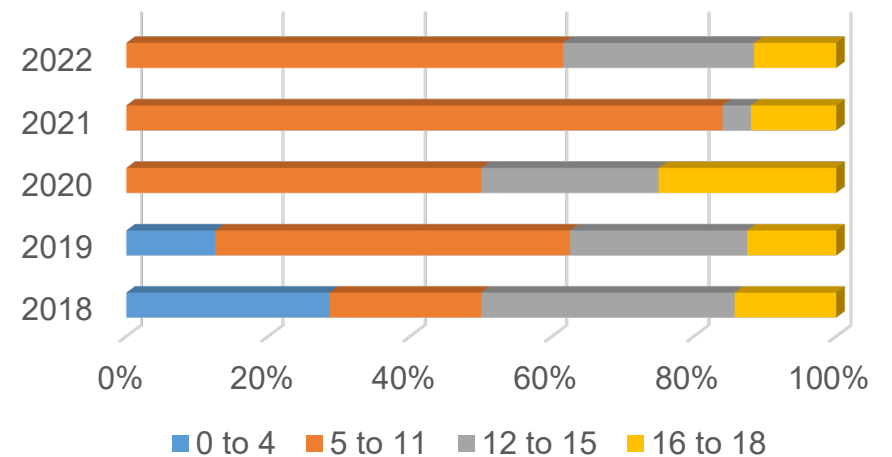


■ Single Parent Households ■ Other Households with Children ■ Other Households
 Source: East Renfrewshire Housing Department

The number of children being assessed as requiring an adaptation to their home to make it suitable for them is increasing year-on-year, from 14 in 2018 to 26 in 2022. Typical housing adaptations include wet floor showers, ramped access or closomats.

The majority of these referrals are for children aged 5 to 11 (almost 60%).

Houses Adapted for Children



Source: East Renfrewshire Housing Department

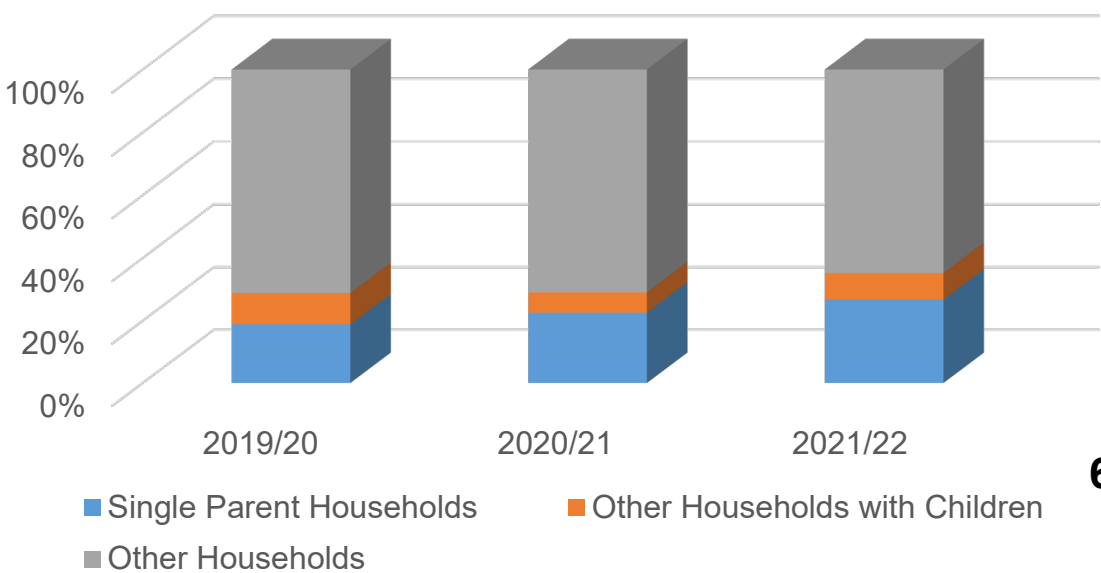
Supporting residents who are homeless, or at risk of losing their home, is a key priority for East Renfrewshire Council's Housing Services. In the current tough economic climate, significant numbers of local people are finding it difficult to sustain their home and are approaching Housing Services for support and assistance.

	2019/20	2020/21	2021/22
Total Homeless Applications	340	372	378
Single Parent Applications	64	84	101
Other Households with Children Applications	34	24	32
Other Households	242	264	245

Number of households presenting as homeless by year and type

In the last 3 years, the number of families with children who have applied to the Council as homeless has increased by 39%.

Homeless Applications by Household Type



Source: East Renfrewshire Housing Department

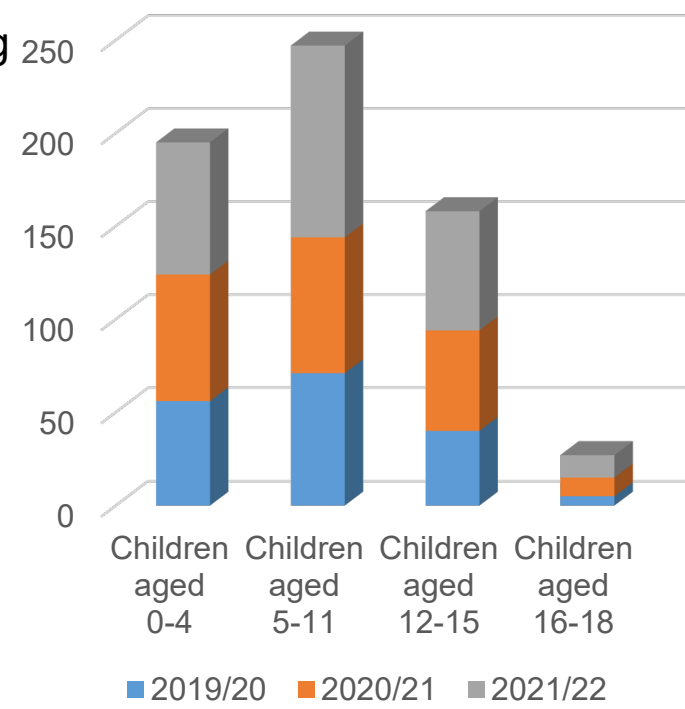
A priority for East Renfrewshire Council is to reduce the length of time households stay in temporary accommodation before moving on to more permanent accommodation. The average length of time households with children have stayed in temporary accommodation has recovered from the increased usage during the COVID-19 pandemic and decreased further.

2019/20	2020/21	2021/22
196 days	227 days	183 days

Average time in temporary accommodation for household with children by year

The overall number of households requiring temporary accommodation has increased over the last 3 years, reflecting the difficulties local residents are facing coming out of the COVID-19 pandemic and through the cost-of-living crisis, as well as the high pressure there is on affordable housing locally.

Households in Temporary Accommodation



Source: East Renfrewshire Housing Department

Education and Learning 105

Attainment in the Broad General Education

East Renfrewshire Council's Education Department has a strong reputation and record of high levels of attainment and sector leading evaluations of pupil experiences from HMIE evaluations. The department is fully committed to securing positive outcomes for all children and young people, in line with our vision statement – '*Everyone Attaining, Everyone Achieving through Excellent Experiences*'. There is a consistent focus on excellence and equity and all educational establishments ensure that efforts and resources are targeted towards those who need support most.

Pupil progress in reading, writing, talking and listening and numeracy through the Broad General Education (P1 to S3) is measured by teacher professional judgement. Evaluations are based on a wide range of evidence which takes account of breadth, challenge and application of learning, using a range of assessments including standardised assessments and on-going observation of learner progress. Teacher professional judgements at the P1, P4, P7 and S3 year stages are gathered each year by the Education Department and are submitted to the Scottish Government. Regrettably, as a consequence of the Covid-19 pandemic, teacher judgements were not collected for the academic year 2019-20.

The tables below provides a summary of the percentage of primary and secondary pupils achieving the expected CfE levels across the four curricular areas. In 2021-22 almost all pupils in P1, P4 and P7 combined, achieved the appropriate Curriculum for Excellence level of attainment in the Broad General Education as measured by teacher professional judgement of progress in reading and talking and listening, with most pupils attaining the expected level in numeracy and writing. The proportions of East Renfrewshire pupils in P1, P4 and P7 combined achieving the expected level in these curricular areas, are significantly higher than the latest published national proportions (2020-21).

Primary Attainment (P1, P4 and P7 Combined)

% Attaining or Exceeding Expected Levels	2017-18	2018-19	2020-21	2021-22
Reading	91.2%	90.7%	90.3%	89.2%
Writing	89.4%	88.4%	87.4%	87.4%
Listening & Talking	94%	94.5%	94.1%	93.2%
Numeracy	90.8%	90.7%	89.9%	89.6%

Secondary Attainment (S3)

% Attaining or Exceeding Expected Levels	2016-17	2017-18	2018-19	2021-22
Reading	77.1%	78.4%	80.9%	82.5%
Writing	71.8%	76.6%	79.7%	82.8%
Listening & Talking	76.9%	80.1%	81.5%	93%
Numeracy	76.2%	78.2%	81.5%	83.5%

*2019-20 data is universally unavailable and 2020-21 data is not available for secondary, due to covid

Source: East Renfrewshire Education Department

The levels of attainment of East Renfrewshire pupils in the Broad General Education has remained consistently high, however as a consequence of the Covid-19 global pandemic primary attainment in reading, writing, talking and listening and numeracy has decreased slightly over the last three years.

The Scottish Index of Multiple Deprivation (SIMD) can be used to identify children and young people who live in the most deprived areas in Scotland. Nationally, we compare the performance of key equity groups against overall performance to measure and monitor the poverty related attainment gap.

The tables to the right provide a summary of the percentage of primary and secondary pupils in equity groups.

In primary schools for children residing in deciles 1 & 2, from 2018-19 to 2021-22, overall attainment across the four curricular areas has decreased for all pupils, those entitled to a free school meal and those who reside in decile 1 & 2 areas. However the decrease for those entitled to a free school meal or residing in decile 1 and 2 areas is greater than for all pupils, indicating that the poverty related attainment gap has grown for our most disadvantaged primary aged pupils in P1, P4 and P7 over the last three years. It should be noted that the numbers of those children registered for Free School Meals and/or living in SIMD deciles 1 and 2 represent a small percentage statistically (approximately 6%) of this demographic in East Renfrewshire.

Primary	% Pupils Registered for Free School Meals (FME)			% Pupils living in SIMD deciles 1 and 2 (Q1)		
	2018-19	2020-21	2021-22	2018-19	2020-21	2021-22
Reading	71	74	68	77.8	73	69.5
Writing	64	67	64	72.8	69	64.2
L&T	85	84	64	90.7	83	78.2
Numeracy	74	71	70	80.3	75	68.7
Secondary (S3)	% Pupils Registered for Free School Meals (FME)			% Pupils living in SIMD deciles 1 and 2 (Q1)		
	2017-18	2018-19	2021-22	2017-18	2018-19	2021-22
Reading	63	65	64	62	66.4	66.7
Writing	61	60	63	62	66.4	69.3
L&T	61	64	66	65	73.3	73.3
Numeracy	48	53	51	59	57.8	56

Source: East Renfrewshire Education Department

Secondary attainment (S3) at third and fourth levels in reading, writing, talking and listening has increased over the last three years. However, at third level, from 2018-19 to 2021-22 with the exception of numeracy for pupils living in SIMD 1 and 2, the attainment of disadvantaged secondary pupils increased at a lower rate than the overall cohort. This demonstrates an increase in the poverty related attainment gap for pupils at this level.

Performance in SQA examinations

East Renfrewshire continues to outperform similar authorities and performance is well above the national average.

- 77% of S4 pupils attained 5 or more awards at National 5 or better, with an increase in the proportion of grade A awards at SQA National 5 in S4 from the last examination year in 2019; currently 56%. The presentation rate also increased for this measure compared to the last examination year in 2019.
- Increase in the proportion of learners achieving 8+ National 5 and National 5As in S4 when compared to the last examination year in 2019.
- 47% of S5 pupils attained 5 or more awards at Higher, with an increase in the proportion of grade A awards achieved in the last examination year in 2019 at Higher in S5.
- 69% of S5 pupils attained 3 or more awards at Higher.
- At Advanced Higher, 44% of S6 pupils achieved one or more awards (an increase of 4% since 2019); 22% of learners achieved at least one Advance Higher at grade A.
- Commendably, the proportion of presentations achieving A awards at Advanced Higher in S6 increased from 34% in 2019 to 47% in 2022.
- Comparison of the performance of learners living in SIMD Q1 (most deprived) with those living in SIMD Q5 (least deprived) shows that in 2022 the gap in achievement of:
 - 3 or more National 5 passes at grade C or better, increased by 12 percentage points compared with the last pre-pandemic year (2019). This compares with a national decrease in the gap at this level of 2 percentage points.
 - 3 or more passes at National 5 grade A, decreased by 2 percentage points from 2019. This compares with a national increase in the gap of 2 percentage points.
 - 3 or more passes at Higher Grade C or better decreased by 3 percentage points. This compares with a national increase in the gap of 2 percentage points.
- The gap between the attainment of the most and least deprived pupils has increased when comparing 2022 with the last pre-pandemic year (2019). In 2019 there was a gap of 26 percentage points between the proportion of most disadvantaged and least disadvantaged learners gaining 3 Higher Grade A passes at Higher; this rose to 33 points in 2022, representing an increase of 7 percentage points. Nationally the gap increased by 5 percentage points. Attainment of 3+ grade A passes remained lower for this group nationally at 25%, compared with 33% in ERC.

Attendance and Exclusions

In the primary sector, the attendance rate for 2021-22 was 93.9%. The attendance rate of learners recorded as being entitled to Free School Meals was 89.4%. The attendance rate of learners recorded as living in Quintile 1 (SIMD deciles 1&2) was 89.9%, with the gap in attendance of the most and least deprived groups recorded as 5.2%.

In the secondary sector, the attendance rate for 2021-22 was 91.4%. The attendance of learners recorded as being entitled to Free School Meals was 85.5%. The attendance of learners recorded as living in Quintile 1 (SIMD deciles 1&2) was 87.4%, with the gap in attendance of the most and least deprived groups recorded as 5.1%.

School exclusion rates remain very low within East Renfrewshire. In 2021-22 there were no exclusion incidents in the primary sector. Nationally, the rate of exclusions in the primary sector is 6.4 incidents per 1000 pupils.

There were 41 exclusion incidents in the secondary sector in 2021-22. Consequently the rate of exclusions in the secondary sector was 5.1 incidents per 1000 pupils. The East Renfrewshire authority rate is significantly lower than the national rate of exclusions in the secondary sector at 33 incidents per 1000 pupils.

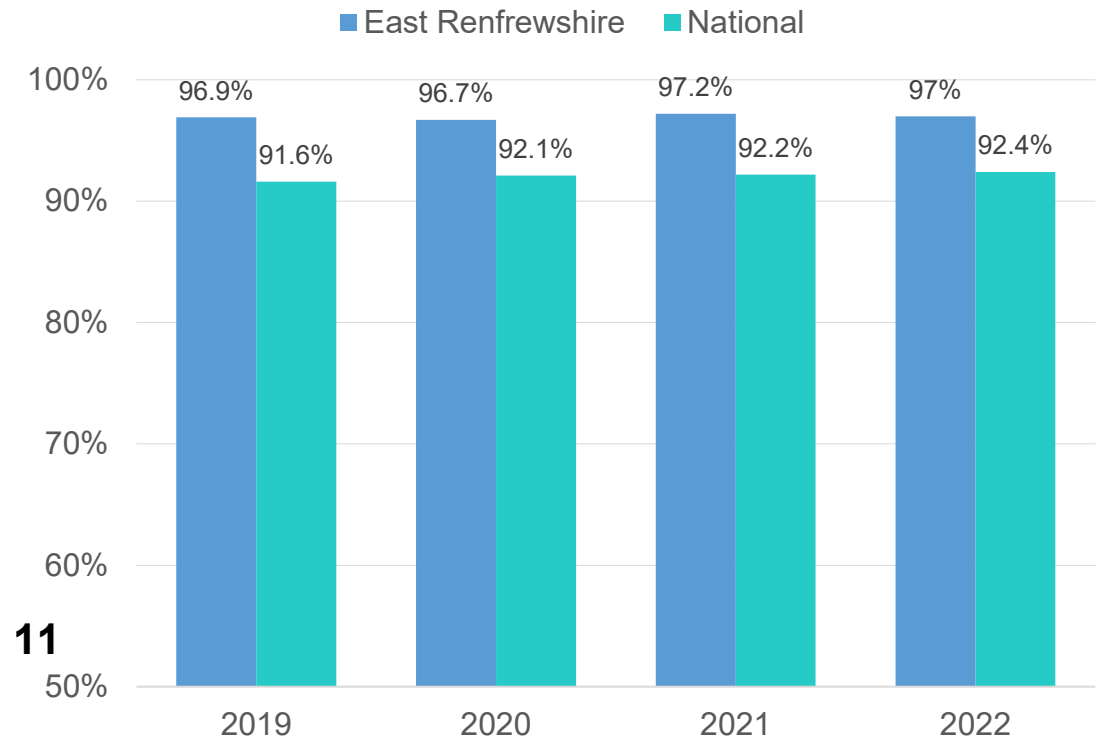
School Leaver Destinations

The Covid-19 pandemic previously impacted on the percentage of leavers in a positive destination (97.4% in 2020-21). In the follow-up survey in April 2022, 95.7% of the 2020-21 leavers were in a positive destination as compared to 93.2% nationally. Additionally, figures recently published show that 98.5% of 2021-22 leavers were in a positive destination as compared to 95.7% nationally. This represented the highest ever proportion of East Renfrewshire leavers moving into a positive destination.

Skills Development Scotland (SDS) and the Scottish Government worked together to develop a measure of participation which allows identification of the participation status of the wider 16-19 year old cohort. As agreed by Scottish Ministers, the Annual Participation Measure (APM) has been adopted in the Scottish Government's National Performance Framework as the measure of young people's participation. In 2022, 97% of ERC 16-19 year olds were participating, well above the national figure of 92.4% with East Renfrewshire having the highest proportion participating nationally.

Our partnership with SDS has ensured that our young people, staff and parents receive the most up to date, relevant labour-market information to support their learner pathways. Staff participated in professional learning to enhance their knowledge in relation to careers information and guidance. We develop and nurture relationships with employers to support learner experiences and broaden learner pathways. A priority of the DYW School Coordinators is to work with employers to allow our young people to demonstrate and apply these skills in different contexts. In 2021-22, there was a return to employer event activities with Employer Brunches for both young people in mainstream and an event for young people from our specialist provision.

Annual Participation Measure 2019-2022: East Renfrewshire



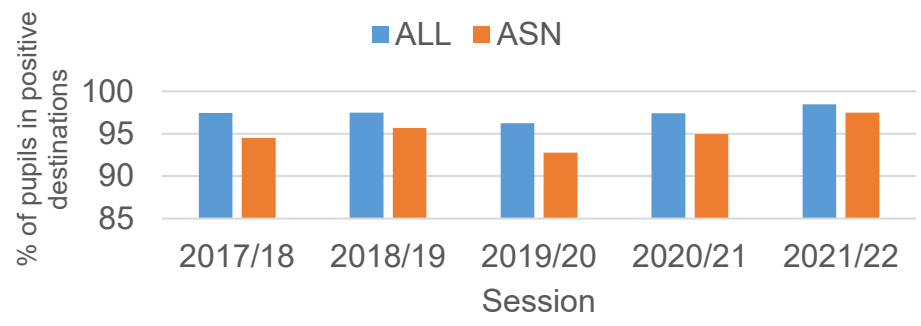
Additional Support for Learning Review

At the September 2022 census, 24% of children were recorded with an additional support need (ASN) in our schools and early learning centres (ELC). Right now, it's 5% in ELC, 21.1% in Primary, 28.8% in secondary and an East Renfrewshire Council total of 23.2%. There are a wide range of additional support needs including literacy difficulties/dyslexia, ASD/Social Communication Needs, Social, Emotional and Behavioural Needs and English as an Additional Language Social, Emotional and Behavioural needs is likely to include a large number of individuals whose primary need is in relation to mental and emotional wellbeing.

There has been a significant increase in children requiring input from the Sensory Support Service and new referrals for both Hearing Impairment (HI) and Visual Impairment (VI) are likely to follow this trend of increasing numbers. Currently there are 146 children and young people who are being supported for their HI with 71 receiving support for VI.

In the last 5 years, almost all S4 learners with ASN in East Renfrewshire have achieved SCQF Level 4 Literacy by the end of S4. S4 learners with ASN achieving SCQF Level 5 Literacy by the end of S4 has remained around 73% over the past five years; this has been significantly above the VC over the same period.

Initial Positive Destinations

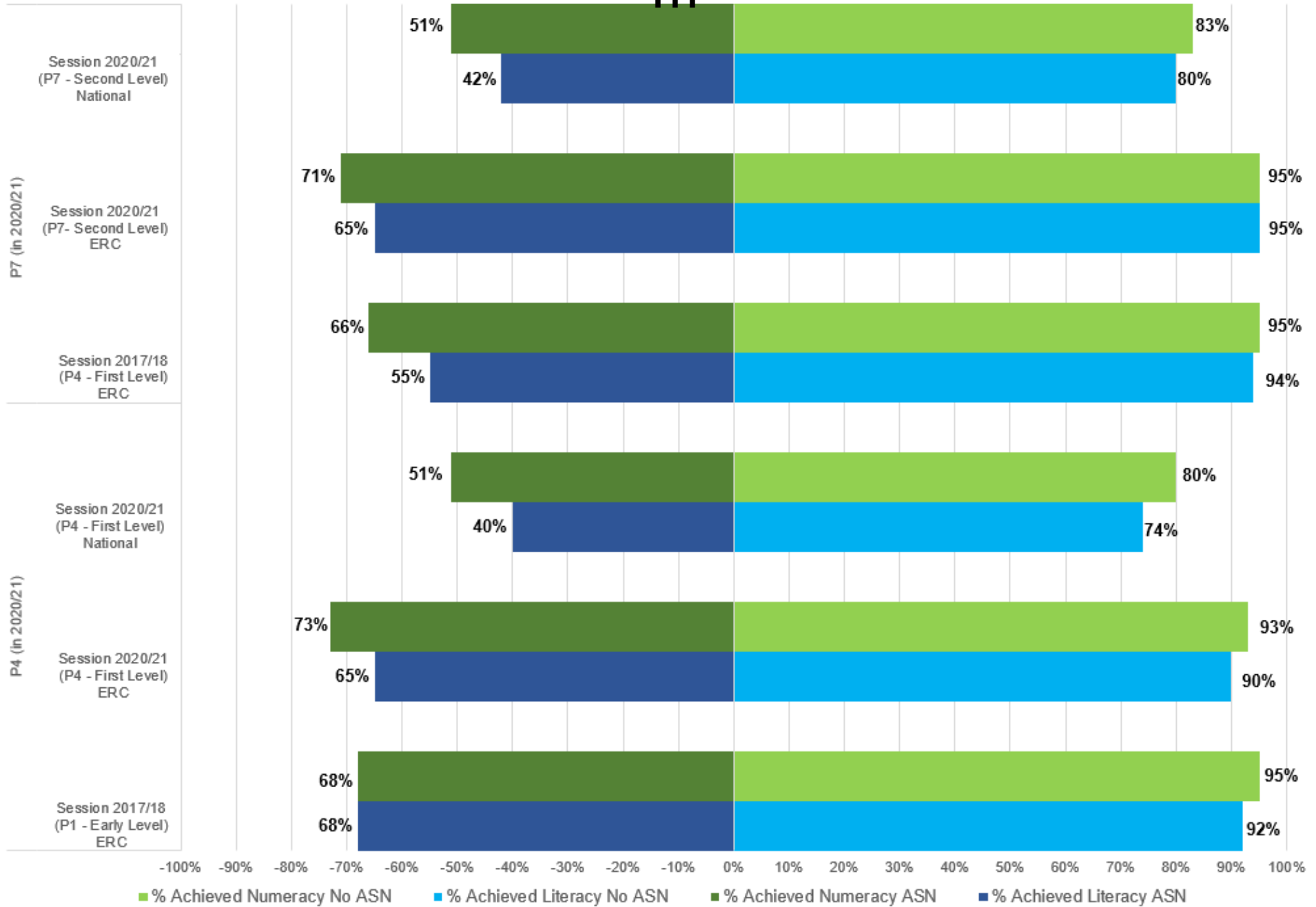


Source: East Renfrewshire Education Department

Almost all young people who are recorded as having an additional support need move on to a positive leaver destination. The majority of parents/carers report that there is a plan in place to support their child and of those who have a plan in place, almost all understand the plan and agree if it reflects their child's needs. Almost all agreed that their views and the views of children were taken into account when the plan was being created.

Achievement of Curriculum for Excellence Level, Additional Support Needs (ASN) Comparison - Achievement

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Family First

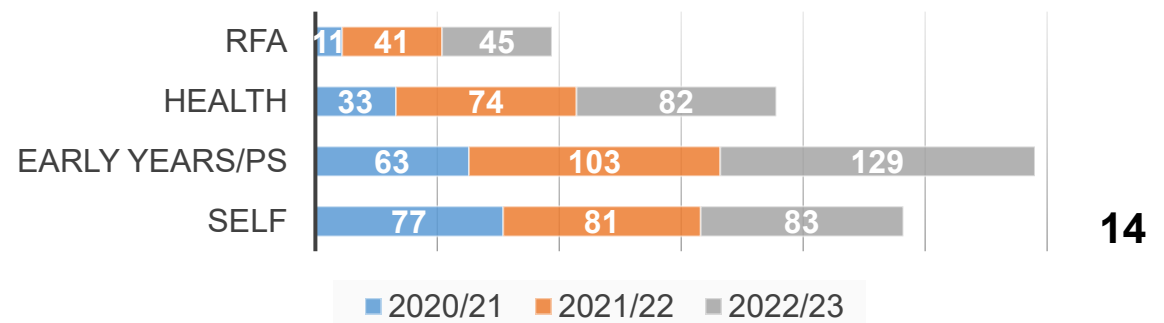
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The number of notifications to Family First's early intervention practice continues to increase, year-on-year. Notably, in 2021/22 the number of notifications from Black and Minority Ethnic Populations doubled compared to 2020/21.

One of the main sources of notifications to Family First is from residents themselves. This demonstrates the community's increasing awareness of this early intervention team and the confidence in asking for direct help.

Family First have worked closely with the Request for Assistance (RFA) team to gain a greater understanding of the type of referrals made to RFA and identify opportunities for earlier intervention. This led the Family First Team to work in closer partnership with schools and early learning and childcare settings within Barrhead community to encourage more timely notifications. An example of this is involving Family First when attendance issues begin to rise rather than wait until it reaches crisis point. This increase in referrals to Family First direct from schools and ELC settings is illustrated in the graph below.

Main source of referrals

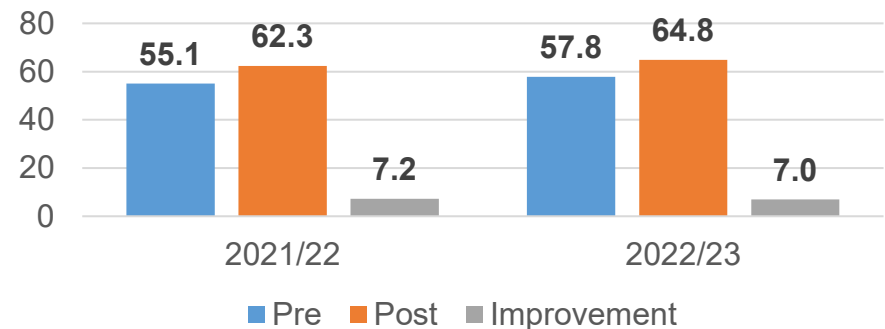


Source: East Renfrewshire Family First

Family Wellbeing Scale

The graph below shows the average pre- and post-support score and the average improvement made within the family unit. The average pre-support score in the graph doesn't fully demonstrate how these high pre scores are in reality, particularly within some of our more vulnerable customers. This is due to the team now using the scale across the wider population. The main impact of change after Family First intervention is verified in key themes within the scale are: a more hopeful attitude to life, a stronger sense of belonging and feel closer to their partner/family.

Family Wellbeing Scale Average Scores

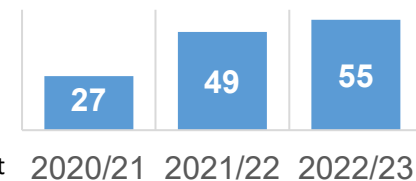


Source: East Renfrewshire Family First

Increase in Demand for ASN Sleep Assessment

The noted increase in demand has predominantly come from parents/carers of children with additional support needs. 30% have of those who engaged with sleep support have received a sleep assessment which is more intense intervention for at least a 3 month period.

Demand for Sleep Support



Source: East Renfrewshire Family First

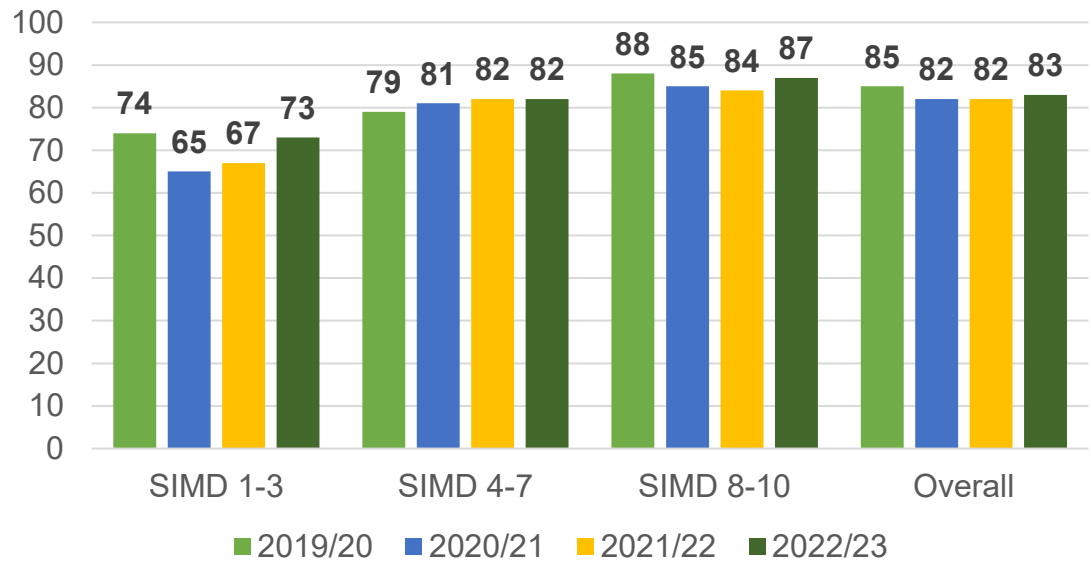
Developmental Milestones

Since 2013-14 data has been gathered on the percentage of children achieving the expected levels of development on entry to primary 1. The following developmental components are assessed: Social, Emotional, Attention, Speech, Expressive Language, Receptive Language, Communication, Gross Motor Skills, Fine Motor Skills and Behaviour. This session 83% of children achieved their developmental milestones, this is an increase of 1% on the previous two years as shown in the chart below.

From 2016-17 to 2019-20, there had been a steady increase in the percentage of children achieving their developmental milestones within the least affluent communities, defined as communities residing in areas with a Scottish Index of Multiple Deprivation (SIMD) deciles values between 1 and 3. From 2021-22 to 2022-23 the performance of children living in the lowest deciles has increased by 6%, it has remained the same for deciles 4-7, and increased by 3% for those living in deciles 8-10.

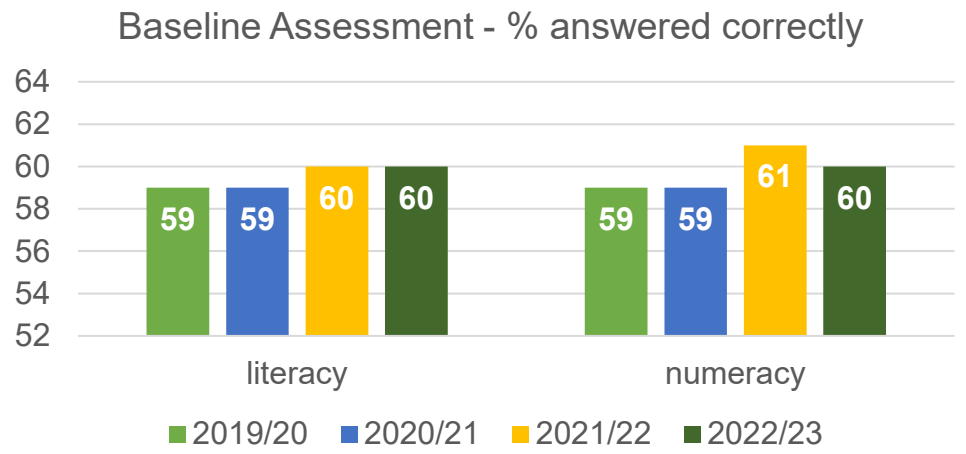
Following the lockdown periods during 2020/2021 there had been a significant reversal in the previous reduction in the gap between the achievement of those from the most affluent, (SIMD 8-10), and least affluent, (SIMD 1-3) decile areas, with the gap reaching 20% in 2020-21, reducing to 17% in 2021/22 and reducing further to 14% in 2022/23. Although performance overall has not returned to pre-pandemic levels, the gap is now 14%, as it was in 2019/20, indicating recovery.

Developmental Milestones: History by SIMD



Source: East Renfrewshire Education Department

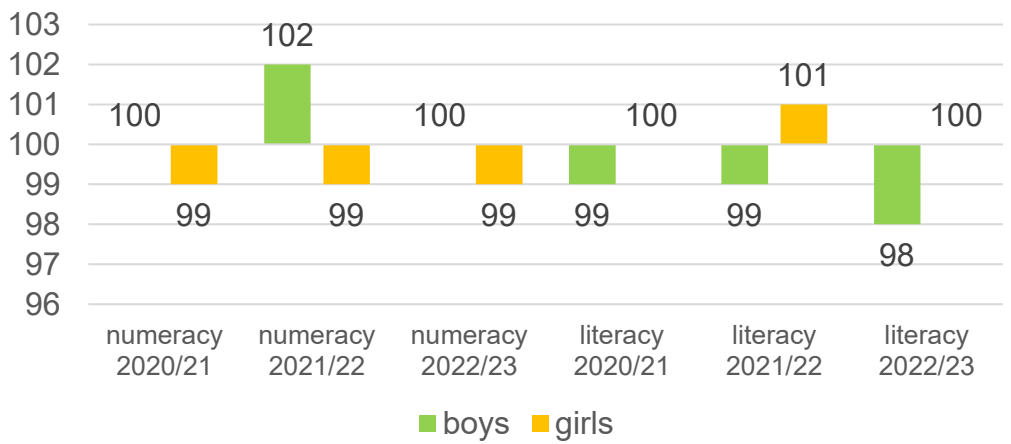
A Baseline Assessment has been in place since 2005-06 to assess children's attainment in literacy and numeracy on entry to primary one. In contrast to the Developmental Milestones, overall performance in literacy and numeracy remains consistent with previous years, with a slight decrease in numeracy as shown in the chart to the right.



Source: East Renfrewshire Education Department

The standardised scores for literacy and numeracy show a consistent pattern in terms of gender. Over the past three years boys have outperformed girls in numeracy and in literacy girls outperform boys as shown below.

East Renfrewshire by Gender: 2019/20 to 2022/23



Source: East Renfrewshire Education Department

Health Visiting

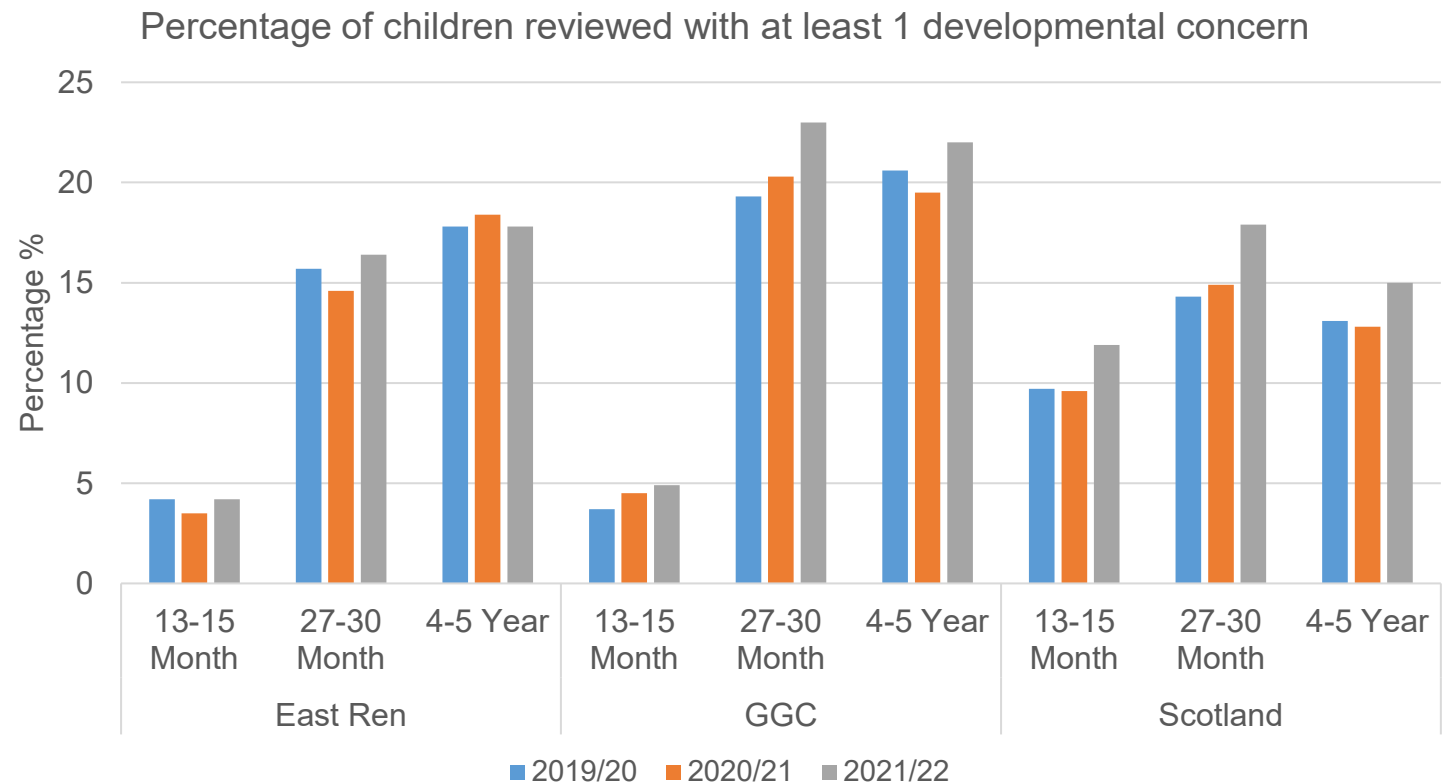
115

The evidence based Universal Health Visiting Pathway is a core home visiting programme to be offered to all families. The programme consists of 11 home visits; 8 within the first year of life and 3 Child Health Reviews between 13 months and 4-5 years.

In East Renfrewshire, the universal pathway is now fully implemented. The final addition of an antenatal contact, offered to all pregnant women, has provided an early introduction to health visiting services and the opportunity to develop the therapeutic relationship. In 2022, there have been significant improvements in completion of 4-5 year reviews, in response to this being identified as the review with the lowest coverage. Our data shows that family movement into East Renfrewshire for school, places demand on the service at this final touchpoint.

Early Child Development

In 2021/22, there were increases nationally in the proportion of children with a developmental concern at all three review points. In East Renfrewshire increases were seen in 13-15 month and 27-30 month reviews. There was a slight decrease in the proportion of 4-5 year reviews where one or more developmental concern was reported. This is likely to be as a result of improvements in coverage. Ongoing monitoring of this will be crucial as we develop our understanding of the impact of the pandemic on early years.



17

■ 2019/20 ■ 2020/21 ■ 2021/22

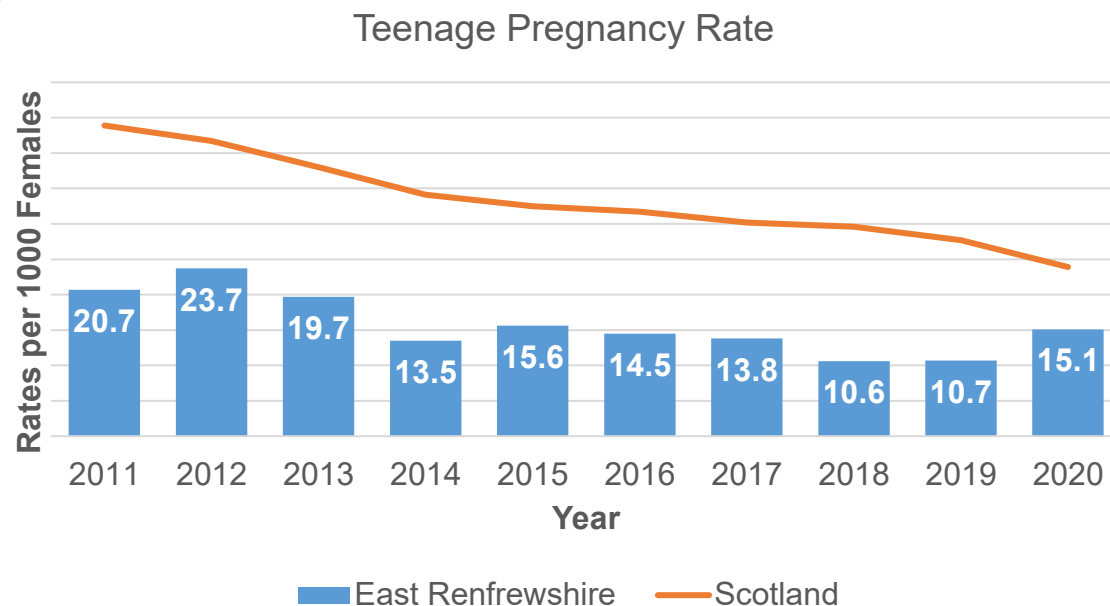
Source: Public Health Scotland Early child development dashboard

Family Nurse Partnership¹⁶

The current teenage pregnancy rate in East Renfrewshire is 15.1 per 1,000. This is the second lowest rate in Scotland.

Although there appears to be a pocket increase in 2020, family nurse partnership data shows this to be short term and not the start of a rising trend.

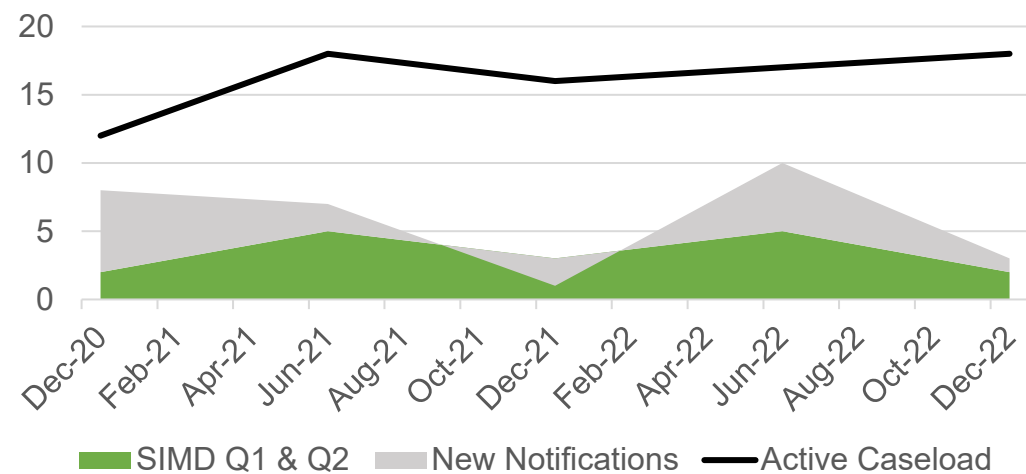
The graph below demonstrates that in East Renfrewshire, the family nurse partnership are reaching those most in need, with green representing the proportion of notifications from the most deprived quintiles (SIMD 1&2), where grey is all notifications.



Source: Public Health Scotland Teenage Pregnancies

- In response to the increasingly challenging impact of poverty, FNP staff have received Home Energy training to alleviate fuel poverty implications
- Maintaining and developing partnerships is an ongoing priority- Clients in East Renfrewshire currently benefit from access to an attached FNP Shelter Worker, FNP Employability worker and direct links to Sandyford sexual health service
- Two Seyana press champions from the local FNP team have undertaken training to support clients with administration of Seyana contraceptive injection
- Work is ongoing across the board area in relation to continuous quality improvement around client uptake, enrolment by 16+6 weeks gestation and non-English client uptake

Family Nurse Partnership Notifications and Caseloads



Source: Family Nurse Partnership Team E

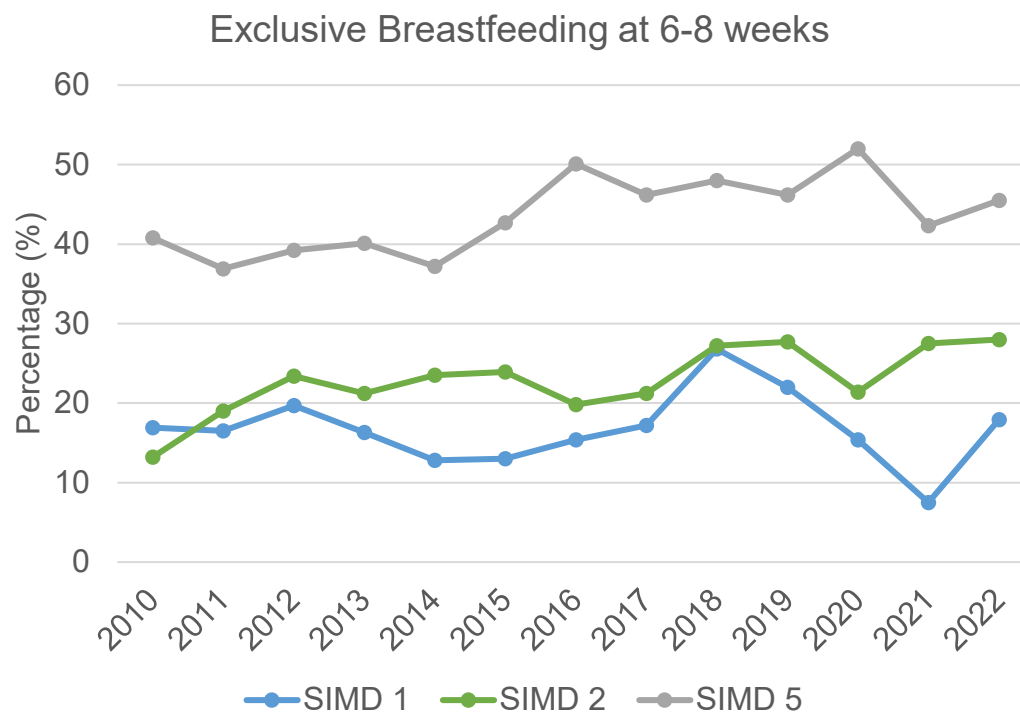
Breastfeeding

117

Although there continues to be a difference in breastfeeding rates between women living in our most affluent (SIMD 5) and our most deprived (SIMD 1) areas. The gap has decreased for a second year in a row from 34.7% in 2020/21 to 27.6% in 2021/22. In addition, the overall exclusive breastfeeding rate at 6-8 weeks remains higher than Scotland and GGC averages.

East Renfrewshire continues to achieve one of the highest breastfeeding rates in Scotland, with 73.8% of babies having ever been breastfed (as reported at First Visit).

We have maintained our UNICEF Gold accreditation since it was first awarded in 2018 and were awarded a commendation at our latest accreditation in November 2022.



Source: Public Health Scotland Infant feeding statistics dashboard

Maternal Smoking

	2017/18	2018/19	2019/20	2020/21	2021/22
East Ren	4.6 (39)	5.7 (46)	4.3 (34)	3.2 (24)	4.0 (31)
GGC	11.5 (1,340)	11.7 (1,277)	11.6 (1,274)	10.2 (1,056)	9.0 (957)
Scotland	14.4 (7,363)	14.6 (6,989)	13.8 (6,438)	13.1 (5,831)	11.8 (5,492)

Source: ScotPHO Tobacco use: maternal smoking

The health of a pregnant woman and her baby are closely linked and are influenced by a number of different factors, including maternal smoking. In 2022, 4.0% (31) of women living in East Renfrewshire were recorded as smoking at the time of their antenatal booking appointment compared to 5.7% (46) in 2019. Maternal smoking in pregnancy in women living in East Renfrewshire remains significantly below figures for Scotland and NHS Greater Glasgow and Clyde at 11.8% and 9.0% respectively.

19

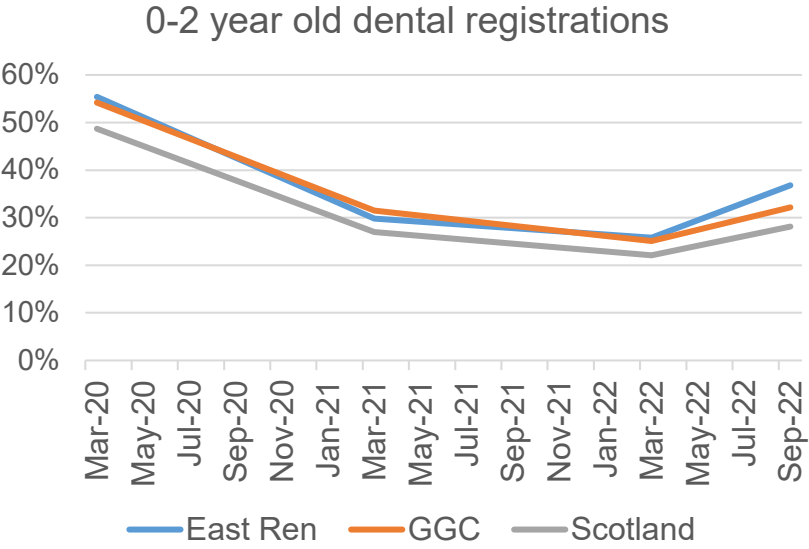
A £220 incentive is available to encourage pregnant women to stop smoking and stay stopped. Currently, uptake is low however raising awareness is a priority over the next few years.

Dental Health

Dental registrations for 0-2 year olds have reduced significantly in all areas; owing to reduced access to dental services during the Pandemic and subsequent restrictions during service recovery.

The latest snapshot, taken on 30th September 2022, illustrates an upturn in registrations as a result of an increased capacity to deliver services. A return to pre-pandemic levels and subsequent improvements remains a priority for the Board and will continue to be monitored in light of recent pressures on access to General Dental Services.

In East Renfrewshire, there are two dental health support workers within the health visiting team and they offer home visits when babies are 3 months of age to support access to dental practice registration.



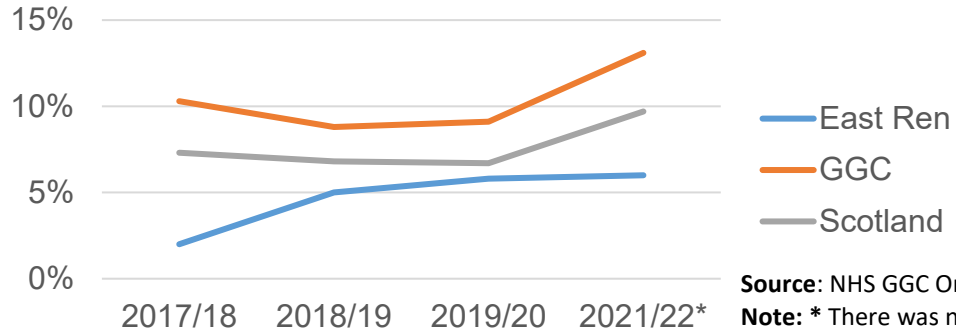
Source: NHS GGC Oral Health Directorate

The **Childsmile** programme reduces inequalities in dental health by supporting access to services, providing education, information and resources for professionals, community and education services:

- 33 out of 37 preschool establishments in East Renfrewshire participate in supervised toothbrushing
- However, fluoride varnish is not currently available in nurseries and schools in East Renfrewshire



Proportion of children inspected needing to see a dentist as soon as possible on account of severe decay or abscess



Source: NHS GGC Oral Health Directorate
Note: * There was no NDIP for 2020/21

- The National Dental Inspection Programme (NDIP) was suspended in March 2020, and resumed in 2021/22, but was limited to a basic inspection of Primary 1 children.
- Data presented above shows there has been an increase in the presence of severe decay or abscess in East Renfrewshire, however we remain well below the GGC and Scotland averages.
- It is expected the full impact of the Pandemic on child dental health will not be understood for several years. Therefore we will continue to monitor the basic NDIP outcomes as well as the detailed data when that becomes available again.

Childhood Obesity

All NHS Boards in Scotland provide a child health programme where children are offered routine reviews at various stages of their life. Height and weight measurements are collected at 27-30 months and again at the Primary 1 review.

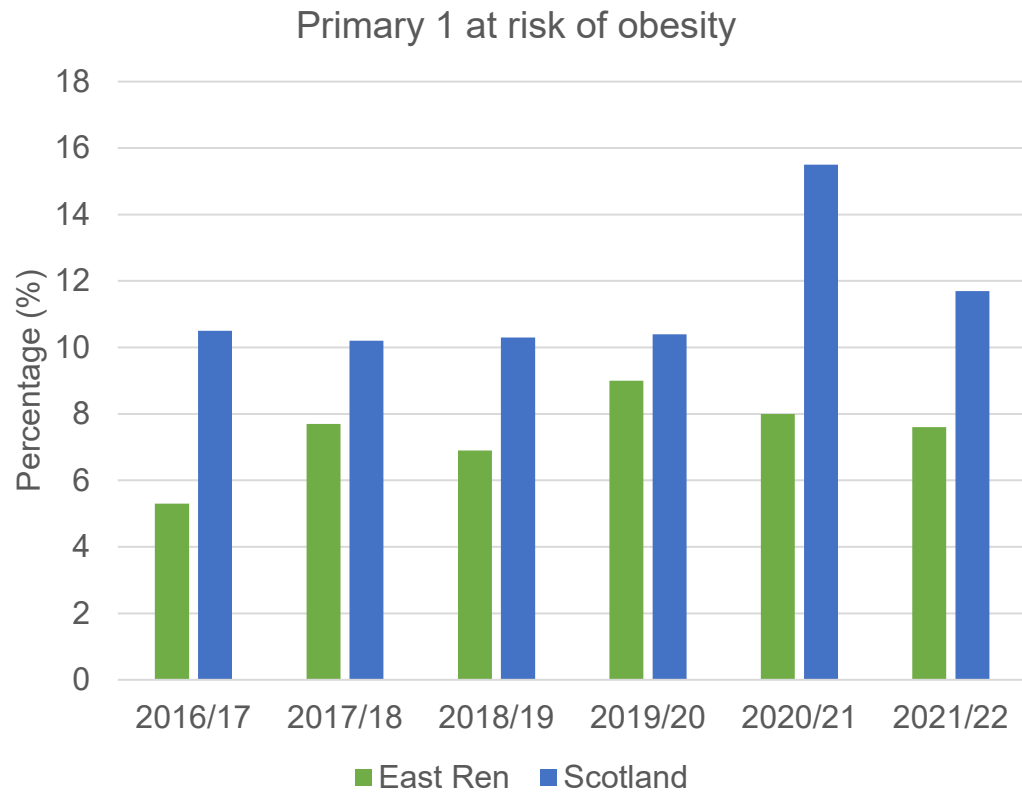
Data from the 27-30 month health checks for 2021-22 have been gathered and analysed by Public Health Scotland. In East Renfrewshire, data validity was the highest of any local authority in Greater Glasgow and Clyde, supporting a high level of confidence that the data is representative of children in this area. The proportion of those at risk of overweight and obesity combined has dropped since pre-pandemic (2018/19) levels. This decrease is largely due to the drop in those at risk of overweight, whilst those at risk of obesity has remained stable. The number at risk of underweight has increased by 7 when comparing before the pandemic to latest data available. Although numbers in East Renfrewshire are small this is something we would like to monitor as it represents a significant change in percentage.

The graph presents the most recent annual statistics on body mass index (BMI) for Primary 1 school children (those aged around 5 years old) published by Public Health Scotland. At risk of obesity is defined as BMI greater than or equal to 95th centile.

East Renfrewshire consistently records a lower percentage of children at risk of obesity than the Scotland wide figure.

The impact of the pandemic is yet to be fully understood, but there is evidence to suggest a disproportionate impact on children living in our most deprived areas.

The HENRY approach has been developed in response to obesity figures and is a practical intervention that delivers **21** key messages to change family lifestyle habits and behaviours.

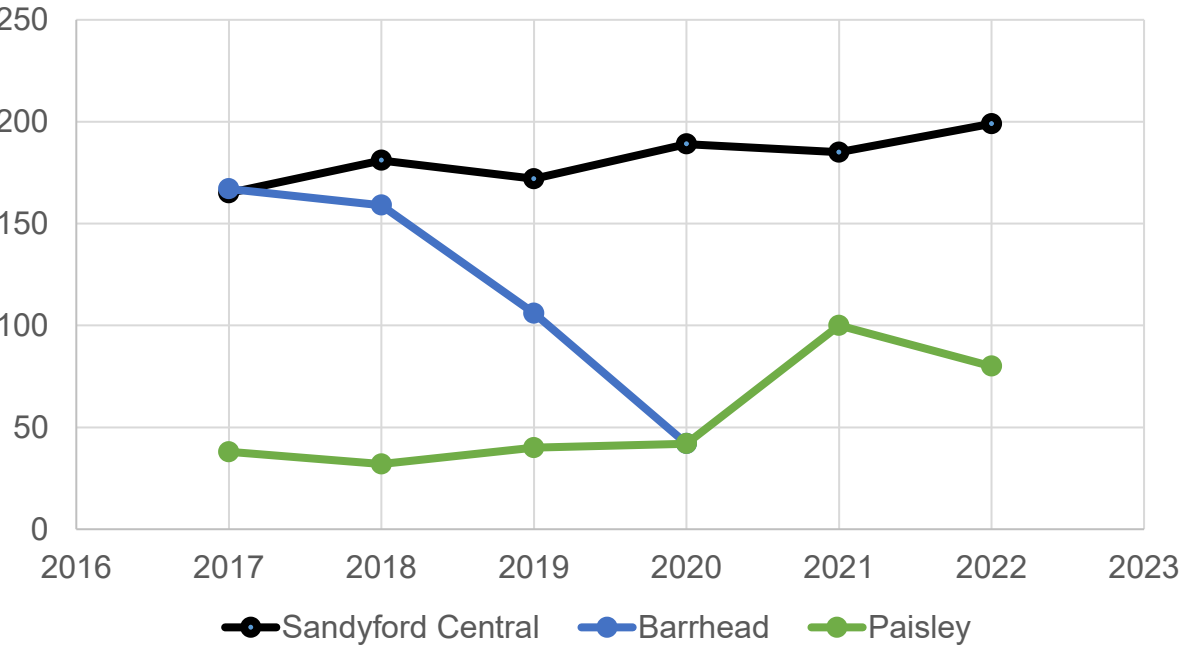


Source: Public Health Scotland Primary 1 Body Mass Index (BMI) statistics Scotland dashboard

Sexual Health

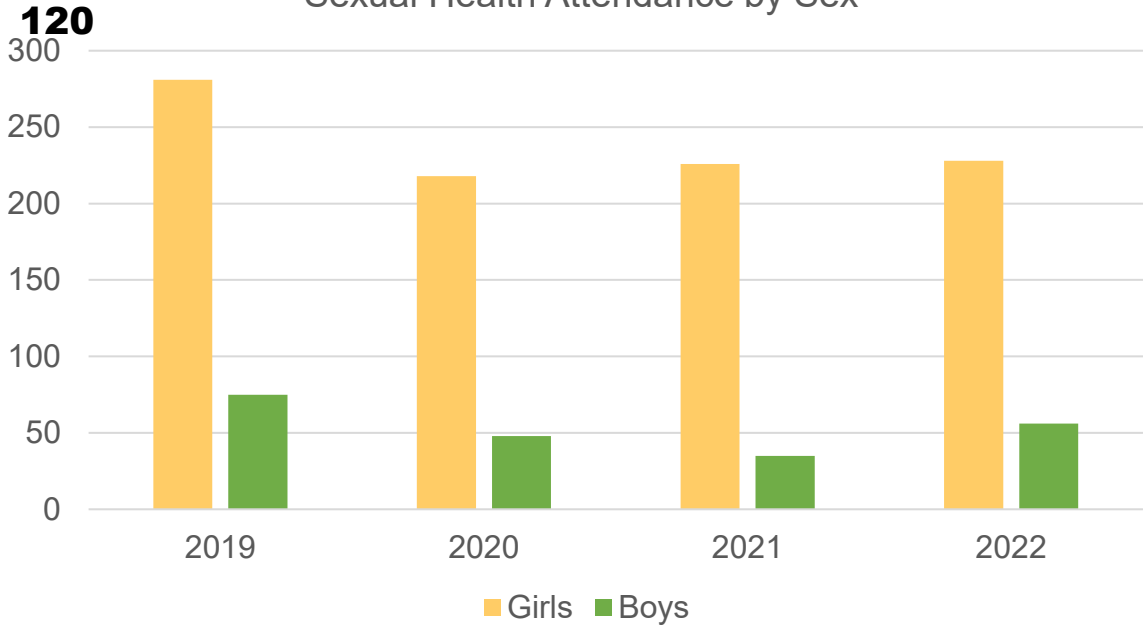
East Renfrewshire has seen a reduction in young people (aged 20 or under) attending sexual health clinics, which is consistent across the board in NHS GGC. This is partially due to COVID-19, but the drop-off in numbers proceeded the pandemic and so this is not the sole factor. It is thought that young people either do not know about sexual health services (despite campaigns to promote the services), or are experiencing barriers to access the services that are in place.

Where East Renfrewshire Young People attend Sexual Health Clinics



Source: NHS GCC Health Improvement (Sexual Health) Team

Sexual Health Attendance by Sex



Source: NHS GCC Health Improvement (Sexual Health) Team

Young people in East Renfrewshire are particularly challenged, in that the Barrhead clinic was closed in 2020, during the COVID-19 pandemic and, as yet has not re-opened. Therefore young people are required to travel to other areas to access services. The opportunity to introduce a new Sandyford outreach clinic for young people in East Renfrewshire is currently being explored.

Services will be promoted locally by our health improvement team in partnership with the community learning and development team by linking with schools and other youth services. Work is already underway to increase access to free condoms, including at local culture and leisure venues. Consideration must also be given to building on recent improvements in boys attending.

Community Learning and Development

Detached Youth Work

Detached work undertaken by ERC Community Learning and Development is a method of youth work where youth workers engage with and support young people on the streets and in other locations where they congregate. Youth workers establish positive relationships with young people and provide them with confidential advice, information and support. Since the pandemic, the data we have gathered has shown that the main priority issues for young people include;

- mental health and wellbeing (exam stress, poor sleep, anxiety)
- education, employment and training
- drugs/alcohol
- sexual health and relationships (friendships, sexual relationships, family relationships, LGBTI)
- crime, youth disorder, anti-social behaviour and its consequences.

Youth work also provides opportunities for sign posting when relevant to organisations/agencies who can provide additional more specialised support including Healthier Minds, Work East Ren and Sandyford etc.

Diversionsary

Due to the increased number of young people gathering in local communities and the lack of opportunities for young people to socialise during COVID-19, there was a rise in both perceived and actual antisocial behaviour. In response to this CLD delivered a programme of activities to divert young people from risk taking and antisocial behaviour, this included the return of youth clubs, school holiday provision and outdoor learning.

Year	Number of contacts made	Number of young people participating in diversionary activity
August 20 – July 21	4822	228 (additional funding through Summer of Fun)
August 21 – July 22	3089	202
August 22 – Feb 23*	1002	210

Source: East Renfrewshire Community Learning and Development Team

Note: *Data available is a partial year as reporting is done on academic years

Safer Choices

Through our engagement with young people involved in **123** activity and data collected by partners, we continue to encounter a high number of young people participating in risk taking and antisocial behaviours. In response to this, we have proactively developed an early intervention/prevention programme to provide young people with information, skills and support to reduce potential harm and make informed choices around their risk taking behaviour.

The programme is flexible and needs-led and focusses on topics including: Alcohol, drugs, consent and respect, antisocial behaviour and the law, knife crime and smoking/vaping. This can include specialist partner input. 65% of young people involved in the initial pilot programme said their behaviour had changed as a result of the knowledge and understanding the programme has given them. 85% plan to make safer choices.

Learning and achievement

Since 2020 the focus of work with young people was mainly on Health and Wellbeing to support young people to address the impact of the challenges they faced during the pandemic. However during this time, we were still able to support young people to gain a range of accredited awards, recognising their learning and skills development through participation in CLD programmes. Reducing the poverty related attainment gap will remain a key priority for our work with young people in schools and in the community.



Active Schools National Monitoring Information

COVID-19 had a profound effect, with social distancing and restrictions on movement resulting in a complete overhaul of the way many people get active. Throughout the pandemic, the Active Schools Team provided in school support to deliver outdoor group activity for pupils which allowed teachers to focus on the education of pupils throughout this difficult time. The team also partnered with the wider Sports Development Team to deliver school holiday activity camps for key worker children and young people and vulnerable children and young people.

Worryingly, existing inequalities in sport and physical activity participation have been exacerbated by the COVID-19 pandemic. Those from the least affluent households remain the least active and this gap has widened. This problem has increased since COVID-19 emerged and there's a risk of it becoming a longer-term trend if it's not addressed. Active children have higher levels of mental wellbeing and this illustrates the role that sport and physical activity can play in supporting them amid rising levels of loneliness and declining mental health.

COVID-19 had a major effect on our local sports clubs, with some of our clubs still not able to function at the same level pre COVID-19, with many of their coaches and volunteers no longer available to them. Consequently, our engagement with clubs has been greatly reduced, effecting deliverer numbers as well as links with clubs.

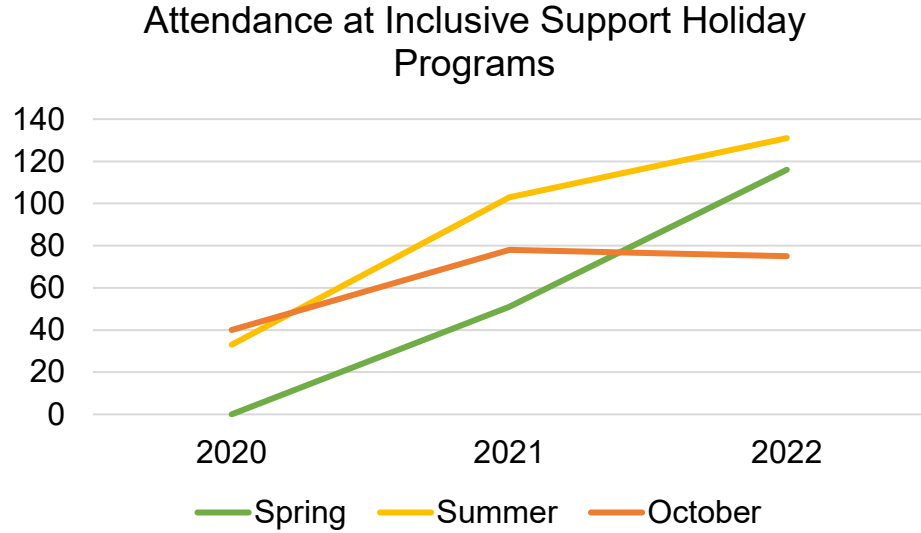
It is hoped that as we all (schools & clubs), look to recover from the pandemic, we will strive to offer more sport and physical activity opportunities for the young people of East Renfrewshire through after school clubs, ERCL sports coaching programmes and local sports club activity. We are undertaking targeted work in the summer school holidays to provide opportunities for children and young people from low income households with free access to activity camps.

	2018-19	2021-22	Decrease due to Pandemic
Distinct Participants	8195	6216	1979
% of school roll	48%	35%	13%
Visits	168,527	107,036	61,491
Deliverers	409	302	107
Clubs linking with schools	44	10	34

Complex Additional Needs

Inclusive Support Holiday Programme

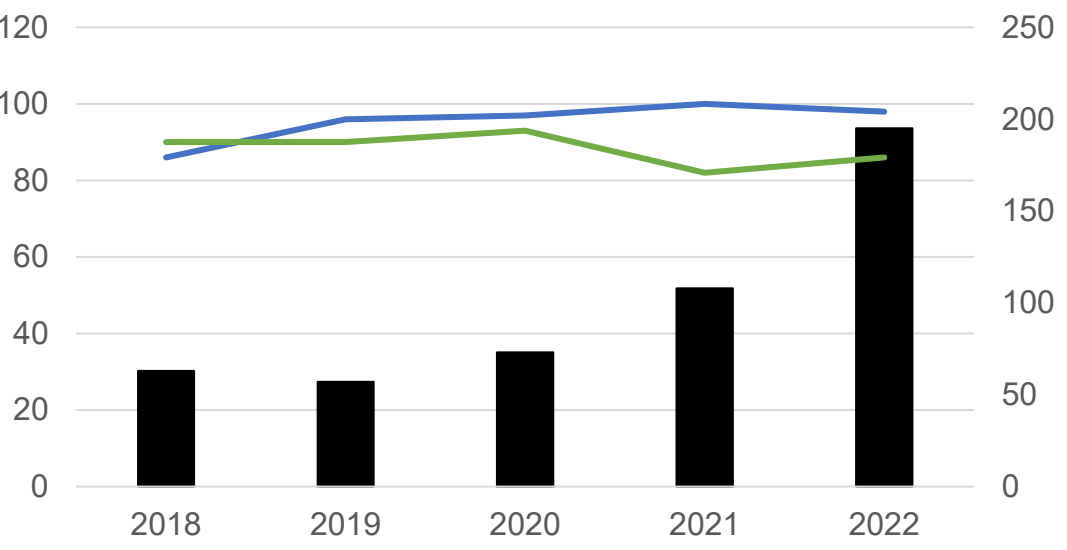
Normal operating arrangements for the service were suspended in response to the COVID-19 pandemic. Charges for the service were suspended and normal provisions were adjusted to allow for targeted supports to be provided for an increased number of children and young people identified by a multi-agency group. The significant increase in numbers may well be reflective of thresholds for children with neurodiversity changing over the pandemic. Looking forward, the impacts remain somewhat unknown.



Source: East Renfrewshire Inclusive Support Service

East Renfrewshire Autism Diagnostic Team

East Renfrewshire Autism Diagnostic Team Performance



■ Number of referrals — % accepted — % positive diagnoses

Source: East Renfrewshire Autism Diagnostic Team

Despite a significant increase on referrals over recent years' there has been no reduction in the quality of the referral. Referrals increased by 81% in 2022, compared to 2021.

The wait times for assessment is currently 14 months. Modelling based on current resource will place this at approximately 4yrs 6mths in one year's time if no additional resource is allocated.

Young Carers

125

- 240 young carers known to East Renfrewshire Carers Centre
- 134 young carers have received support in the past year
- 25 young carers have completed Young Carer Statement
- 96 young carers care for an adult

Parent Carers

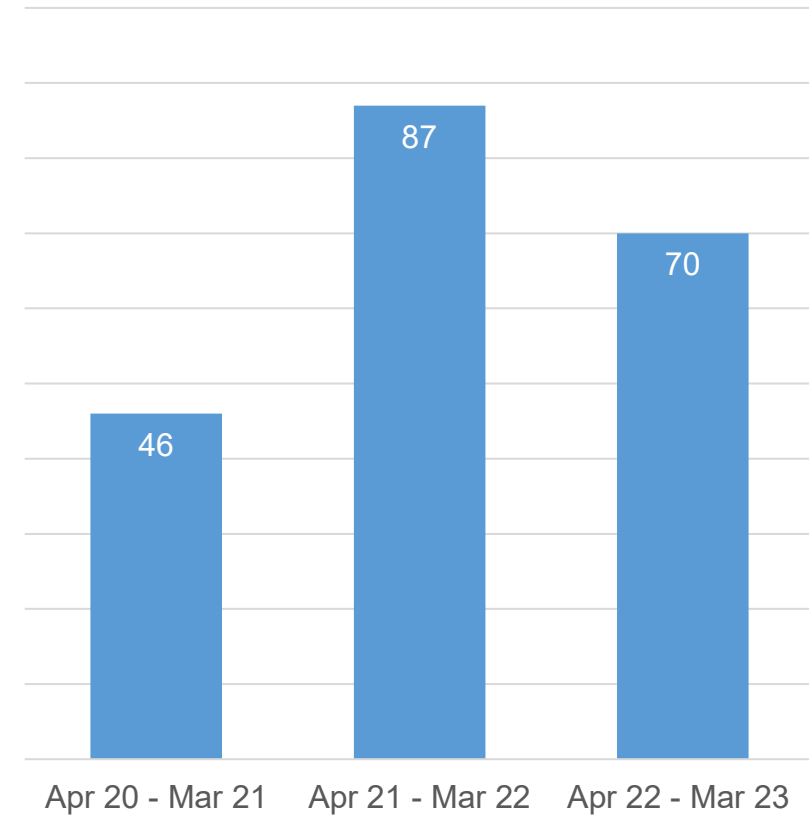
- 546 parent carers for a young person 18 or under

Source: East Renfrewshire Carers Centre

Year	Number of young carer grant payments	Percentage of total payments
2019/20	35	3%
2020/21	50	2%
2021/22	45	2%
2022/23	50	2%

Source: Social Security Scotland statistics

New young carer referrals



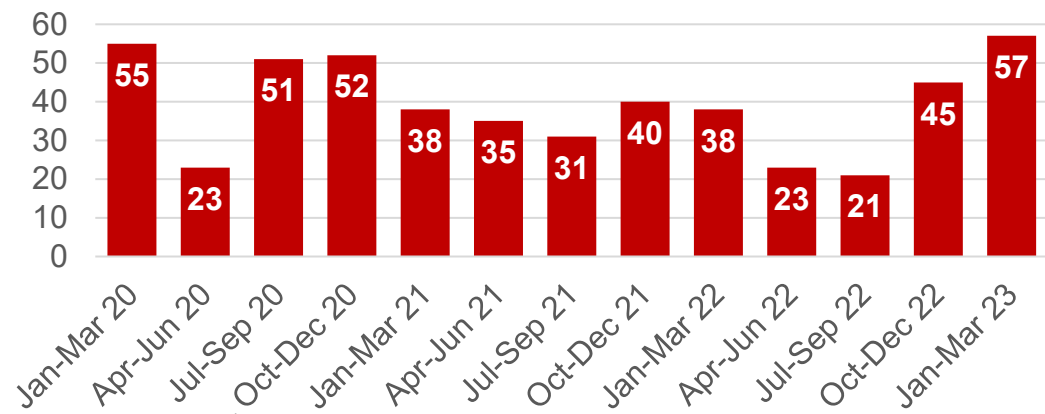
Source: East Renfrewshire Carers Centre

Family Wellbeing Service (ERHSCP partnership with Children 1st)

The service is now available to all 15 GP practice's in East Renfrewshire, with the majority making good use of the connection. Referrals have been impacted by the pandemic and associated restrictions. The number of referrals per quarter has been variable. However, the most recent data, for January to March 2023, showed the number of referrals reach a new peak of 57.

27

Family Wellbeing Service Referrals

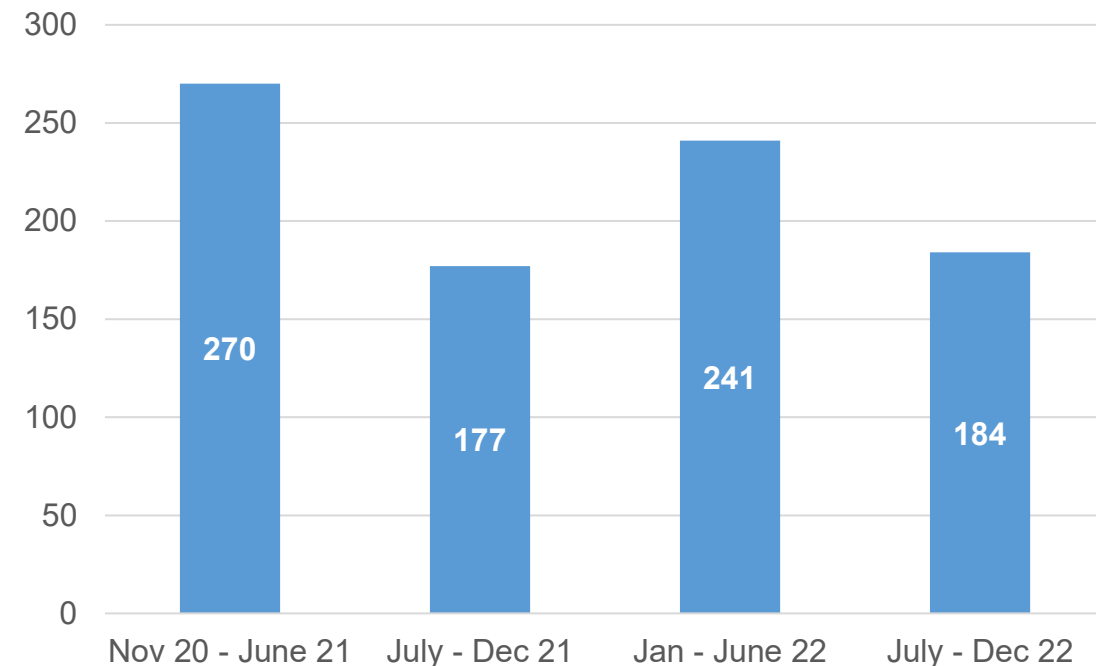


Source: Children 1st

Healthier Minds

126

Our Healthier Minds multi-agency Screen Hub coordinates and assesses offers of emotional wellbeing support for children & young people aged 10-18 years olds.



Source: East Renfrewshire Healthier Minds

From July 2021 to June 2022, 4.3% of our high school pupils were referred to the Healthier Minds Screening hub

Date	Referrals to Screening Hub	Onward Referrals to CAMHS
Nov 20 – June 21	42	0
July – Dec 21	23	*
Jan – June 22	11	12
July – Dec 22	23	*
Total	99	18

Source: East Renfrewshire Healthier Minds

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- One-third of referrals are male and just under two-thirds are female, with a small proportion of referrals identifying in another way
- The reasons for referral have remained the same since the service began; anxiety, low mood (including suicidal ideation) and emotional regulation. The number of children and young people referred for self-harm support is increasing
- 29% of the children and young people being referred for emotional wellbeing support have one or more additional support need
- 17% have a neurodevelopmental diagnosis, of these children and young people 13% are diagnosed with autism spectrum condition.
- An additional 6% of children and young people being referred, have ASC related traits without a diagnosis
- 19% of the children and young people referred are from 'at risk' groups*
- 9% of children and young people referred to the hub identify as BAME
- 34 care experienced children and young people have been referred to the screening hub for support, with 7 children and young people being re-referred

**those at higher risk of mental health issues which may include Care Experienced, Young Carers, BAME, Domestic Abuse Concerns, LGBT+ (As suggested in the Scottish Government: Children & Young People Mental Health Community Grant - reporting template)*

Child and Adolescent Mental Health Services

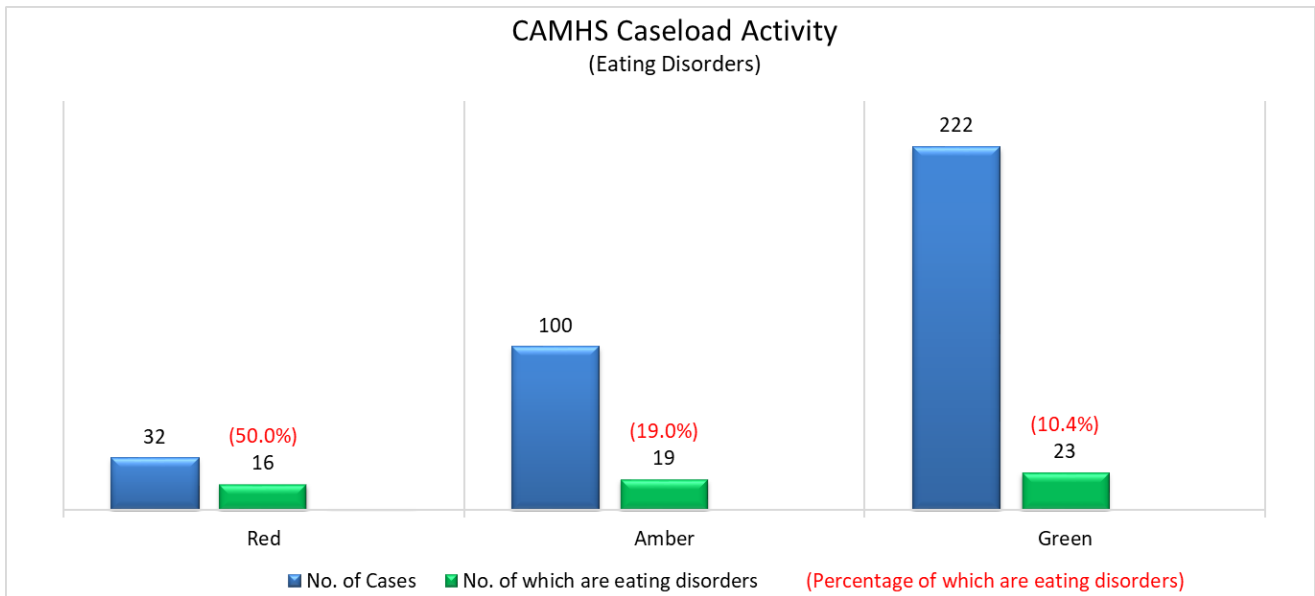
East Renfrewshire mental health demographic is consistent with national trends that highlight a 30% increase in general referrals since the beginning of COVID-19. Whilst increase in urgent referrals have increased this may be a reflection of longer waiting times rather than acute need.

However, we can be certain that there are two major increases in need within East Renfrewshire, other than increase in numbers. First is an increase in numbers and severity of symptoms in children and young people with atypical anorexia and an increase in restrictive eating in children and young people with autism who exhibit restrictive eating patterns.

Second, is the number, severity and complexity of children and young people on the autism spectrum who have a significant co-morbidity. It should be noted that these children and young people whilst requiring a health response always require significant supports from social care and educational service.

East Renfrewshire CAMHS Team received 1,044 referrals from January 2022 to February 2023 and have 340 children and young people awaiting assessment and intervention for the Neurodevelopmental Pathway.

NHS GGC adopted a Red, Amber, Green model that was used throughout the eight CAMHS teams during COVID-19 which has continued. It is important to note that this can change daily dependent on patient need and risk level. The figures up until 28/02/23 can be seen in the table opposite.



Source: Child and Adolescent Mental Health Services (CAMHS)
Note: **29**
- Red = significantly impaired mental health/life threatening
- Amber = significant to moderate mental health/potential life threatening
- Green = Non-life threatening/neurodevelopmental cases

Alcohol, Drugs and Mental Health

The alcohol and drugs recovery service supports people with harmful alcohol/drug use. The Adult Mental Health Team (AMHT) treats people with severe and enduring mental health conditions, such as bipolar disorder, schizophrenia or clinical depression. The Primary Care Mental Health Team (PCMHT) supports people experiencing mild to moderate conditions, including stress, anxiety or depression.

Young People and Mental Health

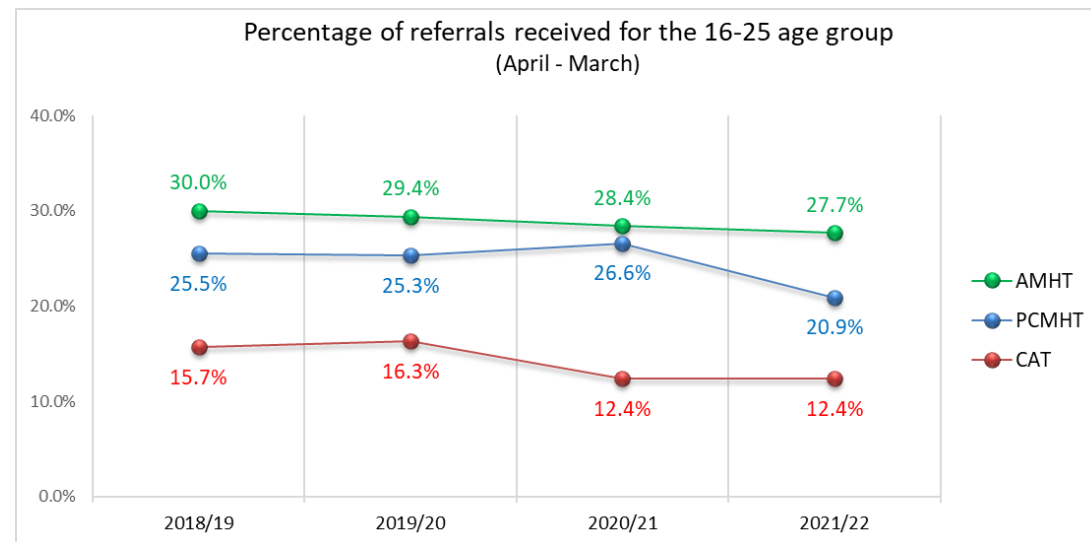
The number of young people aged 16-25 referred to AMHT for more severe and enduring conditions, have stayed at a similar level over the last five years (between

260 and 280 referrals per year). A reduction was observed in 2020/21 (due to the COVID-19 pandemic), though numbers are now returning to pre-coronavirus levels. Within the PCMHT, similarly, referrals for 16-25 dipped during COVID-19. They have increased again in 2021/22, though have not yet returned to pre-coronavirus levels.

Children and Young People and Alcohol and Drugs

Referrals for the 16-25 age group decreased by 39% (61 referrals in 2018/19 to 41 in 2021/22). They are more likely to relate to alcohol and drugs such as cannabis or cocaine rather than opiate drugs. Approximately 6% (n. 26) of the current caseload are aged 16-25, which is lower than the number of referrals received annually, suggesting not all referrals go forward for treatment (they may not meet the level of need treated by the team and may have referred on to other services and supports). The majority of young people currently on the alcohol and drugs team caseload are male (69%) (Source: Drug and Alcohol Information System – DAISy).

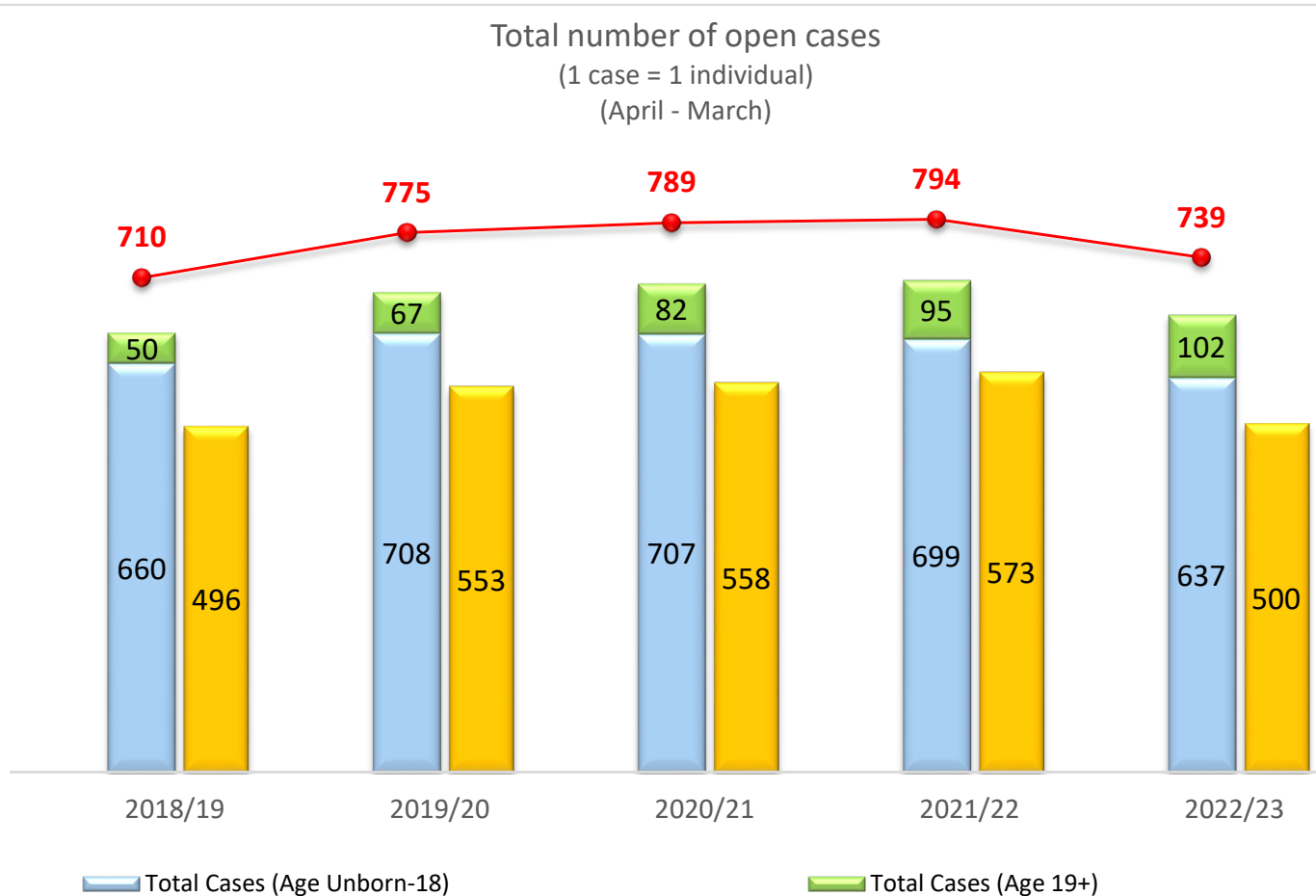
NHS Greater Glasgow and Clyde tracks everyone known to alcohol and drugs teams who present at Accident and Emergency in East Renfrewshire. This shows small numbers (<10) under the age of 20 during 2020 and 2021, and all were male. Data has been extracted from Care First to **estimate** the numbers of dependent children whose responsible adult is engaged with the alcohol and drugs recovery team and as at February 2023 this was **around 70** children aged 0-16. This should be considered as a proxy figure as this is not a mandatory field in the system and the actual number may be higher.



Source: East Renfrewshire HSCP

Children in Need

129



Families receiving support from children and families social work on a voluntary basis makes up the majority of the total caseload.

The number of children receiving all types of social work support started to increase during the year before the pandemic and remained understandably high.

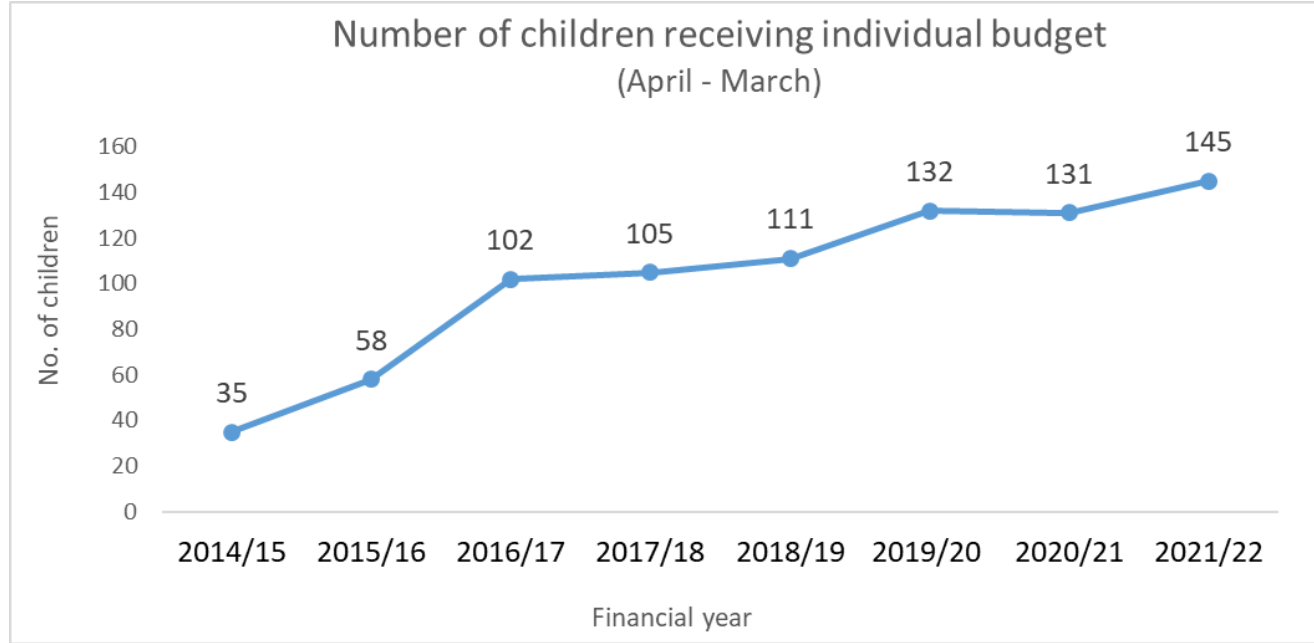
The most recent year's figures show a return towards the baseline with 78% of open cases receiving voluntary support.

Source: East Renfrewshire HSCP

Note: The chart above represents the total open cases throughout the reporting period (e.g. open as at the start of the reporting period or throughout).

Self-Directed Support (SDS)

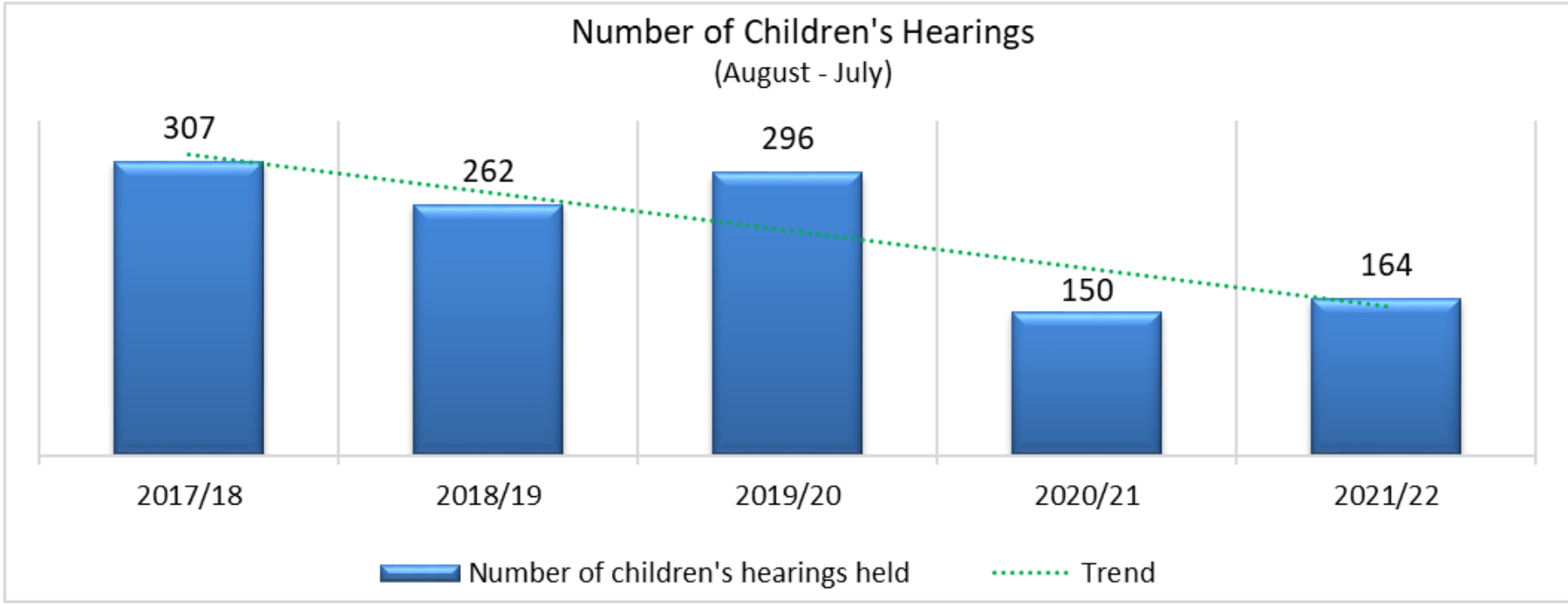
We have adopted the principles of Self-Directed Support (SDS) in partnership with children, their families and other people who are important to them. We recognise that good support planning is reliant on relationship based practice, starting with the family recognising what matters to them, and we are embedding this way of working throughout children's services. Given that 38% of children known to social work teams have a disability, we have undertaken a review of our assessment and planning and have implemented Signs of Wellbeing, a strengths based approach, adapted from Signs of Safety.



Source: East Renfrewshire HSCP

The number of children in receipt of an individual budget has quadrupled since 2014/15. In 2021/22, three quarters of children with disabilities were in receipt of an individual budget. This will continue to be an area of significant growth and budgetary pressure. Expenditure has increased from £471,558 for option 1 payments in 2020/21 to £611,222 which is a 29% increase with the same period last year. It is anticipated that this will continue to be an area of significant demand over the years, considering the migration of families who have children with disabilities into East Renfrewshire.

Scottish Children's Reporter Administration (SCRA)



Source: Scottish Children's Reporter Administration

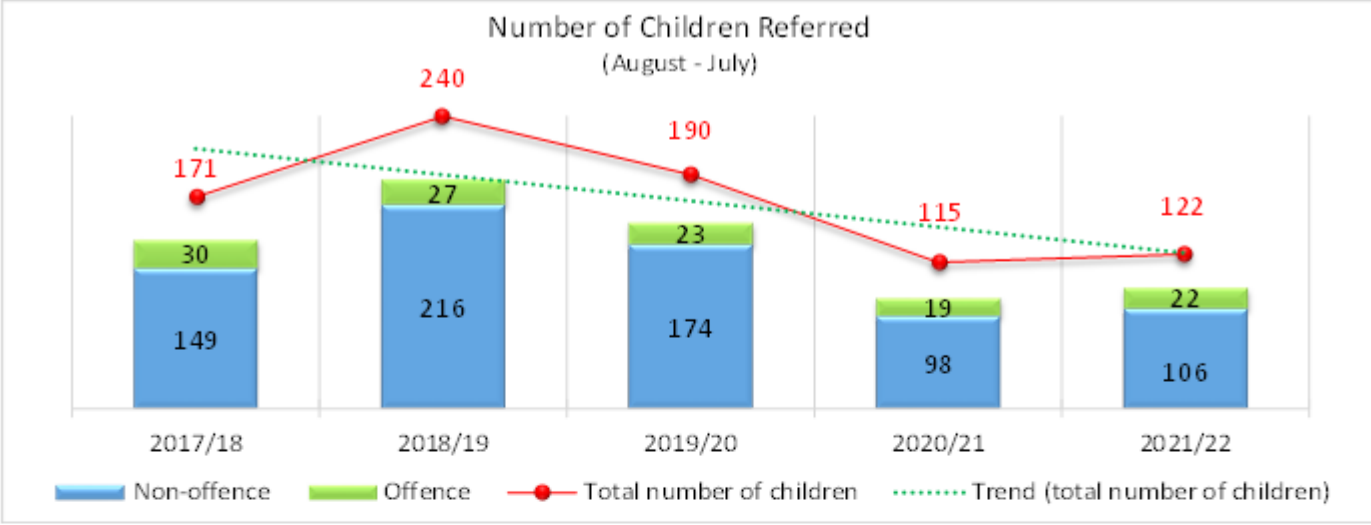
There were 164 Children's Hearings in East Renfrewshire in 2021/22; this is a 9.3% increase when compared to 2020/21 but an overall decrease since 2017/18. The significant decrease in 2020/21 in the number of children's hearings and the number of children referred and referrals received (shown on the next slide) is likely to be due to the COVID-19 lockdowns, at least in part. Referrals to SCRA reduced during this time nationally and emergency legislation allowed SCRA to reduce the number of review and emergency hearings that were required to be held. Figures for 2021/22 show a small increase in both referrals and hearings which is consistent with the loosening of COVID-19 restrictions.

Scottish Children's Reporter Administration (SCRA)

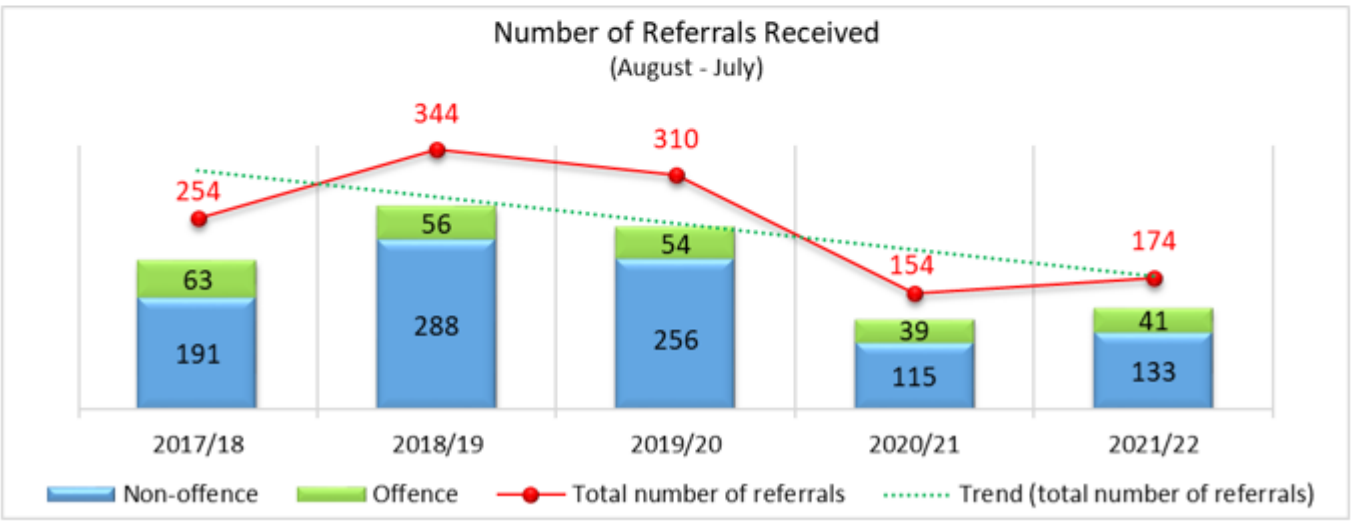
In total, 122 children were referred to SCRA in 2021/22 reflecting a downward trend since 2017/18.

These children were involved in 174 referrals, again this has mirrored the decrease in individual children referred since 2017/18 (254 referrals). Non-offence referrals accounted for some 87% of all children and 76% of all referrals received.

The breakdown of the number of offence and non-offence referrals to the Reporter show that children and young people have overwhelmingly been referred on care and welfare grounds with the most common grounds being "close connection with person who has carried out domestic abuse", followed by "offence".

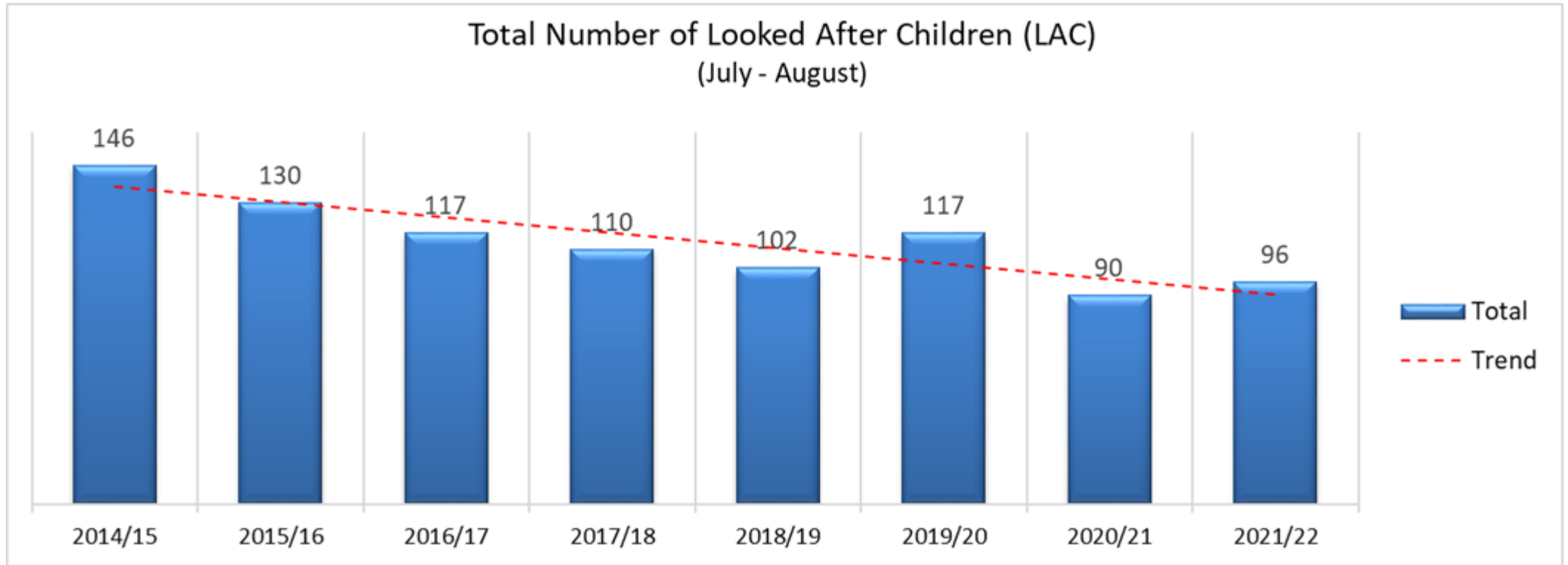


Source: Scottish Children's Reporter Administration
 Note: Children may be referred for both offence and non-offence grounds in a period so may be counted once against each. The total figure counts every child referred to the Reporter during the year once.



Source: Scottish Children's Reporter Administration

Looked After Children and Young People

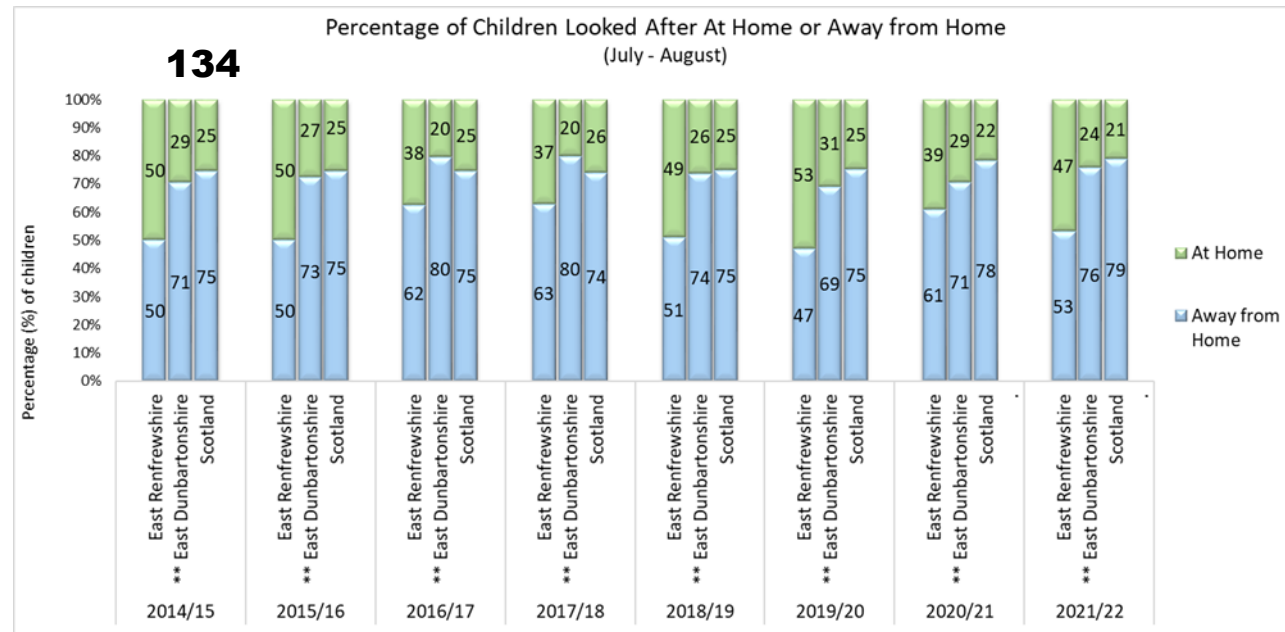


Source: Children's Social Work Statistics, Scottish Government

The long-term trend has seen the number of children and young people who are looked after at the end of the reporting period decrease from 146 in 2014/15 to 96 in 2021/22.

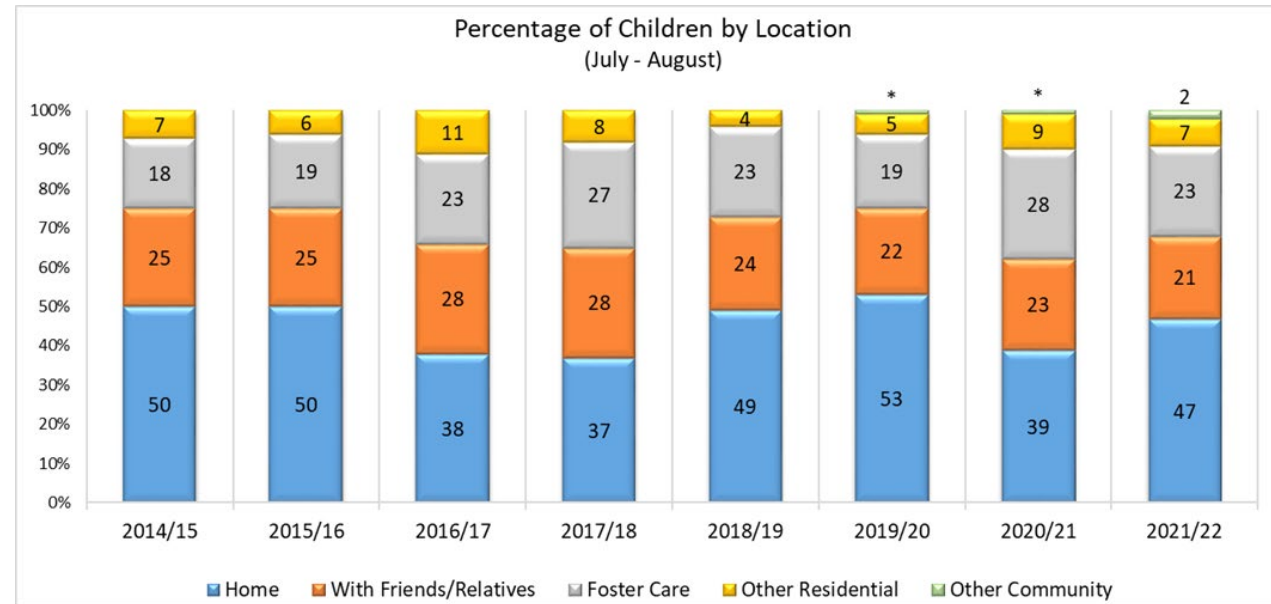
Looked After Children and Young People

The proportion of children looked after at home and away from home has fluctuated over the past seven years. However, in comparison with our nearest comparative authority and the national figure we continue to keep more children at home. The impact of the pandemic is evidenced in the increase of those children who became looked after away from home. These children were predominately those affected by neurodiversity.



Source: Children's Social Work Statistics, Scottish Government

Note: ** Comparative local authority.

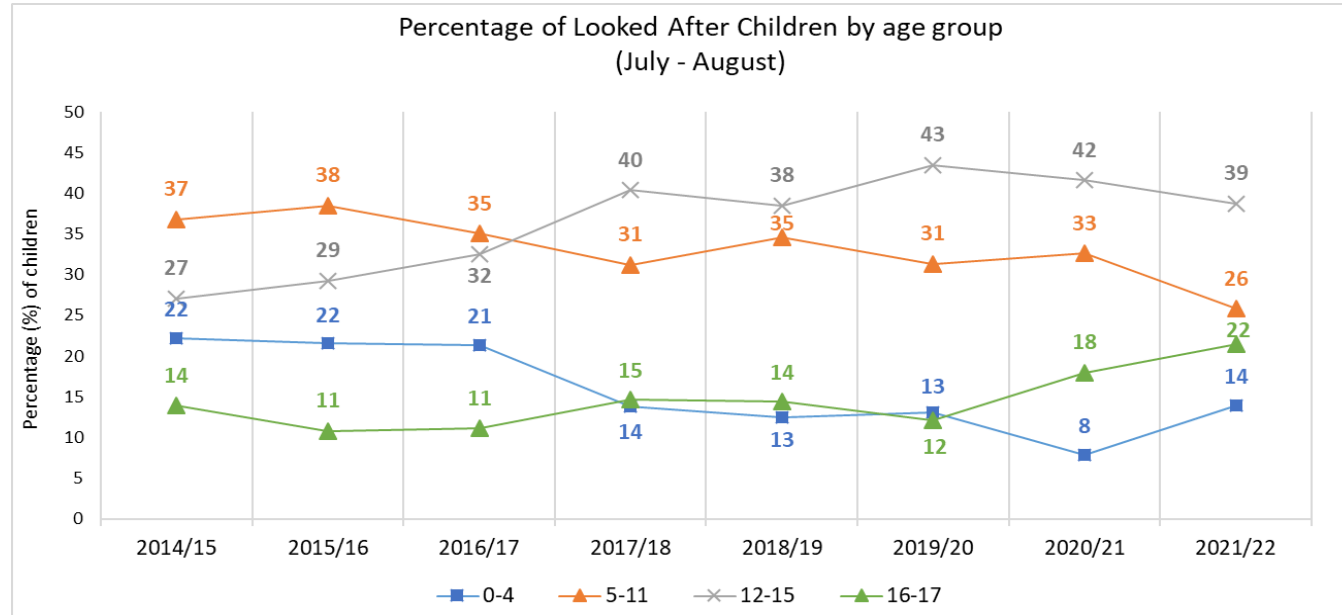


Source: Children's Social Work Statistics, Scottish Government

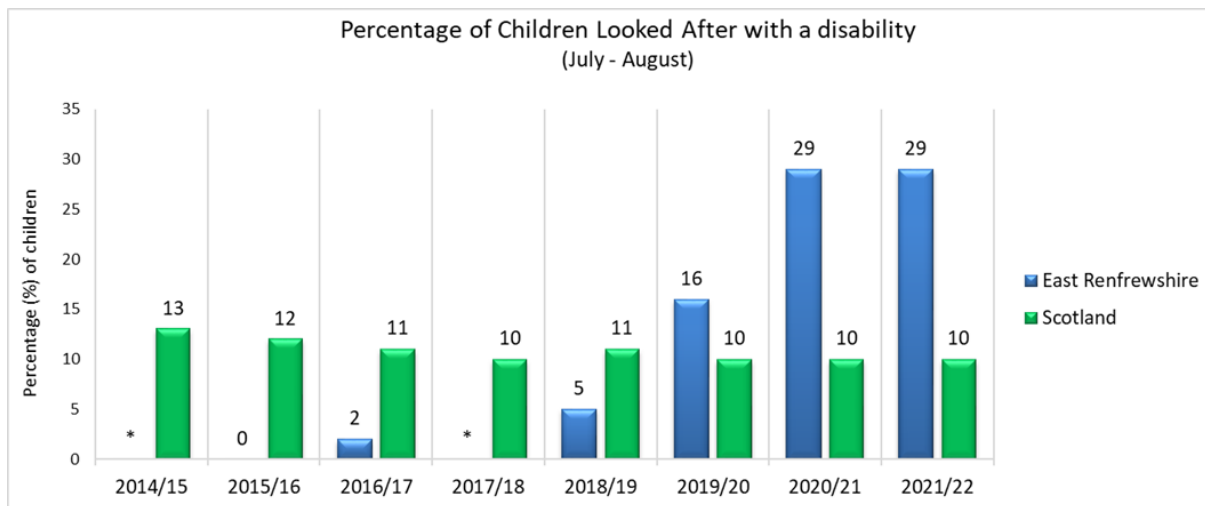
Note: Cells containing * represent small numbers that are suppressed to maintain confidentiality.

Looked After Children and Young People

The 12-15 age group now accounts for 39% of children looked after at the end of the reporting period compared to 27% in 2014-15 and the 0-4 age group has decreased from 22% to 14% over the same period.



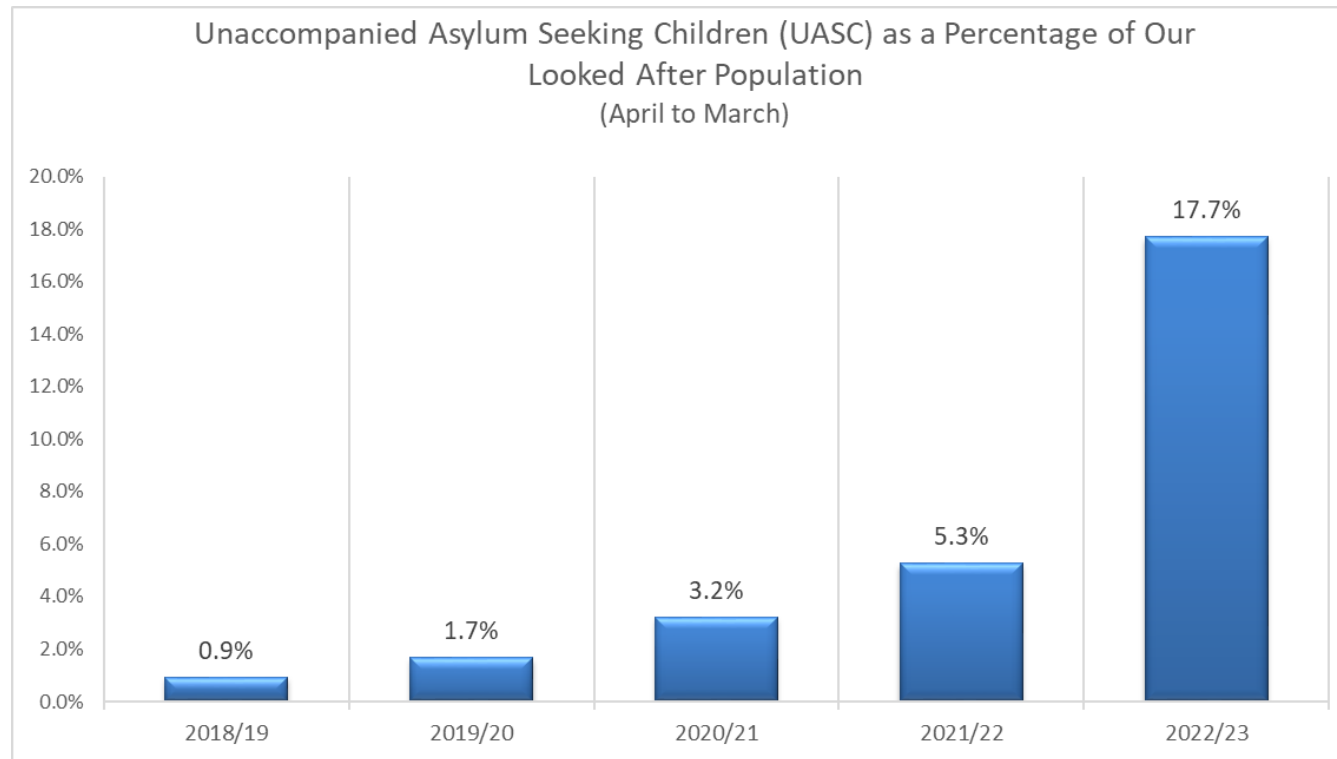
Source: Scottish Government, Children's Social Work Statistics
Note: Percentages refer to ages 0 to 17.



Source: Children's Social Work Statistics, Scottish Government
Note: Cells containing * represent small numbers that are suppressed to maintain confidentiality.

Both nationally and locally there are difficulties with recording information in relation to disability therefore comparisons to national data may be misleading. In East Renfrewshire we have undertaken work to help us understand our looked after children and young people and accurately record disability. The significant increase in 2020/21 and 2021/22 is a result of both improved recording and the impact of the pandemic.

Unaccompanied Asylum Seeking Children and Young People



Source: East Renfrewshire HSCP

Note: Annual percentages are based on the number of looked after children at the end of the reporting period and the cumulative number of UASC since 2018/19.

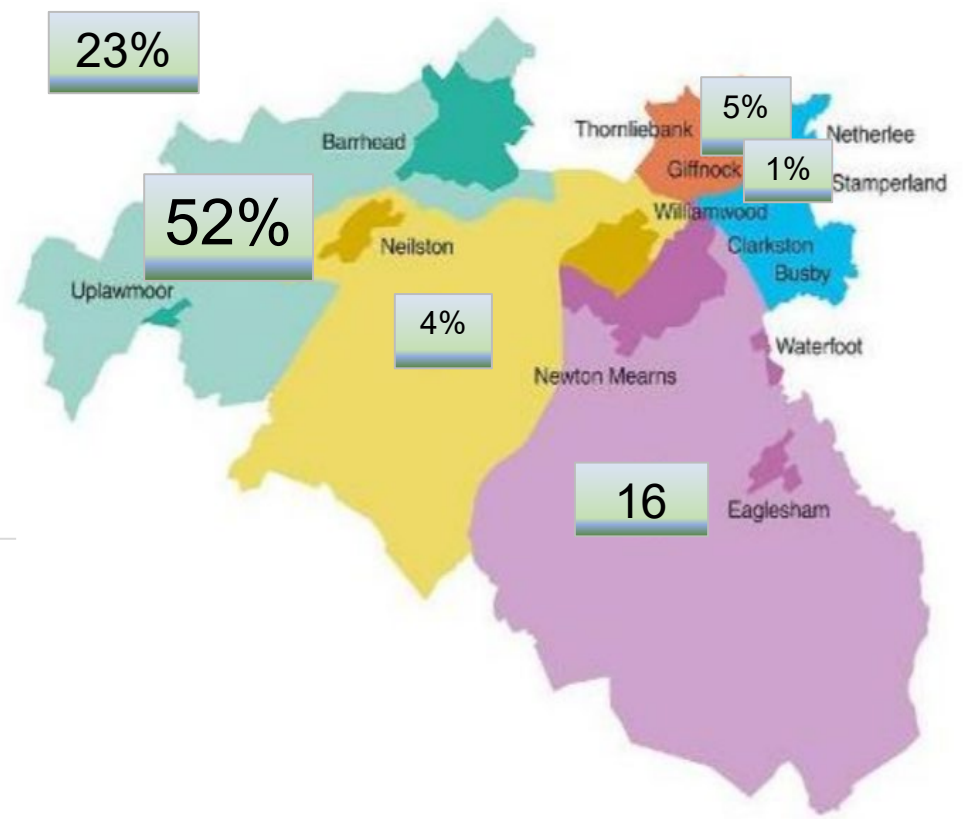
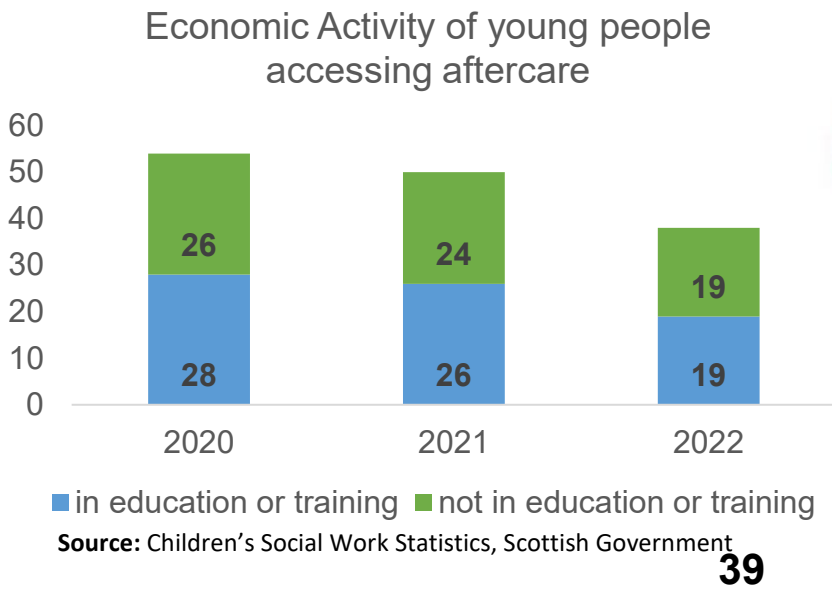
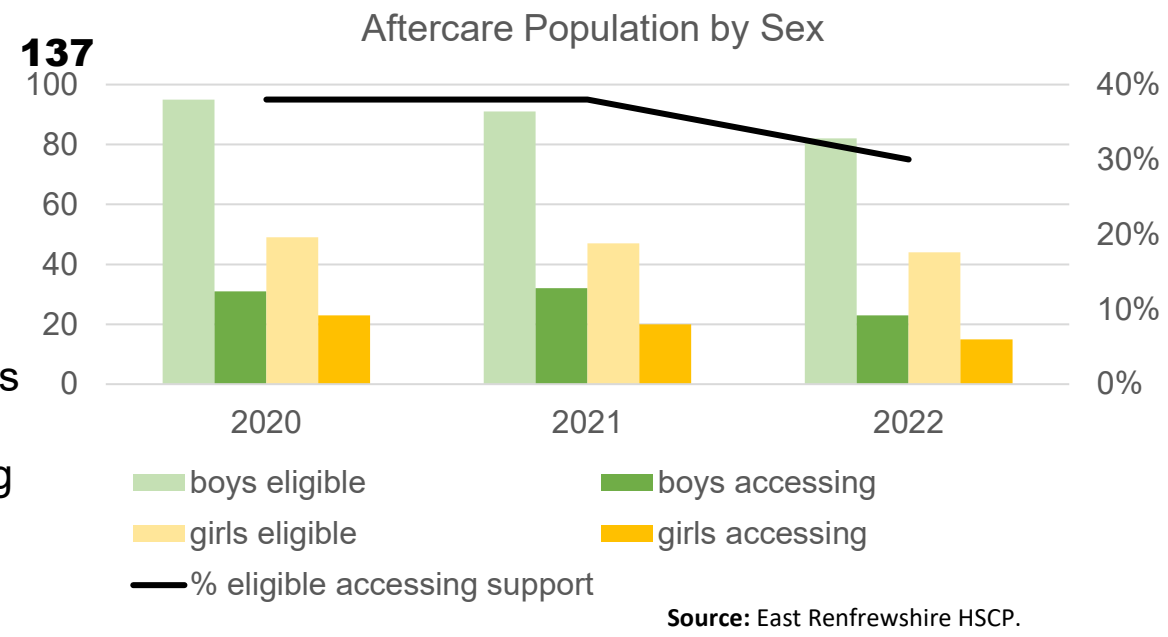
Since the mandate of the National Transfer Scheme in November 2021 the proportion of Unaccompanied Asylum Seeking Children (UASC) in our looked after population has risen significantly and is predicted to continue to increase.

Aftercare

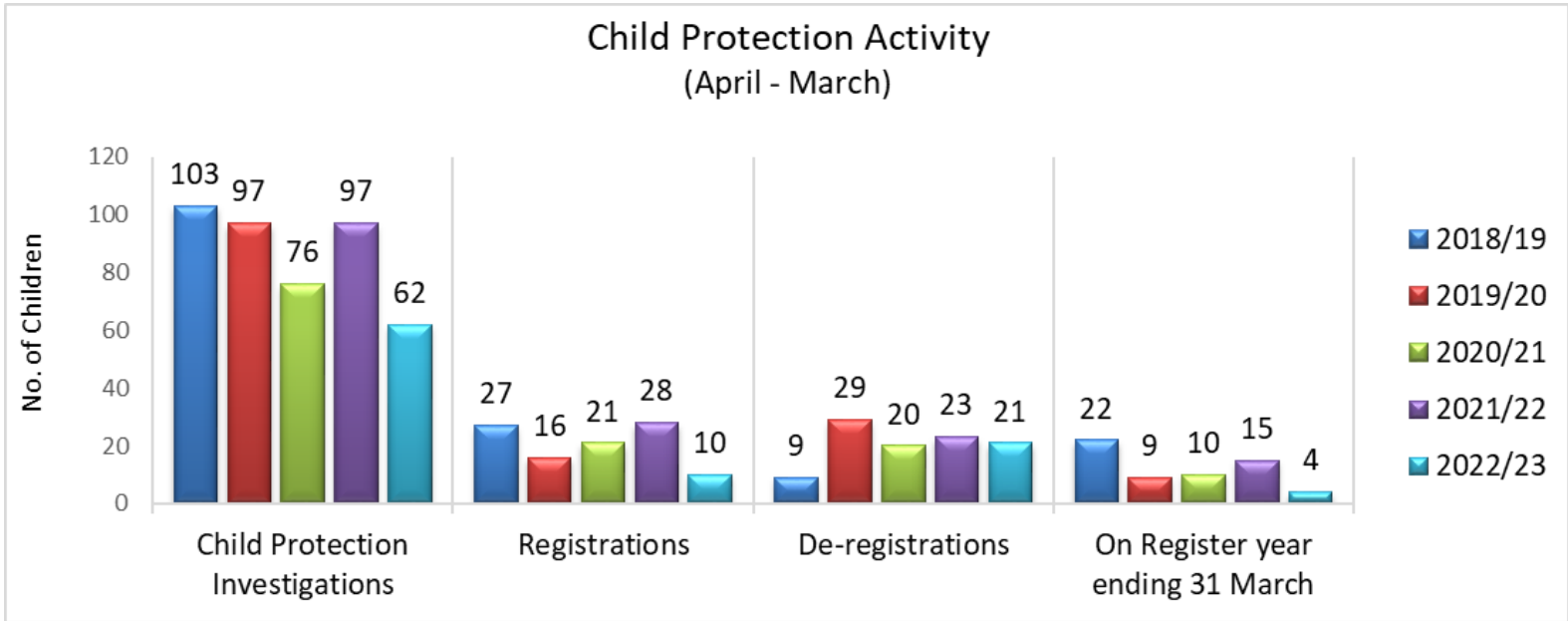
With continued focus on timeous intervention alongside improved confidence in our data, the aftercare population in East Renfrewshire has decreased and we expect it to continue decreasing across the next few years. In the last year we have seen a reduction in the proportion of young people accessing support. This is as a result of the increased support needs of our aftercare population during the pandemic which are now returning to pre-pandemic levels.

As part of work undertaken to improve transitions to adulthood for our care experienced young people, it was identified that more than half of our aftercare population live in the Barrhead area and almost a quarter live outwith East Renfrewshire.

The economic activity of young people accessing aftercare has remained relatively consistent in the snapshot data taken on 31st July each year. This is encouraging given the challenges of the past few years.



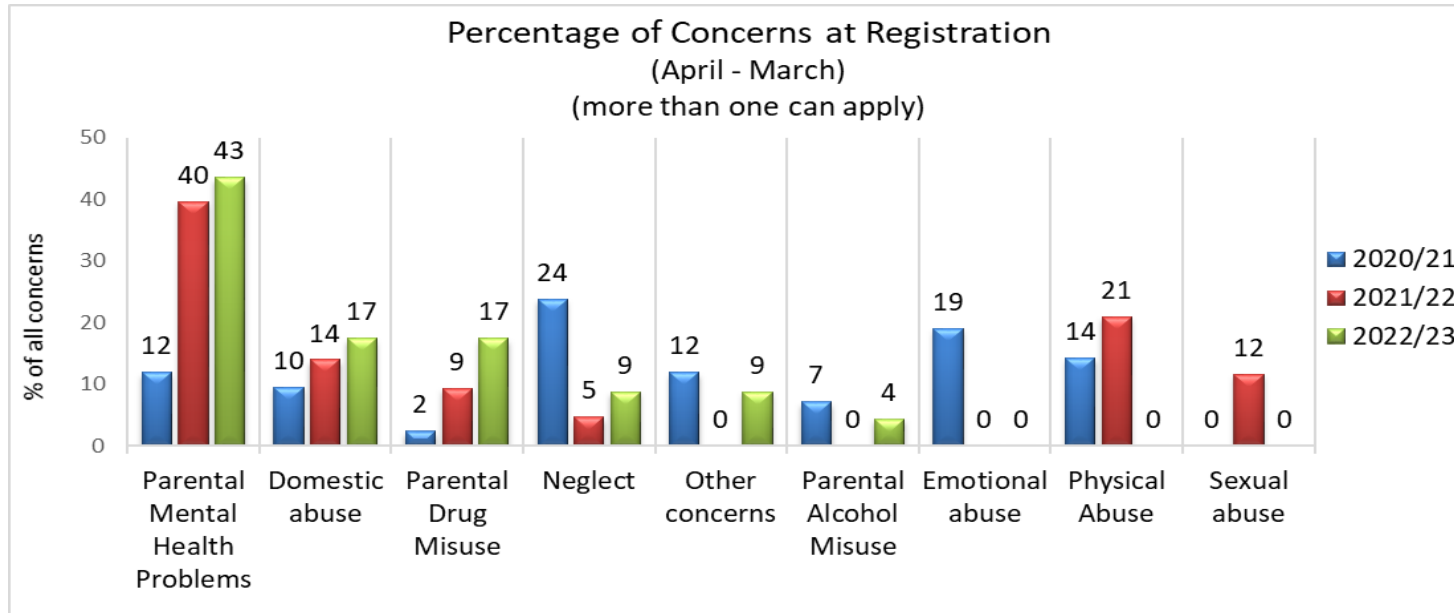
Child Protection



Source: East Renfrewshire HSCP
Note: A child may be counted more than once during the reporting period.

From 2018/19 to 2022/23 the percentage of children who were registered as a result of a Child Protection Investigation decreased from 26% to 16%.

Our total number of children registered in 2022/23 decreased from 2018/19. This decrease could be attributed to the ongoing implementation of the Signs of Safety approach allowing us to work with families in a more strengths based way. The data includes the whole of the COVID-19 pandemic and lockdown which may have had an impact on child protection registrations.



Source: East Renfrewshire HSCP

A child can be placed on the child protection register with more than one concern noted. Parental Mental Health is currently the highest concern at the point of registration followed by Domestic Abuse and Parental Drug Misuse.

Scottish Child Interview Model (SCIM)

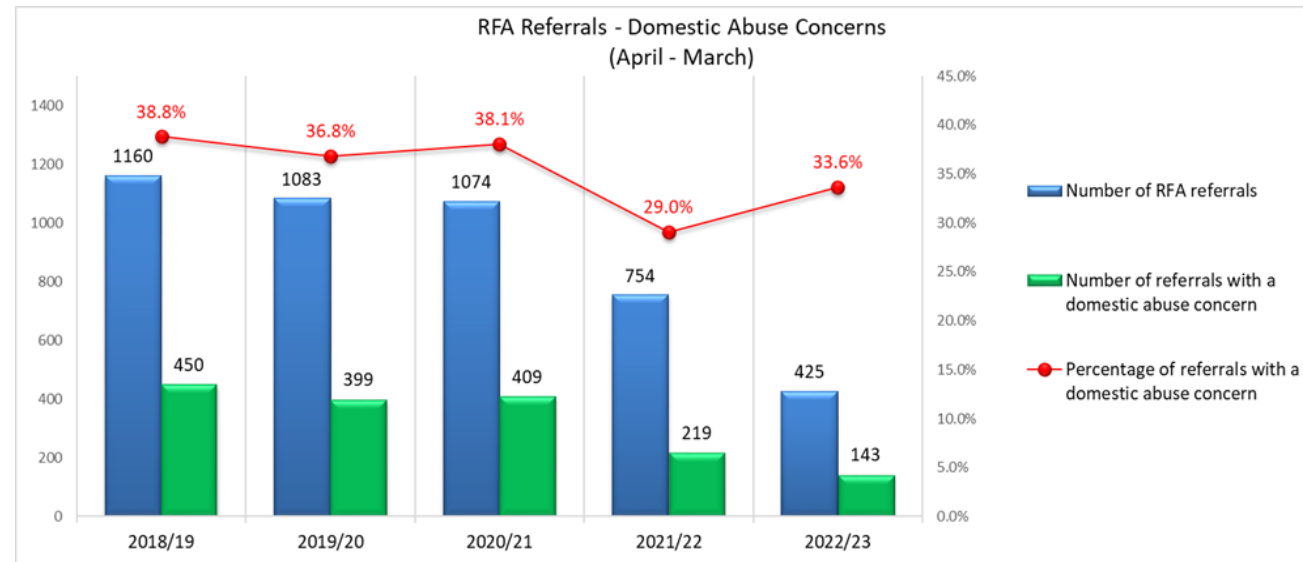
North Strathclyde Partnership which includes East Renfrewshire Council went live on the 10th August 2020. Children and young people are jointly interviewed by a trained social worker and police officer under the new Scottish Child Interview Model. During the first two years of operation 94 children who were referred and reside within East Renfrewshire progressed to a joint investigative interview. The main primary concern across both years were physical abuse/assault, followed by offences under the Sexual Offences Scotland Act 2009 (SOSA), followed by domestic abuse. There were significant increases in year two in respect of these three concerns; 28.5% increase in physical abuse/assault, 77% increase in sexual offences under SOSA and 44% increase in domestic abuse.

Domestic Abuse

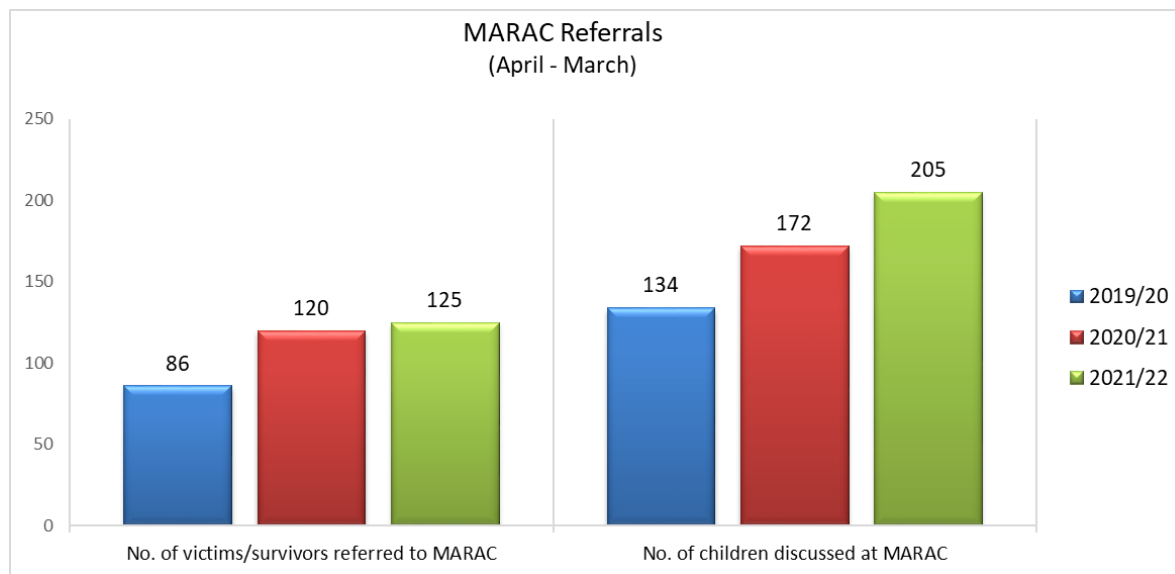
Request for Assistance (RFA)

Domestic abuse remains the main concern for referral to the Request for Assistance Team which screens all new referrals into Children's social work services. Across each of the five years, domestic abuse was noted as a primary or secondary concern for 38.8% of referrals (2018/19), 36.8% (2019/20), 38.1% (2020/21), 29.0% (2021/22) and 33.6% (2022/23). This overall reduction mirrored the reduction in referrals to RFA. The number of domestic abuse enquiries has increased from 130 (2021/22) to 313 (2022/23) an increase of 140.8%.

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Source: East Renfrewshire HSCP



Source: East Renfrewshire HSCP

Multi Agency Risk Assessment Conference (MARAC)

Referrals to MARAC for women and children have increased significantly over the last three years of operation (31% women and 53% for children respectively). This increase reflects that core agencies are more aware of MARAC and the referral process. Police Scotland remained the main referrer, followed by Children and Families Social Work, Women's Aid, ASSIST and then Adult Social Work. Of the 205 children discussed at MARAC in 2021/22, 27% were under the age of 5 years-including Pre-Birth, 43% were aged between 5-12 years, 21% were aged between 13-15 years and 9% were aged between 16-18 years.

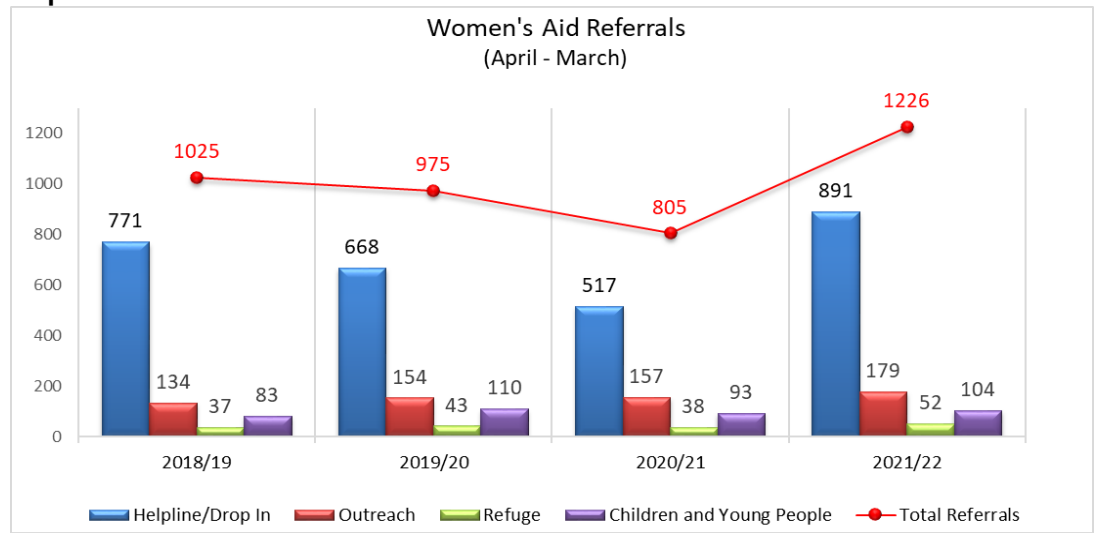
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Women's Aid

The demand for refuge, outreach support, children and young people's support and advice/drop-in has increased significantly over the last four year period 2018/2019 to 2021/2022. Referrals across the Woman's Aid service during this period increased by 15.6% in helpline/drop in, 33.6% increase in outreach, 40.5% increase in refuge, 25% increase in children and young people and 19.6% increase in the total referrals.

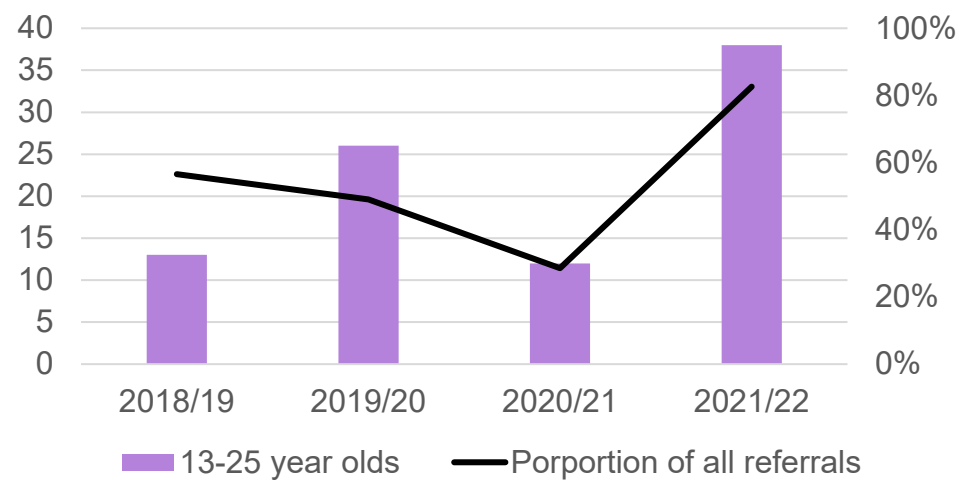
The increase in demand post COVID-19 was particularly significant, Women's Aid supported 1226 women and children across the service compared to 805 during the same period the previous year which represents a 52%. This is an increase of 72% in duty and helpline contacts, 37% increase in refuge and support, 14% increase in outreach and a 12% increase in support for children and young people.

Women's Aid reported an increase in complex trauma, mental health issues, alcohol dependency and child contact issues. The service is supporting children with a range of needs and vulnerabilities including anxiety, self-harm, eating issues, autism and behavioural problems. Waiting times for refuge continue to be an issue for women and children with lack of available temporary accommodation and longer waiting times impacting on refuge availability and turnover.



Source: Women's Aid

Rape Crisis Referrals



Source: Rape Crisis

Rape Crisis

The total referrals to Rape Crisis for 13-25 year olds in respect of rape and sexual assault increased by 192% from 13 to 38 between 2018/19 and 2021/22.

The impact of the pandemic on referrals is seen acutely, with both a drop in the number of referrals and associated decrease in proportion of referrals, specifically from the 13-25 age group. In the year 2021/22 more than 80% of all referrals were from 13-25 year olds.

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Appendix 2

Views and Experiences of the Children and Families of East Renfrewshire

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What you told us we are getting right?

"I liked opening up and talking in an environment that I felt safe in and that I felt like I was actually being listened to"

Healthier Minds Feedback

Viewpoint responses of children known to social work show that:

- 5-7 year olds feel there is an adult at school who will help if they ask (95.5% average score)
- 8-15 year olds feel safe where they live now (96.5% average score)
- Young people aged 16+ have a place to go when they feel unsafe (91% average score)

"The Friday night youth club is better than hanging about the streets, it's fun to be a part of and it's a safe place to go and relax with your friends. It has a good impact on my mental health, I feel more secure in myself, and it helped me get my life on track. They [youth workers] have a laugh with you, help us open up and have someone to talk to. I don't feel judged. Youth workers have time to build relationships with us and they want to hear our opinions. Everyone is treated equally and you feel like you are being treated like an adult." **CLD Youth Work Young Person Feedback**

98% of **family first service user feedback** said they would recommend the service to a friend.

"My family nurse has always listened to anything I've had to say whether that is a small thing or a big thing and has always allowed me to voice my opinion on different things without judgement." **Family Nurse Partnership Service User Feedback**

"Money advice was really helpful, gave good advice and supported me very well, but they could be more involved with care experienced young people"

Pathway Planning Informal Consultation

- "Realised that autism can enhance possibilities"
 - "There is ways of learning to look at it from a different point of view. Ways of coping."
- Cygnets Programme Feedback**

"It's a good wee thing, to understand your children a wee bit better...
...We talk as like a group, we all talk about own experiences and stuff like that...
...Whereas we've learnt to calm down and kinda take a better approach to things will maybe solve it quicker for you."

Intensive Family Support Team Dad's Group Feedback

Pupils recognised that East Renfrewshire's schools are of high quality and that this has a very positive impact on individuals, families and communities across the Council area; their concern was about the long-term impact of some of the potential savings options. They placed a high priority on protecting elements focused on those most in need. There is a strong sense of fairness and desire to protect support for pupils with Additional Support Needs. **Dedicated Budget Panel Event for Secondary school pupils**

Women's Aids confidentiality and support system highlighted as extremely positive experience for service users

Equalities, Participation and Consultation Session

Education is the “Jewel in the Crown” of East Renfrewshire and a significant motivator for people to wish to live in the area **Parent Council Consultation 146 Budget Planning 2023**

Relationships are really important
SAC pupil consultation

“I’ve had good experiences with Family Firm, they are helpful and kind and they listen to you... Family Firm has been a great deal of help with finding me a job and getting me prepared for it” **Pathway Planning Informal Consultation**

“I am so pleased my son is taking part in this programme. I can’t support him with these things and I know he really enjoys it and is trying hard to be more responsible.” **CLD Safer Choices Youth Work Parent Feedback**

“He is a different child from when we first referred him to the healthier minds service”
Healthier Minds Feedback

“The happiest part was getting the keys, pretty chuffed when I realised it was all mine.” **Housing Consultation**

Almost all parents/carers said they feel their child/young person is treated fairly and with respect **ASL Review**

“I’m involved with Children 1st and they give me a chance to speak and they’ll help me. Children 1st would take me out and try and get to know me, what I like and what I don’t like. Now I feel like I’m a lot smarter and I’ve got better life choices now.” **Young person feedback to the**

- “Thank you for seeing him so quickly”
 - “I’ve noticed a big improvement in her ability to manage her emotions”
- “We can’t thank you enough, you have been such a support to us. He doesn’t trust people easily, and said he felt so supported yesterday” **School Nursing Feedback**

- “Respite allowed them to do things they don’t normally get the chance to do. Also met other young carers”
 - “Opened a whole new world to him”
- “He has really enjoyed himself, made some new friends and just come home from the trips feeling a bit lighter”
Carer’s Centre Feedback from parents

“The health visitor provided excellent support and signposted for other services. Always feel that nothing is too much trouble”
Health Visiting Parent Feedback

95% of all multi-agency staff respondents agree or strongly agree that they are proud of the contribution they are making to improve the well-being of children and young people at risk of harm and their families.
Joint Inspection Staff Survey 2022

100% of children completing **Who Cares Scotland? End of Task Feedback** felt their voice and choices had been heard.

“Family First has helped me hugely. I have found the service extremely helpful. Having Bilingual Support translate has helped me offload fully and express myself freely. I have been understood and my needs met fully. Having someone to talk to and listen and give advice has meant a lot to me especially with the difficult dilemma I was going through. Having this service available gave me a huge piece of mind.”
(Translated by Bilingual Support Worker due to significant language barrier)
Family First Feedback from English as an Additional Language Family

What you told us we could do differently?

We don't always want to be referred to a 'specialist service' and instead want class teachers, janitors, peers and the whole school community to feel confident to let us talk about mental health

"Having the same Health Visitor particularly when I had mental health issues" **Health Visiting Parent Feedback**

"I'm more confident because I know that she's [my support worker] always there, she's like a safety net." **Parent Feedback to the joint inspection**

What we need from mental health services **ER Youth Voice and Champions Board Mental Health Working Group**

A relationship based approach to services – connect with peers and adults

"People just need to not be scared to access it and I think it's the whole thought of, they're going to take your kids that needs to be gone and then I think you'll find that more people would reach out and ask for help." **Parent feedback to the joint inspection team**

- "Having more info, other young people to talk to, it was very lonely and scary, I just drifted away from school."
 - "Being listened to and planning, having choices. Talking to people."
 - "It felt like it happened suddenly. It was really fast and I didn't have enough time to get ready."
- Transitions to Adulthood Consultation with Service Users**

Healthier Minds and the School Nursing Service do not meet the needs of older care experienced young people and neither does their GP or Adult Mental Health Service so they have no access to a suitable service

A new approach to dealing with self-harm that is less reactive

Understanding of individual needs, not one size fits all

Barriers experienced by English as an additional language (EAL) families **shared with Family First-**

- Telephone and email support can be intimidating
- Isolation is often greater and so it is harder to find out about supports, services and funding through 'Word of Mouth'
- Many departments are not able to offer translation services and many families make errors due to lack of understanding questions or do not engage, therefore missing out on important information and supports.
- Families with significant language barriers may speak English at a basic level but may not read or write English very well making them hard to reach in relation to promotional materials. These families have communicated that they then feel disappointed that they were not aware of an event at school or a deadline for an appointment.

- A few pupils highlighted the importance of making sure other children and parents understand what it is like for children who have an additional support need
 - A few pupils in mainstream schools said they did not always feel involved in the life of the school and want their school to do more to include them.
- ASL Review**

- "Sufficient support but not the right support."
 - "Everybody else had control over what was happening to me."
- Housing Consultation**

A need for more individual support and more understanding and respect for pupils' circumstances. **SAC pupil consultation**

“There is a lack of basic training for teachers in how to manage children with autism, there needs to be more training for teachers and improve teachers’ communication with children with autism and how they deal with children when there are issues to ensure the child feels safe and secure in school. Educate teachers in the basics of what autism is as it would appear to myself and my child that some teachers have no or very little knowledge of autism. This lack of knowledge stems from senior management to class teachers from personal experience when dealing with issues regarding my child. There should be training on how to care for children when they have a meltdown, to minimise this and not exacerbate it.” **ASL Review Parent/Carer Feedback**

Support Needs of families supported via Parentline

- Education worries
- Emotional wellbeing concerns
- Family relationships
- Challenges supporting someone with a disability
- Domestic violence
- Financial worries
- Physical health and illness
- Relationships with wider network, community and others

“Young people living outwith ERC that are being cared for by the authority are being completely neglected by services”

Pathway Planning Informal Consultation

40% of respondents feel that current provision of after school care meet the childcare needs of their family ‘not at all well’
Consultation on out of school care and holiday provision for children with complex additional support needs

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- “Ask us about the young person we care for”
- “Ask about all the family members who might need support - transition can be difficult for the whole family”
- “...use carer knowledge in a positive way. We want to be asked about our young person, be listened to, heard, not dismissed”

Transitions to Adulthood Consultation with Service Users

- “Need better identification [of neurodiversity] in preschool”
- “Service waits for diagnosis too long”
- Cygnet teenager/puberty/adulthood course

Cygnet Programme Feedback

Less than half of the pupils consulted indicated that they enjoyed Out of School Care (47%) and holiday (45%) clubs -
Adapted visual version of the consultation

“Can Family Firm and MART join up more?”
Pathway Planning Informal Consultation

Viewpoint responses of children known to social work show that:

- 5-7 year olds struggle with waking up during the night (54.5% average score)
- 8-15 year olds don’t go to clubs, activities or events in their local area (30.29% average score)
- Young people aged 16 + don’t know how to get emergency help to pay for water, electricity or gas bills (45% average score)

Uniform is the cost that is most challenging for families to meet.
Cost of the School Day Evaluation

There were significant concerns raised about reducing the length of the school week for primary with the impact this would have on attainment and childcare **Public Consultation on Budget Planning 2023**

Ideas for the next 3 years...

Future Healthier Minds sessions on wellbeing, post school transitions, dealing with panic attacks, teenage refusal behaviours, emotion regulation, social anxiety, self-care, online safety, social skills development

Better use of community resource and peer support
“I don't know why but it's always other parents who are the most help” - *Transitions to Adulthood Consultation with Service Users*
“More community groups please” - *Service Improvement suggestions from What Matters to You Day*

Individualised Support
“It needs to be about the individual, not just the collective” - *Housing consultation with young people*

Addressing inequalities
Digital inequality in particular - *SAC pupil consultation*

Enhancing feedback loops – improving communication with families

“Instead of relying on social work to make the referral to services... can **services reach out** directly to care experienced young people?” - *Pathway Planning Informal Consultation*

Raise awareness of support available and the need for wellbeing and trauma recovery support and targeted prevention work in schools, particularly with young men - *Parents Supported by East Renfrewshire Women's Aid*

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EAST RENFREWSHIRE COUNCILEDUCATION COMMITTEE17 August 2023Report by Director of EducationREVIEW OF THE SUSTAINABLE RATE FOR EARLY LEARNING AND CHILDCARE
FUNDED PROVISION**PURPOSE OF REPORT**

1. The purpose of this report is to update Education Committee on the review of the sustainable rate provided to Funded Providers for provision of the 1,140 hours funded statutory entitlement and seek approval for the payment of the new rate from the beginning of the 2023/24 session.

RECOMMENDATION

2. Education Committee is asked to:
- a) Note the review undertaken of the sustainable rate paid to Funded Providers within East Renfrewshire;
 - b) Approve the increase in the sustainable hourly rate to £5.87;
 - c) Approve the increase in the meal provision hourly rate to 57p; and
 - d) Request the Director of Education arrange for the backdating of the new rates to the beginning of the new session, starting from Monday 14th August 2023.

BACKGROUND

3. Across Scotland, all 3- and 4-year old children, in addition to eligible 2-year old children, have a statutory entitlement of up to 1,140 hours of funded early learning and childcare per year. Within East Renfrewshire, families have been able to access this provision from August 2020, a year earlier than the revised Scottish Government implementation date of August 2021.

4. In line with the Scottish Government's *Funding Follows the Child* policy, all ELC provision is 'provider neutral', with no distinction between public, private or voluntary providers. This enables families to utilise their child's statutory entitlement in the provider of their choice, as long as the provider meets the criteria set out in the National Standard, wishes to deliver the funded entitlement and has space available. Within East Renfrewshire, families have a wide range of choice to best meet their own personal circumstances, with options available across local authority provision in both nursery classes and family centres, in addition to 13 private, voluntary and independent nurseries and 10 childminders.

5. All non-local authority settings and childminders are known as funded providers. The Council works in partnership with the above providers and, where a family wish to access their child's entitlement in a funded provider, the Council funds this provision through the payment of the sustainable rate. In addition, to allow the provision of a meal as part of the statutory entitlement, the Council provides an additional fixed hourly meal rate.

6. In October 2022, Education Committee approved the increase in the sustainable rate to £5.69 per hour. This new hourly rate was an increase from the previous rate of £5.31. The new rate was established through a comprehensive review, based on regional data provided from a national cost collection exercise undertaken with Ipsos-Mori. This review process focussed on supporting the payment of the Scottish Living Wage; reflecting the cost pressures facing providers; consideration of the seasonality of provision; and providing an appropriate margin to provide support for reinvestment. The meal rate continued to be paid at £0.50 per hour, up to a maximum of £3.00 per day.

7. In addition to the sustainable rate, the Council has been encouraging participation in the recently launched Scottish Milk and Healthy Snack Scheme. This scheme, administered by the Council on behalf of the Scottish Government, provides additional support to providers for the provision of a serving of milk, or milk alternative, and a healthy snack for each child attending. A payment of 58.2p per session is available for all providers registered with the scheme.

REPORT

8. In setting the existing rate, the Council agreed to review the rate for the 2023/24 session, ensuring it remained sustainable for both providers and the authority, in line with the Scottish Government's national approach. Whilst initially advised of the Scottish Government's commitment to updating the data collection exercise annually, this exercise has not progressed for this review period.

9. In reviewing the rate for 2023/24, the Council has specifically focussed on supporting providers to continue to pay the Scottish Living Wage and meet the increased costs as a result of inflationary pressures. Following the review undertaken for last year, both seasonality and margin are already included within the existing base rate and, as such, are not included for further increase.

10. From April 2023, the Scottish Living Wage has been set at £10.90 per hour. As detailed in the National Standard, all funded providers are expected to pay the Scottish Living Wage for staff providing the statutory entitlement, and this new rate was included in the review for 2022/23. The Scottish Living Wage rate from April 2024 has not yet been confirmed, however, in line with recently published research from the Low Pay Commission, it is estimated as likely to be set at between £10.90 and £11.43. The midpoint of this range represents an increase of 2.4% on the existing rate and this increase will be added to the staffing element of the previous baseline figure.

11. Given the continued uncertainty regarding inflation, with projections for the rate to begin to fall over the coming months, an estimate of 5% has been determined as appropriate to uplift the non-staff cost element of the baseline figure.

12. Following the review, combining both the staff and non-staff increases on the previous baseline figure, provides a new rate of £5.87 per hour. This rate will continue to apply for all 0-5 provision. This represents a 3% increase on the existing rate of £5.69 and is in line with increases approved in those other local authorities who have, so far, uplifted their own sustainable rate.

13. Given the continued high rate of food inflation being experienced, the Council has also reviewed the previous meal rate paid to funded providers. To align this with the meal charges in place across local authority ELC provision, a new rate of £0.57 will be paid for each funded hour, up to a maximum of £3.42 per day.

14. In addition to the sustainable rate, funded providers within East Renfrewshire continue to have access to a wide range of additional high quality supports, including free at the point of access professional learning, access to a teacher, support from the department's Educational Psychology Service and Early Years Development Officer, and financial support towards external training costs. The department continues to work alongside providers to ensure access to the most appropriate support is available.

FINANCE & EFFICIENCY

15. The proposal to increase the sustainable rate paid to funded providers will result in additional costs being incurred for the provision of the statutory entitlement. For 2023/24 financial year this will be met from existing financial resources, with the ongoing impact being reflected in future budget spending pressures.

16. Given the continued financial pressures facing the Council, the Education Department will continue to carefully consider the financial impact of sustainable rates going forward.

CONSULTATION

17. The Education Department has strong existing relationships with funded providers across East Renfrewshire, with regular meetings and ELC Forums providing an opportunity for ongoing engagement. Specifically with regards to the sustainable rate review, officers from the department have met with groups of funded providers both to discuss the process, providing an opportunity to highlight specific elements to be considered and, subsequently, to discuss the proposed new rate.

IMPLICATIONS OF THE REPORT

18. At this stage, there are no direct implications in terms of staffing, legal, equalities, sustainability or climate change for the Education Department or the wider Council.

CONCLUSION

19. In line with the Council's commitment to review the rate paid to funded providers for the provision of the statutory entitlement, this report outlines the review undertaken to establish the new rate to apply for the 2023/24 session. Following the completion of the review, a new

rate of £5.87 has been proposed, in addition to an increase in the hourly meal rate to £0.57. In line with previous practice, these rates will apply from the beginning of the current session, backdated to Monday 14th August 2023.

20. Notwithstanding the continued financial uncertainty, the new rate seeks to provide an affordable and evidenced increase in the sustainable rate paid to funded providers, recognising the likely future Scottish Living Wage and rates of inflation but remaining sustainable for the Council.

RECOMMENDATIONS

21. Education Committee is asked to:

- a) Note the review undertaken of the sustainable rate paid to Funded Providers within East Renfrewshire;
- b) Approve the increase in the sustainable hourly rate to £5.87;
- c) Approve the increase in the meal provision hourly rate to 57p; and
- d) Request the Director of Education arrange for the backdating of the new rates to the beginning of the new session, starting from Monday 14th August 2023.

Mark Ratter
Director of Education
17 August 2023

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EAST RENFREWSHIRE COUNCILEDUCATION COMMITTEE17 August 2023Report by the Director of EducationEDUCATION DEPARTMENT END-YEAR REPORT 2022/23**PURPOSE OF REPORT**

1. The purpose of this report is to update and advise Education Committee of the end-year report on the performance of the Education Department for 2022/23.

RECOMMENDATION

2. Education Committee is asked to comment on and note the content of the report as a summary of the Education Department's performance for 2022/23.

BACKGROUND

3. The Education Department has a well-embedded approach to continuous improvement across the entire department and regularly reports to Education Committee on various aspects of performance through a range of different indicators at both an establishment and departmental level. In addition to the annual [Standards and Quality Report](#), the department provides a number of regular additional updates, including regular reports on progress towards the priorities set out in the [National Improvement Framework](#), [Scottish Attainment Challenge](#) and the [Early Learning and Childcare annual report](#). With the reintroduction of Education Scotland inspections, four inspection reports have also been considered by Education Committee over the last year, including those on Neilston Primary School & Madras Family Centre, Crookfur Primary School & Family Centre, Hazeldene Family Centre and Braidbar Primary School.

4. In addition to the regular reporting through Education Committee, the department's progress in achieving both the critical activities and the performance indicators in the Council's Outcome Delivery Plan (ODP) is reviewed on a six-monthly basis through internal department reports. These reports are presented at regular performance review meetings, attended by the Chief Executive and Education Leadership Team, providing opportunity to discuss achievements and aims for the forthcoming year.

5. End-year reports are prepared and presented to Education Committee to provide a summary of the department's performance in contributing towards the ODP over the last year, as well as setting out the priorities for the year ahead. The [end-year report for 2021/22](#) was considered by Education Committee in August 2022.

6. A fuller, more comprehensive [report](#) on the ODP and other strategic planning reports was previously considered by Council in June 2023. In addition, the department's performance in the Local Government Benchmarking Framework (LGBF) was considered in a [report](#) to Cabinet in May 2023.

REPORT

7. The Education Department's end-year report 2022/23 (appendix 1) sets out a high level summary of the department's performance under the following key areas:

- Outcomes – these provide an overview of the department's performance, both in progress towards meeting critical activities and in performance indicators, outlining results for the benefit of customers and the local wider community. This includes the relevant Local Government Benchmarking Framework (LGBF) indicators.
- Customers, Efficiency and People – these focus on a range of activities and targets aimed at improving the performance and effectiveness of the department.

8. As this report relates to the 2022/23 organisational year, being April 2022 to March 2023, the majority of the data regarding school performance and attainment relates to the previous academic session. The end-year report was completed in May 2023, prior to the end of the school session and, as such, full year data was only available for the 2021/22 session. The 2022/23 performance will be reported to Education Committee through the annual presentations on educational outcomes and SQA performance and through the department's Standards and Quality Report.

9. The department has continued to make strong progress in contributing towards the Council's ODP, with 13 of the 16 critical activities having been completed within this reporting period. In addition, there is continued strong performance across all performance indicators with more specific information detailed below.

10. As noted in previous reports, given the disruption across much of the last three years, targets have not been set consistently across all indicators. To support improvement, there are a range of targets in place across a number of strategies and plans which have previously been approved by Education Committee. The timescale of these targets often therefore reflect the individual strategies or national requirements and, therefore, there is not always an alignment with the ODP.

11. Throughout 2022/23, the Education Department has continued the work towards achieving the vision of *Everyone Attaining, Everyone Achieving through Excellent Experiences*. Through the clear plans in place, outlined through the department's Local Improvement Plan, the key priority has remained the ongoing work towards closing the attainment gap, notably focusing on the legacy impacts of the pandemic. In particular, through the use of Strategic Equity Funding (SEF) and Pupil Equity Funding (PEF), the department, schools and nurseries have maintained a strong focus on supporting the most disadvantaged young learners. Further key highlights across each area reported through the end-year report include:

Outcomes

- ✓ Strong improvement in developmental milestones, reducing the gap between the most and least affluent to pre-pandemic levels. This has demonstrated a

good recovery in a relatively short period following the significant widening of the gap over recent years as a result of the disruption from the pandemic.

- ✓ Highest performing local authority in reading, writing, talking & listening and numeracy at P1, 4 and 7 combined and S3 (fourth level) stages of the BGE. The levels of attainment of pupils at S4 to S6 has continued to be high, with the Council's performance in almost all cases significantly outperforming both virtual and regional comparators. Across all 10 LGBF attainment indicators the Council ranks either first or second (first place across 7 of the indicators).
- ✓ The best ever performance in leaver destinations, with an initial figure of 98.5% of leavers entering a positive destination and a follow up figure of 97.5%. In all schools within East Renfrewshire, almost all pupils moved into a positive destination.
- ✓ Nationally recognised Facilities Management services, with both Catering and Cleaning services nominated finalists in 2022 APSE UK Awards.

Customers

- ✓ Very high levels of customer satisfaction recorded in the Scottish Household Survey, ranking third nationally through the LGBF indicator. This mirrors the continued strong performance in the 2022 Citizens Panel
- ✓ Focus on continued improvement to the customer experience, including the strong rollout of the ParentsPortal platform with in excess of 85% of parents/carers now 'digitally connected' to their child's school. This continues to be the highest rate in Scotland and offers schools increasing opportunities to engage with families in new and innovative ways.
- ✓ Increasing use of digital tools to improve communication with customers, including the ongoing improvement of online application processes and the use of the Gov.Notify service to take a digital first approach to customer contact.
- ✓ Introduction of increased flexibility in early learning and childcare provision following on from feedback through the biennial ELC consultation exercise.

Efficiencies

- ✓ Further improvement to invoice payment timescales, significantly above the target position and very strong when compared to the overall Council figures.
- ✓ Review of internal processes to ensure continued adherence to freedom of information and complaint response timescales.
- ✓ Reduction in the use of single-use plastics across schools and nurseries.

People

- ✓ Healthier Minds Service has continued to provide support across establishments, with 416 individual children and young people supported across the year. In addition, 260 staff have taken part in multiple training offers around self-harm, emotionally-based school absence, problematic eating and anxiety in autism.
- ✓ New Aspiring Leaders programme launched with 15 participants successfully completing the programme.
- ✓ Teacher and local government staff absence rates increased slightly this year, rising from 4.59 days to 5.53 days and 8.48 days to 9.97 days respectively. The ending of special leave provision for absence related to Covid-19, applicable from July 2022, has likely contributed to the slight increase in the figures.

12. Building on the progress outlined above and the department's robust self-evaluation, the [Local Improvement Plan 2023-2026](#) sets out the high level areas for improvement for all services and education establishments and the actions we will take over the next three years to achieve the expected impact and outcomes. This, along with various other strategies and plans previously approved by Education Committee, aligns closely with the activities set out in the Outcome Delivery Plan. Key priorities for the forthcoming year include:

- Continue to be the highest performing mainland local authority – improving attainment throughout the Broad General Education and the Senior Phase, and closing the attainment gap for our most disadvantaged children and young people.
- Roll out of the Learn Well Service, bringing together a wide-range of educational support services to ensure all children and young people have the correct support and can access education in the most appropriate ways to meet their individual needs.
- Launch of the department's new Leadership Strategy
- Launch of the new Digital Learning & Teaching Strategy, building on the lessons learned through the pandemic and the achievements in embedding new innovative learning resources.
- Ongoing review of customer journeys with the launch of new processes for under-3 nursery provision and Education Maintenance Allowance in conjunction with the Digital Transformation programme.

FINANCE & EFFICIENCY

13. There are no specific financial implications arising from this report.

PARTNERSHIP WORKING

14. Whilst this report focuses specifically on the Education Department's contribution to the delivery of the ODP, it is recognised that the ongoing continual strong performance is only achieved through the excellent, well-established partnership working across the Council and with external partners.

IMPLICATIONS OF REPORT

15. The Education Department has a well-established self-evaluative approach across all areas of work and will continue to take the necessary steps to achieve ongoing strong performance and improvement in the key priority areas outlined above.

CONCLUSION

16. This report summarises the Education Department's performance for 2022/23. As we have moved on from the pandemic and the subsequent immediate recovery which has dominated our priorities in recent years, the key focus has been working towards closing the attainment gap between our most and least affluent young learners.

17. The report sets out the strong performance against our expected performance and the breadth of work being undertaken to drive improvement across services and education establishments. Alongside the existing other strategies and plans in place, this sets out ambitious targets for the future and the work that will be taken forward to continue to drive improvement for children and young people across East Renfrewshire.

RECOMMENDATION

18. Education Committee is asked to comment on and note the content of the report as a summary of the Education Department's performance for 2022/23.

Mark Ratter
Director of Education
17 August 2023

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Appendix 1
End Year Report 2022-23

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Education Department
End year performance data 2022-23

This report includes an update on the Education Department's indicators and activities in the ODP 2022-23. The indicators were previously reported to Cabinet.

Note: Following the national approach, school attainment, attendance and exclusion data in the plan refers to the relevant academic year rather than the financial year.

PI Status of available data:	
	Off target
	Target still to be achieved
	On Target
	For information only (no target set)

1. Community Plan Outcomes

1. All children in East Renfrewshire experience a stable and secure childhood and succeed



1.3 Children and young people are cared for, protected and their wellbeing is safeguarded

1. An increase in activities which support prevention and early intervention, improve outcomes and reduce inequalities – Critical Activities

Activity	Progress Bar	Due Date	Latest Note
Developing the framework to deliver improved opportunities in relation to children's rights.	Complete	30-Jun-2023	A total of 38 settings, an increase of 2 on the last reporting period, are registered with UNICEF for Rights Respecting Schools accreditation. 13 settings hold the Rights Respecting Schools award at Gold level, an increase of 2 on the last reporting period. Two principal teachers are now acting as associate assessors, increasing our capacity to provide accreditation and share best practice. 4 senior officers have been trained as UNCRC 'Train the Trainers'. This is an increase of 2 on the last reporting period.
Targeting the allocation of resources to ensure additionality is deployed to support prevention and early intervention and address the impact caused by Covid-19	Complete	30-Jun-2023	Local Authority Covid Economic Recovery Fund has supported a short term project to increase the wellbeing and employability skills of parents living in poverty, with 24 parents receiving individual support. As a result of this targeted work, the parents reported an increase in their confidence and felt more able to leave their child with others if going into employment. Others went on to seek volunteering opportunities within a childcare setting to further develop their skills.
Continuing to work with partners to increase parenting capacity and understanding of child	Complete	30-Jun-2023	Between April 2022 and March 2023 Family First supported 340 families, with almost 80% of the families wanting to improve their confidence in various aspects of their lives which had been

Activity	Progress Bar	Due Date	Latest Note
development and physical health, and the importance of play experiences for young children			impacted by the pandemic. These included: recovering from domestic violence; supporting children with ASN awaiting diagnosis; getting back out into the community; sleep counselling and supporting family routines. Families who worked with the team reported an increase in communication between family members, leading to better satisfaction within the family unit and greater hope for the future as a result of the intervention.
Employing early years tracking tool in ELC settings to identify progress and next steps in learning and target support for children impacted by Covid-19	Complete	30-Jun-2023	The Early Years Tracking Tool has been successfully implemented in all ELC settings enabling practitioners to more effectively track children's progress in key areas of literacy, numeracy and health & wellbeing. Evidence from the 22/23 developmental milestones assessment indicated an increase in overall levels, with the equity gap reducing and now similar to pre-pandemic levels.
Fully implement the changes to funded Early Learning & Childcare (ELC) for all children deferring entry to Primary 1.	Complete	30-Jun-2023	A total of 155 parents applied to defer their child for session 2023-24, an increase of 30 applications compared to 2022-23. Whilst 3 parents withdrew their application and the remaining 152 have been allocated an ELC place for next session. The number of deferral applications for those children born between the start of term in August and the end of December increased from 40 in 2022-23 to 64 in session 2023-24 representing 41% of all requests. This reflects the change in legislation that entitles these children to funded ELC, rather than this being discretionary, as in the past.

1.3 Children and young people are cared for protections and their well being is safeguarded. – Critical Indicators

PI Description	2021/22	2022/23		Status	Notes and benchmark
	Value	Value	Target		
Percentage attendance for Looked After Pupils (Primary and Secondary)	90%	-	-		21/22 – update The overall attendance level for looked after pupils of 90% in East Renfrewshire compares favourably to the national figure of 87%. More targeted interventions are now being provided by Children 1st to support the attendance and engagement of care experienced learners. This will complement the work of the Learn Well Service. 22/23 data will be reported at mid-year.
Proportion of P1 children who have reached all	82.0%	82.7%	85%		More detail is included in the ELC Annual Report, considered by Education Committee in April 2023.

PI Description	2021/22	2022/23		Status	Notes and benchmark
	Value	Value	Target		
of the expected milestones on entry to school.					

2. East Renfrewshire residents are healthy and active and have the skills for learning, life and work




2.2 Children and young people are included – Critical Activities

1. A sense of belonging and identity for children within their school and local community

Activity	Progress Bar	Due Date	Latest Note
Continuing to support staff to embed the principles of Getting It Right For Every Child in all schools and classrooms	90%	30-Oct-2023	Working in partnership with HSCP and Children First, we have established a Learn Well service to support Emotionally Based School Absence (EBSA). This includes targeted support for care experienced young people, utilising funding from Whole Family Wellbeing Fund. The service includes a teacher and a PSA and is in the early stages of development. Currently the team are supporting 14 young people and Children First are supporting 12 young people and their families.
Implementing the learning for sustainability strategy	Complete	30-Jun-2023	A working group has been established with a remit of providing Learning for Sustainability Guidance for school staff with a complementary CLPL programme. Both will be launched in session 2023/2024.
Implementing the new inclusion policy and embedding the UN Convention on the Rights of the Child across all areas of the Council's work	Complete	30-Jun-2023	A group of young people have planned a Rights Assembly event for elected members and senior officers in June 2023 to further promote the work being undertaken across schools. A Children's Rights Section is currently being developed for the Council Website and the Council wide CLPL has been developed and is being trialled within the housing department. School guidance has been updated to ensure rights are central to supporting children and young people's behaviour in school, the policy links clearly with refreshed guidance on GIRFEC and the Promise. Inclusion was a focus during the HT conference this session with professional learning around inclusive Values, Leadership, Pedagogy and Curriculum.
Supporting and challenging schools to improve outcomes for identified groups of learners through effective use of resources (including Pupil Equity and	Complete	30-Jun-2023	Through Covid recovery funding, we have recruited additional teachers to support literacy, numeracy and health & wellbeing across schools. These teachers have been supporting identified schools and children to mitigate against the long term impact of Covid 19 on learning and wellbeing. The health and wellbeing teacher supports 7 young people through weekly one-to-one sessions

Activity	Progress Bar	Due Date	Latest Note
Scottish Attainment Challenge Funding), with a particular focus on recovery, wellbeing, learning loss and equity as they recover from the impacts of the pandemic			and completed work with 124 children across primaries 6 and 7. The teacher has also adapted and developed anxiety resources for young people with more complex additional support needs. A total of 61 children have been supported by the numeracy teacher, with a further 55 supported by the literacy teacher.

2.2 Children and young people are included – Critical Indicators

PI Description	2021/22	2022/23		Status	Notes and benchmark
	Value	Value	Target		
Number of exclusions per 1,000 pupils - Primary. (3 year average target 2019-2021 of 0.3 per 1000 pupils).	0	-	-		<p>21/22 Update</p> <p>The number of exclusion incidents decreased in 2021/22 to 0 incidents per 1000 pupils. East Renfrewshire compares very favourably to the national value of 6.4 incidents per 1000 pupils (latest published data for 2020/21). The Council achieved the very challenging target in 2020/21 (0.3) and further improved performance in 2021/22.</p> <p>22/23 data will be reported at mid-year</p>
Number of exclusions per 1,000 pupils - Secondary - 3 year average target 2019-2021 of 5.0	5.1	-	-		<p>21/22 Update</p> <p>In 2021/22, the number of exclusions in the secondary sector increased to 5.1 incidents per 1000 pupils. The ERC performance continues to compare very well with the national figure of 39.6 incidents per 1000 pupils (latest published data for 2020-21). The Council achieved the very challenging target of 5.0 incidents per 1000 pupils over the period 2019-21, although the number has increased in 2021/22.</p> <p>22/23 data will be reported at mid-year</p>
Number of ERC schools with Rights Respecting Gold Award	12	13	14		Increase of one from previous reporting period.

2.3 Children and young people raise their educational attainment and achievement and develop the skills they need

1. Improved attainment in the broad general education and senior phase _Critical Activities

Activity	Progress Bar	Due Date	Latest Note
Challenging and supporting schools to improve outcomes for children and young people impacted by poverty with a focus on tackling the poverty related attainment gap through the use of Strategic and Pupil Equity Funding	Complete	30-Jun-2023	<p>A new model for quality assurance of PEF planning and reporting was implemented throughout 2022-23, in partnership with the department's Education Scotland Attainment Advisor, and a thematic review of the impact of PEF was undertaken. As a result, schools had a very high level of support and challenge throughout the session and the department has identified key strengths and next steps in improving the impact of PEF moving forwards. Additional resource has been allocated through Cabinet to support identified schools with Literacy and Numeracy (Covid Reserves Funding). This was put in place in Feb 2023 and will continue to March 2024.</p> <p>The department is progressing with the implementation of the approved SEF plan through 22-23.</p>
Reviewing, updating and implementing Numeracy and Mathematics, Literacy and Parental Involvement and Engagement Strategies	Complete	30-Jun-2023	<p>A full programme of professional learning for teachers has been successful at improving teacher confidence and competence in teaching literacy and English, leading to improved experiences for learners.</p> <p>To date 4 clusters have been involved in Chatterbox training with 41 PSAs being trained in delivering the intervention. The majority of PSAs felt they had a better understanding on how to promote active listening and purposeful talk with learners and some had the capacity to begin to implement the intervention. A full review of the Literacy Strategy is planned for session 2023/4 which will result in thorough evaluation and a new strategy being developed for 2024-27.</p> <p>A refreshed Numeracy & Mathematics Strategy has been developed for 2023-26.</p> <p>The implementation of the Parental Involvement and Engagement Strategy is progressing with 9 ELC centres achieving Family centred gold (16 on silver, 1 bronze) and 3 primary schools achieving gold (16 silver, 5 bronze). The first secondary school is preparing for assessment, with practice to be shared to encourage further participation across the sector.</p>
Investing in accredited Reading Recovery programme to support	Complete	30-Jun-2023	Reading Recovery teaching continues to support children in P2 struggling to make progress with

Activity	Progress Bar	Due Date	Latest Note
an authority wide approach to early reading interventions			<p>literacy and have a reading age of less than 5 years old.</p> <p>58% of children who were taught through Reading Recovery were discontinued at the end of the programme with average gains in reading age of two and a half years. The remaining 42% of children were referred for further support but still saw benefits, achieving an average reading age of 5 years and 9 months.</p> <p>Daily Literacy Learning (DLL) is a whole class approach to teaching reading and writing with a focus on oral language development. This year, 99 pupils across 3 schools benefitted from this literacy approach. To start, 79% of pupils were reading below expected levels, with 63% of pupils reading at or above expected levels after participating in the 3 month programme.</p>

2. Increased participation in wider achievement activities – Critical Activities



Activity	Progress Bar	Due Date	Latest Note
Challenging and supporting establishments and services to offer a range of opportunities which will help all learners develop skills for learning, life and work and celebrate their achievements	Complete	30-Jun-2023	<p>All schools now have Developing the Young Workforce Coordinators in post. These post holders work closely with school staff and partners in the community, including employers to explore opportunities within the curriculum to develop skills for learning, life and work.</p> <p>The number of young people young people participating in vocational courses increased from 365 in 2021-22 to 459 in 2022-23.</p>






3. A curriculum which enables all learners to be successful, confident, responsible and effective – Critical Activities



Activity	Progress Bar	Due Date	Latest Note
Supporting establishments and working with partners to deliver the Developing the Young Workforce and Health and Wellbeing action plans	Complete	30-Jun-2023	<p>98.5% of young people leaving East Renfrewshire schools in 2021/22 achieved a positive destination in October 2022.</p> <p>This is the highest proportion recorded in East Renfrewshire, with the previous best being 97.7%, and exceeding the national average of 95.7%.</p>
Reviewing, updating and implementing the STEM and Digital Learning and Capacity Strategies	90%	30-Oct-2023	<p>Our ELC settings and schools continue to embed the use of digital technology within their learning and teaching. 10% of ELC, 88% primary, 71% secondary and 100% special schools have achieved Digital Schools Status. Glow app usage sessions up to over 4 million.</p>

Activity	Progress Bar	Due Date	Latest Note
			A new Digital Learning Strategy is planned for session 2023/2024.
Supporting establishments to build a curriculum that is unique to the community it serves; meets the needs of all of its learners; with learning, teaching and assessment based on the most up-to-date pedagogical research	85%	30-Oct-2023	<p>In collaboration with Education Scotland, a CLPL programme is in place for primary and secondary schools to support with curriculum design. This CLPL complements the department's Curriculum Design Guidance and supporting materials.</p> <p>Learning, Teaching and Assessment resources and accompanying professional learning materials are available to all sectors. The West Partnership Improving our Schools/our Departments/our Classrooms continues to be offered to all ERC schools, with uptake high.</p> <p>The work of the Curriculum, learning and teaching reference group is ongoing. The Learning, teaching and assessment subgroup is developing supporting guidance, self-evaluation tools and professional learning materials to underpin the principles outlined within the 'Excellent Experiences for All' document. This work will complement the work of the Curriculum subgroup as noted above. All materials being developed are based on evidence-based pedagogical research and will be launched in August 2023.</p>


2.3 Children and young people raise their educational attainment and achievement and develop the skills they need – Critical Indicators

PI Description	2021/22	2022/23		Status	Notes and benchmark
	Value	Value	Target		
Primary Attainment: Reading - Percentage Attaining or Exceeding Expected Levels. (3 year average target 2019-2021 of 90%)(A)	89.2%	-	-		<p>In 2021-22, 89.2% of primary pupils achieved or exceeded expected CfE levels in reading. The Council previously achieved the very challenging 3-year average target for 2019-21 of 90%, with a slight decrease linked to the legacy of the disruption of the last few years.</p> <p>22/23 data will be reported at mid-year</p>
Primary Attainment: Writing - Percentage Attaining or Exceeding Expected levels. (3 year average target 2019-2021) of 89% (B)	87.4%	-	-		<p>In 2021-22, 87.4% of primary pupils achieved or exceeded expected CfE levels in writing. The Council did not achieve the very challenging 3-year average target for 2019-21 of 89% as a result of learning loss associated with the impact of the global pandemic.</p> <p>22/23 data will be reported at mid-year</p>



Primary Attainment: Mathematics - Percentage Attaining or Exceeding Expected levels. (3 year average target 2019-2021) of 92% (C)	89.6%	-	-		In 2021-22, 89.6% of primary pupils achieved or exceeded expected CfE levels in numeracy, a very slight decrease. The Council did not achieve the very challenging 3-year average target for 2019-21 of 92% as a result of learning loss associated with the impact of the global pandemic 22/23 data will be reported at mid-year
Primary Attainment: Talking and Listening - Percentage Attaining or Exceeding Expected levels (3 year average target 2019-21 of 94%)	93.2%	-	-		In 2021-22, 93.2% of primary pupils achieved or exceeded expected CfE levels in talking and listening, a decrease on the previous year. The Council achieved the very challenging 3-year average target for 2019-21 of 94%, with a slight decrease linked to the legacy of disruption over the last few years. 22/23 data will be reported at mid-year
Percentage of S4 roll with Insight points of 263 or fewer	7.1%	-	-		The percentage of S4 pupils with total Insight point scores of 263 or fewer (equivalent to eight "Pass" awards at National 4) increased to 7.1% in 2022. Target under review. 22/23 data will be reported at mid-year
% of pupils gaining 5+ awards at SCQF L6 (S5/S4)	54.8%	-	-		In 2021/22, the proportion of S5 pupils achieving 5 or more awards at SCQF level 6 rose slightly to 54.8%. Due to the change in assessment methodology, primarily the implementation of the alternative certification model, comparisons at the senior phase should be treated with some caution
% of pupils gaining 5+ awards at SCQF L5 (S4/S4)	83.0%	-	-		In 2021/22 the proportion of S4 pupils achieving 5 or more awards at SCQF level 5 remained the same at 83%. Due to the change in assessment methodology, primarily the implementation of the alternative certification model, comparisons at the senior phase should be treated with some caution

% of pupils gaining 5+ awards at SCQF L6 (S6/S4)	69.0%	-	-		<p>In 2021/22 the proportion of S6 pupils achieving 5 or more awards at SCQF level 6 rose slightly to 69%.</p> <p>Due to the change in assessment methodology, primarily the implementation of the alternative certification model, comparisons at the senior phase should be treated with some caution</p>
S4: reduce gap between most and least deprived achieving 5 or more awards at SCQF level 5	32.0%	-	-		<p>The gap between the proportion of young people achieving 5 or more SCQF level 5 qualifications in SIMD deciles 9 and 10 compared to deciles 1&2 increased by 3% in 2021/22 to 32%. Target under review.</p> <p>22/23 data will be reported at mid-year</p>

EFFICIENCY

PI Description	2021/22	2022/23		Status	Notes and benchmark
	Value	Value	Target		
Payment of invoices: Percentage invoices paid within agreed period (30 days)	93.5%	96.4%	90%		Improved performance on last year and above Council level. (83.2%)

PEOPLE

PI Description	2021/22	2022/23		Status	Notes and benchmark
	Value	Value	Target		
Absence: days lost per employee - teachers staff	4.59	5.53	-		<p>The number of days lost per employee has increased slightly. In July 2022 the previous 'special leave' exemption for Covid-19 absence ended and this is likely a contributor towards the increased absence figures.</p> <p>The figure remains below the national figure reported through the LGBF.</p>
Sickness absence days per employee - Education Department (All Local Government Employees)	8.48	9.97	-		<p>The number of days lost per employee has increased slightly. In July 2022 the previous 'special leave' exemption for Covid-19 absence ended and this is likely a contributor towards the increased absence figures.</p> <p>The figure remains below the national figure reported through the LGBF.</p>

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